

**Wage and Hour Liability:  
Sample Verdicts and Reported Settlements  
in Excess of \$2 Million**

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## **Wage and Hour**

Wage and hour matters are private lawsuits and government actions alleging violation of the Fair Labor Standard Act (“FLSA”) and other federal laws, as well as state laws, governing how workers are paid. Typical Employment Practices Liability (“EPL”) insurance policies exclude wage and hour cases, although increasingly, EPL policies have included some form of sub-limited defense cost protection, but this still leaves employers responsible for the bulk of the exorbitant defense costs and all of the settlement and judgment exposure in what are often collective or class claims. Most recently, fewer and fewer insurers remain willing to comprehensively embrace both defense and indemnity exposure for even the largest risks in stand-alone and combined EPL/W&H policies.

The range of allegations exposes almost every industry to these types of claims. Wage and hour claims include misclassification of employees, miscalculation of wage and/or overtime rates on account of off-the-clock work or missed meal and rest breaks, failure to pay earned tips or disputes over recorded time. These claims also frequently become collective or class actions, and while collective class actions require workers to opt-in, class actions are opt-out, where potential plaintiffs are automatically included unless they decline to participate. There remains discord in court rulings on interpretations of FLSA definitions, and both federal and state courts are asked to decide application of fairly ancient laws to very modern work arrangements. Wage and hour matters caught the attention of the plaintiffs’ bar and continues to be a hotbed of litigation activity, especially now in the expanding remote work landscape resulting from the COVID-19 pandemic. Those pandemic-prompted case resolutions will surely appear in future editions of this survey.

Here we present a sampling of U.S. wage and hour verdicts or reported settlements in the last five years of \$2,000,000 and above. The cases are arranged by the size of the verdict or settlement. We have identified the state of each case and indicated whether the case was in state or federal court. We explain a bit about the background of each case where available and the nature of the allegations made by the plaintiffs. Notably, the listed amounts do not include the defense costs incurred by the employers, which are typically substantial. The entries added since the last edition of this survey are highlighted in yellow.

The information was gathered from numerous sources – jury verdict services, court filings, attorneys, news outlets, and numerous internet resources.

This summary is intended to be instructional – to provide information about the potential exposure associated with resolving wage and hour litigation. It does not purport to be all-inclusive and may not include all post-verdict developments. If there are verdicts or non-confidential settlements not listed here, or updates on the listed items, we would be most grateful to hear about them so they may be included in the next edition.

## Wage and Hour Claims

1.	<p><b>\$240,000,000:</b> Settlement</p> <p><b>FedEx Ground Package System Inc.</b></p> <p>June 2016 Federal Court: IN</p>	<p>The settlement resolved class actions by roughly 12,000 delivery drivers in 20 states who alleged they were misclassified as independent contractors, and that the company improperly deducted business expenses from their pay.</p>
2.	<p><b>\$130,000,000:</b> Settlement</p> <p><b>G4S Secure Solutions (USA) Inc. (formerly Wackenhut Corp.)</b></p> <p>January 2019 State Court: CA</p>	<p>A class action involving about 13,500 private security officers who allege the company didn't provide them with off-duty meal and rest breaks or provide proper wage statements.</p> <p>This settlement follows G4S's settlements in 2015 and 2017 of two similar class actions in California that pertained to employees of different time periods, settled in aggregate for \$7.6 million.</p>
3.	<p><b>\$113,000,000:</b> Verdict</p> <p><b>Missouri Department of Corrections</b></p> <p>August 2018 State Court: MO</p>	<p>A class of 13,000 corrections officers were awarded back pay wages for unpaid time spent performing pre- and post-shift work that took between 15 to 25 minutes. Those duties include arriving at prison facilities, going through security, getting dressed, lining up, signing in, getting their keys and communication equipment, signing in again at a different control area, passing through an air lock and walking to their assigned posts, as well as completing reports after their shifts, checking emails and returning the keys and communications equipment.</p> <p><b>Update:</b> In October 2019, the appellate court upheld this verdict.</p>
4.	<p><b>\$110,000,000:</b> Settlement</p> <p><b>ABM Security Services, Inc.</b></p> <p>February 2017 State Court: CA</p>	<p>A consolidated class action suit 2005 by security guards who alleged that ABM's practice of requiring the guards to carry walkie-talkies during rest breaks meant they are not relieved of all duties during their breaks violated state labor law. A lower court awarded the guards \$89.7 million in damages in July 2012, but the appellate court later reversed, finding that being on call did not violate the requirements of a rest break. The guards appealed to the California Supreme Court, which reinstated the verdict in December 2016 and found that employers have no control over how workers spend their break time and must relieve them of their duties in order for it to count as a rest break.</p>

5.	<p><b>\$102,000,000: Verdict</b></p> <p><b>Wal-Mart Associates, Inc.</b></p> <p>June 2019 Federal Court: CA</p>	<p>Three certified classes of between 52,000 and 76,000 workers alleged that the company violated the state's Private Attorneys General Act ("PAGA") wage order requiring businesses in California to provide employees with compliant wage statements: Wal-Mart's pay stubs allegedly failed to include start and end dates on final wage statements and didn't show a breakdown of the rate or hours factored into a lump sum calculation for overtime pay. The class also accused the company of not adequately paying the workers for missed lunch breaks. The Judge ordered \$48 million in statutory damages for the state law violations and \$54 million in penalties under PAGA.</p>
6.	<p><b>\$100,000,000: Settlement</b></p> <p><b>Uber Technologies, Inc.</b></p> <p>April 2016 Federal Court: CA</p>	<p>Two class actions were filed alleging Uber misclassified drivers as independent contractors and withheld a 20 percent gratuity. Uber agreed to a settlement that would pay 385,000 California and Massachusetts drivers \$84 million, with an additional \$16 million if the company goes public. However, the settlement would still allow Uber to classify its drivers as independent contractors.</p>
7.	<p><b>\$98,800,000: Settlement (value)</b></p> <p><b>C.R. England, Inc.</b></p> <p>January 2019 Federal Court: UT</p>	<p>A class of drivers claimed to have been tricked into giving the trucking company free labor by signing up for a training program under the guise of having a "guaranteed job." The drivers alleged that at the end of the program they were pushed into purchasing a Driving Opportunity, which required them to pay the company for training tuition, truck rental and gas, among other things, which in some cases left the drivers in the company's debt. The settlement was comprised of the company forgiving \$48 million in disputed unpaid debts for certain drivers related to permits, licenses and truck leases and forgiveness of another \$13 million in debt for student tuition. The remaining money went into a pool for the class.</p> <p><b>Update:</b> In April 2019, the class attorneys sought \$15.8 million in fees and costs.</p>
8.	<p><b>\$97,280,000: Settlement</b></p> <p><b>Wells Fargo</b></p> <p>May 2018 Federal Court: CA</p>	<p>A class of 4,481 home mortgage consultants alleged they were not paid for meal and rest breaks or time spent attending events, galas and open houses.</p> <p><b>Update:</b> In June 2018, class counsel asked the court for an additional \$24.3 million in attorneys' fees, which was cut down to \$2 million by a California federal judge in October 2018.</p>

<p>9.</p>	<p><b>\$80,000,000: Verdict</b></p> <p><b>Anca Transport, Inc., JNM Express LLC and Omega Freight Logistics LLC</b></p> <p>May 2019 Federal Court: TX</p> <p>Punitive Damages: \$75 million (\$25M each company)</p>	<p>A driver alleged that the companies violated rest break policies and demanded he falsify records so that he could do a second run without taking the minimum 34 hours of rest after making a first run, which resulted in a crash. The driver alleged that his employer instructed him to alter his logbook to make it appear as if he had taken the required 34-hour rest. The driver stated he was afraid he would lose his job, picked up the load, and a few days later fell asleep at the wheel, rear-ending another tractor-trailer and suffering injuries.</p>
<p>10.</p>	<p><b>\$78,000,000: Settlement</b></p> <p><b>Air Methods Corp.</b></p> <p>July 2020 State Court: CA</p>	<p>A certified class of about 450 medical flight crew workers alleged the helicopter company misclassified them as exempt from overtime, shorted on pay and denied meal breaks. The crew workers claimed that they regularly worked 24-hour shifts and not paid overtime premiums when they passed the eight-hour mark as California law requires.</p>
<p>11.</p>	<p><b>\$77,000,000: Verdict</b></p> <p><b>Virgin America, Inc./Alaska Airlines, Inc.</b></p> <p>January 2019 Federal Court: CA</p>	<p>A class of California-based flight attendants alleged the airline failed to pay for time they spent before and after flights, waiting time between flights, as well as time spent writing up incident reports, training and undergoing required drug tests. The flight attendants also assert they were given inaccurate wage statements and denied meal and rest breaks.</p> <p><b>Update:</b> In January 2020, plaintiffs' lawyers were awarded \$5.7 million in fees, which was about half of what they requested. The airlines filed a motion to vacate the fee award in July 2020.</p>
<p>12.</p>	<p><b>\$65,500,000: Settlement</b></p> <p><b>InterExchange, Inc., et al.</b></p> <p>January 2019 Federal Court: CO</p>	<p>A class of au pairs filed a class action against more than a dozen sponsorship agencies alleging they colluded to suppress the child care workers' wages. The au pairs alleged that the agencies were a cartel that colluded to fix the au pair wages at a little more than \$4 per hour for a 45-hour workweek. As part of the settlement, the agencies will be required to tell the host families that the au pairs are free to negotiate a fee higher than the minimum pay that the workers may receive.</p>

<p><b>13.</b></p>	<p><b>\$65,000,000:</b> Settlement</p> <p><b>Wal-Mart Stores Inc.</b></p> <p>October 2018 Federal Court: CA</p>	<p>A class of more than 99,000 cashiers alleged the company violated the state’s Private Attorneys General Act (“PAGA”) wage order requiring businesses in California to give workers suitable seats when the nature of the work reasonably permits and for rest when workers’ jobs require standing. The cashiers shared about \$10.7 million after the California Labor and Workforce Development Agency and the plaintiffs’ attorneys took their cuts.</p> <p><b>Update:</b> In August 2020, the workers filed a motion for sanctions against the company following a supposed discovery made by private investigators that in 45 randomly selected Walmart stores, the cashiers were still not provided with adequate seating.</p>
<p><b>14.</b></p>	<p><b>\$60,800,000:</b> Verdict</p> <p><b>Wal-Mart Stores Inc.</b></p> <p>November 2016 Federal Court: CA</p>	<p>A certified class of 839 truckers alleged they were not paid for work-related on-duty tasks, such as pre- and post-trip inspections. They also alleged they were not given rest breaks required by law or paid properly for time spent on federally mandated 10-hour layover breaks, during which they had to stay with their trucks. The award was originally \$54 million but then the judge added approximately \$6 million in restitution.</p> <p><b>Update:</b> In September 2017, the judge approved an additional \$15 million in plaintiffs’ attorney’s fees.</p> <p><b>Further Update:</b> In August 2019, Wal-Mart appealed, arguing that the case should have been thrown out before trial, the class shouldn’t have been certified, and improper jury instructions.</p>
<p><b>15.</b></p>	<p><b>\$54,500,000:</b> Settlement</p> <p><b>Bloomberg LP</b></p> <p>June 2018 Federal Court: NY</p>	<p>A class of help desk representatives filed suit alleging Bloomberg misclassified them as overtime-exempt. The settlement covers more than 1,300 New York-based and California-based employees and resolved collective and class actions first brought in 2014.</p>
<p><b>16.</b></p>	<p><b>\$41,000,000:</b> Settlement</p> <p><b>RS Legacy Corp. (RadioShack)</b></p> <p>August 2016 Federal Courts: NY and OH</p>	<p>The liquidating trustee overseeing the bankruptcy estate of the electronics retailer agreed to settle a pair of class action suits relating to miscalculation of overtime for more than 7,500 store managers.</p>

17.	<p><b>\$35,000,000: Settlement</b></p> <p><b>Wells Fargo &amp; Co.</b></p> <p>July 2019 Federal Court: NJ</p>	<p>A class of over 38,000 bank employees alleged they were required to meet quarterly quotas for new accounts that were impossible to achieve without working overtime, but the bank did not pay for overtime.</p> <p><b>Update:</b> In January 2020, a New Jersey federal judge approved \$10.5 million of the settlement to go toward the attorneys' fees, as well as up to \$60,000 in costs.</p>
18.	<p><b>\$35,000,000: Settlement</b></p> <p><b>Ecolab, Inc.</b></p> <p>August 2016 Federal Court: CA</p>	<p>A class of 223 workers hired to service dishwashers and promote the company's cleaning products alleged the sanitation employer misclassified them as overtime exempt, failed to pay them for overtime hours worked, and didn't provide meal breaks.</p>
19.	<p><b>\$31,500,000: Settlement</b></p> <p><b>The TJX Companies, Inc., et al.</b></p> <p>July 2020 Federal Court: MA</p>	<p>A class of 1,911 current and former assistant store managers at HomeGoods and Marshalls stores allege the parent company's policies violated labor laws by categorizing them as management to avoid paying overtime wages. The employees alleged that their day-to-day responsibilities were not managerial and included working cash registers, stocking shelves, folding clothes, unpacking boxes, building displays and collecting garbage.</p>
20.	<p><b>\$28,000,000: Settlement</b></p> <p><b>New Prime, Inc.</b></p> <p>July 2020 Federal Court: MA</p>	<p>A proposed class of approximately 40,000 truck drivers alleged the Missouri-based company failed to pay them for attending training sessions and compensating similarly-situated employees unevenly.</p>
21.	<p><b>\$28,000,000: Settlement</b></p> <p><b>Schneider National Carriers, Inc.</b></p> <p>September 2015 Federal Court: CA</p>	<p>A class of over 6,000 truck drivers settled with the trucking company who allegedly failed to provide meal and rest breaks, failed to pay for all miles driven and accrued vacation at the required state rate, and neglected to pay minimum wages for all hours worked. The class represents three groups, with approximately \$20.5 million of the settlement going to the so-called dedicated and intermodal driver subclasses, and the remaining \$7.56 million allocated to the regional driver subclass.</p> <p><b>Update:</b> Settlement approved by the court in October 2016.</p>

22.	<p><b>\$27,500,000:</b> Settlement</p> <p><b>Wells Fargo Bank NA</b></p> <p>March 2018 State Court: CA</p>	<p>Three consolidated putative class actions brought by 28,463 bankers and sales representatives in California alleged the bank failed to pay overtime and for split shifts, failed to provide meal breaks and failed to provide itemized wage statements.</p>
23.	<p><b>\$27,000,000:</b> Settlement</p> <p><b>Children's Hospital Los Angeles</b></p> <p>September 2016 State Court: CA</p>	<p>Four class actions brought on behalf of 9,546 current and former hourly, nonexempt employees who alleged they were not paid proper overtime wages, not provided meal and rest breaks and not paid promptly at the time of discharge or termination.</p>
24.	<p><b>\$27,000,000:</b> Settlement</p> <p><b>Lyft, Inc.</b></p> <p>May 2016 Federal Court: CA</p>	<p>A class of 95,000 drivers alleges the company misclassified the employees as independent contractors and didn't properly reimburse them for gas and other expenses. Lyft more than doubled its previous settlement offer of \$12 million to resolve the suit.</p> <p><b>Update:</b> Settlement approved by the court in March 2017.</p>
25.	<p><b>\$25,000,000:</b> Settlement</p> <p><b>Abercrombie &amp; Fitch Co.</b></p> <p>January 2018 Federal Court: OH</p>	<p>A class of nearly a quarter of a million employees in California, Florida, New York and Massachusetts alleged that they were forced to buy the brand's clothes to wear at work and that the company doesn't reimburse its workers for the cost.</p>
26.	<p><b>\$22,500,000:</b> Settlement</p> <p><b>Pepperidge Farm, Inc.</b></p> <p>June 2019 Federal Court: CA</p>	<p>A class action alleging the company misclassified distributors in Massachusetts, California and Illinois as independent contractors to avoid providing them with employment benefits.</p>
27.	<p><b>\$20,000,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>August 2019 Federal Court: CA</p>	<p>A class action involving 11,000 California drivers and 2,600 Massachusetts drivers who claimed the company misclassified them as independent contractors. The Judge cautioned that the settlement did not resolve the ultimate question at the heart of the case since Uber did not agree to classify its drivers as employees.</p>

28.	<p><b>\$19,600,000: Settlement</b></p> <p><b>Burlington Coat Factory</b></p> <p>July 2020 Federal Court: NJ</p>	<p>A settlement that will end both a collective action and a putative class action by assistant store managers who alleged that Burlington misclassified them as exempt and deprived them of overtime wages, even though they perform nonexempt worker duties, such as building displays, stocking shelves, assisting customers, scanning prices, cleaning the store, unloading trucks and more.</p>
29.	<p><b>\$19,100,000: Settlement</b></p> <p><b>TGI Friday's Inc. and Carlson Restaurants, Inc.</b></p> <p>September 2017 Federal Court: NY</p>	<p>A putative class action involving 28,800 tipped workers in nine states alleged violations of multiple state and federal wage statutes. The workers alleged the owners took a "tip credit" from their paychecks, paid them a reduced minimum wage, failed to pay them all owed overtime and uniform-related expenses, misappropriated tips, and took unlawful deductions for customer walkouts.</p>
30.	<p><b>\$18,760,000: Verdict</b></p> <p><b>Computer Sciences Corp.</b></p> <p>January 2018 Federal Court: CT</p>	<p>A jury found that a class of 1,000 systems administrators were not paid time-and-a-half when they worked more than 40 hours in a week, that the company willfully violated the Fair Labor Standards Act, and awarded the class unpaid overtime and liquidated damages.</p> <p><b>Update:</b> In July 2020, a Connecticut federal judge ordered the company to pay an additional \$8 million in fees and costs to the attorneys for the class, bringing the amount the company had to pay up to \$26,760,000.</p>
31.	<p><b>\$18,300,000: Settlement</b></p> <p><b>Halliburton Co.</b></p> <p>September 2015 U.S. Department of Labor (TX)</p>	<p>Oilfield services company, Halliburton, was the subject of a U.S. Department of Labor investigation. The DOL found that Halliburton misclassified more than 1,000 employees as exempt from federal overtime pay requirements. Halliburton paid \$18.3 million to settle the matter.</p>
32.	<p><b>\$16,800,000: Settlement</b></p> <p><b>Kellogg Co.</b></p> <p>March 2018 Federal Court: WA</p>	<p>A class of territory managers and retail store representatives filed suit alleging they were misclassified as overtime exempt and not properly compensated when they worked in excess of 40 hours per week.</p>

33.	<p><b>\$16,700,000:</b> Settlement</p> <p><b>JPMorgan Chase &amp; Co.</b></p> <p>November 2017 Federal Court: NY</p>	<p>Three putative class actions were consolidated into a class of roughly 5,400 assistant branch manager employees who alleged the bank misclassified them as overtime-exempt. This New York settlement is part of a \$25 million deal resolving three different cases.</p>
34.	<p><b>\$16,500,000:</b> Settlement</p> <p><b>XPO Logistics</b></p> <p>June 2019 Federal Court: CA</p>	<p>A class of approximately 850 delivery drivers alleged they were misclassified as independent contractors, which denied them minimum and overtime wages.</p>
35.	<p><b>\$16,000,000:</b> Settlement</p> <p><b>PNC Bank NA</b></p> <p>January 2017 Federal Court: PA</p>	<p>A class of 17 mortgage loan officers alleged they were denied overtime pay and proper commission when the bank used an improper method to calculate commissions and did not allow the reporting of overtime hours whether or not the job required overtime.</p>
36.	<p><b>\$15,400,000:</b> Settlement</p> <p><b>FedEx Ground Package System Inc.</b></p> <p>October 2016 Federal Court: OR</p>	<p>A class of 400 pickup and delivery drivers filed suit and alleged they were misclassified as independent contractors. This settlement resolves three cases.</p>
37.	<p><b>\$15,250,000:</b> Settlement</p> <p><b>Tesoro Refining and Marketing LLC (aka Andeavor, aka Marathon Petroleum Corporation)</b></p> <p>May 2019 Federal Court: CA</p>	<p>A proposed class action involving employees at the oil refinery who alleged the company did not give them proper rest breaks by requiring the operators working 12-hour shifts to continuously monitor their radios during rest breaks, to check tank and oil levels and equipment temperatures, and to deal with any potential problems involving hazardous substances.</p>
38.	<p><b>\$15,250,000:</b> Settlement</p> <p><b>Caremark PHC, LLC</b></p> <p>May 2019 Federal Court: MO</p>	<p>A class of approximately 17,000 customer telephone service representatives at the CVS unit alleged that the call center failed to pay them proper wages for time spent starting up their computers and loading applications they needed to work before clocking in.</p>

39.	<p><b>\$15,000,000: Settlement</b></p> <p><b>Walgreen Co.</b></p> <p>August 2019 State Court: CA</p>	<p>A class of cashiers alleged the pharmacy violated California's Private Attorneys General Act ("PAGA") by failing to provide seating during their shifts. The settlement includes an award for plaintiffs' counsel in the amount of \$5.2 million in fees and \$590,000 in costs.</p>
40.	<p><b>\$15,000,000: Settlement</b></p> <p><b>J.B. Hunt Transport Inc.</b></p> <p>October 2018 Federal Court: CA</p>	<p>A decertified class of about 11,000 California-based drivers alleged the company didn't pay them separately for "nonproductive" work, failed to provide California-compliant meal and rest breaks, and failed to provide California-compliant wage statements.</p>
41.	<p><b>\$15,000,000: Settlement</b></p> <p><b>Bank of America</b></p> <p>October 2016 State Court: CA</p>	<p>Bank of America agreed to settle two cases filed by current and former bank tellers who assert the bank's policy of requiring them to stand while working, even though there was "ample space" behind each counter to allow for a stool or a seat, violated the Private Attorneys General Act ("PAGA") and California's Wage Order. After \$5 million went to plaintiff's counsel, 75% of the settlement went to the State of California's Labor Workforce Development Agency, and the remaining 25% went to the employees.</p>
42.	<p><b>\$14,500,000: Settlement</b></p> <p><b>Michael Stapleton Associates Ltd. Aka MSA Security</b></p> <p>August 2019 Federal Court: NY</p>	<p>The security company is settling a series of suits filed in New York and Texas alleging that the company violated state and federal wage law by failing to pay security dog handlers overtime for hours spent training their dogs at home. \$3.6 million of the settlement was plaintiffs' attorneys' fees.</p>
43.	<p><b>\$14,000,000: Settlement</b></p> <p><b>Bank of America Corp. &amp; Merrill Lynch Wealth Management</b></p> <p>May 2016 Federal Court: NY</p>	<p>Two collective classes of financial adviser trainees filed suits alleging BofA and Merrill Lynch denied overtime pay during training. The presiding judge approved the settlement that resolved both collective actions.</p>

<p>44.</p>	<p><b>\$13,900,000:</b> Settlement</p> <p><b>MCC International Saipan Ltd. Co., Beilida New Materials System Engineering Co. Ltd., Gold Mantis Construction Decoration Co. Ltd. and Sino Great Wall International Engineering Co. Ltd.</b></p> <p>March 2018 US DOL (US Commonwealth of Saipan)</p>	<p>The U.S. Department of Labor investigated the China-based companies that provided workers to help build the Saipan Casino and Hotel on Saipan island, a commonwealth of the United States. The DOL found the companies violated the Fair Labor Standards Act's minimum wage and overtime requirements and owed back pay and damages to about 2,400 Chinese workers. The investigation also revealed three of the companies employed workers who were brought to Saipan as tourists from China under a tourist visa waiver program, and so worked the casino job site without proper work visas. Additionally, the companies required the workers to pay their own airfare and recruitment fees before starting work.</p>
<p>45.</p>	<p><b>\$13,500,000:</b> Settlement</p> <p><b>Duane Reade, Inc.</b></p> <p>January 2017 Federal Court: NY</p>	<p>Two classes of approximately 1,075 assistant store manager employees at the pharmacy and convenience store chain alleged they were misclassified as exempt from overtime pay.</p> <p><b>Update:</b> Settlement approved in May 2017.</p>
<p>46.</p>	<p><b>\$13,250,000:</b> Settlement</p> <p><b>Flowers Foods, Inc. and Flowers Baking Co. of Oxford, Inc.</b></p> <p>April 2020 Federal Court: PA</p>	<p>A national collective and a group of individual state classes of drivers and Wonder Bread distributors in Maryland, New Jersey and Pennsylvania who deliver bread to stores alleged that the company classified them as independent contractors ineligible for overtime despite that the company exercised such a degree of control over the workers' day-to-day training, work and livelihood that they should be classified as employees.</p>
<p>47.</p>	<p><b>\$13,000,000:</b> Settlement</p> <p><b>Wells Fargo</b></p> <p>December 2017 State Court: CA</p>	<p>A class of approximately 44,000 California employees alleged the bank failed to provide meal and rest breaks and failed to pay for hours worked work off-the-clock, including both overtime and straight-time pay.</p>
<p>48.</p>	<p><b>\$12,750,000:</b> Settlement</p> <p><b>CVS Caremark Corp.</b></p> <p>October 2016 State Court: CA</p>	<p>Roughly 78,000 workers alleged that CVS has a policy of not compensating hourly employees in California for time spent waiting for and undergoing security inspections after they clocked out but before they could leave the store. The employees were also allegedly not paid for time spent adhering to a policy that required them to label consumable items with a receipt or sticker when they purchased an item during a shift.</p>

<p>49.</p>	<p><b>\$12,500,000: Settlement</b></p> <p><b>Assistcare Home Health Services LLC dba Preferred Home Care of New York</b></p> <p>June 2020 Federal Court: NY</p>	<p>A former aide and a class of 12,000 home health care workers alleged the company did not pay overtime at the correct rate, didn't pay for time spent travelling between homes, and didn't provide accurate wage statements.</p>
<p>50.</p>	<p><b>\$12,500,000: Settlement</b></p> <p><b>Prudential Financial Inc.</b></p> <p>June 2017 Federal Court: NJ</p>	<p>A class action brought by financial advisors alleging the company misclassified them as independent contractors and improperly took deductions from their pay for using offices, assistants, office supplies and insurance, as well as allegedly failing to pay overtime wages.</p>
<p>51.</p>	<p><b>\$12,000,000: Settlement</b></p> <p><b>Safeway Inc.</b></p> <p>October 2019 State Court: CA</p>	<p>A class of 30,182 cashiers alleged the grocery store chain violated California's Private Attorneys General Act ("PAGA") by failing to provide seating during their shifts and having a policy that required them to work standing.</p>
<p>52.</p>	<p><b>\$12,000,000: Settlement</b></p> <p><b>Kindred Healthcare Operating, Inc./Gentiva Certified Healthcare Corp.</b></p> <p>April 2018 Federal Court: CA</p>	<p>A proposed class of approximately 1,600 workers alleged the healthcare companies and their subsidiaries failed to properly pay wages and overtime and didn't provide adequate wage statements or meal/rest breaks.</p>
<p>53.</p>	<p><b>\$12,000,000: Settlement</b></p> <p><b>Victoria's Secret Stores LLC</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of approximately 40,000 employees alleged the company did not properly pay them for shifts in which they had to call work two hours before a scheduled time to find out whether they would be needed that day. They also alleged that the company owed its workers unpaid wages for scheduling shifts that resulted in them being sent home after they showed up. Since the suit's filing, many retailers including Victoria's Secret have changed policies that require workers to block off time for a shift they may not even work.</p> <p><b>Update:</b> Settlement preliminarily approved in August 2017.</p>

<p><b>54.</b></p>	<p><b>\$11,943,054:</b> Citations</p> <p><b>RDV Construction, Inc.</b></p> <p>February 2019 California Labor Commission</p>	<p>A California subcontractor was cited by the California Labor Commission for shorting over 1000 employees on pay, sometimes making the employees wait weeks and even months without pay. When they did get paid, it was a fraction of what they were owed.</p>
<p><b>55.</b></p>	<p><b>\$11,100,000:</b> Settlement</p> <p><b>Amazon.com, Inc.</b></p> <p>April 2020 Federal Court: KY</p>	<p>A class of approximately 200,000 warehouse workers filed suit alleging Amazon and fulfillment center operator Golden State FC failed to pay them for time spent on security lines before and after work. The company argued that the employees had control over how long they would spend in these security lines by not bringing bags or personal items to work.</p>
<p><b>56.</b></p>	<p><b>\$11,000,000:</b> Settlement</p> <p><b>Bank of America NA</b></p> <p>October 2018 Federal Court: CA</p>	<p>A class of 1,900 loan officers alleged the bank did not reimburse them for use of personal vehicles while commuting among Bank of America offices, facilities and branches.</p>
<p><b>57.</b></p>	<p><b>\$11,000,000:</b> Settlement</p> <p><b>AlliedBarton Securities Services LP</b></p> <p>December 2015 Federal Court: CA</p>	<p>A class of approximately 44,000 nonexempt security guard employees filed suit alleging the securities firm required guards to perform work duties during meal breaks, failed to pay adequate wages, and failed to provide accurate wage statements.</p>
<p><b>58.</b></p>	<p><b>\$10,200,000:</b> Settlement</p> <p><b>Morgan Stanley Smith Barney</b></p> <p>May 2019 Federal Court: CA</p>	<p>A class of 2,800 financial and private wealth advisors alleged the company failed to reimburse them for business expenses such as business travel, client entertainment, phone and internet services and licensing fees.</p> <p><b>Update:</b> In September 2019, the court approved the settlement.</p>
<p><b>59.</b></p>	<p><b>\$10,000,000:</b> Settlement</p> <p><b>Express Services / Phillips &amp; Associates / Western Wine Services, Inc.</b></p> <p>February 2019 Federal Court: CA</p>	<p>A class of forklift drivers allege the staffing companies and the warehouses where they worked failed to pay proper meal periods and overtime, and didn't provide accurate wages statements. The agreement is awaiting court approval.</p>

60.	<p><b>\$10,000,000:</b> Settlement</p> <p><b>Dick’s Sporting Goods, Inc.</b></p> <p>December 2015 Federal Court: MA</p>	<p>A collective action and a proposed class action of 2,200 assistant store managers alleged that they were misclassified as exempt from overtime, regularly required to work more than 40 hours per week, and that the work they performed included no actual managerial responsibilities.</p>
61.	<p><b>\$9,980,000:</b> Settlement</p> <p><b>CBS Broadcasting, Inc., CBS Television Studios, Eye Productions, Inc. and Possible Productions, Inc.</b></p> <p>August 2018 Federal Court: NY</p>	<p>A class of more than 100 production assistants hired to guard parking spaces assert the company and subsidiaries did not pay sufficient overtime hours for the work the employees did securing sets, lots, streets and various individuals on production sites throughout New York for TV shows.</p> <p><b>Update:</b> On February 2019, a Manhattan federal judge gave final approval for the settlement.</p>
62.	<p><b>\$9,800,000:</b> Settlement</p> <p><b>Aldi, Inc.</b></p> <p>April 2018 Federal Court: NY</p>	<p>A class of 388 store managers alleged violations of the Fair Labor Standards Act and 160-200 store managers alleged violation of New York labor laws settled with the grocery chain, who allegedly maintained its low prices by cutting labor costs, understaffing the stores, and telling the managers that their job security depended upon meeting a productivity figure that was calculated by dividing the store sales by the budget of hours, which resulted in the managers working more in place of the non-exempt employees.</p>
63.	<p><b>\$9,600,000:</b> Settlement</p> <p><b>Abercrombie &amp; Fitch Trading Co. and Abercrombie &amp; Fitch Stores, Inc.</b></p> <p>July 2018 Federal Court: CA</p>	<p>A proposed class of an estimated 61,500 current and former non-exempt hourly employees who were scheduled for a call-in shift but not required to come in and work assert they qualified for so-called reporting pay, which is at least two hours each time they were required to report to work but not put to work when they did.</p>
64.	<p><b>\$9,500,000:</b> Settlement</p> <p><b>Wells Fargo Advisors LLC</b></p> <p>April 2018 Federal Court: CA</p>	<p>A proposed class of 2,198 current and former financial advisors alleged the bank did not properly reimburse business expenses or pay commissions on time.</p>

65.	<p><b>\$9,500,000:</b> Settlement</p> <p><b>St. Charles Health System, Inc.</b></p> <p>November 2017 Federal Court: OR</p>	<p>A class of 1,102 current and former nurses alleged the hospital forced them to study and take tests without pay as part of an allegedly unnecessary training program.</p>
66.	<p><b>\$9,500,000:</b> Settlement</p> <p><b>General Electric Co.</b></p> <p>January 2017 Federal Court: NJ</p>	<p>A class of approximately 100 service technicians brought claims under multiple states' laws and the Fair Labor Standards Act alleging the company did not pay them for time spent working through lunch breaks, doing overtime on computer work, and travel. The technicians further allege that when they attempted to submit accurate timesheets that included time spent logging onto a computer system to download jobs, responding to emails and traveling to and from jobs, they were intimidated by supervisors.</p>
67.	<p><b>\$9,250,000:</b> Settlement</p> <p><b>Alorica, Inc.</b></p> <p>May 2016 Federal Court: CA</p>	<p>Customer service representatives filed a collective action against the national call center company alleging failure to pay for work performed during breaks, before and after scheduled shifts, and overtime.</p>
68.	<p><b>\$9,200,000:</b> Settlement</p> <p><b>Roadrunner Intermodal Services LLC/Central Cal Transportation LLC/Morgan Southern Inc.</b></p> <p>April 2018 Federal Court: CA</p>	<p>A putative class of about 796 truck drivers alleged they were wrongfully classified as independent contractors and thus the companies failed to provide them with overtime wages, minimum wages, separation wages, business expenses, meal and rest breaks and proper wage documentation.</p>
69.	<p><b>\$9,200,000:</b> Settlement</p> <p><b>Applied Consultants Inc.</b></p> <p>February 2016 Federal Court: PA</p>	<p>Non-management employees filed a class action against an oil and gas pipeline inspection company alleging violation of the FLSA and Pennsylvania's Minimum Wage Act by failing to accurately record inspector's time worked and pay overtime.</p>

70.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>Flowers Foods, Inc.</b></p> <p>February 2019 Federal Court: TN</p>	<p>Distributors at Flowers Foods, the bakery behind Wonder Bread and Nature's Own, filed a class action suit alleging they were misclassified as independent contractors. The agreement settles the claims from 12 different misclassification suits filed across several states that were mediated together in Georgia in September 2018.</p> <p>The company had also agreed to another \$9 million settlement in North Carolina Federal Court in 2016, as well as a \$1.25 million settlement in Connecticut Federal Court in 2018, for similar misclassification allegations.</p>
71.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>Target Corp.</b></p> <p>July 2018 State and Federal Court: CA</p>	<p>Target Corp. agreed to settle several suits, one in CA state court and two in CA federal court, alleging the retailer violated the state's Private Attorneys General Act ("PAGA") and the California labor code by failing to provide 90,000 cashiers with seats during their shifts. 75% of the money that remains after administration costs will go to the state's Labor Workforce Development Agency, and the remaining 25% goes to the cashiers.</p>
72.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>Costco Wholesale Corp.</b></p> <p>June 2017 Federal Court: CA</p>	<p>1,175 San Diego-area pharmacists claimed they were forced to remain on call in the pharmacy during their breaks and pressured to work overtime without pay.</p>
73.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>Flowers Foods, Inc.</b></p> <p>December 2016 Federal Court: NC</p>	<p>Distributors at Flowers Foods, the bakery behind Wonder Bread and Nature's Own, filed a class action suit alleging they were misclassified as independent contractors. Distributors picked up bakery products from 24 warehouses in four states and delivered them to customers in 270 defined geographic territories, stocked the products on store shelves, and assembled promotional displays.</p> <p><b>Update:</b> The company has also agreed to another \$9 million settlement in Tennessee Federal Court in 2019, as well as a \$1.25 million settlement in Connecticut Federal Court in 2018, all for similar misclassification allegations.</p>
74.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>General Nutrition Corp. (GNC)</b></p> <p>April 2016 Federal Court: CA</p>	<p>A class of 8,000 current and former employees alleged the vitamin retailer failed to pay them proper wages or provide them with proper wage statements.</p>

75.	<p><b>\$9,000,000:</b> Settlement</p> <p><b>Rite Aid Corp.</b></p> <p>January 2016 State Court: CA</p>	<p>A class of 2,775 current and former pharmacists filed suit, alleging the drug store chain denied them meal periods, rest breaks, and overtime pay.</p>
76.	<p><b>\$8,950,000:</b> Settlement</p> <p><b>Scotts Co. LLC/Scotts Lawn Service</b></p> <p>August 2016 Federal Court: NY</p>	<p>A collective action involving approximately 1,000 workers who alleged the lawn care company failed to pay them all the overtime compensation they were owed.</p>
77.	<p><b>\$8,750,000:</b> Settlement</p> <p><b>IQor Holdings US, Inc.</b></p> <p>October 2018 Federal Court: MN</p>	<p>A class of almost 17,000 call center agents alleged they were underpaid as a result of the timekeeping system the company used, which tracked a worker's hours based on when they log in to their computers at the start of their shifts, log out at the end of their shifts, as well as idle time when the computer wasn't in use for more than two minutes, even if they were away from their desk in the course of their duties.</p>
78.	<p><b>\$8,750,000:</b> Settlement</p> <p><b>Postmates Inc.</b></p> <p>September 2017 Federal Court: CA</p>	<p>A proposed class action involving thousands of employees alleged the on-demand delivery service misclassified couriers as independent contractors and paid them below the minimum wage. The proposed class included 88,000 couriers in California, 28,000 in New York, 3,000 in Massachusetts, 8,000 in Washington D.C. and 107,000 throughout the rest of the country.</p>
79.	<p><b>\$8,700,000:</b> Settlement</p> <p><b>The Puerto Rico Police Department</b></p> <p>October 2016 U.S. Department of Labor</p>	<p>The DOL investigated and found the U.S. commonwealth's police department did not properly pay overtime. Police officers are given compensatory time, or paid time off, in lieu of overtime wages at a rate of one and one-half hours for every overtime hour worked, capped at 480 hours total. The DOL found the department failed to pay overtime wages to officers who worked more than 480 hours. Additionally, the Department failed to pay former police officers for accrued compensatory time after they were terminated or retired, failed to pay canine officers for the time spent caring for police dogs, and failed to pay police academy cadets overtime wages for mandatory activities that exceeded 40 hours in a workweek.</p>

<p><b>80.</b></p>	<p><b>\$8,500,000:</b> Settlement</p> <p><b>Santa Barbara Hospitality Services, Inc. (Spearmint Rhino)</b></p> <p>February 2018 Federal Court: CA</p>	<p>A class of former exotic dancers alleged they were not paid overtime, minimum wage or provided with meal and rest breaks. They also alleged that their tips were misappropriated.</p> <p><b>Update:</b> In December 2019, as part of a separate settlement with Spearmint Rhino, the dancers dropped their objections to this settlement.</p>
<p><b>81.</b></p>	<p><b>\$8,500,000:</b> Settlement</p> <p><b>Rock-Tenn Co. (WestRock CP LLC)</b></p> <p>August 2017 State Court: CA</p>	<p>A class action alleging the paper and packaging company denied more than 800 factory workers proper breaks or compensation for missed breaks, improperly paid overtime by making employees work off the clock, and “illegally and inaccurately” recorded their time worked.</p>
<p><b>82.</b></p>	<p><b>\$8,500,000:</b> Settlement</p> <p><b>TJ Maxx of CA LLC</b></p> <p>August 2017 Federal Court: CA</p>	<p>Approximately 83,000 current and former nonexempt employees who worked at T.J. Maxx, Marshalls or HomeGoods retail stores alleged the company failed to pay overtime and minimum wage and failed to provide meal and rest breaks.</p>
<p><b>83.</b></p>	<p><b>\$8,400,000:</b> Settlement</p> <p><b>Stanford University</b></p> <p>October 2017 State Court: CA</p>	<p>A putative class of 50,000 current and former clinical research workers at the University asserted allegations of misclassification as overtime-exempt, improper wage statements, and record keeping violations. The researcher who began the suit also asserted an EPL claim of wrongful termination in retaliation for reporting inconsistencies, mistakes and omissions in clinical trial records.</p>
<p><b>84.</b></p>	<p><b>\$8,310,316:</b> Citation</p> <p><b>Camp Bootcamp, Inc. dba The Camp Transformation Center</b></p> <p>March 2018 California Labor Commission</p>	<p>An investigation by the California Labor Commission concluded with a citation that the weight loss and fitness chain was guilty of “wage theft” due to their practice of paying trainers separate paychecks for working at different locations to avoid having to pay overtime and travel between locations. Additionally, managers and other employees were not paid for time spent at mandatory staff meetings and receptionists were not provided rest or meal breaks. The “wage theft” involved 551 workers at 15 locations.</p>

<p>85.</p>	<p><b>\$8,300,000:</b> Settlement</p> <p><b>JPMorgan Chase &amp; Co.</b></p> <p>January 2018 Federal Court: CA</p>	<p>A class of approximately 2,000 assistant bank managers alleged they were misclassified as overtime-exempt. The bankers asserted they were required to do work like tellers but denied overtime. This California settlement is part of a \$25 million deal resolving three different cases.</p>
<p>86.</p>	<p><b>\$8,200,000:</b> Settlement</p> <p><b>Safelite Fulfillment, Inc.</b></p> <p>May 2019 Federal Court: CA</p>	<p>A class of workers at the windshield replacement company alleged that the company's practice of paying them on a piece-rate basis didn't account for time spent cleaning tools, doing administrative work, or traveling to jobs, and resulted in not being paid a minimum wage for all the time they worked, or being properly credited for all overtime.</p>
<p>87.</p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>T-Mobile USA, Inc.</b></p> <p>November 2019 Federal Court: CA</p>	<p>A class action filed by retail workers alleged the company failed to pay minimum and overtime wages, failed to provide compensation for off-the-clock work, and failed to provide proper meal and rest breaks. The \$8 million non-reversionary settlement fund covered \$2.4 million in attorneys' fees, up to \$70,000 of attorneys' costs, \$15,000 to the class representative and a \$300,000 Private Attorneys General Act payment.</p>
<p>88.</p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>Allied Power Services LLC</b></p> <p>July 2019 Federal Court: IL</p>	<p>A class and collective action involving 1,175 employees who claimed that they were paid the same hourly rate for all hours worked, including hours over 40 per week, which should have been paid at time and a half.</p>
<p>89.</p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>The San Francisco Municipal Transportation Agency</b></p> <p>December 2016 Federal Court: CA</p>	<p>About 2,000 transit workers were part of a certified class that sued the SFMTA, alleging failure to pay overtime; specifically, they contended they were not paid for time spent working when their routes were behind schedule, or for when they filled out and handed in vehicle inspection forms, as well as non-commute time spent traveling between locations and while in meetings.</p>
<p>90.</p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>AT&amp;T Mobility Services LLC</b></p> <p>January 2016 Federal Court: CA</p>	<p>A class of retail sales consultants and assistant store managers filed suit alleging AT&amp;T failed to pay employees for working through meal and rest breaks.</p>

<p><b>91.</b></p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>Bank of America</b></p> <p>October 2015 State Court: CA</p>	<p>A class of approximately 29,500 former bank employees filed suit alleging Bank of America failed to timely pay final wages to departing employees.</p>
<p><b>92.</b></p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>Petco Animal Supplies, Inc.</b></p> <p>September 2015 State Court: CA</p>	<p>A class of 11,696 current and former pet groomers and other store employees at Petco stores located in California filed suit, alleging the company didn't compensate the groomers for their tools, time spent doing store tasks, overtime, and breaks. The suit also alleged Petco provided inaccurate wage statements.</p>
<p><b>93.</b></p>	<p><b>\$8,000,000:</b> Settlement</p> <p><b>Amedisys Inc.</b></p> <p>September 2015 Federal Court: CT</p>	<p>Home health care workers filed suit, alleging Amedisys misclassified them to avoid paying them overtime wages in violation of the Fair Labor Standards Act.</p>
<p><b>94.</b></p>	<p><b>\$7,995,000:</b> Settlement</p> <p><b>Petco Animal Supplies, Inc.</b></p> <p>September 2017 Federal Court: CA</p>	<p>A class of 900 assistant manager employees at Petco stores located in Colorado, Illinois, Massachusetts, New Jersey, New York, Oregon and Pennsylvania filed suit, alleging the company failed to pay proper overtime.</p>
<p><b>95.</b></p>	<p><b>\$7,800,000:</b> Settlement</p> <p><b>Avis Budget Car Rental LLC</b></p> <p>September 2015 Federal Court: NY</p>	<p>A collective action of 200 employees alleging failure to pay overtime is awaiting court approval of a \$7.8 million settlement. The judge opted to reserve judgment on the deal until she received more information on how the funds will be distributed and how the plaintiffs' attorney arrived at the requested settlement amount.</p> <p><b>Update:</b> May 2016: The judge approved the \$7.8 million settlement with the modification that attorneys' fees be reduced from \$2.6 million to \$2.5 million.</p>

96.	<p><b>\$7,700,000: Verdict</b></p> <p><b>Steak N Shake Operations, Inc.</b></p> <p>May 2019 Federal Court: MO</p>	<p>A certified class of almost 300 managers alleged the restaurant chain misclassified them as overtime exempt and was aware of “chronic and widespread understaffing,” which resulted in the managers performing many duties of nonexempt workers and working overtime without being paid proper overtime wages. The verdict was comprised of \$3 million, plus an additional \$4.695 in liquidated damages and attorneys’ fees.</p>
97.	<p><b>\$7,700,000: Settlement</b></p> <p><b>Southern Home Care Services, Inc.</b></p> <p>October 2018 Federal Court: GA</p>	<p>A class of more than 9,000 caregivers alleged the company failed to set an hourly pay rate for time they spent driving between clients when they saw multiple clients in a single day.</p>
98.	<p><b>\$7,700,000: Settlement</b></p> <p><b>Equilon Enterprises, LLC, et al.</b></p> <p>September 2018 Federal Court: CA</p>	<p>A putative class of plant operator workers at four California energy facilities, including pipeline terminals and refineries, owned by Shell Oil asserted the companies failed to provide duty-free rest breaks because they were required to keep their radios on and respond to calls during their breaks. The employees also alleged they were not provided with accurate wages statements.</p>
99.	<p><b>\$7,500,000: Settlement</b></p> <p><b>Cardinal Health, Inc. and Kinray, Inc.</b></p> <p>August 2019 Federal Court: NY</p>	<p>A class of 115 current and former delivery drivers alleged that the pharmaceutical wholesalers misclassified them as independent contractors to avoid paying overtime wages while they regularly worked 80-hour weeks. The drivers alleged they were employees in practice since they were required to adhere to the companies’ schedules, follow the companies’ assigned routes and meet certain specifications set by the companies. They also sought expense reimbursement for truck maintenance and fuel, and one employee claimed the companies retaliated against him for filing the lawsuit by terminating some of his contracts.</p>
100.	<p><b>\$7,500,000: Settlement</b></p> <p><b>O.C. Communications, Inc. / Comcast Corp.</b></p> <p>March 2019 Federal Court: CA</p>	<p>A class of approximately 4,500 technicians alleged they were not paid for overtime, “piecework” or proper minimum wage, were denied meal breaks or required to be on-call during the meal breaks, and were required to purchase their own tools without getting reimbursed.</p> <p><b>Update:</b> In June 2019, the court approved the settlement.</p>

<p>101.</p>	<p><b>\$7,500,000:</b> Settlement</p> <p><b>Sears Roebuck &amp; Co.</b></p> <p>May 2017 State Court: CA</p>	<p>A class of 13,361 commissioned workers alleged they were not paid minimum wage for work done outside of store hours or during breaks. The court initially rejected a settlement offer of \$11 million because some of the employees would have been compensated with Sears gift cards, and the judge was concerned about the viability of the company.</p>
<p>102.</p>	<p><b>\$7,300,000:</b> Settlement</p> <p><b>Wyndham Worldwide Operations, Inc.</b></p> <p>August 2017 Federal Court: CA</p>	<p>A class of 2,125 vacation timeshare sales representatives alleged the company failed to cover its sales workers' wages or give them proper breaks by paying them in commissions.</p>
<p>103.</p>	<p><b>\$7,250,000:</b> Settlement</p> <p><b>Swift Transportation Co.</b></p> <p>July 2019 Federal Court: CA</p>	<p>A class of approximately 11,000 drivers for the shipping company alleged they were not paid for time spent on non-driving tasks, such as waiting at a delivery stop or pumping gas, and were not provided with meal and rest breaks.</p>
<p>104.</p>	<p><b>\$7,000,000:</b> Settlement</p> <p><b>Renzenberger Inc.</b></p> <p>November 2018 Federal Court: CA</p>	<p>A company that transports railroad crews has agreed to pay two suits: \$4.55 million will go to a certified class of 3,729 road and yard drivers that alleged the company failed to provide rest breaks and provided inaccurate wage statements; and \$2.45 million will go to a class of 3,325 drivers who alleged the company failed to pay all straight and overtime wages, failed to provide meal and rest breaks, and violated wage-statement provisions or pay all wages due at termination.</p> <p><b>Update:</b> In June 2019 the judge held up court approval and required the parties to justify the terms.</p>
<p>105.</p>	<p><b>\$7,000,000:</b> Settlement</p> <p><b>U.S. Bancorp</b></p> <p>May 2017 Federal Court: CA</p>	<p>25,000 class members brought suit alleging meal breaks and wage statement violations under the California Labor Code and Private Attorneys General Act. Plaintiffs claimed that the Bank failed to provide wage statements to employees showing total hours worked or deduction from wages, and employees were forced to work more than five hours without meal breaks.</p>
<p>106.</p>	<p><b>\$7,000,000:</b> Settlement</p> <p><b>Genesis Logistics</b></p> <p>April 2017 Federal Court: CA</p>	<p>A class action brought by drivers alleged the company violated the Private Attorney General Act and the California Business and Profession Code by not providing rest and meal breaks, paying all wages, maintaining accurate records, separately paying for rest breaks or separately paying for pre-shift and post-shift work.</p>

107.	<p><b>\$7,000,000:</b> Settlement</p> <p><b>M-I LLC</b></p> <p>December 2016 Federal Court: CA</p>	<p>A putative class of drilling fluid specialists (aka “mud men”) filed suit against an oilfield services company alleging they were required to work either 12-hour shifts daily for two weeks before leaving their worksite, or 24-hour shifts in which they were always on-call, but were not paid overtime wages when they worked more than 8 hours per day, or 40 hours per week.</p>
108.	<p><b>\$7,000,000:</b> Settlement</p> <p><b>U.S. Department of Labor</b></p> <p>August 2016</p>	<p>A collective action by the American Federation of Government Employees Local 12 (“AFGA”) accused the federal agency that enforces the nation’s wage laws of failing to pay overtime to thousands of its own employees.</p>
109.	<p><b>\$6,800,000:</b> Settlement</p> <p><b>The Wine Group LLC</b></p> <p>October 2018 State Court: CA</p>	<p>A proposed class action alleging the company violated state labor statutes by failing to pay nonexempt workers overtime pay and minimum wages, provide meal and rest breaks, timely pay final wages and wages, provide accurate wage statements and payroll records, and reimburse business expenses. This amount includes \$2.275 million in attorneys’ fees and \$36,955 in costs.</p>
110.	<p><b>\$6,750,000:</b> Settlement</p> <p><b>Vector Marketing Corp.</b></p> <p>June 2016 Federal Court: CA</p>	<p>A class and collective action that alleged the company did not compensate employees for time spent in mandatory training sessions to become Cutco knife sales representatives.</p>
111.	<p><b>\$6,600,000:</b> Settlement</p> <p><b>Bank of America Corp., Inc.</b></p> <p>January 2017 Federal Court: CA</p>	<p>A class of 478 “client fulfillment specialist” employees file suit, alleging the bank did not pay overtime or rest breaks, did not provide accurate wage statements, and did not timely pay employees after they were terminated. “Client fulfillment specialists” handle account setup, wiring funds and online banking for corporate clients.</p>

<p>112.</p>	<p><b>\$6,600,000:</b> Settlement</p> <p><b>Deja Vu Gentleman’s Club</b></p> <p>June 2017 Federal Court: MI</p>	<p>The settlement resolved a group of suits by tens of thousands of exotic dancers alleging the gentleman’s club chain misclassified them as independent contractors. The deal also required the club to evaluate each dancer’s employment status under the federal economic realities test. The evaluation will determine whether each worker is an employee or independent contractor.</p> <p><b>Update:</b> In June 2019, a three-judge panel in the Sixth Circuit upheld the 2017 approval of the settlement over objections from four dancers who had appealed, saying the agreement was unfair. The agreement is approved for \$1 million in cash payouts to class members, \$4.5 million allotted for credits that the dancers will have to cash in at Deja Vu clubs, and \$1 million for attorneys’ fees.</p>
<p>113.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>J.B. Hunt Transport Inc.</b></p> <p>July 2020 Federal Court: CA</p>	<p>A proposed class of 312 truck drivers alleged that the company misclassified them as independent contractors instead of employees, which required them to pay expenses such as gasoline and truck repairs without reimbursement.</p>
<p>114.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>Frito-Lay Inc.</b></p> <p>May 2018 Federal Court: CA</p>	<p>A class of 255 long-haul truckers alleged the company did not provide proper wages and pay stubs, and that the company’s formula for pay does not compensate drivers for all the work they perform or for state-mandated rest and meal breaks that they miss. The truckers also alleged that the company required them to be “on-call” to cover routes depending on demand, at which time they were under the company’s control and could be subject to discipline or even termination for not being ready to pick up a shift, but they were not compensated for that time.</p>
<p>115.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>P.F. Chang’s China Bistro Inc.</b></p> <p>May 2018 Federal Court: CA</p>	<p>A class of approximately 17,000 current and former workers alleged the restaurant chain failed to provide meal and rest periods or set wage-related policies for overtime and minimum wage, as well as failing to pay split-shift premiums or issue timely pay to employees when discharging them from employment. The agreement resolves three separate lawsuits.</p>
<p>116.</p>	<p><b>\$6,500,000:</b> Settlement</p> <p><b>The Price Chopper, Inc.</b></p> <p>August 2017 Federal Court: MA</p>	<p>A class of department managers alleged the supermarket chain misclassified them as exempt from overtime although they were expected to work alongside overtime-eligible employees, doing the same work for the same number of hours.</p>

<p>117.</p>	<p><b>\$6,250,000: Plea Agreement</b></p> <p><b>AGL Industries</b></p> <p>August 2019 State Court: NY</p>	<p>The NY governor's office and New York department of labor alleged that the structural steel company underpaid nearly 500 welders and ironworkers on overtime and falsified records to cover their actions, which resulted in an underpayment of unemployment insurance.</p>
<p>118.</p>	<p><b>\$6,230,000: Settlement</b></p> <p><b>Permanente Medical Group Inc.</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of 1,325 call center-based nurses alleged they were not compensated for time spent booting up and shutting down their computers. The suit alleged that the company disregarded advice from a 2008 U.S. Department of Labor fact sheet by not paying the nurses for their off-the-clock-work.</p>
<p>119.</p>	<p><b>\$6,200,000: Settlement</b></p> <p><b>City of San Diego, et al.</b></p> <p>July 2020 Federal Court: CA</p>	<p>A class of 2,500 police officers, lifeguards and other City employees, and 45 individual plaintiffs, alleged that the City miscalculated their overtime pay by not including payments made for unused flex benefit plan dollars or compensatory time off cash outs when calculating the regular rate of pay for overtime payments under the Fair Labor Standards Act.</p>
<p>120.</p>	<p><b>\$6,100,000: Verdict</b></p> <p><b>Wal-Mart Stores, Inc.</b></p> <p>April 2019 Federal Court: CA</p>	<p>A class of employees alleged that the company did not provide them with the proper amount of meal breaks and effectively discouraged them from taking breaks outside the building because they were required to go through an anti-theft checkpoint with metal detectors when they left the warehouse, after clocking out for their 30-minute lunch break.</p>
<p>121.</p>	<p><b>\$6,100,000: Settlement</b></p> <p><b>Giumarra Vineyards Corp.</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of field workers alleged that the grape grower failed to pay and report wages, provide meal and rest breaks, reimburse business expenses, or timely pay employees who were terminated or had resigned. The suit asserted violations of unfair competition laws and the Agricultural Workers Protection Act and sought to represent a class of nonexempt California agricultural, packing shed and storage cooler employees.</p>
<p>122.</p>	<p><b>\$6,000,000: Settlement</b></p> <p><b>CoreLogic</b></p> <p>April 2020 Federal Court: CA</p>	<p>A class of 524 appraisers at the real estate data company alleged that the company gave them detailed production orders to turn around time-intensive appraisals that resulted in workloads requiring them to work more than 40 hours per week and miss break times. The settlement includes \$2 million in attorneys' fees and \$150,000 in litigation costs.</p>

123.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>Bank of America Corp., Inc.</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of 7,310 personal bankers alleged the bank failed to provide meal breaks.</p>
124.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>Delano Farms Co.</b></p> <p>February 2017 Federal Court: CA</p>	<p>A class of grape farm workers alleged they were denied wages for off-the-clock work performed prior to shifts, at the end of shifts, and in taking grape trays to wash at home. The class excluded those who worked only as tractor drivers, irrigators or swampers, or those who only worked in cold storage. The suit also alleged that the workers were not provided with necessary tools and equipment.</p>
125.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>DaVita's HealthCare Pars Medical Group</b></p> <p>January 2017 State Court: CA</p>	<p>A class of more than 6,000 workers filed suit, alleging the company rounded time records, resulting in underpayment of straight time and overtime; didn't provide proper meal periods for employees after five hours on the clock or pay compensation in lieu of breaks; didn't provide accurate and itemized wage statements; and failed to pay timely wages upon termination.</p>
126.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>PNC Bank NA</b></p> <p>November 2016 Federal Court: IL</p>	<p>A class action of 620 assistant branch managers from 17 states alleged that although they did customer service and sales tasks similar to that of the bank's hourly employees, were supervised very closely by their supervisors and not allowed to implement any sort of managerial initiatives for their branch, they were wrongly considered exempt from overtime because of their managerial positions.</p>
127.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>Weatherford U.S. LP and Weatherford PLC</b></p> <p>November 2016 Federal Court: CA</p>	<p>Matter involves two classes of 1,758 nonexempt employees of an oil field service company, who alleged the company did not provide a second meal period for worker shifts longer than 10 hours, improperly docked time from workers for meal periods even when they hadn't clocked out, and improperly calculated pay rates and overtime pay.</p>
128.	<p><b>\$6,000,000:</b> Settlement</p> <p><b>Mistras Group Inc.</b></p> <p>October 2016 Federal Court: CA</p>	<p>A class of examiners and technicians at the infrastructure testing company who test and inspect energy, industrial and public infrastructure alleged they were misclassified as nonexempt, and not compensated for time spent in mandatory online training seminars.</p>

<p><b>129.</b></p>	<p><b>\$6,000,000:</b> Settlement <b>Morgan Stanley &amp; Co. LLC</b>  June 2016 Federal Court: FL</p>	<p>The settlement resolved four collective actions that alleged financial adviser trainees were not paid for time spent working off-the-clock.</p>
<p><b>130.</b></p>	<p><b>\$5,950,000:</b> Settlement <b>Ecolab, Inc.</b>  August 2017 Federal Court: CA</p>	<p>A class of 158 service managers alleged the company misclassified them as overtime exempt. Ecolab also settled two other similar suits for \$35 million and \$29 million.</p>
<p><b>131.</b></p>	<p><b>\$5,750,000:</b> Settlement <b>Schneider National Carriers, Inc.</b>  October 2018 Federal Court: WA</p>	<p>A class of over 1,200 truck drivers alleged the company unlawfully deducted costs and fees from the wages of class members who were paid on a company-sponsored payroll card and failed to compensate them for rest break periods, per diem deductions, overtime wages, and money spent on required safety equipment.</p>
<p><b>132.</b></p>	<p><b>\$5,750,000:</b> Settlement <b>Regis Corp.</b>  November 2015 Federal Court: CA</p>	<p>A putative class of 5,573 hairdressers and other salon workers filed suit alleging the chain of hair salons failed to pay minimum and overtime wages, failed to provide rest and meal periods, failed to pay wages due upon termination, made illegal payroll deductions, and failed to reimburse business expenses.</p>
<p><b>133.</b></p>	<p><b>\$5,700,000:</b> Settlement <b>JPMorgan Chase &amp; Co.</b>  April 2017 Federal Court: NY</p>	<p>A class of 1,056 current and former Chase financial advisors accused the bank of failing to pay overtime. The settlement ends a collective and class action of state and federal claims by workers who alleged they were denied overtime, had unauthorized deductions taken from their wages, and were improperly required to pay for expenses in violation of state laws.</p>
<p><b>134.</b></p>	<p><b>\$5,600,000:</b> Settlement <b>Louis Berger Group, Inc. / Louis Berger U.S. Inc.</b>  February 2019 U.S. Department of Labor (PR)</p>	<p>A class of nearly 1,000 employees working to restore electricity to Puerto Rico during the aftermath of hurricanes Irma and Maria alleged they were improperly paid by the company and nine subcontractors. The U.S. Department of Labor launched an investigation that alleged the employees were misclassified as independent contractors, were not paid required fringe benefits, and denied overtime pay. The alleged misconduct took place during a nearly \$95 million contract the U.S. Army Corps of Engineers had awarded to Louis Berger to provide temporary power activities during the hurricane recovery periods.</p>

<p>135.</p>	<p><b>\$5,600,000:</b> Settlement</p> <p><b>Staffmark Holdings, Inc., CEVA Logistics U.S., CBS Personnel Services, LLC</b></p> <p>November 2017 Federal Court: CA</p>	<p>A collective action brought by 4,400 logistics workers for the staffing company who alleged they were not paid for meal periods, overtime, or paid minimum wages.</p>
<p>136.</p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>XPO Last Mile, Inc.</b></p> <p>August 2019 Federal Court: CA</p>	<p>A class of 1,981 current and former drivers and 1.791 helpers alleged that the company failed to provide proper wages, meal and rest breaks.</p>
<p>137.</p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>Allstate Corp.</b></p> <p>May 2018 State Court: CA</p>	<p>A class action suit stemming from the company switching its auto field insurance adjusters from salaried to hourly employees, which they allege resulted in a class of 2,376 workers being given inaccurate wage statements and 280 workers required to work off the clock without overtime pay.</p>
<p>138.</p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>Phillips 66 Company</b></p> <p>November 2017 Federal Court: CA</p>	<p>A putative class action lawsuit filed against the energy company alleging the oil refinery employees were not provided with adequate rest breaks because they were required to take “on-call” rest breaks and leave their radios on during their 12-hour shifts, resulting in unpaid overtime and inaccurate payroll records.</p>
<p>139.</p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>Rite Aid Corp.</b></p> <p>June 2017 Federal Court: NY</p>	<p>A class of 1,500 managers alleged the company improperly denied store managers overtime pay for work they did when filling in for nonexempt employees, as well as individual claims relating to age discrimination. The suit alleged the company forced its salaried managers and assistant managers to handle the duties of cashiers, stock handlers and other non-exempt workers to reduce the amount of overtime it would have to pay those employees. The agreement covers two groups of managers: first, a Fair Labor Standards Act collective action group of current and former salaried store managers, and second, a New York Labor Law-governed group.</p>

<p><b>140.</b></p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>Google Inc.</b></p> <p>June 2017 State Court: CA</p>	<p>The settlement resolved a putative class action alleging that the company failed to pay contract recruiters overtime. Lead plaintiff was allegedly instructed not to report more than a certain capped amount of overtime, and was told her complaints to management were inappropriate.</p>
<p><b>141.</b></p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>Major World</b></p> <p>April 2016 Federal Court: NY</p>	<p>A class of approximately 90 current and former sales representatives of car dealerships filed suit against Major World alleging failure to pay minimum wage, unpaid overtime, unpaid commissions, and unlawful wage deductions.</p>
<p><b>142.</b></p>	<p><b>\$5,500,000:</b> Settlement</p> <p><b>RadioShack Corp.</b></p> <p>February 2016 Federal Court: PA</p>	<p>A class of store managers filed an action in 2013 against the electronics retail company alleging failure to pay overtime wages. RadioShack filed for Chapter 11 bankruptcy in 2015 but the liquidating trustee agreed to pay the unsecured claims of 569 managers who worked at Pennsylvania RadioShack locations. The settlement replaces the proposed \$700,000 payment the managers would have received in a 2014 settlement.</p>
<p><b>143.</b></p>	<p><b>\$5,470,000:</b> Settlement</p> <p><b>Bloomberg LP</b></p> <p>May 2016 Federal Court: NY</p>	<p>A class of call center employees filed suit against the news and financial service data service alleging Bloomberg refused to pay work performed during meal breaks and after-hours. The settlement covers 160 global technical support representatives and resolved an action that was filed in 2012.</p>
<p><b>144.</b></p>	<p><b>\$5,450,000:</b> Settlement</p> <p><b>Centerplate of Delaware, Inc.</b></p> <p>January 2019 Federal Court: CA</p>	<p>A class of thousands of employees at sports concessions vendors alleged they were not paid for off-the-clock work, not provided with adequate meal and rest periods, not reimbursed for expenses, not given vacation and sick pay, and not provided with compliant wage statements.</p>
<p><b>145.</b></p>	<p><b>\$5,400,000:</b> Settlement</p> <p><b>ABM Industries, Inc.</b></p> <p>January 2019 Federal Court: CA</p>	<p>A class suit filed by cleaning employees at a facility management company who alleged the company violated the California Labor Code by making them use their personal cellphones for work without reimbursing them.</p> <p><b>Update:</b> The settlement was court approved in September 2019.</p>

<p>146.</p>	<p><b>\$5,200,000:</b> Settlement</p> <p><b>Alle Processing Corp.</b></p> <p>May 2016 Federal Court: NY</p>	<p>A class of meat-processing plant employees filed suit alleging that Alle failed to pay overtime and the time it took for employees to change in and out of their uniforms.</p>
<p>147.</p>	<p><b>\$5,161,861:</b> Citation</p> <p><b>Kome Japanese Seafood &amp; Buffet</b></p> <p>June 2018 CA Labor Commissioner</p>	<p>This six-restaurant chain was ordered to compensate workers for wage theft violation, including unpaid wages, premiums, liquidated damages and itemized wage statement violations following a California Labor Commissioner's citation.</p>
<p>148.</p>	<p><b>\$5,100,000:</b> Settlement</p> <p><b>Aaron's Inc.</b></p> <p>April 2020 Federal Court: CA</p>	<p>A class of 1,407 sales managers alleged that the rent-to-own retailer failed to include bonuses and commission when calculating the regular pay rate in order to calculate overtime. The workers also alleged that they were not paid unused vested vacation wages upon termination and unreimbursed for the expense of uniforms. The settlement included \$1.7 million in attorneys' fees and up to \$50,000 in costs.</p>
<p>149.</p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>MXD Group, Inc., Ryder System, Inc., et al.</b></p> <p>July 2020 Federal Court: CA</p>	<p>A purported class of individuals who provided transportation services for Ryder, including delivering furniture, appliances and other retail items in California, alleged they were misclassified as independent contractors to avoid being paid wages and job-related expenses.</p>
<p>150.</p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>American Bank and Trust Company</b></p> <p>October 2019 Federal Court: IL</p>	<p>A class of 93 loan officers alleged that the bank refused to pay them minimum wages for all hours worked, denied them overtime, and failed to pay parts of their commissions.</p>
<p>151.</p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Gerawan Farming, Inc.</b></p> <p>August 2019 Federal Court: CA</p>	<p>A class of 6,417 seasonal fruit pickers alleged that the fruit grower violated the Migrant and Seasonal Agricultural Worker Protection Act and state labor laws by paying the workers on a piece-rate basis, meaning they were paid based on production and not given a set wage but not supplementing their pay when their weekly earning dipped below the minimum wage, or paying them overtime when they worked through rest breaks or more than 40 hours per week.</p>

<p>152.</p>	<p><b>\$5,000,000: Settlement</b></p> <p><b>Air Methods Corp.</b></p> <p>July 2019 Federal Court: KY</p>	<p>A proposed class action of 151 nurses and paramedics alleged that the air medical helicopter company failed to pay proper overtime. The employees claimed they were required to be on-call 24/7, and the company imposed “sleep time” deductions. The employees also alleged that they were not paid for time spent in mandatory training, attending public relations events, and other activities. Up to \$900,000 of the settlement was allocated for attorneys’ fees.</p>
<p>153.</p>	<p><b>\$5,000,000: Verdict</b></p> <p><b>Wyndham Vacation Resorts, Inc.</b></p> <p>February 2018 Federal Court: TN</p>	<p>A class of 156 workers alleged the company violated the FLSA by prohibiting the sales force at its Tennessee locations from recording their overtime and instructing managers to edit their time cards to not show more than 40 hours per week. The court awarded them \$2.5 million in overtime pay and \$2.5 million in liquidated damages.</p> <p><b>Update:</b> In August 2018, the court told Wyndham that a \$5 million bond would not be enough to protect the workers’ interests while it appealed the case.</p> <p><b>Further Update:</b> In April 2019, a three-judge panel ruled that the company would not have to pay more than \$5 million because some of the workers originally included in the collective action were not similarly situated after all.</p>
<p>154.</p>	<p><b>\$5,000,000: Settlement</b></p> <p><b>Intel Corp.</b></p> <p>June 2018 State Court: CA</p>	<p>A class of 3,022 current and former administrative, clerical, janitorial and logistical support employees filed suit alleging the company only paid them for the first eight hours of work no matter how many hours they actually had to work.</p> <p><b>Update:</b> Settlement approved in October 2018.</p>
<p>155.</p>	<p><b>\$5,000,000: Settlement</b></p> <p><b>Pepsi-Cola Sales and Distribution, Inc. and New Bern Transport Corp.</b></p> <p>June 2018 Federal Court: CA</p>	<p>A proposed class of approximately 1,800 truck drivers alleged the subsidiary companies of PepsiCo required drivers to monitor their trucks and have their phones on them while having lunch and rest breaks, which resulted in their working during meal and rest breaks, for which they were not paid.</p>

156.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>A.C.E. Restaurant Group, Inc.</b></p> <p>April 2018 Federal Court: NJ</p>	<p>A lawsuit filed by the US. Department of Labor alleged the operator of 17 Houlihan’s restaurants in New Jersey and New York failed to pay the employees minimum wage due to the company’s tip-pooling method which requires servers and bartenders to contribute a percentage of tips to a tip pool, but uses the tips to pay employees for custodial tasks and kitchen work, in addition to keeping a portion of the tips. The company also allegedly had employees work off-duty, earn only tips, denied overtime to employees and docked pay for meal breaks.</p>
157.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Oakhurst Dairy and Dairy Farmers of America, Inc.</b></p> <p>February 2018 Federal Court: ME</p>	<p>A class of 127 delivery drivers at a Maine dairy company alleged they were misclassified as overtime-exempt due to a missing Oxford comma in the law, which states overtime doesn’t apply to people involved in food “canning, processing, preserving, freezing, drying, marketing, storing, packing for shipment or distribution.” The drivers read the law as “packing for shipment or distribution” and said they were not involved in packing. The dairy read the law as “packing for shipment or [involved in] distribution, which truckers would be.</p>
158.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>ABM Industries Inc. and ABM Security Services, Inc.</b></p> <p>June 2017 Federal Court: CA</p>	<p>The settlement resolved a putative class action on behalf of 7,000 California security guards who alleged that ABM failed to pay security guards overtime pay and did not provide off-duty breaks or premium wages when workers missed breaks.</p>
159.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>DoorDash Inc.</b></p> <p>April 2017 State Court: CA</p>	<p>Putative class of couriers alleged that they were misclassified as independent contractors and therefore the company failed to reimburse the couriers for business expenses or provide accurate wage statements.</p>
160.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>SBSC Management LLC</b> (the Roe, et al. matter)</p> <p>April 2017 State Court: CA</p>	<p>A putative class of 4,691 exotic dancers at 11 San Francisco nightclubs allege they were misclassified as independent contractors.</p> <p><b>Update:</b> In September 2017, the dancers asked a federal judge not to approve the settlement, calling it a “pittance.”</p> <p><b>Further Update:</b> In December 2019, an appellate court vacated the \$2 million portion of the settlement that was to go to the dancers on account of problems with the attorneys’ fee arrangements and “subtle signs of collusion” and inadequate class notice.</p>

<p><b>161.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>J.C. Penney Corp.</b></p> <p>March 2017 Federal Court: IL</p>	<p>A class of 35,000 part-time, non-managerial workers alleged the company violated the Illinois Wage Payment and Collection Act because it prohibited the workers from collecting paid vacation days unless they worked at one of the company's stores for an average of 25 hours over a 48 or 52-week period continuously for 12 months.</p>
<p><b>162.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Saks &amp; Co.</b></p> <p>March 2017 State Court: CA</p>	<p>A class action alleging the luxury retailer did not pay overtime for all hours worked and employed a policy that deprived employees of meal and rest breaks.</p> <p><b>Update:</b> Judge asked the parties to submit a more quantitative analysis of the deal before he approved it in May 2017.</p>
<p><b>163.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>QTS, Inc.</b></p> <p>January 2017 State Court: CA</p>	<p>Three classes of drivers alleged that their employers misclassified them as independent contractors, failed to pay minimum wages, did not provide meal or rest breaks, and did not reimburse them for expenses. There is also a subclass of drivers who alleged they were retaliated against for refusing to sign a waiver of their rights when the class was filed.</p>
<p><b>164.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>The Children's Place</b></p> <p>September 2016 State Court: CA</p>	<p>Two consolidated cases were filed against the retailer alleging approximately 16,000 employees were not paid for all hours worked and overtime, and not fully compensated for unpaid meal and rest breaks and split shifts.</p>
<p><b>165.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Synthes USA</b></p> <p>August 2016 Federal Court: CA</p>	<p>A class of approximately 200 California-based traveling sales consultants who worked on commission for the medical device manufacturer alleged they were not reimbursed for out-of-pocket expenses, such as travel, technology, and home office expenses.</p>
<p><b>166.</b></p>	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Freightquote.com Inc.</b></p> <p>July 2016 Federal Court: KS</p>	<p>A class of customer activation specialists and truckload coverage specialists filed suit alleging the logistics and shipping broker violated the FLSA by misclassifying them as exempt from overtime pay requirements.</p>

167.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Fresh Market, Inc.</b></p> <p>May 2016 Federal Court: CT</p>	<p>Fresh Market, Inc. and a group of nearly 2,000 current and former department managers entered into a settlement agreement to resolve a collective action suit against Fresh Market for failure to pay time-and-a-half for overtime hours in violation of the FLSA.</p>
168.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>Urban Outfitters</b></p> <p>November 2015 Federal Court: CA</p>	<p>Four consolidated class actions of non-exempt employees at Urban Outfitters and Free People stores filed suit alleging the retailers failed to pay employees a correct rate of overtime, failed to give employees meal breaks, failed to issue sufficient pay stubs, enforced a “use it or lose it” policy for vacation days, and required employees to clock out before they underwent mandatory loss prevention security checks.</p>
169.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>PPG Industries, Inc.</b></p> <p>October 2015 Federal Court: CA</p>	<p>A proposed subclass of former employees filed suit alleging the home construction materials manufacturer misclassified them as exempt from overtime pay, failed to provide meal or rest periods, improperly calculated pay stubs, and failed to compensate employees upon termination.</p>
170.	<p><b>\$5,000,000:</b> Settlement</p> <p><b>C.R. England Inc.</b></p> <p>September 2015 Federal Court: UT</p>	<p>A wage suit brought on behalf of 9 truck drivers alleging the company paid them under the minimum wage and then improperly withheld their wages. Specifically, the suit asserted that the company failed to pay its newly-hired drivers for a mandatory multi-day classroom orientation, failed to pay for time spent taking mandatory testing and evaluations, failed to pay at least minimum wage while drivers were driving, and failed to pay for overnight travel.</p>
171.	<p><b>\$4,968,268:</b> Citation</p> <p><b>Rangoon Ruby Investment LLC and Burma Ruby Investment LLC</b></p> <p>June 2018 CA Labor Commissioner</p>	<p>A class of 298 immigrant workers at the restaurant chain was owed unpaid wages, premiums, liquidated damages and itemized wage statement violations following a California Labor Commissioner’s citation.</p> <p><b>Update:</b> After appealing the penalties, in January 2019 the restaurant chain agreed to pay \$4 million in back wages and penalties.</p>
172.	<p><b>\$4,900,000:</b> Settlement</p> <p><b>Tyco Electronics Corp.</b></p> <p>June 2019 Federal Court: CA</p>	<p>A class of 1,300 current and former workers alleged that the company failed to provide written meal and rest breaks to nonexempt workers, denied them opportunities to take those breaks and implementing a policy in which 30-minute breaks were automatically deducted from their paychecks, regardless of whether or not the breaks were taken.</p>

<p>173.</p>	<p><b>\$4,900,000:</b> Settlement</p> <p><b>Optimum Healthcare IT LLC</b></p> <p>September 2018 Federal Court: PA</p>	<p>A class of 1,440 workers who trained doctors and nurses to use new electronic records systems alleged they were misclassified as independent contractors and paid a flat hourly rate instead of time and a half for overtime hours worked.</p>
<p>174.</p>	<p><b>\$4,900,000:</b> Settlement</p> <p><b>Farmers Insurance Exchange</b></p> <p>September 2016 Federal Court: CA</p>	<p>A class of 2,114 claims adjusters alleged they were not paid for time spent working off-the-clock, missed meal and rest breaks, and overtime.</p>
<p>175.</p>	<p><b>\$4,900,000:</b> Settlement</p> <p><b>Tyco International, Ltd./ SimplexGrinnel LP</b></p> <p>September 2015 Federal Court: CA</p>	<p>A class of 533 fire alarm and sprinkler systems inspectors filed suit alleging the company failed to pay per diem wages including overtime and health benefits, pensions, and vacation according to the California Prevailing Wage Law, which requires employers with public contracts to pay workers the general prevailing wage rate for the work. The settlement ends a lawsuit that was filed in April 2011.</p>
<p>176.</p>	<p><b>\$4,870,000:</b> Settlement</p> <p><b>Irvine Auto Towing, Inc. and Yaco Investments, Inc.</b></p> <p>July 2017 California Labor Commission</p>	<p>The California Labor Commissioner's Office cited two towing companies in Southern California and the Bay Area for wage theft violations against tow truck drivers, mechanics and dispatchers who worked without meal or rest breaks for 12-hour shifts, some working 7 days a week. Pride Towing and Recovery in Anaheim underpaid 187 workers and Stride Towing and Recovery in Oakland underpaid 58 workers.</p>
<p>177.</p>	<p><b>\$4,800,000:</b> Settlement</p> <p><b>New Jersey's Essex County and Community Education Centers Inc.</b></p> <p>September 2016 Department of Labor</p>	<p>The County and a contractor it hired to run an immigration detention facility were accused of misclassifying 122 corrections officers as operations counselors to avoid paying them the proper pay rate.</p>
<p>178.</p>	<p><b>\$4,750,000:</b> Settlement</p> <p><b>Lumber Liquidators</b></p> <p>January 2020 State Court: CA</p>	<p>A class of more than 100 store managers and trainees alleged that they were misclassified them as exempt from overtime and did not receive meal and rest breaks, although they routinely performed nonmanagerial work. \$1.6 million of the settlement was attorneys' fees and costs.</p>

179.	<p><b>\$4,750,000:</b> Settlement</p> <p><b>TFI International, Inc.</b></p> <p>October 2018 Federal Court: CA</p>	<p>A class of 367 delivery drivers alleged that the logistics company misclassified them as independent contractors, although they were treated like full-fledged employees, and not eligible for overtime pay. The workers shared \$1.85 million in damages, and the workers' attorneys got \$2.9 million in fees.</p>
180.	<p><b>\$4,750,000:</b> Settlement</p> <p><b>Advocate Health Care Network</b></p> <p>June 2016 Federal Court: IL</p>	<p>A class of nurses and physical therapists filed suit against Advocate Health Care Network and its subsidiaries alleging the health network misclassified the employees as exempt from overtime pay. The health care workers claim Advocate's payment process combined both per-visit fees and hourly wages, which did not meet FLSA standards.</p>
181.	<p><b>\$4,700,000:</b> Settlement</p> <p><b>Thermo Fisher Scientific, Inc.</b></p> <p>February 2019 Federal Court: CA</p>	<p>A class of approximately 3,500 workers at the biotechnology company alleged they were not paid for all hours worked, not paid overtime, and not given meal and rest breaks.</p>
182.	<p><b>\$4,600,000:</b> Settlement</p> <p><b>Covelli Enterprises, Inc.</b></p> <p>July 2019 Federal Court: OH</p>	<p>A collective and class action alleging that the operator of hundreds of Panera Bread restaurants misclassified assistant managers as executives and did not pay them proper overtime. 614 assistant managers alleged their work tasks involved manual labor and customer service rather than the administrative tasks associated with executives.</p>
183.	<p><b>\$4,600,000:</b> (agency Citation)</p> <p><b>The Cheesecake Factory Inc.; Americlean Janitorial Services; and Magic Touch Commercial Cleaning</b></p> <p>June 2018 California Labor Commission</p>	<p>The Cheesecake Factory was assessed liability for overtime violations relating to employees of the subcontractor of the contractor it uses for janitorial services at eight of its restaurants. The janitorial contractor (Americlean) and subcontractor (Magic Touch) were also held liable for the wage violations. Even though the workers were not employees of the Cheesecake Factory, the Commission was making a point that owners of premises cannot contract away wage responsibility to the workers who end up working at their properties.</p>

<p><b>184.</b></p>	<p><b>\$4,600,000:</b> Settlement</p> <p><b>MapleBear Inc. dba Instacart</b></p> <p>April 2017 State Court: CA</p>	<p>Multi-state claims involving 31,000 delivery workers who were allegedly misclassified as independent contractors. The suit was brought by current and former “shoppers” for Instacart and alleged that the company misclassified the workers to skirt labor law protections, such as minimum wage guarantees, overtime compensation, and employee benefits. The suit also claimed that personal shoppers did not receive meal or rest breaks as required by federal law, or receive all the tips customers gave them.</p>
<p><b>185.</b></p>	<p><b>\$4,600,000:</b> Settlement</p> <p><b>Friendly’s Ice Cream LLC and TICC Inc.</b></p> <p>October 2016 Federal Court: PA</p>	<p>The settlement resolved a proposed class and collective action against the restaurant chain and the franchise owner of a Lancaster, PA location by approximately 10,300 servers who alleged the company committed several wage violations, including paying servers the tipped minimum wage rate, even when they were asked to perform non-tipped tasks, such as cleaning, stocking supplies and other prep work. The suit also alleged the workers were not paid the appropriate overtime.</p>
<p><b>186.</b></p>	<p><b>\$4,594,723:</b> Verdict</p> <p><b>3001 Castor, Inc. dba The Penthouse Club Philadelphia</b></p> <p>March 2018 Federal Court: PA</p>	<p>A collective action involving a class of 22 dancers at the exotic dance club alleged they were misclassified as independent contractors, although they were required to work a set number of hours and days per week, as well as being required to follow the club’s guidelines for their physical appearance. The dancers further alleged they were required to pay “house fees” for each shift worked, not given minimum wages for each hour worked, and required to hand over a portion of their tips for services including “lap dances” and “sky box” private dances.</p> <p><b>Update: In August 2019 an appeals court upheld the verdict.</b></p>
<p><b>187.</b></p>	<p><b>\$4,550,000:</b> Settlement</p> <p><b>BMC West LLC</b></p> <p>April 2018 Federal Court: CA</p>	<p>A class of current and former employees at the building materials maker and construction services provider alleged the company only paid workers for their scheduled work hours, which resulted in failing to pay minimum, regular and overtime wages, and failing to provide legally compliant rest and meal breaks. The employees also alleged the company gave inaccurate statements during pay periods, and did not fully pay wages for ex-employees when they left the company.</p>
<p><b>188.</b></p>	<p><b>\$4,500,000:</b> Settlement</p> <p><b>International Paper Co.</b></p> <p>January 2017 State Court: CA</p>	<p>Multiple classes of workers who alleged they were shorted on wages filed suit against the Tennessee-based paper company and its subsidiary. Specifically, the suit asserted that the company failed to pay its California employees all wages owed, overtime, failed to provide meal and rest breaks, failed to keep accurate wage statements, failed to adopt a compliant vacation policy, and failed to timely pay terminated employees’ wages.</p>

<p><b>189.</b></p>	<p><b>\$4,500,000:</b> Settlement</p> <p><b>Centene Management Co.</b></p> <p>June 2016 Federal Court: WA</p>	<p>A group of nurses alleged the health care company, which operates government-sponsored health insurance plans in California, Illinois, Missouri and Ohio, failed to pay them overtime.</p>
<p><b>190.</b></p>	<p><b>\$4,500,000:</b> Settlement</p> <p><b>Labor Ready Southwest Inc.</b></p> <p>April 2016 Federal Court: CA</p>	<p>The temporary staffing agency settled a class action filed by employees alleging violation of the FLSA and California labor laws. The employees claimed that the agency failed to fully compensate laborers on wait and travel times and by charging fees for cashing payroll checks.</p> <p><b>Update:</b> After several objectors to the agreement appealed to the Ninth Circuit, asserting that the parties colluded in reaching the agreement, the Ninth Circuit approved a revised settlement agreement in May 2018.</p>
<p><b>191.</b></p>	<p><b>\$4,500,000:</b> Settlement</p> <p><b>Coldwell Banker Residential Brokerage</b></p> <p>January 2016 State Court: CA</p>	<p>A class of approximately 5,600 California real estate salespeople filed suit alleging they were misclassified as independent contractors, denied reimbursement for business-related expenses, and precluded from working for any other company or brokerage.</p>
<p><b>192.</b></p>	<p><b>\$4,500,000:</b> Verdict</p> <p><b>Universal Placement International, Inc./PARS International Placement Agency</b></p> <p>December 2015 Federal Court: CA</p>	<p>A class of approximately 350 Filipino teachers filed suit against recruitment companies alleging the companies required teachers to pay massive processing and placement fees or risk losing their jobs in Louisiana. The teachers claim the companies threatened to revoke the teachers' H-1B visas and end their work contracts if the fees were not paid. A jury found the recruitment companies not guilty of human trafficking but guilty of violating California employment laws.</p>
<p><b>193.</b></p>	<p><b>\$4,400,000:</b> Settlement</p> <p><b>The Neiman Marcus Group, Inc.</b></p> <p>January 2019 Federal Court: CA</p>	<p>A class of nearly 2,400 employees at the department store chain alleged they were not paid for all time worked and the company did not keep proper wage-related records. They further assert the company illegally deducted money from their wages, did not pay proper overtime, didn't give them adequate rest breaks and didn't compensate them for necessary expenses.</p>

194.	<p><b>\$4,300,000:</b> Settlement</p> <p><b>NBCUniversal Media LLC</b></p> <p>February 2017 Federal Court: NY</p>	<p>Two classes of parking production assistants alleged NBC violated the Fair Labor Standards Act and New York labor laws by not paying overtime. The assistants, who worked on shows like “The Blacklist” and “American Hustle,” alleged they were required to spend several consecutive days at a time holding spaces for production trucks in New York City without breaks.</p>
195.	<p><b>\$4,250,000:</b> Settlement</p> <p><b>AmeriHealth Caritas Services, LLC</b></p> <p>April 2020 Federal Court: PA</p>	<p>A class of 374 clinical care reviewers alleged that the company inaccurately classified them as exempt from overtime because their jobs consisted of nonexempt work, including reviewing medical authorization requests from health care providers.</p>
196.	<p><b>\$4,250,000:</b> Settlement</p> <p><b>Universal Medical Center of Southern Nevada</b></p> <p>May 2019 Federal Court: NV</p>	<p>A collective class action by 600 former and current respiratory therapists alleged the hospital’s policy of automatically deducting pay for 30-minute meal breaks whether or not they were actually taken violated the Fair Labor Standards Act. The Hospital was also accused of failing to maintain proper time records to reflect whether or not the employees took their meal breaks or worked through them. \$1.2 million of this settlement was attorneys’ fees.</p>
197.	<p><b>\$4,250,000:</b> Settlement</p> <p><b>Delta Air Lines Inc.</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of roughly 3,400 employees filed a suit and alleged Delta maintained unlawful meal and rest period policies, and paid workers only for the time they were scheduled rather than all of the time they actually worked. The suit further alleged the company failed to reimburse mandatory work-related items from third-party vendors, such as cellphones.</p>
198.	<p><b>\$4,250,000:</b> Settlement</p> <p><b>Pacer Cartage Inc.</b></p> <p>June 2016 Federal Court: CA</p>	<p>A class of 625 truck drivers alleged the company misclassified them as independent contractors, failed to provide them with breaks, failed to pay proper minimum and overtime wages and failed to reimburse them for business-related expenses.</p>
199.	<p><b>\$4,200,000:</b> Settlement</p> <p><b>Wisconsin Electric Power Co. (We Energies)</b></p> <p>November 2018 Federal Court: WI</p>	<p>A proposed class of 800 plant electrician hourly employees alleged they were owed wages for the company’s mandatory pre-shift changeover/turnover meetings involving the company’s safety and operations, which were attended off the clock.</p>

<p><b>200.</b></p>	<p><b>\$4,200,000:</b> Judgment</p> <p><b>Southwest Fuel Management, Inc./Brea Car Wash &amp; Detail Center</b></p> <p>July 2018 Federal Court: CA</p>	<p>The U.S. Department of Labor filed suit on behalf of hundreds of workers at the Orange County, California-based car wash who were required to clock out when business was slow and wait on-site, unpaid, until it got busy again.</p>
<p><b>201.</b></p>	<p><b>\$4,200,000:</b> Settlement</p> <p><b>ITW Food Equipment Group</b></p> <p>March 2018 Federal Court: CA</p>	<p>A class of 200 service technicians at the food equipment service provider alleged the company didn't fully pay technicians for transporting tools to and from their homes for the first and last customer of the day when they deducted "normal commute time" at the beginning and end of the workday.</p>
<p><b>202.</b></p>	<p><b>\$4,200,000:</b> Settlement</p> <p><b>KAG West LLC</b></p> <p>August 2016 State Court: DC</p>	<p>The tanker truck transportation provider settled with a group of 175 current or former employees, ending their appeal with the U.S. Court Appeals for the District of Columbia Circuit of an adverse ruling in June 2015 by the National Labor Relations Board that found the company discriminatorily denied wage increases to employees represented by a union (the Miscellaneous Warehousemen Drivers and Helpers, Local 986, International Brotherhood of Teamsters).</p>
<p><b>203.</b></p>	<p><b>\$4,100,000:</b> Settlement</p> <p><b>FDM Group, Inc.</b></p> <p>August 2020 State Court: NY</p>	<p>A proposed collective action by consultants who alleged the UK-based information technology company misclassified them as exempt from overtime pay.</p>
<p><b>204.</b></p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Mazzone Hospitality</b></p> <p>March 2020 Federal Court: NY</p>	<p>A class of 2,703 service workers alleged that the catering company failed to pay them tips from wine sales, kept other tips labeled as catering and service fees, and deducted payments from their checks as meals whether or not the employees actually ate. The workers also alleged that the company did not give the employees copies of their employment documents. \$4 million is the maximum the class would get; the minimum the company will pay is \$2.7 million, which includes attorneys' fees in the amount of \$1.3 million.</p>

<p>205.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Sprint/United Management Company</b></p> <p>June 2019 Federal Court: CA</p>	<p>A certified class of retail workers alleged that the company unlawfully deducted wages from their paychecks with a policy wherein each store would earn a score every month based on customer satisfaction surveys. If a store failed to meet a target score for the month, Sprint would allegedly deduct 10% of the commissions of all retail employees, even though some survey results were out of the employees' control, like complaints having to do with poor cellphone reception.</p>
<p>206.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Home Health Care Services of New York, Inc. dba HCS Healthcare</b></p> <p>November 2018 Federal Court: NY</p>	<p>A group of home health aides alleged they were not paid proper minimum wage or overtime wages. They said that when they worked a 24-hour shift, they did not get breaks to eat and didn't get to sleep for five hours uninterrupted. Additionally, they alleged they were not paid time-and-a-half for overtime when they worked more than 40 hours per week. Further, some aides had multiple clients to see during one shift, and were not paid for costs incurred while travelling between clients.</p>
<p>207.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Bravo Brio Restaurant Group, Inc.</b></p> <p>December 2017 Federal Court: MO</p>	<p>A class of 8,671 current and former servers at restaurant chains Bravo Cucina Italiana, Bravo Tuscan Grille and Bon Vie Bistro alleged they were not paid proper minimum wages or overtime compensation.</p>
<p>208.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>DCH Auto Group and Lithia Motors Inc.</b></p> <p>May 2017 State Court: CA</p>	<p>Over 400 mechanics across 19 car dealerships filed several coordinated actions that alleged the company violated minimum wage laws by failing to pay mechanics for time they worked on anything other than flag-related tasks. The employees also asserted the company failed to compensate the mechanics for rest periods, provide two 10-minute rests breaks, or allow for 30-minute off-duty meal breaks within the first five hours of a shift.</p>
<p>209.</p>	<p><b>\$4,000,000:</b> Settlement</p> <p><b>Kohl's Department Stores, Inc.</b></p> <p>January 2016 Federal Court: NY</p>	<p>A class and collective of retail employees filed suit alleging Kohl's misclassified managers as supervisors who were ineligible for overtime. The settlement covers two classes, the first, an opt-in collective action of assistant store managers in four departments, and the second, an opt-out class action based on New York labor laws.</p>

210.	<p><b>\$3,900,000: Settlement</b></p> <p><b>Sleepy's LLC</b></p> <p>July 2019 Federal Court: MA</p>	<p>A class action by 443 salespeople who work at the stores and paid on commission or advances on commission alleged that they were entitled to overtime pay. The court had ruled that even if the employees make the equivalent of overtime wages from their commission pay alone in a given week, they must also be paid 1½ times the minimum wage for every hour they worked over 40 per week or on Sundays.</p>
211.	<p><b>\$3,900,000: Settlement</b></p> <p><b>Golden Corral Corp.</b></p> <p>May 2018 Federal Court: OH</p>	<p>A class of workers at the restaurant chain alleged the company wrongly paid assistant manager workers a lump sum of money for each week spent in training instead of overtime pay, even though the trainees often had to work more than 40 hours per week.</p>
212.	<p><b>\$3,900,000: Settlement</b></p> <p><b>Space Exploration Technologies Corp. (SpaceX)</b></p> <p>September 2016 State Court: CA</p>	<p>The settlement resolves three lawsuits filed on behalf of 3,800 employees who alleged the company-imposed schedules that made it impossible for the employees to take rest periods and meal breaks, and that the employees were not compensated for time spent working instead of eating, and expected to work off the clock.</p>
213.	<p><b>\$3,900,000: Settlement</b></p> <p><b>Wells Fargo &amp; Co.</b></p> <p>September 2015 Federal Court: NY</p>	<p>Approximately 1,150 current and former financial advisors filed suit against Wells Fargo claiming the company misclassified them as exempt and failed to pay overtime and gap time owed.</p>
214.	<p><b>\$3,825,000: Settlement</b></p> <p><b>Western Express Inc.</b></p> <p>January 2019 Federal Court: TN</p>	<p>A collective and class action complaint on behalf of 4,230 drivers at the trucking company alleged it violated the Fair Labor Standards Act by denying the drivers pay for time spent on orientation and training. The company also paid the drivers based on the number of miles they drove, which sometimes resulted in pay below minimum wage.</p>

<p>215.</p>	<p><b>\$3,800,000:</b> Settlement</p> <p><b>Dominion Energy, Inc.;</b> <b>Strategic Contract</b> <b>Resources LLC; and</b> <b>Virginia Electric and Power</b> <b>Company</b></p> <p>August 2019 Federal Court: VA</p>	<p>A class of approximately 368 workers alleged that the companies violated the Fair Labor Standards Act by paying straight wages for hours worked over 40 per week instead of paying time and a half wages.</p>
<p>216.</p>	<p><b>\$3,800,000:</b> Verdict</p> <p><b>UniTek Inc.</b></p> <p>June 2017 Federal Court: TN</p>	<p>A class of cable installers was awarded \$3.8 million in damages in an overtime collective action, stemming from a jury verdict finding that UniTek illegally told its workers to underreport their hours. The Sixth Circuit has ordered the District of Tennessee to revisit the damages calculation after finding they applied too high a multiplier. However, the workers' class certification and post-trial wins are kept intact in light of the U.S. Supreme Court's Tyson ruling, which does not require Fair Labor Standards Act plaintiffs to back up their claims with expert analysis.</p>
<p>217.</p>	<p><b>\$3,800,000:</b> Settlement</p> <p><b>Disney Vacation Club</b> <b>Management Corp. and Walt</b> <b>Disney Parks and Resorts</b> <b>U.S. Inc.</b></p> <p>March 2017 U.S. Department of Labor</p>	<p>An investigation by the DOL found 16,339 employees at the two subsidiaries of The Walt Disney Co. were owed back wages for violations of minimum wage, overtime and recordkeeping provisions of the Fair Labor Standards Act.</p>
<p>218.</p>	<p><b>\$3,800,000:</b> Settlement</p> <p><b>Kmart Corp.</b></p> <p>May 2016 Federal Court: NY and NJ</p>	<p>The settlement resolved two class and collective actions brought by 422 assistant store managers in New York and New Jersey who alleged they were misclassified and paid like supervisors instead of cashiers or other store workers who get breaks and overtime pay.</p>
<p>219.</p>	<p><b>\$3,770,000:</b> Settlement</p> <p><b>Trustaff Travel Nurses LLC</b></p> <p>August 2016 Federal Court: CA</p>	<p>A proposed class of 1,900 nurses alleged they were not paid overtime at the proper rate, not provided with meal and rest periods, not given accurate wage statements and not timely paid wages upon termination.</p>

<p><b>220.</b></p>	<p><b>\$3,750,000:</b> Settlement</p> <p><b>Vectrus Systems Corp.</b> (formerly known as <b>ITT Systems Corp.</b>)</p> <p>October 2018 Federal Court: WA</p>	<p>A class action by over 1,100 civilian support workers at Army bases in Kuwait alleged the company didn't pay proper wages and overtime as outlined in their employment agreements. The employees held positions such as bus drivers, technicians and mechanics and assert the company did not provide one-hour breaks after five consecutive work hours as required by the labor laws of Kuwait and failed to provide housing and meals at no cost, as required by their agreements.</p>
<p><b>221.</b></p>	<p><b>\$3,750,000:</b> Settlement</p> <p><b>Kellogg Brown &amp; Root, LLC</b></p> <p>July 2017 Federal Court: CA</p>	<p>The engineering and project management firm settled a putative class action involving 137 non-exempt construction workers at the Molycorp Mountain Pass rare earth facility in Mountain Pass, California who worked on a project to build a salt recovery plant. The suit alleged the company required workers to park their cars in a designated lot and take company vehicles to and from the worksite without paying them for travel time, as well as failed to pay overtime or second meal periods during the workers' 10-hour shifts.</p>
<p><b>222.</b></p>	<p><b>\$3,750,000:</b> Settlement</p> <p><b>McDonald's Corp.</b></p> <p>October 2016 Federal Court: CA</p>	<p>Matter involves more than 800 restaurant workers at five San Francisco Bay Area restaurants, who sued their franchise owner, The Edward J. Smith and Valerie S. Smith Family Limited Partnership and McDonald's Corp., alleging claims of miscalculated wages, missing overtime payments and unpaid uniform maintenance. The franchise settled with the four named plaintiffs separately.</p>
<p><b>223.</b></p>	<p><b>\$3,700,000:</b> Settlement</p> <p><b>Jani-King of Philadelphia, Inc., et al.</b></p> <p>August 2019 Federal Court: PA</p>	<p>A class of approximately 300 cleaning workers alleged that the commercial cleaning franchiser misclassified them as independent contractors and improperly made deductions from their pay in violation of Pennsylvania's Wage Payment and Collection Law. The case was in litigation for 10 years; the settlement included about \$1.2 million in attorneys' fees.</p>
<p><b>224.</b></p>	<p><b>\$3,700,000:</b> Settlement</p> <p><b>Hartford Fire Insurance Co.</b></p> <p>October 2016 Federal Court: FL</p>	<p>A class of 49 former claims analysts alleged they were not paid overtime.</p>

<p><b>225.</b></p>	<p><b>\$3,700,000:</b> Settlement</p> <p><b>FedEx Freight Inc.</b></p> <p>May 2016 Federal Court: CA</p>	<p>A class of 1,600 truck drivers filed suit against FedEx alleging the company failed to pay line haul drivers for non-driving work. FedEx had compensated drivers based on mileage but allegedly failed to account for non-driving work performed during the course of a trip.</p>
<p><b>226.</b></p>	<p><b>\$3,700,000:</b> Settlement</p> <p><b>Amazon.com, Inc./ SMX, LLC</b></p> <p>November 2015 Federal Court: CA</p>	<p>A class of 33,000 warehouse workers hired by the staffing firm SMX, LLC and working at Amazon warehouses in California settled with SMX, ending claims that the workers should have been paid for the 20-30 minutes they spent going through security screenings each day before work and during their 30-minute meal breaks. The claims against SMX are part of a larger multidistrict litigation that consolidated several suits against Amazon by workers at warehouses around the country alleging violations of the Fair Labor Standards Act and wage and hour laws.</p>
<p><b>227.</b></p>	<p><b>\$3,680,000:</b> Settlement</p> <p><b>Pongsri Thai Restaurant</b></p> <p>September 2019 Federal Court: NY</p>	<p>Two classes of cooks, cashiers, bussers and delivery people who worked at one of the restaurant's three locations filed suit alleging violations of the Fair Labor Standards Act and New York state law, including: employees were required to work more than 40 hours per week without time-and-a-half overtime; employees were not paid a proper minimum wage; delivery people were not reimbursed for the costs of buying and maintaining their delivery bicycles; the restaurants allegedly took 15% off of workers' tips on credit card purchases; and the restaurants didn't properly document all the time employees were working.</p>
<p><b>228.</b></p>	<p><b>\$3,655,884:</b> Verdict</p> <p><b>Oil States Energy Services LLC</b></p> <p>May 2018 Federal Court: PA</p>	<p>A group of 29 Texas oil field workers filed suit in April 2015, alleging the company misclassified them as exempt from overtime laws. In 2016, 14 of the workers settled their claims, and the remaining employees were separated into three jury trials based on their job titles. In October 2017, four crane operators won judgement, and in March 2018, four grease operators also won judgement. At that point, the remaining employees settled. In May 2018, the 8 employees were awarded \$1,003,154, plus \$2,570,000 for their attorneys.</p> <p><b>Update:</b> In September 2018, the Pennsylvania federal judge cut the attorneys' fees by \$270,000 (making the total award \$3,385,884, with \$2,380,000 for the attorneys) due to the fact that the attorneys were billing at Washington DC rates rather than Pennsylvania rates.</p>

229.	<p><b>\$3,650,000: Settlement</b></p> <p><b>Spearmint Rhino Companies Worldwide, Inc., Spearmint Rhino Consulting Worldwide, Inc. and Midnight Sun Enterprises, Inc.</b></p> <p>December 2019 Federal Court: CA</p>	<p>A class of exotic dancers alleged that the nightclubs misclassified them as independent contractors. As part of the settlement, the dancers agreed to drop their objections to a related settlement from 2018 for \$8.5 million in a suit involving overtime, meal and rest breaks, and misappropriation of tips.</p>
230.	<p><b>\$3,650,000: Settlement</b></p> <p><b>Ulta Salon Cosmetics &amp; Fragrance, Inc.</b></p> <p>August 2016 Federal Court: CA</p>	<p>Matter involves a class of about 230 current and former store managers who alleged they were misclassified as overtime exempt.</p>
231.	<p><b>\$3,600,000: Settlement</b></p> <p><b>Rosa Mexicano Brands Inc., et al.</b></p> <p>August 2017 Federal Court: NY</p>	<p>A class of servers, bussers and food runners at restaurants in New York and Massachusetts alleged that the restaurant chain failed to pay overtime and minimum wages by paying them at a tipped minimum wage, but not accounting for automatic gratuity when calculating overtime pay, forcing them to share some of their tips with nonservice employees not eligible for tips, and failing to pay time-and-a-half for hours worked over 40 per week.</p>
232.	<p><b>\$3,600,000: Settlement</b></p> <p><b>Swift Transportation Co.</b></p> <p>May 2016 Federal Court: CA</p>	<p>A collective group of 41 customer service representatives filed suit alleging the truckload carrier service failed to pay employees overtime wages.</p>
233.	<p><b>\$3,550,000: Settlement</b></p> <p><b>Envoy Air</b></p> <p>October 2018 Federal Court: CA</p>	<p>A class of passenger service agents alleged that the airline denied them meal breaks, didn't reimburse them for the costs of maintaining their uniforms, and miscalculated overtime. The airline paid the workers \$1.25 million for back wages in January 2017 and the additional \$2.3 million that included \$1.1 million in attorneys' fees, and a fund to reimburse them for the costs and overtime.</p>

234.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Delta Air Lines, Inc.</b></p> <p>November 2019 Federal Court: CA</p>	<p>A class of approximately 3,300 customer service agents alleged that the airline failed to pay proper overtime wages according to California law by using a complicated pay formula that included shift differential pay, non-discretionary bonuses, profit-sharing payments, and the fair market value of employee travel passes.</p>
235.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Pier 1 Imports Inc.</b></p> <p>December 2017 Federal Court: CA</p>	<p>A class of associate employees alleged that the store's flex shift policy requiring the employees to report to work either by phone or in person before learning if they actually had to work that day violated California's wage laws. The employees were expected to "mold their lives" around the possibility that they would have to work every call-in shift, even though the store often chose not to call them in to work.</p>
236.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Wells Fargo Advisors LLC</b></p> <p>July 2017 Federal Court: IL</p>	<p>A class of former participants in Wells Fargo's five-year financial advisor training program alleged the bank violated federal minimum wage law and the FSLA in a process by which an employee who does not complete the entire five years of training is required to pay back \$55,000 that the bank argued it costs to train a financial advisor.</p>
237.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Ann, Inc. and AnnTaylor Retail, Inc.</b></p> <p>March 2017 State Court: CA</p>	<p>A class of over 8,150 workers alleged the clothier shorted them on overtime, did not meet minimum wage requirements, did not provide rest and meal breaks and did not timely provide final wages when an employee was terminated.</p> <p><b>Update:</b> In August 2017 the judge approved the settlement but stated he would give the class representatives no more than \$5,000 each.</p>
238.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Con-Way Freight, Inc.</b></p> <p>September 2016 Federal Court: CA</p>	<p>A class action involving nearly 1,000 truck drivers who alleged the shipping company pressured them to skip meal breaks in order to meet tight delivery schedules. The Court ruled that employers must relieve workers of their duties during meal breaks.</p>
239.	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Old Navy LLC</b></p> <p>January 2016 State Court: CA</p>	<p>A class of approximately 26,000 employees filed suit alleging failure to pay minimum wage, overtime wage, short-staffing stores causing employees to miss rest and meal breaks, and failing to reimburse employees for business expenses.</p>

<p>240.</p>	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Ruan Logistics Corp.</b></p> <p>January 2016 Federal Court: CA</p>	<p>A class of truck drivers filed suit against the raw-milk delivery company alleging the company violated various California wage and hour laws. The truck drivers claim the company paid drivers a flat rate regardless of non-driving work performed, such as safety inspections, pre-shift assignments, and time spent waiting on clients.</p>
<p>241.</p>	<p><b>\$3,500,000:</b> Settlement</p> <p><b>City of Hampton, Virginia</b></p> <p>December 2015 Federal Court: VA</p>	<p>A collective and class action of 208 Hampton, Virginia police officers alleged that the City instituted policies that violated the FLSA in terms of overtime pay. The policies allegedly discouraged officers from submitting overtime hours and required officers to perform off-the-clock tasks for which they were not compensated.</p>
<p>242.</p>	<p><b>\$3,500,000:</b> Settlement</p> <p><b>OfficeMax Inc.</b></p> <p>November 2015 Federal Court: NY</p>	<p>A collective action of more than 330 current and former assistant managers of the office supply company alleged that they were misclassified as exempt from overtime pay.</p>
<p>243.</p>	<p><b>\$3,500,000:</b> Settlement</p> <p><b>Time Warner Cable</b></p> <p>November 2015 Federal Court: CA</p>	<p>A putative class of field service technician employees alleged that the internet provider failed to pay them minimum and overtime wages, required them to work off the clock without pay, and failed to timely pay final wages. Time Warner won partial summary judgment on claims over commuting time and failure to provide rest breaks and maintain uniforms, before the parties agreed to a settlement.</p>
<p>244.</p>	<p><b>\$3,450,000:</b> Settlement</p> <p><b>Broadspectrum Downstream Services, Inc.</b></p> <p>November 2016 Federal Court: CA</p>	<p>Broadspectrum settled with a class of about 2,000 field employees, safety attendants, laborers and helpers who worked on general maintenance projects at a California oil refinery and alleged the company failed to pay hours worked and overtime to employees for tasks performed prior to a shift, such as donning required safety gear, getting tools, attending safety meetings and transportation to intra-refinery work locations. Court papers in the case revealed that Broadspectrum previously entered into a confidential \$6.4 million settlement with a separate class of 9,161 field employees over similar allegations in California state court.</p>
<p>245.</p>	<p><b>\$3,400,000:</b> Settlement</p> <p><b>Papa John's International, Inc.</b></p> <p>March 2020 Federal Court: CA</p>	<p>A proposed nationwide class of approximately 77,000 employees alleged that the pizza chain did not pay them for time spent doing mandatory training on the corporate website.</p> <p>Under the settlement, employees of corporate-owned stores will receive payments up to \$166 while employees of franchisees will receive \$50 gift cards.</p>

<p><b>246.</b></p>	<p><b>\$3,400,000:</b> Settlement</p> <p><b>YourPeople Inc. (Zenefits FTW Insurance Services)</b></p> <p>June 2017 U.S. Department of Labor (“DOL”)</p>	<p>An investigation launched by the DOL alleging 750 workers were denied overtime pay, and therefore their compensation may have dipped below minimum wage. The DOL said that the company incorrectly paid the workers a flat salary for all hours worked, regardless of overtime or training time. As part of the settlement, the consent order requires the company to provide all brokers with a minimum of 52 hours of retraining, and provide any future brokers with 52 hours of training within 18 months of hiring.</p>
<p><b>247.</b></p>	<p><b>\$3,400,000:</b> Settlement</p> <p><b>KB Home</b></p> <p>May 2016 Federal Court: TX</p>	<p>A class of sales staff filed suit alleging that the homebuilding company misclassified employees as exempt from overtime and minimum wage pay.</p>
<p><b>248.</b></p>	<p><b>\$3,370,000:</b> Settlement</p> <p><b>Sprint Nextel Corp.</b></p> <p>December 2015 Federal Court: CA</p>	<p>A class and collective action involving approximately 1,950 retail consultants and assistant store managers filed suit, alleging Sprint failed to pay for time worked before opening hours.</p>
<p><b>249.</b></p>	<p><b>\$3,250,000:</b> Settlement</p> <p><b>Penn Ridge Transportation, Inc., Best Buy Co., Inc., et al.</b></p> <p>July 2019 Federal Court: CA</p>	<p>A class of 1,485 drivers and their assistants who delivered Best Buy products to customers’ homes alleged that the company misclassified them as independent contractors, and told them to do certain tasks without pay, and did not reimburse them for required items they used for work like cellphones, Penn Ridge shirts, and tools.</p>
<p><b>250.</b></p>	<p><b>\$3,250,000:</b> Settlement</p> <p><b>PVH Corp.</b></p> <p>October 2016 Federal Court: CA</p>	<p>A class of 13,000 current and former non-exempt workers alleged the company, which owns Tommy Hilfiger, Calvin Klein and IZOD, failed to pay them overtime wages or provide meal and rest breaks.</p>
<p><b>251.</b></p>	<p><b>\$3,200,000:</b> Settlement</p> <p><b>Advantage RN LLC</b></p> <p>January 2020 Federal Court: CA</p>	<p>The class action was brought by 406 nurses who alleged that the company did not include stipends and monetary bonuses in their pay rate when calculating the nurses’ time-and-a-half overtime pay rate.</p>

252.	<p><b>\$3,200,000:</b> Settlement</p> <p><b>Chevron Corp.</b></p> <p>February 2019 Federal Court: CA</p>	<p>A class action of well site and drill site managers involving 16 named plaintiffs, a putative class of 34 people, and a Private Attorneys General Act (“PAGA”) representative group of 37 people, alleged the company misclassified them as independent contractors and failed to pay them overtime although their shifts were 12 hours long.</p>
253.	<p><b>\$3,200,000:</b> Settlement</p> <p><b>Penske Automotive Group, Inc.</b></p> <p>February 2018 State Court: CA</p>	<p>A putative class action on behalf of a group of 1,750 automobile dealership employees at 38 dealerships across California who worked on commission alleged they were not given appropriate breaks and overtime pay.</p>
254.	<p><b>\$3,200,000:</b> Settlement</p> <p><b>Bloomberg LP</b></p> <p>March 2016 Federal Court: NY</p>	<p>A class and collective group of call center customer service employees filed suit alleging Bloomberg LP required employees to work weekends, holidays, and overtime, and during breaks without pay.</p>
255.	<p><b>\$3,150,000:</b> Settlement</p> <p><b>Genco I Inc. (Fed Ex Supply Chain Inc.)</b></p> <p>June 2018 Federal Court: CA</p>	<p>A settlement resolving two putative class actions alleged the logistics subsidiary of FedEx failed to give workers proper meal and rest breaks, improperly rounded employee time records, and failed to disclose it was conducting pre-employment background checks.</p> <p><b>Update:</b> The settlement was court approved In April 2019.</p>
256.	<p><b>\$3,100,000:</b> Settlement</p> <p><b>Scotts Co. LLC/Scotts Lawn Service</b></p> <p>July 2020 Federal Court: FL</p>	<p>A proposed class action involving employees who provided lawn care services for Scotts in six states alleged that the company’s policy of using a “fluctuating workweek” deprived them of overtime pay. They claimed that if an employee received a fixed salary for work hours that vary, the company could use a so-called fluctuating workweek method that let resulted in overtime hours at diminishing rates as long as they pay workers a minimum base salary, regardless of how many hours worked.</p>
257.	<p><b>\$3,100,000:</b> Settlement</p> <p><b>FedEx Ground Package System, Inc.</b></p> <p>April 2019 Federal Court: NY</p>	<p>A class of approximately 450 drivers claimed that the company misclassified them as independent contractors. \$930,000 of the settlement was set aside for attorney fees and costs.</p> <p>This class of New York drivers is not included in the earlier \$240 million settlement that FedEx Ground reached with delivery drivers in 20 states who also alleged they were misclassified as independent contractors.</p>

<p>258.</p>	<p><b>\$3,100,000:</b> Settlement</p> <p><b>Pizza Hut of America, Inc.</b></p> <p>February 2016 Federal Court: FL</p>	<p>A putative class of approximately 2,250 pizza delivery drivers filed suit alleging Pizza Hut failed to provide proper expense reimbursements to the point it pushed drivers' compensation below minimum wage.</p>
<p>259.</p>	<p><b>\$3,060,200:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>June 2019 Federal Court: CA</p>	<p>A certified class of drivers alleged Uber instituted a "Safe Rides" program, which was a marketing campaign to assure riders that Uber drivers were properly vetted with background checks, but took the \$1 safe ride fee out of the driver's cut instead of adding it onto the rider's bill without properly informing them. The class received \$1.86 million, four named plaintiffs received \$5,000 each, and the attorneys for the class received \$1.2 million. The attorneys originally sought \$3.3 million because the initial class involved hundreds of thousands of drivers, but early on in the case, the court required 98% of putative class members to go to individual arbitration, leaving just 9,600 drivers left in the class.</p>
<p>260.</p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Kraft Heinz Foods Co.</b></p> <p>July 2019 Federal Court: CA</p>	<p>A of approximately 4,000 employees at the food company alleged that payroll software automatically deducted a 30-minute meal break time cards even if the workers didn't clock out or clock back in. Some of the workers alleged unpaid wages due to the company manually deducting time that the workers say they spent under the company's control before and after their shifts.</p>
<p>261.</p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Air Evac EMS, Inc.</b></p> <p>July 2019 Federal Court: KY</p>	<p>A class of more than 400 current and former employees at the helicopter ambulance provider alleged that the company's policy of requiring the flight nurses to work seven 12-hour shifts in a row followed by seven days off resulted in a failure to pay proper overtime.</p>
<p>262.</p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Mosaic Sales Solutions</b></p> <p>December 2018 Federal Court: CA</p>	<p>A class action involving more than 4,700 kiosk workers at malls and college campuses allege the Acosta Sales &amp; Marketing unit failed to pay them for work done outside their shifts, and denied them uninterrupted meal and rest breaks.</p>

<p><b>263.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Massachusetts Bay Transportation Authority (“MBTA”)</b></p> <p>August 2018 Federal Court: MA</p>	<p>A class action lodged by the Amalgamated Transit Union Local 589 alleging the transit workers were not paid for time spent traveling between work locations in the middle of their shifts.</p>
<p><b>264.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>ABM Industries, Inc., et al.</b></p> <p>July 2018 Federal Court: WA</p>	<p>A settlement between the facilities management services company and a certified class of transportation workers whose payroll records showed they were paid less than the city ordinance-mandated minimum wage and didn’t recover the compensation in other actions.</p>
<p><b>265.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>JPMorgan Chase</b></p> <p>April 2018 Federal Court: IL</p>	<p>A class of nearly 2,000 mortgage bankers alleged the company paid base rate plus commissions, but failed to properly adjust the workers’ wages for any time worked past a 40-hour work week. The employees also alleged the company failed to pay the bankers their commissions within the required 13-day window.</p>
<p><b>266.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Uber Technologies, Inc.</b></p> <p>January 2018 Federal Court: NY</p>	<p>A class of New York state drivers alleged Uber miscalculated the fees it deducted from fares earned and misclassified the drivers as independent contractors. Specifically, city drivers were being charged a service fee on gross fares, including taxes and other fees, while the driver contract required the fee to be calculated from the net fare.</p>
<p><b>267.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>El Rodeo-Electric Inc., El Rodeo-Orange Inc., Bravo Brandon Inc., Arellano Inc., El Toreo-Thirlane Inc. and El Rodeo-Wildwood Inc.</b></p> <p>November 2017 US DOL (VA)</p>	<p>Six Virginia restaurants agreed to pay \$1.5 million in damages and \$1.5 million in back wages to 149 employees, following an investigation by the U.S. Department of Labor. The restaurants allegedly paid servers only in tips and gave non-exempt kitchen workers, such as cooks, assistant cooks and dishwashers, straight pay instead of overtime.</p>

<p><b>268.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Cogent Communications Inc.</b></p> <p>June 2017 Federal Court: CA</p>	<p>A class of former account managers alleged that they were routinely required to work more than eight hours per day and 40 hours per week, but received the same salary regardless of how many hours they worked.</p>
<p><b>269.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Key Energy Services LLC</b></p> <p>April 2017 Federal Court: CA</p>	<p>Two consolidated class actions involving 1,815 employees alleged that the company violated overtime laws. The lawsuits argued that, even though Key Energy had policies on paper that complied with the law regarding overtime, in practice the company denied meal breaks and required employees to work more than the allotted hours and did not pay them for that time.</p>
<p><b>270.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Fidelity National Information Services, Inc.</b></p> <p>March 2017 Federal Court: CA</p>	<p>A class of systems administrators and other information technology workers alleged they were misclassified as exempt from overtime and meal and rest breaks.</p>
<p><b>271.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Bloomin' Brands, Inc.</b></p> <p>April 2016 Federal Court: NV</p>	<p>The parent company of Outback Steakhouse agreed to a settlement with a proposed class and collective group of restaurant employees who alleged they were required to show up early for unpaid pre-shift work called "Outback Time."</p>
<p><b>272.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>3PD Inc./XPO Logistics</b></p> <p>January 2016 Federal Court: IL</p>	<p>A class of delivery drivers filed suit alleging the company misclassified the drivers as contractors in order to shift the cost of trucks and damage to goods on to the workers.</p>
<p><b>273.</b></p>	<p><b>\$3,000,000:</b> Settlement</p> <p><b>Pepsi Beverages Co.</b></p> <p>October 2015 Federal Court: MA</p>	<p>Matter involves a nationwide class of bulk customer representatives who alleged they were not properly paid for overtime due to Pepsi's fluctuating work week payment system. Under the system, Pepsi calculated overtime pay by dividing employees' wages for a week by the number of hours they worked, and then dividing the subsequent hourly rate in half to reach the amount to pay for each hour worked above 40 per week. However, the system didn't consider the fact that pay would vary, such as lower wages on holidays, nondiscretionary commissions, and "sixth and seventh day pay."</p>

274.	<p><b>\$2,950,000:</b> Settlement</p> <p><b>Los Robles Regional Medical Center</b></p> <p>January 2019 State Court: CA</p>	<p>A class of 3,046 current and former employees alleged the hospital's practice of rounding their hours shaved off time worked at the beginning and end of shifts, resulting in work being performed that was not compensated. They further asserted that they were discouraged or prevented from taking meal and rest breaks, and not paid for missed breaks.</p>
275.	<p><b>\$2,950,000:</b> Settlement</p> <p><b>The Talbots Inc.</b></p> <p>December 2017 State Court: CA</p>	<p>A class of approximately 1,870 employees alleged the store denied meal and rest breaks, provided inadequate payroll records, and failed to pay proper overtime wages.</p>
276.	<p><b>\$2,940,000:</b> Settlement</p> <p><b>CVS Pharmacy, Inc.</b></p> <p>November 2015 Federal Court: CA</p>	<p>A class of approximately 715 pharmacists filed suit, alleging CVS required them to work more than six days in a row without paying time and a half for the hours worked on the seventh day.</p> <p><b>Update:</b> A federal judge in California rejected the settlement over concerns that the settlement amount is too low.</p>
277.	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Rice Energy, Inc. (EQT Corp.)</b></p> <p>December 2018 Federal Court: OH</p>	<p>A class and collective action involving more than 90 employees who worked on the company's drilling operations that alleged the natural gas production company misclassified them as independent contractors to avoid giving them overtime pay.</p>
278.	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Cinemark USA Inc. / Century Theatres Inc.</b></p> <p>February 2019 Federal Court: CA</p>	<p>A class of almost 6,000 current and former usher or concession worker employees at the theaters alleged they were given improper wage statements, incorrect overtime pay rates, and denied meal breaks and rest periods.</p>
279.	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Geodis LLC and Ozburn-Hessey Logistics LLC</b></p> <p>January 2018 Federal Court: CA</p>	<p>A class of 8,758 workers at the supply chain companies alleged they were not paid proper wages, provided with required meal and rest breaks, or issued accurate written wage statements, and were not timely paid final wages.</p>

<p><b>280.</b></p>	<p><b>\$2,900,000:</b> Settlement</p> <p><b>City of Rialto</b></p> <p>November 2017 Federal Court: CA</p>	<p>A settlement that will resolve two lawsuits filed by current and former City employees who alleged the City did not include health care opt-out payments or health care contributions made on workers' behalf in the "regular rate" of pay for calculating overtime.</p>
<p><b>281.</b></p>	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Office Depot, Inc.</b></p> <p>August 2017 Federal Court: NJ</p>	<p>A group of certified classes of assistant store managers alleged the company violated the Fair Labor Standards Act by using an overtime pay policy called the "fluctuating work week" whereby the varying number of hours an employee would work in any given week meant they were not being paid proper overtime wages.</p>
<p><b>282.</b></p>	<p><b>\$2,900,000:</b> Settlement</p> <p><b>A.C. Moore Arts and Crafts Inc.</b></p> <p>May 2017 Federal Court: MA</p>	<p>A federal judge approved the settlement to resolve a Fair Labor Standards Act misclassification suit. The employees alleged that they were classified as not eligible for overtime, even though most of their work was non-managerial, such as stocking shelves and helping customers.</p>
<p><b>283.</b></p>	<p><b>\$2,900,000:</b> Settlement</p> <p><b>BAE Systems San Diego Ship Repair, Inc.</b></p> <p>February 2017 Federal Court: CA</p>	<p>A class of 1,930 employees of the defense and security contractor alleged the company failed to compensate them for time spent disembarking from ships, waiting in security lines, returning tools, and missed lunch breaks.</p> <p><b>Update:</b> In July 2017, nine ship workers filed an objection, asserting that the sum of the settlement was not fair or reasonable enough to compensate the alleged harm suffered by the workers.</p>
<p><b>284.</b></p>	<p><b>\$2,900,000:</b> Settlement</p> <p><b>Manpower, Inc.</b></p> <p>January 2017 Federal Court: CA</p>	<p>A putative class of 61,425 employees filed suit against the staffing agency, alleging it failed to pay hourly nonexempt workers, failed to keep track of their hours, and failed to provide accurate wage statements.</p>
<p><b>285.</b></p>	<p><b>\$2,850,000:</b> Settlement</p> <p><b>Lowe's Home Centers LLC</b></p> <p>January 2017 Federal Court: NJ</p>	<p>A class of about 450 installation workers alleged they were misclassified as independent contractors and thus denied benefits such as liability insurance coverage, workers compensation, temporary disability and health insurance, and Social Security and Medicare eligibility.</p>

<p><b>286.</b></p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>EQT Corp.</b></p> <p>December 2018 Federal Court: PA</p>	<p>A class and collective action involving more than 100 oilfield workers who alleged that the natural gas production company misclassified them as independent contractors to avoid giving them overtime pay.</p>
<p><b>287.</b></p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>Diamond Resorts</b></p> <p>November 2018 State Court: CA</p>	<p>A class of employees alleged the company, which sells memberships in timeshare vacation properties in California, failed to pay required wages in a timely manner, failed to pay proper overtime, failed to provide meal periods and rest breaks, and failed to reimburse employees for work-related expenses.</p> <p><b>Update:</b> In July 2020, a California appeals court denied a group of workers' objections to this settlement, since it involved a different worker group.</p>
<p><b>288.</b></p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>East West Bank</b></p> <p>November 2016 State Court: CA</p>	<p>Matter involves a class action involving three related cases alleging the bank failed to pay its hourly, nonexempt employees for overtime, failed to provide meal and rest breaks, failed to reimburse employees for business expenses, and failed to keep adequate payroll records.</p>
<p><b>289.</b></p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>Tilly's, Inc.</b></p> <p>October 2016 State Court: CA</p>	<p>Matter resolves claims by 4,000 workers that they were not paid for time spent undergoing security bag checks, which they claimed interfered with break times.</p>
<p><b>290.</b></p>	<p><b>\$2,800,000:</b> Settlement</p> <p><b>Peri &amp; Sons Farms Inc.</b></p> <p>December 2015 Federal Court: NV</p>	<p>A class and collective action filed against an onion farm on behalf of temporary H-2A visa agricultural workers from Mexico, which was dismissed in 2011 and was revived on appeal. The farmworkers alleged they were not always paid the proper hourly rate, and some were required to pay a "recruitment fee" and were not reimbursed for various costs associated with getting their visas.</p>

<p>291.</p>	<p><b>\$2,750,000: Settlement</b></p> <p><b>Sprint/United Management Company</b></p> <p>July 2020 Federal Court: CA</p>	<p>A proposed class of about 5,700 former and current assistant store managers alleged the company failed to pay proper wages, failed to provide meal and rest breaks, and violated the California Business and Professions Code. Specifically, the employees asserted they were forced to open up and close down the cellphone retail stores off the clock and tend to customers during their lunch breaks. They also alleged that they were required to perform duties other duties off the clock, such as opening security gates, turning off alarms, and turning on lights and computers.</p>
<p>292.</p>	<p><b>\$2,750,000: Settlement</b></p> <p><b>PNC Financial Services Group, Inc. and PNC Bank NA</b></p> <p>January 2020 Federal Court: PA</p>	<p>Two suits brought by customer service employees who worked at call centers or remotely in Pennsylvania and Michigan, alleged the company forced them to perform job tasks off the clock and without pay, including checking work emails off-duty and spending time before they were ready to start taking customers' phone calls, booting up computers and logging into applications. \$917,00 of the settlement fund was allocated as attorneys' fees and \$13,600 to court costs.</p>
<p>293.</p>	<p><b>\$2,750,000: Settlement</b></p> <p><b>Revel Systems, Inc.</b></p> <p>September 2018 Federal Court: CA</p>	<p>A group of 264 sales representatives who worked for the point of sales system company alleged they were not paid for overtime hours worked.</p>
<p>294.</p>	<p><b>\$2,750,000: Settlement</b></p> <p><b>AT&amp;T</b></p> <p>September 2017 Federal Court: CA</p>	<p>A class of corporate training managers alleged they were misclassified as independent contractors and should have received overtime.</p>
<p>295.</p>	<p><b>\$2,750,000: Settlement</b></p> <p><b>Islands Restaurants LP</b></p> <p>March 2017 State Court: CA</p>	<p>The settlement resolved a suit that alleged 22,000 food service workers at over 50 chain locations were denied rest breaks.</p>
<p>296.</p>	<p><b>\$2,700,000: Settlement</b></p> <p><b>City of Santa Clara</b></p> <p>October 2019 Federal Court: CA</p>	<p>A proposed certified class of 500 current and former firefighters alleged the City underpaid their overtime by failing to factor in payments for medical premiums and unused health benefits when calculating overtime.</p>

297.	<p><b>\$2,700,000: Settlement</b></p> <p><b>Barbeque Integrated (Smokey Bones)</b></p> <p>April 2019 Federal Court: SC</p>	<p>A class of 4,753 servers and bartenders alleged that the restaurant took a tip credit against the minimum wage, but required them to do non-tipped work, such as sweeping floors and polishing silverware, for more than 20% of their shifts.</p>
298.	<p><b>\$2,700,000: Settlement</b></p> <p><b>Ulta Salon Cosmetics &amp; Fragrance, Inc.</b></p> <p>October 2016 Federal Court: CA</p>	<p>Matter involved approximately 8,250 store employees at about 69 stores in California who were misclassified as overtime exempt at the salon and beauty products chain. The suit alleged failure to pay overtime, compensate for all hours worked, pay wages due upon discharge or provide required meal or rest breaks due to mandatory exit inspections, in which the employees were required to submit to a bag check every time they left the store for a rest break, meal break, or at the end of a shift. The plaintiffs claimed that some locations required the employees to first clock out before getting personal bags inspected, while others said the time it took to wait for a manager to check their bags reduced their meal time of only 30 minutes even further.</p>
299.	<p><b>\$2,700,000: Settlement</b></p> <p><b>ADT LLC</b></p> <p>June 2016 Federal Court: CA</p>	<p>Two subclasses of sales representatives filed suit alleging that the home security system outfitter failed to supply adequate reimbursement for work-related vehicle expenses or provide accurate itemized wage statements.</p>
300.	<p><b>\$2,650,000: Settlement</b></p> <p><b>MidCap Funding X Trust, et al.</b></p> <p>August 2019 Federal Court: TX</p>	<p>A class of 159 truck drivers based at one of the company's thirty-three terminal branch locations alleged the national moving company and affiliates stopped paying them during the six months leading up to the company being dissolved in 2017. The truck drivers had worked for various companies that were associated with the company formerly known as Graebel Companies, Inc., which became Graebel Van Lines, LLC and alleged that the decision to start providing the drivers with small partial advances instead of paying their wages according to a previously established schedule was made by the MidCap Funding X Trust.</p>
301.	<p><b>\$2,650,000: Settlement</b></p> <p><b>P.F. Chang's China Bistro Inc.</b></p> <p>July 2018 Federal Court: IL</p>	<p>A collective action by 428 workers alleged violation of the Fair Labor Standards Act, New York and Illinois labor laws by failing to properly notify tipped employees they were receiving tip-credit rates of pay below the minimum wage, encouraging tipped employees to work off the clock and share their tips with other employees who weren't entitled to them, and requiring tipped employees to perform non-tip-related tasks, such as cleaning and refilling condiments.</p>

302.	<p><b>\$2,600,000: Settlement</b></p> <p><b>Home Depot USA Inc.</b></p> <p>October 2018 State Court: CA</p>	<p>A group of more than 26,747 cashiers and store workers alleged the home improvement retailer violated the state's Private Attorneys General Act ("PAGA") by failing to provide suitable seating.</p>
303.	<p><b>\$2,599,350: Settlement</b></p> <p><b>Jamba Juice Co.</b></p> <p>January 2019 State Court: CA</p>	<p>A class of nearly 5,500 shift leaders and managers at the smoothie chain alleged the company forced them to work off the clock when they clocked out for their meal breaks, and then made bank deposits for the stores in their personal vehicles before clocking back in. Additionally, California's hourly minimum wage increased from \$8 to \$9 during the class period, but Jamba Juice paid its hourly shift leaders a flat rate with no consideration for the overtime or off-the-clock hours worked.</p>
304.	<p><b>\$2,540,000: Settlement</b></p> <p><b>Burberry Limited</b></p> <p>July 2017 Federal Court: NY</p>	<p>A putative collective and class action by employees in Burberry retail stores in New York state that alleged the company did not pay non-exempt workers overtime.</p>
305.	<p><b>\$2,520,000: Settlement</b></p> <p><b>Allied Universal Security Services</b></p> <p>December 2018 Federal Court: NY</p>	<p>A proposed class of hundreds of current and former airport security agents, operations assistants and so-called "tour supervisors" hired to work at John F. Kennedy International Airport alleged the security and facility services company required the workers to drive to their bases prior to clocking out, to do paperwork after their shifts, and work during their unpaid meal breaks.</p>
306.	<p><b>\$2,500,000: Settlement</b></p> <p><b>Dollar Tree Distribution, Inc.</b></p> <p>April 2020 Federal Court: CA</p>	<p>A class of approximately 2,400 warehouse associate employees alleged that the company's timekeeping practices violated California labor law and that the employees were not given proper meal breaks and rest periods. The settlement included \$750,000 in attorneys' fees.</p>
307.	<p><b>\$2,500,000: Settlement</b></p> <p><b>First Transit, Inc.</b></p> <p>April 2020 Federal Court: CA</p>	<p>A class of more than 500 paratransit workers, who drive elderly and special needs passengers to medical appointments, alleged the transportation company failed to provide a 10-minute break every four hours. They further alleged that when they missed a rest period, they were not paid for it. The settlement included \$625,000 in attorneys' fees and \$32,641 in expenses.</p>

<p><b>308.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Firebirds of Overland Park LLC</b></p> <p>January 2019 Federal Court: KS</p>	<p>A class of more than 7,000 current and former servers alleged violation of the tip credit provisions of the U.S. Fair Labor Standards Act, which allow an employer to pay tipped workers below minimum wage if the difference is made up in tips. The employees asserted that they regularly spent more than 20 percent of their work time performing non-tipped duties, such as making coffee and cleaning counters and beverage machines.</p>
<p><b>309.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Auvil Fruit Company, Inc.</b></p> <p>May 2018 Federal Court: WA</p>	<p>A proposed class of seasonal and migrant fruit pickers alleged the company failed to provide or pay for rest breaks, didn't keep accurate records of hours worked, and hid what piece rates it would pay until after the work had started.</p>
<p><b>310.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>DAL Global Services LLC, a subsidiary of Delta Air Lines Inc.</b></p> <p>May 2018 Federal Court: CA</p>	<p>A class of 2,650 employees alleged the company failed to properly pay overtime, incorrectly kept track of work hours and didn't provide accurate wage statements.</p>
<p><b>311.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Allied Building Products Corp.</b></p> <p>March 2018 Federal Court: CA</p>	<p>A proposed class action of 491 former and current driver and loader employees at the New Jersey-based building materials distributor alleged that the company failed to pay overtime, failed to provide meal breaks or permit rest periods.</p>
<p><b>312.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Masonite Corp.</b></p> <p>March 2018 Federal Court: CA</p>	<p>A class of 836 employees alleged the company failed to pay nonexempt, hourly workers for overtime, failed to provide them with meal and rest breaks, failed to provide accurate wage statements, and failed to reimburse them for business expenses.</p>
<p><b>313.</b></p>	<p><b>\$2,500,000:</b> Settlement</p> <p><b>Sedgwick Claims Management Services Inc.</b></p> <p>September 2017 State Court: CA</p>	<p>A class of 600 current and former claims adjusters alleged that company policies forced employees to work off the clock and forego overtime and breaks.</p>

<p><b>314.</b></p>	<p><b>\$2,500,000:</b> Settlement <b>CEC Entertainment, Inc.</b>  November 2016 Federal Court: CA</p>	<p>A class of more than 10,500 hourly employees at the family entertainment chain Chuck E. Cheese's alleged the company failed to pay all wages at the end of employment, including overtime wages, minimum wages, and meal and rest period premium payments. The staff further alleged that because of a company policy of understaffing the restaurants and requiring cashiers to remain until all receipts were counted at the end of their shifts, employees were required to work off-the-clock, frequently took late meal breaks, missed rest periods during busy times and were not properly compensated.</p>
<p><b>315.</b></p>	<p><b>\$2,500,000:</b> Settlement <b>Groupon, Inc.</b>  August 2016 Federal Court: IL</p>	<p>A class of 2,000 sales representatives and executives alleged the company misclassified them as overtime-exempt and denied them overtime in violation of the Fair Labor Standards Act and the Illinois Minimum Wage Law.</p>
<p><b>316.</b></p>	<p><b>\$2,500,000:</b> Settlement <b>Securitas Security Services USA, Inc.</b>  November 2015 Federal Court: CA</p>	<p>Matter involved a class and collective action filed by 24,281 current and former security guards alleging the company's vacation policy violated FLSA and California state law.</p>
<p><b>317.</b></p>	<p><b>\$2,490,000:</b> Settlement <b>M&amp;T Bank Corp.</b>  March 2018 Federal Court: NY</p>	<p>A Fair Labor Standards Act collective action alleging the bank failed to pay overtime to 240 current or former IT workers, including technology infrastructure department's network computing analysts and staff specialists.</p>
<p><b>318.</b></p>	<p><b>\$2,465,000:</b> Settlement <b>Merrill Lynch</b>  November 2016 State Court: CA</p>	<p>Merrill Lynch settled with a class of 2,501 current and former financial advisors and trainee financial advisors, who alleged the bank failed to reimburse them for their business expenses. The suit originally began in Federal Court, alleged the employees were misclassified as exempt from overtime, and included over 16,000 workers. In August 2014 the certification of that class was denied, and the entire suit was shot down in April 2015. In May 2015, the lead plaintiff filed the state court action alleging the reimbursement claims on behalf of California employees only.</p>

319.	<p><b>\$2,400,000: Settlement</b></p> <p><b>Price Transfer, Inc. and FCL Logistics LLC</b></p> <p>August 2020 U.S. Department of Labor ("DOL")</p>	<p>The U.S. Department of Labor investigated and concluded that the companies, which had contracts with Customs and Border Protection to inspect cargo, did not include provisions in their contracts with subcontractors that addressed prevailing wages as required by the McNamara-O'Hara Service Contract Act, or pay overtime as required by the Contract Work Hours and Safety Standards Act. The settlement funded unpaid wages and fringe benefits to 959 employees including operators, shipping and receiving clerks and warehouse specialists.</p>
320.	<p><b>\$2,400,000: Settlement</b></p> <p><b>Overland Solutions, Inc., et al.</b></p> <p>August 2018 State Court: CA</p>	<p>A proposed class of 250 insurance inspectors alleged the insurance underwriting support services company violated California Labor code by classifying them as independent contractors, shorting them on pay and business expense reimbursements, and failing to give them itemized wage statements. \$50,000 of the settlement went toward resolving the state's Private Attorneys General Act ("PAGA") claim, \$18,000 to the lead Plaintiff, and a maximum of \$800,000 for attorneys' fees.</p>
321.	<p><b>\$2,400,000: Verdict</b></p> <p><b>Field Asset Services</b></p> <p>July 2017 Federal Court: CA</p>	<p>A California federal jury awarded 11 workers for the company, which maintains and repairs foreclosed and real-estate-owned properties, more than \$2 million in total damages in a suit that alleged the employees were misclassified as vendors and independent contractors and thus denied reimbursement for their business expenses and overtime pay. Individual claims by the lead plaintiff and more than 100 others are still pending.</p> <p><b>Update:</b> In July 2018, the class of vendors asked a California federal judge for attorneys' fees totaling \$5,372,666, as well as a multiplier of 1.5, to push the amount up to \$8,058,999, plus another \$147,669 in expenses.</p>
322.	<p><b>\$2,400,000: Settlement</b></p> <p><b>Sanofi-Aventis US LLC</b></p> <p>September 2015 Federal Court: NJ</p>	<p>A class of sales employees alleged that the pharmaceutical company reneged on their promise to pay them per-vial incentives to sell the cancer drug Zaltrap. The complaint alleged violations of the New Jersey Wage Payment Law, breach of contract, breach of duty of good faith and fair dealing, and unjust enrichment.</p>
323.	<p><b>\$2,370,000: Settlement</b></p> <p><b>Samba Brands Management/Sushi Samba</b></p> <p>December 2015 Federal Court: NY</p>	<p>A putative class of sushi restaurant workers filed suit alleging Sushi Samba restaurants in several locations withheld tips and failed to pay overtime and minimum wage. Workers, such as servers, bussers, runners, bartenders, and hosts claim that the tips were improperly shared with sushi chefs. Samba argued that the sushi chefs were entitled to tips because their job entailed performing for the customers.</p>

<p><b>324.</b></p>	<p><b>\$2,350,000:</b> Settlement</p> <p><b>C.R. England Inc.</b></p> <p>December 2016 Federal Court: UT</p>	<p>A wage suit brought on behalf of 6,336 truck drivers alleged that the company failed to pay minimum wages or overtime for non-driving work time, failed to provide required meal and rest breaks, and failed to reimburse for business-related expenses. The suit asserted that the truck drivers were illegally paid a piece-rate for each mile driven during a portion of the time they were delivering loads.</p> <p><b>Update:</b> In August 2018, a unanimous Tenth Circuit panel vacated the class certification, finding the Utah federal judge didn't analyze deep enough or consider that the named plaintiffs were not "typical" class members because they hadn't signed contracts making them pay for their own training at a hefty interest rate as settlement objectors had.</p>
<p><b>325.</b></p>	<p><b>\$2,350,000:</b> Settlement</p> <p><b>Quest Diagnostics Clinical Laboratories</b></p> <p>June 2016 Federal Court: CA</p>	<p>A class of 2,600 phlebotomists alleged the lab was understaffed and as a result, the blood technicians were forced to work unpaid overtime and denied meal and rest breaks.</p>
<p><b>326.</b></p>	<p><b>\$2,325,000:</b> Settlement</p> <p><b>Ardent Companies, Inc. (Exxon Subcontractor)</b></p> <p>February 2019 Federal Court: CA</p>	<p>A proposed class action involving just over 100 employees who worked on Exxon platforms on the Outer Continental Shelf for multiple-day shifts where they would spend 12 hours on duty with pay, and then 12 hours on "controlled standby," always on-call and barred from leaving their platform, without pay. Additionally, the employees were required to respond to alarms during rest and meal breaks.</p>
<p><b>327.</b></p>	<p><b>\$2,300,000:</b> Settlement</p> <p><b>Kiawah Island Golf Resort</b></p> <p>May 2016 Federal Court: SC</p>	<p>Jamaicans working under the H-B2 visa program filed suit alleging the South Carolina golf resort failed to give them raises, as required by the DOL in 2012, and never reimbursed them for the cost of visas or transportation from Jamaica.</p>
<p><b>328.</b></p>	<p><b>\$2,300,000:</b> Settlement</p> <p><b>AXA Advisors LLC</b></p> <p>May 2016 Federal Court: NY</p>	<p>A class and collective group of prospective associates filed suit alleging the insurance and investment broker failed to pay overtime and minimum wages. Prospective associates alleged they were required to make cold calls that sometimes entailed working 60 hours a week.</p>

<p>329.</p>	<p><b>\$2,250,000: Settlement</b></p> <p><b>Information Resources, Inc.</b></p> <p>August 2020 Federal Court: CA</p>	<p>A purported class action by client service managers who alleged the market research firm misclassified them as overtime-exempt and denied them meal and rest breaks. There were three classes covering 129 employees.</p>
<p>330.</p>	<p><b>\$2,250,000: Settlement</b></p> <p><b>Bath &amp; Body Works, Inc.</b></p> <p>November 2015 Federal Court: CA</p>	<p>A class of approximately 29,000 sales associates alleged they were not paid for overtime and off-the-clock security inspections.</p>
<p>331.</p>	<p><b>\$2,250,000: Settlement</b></p> <p><b>TransFirst LLC</b></p> <p>September 2016 Federal Court: CA</p>	<p>A class of current and former employees at the payment processing company alleged they were underpaid on overtime wages, subjected to rounding work records, and not provided with meal breaks.</p>
<p>332.</p>	<p><b>\$2,200,000: Settlement</b></p> <p><b>NorthStar Memorial Group Shared Services LLC</b></p> <p>August 2019 Federal Court: CA</p>	<p>A proposed class of 429 current and former sales supervisors and administrators of burial product purchases alleged the funeral home operator unlawfully cut wages to cover commissions and failed to reimburse the employees for business expenses. They also alleged that the company docked wages of employees who failed to meet quotas regardless of whether they worked 40 hours in a week. The workers also claimed they were expected to use their personal vehicles to meet with clients and drive to burial plots but not reimbursed.</p>
<p>333.</p>	<p><b>\$2,200,000: Settlement</b></p> <p><b>Host International, Inc.</b></p> <p>December 2018 Federal Court: CA</p>	<p>A class of approximately 6,000 workers at food and retail service locations in airports allege the staffing company failed to pay workers for all of their performed work, failed to give them proper breaks, and failed to provide proper wage statements.</p>
<p>334.</p>	<p><b>\$2,200,000: Settlement</b></p> <p><b>Felidia Restaurant, Inc., Babbo, Becco, Del Posto, and Escada Restaurants</b></p> <p>May 2018 Federal Court: NY</p>	<p>Five New York restaurants, owned by Mario Batali and Joe and Lidia Bastianich, agreed to settle a proposed class action suit alleging the restaurants failed to pay proper minimum wages and overtime, or provide proper wage notice and wage statements to approximately 1,300 waiters, busboys, runners, servers, food preparers, bartenders, and bar-backs.</p>

335.	<p><b>\$2,200,000:</b> Settlement</p> <p><b>Loomis Armored US</b></p> <p>May 2017 State Court: CA</p>	<p>The settlement resolved a putative class action that alleged Loomis failed to provide its route service employees, including armored car drivers and custodians, with meal and rest breaks, failed to pay them timely upon termination, failed to provide accurate wage statements and failed to cover business expenses.</p>
336.	<p><b>\$2,150,000:</b> Settlement</p> <p><b>Home Depot USA, Inc./THD At Home Services, Inc.</b></p> <p>March 2016 State Court: CA</p>	<p>A class of sales managers filed suit alleging the home improvement retail company failed to pay overtime and time worked during meal breaks. Employees also alleged that they were cheated out of commissions because of Home Depot's policy of requiring workers to be employed the first and last day of the month in order to receive commissions, thus leaving out employees who were terminated in the middle of the month.</p>
337.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>DH Long Point Management LLC dba Terranea Resort</b></p> <p>May 2019 State Court: CA</p>	<p>Proposed class action by 3,000 current and former workers alleging the hotel chain failed to provide meal and rest breaks and then inserted "fake breaks" into time records. The workers also claimed that hotel required them to park in offsite parking several miles from the resort when guest attendance was high but did not pay them for the commute, or for time spent donning uniforms before they were allowed to clock in for their shifts. The workers also alleged that they were required to monitor and respond to work-related emails and texts off the clock.</p>
338.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>FedEx Ground Package, Inc.</b></p> <p>December 2018 State Court: NY</p>	<p>Suit brought by the New York attorney general on behalf of 500 package delivery drivers alleging the shipping company misclassified them as independent contractors to deny them overtime and illegally take deductions from their checks. The suit asserts the company did not pay workers extra when they worked long or split shifts, and did not comply with New York's recordkeeping and wage statement rules.</p>
339.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Keane Frac GP LLC</b></p> <p>July 2017 Federal Court: PA</p>	<p>A class of workers at an oil field services company agreed to settle a Fair Labor Standards Act collective action that alleged the company had a policy of misclassifying supervisors as exempt employees.</p>
340.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>The Vons Companies Inc.</b></p> <p>June 2017 State Court: CA</p>	<p>A putative class of 43,700 former employees brought claims alleging that the company was slow to pay post-termination wages.</p>

341.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>YP Advertising &amp; Publishing LLC (Yellow Pages)</b></p> <p>October 2016 Federal Court: TX</p>	<p>A collective and class action alleging workers were not paid proper overtime in violation of the Fair Labor Standards Act.</p>
342.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Dave &amp; Busters, Inc.</b></p> <p>June 2016 Federal Court: CA</p>	<p>A proposed class of 2,350 current and former servers at the arcade-dining restaurant chain alleged they were not paid proper wages or provided with adequate meal and rest breaks.</p>
343.	<p><b>\$2,100,000:</b> Settlement</p> <p><b>Defenders Inc.</b></p> <p>April 2016 Federal Court: CA</p>	<p>A class of security technicians filed suit alleging the security company failed to provide: 1) minimum and overtime wages; 2) rest breaks and meal periods; 3) business expense reimbursements; 4) accurate itemized wage statements; and 5) wages to terminated or departing employees.</p>
344.	<p><b>\$2,100,000:</b> Verdict</p> <p><b>EI Tequila LLC</b></p> <p>January 2016 Federal Court: OK</p>	<p>The U.S. Department of Labor filed suit on behalf of the employees of the Mexican restaurant chain alleging the company failed to pay overtime and minimum wages. A jury trial found EI Tequila LLC not guilty but the presiding judge set aside that verdict and ruled in favor of the Department of Labor.</p>
345.	<p><b>\$2,100,000:</b> DOL Order</p> <p><b>J&amp;J Snack Foods Corp.</b></p> <p>October 2015</p>	<p>The U.S. Department of Labor conducted two investigations that revealed 677 temporary production line workers not properly paid by the snack food company and two staffing firms that jointly employed them. The DOL found that 465 workers at J&amp;J's Swedesboro, NJ facility were paid regular wages for overtime hours worked. J&amp;J agreed to pay \$1,260,254 in back wages and liquidated damages. The DOL also found 212 temporary employees were not paid the federal minimum wage or overtime wages; J&amp;J agreed to pay \$920,000 in back wages and liquidated damages in that case.</p>

<p>346.</p>	<p><b>\$2,019,000:</b> Settlement</p> <p><b>Grand Healthcare System</b></p> <p>December 2016 U.S. Department of Labor</p>	<p>Matter involved employees at five residential nursing homes in New York who alleged they were misclassified as overtime exempt, paid for the number of hours scheduled instead of what they actually worked, docked for short breaks, owed pay for when they worked through their meals, and given inaccurate wage statements that didn't include shift differentials in regular rates when determining overtime. The company must pay an additional \$133,000 in civil penalties to the DOL and bring in an auditor.</p>
<p>347.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Flagship Facility Services, Inc.</b></p> <p>July 2020 Federal Court: CA</p>	<p>A proposed class action brought by janitors at the San Diego International Airport alleged that the workers were not given proper meal or rest breaks, overtime pay or proper wages. They also alleged that the company failed to pay them out for vacation days they accumulated but did not use, pay them back for business-related expenses, or keep accurate records.</p>
<p>348.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Rise Medical Staffing, LLC</b></p> <p>August 2019 Federal Court: CA</p>	<p>A class of 1,550 nurses and therapists that alleged the company failed to pay reimbursements for housing and meals in their regular wages when calculating overtime wages. The settlement included a \$50,000 payment in penalties under California's Private Attorney General Act ("PAGA").</p>
<p>349.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Wisconsin Hospitality Group LLC, et al. (Pizza Hut)</b></p> <p>September 2018 Federal Court: WI</p>	<p>A class and collective action by 2,500 delivery drivers settled with two Wisconsin Pizza Hut operators who allegedly required the drivers to provide a vehicle complying with safety and maintenance requirements in an employee handbook, incur expenses for fuel, oil changes, brakes and pads, tire rotations, batteries, insurance and registration, and maintain the vehicle in clean and good repair, but the per-delivery reimbursements failed to reasonably approximate the delivery drivers' vehicle-related expenses.</p>
<p>350.</p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Stericycle Inc.</b></p> <p>February 2018 Federal Court: CA</p>	<p>A putative class of 985 workers alleged the medical waste disposal company deprived them of earned wages by rounding payroll times, didn't fully compensate them for time spent donning and doffing their required work clothing, and that the company didn't include all bonuses in workers' overtime rate, failed to pay all vested vacation payments due or provide statutory meal and rest periods.</p>

351.	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Hertz and Thrifty</b></p> <p>September 2017 Washington State Department of Labor &amp; Industries</p>	<p>The rental car companies agreed to a \$2 million settlement for back pay allegedly owed to employees at the Seattle-Tacoma International Airport who complained to the Washington State Department that they were improperly paid after the city's \$15 minimum wage ordinance took effect on January 1, 2014.</p>
352.	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Dirksen &amp; Talleyrand, Inc. (River Café)</b></p> <p>September 2017 Federal Court: NY</p>	<p>A class of former and current waiters, bartenders and captains alleged that the restaurant did not properly pay tips and wages.</p>
353.	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Allstate Insurance Co.</b></p> <p>March 2017 State Court: CA</p>	<p>A class action complaint involving over 500 claims processors alleged the company failed to pay for pre- and post-shift work and overtime, and denied workers rest and meal breaks.</p>
354.	<p><b>\$2,000,000:</b> Verdict</p> <p><b>Apple, Inc.</b></p> <p>December 2016 State Court: CA</p>	<p>A California state jury found Apple liable for depriving its retail employees of meal break time, providing final paychecks to workers who had given their notice untimely, and providing inaccurate wage statements. The certified class includes approximately 20,000 employees.</p>
355.	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Costco Wholesale Corp.</b></p> <p>December 2016 Federal Court: CA</p>	<p>A putative class of 882 current or former industrial fleet drivers, who originally filed in state court, alleged the company didn't pay regular or overtime wages, denied rest and meal breaks, and failed to provide accurate itemized wage statements.</p> <p><b>Update:</b> Settlement preliminarily approved in May 2017.</p>
356.	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Genesis Intermodal Delivery Inc.</b></p> <p>November 2016 Federal Court: CA</p>	<p>A class of 197 drivers with the short-distance delivery company alleged they were misclassified as independent contractors, not paid meal or rest period wages, and not indemnified or provided with accurate pay stubs.</p>

<p><b>357.</b></p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Goodman Networks, Inc.</b></p> <p>September 2016 Federal Court: TX</p>	<p>A class of 58 former construction managers alleged they were misclassified as exempt from overtime and therefore not paid time and a half for overtime work over 40 hours a week, and regularly up to 14 hours a day and on weekends.</p>
<p><b>358.</b></p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Cardinal Logistics Management Corp.</b></p> <p>August 2016 Federal Court: CA</p>	<p>Matter involved a class of 346 drivers who alleged the logistics and transportation company failed to pay wages for all hours worked and miles driven, failed to provide meal and rest breaks, failed to reimburse employees for business-related expenses, failed to timely pay wages to workers upon their departure, and failed to provide accurate itemized wage statements.</p>
<p><b>359.</b></p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>CVS Pharmacy, Inc.</b></p> <p>August 2016 State Court: CA</p>	<p>A class of 5,000 “floating” pharmacists alleged that CVS did not pay them for time spent and expense incurred in traveling between stores. The settlement resolved six consolidated suits.</p>
<p><b>360.</b></p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Herr Foods, Inc.</b></p> <p>August 2016 Federal Court: PA</p>	<p>The potato chip manufacturer agreed to settle a proposed class action with delivery drivers who sued over alleged failure to pay overtime.</p>
<p><b>361.</b></p>	<p><b>\$2,000,000:</b> Settlement</p> <p><b>Abercrombie &amp; Fitch Co.</b></p> <p>April 2016 State Court: CA</p>	<p>A class of 34,000 employees filed suit alleging Abercrombie &amp; Fitch failed to provide lawful rest breaks</p>
<p><b>362.</b></p>	<p><b>\$2,000,000:</b> Verdict</p> <p><b>Vulcan Power Group LLC</b></p> <p>March 2016 Federal Court: NY</p>	<p>A former employee filed suit alleging the power generation service provider failed to pay her commission for a power generator sale to a government contractor in Iraq and retaliated against her for filing suit by filing numerous unnecessary counterclaims.</p>

<b>363.</b>	<b>\$2,000,000:</b> Settlement  <b>PLS Financial Solutions</b>  September 2015 State Court: CA	Matter involves a class of PLS workers who claim they were shorted on pay by their company by not providing required breaks while still deducting meal time from their time cards. The claimants each will receive a share of the settlement based on their number of work weeks.
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