

**UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF ILLINOIS**

BORDERS et al.,	)	Civil No. 3:17-cv-0506
Plaintiffs,	)	
	)	
v.	)	CLASS ACTION
	)	
WAL-MART STORES, INC.,	)	
Defendant.	)	

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**NOTICE OF CLASS ACTION, PROPOSED SETTLEMENT AGREEMENT,  
AND SETTLEMENT HEARING**

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IF YOU WERE PREGNANT WHILE YOU WORKED AT WALMART AND WALMART DENIED YOUR REQUEST FOR A WORKPLACE ACCOMMODATION BETWEEN MARCH 19, 2013 AND MARCH 5, 2014, A PROPOSED CLASS ACTION SETTLEMENT MAY AFFECT YOUR RIGHTS.

*A federal court has authorized this Notice. This is not a solicitation from a lawyer.  
Please read this Notice carefully and fully. You may be eligible to claim money from a Settlement Fund.*

You may visit [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com) for more information.

**SUMMARY**

- Three women, who are called the Plaintiffs, have sued Walmart for pregnancy discrimination. They sued on behalf of themselves and all other Walmart employees whose requests for workplace accommodation were denied because of pregnancy from March 19, 2013 through March 5, 2014. After extensive negotiations, the Plaintiffs and Walmart have agreed on the terms of a Settlement.
- Walmart denies that it has done anything wrong, and the Court did not decide that issue. However, Walmart has agreed to be bound by the terms of this Settlement.
- The Court has reviewed the Settlement and given it preliminary approval.
- Before deciding whether to give final approval to the Settlement, the Court wishes to tell you about the Settlement and your rights to opt out of or object to the Settlement.
- The Court has allowed the following Settlement Classes to make claims for monetary relief:

1) All women employed by Walmart at stores in the 39 National Policy States<sup>1</sup> who were denied requested accommodations because of pregnancy by the Accommodation Service Center (ASC) from March 19, 2013 through March 5, 2014.

AND

2) All women employed by Walmart at stores nationwide who were denied requested accommodations because of pregnancy by store level management and/or store-level human resource personnel from March 19, 2013 through March 5, 2014.

- If you fit one of the definitions above, then you are a Class Member. If you are a Class Member, you may make a claim for money, opt out of the Settlement, object to the Settlement, or do nothing.
- Before the Settlement becomes final, the Court will hold a Settlement Hearing to consider whether the Settlement is fair, reasonable, and adequate. The hearing will be held at the U.S. District Court in Benton, Illinois on April 22, 2020 at 1:30PM, before the Honorable Staci M. Yandle. If the Court decides the Settlement is fair, reasonable, and adequate, it will enter an order giving final approval to the Settlement and the Court's judgment will be final and binding.

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<sup>1</sup> "National Policy States" means Alabama; Alaska; Arizona; Arkansas; Colorado; Delaware; Florida; Georgia; Idaho; Indiana; Iowa; Kansas; Maine; Maryland; Massachusetts; Michigan; Minnesota; Mississippi; Missouri; Nebraska; Nevada; New Hampshire; New Jersey; New York; New Mexico; North Carolina; North Dakota; Oregon; Pennsylvania; Rhode Island; South Carolina; South Dakota; Texas; Utah; Vermont; Virginia; Washington; Wisconsin; and Wyoming.

- You are not required to appear at the Settlement Hearing. If you are a Class Member and do not opt out or object, the attorneys for the Classes will represent you at no cost to you. If you wish to opt out of the Settlement, you must opt out in writing, but you do not need to appear at the hearing. If you wish to object to the Settlement, you must submit a written objection and you may, in addition and at your own expense, appear and be heard by the Court, either by yourself or with an attorney of your choice.

<b>LEGAL RIGHTS AND OPTIONS FOR CLASS MEMBERS</b>	
<b>Submit a Claim Form</b>	<p><b>This is the only way to be eligible to receive money from the Settlement Fund.</b></p> <p>You must submit a Claim Form by February 10, 2020.</p>
<b>Do Nothing</b>	<p><b>Receive no money from the Settlement Fund. Give up certain rights.</b></p> <p>By doing nothing, you will not receive any money from the Settlement Fund, and you will give up any rights you might have to separately pursue the pregnancy discrimination claims against Walmart that are described in the Settlement Agreement.</p>
<b>Opt Out</b>	<p><b>Get out of this lawsuit (opt out). Receive no money from the Settlement Fund. Keep any rights you might have to pursue pregnancy discrimination claims against Walmart separately.</b></p> <p>If you exclude yourself, you will not be eligible to receive any money from the Settlement Fund, but you will keep any rights you might have to separately pursue the pregnancy discrimination claims against Walmart that are described in the Settlement Agreement.</p> <p>You must submit your request to opt out by February 10, 2020.</p> <p>If you opt out, you may not also submit a Claim Form.</p>
<b>Object/Comment</b>	<p><b>Write to the Court about why you think the Settlement is fair or unfair to the class.</b> If you object or comment, you will remain a Settlement Class Member, and if the Settlement is approved, you will remain eligible to participate in the Settlement (assuming you submit a timely Claim Form) and you will give up any rights you might have to pursue the pregnancy discrimination claims against Walmart that are described in the Settlement Agreement.</p> <p>You must submit your comment or objection by February 10, 2020.</p>
<b>Go to the Hearing</b>	<p><b>Ask to speak in Court about the fairness of the Settlement.</b></p> <p>You must submit your request to speak in Court by February 10, 2020.</p>

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**BASIC INFORMATION**

**1. Purpose of this Notice**

This Notice informs you about this lawsuit, the certification of settlement classes (the “Class”), the terms of a proposed settlement (the “Settlement”), and your rights in connection with a hearing which will be held before the Court on April 22, 2020, to consider the fairness, reasonableness, and adequacy of the Settlement. This Notice also describes the steps Class Members should take to exclude themselves from the Class and, for those who remain Class Members, the steps necessary to seek payment from the Settlement Fund if the Court approves the Settlement.

**2. Background: About the Lawsuit**

Three women, who are the “Named Plaintiffs” or “Plaintiffs” in this lawsuit, retained attorneys called “Class Counsel” to investigate claims of pregnancy discrimination at Walmart Inc., (formerly known as Wal-Mart Stores, Inc. and hereinafter “Walmart”).

Two of these Named Plaintiffs filed charges of discrimination with the Equal Employment Opportunity Commission (“EEOC”), alleging that Walmart discriminated against them and a class of similarly situated women throughout the United States on the basis of pregnancy by denying their requests for accommodation in the workplace related to pregnancy from March 19, 2013 through March 5, 2014. For example, the Named Plaintiffs asked Walmart to be relieved from lifting heavy items at work during their pregnancies. The first of the Plaintiffs’ EEOC charges was filed on January 11, 2014.

On May 12, 2017, the Plaintiffs filed a Complaint on behalf of themselves as individuals and on behalf of a nationwide class of pregnant employees against Walmart pursuant to Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000(e), *et seq.*

("Title VII"). In this lawsuit, the Plaintiffs allege that Walmart denied their requests for workplace accommodations related to pregnancy while granting accommodations to other employees similarly restricted in their ability to work without accommodations.

In addition to the class claims asserted in the Complaint, the three Named Plaintiffs assert individual, non-class claims of retaliation against Walmart for allegedly retaliating against them for requesting workplace accommodations because of pregnancy. You can read all of the claims in the Amended Complaint, which can be found at [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com).

Walmart denies that it discriminated against pregnant workers or that it otherwise did anything wrong. By entering into the proposed Settlement, Walmart does not admit any wrongdoing.

The Court has not determined and, if the Settlement is finally approved, will not determine whether Walmart discriminated against pregnant workers or otherwise did anything wrong. This Notice should not be regarded as an expression of the Court's opinion on the merits of any claims or defenses of the Parties. No trial has occurred. The Court has made no finding or determination that Walmart has violated any law or obligation. Because the Named Plaintiffs and Walmart asked the Court to approve the Settlement, the Court will examine the Settlement Agreement to determine whether it is fair, adequate, and reasonable to the Class. The Court will not otherwise examine the merits of the parties' underlying claims or defenses.

The Settlement resolves all pregnancy discrimination claims under Title VII of the Civil Rights Act of 1964 or any state or local anti-discrimination law arising from March 19, 2013, through March 5, 2014. The Settlement also resolves the Named Plaintiffs' individual, non-class claims.

The Court has reviewed the Settlement and has preliminarily approved it as being fair, adequate, and reasonable. Before deciding whether to give the Settlement final approval, the Court wishes to inform you of the general terms of the Settlement and of your rights to comment on the Settlement or to opt out, *i.e.*, be excluded from the monetary portion of the Settlement.

### **3. Class Definition—You May Be Part of the Class**

You are a member of the Class affected by the Settlement if you fit within one of these two definitions:

- 1) All women employed by Walmart at stores in the 39 National Policy States<sup>2</sup> who were denied requested accommodations because of pregnancy by the Accommodation Service Center (ASC) from March 19, 2013 through March 5, 2014.

OR

- 2) All women employed by Walmart at stores nationwide who were denied requested accommodations because of pregnancy by store level management and/or store-level human resource personnel from March 19, 2013 through March 5, 2014.

If you received this Notice in a mailing addressed to you, then Walmart's records show that you may have been an employee who was pregnant sometime between March 19, 2013 and March 5, 2014. If you requested a workplace accommodation because of pregnancy and Walmart denied your request during this time period, then you have legal rights and options that you may exercise before the Court finally approves the Settlement.

### **Do I Have to Be Part of this Lawsuit?**

No. You may exclude yourself from, or "opt out" of, this lawsuit. If you do so, you will not receive any money from the Settlement Fund. You will keep any legal rights that you would otherwise have to sue Walmart individually. Information about how to opt out is included below.

### **4. Summary of Settlement Terms**

#### **What Are the Terms of the Settlement?**

The Settlement requires Walmart to establish a \$14 million Settlement Fund.

#### **The Settlement Fund**

Walmart will pay \$14 million dollars (\$14,000,000) into a Settlement Fund. Most of the Settlement Fund will pay Class Members. A portion of the Settlement Fund, not to exceed \$200,000, will be used to pay the costs of administering the Settlement. A portion of the

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<sup>2</sup> "National Policy States" means Alabama; Alaska; Arizona; Arkansas; Colorado; Delaware; Florida; Georgia; Idaho; Indiana; Iowa; Kansas; Maine; Maryland; Massachusetts; Michigan; Minnesota; Mississippi; Missouri; Nebraska; Nevada; New Hampshire; New Jersey; New York; New Mexico; North Carolina; North Dakota; Oregon; Pennsylvania; Rhode Island; South Carolina; South Dakota; Texas; Utah; Vermont; Virginia; Washington; Wisconsin; and Wyoming.

Settlement Fund will also be used to reimburse Class Counsel for the costs and expenses of the litigation as well as pay attorneys' fees. This amount will not exceed one-third of the Settlement Fund plus costs. Class Counsel will submit a request for payment of their fees and costs to the Court by March 27, 2020. The remainder of the Settlement Fund will be distributed to the Named Plaintiffs and Class Members to compensate them for their claims. In order to be eligible to receive a share from the Settlement Fund, Class Members must submit a Claim Form, a copy of which accompanies this Notice, as described below.

## **5. Settlement Hearing**

The Court will decide whether to finally approve this Settlement after a Settlement Hearing to be held at the U.S. District Court in Benton, Illinois on April 22, 2020 at 1:30PM, before the Honorable Staci M. Yandle. The Court will determine whether the proposed Settlement is fair, reasonable, and adequate and whether it should be approved. The Court will also consider whether the motion of the Plaintiffs' attorneys for an award of attorneys' fees and expenses should be approved, and whether an order and judgment should be entered bringing the litigation to a conclusion.

### **Do I Have to Come to the Settlement Hearing?**

No. You are not required to appear at the hearing. Class Counsel, who are the attorneys for the Plaintiffs, will appear at the hearing on behalf of all Class Members at no cost to you. But, if you would like to object to the Settlement, you may be heard at the Settlement Hearing, either by yourself, or, at your own expense, through an attorney of your choice.

## **6. Class Member Options**

If you are a Class Member, you have several options. You must decide whether you want to: (A) submit a Claim Form in order to be eligible to receive money from the Settlement Fund; (B) do nothing; (C) exclude yourself from the Class and not receive a payment from the Settlement Fund; or (D) object to or comment on the Settlement.

### **Option A: Submit a Claim Form for Payment from the Settlement Fund**

In order to be eligible to receive money from the Settlement Fund, you must complete the Claim Form and return it to the Claims Administrator by no later than February 10, 2020. The Claim Form may be submitted online at [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com), emailed to [info@WalmartPregnancyAccommodationSettlement.com](mailto:info@WalmartPregnancyAccommodationSettlement.com), or postmarked and mailed to the address on the Claim Form by February 10, 2020.

If the Court approves the Settlement, you are a Class Member, and you file a timely Claim Form, you will be eligible to obtain money from the Settlement. The Claim Form asks for information about Walmart's denial of your request for workplace accommodations due to pregnancy and the impact it had on you. It also asks whether you contributed to the lawsuit by participating in interviews or sharing information with Class Counsel. Your answers to the questions on the Claim Form will determine how much money you will be eligible to receive.

If you are a Class Member but have already signed a document that releases claims against Walmart, you may have lost your right to recover any money under the Settlement for the claims you released. If you are unsure if you previously signed a release, you may still submit a Claim Form in this case and the Claims Administrator will determine your eligibility to receive an award.

The lawsuit will terminate all claims that the three Named Plaintiffs have or could have brought against Walmart, not just pregnancy discrimination claims. Named Plaintiffs who release these additional claims and who contributed to the initiation, litigation, and settlement of the lawsuit will be eligible for an enhanced monetary award.

Regardless of whether you submit a Claim Form, if you are a Class Member all pregnancy discrimination claims that you may have from March 19, 2013 through March 5, 2014, arising out of your employment with Walmart, will be barred by this Settlement, unless you opt out.

### **Option B: Do Nothing and Give Up Your Rights**

If you take no action, you will remain a part of the Class. Regardless of whether you submit a Claim Form, if you do not opt out of the Settlement all pregnancy discrimination claims arising out of your employment that you may have against Walmart from March 19, 2013 through March 5, 2014 will be barred by this Settlement.

### **Option C: Opt Out: How Do I Exclude Myself from the Settlement?**

You may opt out, or exclude yourself, from this case. If you opt out, you will *not be eligible for any payment* as part of this Settlement. If you wish to pursue your own separate lawsuit regarding your individual pregnancy discrimination claims related to your employment from March 19, 2013 through March 5, 2014, you must opt out.

Any Class Member who wishes to opt out of the Settlement Class must send a written, signed statement that they are opting out of the Settlement to:

Borders v. Wal-Mart Class Action  
Exclusions  
c/o A.B. Data, Ltd.  
P.O. Box 173001  
Milwaukee, WI 53217

To be effective as an opt out, the letter must be emailed, submitted online, or postmarked on or before February 10, 2020, and must contain each of the following:

- (a) your name, the last four digits of your Social Security Number, current address, and telephone number;
- (b) the name of this case *Borders v. Wal-Mart Stores, Inc.*, No. 3:17-cv-0506 (S.D. Ill.);
- (c) a statement that you wish to be excluded from the Class, including the following language:

“I understand that, by excluding myself from the Settlement in this case, I am foregoing all monetary benefits and I will receive no money from the Settlement Fund. I understand that I may bring a separate legal action, but I may receive nothing or less than what I would have received if I had filed a Claim Form in this case.”

Class Members who submit timely and valid opt outs will have no right to object to the Settlement in Court and will no longer be represented by Class Counsel.

If you submit the necessary information to opt out, you may change your mind and rescind your opt-out. To be effective, such a rescission must be in writing, signed, and postmarked or emailed on or before February 10, 2020, to the Claims Administrator at the address identified above.

#### **Option D: Comment on or Object to the Settlement and/or Speak at the Hearing**

The Court must assess the overall fairness and reasonableness of the Settlement to the Class. Class Members who have not opted out of the Settlement may comment on or object to the Settlement. To have your objection considered by the Court, you must submit the objection in writing. This statement must be signed and must include your name, the name and number of this case *Borders v. Wal-Mart Stores, Inc.*, No. 3:17-cv-0506 (S.D. Ill.), the last four digits of your Social Security Number, a description of your request that Walmart provide you an accommodation due to pregnancy and Walmart’s denial of the request between March 19, 2013 and March 5, 2014. This statement must be received by the Court or the Claims Administrator at the address above on or before February 10, 2020.

You do not have to speak at the Settlement Hearing for your written comment or objection to be considered by the Court, but you may request to speak if you wish. To request to speak at the Settlement Hearing, you must include with your written comment or objection a notice stating your desire to speak or to have an attorney you may retain at your own expense speak on your behalf.

No Class Member may speak at the Settlement Hearing without first having filed and served an objection(s) in writing within the time period described above.

If you object or comment, you will remain a Settlement Class Member, and if the Settlement is approved, you will remain eligible to participate in the Settlement (assuming you submit a timely Claim Form) and you will give up your right to sue on the pregnancy discrimination claims described in the Settlement Agreement.

#### **7. How Will the Claims Administrator Determine if I am Eligible to Participate?**

If you submit a claim, the Claims Administrator will first determine if you are eligible to participate in the Settlement. The Claims Administrator will review the information you submit about March 19, 2013 through March 5, 2014 to determine whether: you worked at Walmart during this time period, you were pregnant during this time period, you asked Walmart to accommodate your pregnancy during this time period, and Walmart denied your request for pregnancy accommodation during this time period.

The Claims Administrator may compare the dates of employment that you provide with information from Walmart’s records.

## **8. How Will Payments Be Calculated?**

The Claims Administrator will review each timely Claim Form submitted by Class Members and Named Plaintiffs (“Claimants”). A Claim Form accompanies this Notice and also can be downloaded from [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com). Claimants will be eligible to receive payments based on:

- the number of weeks of wages alleged to have been lost due to Walmart’s denial of the Claimant’s request for workplace accommodation because of pregnancy and whether the Claimant was an hourly or salaried employee;
- emotional distress or physical harm, if any, suffered as a result of Walmart’s alleged denial of a pregnancy-related workplace accommodation and/or as a result of pregnancy discrimination; and
- financial damages and expenses, if any, as a result of Walmart’s alleged denial of a pregnancy-related workplace accommodation and/or as a result of pregnancy discrimination, such as costs for medical care.

Claimants may choose not to answer questions about emotional distress, physical harm, or financial damages, and if so, they will only be eligible to receive a payment based upon their membership in the class and weeks of work lost.

The Claims Administrator will determine monetary awards by reviewing each Claim Form using a formula that will be approved by the Court before it becomes final. At this time, it is not possible to predict how much money a particular Claimant will receive.

In addition to the factors identified above, the Claims Administrator may award a Claimant additional points if the Claimant contributed substantively to the litigation (for example, being a Named Plaintiff or participating in interviews with Class Counsel). The Named Plaintiffs, who will be releasing all claims against Walmart including their claims of retaliation, will receive additional points for releasing any and all claims against Walmart.

You will not have a right to challenge the allocation and distribution determined by the Claims Administrator.

The total amount of awards made to the Claimants shall not exceed the net amount of the Settlement Fund that remains after deducting Class Counsel’s attorney’s fees and costs and costs associated with the administration of the fund.

Claim Forms must be submitted subject to the penalty of perjury. The information provided on the Claim Form may be verified for accuracy against Walmart’s records, any documents provided by Claimants, and information provided by Class Counsel.

The Claim Form may be submitted online, via email, or U.S. Mail to the addresses listed on the Claim Form. The Claim Form must be submitted, emailed, or postmarked by February 10, 2020.

### **What Happens After I Submit My Claim Form?**

After all timely Claim Forms are reviewed, Class Counsel will submit the Claims Administrator’s distribution formula to the Court for review. If the Court approves the distribution of the Settlement Fund and approves the Settlement as fair, reasonable, and adequate, it will enter an order giving the Settlement final approval. After the Court’s order, the Claims Administrator will send eligible Claimants their awards in the form of a check via U.S. Mail.

If any undistributed funds remain one year after checks are mailed, the amount will be distributed pro rata or, if the amount is insufficient to merit a second distribution, Class Counsel will meet with Walmart and make a proposal to the Court regarding disposition of the remaining funds.

The Claims Administrator will maintain the distribution formula and allocation list for a period of five (5) years.

### **Are There Tax Consequences for Any Money I Might Get?**

Any award you receive from the Settlement Fund will have tax consequences for you. The Claims Administrator will be responsible for withholding, remitting, and reporting each Claimant’s share of income taxes and payroll taxes, including applicable FICA, and/or Medicare, from the Settlement Fund. Walmart will be responsible to pay for the employer’s share of taxes, including FICA, FUTA, SUTA, and Medicare. Class Counsel, Walmart, and the Claims Administrator are not tax advisors and cannot give you advice on any tax matters. Class Counsel urge you to consult your tax advisor for answers to any questions you may have about the tax implications of any potential award.

## **9. Confidentiality**

Class Counsel, Walmart, and the Claims Administrator take your confidentiality seriously. The names of the Claimants and any submissions will be kept confidential to the fullest extent allowable under the law and will not be shared with anyone at Walmart unless they have a legitimate business need to review the information. It is unlawful for Walmart to retaliate against you for your participation in this case.

**10. The Lawyers Representing the Class**

Class Members are represented in this litigation by Class Counsel, led by Ellen Eardley of Mehri & Skalet, PLLC. Class Counsel includes:

**A BETTER BALANCE**  
40 Worth Street, 10th Floor  
New York, NY 10013  
212-430-5982

**NATIONAL WOMEN'S LAW CENTER**  
11 Dupont Cir NW, Suite 800  
Washington, DC 20036  
202-588-5180

**MEHRI & SKALET, PLLC**  
1250 Connecticut Avenue, NW, Suite 300  
Washington, DC 20036  
202-822-5100

Unless you elect to exclude yourself from the Settlement, you will continue to be represented by Class Counsel in connection with implementation of the Settlement. Although it is not necessary, you may, if you wish to do so, retain your own attorney at your own expense.

**How Will the Lawyers Be Paid?**

In connection with the Settlement, the Court will award Class Counsel reasonable attorneys' fees and expenses out of the Settlement Fund. If you are a Class Member and receive a payment from the Settlement Fund, you will not owe any fees or expenses to the lawyers who have represented the Class. The attorneys' fees and expenses, as awarded by the Court, will be paid from the Settlement Fund only if and after the Settlement has been approved by the Court.

Class Counsel will file a motion for an award of attorneys' fees and expenses incurred. In its motion Class Counsel will request that the Court award them reimbursement of out-of-pocket expenses which are approximately \$275,000 plus attorneys' fees in the amount of up to 33.33% of the proposed \$14,000,000 payment by Walmart.

The attorneys have pursued these claims on behalf of Plaintiffs and the Class without receiving any compensation for their services or reimbursement of their out-of-pocket expenses. They have undertaken substantial financial risk in pursuing this matter.

**11. Getting More Information**

If you have further questions or are still not sure whether you are included, you can get free help at [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com) or by calling or writing to Class Counsel or the Claims Administrator in this case, at the following phone numbers or addresses:

Borders v. Wal-Mart Class Action  
Claims Administrator  
c/o A.B. Data, Ltd.  
P.O. Box 173086  
Milwaukee, WI 53217  
(888) 206-3037

Ellen Eardley  
(202) 822-5100  
[walmartpregnancy@findjustice.com](mailto:walmartpregnancy@findjustice.com)

[info@WalmartPregnancyAccommodationSettlement.com](mailto:info@WalmartPregnancyAccommodationSettlement.com)

This Notice contains only a summary of the terms of the Settlement. For further information, the Settlement Agreement (which includes the complete terms of the Settlement), the Claim Form, and other documents connected with the Settlement are available for review and/or downloading at [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com). Other orders that the Court may issue from time to time regarding the administration of the Settlement also will be available at [www.WalmartPregnancyAccommodationSettlement.com](http://www.WalmartPregnancyAccommodationSettlement.com).

**PLEASE DO NOT CALL OR CONTACT THE COURT, THE OFFICE OF THE CLERK OF COURT, OR WALMART WITH QUESTIONS REGARDING THIS NOTICE.**

Dated: December 12, 2019

The Honorable Staci M. Yandle  
United States District Court Judge  
United States District Court for the  
Southern District of Illinois