

# Did you work in Poultry Processing between 2000 and 2021?

## You Could Get Money from Settlements.

Poultry workers sued their employers because they believe they were not paid enough. This is called a lawsuit. The poultry companies say they did nothing wrong. But some poultry companies agreed to pay these employees \$398.05 million to stop the lawsuit. This is called a settlement. If you worked for one of these companies at any time between 2000 and 2021, you may be able to get some of this money.

If you were a poultry employee, you have three options:

1. **Do nothing.** If you do nothing, you will continue to be part of this lawsuit. Your rights will be affected. You may get money. **You may still need to fill out a form to get your money.** If you need to fill out a form, you must do it by **October 29, 2025**. You may have some questions about the form. *See* Questions 16-21.
2. **Object to the settlements.** You can tell the judge in this case that you do not like the settlements. This is called “objecting.” You have until **May 27, 2025**, to object to the settlements. You may have some questions about how to object. *See* Questions 25-28.
3. **Opt out of the lawsuit.** You can choose to no longer be part of this lawsuit. This is called “opting out.” If you opt out, this lawsuit will not affect your rights. You will not get any money from this lawsuit. You have until **May 27, 2025**, to opt out. You may have some questions about how to opt out. *See* Questions 22-24.

If you have questions or need help, please go to [www.PoultryWages.com](http://www.PoultryWages.com) or call 1-877-311-3745.

### This Notice

#### 1. Why did I get a notice?

You got a notice because records show you work or used to work for a poultry company that was sued in this lawsuit. Some poultry companies agreed to pay a total of \$398.05 million in settlements to stop this lawsuit.

You may be part of the group of people affected, called the “Class.” The Court will hold a hearing on **June 5, 2025**, to decide if it will approve the settlements. Your rights may be affected.

#### 2. What do I do next?

Read this information to see if you are part of the lawsuit and learn more about the settlements and your choices. Then, decide if you need to take any action.

#### 3. What is this lawsuit about?

This lawsuit says that some poultry companies talked to each other about how much to pay their workers in a way that was against the law and allowed them to pay workers less money than they should have.

Several workers sued those poultry companies. The people who sued are called the “Plaintiffs.”

The poultry companies they sued are called the “Defendants.” The Defendants say they did nothing wrong.

**4. What can I do?**

You need to decide if you want to:

Option	Summary	Important Date	Go to Questions:
GET MONEY	<p>If you got a notice in the mail or by email, you do not need to do anything to get money, but you should still update and add your contact, employment, and earnings information <a href="#">here</a> to make sure all of your money from the settlements gets to you.</p> <p>If you did not get a notice, you need to fill out a participation form to get money.</p> <p>You can’t sue the Defendants on your own about the claims in this lawsuit.</p>	<b>October 29, 2025</b>	14-20
OPT OUT	Get no money from the settlements. But you can sue the Defendants on your own about the claims in this lawsuit.	<b>May 27, 2025</b>	22-24
OBJECT	Tell the Court why you don’t like the settlements. You can do this in writing without needing to go to Court. You will still be part of the Class, and you will still get money.	<b>May 27, 2025</b>	25-28
DO NOTHING	If you got a notice in the mail or by email, you will get money. You can’t sue the Defendants on your own about the claims in this lawsuit.		36
GO TO A HEARING	Go to the hearing. Ask the Court if you can speak about the fairness of the settlements.	<b>June 5, 2025</b>	31-35

**5. What is this lawsuit called?**

This lawsuit is called *Jien v. Perdue Farms*, No. 1:19-cv-002521.

**6. What Court is this lawsuit in?**

This lawsuit is in the United States District Court for the District of Maryland.

**7. Who is the judge?**

The judge in this lawsuit is Judge Stephanie A. Gallagher.

**8. What is a class action lawsuit?**

In a class action lawsuit, one or more people sue on behalf of a larger group. The people who represent the group are called “class representatives.” The whole group of people is called a “class.” Individual people in the class are called “class members.”

## 9. Who represents this Class?

The people who represent this Class are Judy Jien, Kieo Jibidi, Elaisa Clement, Glenda Robinson, Emily Earnest, and Kevin West.

## 10. Who are the Defendants in this lawsuit and which ones have settled?

The Defendants in this lawsuit are:

- Agri Stats, Inc. (“Agri Stats”)
- Allen Harim Foods, LLC
- Amick Farms, LLC
- Butterball, LLC
- Cargill Meat Solutions Corporation
- Case Farms, LLC
- Case Foods, Inc.
- Fieldale Farms Corporation
- Foster Poultry Farms
- George’s Foods, LLC
- George’s, Inc.
- Jennie-O Turkey Store, Inc.
- Webber, Meng, Sahl and Company, Inc. (“WMS”)
- Keystone Foods, LLC
- Koch Foods, Inc.
- Mountaire Farms, Inc.
- O.K. Foods, Inc.
- Peco Foods, Inc.
- Perdue Farms, Inc.
- Perdue Foods LLC
- Pilgrim’s Pride Corporation
- Sanderson Farms, Inc.
- Simmons Foods, Inc.
- Tyson Foods, Inc.
- Wayne Farms, LLC

All the Defendants except Agri Stats have settled in this case. These settlements are reflected in documents called “Settlement Agreements.” Each of the Settlement Agreements in this case are available [here](#).

### The Settlements

## 11. What do the settlements in this case provide?

All but one Defendant who settled are making payments to Class Members to settle this case. This is a list of the amounts those Defendants are paying:

- Allen Harim Foods, LLC: \$5,000,000.00
- Amick Farms, LLC: \$6,250,000.00
- Butterball, LLC: \$8,500,000.00
- Cargill Meat Solutions Corporation: \$15,000,000.00
- Case Farms, LLC and Case Foods, Inc.: \$8,500,000.00
- Fieldale Farms Corporation: \$5,500,000.00
- Foster Poultry Farms: \$13,300,000.00
- George’s Foods, LLC and George’s, Inc.: \$5,800,000.00
- Jennie-O Turkey Store, Inc.: \$3,500,000.00
- Koch Foods, Inc.: \$18,500,000.00
- Mountaire Farms, Inc.: \$13,500,000.00
- O.K. Foods, Inc.: \$4,750,000.00
- Peco Foods, Inc.: \$3,000,000.00
- Perdue Farms, Inc. and Perdue Foods LLC: \$60,650,000.00
- Pilgrim’s Pride Corporation: \$29,000,000.00
- Sanderson Farms, Inc.: \$38,300,000.00

- Simmons Foods, Inc.: \$12,000,000.00
- Tysons Foods, Inc. and Keystone Foods, LLC: \$115,500,000.00
- Wayne Farms, LLC: \$31,500,000.00

Each of these Defendants has also agreed to provide cooperation to the benefit of the Class as part of their settlements.

One Defendant, WMS, settled without payment. As part of that settlement, WMS provided important cooperation to the benefit of the Class.

The lawsuit continues against Defendant Agri Stats. Plaintiffs want Agri Stats to make changes to the way it does business to benefit poultry workers.

### **12. Why are there settlements in this lawsuit?**

The Court has not decided who is right. Instead, the Plaintiffs and Defendants have agreed to settle. A settlement is an agreement to stop the lawsuit. That way, it avoids the cost of a trial, and the people in the Class will get money. The Class Representatives and the attorneys think the settlements are best for the Class.

### **13. How do I know if I am in the Class?**

You are in the Class if you:

- Worked at any of the Defendants' poultry processing complexes, plants, hatcheries, or feed mills,
- In the United States,
- At some point between January 1, 2000, and July 20, 2021.

You can be part of the Class even if you did not work for a Defendant for the entire time period.

If you got a postcard or email notice, records show you are in the Class.

If you did not get postcard or email notice, you may still be in the Class:

- Click [here](#) to see if the records show you are a Class Member.
- If your name is not in the records, click [here](#) to see if your employer or the place you worked at is on the list.

**The Settlement Administrator reserves the right to ask Class Members and anyone who seeks to participate in the Class to provide additional documentation. You understand participation in these settlements may be denied if you are unable to provide adequate documentation if asked to do so.**

**Still not sure? Get free help:**

- Call 1-877-311-3745
- Email [info@poultrywages.com](mailto:info@poultrywages.com)
- Write to: Poultry Wages Settlement, c/o A.B. Data, Ltd., P.O. Box 173016, Milwaukee, WI 53217

## Getting Money

### **14. Will I get money from the settlements?**

If the Court approves the settlements and you are a Class Member who has not opted out, you will get money from the settlements. Defendants will pay \$398,050,000 total. That money will be distributed to Class Members after payments have been made for:

- Attorneys' fees up to 33.33% of the settlements (\$132,670,065) plus interest earned on that amount,
- Lawsuit costs up to \$8 million,
- Notice and administration costs up to \$2 million, and
- Up to a \$30,000 award to each Class Representative.

### **15. How much money will I get?**

At this time, it is not known how much money you will get.

If you worked at any Defendant's poultry processing complexes, plants, hatcheries, or feed mills in the United States at any point from January 1, 2000, until July 20, 2021, you are part of the Class. Members of the Class are eligible for payments from settlements with 20 Defendants totaling \$363.25 million.

You are also part of an additional class (called the "Subclass") if you worked in any Defendant's poultry plants in the United States at any point from January 1, 2009, until July 20, 2021. If you are also part of this Subclass, you are eligible for an additional payment from settlements with three additional Defendants totaling \$34.8 million.

Money will be paid proportionally (or *pro rata*) to members of the Class and Subclass. The amount of money you get will depend on:

- How many people are in the Class and Subclass,
- How long you worked for any of the Defendant(s),
- How much money you made, and
- How much money the Court approves for lawsuit costs, attorneys' fees, and Class Representative awards.

This is why it is important that you make sure the information we have for you is correct.

**16. How can I get money?**

<b>If You:</b>	<b>To Get Money</b>
Got postcard or email notice <i>with</i> your Compensation information	<p>You do not need to do anything to get money, but to make sure all of your money gets to you, please click <a href="#">HERE</a>, login with your unique ID and PIN, update your contact or employment information, and provide or correct your earnings information.</p> <p><b>October 29, 2025</b>, is the deadline to do so.</p>
Got postcard or email notice <i>without</i> your Compensation information	<p>If you got a notice that did not contain compensation data, Defendants’ records show you worked for one or more of the Defendants, but your earnings information is not available or is incomplete. Please click <a href="#">HERE</a>, login with your unique ID and PIN, update your contact or employment information, and provide or correct your earnings information.</p> <p>You will not receive a payment if earnings information is not added to your claim.</p> <p><b>October 29, 2025</b>, is the deadline to do so.</p>
Did not get a postcard or email notice	<p>You need to fill out and send in a participation form:</p> <ul style="list-style-type: none"> <li>• <b>Online:</b> Click <a href="#">here</a> to fill out and submit the participation form.</li> </ul> <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> <li>• <b>Mail:</b> Print the participation form <a href="#">here</a> or call 1-877-311-3745 to ask for one. Fill out the participation form and mail it to:</li> </ul> <p style="text-align: center;">Poultry Wages Settlement c/o A.B. Data, Ltd. P.O. Box 173016 Milwaukee, WI 53217</p> <p>Your participation form must be submitted online or postmarked by <b>October 29, 2025</b>.</p> <p>If your participation form is approved, you will get money.</p>

**17. Is this money taxable and who pays the taxes?**

Any money you received will be treated as wages, subject to applicable tax withholding, and may be reported to the taxing authorities and the Class Member on an IRS Form W-2. Any required payroll taxes will be withheld from your payment and paid by the Settlement Administrator. Check with your tax professional if you have any questions.

**18. How do I update my contact, employment, and earnings information and how do I get my earnings history from the payroll service provider?**

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To update or change your contact, employment, and earnings information, you can:

- Click [here](#) to search for your information in the records. When your information appears, you can update or change your contact, employment, and/or earnings information.
- Call 1 877-311-3745.
- Email [info@poultrywages.com](mailto:info@poultrywages.com).

To update or change your contact, employment, and earnings information, you can:

- Click [here](#) to search for your information in the records. When your information appears, you can update or change your contact, employment, and/or earnings information.
- Call 1 877-311-3745.
- Email [info@poultrywages.com](mailto:info@poultrywages.com).

**To get earnings history from the payroll service provider:**

If you worked for any of the following defendants, you may be able to retrieve earnings history or partial earnings history from their payroll service provider. Instructions on accessing your earnings are below.

<b>ADP</b>	<b>UltiPro/Kronos/UKG</b>
Allen Harim	Butterball
Cargill	Amick
Foster	Case
Keystone	
Koch	
Perdue	
Simmons	
Tyson	
Wayne	

To access your ADP earnings lookup tool:

- Go to [my.adp.com](https://my.adp.com)
  - Log in using the username and password
  - Once logged in, click on the "Myself" tab.
  - Then, click on the "Pay" tab.
  - Select the "Pay Statements" tab.
  - Choose the pay period you want to view from the drop-down menu.
  - Click the "View" button to see your pay stub.
  - You can also print your pay statements from this area.

If you no longer have your username and/or password:

- You may be able to access your ADP earnings by going to this link and providing the information required:  
<https://login.adp.com/welcome>.

To access your earnings lookup tool log into:

- **UKG Pro** - <https://launch.ukg.net>
- **Utilipro**  
– <https://ew46.ultipro.com/Login.aspx>
- **Kronos** - <https://launch.ukg.net>
  - Navigate to "Myself > Pay > Pay History".
  - You can view your most current or past pay statements.
  - Each pay statement will list total hours worked, hourly pay rate, and current earnings for the pay week.

Class Counsel and the Settlement administrator are not able to provide you with your username and password to access these services.

### **19. How will my information be used?**

If you give personal information to make sure you get the correct payment, your information will be treated as confidential. The Court decided that any information you give in this case will only be used by the Settlement Administrator and cannot be given to anyone else without a Court order.

### **20. When will I get paid?**

You will get paid after the settlements are approved and any appeals end. This process can take time. Please check this website for updates.

### **21. What happens if I stay in the Class?**

If you stay in the Class (and if you do nothing), you may get money. But you will also “release” all the claims made or that could be made in this lawsuit. That means that if you stay in the Class, you cannot sue the Defendants on your own for these same claims. The same is true for the Subclass.

These claims you are releasing if you stay in the Class or Subclass are described in the Settlement Agreements available [here](#).

### **Opting Out**

#### **22. What does it mean to “opt out?”**

Opting out means to leave a settlement class. If you opt out from a settlement class, you will not get money from that settlement, and you will not be able to object to that settlement. If you want to sue the Defendant in a settlement on your own (or with your own lawyer) about the claims in this lawsuit, you must opt out of that settlement class.

#### **23. How do I opt out?**

To opt out, you must mail a letter to the Settlement Administrator by **May 27, 2025**.

You may opt out of one, more than one, or all the settlements. To opt out of particular settlements, your letter should indicate which settlements you would like to opt out of.

Your letter must include:

- Your name,
- Your address,
- Your notice ID number (if you have one),
- If you want to opt out of all settlements, a sentence saying, “I want to opt out from all of the settlements in *Jien v. Perdue Farms*.” Or, if you only want to opt out of some settlements, a sentence identifying those settlements by writing the name(s) of the Defendant(s), and
- Your signature (you must sign the letter).

You must mail your opt-out request, postmarked no later than **May 27, 2025**, to:

Poultry Wages Settlement  
Attn: Exclusions  
P.O. Box 173001  
Milwaukee, WI 53217

#### **24. If I opt out from a settlement, can I still get money from that settlement?**

No. If you opt out from a settlement, you will not get money from that settlement. And if you opt out of all of the settlements, you will not get money from any of the settlements in this case.

### **Objecting**

#### **25. What does it mean to “object?”**

Objecting is when you tell the Court that you don’t like something about a settlement. You must give reasons why you think the Court should not approve it. The Court will consider your views. You can hire your own lawyer to help you, but you don’t have to.

**26. How do I object?**

To object, you must mail a letter to the Court. Your letter must include:

- Your name,
- Your address,
- Your telephone number,
- Your notice ID number (if you have one),
- The reason(s) you object to one, several, or all of the settlements,
- Your lawyer’s name (if you have one),
- A statement saying that you object to *Jien v. Perdue Farms*,
- A statement saying if you (or your lawyer) want to speak at the hearing, and
- Your signature (you must sign the letter).

You must mail your objection postmarked no later than **May 27, 2025**, to these two addresses:

<b>Court</b>	<b>Settlement Administrator</b>
Clerk United States District Court District of Maryland 101 West Lombard Street Chambers 7C Baltimore, MD 21201	Poultry Wages Settlement Attn: Objections P.O. Box 173016 Milwaukee, WI 53217

**27. If I object, will the judge change the settlements?**

No. The judge cannot change the settlement terms. She can only approve or not approve the settlements as they are. If the judge agrees with your objection, she may not approve the settlements.

**28. Can I object to a settlement if I opt out of it?**

No. You cannot object to a settlement if you opt out of it.

**Lawyers for the Class**

**29. Do I have a lawyer in this lawsuit?**

Yes. The judge assigned lawyers from three law firms to represent you and the other Class Members in this lawsuit. The law firms are Hagens Berman Sobol Shapiro LLP, Handley Farah & Anderson PLLC, and Cohen Milstein Sellers & Toll PLLC. These lawyers are called “Class Counsel.”

You will not be charged for these lawyers, and you can contact them for free. If you want to be represented by your own lawyer, you can hire one, but you may have to pay them.

**30. Do I have to pay the lawyers in this lawsuit?**

No. Class Counsel will ask the judge for attorneys’ fees up to 33.33% of the settlements (\$132,670,065) plus interest earned on that amount and lawsuit costs up to \$8 million. They have not been paid yet for their work on this lawsuit.

Class Counsel will also ask the judge for a \$30,000 award for each of the Class Representatives. Awards are given to the Class Representatives for their help.

If the judge approves any requests for attorneys' fees, lawsuit costs, or Class Representative awards, the payments will be made from the settlements.

### **Court Hearing**

#### **31. What happens next in this lawsuit?**

The judge will hold a hearing to decide if she will approve these settlements. The judge's decision after the hearing will affect the rights of all Class Members. The settlements will only go into effect if the judge approves them and appeals are resolved. If you wish, you may attend the hearing.

The hearing is scheduled for **June 5, 2025**, at **10:00 a.m.**, at:

United States District Court, District of Maryland  
101 West Lombard Street, Chambers 7C  
Baltimore, MD 21201

The judge may decide to move the hearing to a different date or time. Check [www.PoultryWages.com](http://www.PoultryWages.com) for updates.

#### **32. What happens at the hearing?**

At the hearing, the Court will consider if it will approve the settlements. The Court may consider any objections at that time. The judge will listen to people who have asked to speak at the hearing. The Court may also decide how much it wants to pay Class Counsel and the Class Representatives.

#### **33. What happens after the hearing?**

After the hearing, the Court will decide whether to approve the settlements. We do not know how long this decision will take.

#### **34. Do I have to come to the hearing?**

No. You do not have to come to the hearing, but you are welcome to come at your own cost.

If you mail a written objection to the Court on time, the judge will consider it. This is true even if you do not come to Court to talk about it.

You may also pay your own lawyer to attend, but you do not have to.

#### **35. Can I ask to speak at the hearing?**

Yes. You may ask for permission to speak at the hearing. To ask to speak, you must mail a letter to the Court by **May 27, 2025**.

Your letter must include:

- Your name,
- Your address,
- Your telephone number,
- A statement saying that you (or your lawyer) want to speak in *Jien v. Perdue Farms*, and
- Your signature (you must sign the letter).

You must mail your letter postmarked no later than **May 27, 2025**, to these two addresses:

<b>Court</b>	<b>Settlement Administrator</b>
Clerk United States District Court District of Maryland 101 West Lombard Street Chambers 7C Baltimore, MD 21201	Poultry Wages Settlement Objections c/o A.B. Data, Ltd. P.O. Box 173016 Milwaukee, WI 53217

### **Deciding What You Want to Do**

#### **36. How do I decide what to do?**

Your choices are to:

- Stay in the Class and get money.
  - If you got a notice in the mail or by email: You will get money, but you should update and add your contact, employment, and earnings information [here](#) to make sure all of your money gets to you.
  - If you did not get a notice by mail or email: Fill out the participation form [here](#) to ask for money. You will get money if it is approved.
- Stay in the Class and object to the settlements and/or ask to speak at the hearing.
- Opt out of all of the settlements or particular settlements.

This chart shows the effects of each choice:

	<i>Stay in Class</i>	<i>Object</i>	<i>Opt Out of Settlement(s)</i>
<b>Can I get money if I . . .</b>	YES	YES	NO
<b>Will the Court's decisions in this lawsuit affect me if I . . .</b>	YES	YES	NO
<b>Can I sue the Defendants myself for these claims if I . . .</b>	NO	NO	YES

### **Key Resources**

#### **37. How do I get more information?**

This notice is a summary. More details and documents about the settlements can be found [here](#).

You can also get court documents online on the [Court Electronic Records \(PACER\) system](#) or by visiting the Clerk's office of the Court (address below).

If you have more questions:

- Call: 1-877-311-3745
- Email: [info@poultrywages.com](mailto:info@poultrywages.com)
- Write to: Poultry Wages Settlement, c/o A.B. Data, Ltd., P.O. Box 173016, Milwaukee, WI 53217

**What else can I find on this website?**

- A [tool](#) to check if you are in the Class.
- A [tool](#) to see if the place you worked at is on the list to be a member of the Class.
- A [tool](#) to check and update your contact, earnings, and employment information.
- A [participation form](#) (if you aren't sure if you need one, click [here](#) for more information).
- Important [case documents](#).
- [Contact information](#).

**Resources List**

<b>Case website</b>	<a href="http://www.PoultryWages.com">www.PoultryWages.com</a>		
<b>Settlement Administrator</b>	Poultry Wages Settlement c/o A.B. Data, Ltd. P.O. Box 173016 Milwaukee, WI 53217	Phone: 1-877-311-3745	Email: <a href="mailto:info@poultrywages.com">info@poultrywages.com</a>
<b>Class Counsel (Contact For Free)</b>	Shana E. Scarlett Hagens Berman Sobol Shapiro LLP 715 Hearst Avenue Suite 300 Berkeley, CA 94710	George F. Farah Handley Farah & Anderson PLLC 1201 Connecticut Avenue, NW Suite 200K Washington, DC 20036	Brent W. Johnson Cohen Milstein Sellers & Toll PLLC 1100 New York Avenue NW Suite 800 Washington, DC 20005
<b>Court</b>	United States District Court District of Maryland 101 West Lombard Street Chambers 7C Baltimore, MD 21201 <b>(DO NOT CONTACT WITH QUESTIONS ABOUT THIS CASE)</b>		