

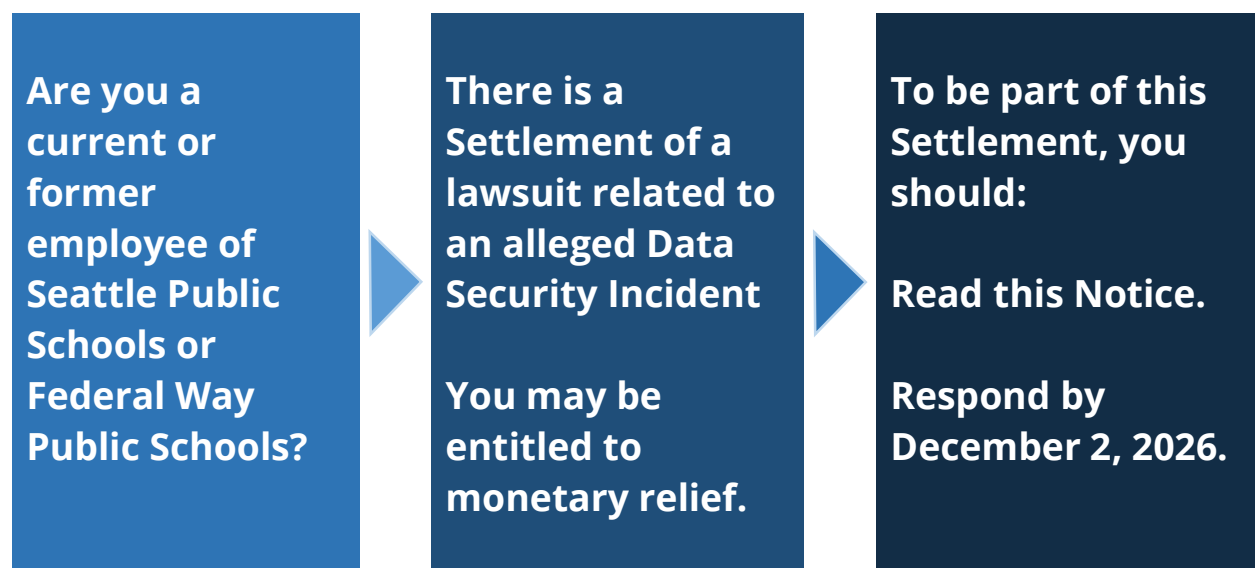
Superior Court of the State of Washington, King County

Fitch, et al. v. Seattle Public Schools, et al.

Case No. 25-2-04060-7 SEA

Class Action Notice

Authorized by the Superior Court of the State of Washington for King County



Important things to know:

- If you take no action, you will still be bound by the Settlement and your rights will be affected. ***Please read this Notice carefully and completely.***
- You can learn more at: www.CarruthSettlement.com.

Questions? Call 1-844-938-4308 Toll-Free or Visit www.CarruthSettlement.com

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About This Notice

Why did I get this notice?

This notice is to tell you about the settlement of a class action lawsuit, *Fitch et al. v. Seattle Public Schools and Federal Way Public Schools*, Case No. 25-2-04060-7 SEA. A proposed settlement (the “Settlement”) has been reached in the lawsuit involving Seattle Public Schools (“SPS”) and Federal Way Public Schools (“FWPS”) (SPS and FWPS collectively “Defendants”), relating to the cyber incident perpetrated against Defendants’ third-party vendor Carruth Compliance Consulting Inc. (“Carruth”), in December 2024 (the “Data Security Incident”). **You received this notice because you may be a member of the group of people affected, called the “Settlement Class.”** This notice gives you a summary of the terms of the proposed Settlement, explains what rights Settlement Class Members have, and helps Settlement Class Members make informed decisions about what action to take.

What do I do next?

Read this notice to understand the Settlement and to determine if you are a Settlement Class Member. Then, decide if you want to:

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT		DEADLINE
SUBMIT A CLAIM	The only way to receive benefits from this Settlement is by submitting a valid and timely Claim Form. The fastest way to submit your Claim Form is online at www.CarruthSettlement.com .	December 2, 2026
OPT-OUT OF THE SETTLEMENT	You can choose to opt-out of the Settlement and receive no benefits. This option allows you to sue, continue to sue, or be part of another lawsuit against the Defendants or the Released Parties about the legal claims resolved by this Settlement. You can hire your own legal counsel at your own expense.	November 2, 2026
OBJECT TO THE SETTLEMENT	If you do not opt-out of the Settlement, you may object to it by writing to the Court about why you don’t like the Settlement. You may also ask the Court for permission to	November 2, 2026

SUMMARY OF YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT		DEADLINE
AND/OR ATTEND A HEARING	speak about your objection at the Final Fairness Hearing. If you object, you may also file a claim for Settlement benefits.	
DO NOTHING	Unless you opt-out of the Settlement, you are automatically part of the Settlement. If you do nothing, you will not receive benefits from this Settlement and you will give up the right to sue, continue to sue, or be part of another lawsuit against the Defendants or the Released Parties related to the legal claims resolved by this Settlement.	No Deadline

The Court in charge of this case still has to decide whether to grant final approval of the Settlement.

Read on to understand the specifics of the Settlement and what each choice would mean for you.

What are the most important dates?

Your deadline to object or opt-out: **November 2, 2026**

Your deadline to submit a claim form: **December 2, 2026**

Final Fairness Hearing: **December 18, 2026 at 8:30 a.m. PST**

Basic Information

What is this lawsuit about?

This lawsuit concerns the cyber incident perpetrated against Defendants' third-party retirement plan vendor Carruth in December 2024 that may have impacted personal information of SPS' and FWPS' current and former employees. Defendants deny all claims alleged against them and deny each and every allegation and all charges of wrongdoing or liability of any kind whatsoever. The Settlement is not an admission of wrongdoing or an indication that SPS or FWPS has violated any laws. Rather, the Parties have agreed to settle the class

action lawsuit to avoid the uncertainties and expenses associated with ongoing litigation.

What is a class action?

In a class action, one or more individuals known as “Plaintiffs” or “Class Representatives” sue on behalf of a group or “class” of people with similar claims. In a class action settlement, one court resolves the lawsuit for all class members, except for those who opt-out of the settlement.

Why is there a Settlement?

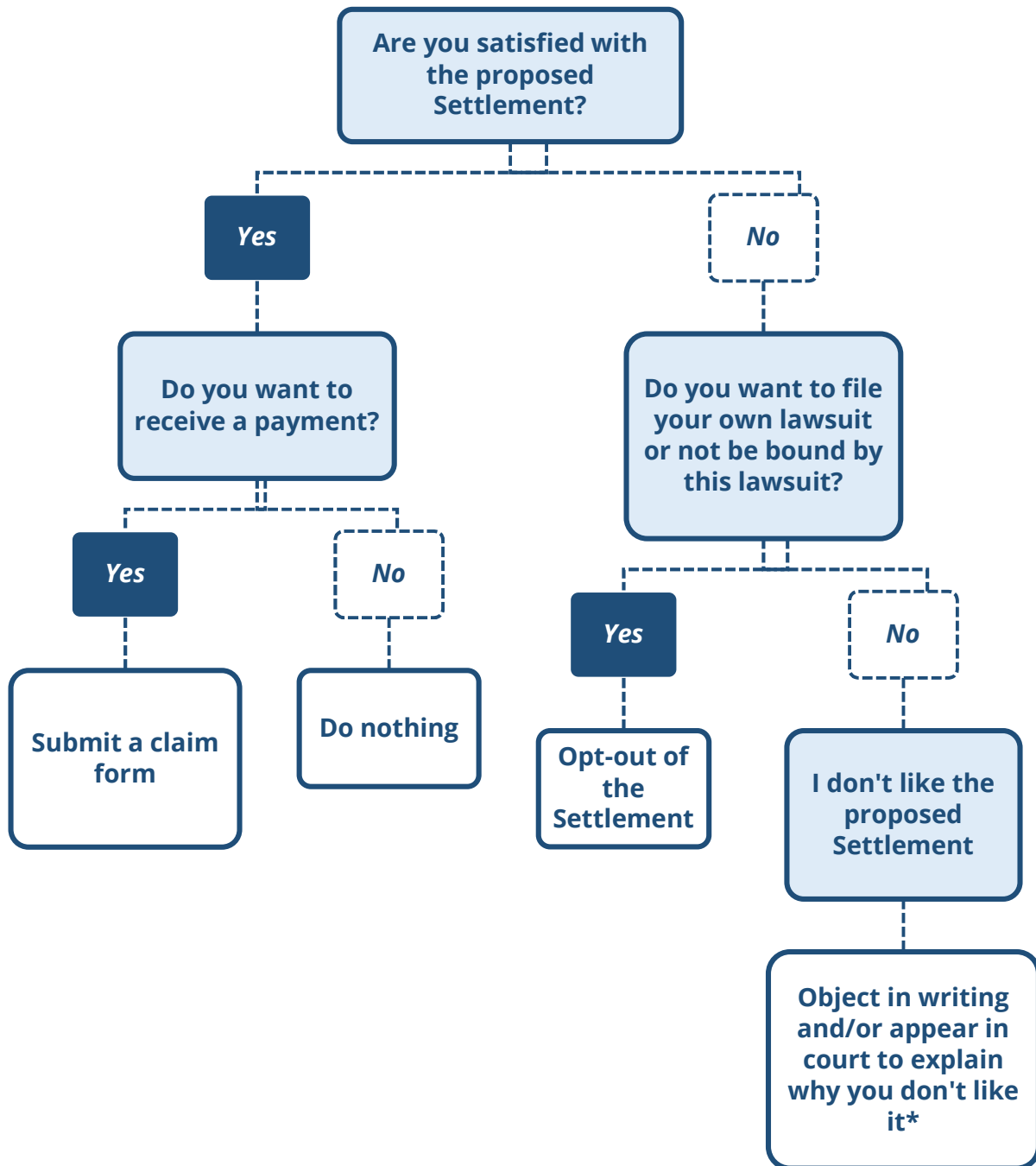
The Court did not decide in favor of the Plaintiffs or the Defendants. Plaintiffs and the Defendants have agreed to a Settlement to avoid the uncertainties and expenses associated with ongoing litigation, and to allow the Settlement Class Members to receive compensation sooner rather than, if at all, after the completion of a trial. The Plaintiffs and their attorneys think the Settlement is best for all Settlement Class Members.

How do I weigh my options?

You have four options. You can stay in the Settlement and submit a claim, you can opt-out of the Settlement, you can object to the Settlement, or you can do nothing. This chart shows the effects of each option:

	Submit a Claim	Opt-out	Object	Do Nothing
Can I receive Settlement money if I . . .	YES	NO	YES	NO
Am I bound by the terms of this lawsuit if I . . .	YES	NO	YES	YES
Can I pursue my own case if I . . .	NO	YES	NO	NO
Will the class lawyers represent me if I . . .	YES	NO	NO	YES

What is the best path for me?



**You can object to the Settlement AND submit a claim form to receive payment.*

Who is in the Settlement Class?

Who is included in the Settlement Class?

The Settlement Class is defined as: all individuals whose personal information was provided by Defendants to Carruth Compliance Consulting, Inc. and was compromised in the data breach disclosed by Carruth in January 2025.

Are there exceptions to being included?

Yes. Excluded from the Settlement Class are: (i) all persons who are directors or officers of Seattle Public Schools or Federal Way Public Schools, (ii) government entities, (iii) the Judge assigned to the Action, and that Judge's immediate family and Court staff, (iv) all individuals who timely opt-out of the Settlement, and (v) any person found by a court of competent jurisdiction to be guilty under criminal law of initiating, causing, aiding or abetting the criminal activity occurrence of the Data Security Incident, or who pleads *nolo contendere* to any such charge.

If you are not sure whether you are included in the Settlement Class, you can ask for free help by contacting the Claims Administrator by mail, email, or by calling toll-free.

Fitch, et al. v. Seattle Public Schools and Federal Way Public Schools
c/o Claims Administrator
1650 Arch Street, Suite 2210
Philadelphia, PA 19103
info@CarruthSettlement.com
1-844-938-4308

You may also view the Settlement Agreement at www.CarruthSettlement.com.

The Settlement Benefits

What does the Settlement provide?

The Settlement creates a non-reversionary common fund of \$300,000 ("Settlement Fund"). The Settlement Fund will be used to pay: (i) Valid Claims; (ii) Costs of Claims Administration; (iii) Service Awards approved by the Court, if any; and (iv) attorneys' fees and expenses awarded by the Court, if any.

Class Members may submit claims for: (1) Compensation for Out-of-Pocket Losses up to \$5,000; and (2) *Pro Rata* Cash Payment up to \$599. Depending on the number of Valid Claims submitted, the ultimate *Pro Rata* Cash Payment may be less than \$599.

In the event that compensation for Out of Pocket Losses, Claims Administration Costs, Service Awards to Settlement Class Representatives, and Attorneys' Fees and Litigation Expenses exceed the Settlement Fund, all Class Member payments will be reduced on a *pro rata* basis such that Defendants' maximum amount to be paid does not exceed the non-reversionary Settlement Fund.

The Settlement benefits are summarized below. Visit www.CarruthSettlement.com for a full description of these benefits.

Compensation for Out-of-Pocket Losses. Participating Settlement Class Members can claim up to a total of \$5,000 per person for out-of-pocket losses incurred as a result of the Data Security Incident, including, without limitation, postage, copying, scanning, faxing, mileage and other travel-related charges, parking, notary charges, research charges, cell phone charges (only if charged by the minute), long distance phone charges, data charges (only if charged based on the amount of data used), text message charges (only if charged by the message), bank fees, accountant fees, and attorneys' fees, all of which must be fairly traceable to the Data Security Incident and must not have been previously reimbursed by a third party. Expenses must be attested to and supported by documentation substantiating the full extent of the amount claimed (incurred on or after December 19, 2024).

Settlement Class Members submitting a claim for Out-of-Pocket Losses

must submit third-party documentation supporting their claims. This can include receipts or other documentation that document the costs incurred but does not include documentation that is “self-prepared” by the claimant. “Self-prepared” documents such as handwritten receipts are, by themselves, insufficient to receive reimbursement, but can be considered to add clarity or support to other submitted documentation.

What claims am I releasing if I stay in the Settlement Class?

Unless you opt-out of the Settlement, you cannot sue, continue to sue, or be part of any other lawsuit against the Defendants or Released Parties about any of the Released Claims this Settlement resolves. The “Releases” section of the Settlement Agreement describes the legal claims that you give up if you remain in the Settlement Class. The Settlement Agreement is available for review at www.CarruthSettlement.com.

Submitting a Claim Form for Settlement Benefits

How do I submit a claim for a Settlement benefit?

The fastest way to submit your Claim Form is online at www.CarruthSettlement.com. If you prefer, you can download the Claim Form from the website and mail it to the Claims Administrator at: Fitch, et al. v. Seattle Public Schools and Federal Way Public Schools, c/o Claims Administrator, ATTN: CLAIMS, 1650 Arch Street, Suite 2210, Philadelphia, PA 19103.

You may also contact the Claims Administrator to request a Claim Form by calling toll-free 1-844-938-4308, by emailing info@CarruthSettlement.com, or by writing to the address above.

What is the deadline for submitting a claim?

If you are submitting a Claim Form online, you must do so by **December 2, 2026**. If you are submitting a claim by U.S. mail, the completed and signed Claim Form, along with any supporting

documentation, must be mailed so it is postmarked no later than **December 2, 2026**. In the event your mailed claim is not postmarked, it will be deemed timely if received within seven days of **December 2, 2026**.

When will the Settlement benefits be issued?

The Court will hold a Final Fairness Hearing on **December 18, 2026 at 8:30 a.m. PST**. If the Court approves the Settlement, there may be appeals. It is always uncertain whether appeals will be filed and, if so, how long it will take to resolve them.

Settlement benefits will be distributed if the Court grants final approval of the Settlement and after any appeals are resolved, or after the period to seek an appeal has expired.

The Lawyers Representing You

Do I have a lawyer in the case?

Yes, the Court appointed M. Anderson Berry, Brook E. Garberding, and Gregory Haroutunian of Emery Reddy, PC to represent you and other Settlement Class Members as Settlement Class Counsel.

M. Anderson Berry
Brook E. Garberding
Gregory Haroutunian
EMERY REDDY, PC
600 Stewart St., Suite 1100
Seattle, WA 98101

Should I get my own lawyer?

You will not be charged for Settlement Class Counsel's services. If you want to be represented by your own lawyer, you may hire one at your own expense.

How will Settlement Class Counsel be paid?

Settlement Class Counsel will file a Fee and Expense Application for an award of attorneys' fees not to exceed \$100,000, together with reimbursement for reasonably incurred litigation expenses. If awarded, these fees and expenses will be paid from the Settlement Fund.

Settlement Class Counsel's Fee and Expense Application will also include a request for Service Awards for each of the Settlement Class Representatives not to exceed \$5,000 each (or \$15,000 total) in recognition of their contributions to this case. The Court may award less than these amounts.

Settlement Class Counsel's Fee and Expense Application will be available at www.CarruthSettlement.com after it is filed with the Court.

Excluding Yourself from the Settlement

How do I opt-out of the Settlement?

If you do not want to receive any benefits from the Settlement, and you want to keep your right, if any, to separately sue the Defendants about the legal issues in this case, there are steps that you must take to exclude yourself from the Settlement Class. This is called requesting an exclusion from, or "opting out" of the Settlement Class. The deadline to submit a request for exclusion from the Settlement is November 2, 2026.

To exclude yourself from the Settlement, you must submit a written request for exclusion that includes the following information:

- (i) the case name and docket number: *Fitch, et al. v. Seattle Public Schools, et al.*, Case No. 25-2-04060-7 SEA, pending in the Superior Court of the State of Washington, King County;
- (ii) Settlement Class Member's full name, address, telephone number, and email address (if any);
- (iii) Settlement Class Member's personal signature; and
- (iv) the words "Request for Exclusion" or a comparable statement that the individual does not wish to participate in the Settlement, or

some other clear manifestation of the intent to opt-out of the Settlement.

Your request for exclusion must be mailed to the Claims Administrator at the address below, **postmarked no later than November 2, 2026 (or, if not postmarked, received within seven days of November 2, 2026)**. You cannot opt out by telephone or by email.

Fitch, et al. v. Seattle Public Schools, et al.
ATTN: Exclusion Request
P.O. Box 58220
Philadelphia, PA 19102

If you exclude yourself, you are telling the Court that you do not want to be part of the Settlement. You will not be eligible to receive any Settlement benefits if you exclude yourself.

You may only exclude yourself— not any other person. **Any Settlement Class Member who does not file a timely request for exclusion in accordance with this section will lose the opportunity to exclude himself or herself from the Settlement and will be bound by the Settlement.**

Commenting on or Objecting to the Settlement

How do I tell the Court if I like or do not like the Settlement?

If you are a Settlement Class Member and do not like a portion or all of the Settlement, you can object to it, if you choose. You can give reasons why you think the Court should not approve it. The Court will consider your views.

For an objection to be a valid objection under the Settlement, it must include or substantially comply with the following: (i) the objector's full name, address, telephone number, and email address (if any); (ii) the case name and docket number - *Benjamin Fitch, et al. v. Seattle Public Schools, et al.*, Case No. 25-2-04060-7 (Washington State Superior Court for King County); (iii) information identifying the objector as a Settlement Class Member, including proof that the objector is a Settlement Class Member (e.g., copy of the objector's Settlement Notice, copy of original notice of the Data Security Incident, or a

statement explaining why the objector believes he or she is a Settlement Class Member); (iv) a written statement of all grounds for the objection, accompanied by any legal support for the objection the objector believes applicable; (v) the identity of any and all counsel representing the objector in connection with the objection; (vi) a statement whether the objector and/or his or her counsel will appear at the Final Fairness Hearing; (vii) a list of all persons who will be called to testify at the Final Fairness Hearing in support of the objection (if any); (viii) the number of times the objector has objected to a class action settlement within the five years preceding the date that the objector files the objection, the caption of each case in which the objector has made such objection, and a copy of any orders related to or ruling upon the objector's prior objections that were issued by the trial and appellate courts in each listed case; and (ix) the objector's signature or the signature of the objector's duly authorized attorney or other duly authorized representative (if any) representing him or her in connection with the objection. The Court, in its discretion, may authorize additional discovery of objectors.

To be timely, an objection must be mailed to the Claims Administrator (see address below), Proposed Settlement Class Counsel: M. Anderson Berry, Brook E. Garberding, and Gregory Haroutunian of Emery Reddy, PC, 600 Stewart Street, Suite 1100, Seattle, WA 98101; counsel for Seattle Public Schools: Steven Rich of Shook, Hardy, & Bacon, L.L.P., 701 Fifth Avenue, Suite 6800, Seattle, WA 98104; and counsel for Federal Way Public Schools: Logan F. Peppin of Baker & Hostetler LLP, 999 3rd Avenue, Suite 3900, Seattle, WA 98104 and postmarked no later than **November 2, 2026**. In the event the mailing is not postmarked, it will be deemed timely if received within seven days of November 2, 2026.

Claims Administrator address for objections:

Fitch, et al. v. Seattle Public Schools, et al.
ATTN: Objections
P.O. Box 58220
Philadelphia, PA 19102

What is the difference between objecting and excluding?

Objecting is telling the Court that you do not like something about the Settlement. You can object to the Settlement only if you do not exclude yourself from the Settlement. Excluding yourself from the Settlement is opting out and stating to the Court that you do not want to be part of the Settlement. If you opt-out of the Settlement, you cannot object to it because the Settlement no longer affects you.

The Court's Final Fairness Hearing

When is the Court's Final Fairness Hearing?

The Court will hold a Final Fairness Hearing on **December 18, 2026 at 8:30 a.m. PST**, at King County Courthouse, 516 3rd Ave, Seattle, WA 98104.

At the Final Fairness Hearing, the Court will consider whether to grant final approval to the Settlement, Settlement Class Counsel's Fee and Expense Application, and Service Awards to the Settlement Class Representatives. The Court will also consider any objections to the Settlement that were submitted in accordance with the requirements outlined above.

If you are a Settlement Class Member, you or your attorney may ask permission to speak at the hearing at your own cost.

The location, date and time of this hearing may change without further notice. Please check www.CarruthSettlement.com for updates.

Do I have to come to the Final Fairness Hearing?

No. Settlement Class Counsel will answer any questions the Court may have. You may attend at your own expense if you wish. If you file an objection, you do not have to come to the Final Fairness Hearing to talk about it. If you file your written objection on time, the Court will consider it. You may also pay your own lawyer to attend, but such attendance is not necessary.

If I Do Nothing

What happens if I do nothing at all?

If you are a Settlement Class Member and you do nothing, you will give up your right to start a lawsuit, continue a lawsuit, or be part of any other lawsuit against the Defendants and the Released Parties described in Section VIII of the Settlement Agreement about the Released Claims resolved by this Settlement. In addition, if you do nothing, you will not receive any benefits from this Settlement.

Getting More Information

How do I get more information?

This Notice summarizes the proposed Settlement. Complete details are provided in the Settlement Agreement. The Settlement Agreement and other related documents are available at the Settlement Website, www.CarruthSettlement.com.

If you have additional questions, you may contact the Claims Administrator by mail, email, or by calling toll-free.

Fitch, et al. v. Seattle Public Schools and Federal Way Public Schools
c/o Claims Administrator
1650 Arch Street, Suite 2210
Philadelphia, PA 19103
info@CarruthSettlement.com
1-844-938-4308

Publicly filed documents can also be obtained by visiting the office of the Clerk of the Court, 516 3rd Ave, Rm E-609, Seattle, WA 98104.

DO NOT CONTACT THE COURT OR CLERK OF COURT REGARDING QUESTIONS ABOUT THIS SETTLEMENT.