

2. DESCRIPTION OF THE LAWSUIT

Plaintiff Cole Benoit (“Plaintiff”) brought this action against HGS on behalf of himself and all other current and former hourly customer service representatives who worked for HGS at any time in the past three years. Plaintiffs allege that HGS failed to pay their hourly customer service representatives straight-time for work performed up to forty (40) hours in a workweek and premium overtime wages for all work performed in excess of forty (40) hours per week. More specifically, Plaintiff alleges that HGS willfully violated the FLSA by knowingly failing to compensate their hourly customer service representatives for work tasks completed before and after their scheduled shifts when they were not logged into HGS’s timekeeping system and engaging in an unlawful rounding timekeeping policy.

Plaintiffs allege that they and all other hourly customer service representatives who utilized a computer and programs and applications to perform their job duties are entitled to unpaid regular and overtime wages, liquidated (double) damages equal to the amount of the overtime back wages for the past three years, plus their attorneys’ fees and costs associated with bringing this Lawsuit.

Defendants deny Plaintiff’s allegations and deny that their hourly employees are entitled to any relief or damages.

3. PERSONS ELIGIBLE TO RECEIVE THIS NOTICE

The U.S. District Court for the Northern District of Illinois authorized the distribution of this Notice to:

All current and former hourly customer service representatives who worked for Hinduja Global Solutions, LLC and HGS (USA), LLC at any time in the past three years.

If you received this Notice and fit the description above, you are eligible to join this Lawsuit.

4. NO OPINION EXPRESSED AS TO MERITS OF LAWSUIT

This Notice is meant only to provide eligible individuals with information about their right to join this Lawsuit if they wish. This litigation is in the early pretrial stage and no determinations of liability have been made.

Although this Notice and its contents were authorized by the Court, **the Court takes no position regarding any claims or defenses** and there is no assurance that the Court will grant any relief to the Plaintiff in this case. The Court has not yet made any decision regarding the merits of the parties’ claims or defenses.

5. YOUR RIGHT TO PARTICIPATE IN THIS LAWSUIT

If you meet the definition for the Collective group identified in Section 3, you are eligible to participate in this Lawsuit.

There is no cost to you to participate, but there is no guarantee of any recovery either. If a violation of the FLSA is proven, you will be eligible to recover damages as allowed by law.

It is entirely your own decision whether to join this Lawsuit.

6. EFFECT OF JOINING THIS LAWSUIT

If you choose to join this Lawsuit, you will be bound by any settlement or judgment on any claim you may have under the FLSA, whether favorable or unfavorable. That means that, if Plaintiff wins, you may be eligible to share in any monetary award; if Plaintiff loses, no money will be awarded, and you will not be able to file another lawsuit regarding the matters raised in this Lawsuit.

While this Lawsuit is proceeding, you may be required to respond under oath to written questions, to have your deposition taken under oath, to produce documents, and/or to testify in court at a trial or hearing at the U.S. District Courthouse in Chicago, Illinois.

By joining this Lawsuit, you are designating the attorneys identified in Section 7 to represent your interest. In addition, you agree that the Named Plaintiff may make decisions on your behalf regarding this Lawsuit, including the manner and method of conducting the suit. If you elect to voluntarily join this Lawsuit, you are designating the Named Plaintiff as your agent to make decisions on your behalf in this Lawsuit and agreeing that the decisions and agreements made by the Named Plaintiff will be binding on you. Further, you will be bound by the judgment of the Court on all issues in this Lawsuit, whether favorable or unfavorable.

7. NO LEGAL EFFECT IN NOT JOINING THIS LAWSUIT

If you choose not to join this Lawsuit, you will not be affected or bound by any judgment, favorable or unfavorable, on any claims brought under the FLSA alleged in this Lawsuit. You will retain all rights, if any, that you may have under the FLSA and may file your own lawsuit or complaint with the U.S. Department of Labor, subject to the time limitations set by law.

YOUR LEGAL REPRESENTATION IF YOU JOIN

If you join the Lawsuit, the attorney retained to represent the Plaintiff and those Similarly Situated:

Kevin J. Stoops, Esq.
Sommers Schwartz, P.C.
One Towne Square, 17th Floor
Southfield, Michigan 48076
kstoops@sommerspc.com

If you choose to join this Lawsuit, the attorney listed above will represent you unless you obtain your own attorney to file your own case. You are not required to pay attorneys' fees or court costs at this time. If Plaintiff prevails, Plaintiff's Counsel will seek an order requiring Defendants to pay their reasonable attorneys' fees and expenses. The Court must approve any award of attorneys' fees and/or costs.

You have the option to retain an attorney of your own choice to represent you.

8. HOW TO JOIN THIS LAWSUIT

If you wish to join this Lawsuit, you must complete, sign, and return the Consent to Join Form by scanning the QR code below and submitting the Consent to Join Form online, or signing and returning the Consent to Join Form in the envelope provided via email, fax, or mail to:

Atticus Administration
PO BOX 64053
Saint Paul, MN 55164
Email: HGSLawsuit@atticusadmin.com
Fax: 888-326-6411
Phone: 800-246-0189



Your signed Consent to Join Form must be completed and submitted online, emailed, faxed, or postmarked by **June 23, 2026**, for you to be eligible to participate in this Lawsuit. Plaintiff's Counsel will file your completed Consent to Join Form with the Court upon receipt. Until the Consent to Join Form is filed with the Court, the statute of limitations ordinarily continues to run, and you will not be entitled to receive compensation for the days during which you delay sending in your Consent to Join Form.

9. DEADLINE

Your completed Consent to Join Form must be submitted online, emailed, faxed, or postmarked by **June 23, 2026** in order to be eligible to participate in the Lawsuit. If you have already submitted a Consent to Join Form for this case, prior to receiving this Notice, then you do not need to submit another one at this time.

10. NO RETALIATION PERMITTED

The FLSA prohibits employers from discriminating or retaliating against any person for filing a lawsuit, a claim for compensation, assisting or testifying in a lawsuit under the FLSA, or participating in a proceeding or exercising rights under the FLSA.

11. FURTHER INFORMATION

For further information about this Lawsuit, you may contact Plaintiff's Counsel by mail at the address listed above. Or you can visit Atticus Administration's website at <https://www.atticusadmin.com/hgs-lawsuit>.

PLEASE DO NOT CONTACT THE COURT REGARDING THIS LAWSUIT

**IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION**

COLE BENOIT , individually, and on behalf of all others similarly situated,	:	
	:	Case No: 1:24-cv-11627
Plaintiffs,	:	
v.	:	Hon. Jeremy C. Daniel
	:	
HINDUJA GLOBAL SOLUTIONS, LLC and HGS (USA), LLC.	:	Mag. Gabriel A. Fuentes
	:	
Defendants.	:	

CONSENT TO JOIN

1. Pursuant to the Fair Labor Standards Act, 29 U.S.C. §216(b), I hereby consent to join and act as a plaintiff in the above-captioned lawsuit.

2. I worked for Hinduja Global Solutions, LLC and HGS (USA), LLC as a remote customer service representative and I agree to be bound by any adjudication or court rulings in this Lawsuit, whether favorable or unfavorable. I understand that reasonable costs expended by Plaintiff’s Counsel on my behalf will be deducted from any settlement or judgment amount on a pro-rata basis among all other plaintiffs. I understand that Plaintiff’s Counsel will petition the Court for an award of attorneys’ fees from any settlement or judgment.

3. I hereby designate the Sommers Schwartz P.C. law firm to represent me in this Lawsuit.

Signature: _____

Print Name: _____

Date Signed: _____

Contact Information

The information requested on this page is for internal attorney use and will not be shared with your employer or filed with the court.

Name(s): _____

(Please list all names you use or are known by)

Street Address and Mailing Address if different: _____

City, State & Zip Code (to receive mail): _____

Telephone: _____ Cell Phone: _____

Personal Email Address(es): _____

Job Title(s): _____ Supervisor(s): _____

Primary Work Location: _____ Last Hourly Rate: _____

Employment Start Date: _____ Employment End Date: _____

Additional Terms & Information

Section 216(b) of the Fair Labor Standards Act, 29 U.S.C. §216(b), encourages employees to band together to enforce their rights to minimum wages and overtime pay.

It is illegal for an employer to retaliate against an individual for exercising his or her rights (such as by participating in this lawsuit, or by submitting this document, or talking to attorneys about his or her rights to full compensation for work performed).

Unless you retain other legal counsel, at your own expense, you will be represented in this class / collective action lawsuit by Sommers Schwartz, P.C. ("class counsel"). No prepayment of legal fees or costs is required. If the class or collective action is later de-certified, class counsel will inform you of your options; and class counsel may ask you to enter into a separate written retainer agreement at that time.

By joining this Lawsuit, you agree to stay in contact with class counsel throughout the pendency of the Lawsuit and to provide timely assistance to the attorneys and their staff, including preserving and providing documents and discovery responses, returning phone calls and emails, and testifying at depositions and trial. Please advise class counsel immediately of any change of address or employment; any bankruptcy filing; or any criminal conviction.

Attorneys shall be entitled to no fee unless awarded/approved by the court. In addition, any costs advanced by class counsel may be deducted from any amount you receive on a pro rata basis with all other plaintiffs.

Whether you have a claim or are entitled to damages cannot be determined until we review your information and employment history. Class counsel makes no guarantees or representations about the probable outcome of this Lawsuit.

If you ever have questions or need to talk to class counsel, we can be contacted as follows:

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(248) 355-0300
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