

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF NEW YORK

IVAN GUZMAN, on behalf of himself, individually,
and on behalf of all others similarly-situated,

Plaintiff,

-against-

BULLFROG PEST MANAGEMENT, INC. d/b/a AA
QUALITY PEST CONTROL, and GEORGE A. ROSE,
individually,

Defendants.

Docket No.:
16-cv-02089 (DRH)(ARL)

COURT AUTHORIZED NOTICE OF LAWSUIT

If you worked for or performed services as an exterminator for Bullfrog Pest Management, Inc. d/b/a AA Quality Pest Control between April 27, 2013 and the present, please read this Notice.

*Important: You are NOT being sued. This Notice is NOT a solicitation from a lawyer.
The Court authorized this Notice.*

- Plaintiff, Ivan Guzman, is a former employee of Defendants, Bullfrog Pest Management, Inc. d/b/a AA Quality Pest Control and/or George A. Rose (“Bullfrog” or “Defendants”) for whom he worked as an exterminator.
- Plaintiff brought this lawsuit against Bullfrog on behalf of himself and all other current and former exterminators who worked or performed services for Bullfrog at any time between April 27, 2013 and the present. Mr. Guzman claims that he worked in excess of forty hours per week and that Bullfrog did not pay him overtime wages for the hours he worked over forty in a workweek, in violation of the Fair Labor Standards Act and New York law. Defendants deny any wrongdoing and/or liability and claim that Mr. Guzman was paid in accordance with all applicable laws for all hours that he worked.
- The Court has authorized the parties to send out this Notice. The Court has not decided who is right or who is wrong. However, your legal rights may be affected, and you have a choice to make now.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT

ASK TO BE INCLUDED	If you choose to be included in this collective action, you must complete the consent form at the end of this Notice. You may then share in any proceeds from a settlement or judgment if those bringing the claims are successful, but you give up any rights to separately sue the Defendants about the same legal claims in this lawsuit.
DO NOTHING	By doing nothing, you will not be included in this lawsuit relating to claims under the Fair Labor Standards Act.

1. Why did I get this notice?

You are getting this notice because Defendants' records show that you may have worked or performed services for them as an exterminator at some point between April 27, 2013 and the present, in a position similar to the one held by Plaintiff.

2. What is a collective action and who is involved?

In a collective action lawsuit, one or more persons can bring a lawsuit on behalf of others who have similar claims. The individual who brought this lawsuit is called the Plaintiff. The corporate entity and individual that are being sued are called the Defendants. One Court resolves the issues for everyone who decides to join the case.

3. What is this collective action lawsuit about?

Plaintiff alleges that Defendants' compensation practices violated federal and state law. Plaintiff claims that he and others who worked or performed services as exterminators are entitled to unpaid overtime wages, liquidated damages, attorneys' fees, and costs.

Defendants deny any wrongdoing and/or liability and maintain that all of their exterminators were paid in accordance with federal and state law.

4. How do I join this collective action lawsuit?

To participate in this lawsuit, you need to fill out the enclosed form called "Consent to Join Lawsuit" and mail it in the enclosed, postage-paid envelope to Plaintiff's Counsel, Borrelli & Associates, P.L.L.C. Should the enclosed envelope be lost or misplaced, the Consent to Join form must be sent to:

Borrelli & Associates, P.L.L.C.
1010 Northern Boulevard, Suite 328
Great Neck, New York 11021
Tel: (516) 248-5550

You can also fax the Consent to Join form to (516) 248-6027 or scan and email it to mjb@employmentlawyernewyork.com

The signed Consent to Join form must be postmarked by June 14, 2017. If your signed Consent to Join form is not postmarked by June 14, 2017, you may not be allowed to participate in this lawsuit.

The Defendants are represented in this lawsuit by Feather Law Firm, located at 666 Old Country Road, Suite 605, Garden City, New York 11530, Telephone number (516) 745-9000.

5. What happens if I join the collective action lawsuit?

You will be bound by any ruling, settlement, or judgment, whether favorable or unfavorable. If there is a favorable resolution, either by settlement or judgment, and you qualify under the law, you may be entitled to some portion of the recovery. By joining this lawsuit, you designate Plaintiff Ivan Guzman, or his counsel, to the fullest extent possible, to make decisions on your behalf concerning the case, the method and manner of conducting the case, and all other matters pertaining to this lawsuit. Decisions made and agreements entered into by Plaintiff relating to the lawsuit will be binding on you if you join the lawsuit.

While this lawsuit is pending, you may be asked to provide documents or information relating to your employment with Defendants, which may include responding to written questions or answering questions from the parties' attorneys in person under oath, either before or at trial. For this reason, if you join the lawsuit, you should preserve all documents relating to your employment with Defendants currently in your possession.

6. What happens if I do nothing at all?

You will not be included in this lawsuit and you will not be affected by any settlement or judgment rendered in this case, whether favorable or unfavorable. The limitations period on your federal claims continues to run.

7. Can I participate in this collective action lawsuit regardless of my immigration status?

Yes. You have a right to participate in this Lawsuit regardless of your immigration status.

8. If I join, will there be any impact on my employment?

Federal law prohibits Defendants from discharging or in any other manner retaliating against you because you join this case.

9. Do I have a lawyer in this case?

Plaintiff is represented by Borrelli & Associates, P.L.L.C. If you choose to join this Lawsuit, Borrelli & Associates, P.L.L.C. will represent you on a contingency fee basis, meaning that you will not owe any attorneys' fees unless Plaintiff is successful and wins the case or obtains a settlement, in which case the Court will determine the amount of attorney's fees to be paid.

You do not have to be represented by Borrelli & Associates, P.L.L.C. and may instead hire another attorney of your choosing, at your own expense, or represent yourself *pro se* without the assistance of a lawyer. If you intend to retain your own lawyer or to represent yourself, you should indicate this on the "Consent to Join Lawsuit" form. If you send back your form but do not indicate that you intend to retain your own lawyer or to represent yourself, the Court will assume that you want Borrelli & Associates, P.L.L.C. to represent you.

10. This Notice has been authorized by the Court

This notice and its contents have been authorized by Judge Denis R. Hurley of the United States District Court for the Eastern District of New York, located in Central Islip, New York. The Court has not yet ruled on whether Plaintiff's claims or Defendants' defenses have any merit.

PLEASE DO NOT WRITE OR CALL THE COURT OR THE CLERK OF THE COURT ABOUT THIS NOTICE. Although the Court has approved the sending of this Notice, the Court expresses no opinion on the merits of the Lawsuit.

If you have any questions, you may contact Plaintiff's attorneys, Borrelli & Associates, P.L.L.C, by telephone at (516) 248-5550 or in writing at Borrelli & Associates, P.L.L.C, 1010 Northern Boulevard, Suite 328, Great Neck, New York 11021, or by email at mjb@employmentlawyernewyork.com.

Complete and Mail To:
BORRELLI & ASSOCIATES, P.L.L.C.
Attn: Ivan Guzman, et al. v. Bullfrog Pest Management, Inc., et al.
1010 Northern Boulevard, Suite 328
Great Neck, New York 11021
Tel: (516) 248-5550
Fax: (516) 248-6027

CONSENT TO JOIN LAWSUIT

IF YOU RECEIVED THIS FORM AND WANT TO JOIN THE LAWSUIT ENTITLED IVAN GUZMAN, ET AL. V. BULLFROG PEST MANAGEMENT, INC., ET AL., DOCKET NO. 16-CV-02089 (DRH) (ARL), PLEASE COMPLETE THESE TWO STEPS:

1. COMPLETE AND SIGN THIS CONSENT TO JOIN LAWSUIT FORM; AND
2. USE THE ENCLOSED ENVELOPE TO RETURN THIS FORM TO THE ADDRESS ABOVE NOT LATER THAN JUNE 14, 2017.

You can also fax the Consent to Join form to (516) 248-6027 or scan and email it to mjb@employmentlawyernewyork.com

_____ I consent to join the collective action; and I elect to be represented by:

_____ Borrelli & Associates, P.L.L.C. I authorize Plaintiff Ivan Guzman and Borrelli & Associates, P.L.L.C. to act on my behalf in all matters relating to this action, including any settlement of my claims.

_____ Another attorney of my choosing, who shall promptly file a notice of appearance on my behalf.

_____ Myself *pro se* without the assistance of an attorney.

If you do not select any of the representation options above but send back your form to Borrelli & Associates, P.L.L.C., you will automatically be represented by Plaintiff's lawyers, Borrelli & Associates, P.L.L.C. Moreover, failure to select a representation option above will authorize Ivan Guzman and Borrelli & Associates, P.L.L.C. to act on your behalf in all matters relating to this action, including any settlement of your claims.

I understand that I am permitted to proceed with alternative counsel of my own choosing at my own expense or to represent myself *pro se* without the assistance of an attorney.

_____ SIGNATURE	_____ PRINT NAME
_____ Address	_____ City, State, Zip Code
_____ Telephone Number	_____ Email Address
_____ Start Date of Employment	_____ End Date of Employment