

STANLEY BACKUS, ET AL. V. UNLIMITED STAFFING SOLUTIONS, INC., JEAN
CAMPOMIZZI, JOHN DOE No. 1, JOHN DOE No. 2, and JOHN DOE No. 3
Commonwealth of Pennsylvania Court of Common Pleas, Montgomery County
January Term, 2008, Class Action No. 08-00339

TO:

**NOTICE TO CLASS MEMBERS REGARDING PENDENCY OF A CLASS ACTION AND
NOTICE OF HEARING ON PROPOSED SETTLEMENT**

TO ALL CURRENT AND FORMER NON-SUPERVISORY HOME HEALTH CARE
HOURLY PAID EMPLOYEES FOR UNLIMITED STAFFING SOLUTIONS, INC. DURING
THE PERIOD JANUARY 7, 2005 TO JULY 29, 2011:

READ THIS NOTICE CAREFULLY-IT MAY AFFECT YOUR LEGAL RIGHTS

Background

On January 7, 2008, Stanley Backus (“Plaintiff”) filed suit on behalf of himself and other Unlimited Staffing Solutions, Inc. home health care workers, alleging that he and other workers were not paid for all hours worked, including time and one half for hours worked over forty (40), in a week in violation of Pennsylvania law. Defendants deny any wrongdoing.

While Plaintiff believes that his claims are meritorious and Defendants maintain that they have correctly paid wages, both parties have decided to settle this action to avoid the uncertainty, disruption and expense of continued litigation.

Based on their investigation and the risk of litigation, Class Counsel and Plaintiff have concluded that the terms of the settlement are fair, reasonable, adequate and in the best interests of the class.

IMPORTANT DATES

If you want to	You must	Postmarked on or before
Exclude yourself from the Settlement	Submit a request for exclusion	October 28, 2011
Object to the Settlement	Submit your written objection	November 1, 2011
Speak at the Final Approval Hearing	Submit your written objection stating your intent to speak at the hearing	November 1, 2011

What is this notice?

This notice is to inform you of the settlement of the Class Action and to explain your rights and options for participating in the settlement.

Why am I receiving this notice?

This notice was sent to you because according to the records of Unlimited Staffing Solutions, Inc., you worked for Unlimited Staffing Solutions, Inc. as a provider of home health care for some or all of the period from January 7, 2005 to July 29, 2011.

What are the terms of the settlement?

Under the settlement, Unlimited Staffing Solutions, Inc. will pay into a Settlement Fund of up to \$500,000.00. The payments will be made over a period of approximately six years from the date of the Court's Final Approval of the Settlement. Class Representatives Stanley Backus and Nicole Jackson are eligible to receive payments of \$10,000.00 each for their role in bringing the litigation and their services to the Class during the course of the litigation. From the Settlement Fund, \$280,000 will be allocated for distribution to the Class. Class Counsel is eligible to receive \$164,521.89 in fees and reimbursement of costs of \$10,478.11 from the Settlement Fund, subject to approval by the Court. In addition, up to \$25,000 will be paid to the Claims Administrator for administration of the Settlement.

What do I have to do to get my share of the Settlement?

After the Court issues the Order of Final Approval of the Settlement, there will be mailed another notice containing a Claim Form and instructions. You will have to send in the Claim Form according to the instructions.

What rights am I giving up as part of the Settlement?

Unless you exclude yourself as instructed below, you will remain a member of the Class and will be deemed to have released all state law wage claims against all Defendants. This means that you cannot bring a separate lawsuit against the Defendants for state wage claims for wages due between January 7, 2005 and July 29, 2011.

In addition, if you participate in the Settlement by submitting a timely claim form, you will be deemed to have released all claims for wages against all Defendants under the federal Fair Labor Standards Act.

What if I do not want to be part of the Settlement?

You may exclude yourself from the Settlement by sending a written request to the Claims Administrator referencing this case, Backus v. Unlimited Staffing, Montgomery County Court of Common Pleas, January Term 2008, No. 08-00339, and stating that you wish to exclude yourself from the Settlement. Include your full name, address and daytime telephone number. The request must be postmarked by October 28, 2011 and mailed to the Claims Administrator at:

Wage Settlement Claims Administrator
c/o Brodie & Rubinsky, P.C.
P.O. Box 22373
Philadelphia, PA 19110

If you exclude yourself, you will not receive any payment from the Settlement, but you will retain your right to bring a separate lawsuit at your own expense.

What if I do nothing?

If you do not send in a Claim Form and also do not exclude yourself from the Settlement, you will still be deemed to have released all state law wage claims against the Defendants. You will not receive any payment from the Settlement, and the amount you would have received will be distributed to Class Members who submit a claim form.

How much will I receive from the Settlement?

Class Counsel has allocated the distribution amount of \$280,000 using a formula that takes into account each Class Member's months of employment and hours worked with Unlimited Staffing. Your eligible distribution is _____.

When will I get a payment from the Settlement?

Because Defendants are making payments over a six-year period, it is expected that there will be yearly payments, starting in 2011 and ending in or about 2017. Payments to Class Members and to Class Counsel are contingent upon Defendants' continued payments to the Settlement Fund.

Will I have to pay taxes on the payment from the Settlement?

Part of the Settlement is deemed wages, and taxes will be withheld from that portion. There will be a form W-2 issued to you for the wage amount. The rest of the Settlement is deemed interest and liquidated damages. No taxes will be withheld, and a form 1099 will be issued to you for that portion.

Defendants, Plaintiffs and Counsel for the parties make no representations as to the taxability of any portion of the Settlement.

You should seek your tax advice prior to acting in response to this notice.

What if I think the Settlement is not fair?

If you believe the Settlement is not fair or you do not agree with the Settlement, you may object to the Settlement, either personally or through an attorney at your own expense. In order to do so, you must file a written objection with the Court on or before November 1, 2011, and mail a copy to Class Counsel and Counsel for Defendants.

Court:

Prothonotary of the Court
of Common Pleas,
Montgomery County
Montgomery County
Courthouse
Prothonotary - 1st Floor
Swede and Airy Streets
Norristown, PA 19604-
0311

Class Counsel:

Joshua P. Rubinsky, Esq.
Brodie & Rubinsky, P.C.
121 S. Broad St., Suite 800
Philadelphia, PA 19107

Counsel for Defendants:

Wendy G. Rothstein, Esq.
Fox Rothschild, LLP
10 Sentry Parkway, Suite 200
P. O. Box 3001
Blue Bell, PA 19422

Your objection must reference this case, Backus v. Unlimited Staffing, Montgomery County Court of Common Pleas, January Term 2008, No. 08-00339, and include your name, address and daytime telephone number. You should clearly explain why you object to the Settlement, and must state whether you or someone on your behalf intends to appear at the Final Approval Hearing.

If you do not object to the Settlement, you will be deemed to have waived any right to object to the terms of the Settlement at a later time.

When will the Settlement be approved by the Court?

The Court will hold a Final Approval hearing on the fairness and adequacy of the proposed Settlement on November 15, 2011 at 1:30 p.m. in Courtroom 2, Montgomery County Court House, Norristown, Pennsylvania. You may attend this hearing, but are not required to do so unless you wish to speak at the hearing.

If the Court does not approve the Settlement, there will be no distribution and the litigation will continue.

How can I get more information?

This Notice is a summary of the litigation and Settlement. You may review the complete filings in this case, including the Settlement Agreement, during business hours at:

Prothonotary of Montgomery County
Swede and Airy Streets
Courthouse 1st Floor
Norristown, PA 19404-0311

You may also contact Class Counsel Joshua P. Rubinsky, Brodie & Rubinsky, P.C., by telephone at (215) 925-1470 or by email at UnlimitedStaffingSettlement@brodierubinsky.com. Information is also available by going to the firm's web site at www.brodierubinsky.com and clicking on "Unlimited Staffing Solutions, Inc."

PLEASE DO NOT CALL THE COURT OR DEFENDANTS ABOUT THIS NOTICE