

# NuWest travel nurse wage settlement: You are entitled to money for unpaid overtime and may be entitled to money for a mid-contract rate reduction.

*A federal court has authorized this Notice. This is not a solicitation from a lawyer.*

A class and collective action settlement has been reached in a lawsuit against NuWest Group Holdings, LLC (“NuWest”) resolving claims for unpaid overtime and claims for mid-contract pay rate reductions.

- **Settlement Payment for Unpaid Overtime.** Your estimated settlement payment for unpaid overtime is \$ \_\_\_\_\_. You do not need to do anything to receive this payment in exchange for releasing your overtime claims. You will receive a check in the mail after settlement is approved.
- **Claim Your Share of the Fund for Mid-Contract Rate Reduction.** If NuWest cut your pay in the middle of an assignment, you are eligible to claim part of this fund. The only way to be paid for a mid-contract rate reduction is to submit a Claim Form by **June 30, 2025**.

**Your legal rights are affected whether or not you act. Please read this Notice carefully.**

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT		DEADLINE
<b>RECEIVE PAYMENT FOR OVERTIME</b>	For individuals who joined the action to receive unpaid overtime under federal law— <i>i.e.</i> , the Fair Labor Standards Act (the “FLSA”), you do not need to do anything to receive your settlement payment for overtime claims. You cannot exclude yourself from this claim.	
<b>CLAIM PAYMENT FOR RATE REDUCTION</b>	You must submit a Claim Form by mail or online to receive money for a mid-contract rate reduction.	<b>June 30, 2025</b>
<b>EXCLUDE YOURSELF FROM THE RATE REDUCTION CLASS</b>	Get no payment for a rate reduction. Keep your right to sue or continue to sue NuWest for the rate reduction claims. You cannot request to exclude yourself and still object.	<b>June 30, 2025</b>
<b>OBJECT</b>	<b>Only those who do not exclude themselves from the rate reduction claims may object.</b> If you do not exclude yourself from the rate reduction claims, you may tell the Court why you do not like the settlement. You will still be bound by the settlement if the Court approves it. You will still receive settlement payments for overtime and, if you submit a valid Claim Form, receive settlement payment for rate reduction.	<b>June 30, 2025</b>
<b>DO NOTHING</b>	You will receive no settlement payment for rate reduction. You will still be bound by the settlement. If you joined the action to receive unpaid overtime under the FLSA, and you do not submit a valid Claim Form for rate reduction, you will still receive a settlement payment for those FLSA claims.	

- These rights and options—**and the deadlines to exercise them**—are explained in this Notice.
- The Court in charge of this case must still decide whether to approve the settlement, the requested attorneys’ fees and expenses, and the requested service awards. No settlement benefits or payments will be provided unless the Court approves the settlement and it becomes final.

## BASIC INFORMATION

### 1. Why is this Notice being provided?

You received this notice because you worked as a travel nurse for NuWest after January 1, 2020 and because you previously filed a Consent to Join the FLSA collective for NuWest travel nurses who worked overtime. A Court authorized this notice because you have a right to know how the proposed settlement may affect your rights. This notice explains the nature of the litigation, the general terms of the proposed settlement, and what it may mean to you. This notice also explains your options as part of the settlement.

### 2. What is this Lawsuit about?

There are two types of claims at issue in this case.

First, there is a collective action for NuWest travel nurses like you who worked overtime and filed a Consent to Join the case (the “FLSA Collective”). The Plaintiffs allege NuWest violated the FLSA by excluding the value of their Housing and Meals & Incidentals stipends from travel nurses’ “regular rate” of pay, and thus underpaid overtime wages. Only those who joined the FLSA Collective are included in this settlement with respect to their unpaid overtime claims. Those who did not join the collective action may be time barred from bringing further claims for unpaid overtime and wages under federal law.

Second, Plaintiffs assert claims for class-wide relief alleging that NuWest offered travel nurses fixed-term assignments at a guaranteed rate of pay and, only after the employee accepted the assignment and incurred expenses necessary to begin the assignment (*e.g.*, travel, housing, etc.), NuWest is alleged to have made demands to employees to accept less or be terminated. This is called the Rate Reduction Class.

NuWest denies that it did anything wrong, and no court or other entity has made any judgment or other determination of any wrongdoing. Instead, Plaintiffs and NuWest have agreed to a settlement to avoid the risk, cost, and time of further litigation.

### 3. Why is the Lawsuit a Class and Collective Action?

The Court previously certified the FLSA Collective, which is why you received a notice in the mail or by email previously and, in response, you filed a Consent to Join the case. In a collective action under the FLSA, others may join the action. A class action is similar. In a class action, which is what the Rate Reduction Class is, named plaintiffs sue on behalf of all people who have similar claims. Together, anyone who is included in the class are called class members. In a class action, one court resolves the issues for all class members. The parties have chosen to settle the class and collective actions, which is why you received the notice advising you of the settlement in this case.

### 4. Why is there a Settlement?

The Court has not decided in favor of Plaintiffs or NuWest. Instead, both sides agreed to a settlement. Settlements avoid the costs and uncertainty of a trial and related appeals, while more quickly providing benefits to class members and those who joined the FLSA Collective.

## WHO IS INCLUDED IN THE SETTLEMENT?

### 5. How do I know if I am part of the Settlement?

You are a member of the FLSA Collective because you filed a Consent to Join form in the case. As a member of the FLSA Collective, you are being paid for and releasing overtime claims against NuWest. Your estimated settlement payment is listed on the first page of the Notice.

You are a member of the Rate Reduction Class if you worked for NuWest from January 1, 2020 until December 19, 2024, as a travel nurse.

### 6. Are there exceptions to being included in the Settlement?

Yes. You cannot be a member of the FLSA Collective if you did not previously file a Consent to Join form in the case. If you previously filed a Consent to Join the FLSA Collective, you cannot opt out of, or object to, the settlement. Further, anyone who properly requests exclusion from the Rate Reduction Class, as explained below, will be excluded from the Rate Reduction Class.

## 7. What if I am still not sure whether I am part of the Settlement?

If you still have questions about whether or why you qualify for the FLSA Collective or the Rate Reduction Class, you may go to the Settlement Website at [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com) or call the Settlement Administrator's toll-free number at (855) 470-4243.

## THE SETTLEMENT BENEFITS—WHAT YOU GET IF YOU QUALIFY

### 8. What does the Settlement provide?

NuWest will pay \$4,400,000 into a settlement fund that will be used to pay all payments to members of the FLSA Collective and Rate Reduction Class.

The settlement fund will also be used to pay the cost of settlement administration, Class Counsel's attorneys' fees and expenses, service awards to the named plaintiffs, and a reserve fund. After deducting the cost of settlement administration, Class Counsel's attorneys' fees and expenses, service awards to the named plaintiffs, and a reserve fund, the net fund will be allocated 85% to the FLSA Collective and 15% to the Rate Reduction Class. Class Counsel has allocated the fund in these proportions because they reflect the damages available to these two claims while accounting for the unique risks each faced.

- **Payments to FLSA Collective Members:** Members of the FLSA Collective will receive their *pro rata* share of the FLSA Collective settlement allocation based on each individual's overtime damages between May 2020 and the date the Settlement Agreement is executed. Overtime damages are measured by recalculating the regular rate of pay to include the Housing and Meals & Incidentals stipends and applying that to the overtime hours each individual worked based on NuWest's wage and hour records.
- **Payments to Rate Reduction Class Members:** If you do not exclude yourself from the Rate Reduction Class (the "Rate Reduction Class Members"), there are two types of settlement payments available to Rate Reduction Class Members who submit a valid Claim Form.
  - First, Documented Rate Reduction Claims will be those submitted by a Rate Reduction Class Member who includes Assignment Agreement Letters, paystubs and wage records, communications with NuWest, and/or any other documents that tend to reasonably establish the Rate Reduction Class Member experienced a mid-contract rate reduction and the amount of the loss.
  - Second, No Document Rate Reduction Claims will be those submitted by a Rate Reduction Class Member who identifies an assignment worked for NuWest between January 1, 2020 and December 19, 2024, the name and location of the healthcare facility for the assignment, the dates of the assignment, and a description of the type of rate reduction experienced.
  - Documented Rate Reduction Claims will be paid first up to 90% of the amount of the net settlement fund allocated to the Rate Reduction Class. In the event that Documented Rate Reduction Claims that have been adequately documented exceed the amount allocated to the Document Rate Reduction Claims, settlement proceeds will be allocated on a *pro rata* basis across the Documented Rate Reduction Claims. The remainder of the portion of the net settlement fund allocated to the Rate Reduction Class will be allocated evenly among all Rate Reduction Class Members who submit a No Document Rate Reduction Claim.

### 9. What am I giving up if I do not request exclusion from the Settlement?

As a member of the FLSA Collective and Rate Reduction Class, you will release all claims that were, or could have been, asserted based on the facts alleged in the operative Complaint.

Section 9 of the Settlement Agreement defines the scope of the release. You can view the Settlement Agreement on the Settlement Website at [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com).

## HOW TO GET BENEFITS FROM THE SETTLEMENT

### 10. How do I make a claim for a Settlement payment as a Rate Reduction Class Member?

As explained above, for those who joined the FLSA Collective, they do not have to do anything to receive the FLSA Collective allocation (the amount listed on the first page of this notice) in exchange for the release of FLSA claims. That settlement payment will be sent to you in the mail following final approval of the settlement.

To submit a claim for a payment as part of the Rate Reduction Class, you must complete the Claim Form and submit it by **June 30, 2025**. There are two options for submitting claims:

1. **Submit Online:** You may fill out and submit the Claim Form online [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com). This is the easiest way to file a claim. You can also upload documents for a Documented Rate Reduction Claim through the website.
2. **Submit by Mail:** There is a copy of the Claim Form attached to this Notice. Fill out your Claim Form, and mail it (including postage) to:

NuWest Group Holdings LLC FLSA Lawsuit  
P.O. Box 2006  
Chanhassen, MN 55317-2006

Claims Forms must be submitted online, or postmarked, by **June 30, 2025**; otherwise, you will not be entitled to any payment as part of the Rate Reduction Class, but you will be bound by the Settlement Agreement.

#### 11. What happens if my contact information changes after I submit a claim?

If you change your mailing address or email address after you submit a Claim Form, it is your responsibility to inform the Settlement Administrator of your updated information. You may notify the Settlement Administrator of any changes by calling (855) 470-4243, or by writing to:

NuWest Group Holdings LLC FLSA Lawsuit  
P.O. Box 2006  
Chanhassen, MN 55317-2006

#### 12. When will I receive my Settlement benefits?

FLSA Collective settlement payments and Rate Reduction Class settlement payments will be made after the settlement is approved by the Court and becomes final.

It may take time for the settlement to be approved and become final. Please be patient and check [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com) for updates.

### THE LAWYERS REPRESENTING YOU

#### 13. Do I have a lawyer in this case?

Yes, the Court has appointed Alexander T. Ricke and J. Austin Moore of Stueve Siegel Hanson LLP and Kim D. Stephens and Kaleigh N. Boyd of Tousley Brain Stephens PLLC to represent the FLSA Collective and Rate Reduction Class for the purposes of settlement. You may hire your own lawyer at your own cost and expense if you want someone other than Class Counsel to represent you in this Lawsuit.

#### 14. How will Class Counsel be paid?

Class Counsel have undertaken this case on a contingency-fee basis and have not yet been paid any money in relation to their work on this case. Accordingly, Class Counsel will ask the Court to award them attorneys' fees of up to one-third (33.33%) of the settlement fund, and reimbursement for costs and expenses up to \$100,000 to be paid from the settlement fund. You will not have to separately pay any portion of these fees yourself.

Class Counsel will also ask the Court to award each of the Named Plaintiffs a \$5,000 service award to be paid from the settlement fund. This payment is in recognition of their work on and the risks they took in bringing this case.

The Court will decide the amount of fees and costs and expenses to be paid, as well as the amount of the service awards. Class Counsel's request for attorneys' fees and costs (which must be approved by the Court) will be filed by June 9, 2025, and will be available to view on the settlement website at [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com).

### EXCLUDING YOURSELF FROM THE SETTLEMENT

Because you previously opted into the FLSA Collective by signing and filing your Consent to Join form, you **cannot** request exclusion from the FLSA Collective. You **can** request exclusion from the Rate Reduction Class.

If you are a Rate Reduction Class Member and want to keep any right you may have to sue or continue to sue NuWest on your own based on the claims raised in this case, then you must take steps to get out of the settlement. This is called excluding yourself from – or “opting out” of – the Settlement. If you exclude yourself from the Rate Reduction Class, your claims may be time-barred and you may not be able to pursue them further.

#### 15. How do I exclude myself from the Rate Reduction Class?

To exclude yourself from Rate Reduction Class, you must mail the Settlement Administrator written notice of a request for exclusion, which includes:

1. The case name *Hamilton v. NuWest Group Holdings, LLC*, Case No. 2:22-cv-01117-RSM pending in the U.S. District Court for the Western District of Washington or similar identifying words such as “NuWest Wage Lawsuit;”
2. Your name, address, and telephone number;
3. A clear statement you want to be excluded from the Rate Reduction Class, such as “I hereby request to be excluded from the proposed Rate Reduction Class in *Hamilton v. NuWest Group Holdings, LLC*, Case No. 2:22-cv-01117-RSM pending in the U.S. District Court for the Western District of Washington”; and
4. Your signature.

The exclusion request must be **postmarked** and sent to the Settlement Administrator at the following address by **June 30, 2025**:

NuWest Group Holdings LLC FLSA Lawsuit  
P.O. Box 2006  
Chanhassen, MN 55317-2006

You cannot exclude yourself by telephone or by email.

#### 16. If I exclude myself, can I still get anything from the Settlement?

Yes, but only part of what you are potentially eligible to receive regarding the rate reduction claims. If you exclude yourself from the Rate Reduction Class, and you previously joined the FLSA Collective, you will still be mailed your share of the FLSA Collective settlement that is listed on page one of this notice. But, if you exclude yourself from the Rate Reduction Class, you are not eligible for any payment from that part of the settlement.

### OBJECT TO THE SETTLEMENT

#### 17. How do I tell the Court that I do not like the Settlement?

If you are a Rate Reduction Class Member, you can tell the Court that you do not agree with all or any part of the settlement, the requested attorneys’ fees and expenses, and/or the service awards. You can also give reasons why you think the Court should not approve any aspect of the settlement. You may not object to the settlement if you excluded yourself from the rate reduction claims or you previously joined the FLSA Collective.

To object, you must mail written notice to the Settlement Administrator, as provided below, no later than **June 30, 2025**, stating you object to the settlement in *Hamilton v. NuWest Group Holdings, LLC*, Case No. 2:22-cv-01117-RSM pending in the U.S. District Court for the Western District of Washington. The objection must also include the following additional information:

1. The case name *Hamilton v. NuWest Group Holdings, LLC*, Case No. 2:22-cv-01117-RSM pending in the U.S. District Court for the Western District of Washington or similar identifying words such as “NuWest Wage Lawsuit;”
2. Your name, address, and telephone number;
3. State with specificity the grounds for the objection, as well as any documents supporting the objection;
4. A statement as to whether the objection applies only to you and your circumstances, to a specific subset of the class, or to the entire class;
5. The name and address of any attorneys representing you with respect to the objection;
6. A statement regarding whether you or your attorney intend to appear at the Final Approval Hearing; and
7. You or your attorney’s signature.



To be timely, written notice of an objection in the appropriate form must be mailed to the Settlement Administrator or filed with the Court and served on counsel for the parties no later than **June 30, 2025**, at the following address:

NuWest Group Holdings LLC FLSA Lawsuit  
P.O. Box 2006  
Chanhassen, MN 55317-2006

Unless otherwise ordered by the Court, any Rate Reduction Class Member who fails to comply with the requirements for objecting in Section 7 of the Settlement Agreement shall waive and forfeit any and all rights he or she may have to appear separately and/or to object to the Settlement Agreement and shall be bound by all the terms of the Settlement Agreement and by all proceedings, orders and judgments in the case.

#### **18. What is the difference between objecting and asking to be excluded?**

Objecting is simply telling the Court you do not like something about the settlement. You can object only if you stay in the Rate Reduction Class (that is, do not exclude yourself). You will still be bound by the settlement if you object. Requesting exclusion is telling the Court you do not want to be part of the Rate Reduction Class.

### **THE FINAL APPROVAL HEARING**

#### **19. When and where will the Court decide whether to approve the Settlement?**

The Court will hold a Final Approval Hearing on **July 11, 2025, at 9:00 a.m.** before the Honorable Ricardo S. Martinez in United States Courthouse, 700 Stewart Street, Seattle, WA 98101-9906 in Courtroom 13206.

At this hearing, the Court will consider whether the settlement is fair, reasonable, and adequate and decide whether to approve: the settlement, Class Counsel's application for attorneys' fees, costs and expenses, and the service awards to Plaintiffs. If there are objections, the Court will consider them. The Court will also listen to those who have objected who have asked to speak at the hearing, unless otherwise ordered by the court.

Note: The date and time of the Final Approval Hearing are subject to change. The Court may also decide to hold the hearing via videoconference or by phone. Any change will be posted at **[www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com)**.

#### **20. Do I have to attend to the Final Approval Hearing?**

No. Class Counsel will answer any questions the Court may have. However, you are welcome to attend at your own expense. If you submit an objection, you do not have to come to Court to talk about it. As long as you submit your written objection on time the Court will consider it.

### **IF YOU DO NOTHING**

#### **21. What happens if I do nothing at all?**

If you previously joined the FLSA Collective by signing and filing your Consent to Join form, you will receive your settlement payment for the FLSA Collective allocation, even if you do nothing.

However, if you have a rate reduction claims, and you do nothing, you will not receive anything you may otherwise be eligible to receive as a member of the Rate Reduction Class. All Rate Reduction Class Members will be bound by the settlement and the release of claims, even if you do nothing with respect to those claims.

## GETTING MORE INFORMATION

### 22. 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 [www.TravelNurseWageSettlement.com](http://www.TravelNurseWageSettlement.com) by calling (855) 470-4243 or by writing to:

NuWest Group Holdings LLC FLSA Lawsuit  
P.O. Box 2006  
Chanhassen, MN 55317-2006

**PLEASE DO NOT TELEPHONE THE COURT OR THE COURT'S CLERK OFFICE  
REGARDING THIS NOTICE.**