

**COURT-AUTHORIZED NOTICE OF YOUR RIGHT TO “OPT-IN” TO CLAIMS
BROUGHT UNDER THE FLSA AGAINST ZINGA’S EXCITING WINDOWS, INC.**

United States District Court for the Southern District of Indiana
Stephenson, et.al. v. Zinga’s Exciting Windows, Inc.
Case No. 1:25-cv-00757-JRS-CSW

December 12, 2025

Dear current or former Zinga’s worker,

This is a court authorized notice. Enclosed is a consent form allowing you to “opt-in” to participate in a case that has been filed by Erica Stephenson, Samantha Ware, and Casey Cash, who worked in various positions for Zinga’s Exciting Windows, Inc. (“Zinga’s”) and were classified as independent contractors. This case has been brought on behalf of individuals who work or worked exclusively for Zinga’s during April 18, 2022, to April 18, 2025, and were classified as a 1099 independent contractor.

According to Zinga’s records, you may be eligible to participate in this case because you work or have worked for Zinga’s during the specific time period and were classified as an independent contractor. In order to participate in this case, and obtain a portion of any judgment or settlement that may be entered Plaintiffs’ favor, you must complete and return this consent form to the address below by **no later than Tuesday, February 10, 2026.**

In this lawsuit, the Plaintiffs allege that all individuals who worked for Zinga’s during the specified time period and were classified as an independent contractor were, in fact, **employees** of Zinga’s, and that Zinga’s has improperly classified them as independent contractors. The Plaintiffs also claim that, as a result of this misclassification, Zinga’s has violated the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201 et seq., in the following manner:

- Zinga’s failed to provide its workers with the pay and tax treatment afforded to employees including payment of overtime if earned; and
- Zinga’s failed to provide its workers with employee benefits, including but not limited to health and retirement benefits, paid time off, workers compensation benefits, overtime pay, and unemployment benefits.

The case is at an early stage, and there has not been a decision by the court as to whether Plaintiffs’ position or Zinga’s position is the correct one. There has also not been any

settlement reached. If you do not return the enclosed consent form by **Tuesday, February 10, 2026**, you may not be considered part of this case and may be unable to receive a share of any settlement or judgment that the Plaintiffs may obtain.

If you do participate in the case, you will be bound by any ruling entered by the court or settlement reached by the parties. Erica Stephenson, Samantha Ware, and Casey Cash, who initiated this case, will work with Plaintiffs' counsel to make decisions regarding the process of this litigation, and we welcome your input as well into those decisions. You may also be asked to be a witness or to provide evidence in the case, although not all individuals who submit a consent form will be required to do so.

Again, to join this case, you must return the enclosed "opt-in" consent form by mail, e-mail, or text to the address below no later than Tuesday, February 10, 2026. In the meantime, if you have any questions, do not hesitate to contact Plaintiffs' counsel at the phone number or e-mail provided below.

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This notice has been authorized by the United States District Court for the Southern District of Indiana. Please do not contact the court; you may contact the counsel listed above with any questions.

Yours Truly,

Laurie E. Martin