

On July 18, 2025, the US District Court for the District of Colorado preliminarily approved a class action settlement in the case *Makayla Harris, et al. v. Startek USA, Inc.* Case No. 1:22-cv-00437-RM-JPO.

You could get a payment from a class action settlement if you worked as an hourly customer service representative in the United States for Startek USA, Inc. at any time from February 18, 2019 through March 17, 2025 .

This Notice is only a *summary* of the class action settlement. You can (and are encouraged to) access and review the full Notice of Proposed Class/Collective Action Settlement and Final Approval Hearing (“Long Form Notice”), that includes all of the settlement terms to which you are bound, on the Settlement Website at www.StartekUSASettlement.com.

HARRIS V STARTEK SETTLEMENT
C/O ATTICUS ADMINISTRATION
PO BOX 64053
ST. PAUL MN 55164



<<barcode txt>>_<<SEQ>>

Class Member ID: <<Secondary_ID>>
<<FIRST NAME>> <<LAST NAME>>
<<ADDRESS1>> <<ADDRESS2>>
<<CITY>> <<ST>> <<ZIP CODE>>

What does the settlement provide? Startek, USA, Inc. will pay \$2,500,000.00 (“Gross Settlement Fund”) to end this lawsuit. The proposed deductions from the Gross Settlement Fund for payments to the Class Representatives, Class Counsel, and the Settlement Administrator are included in the Long Form Notice. Participating Class Members will receive a portion of the Net Settlement Fund based on the time they worked for Startek, USA, Inc. as an hourly customer service representative at any time from February 18, 2019 through March 17, 2025 (the “Class Period”) and the allocations and calculations set forth in the Long Form Notice.

How much will my payment be? Defendant’s records show you worked <<workweeks>> workweeks for Startek USA, Inc. in the United States as an hourly customer service representative during the Class Period and that you are a <<FLSA/ Rule 23 State Law/Rule 23 Breach of Contract>> Class Member. Your estimated Individual Settlement Amount is \$<<estimated_payment>>. Your actual payment may be more or less than this amount. If you believe the workweeks shown here are incorrect, you can provide corrected information and any proof you have to support your position by September 4, 2025. For more information or to submit an online correction, please go to www.StartekUSASettlement.com.

What are my Options? If you choose to participate and the Court approves the settlement, a check will be mailed to your address on file. To exclude yourself from the settlement you must complete and submit a Request for Exclusion Form by no later than September 29, 2025. To object to the settlement, you must submit a written objection by no later than September 29, 2025. For details about excluding yourself or objecting to the settlement, and to access the Request for Exclusion Form, please visit the settlement website at www.StartekUSASettlement.com.

Final Approval: The Court will hold a final approval hearing on November 12, 2025 at 10:00 a.m. MST to determine whether the settlement should be approved and to consider the requests for a Class Representative Service Award, Class Counsel Award, and Settlement Administration Costs.

For more information, including access to the Long Form Notice, visit the settlement website at www.StartekUSASettlement.com (scan QR code) or call 1-800-788-8596.

