

NOTICE OF CLASS ACTION SETTLEMENT

**You may be eligible for an estimated payment of \$ from a class action settlement relating to your application for employment with Veeam Management LLC and/or Veeam Vaas Corporation.**

*King County Superior Court authorized this Notice. You are not being sued. This is not a solicitation from an attorney. Read carefully.*

- John Milito (“Plaintiff” or “Class Representative”), filed a lawsuit against Veeam Management LLC and Veeam Vaas Corporation (“Defendants,” and collectively with Plaintiff, the “Parties”) on behalf of himself and a class of similarly situated applicants. The lawsuit, *John Milito v. Veeam Management LLC*, Case No. 25-2-21691-8 SEA (the “Lawsuit”) is currently pending in King County Superior Court, before Judge Ken Schubert. Plaintiff claimed in the lawsuit that Defendants’ job postings for open positions in Washington did not disclose the wage scale or salary range being offered. Defendants contend they have not violated any law and Plaintiff’s claims are without merit.
- The Court has not made any determinations regarding the merits of the Plaintiff’s claims, and it has not decided whether Defendants violated the law.
- The Parties to the Lawsuit have reached a proposed Class Action Settlement. The Proposed Class Action Settlement includes a maximum total payment by Defendants of \$261,184.38 to \$367,500, depending on how many Class Members submit a claim. On March 2, 2026, the Court issued an order preliminarily approving the settlement and authorizing the Settlement Administrator, Simpluris, Inc. (“Settlement Administrator”), to issue this Notice and Claim Form.
- You are receiving this Notice because Defendants’ records indicate you are eligible to participate in the Class Action Settlement as a member of the Settlement Class. “Settlement Class Members” include “All individuals who, from January 1, 2023, through the date of preliminary approval, applied for a job opening in the State of Washington with the Defendants Veeam Management LLC or Veeam Vaas Corporation where the job posting did not disclose the wage scale or salary range.”
- The Court still has to decide whether to approve the settlement. No settlement benefits or payments will be provided unless the Court approves the settlement, and it becomes final.
- Please read this Notice carefully. Your legal rights are affected regardless of whether you act or do not act. For complete details, please see the Settlement Agreement, the terms of which control, available at [www.EPOASettlementVM LLC.com](http://www.EPOASettlementVM LLC.com).

**YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT**

<b>SUBMIT A CLAIM FORM</b>	This is the only way you are eligible to receive a payment from this settlement. The deadline to submit a Claim Form is <b>May 29, 2026</b> . <b>You may submit your claim online by visiting <a href="http://www.EPOASettlementVM LLC.com">www.EPOASettlementVM LLC.com</a> and using the following information:</b> <b>Unique ID:</b> <b>PIN:</b> You may also send your Claim Form to the Settlement Administrator by mail or email.
<b>EXCLUDE YOURSELF FROM THE SETTLEMENT</b>	If you request to be excluded, you will no longer be in the Settlement Class and will not receive a settlement payment. This is the only option that allows you to

	keep any right to sue Defendants about the same legal claims in this Lawsuit. The deadline to request exclusion from the settlement is <b>May 29, 2026</b> .
<b>OBJECT TO THE SETTLEMENT</b>	You may write to the Court explaining why you do not agree with the settlement. You must not exclude yourself from the settlement if you wish to object. The deadline to object is <b>May 29, 2026</b> .
<b>ATTEND THE FINAL APPROVAL HEARING</b>	You may ask the Court for permission for you or your attorney to speak about your objection at the Final Approval Hearing. The Final Approval Hearing will be held on <b>July 10, 2026, at 11:00 A.M.</b> before Judge Ken Schubert. To attend remotely via Zoom, you may use the following link: <b>Zoom Link:</b> <a href="https://kingcounty.zoom.us/j/85190398101">https://kingcounty.zoom.us/j/85190398101</a>
<b>DO NOTHING</b>	If you do nothing, you will remain in the Settlement Class, but you will forfeit the opportunity to receive any compensation and give up any right to sue Defendants, and certain parties related to Defendants, about the claims that have been or could have been asserted based on the facts alleged in this Lawsuit.

## BASIC INFORMATION

### 1. What is this Notice and why should I read it?

The Court authorized this Notice to inform you about a proposed settlement with Defendants. You have legal rights and options that you may act on before the Court decides whether to approve the proposed settlement. You may be eligible to receive a cash payment as part of the settlement. This Notice explains the Lawsuit, the Class Action Settlement Agreement (“Settlement Agreement”), and your legal rights.

Judge Ken Schubert of King County Superior Court is overseeing this class action. The case is titled *John Milito v. Veeam Management LLC*, Case No. 25-2-21691-8 SEA. John Milito is the Plaintiff or Class Representative. The companies he sued, Veeam Management LLC and Veeam Vaas Corporation, are the Defendants.

### 2. What is a class action lawsuit?

A class action is a lawsuit in which one or more plaintiffs sue on behalf of a group of people who have similar claims. Together, this group is called a “Settlement Class” and consists of “Settlement Class Members.” In a class action, the court resolves the issues for all class members, except those who exclude themselves from the class.

### 3. What is this lawsuit about?

Plaintiff claims that Defendants violated Washington law, RCW 49.58.110, by allegedly failing to disclose the wage scale or salary range being offered on job postings for open positions within Washington State.

Defendants deny that they are or can be held liable for the claims made in the Lawsuit. More information about the Lawsuit can be found in the “Important Documents” section of the Settlement Website at [www.EPOASettlementVM LLC.com](http://www.EPOASettlementVM LLC.com).

### 4. Why is there a settlement?

The Court has not decided whether Plaintiff or Defendants should win this case. Instead, both sides agreed to this settlement. That way, they can avoid the uncertainty, risks, and expense of ongoing litigation, and

Settlement Class Members will get compensation now rather than years later—if ever. Plaintiff and Class Counsel (attorneys for the Settlement Class Members) agree the settlement is in the best interests of the Settlement Class Members. The settlement is not an admission of wrongdoing by Defendants.

## 5. How do I know if I am in the Settlement Class?

Defendants' records show you are part of the Settlement Class because you applied for a job opening in Washington with the Defendants between January 1, 2023, and March 2, 2026 (the "Settlement Class Period"), where the job posting did not disclose the wage scale or salary range and a general description of all of the benefits and other compensation for the position.

If you are not sure whether you are included, you can contact the Settlement Administrator by calling toll-free at **(833) 215-5915**, emailing **Info@EPOASettlementVM LLC.com**, or by visiting the Settlement Website at **www.EPOASettlementVM LLC.com**.

## THE SETTLEMENT BENEFITS

## 6. What does the settlement provide?

All Settlement Class Members who submit a timely, valid Claim Form are eligible to receive a share of the Settlement Fund. Your estimated payment amount is on the Claim Form you received with this Notice.

Settlement payments will be characterized as non-wage damages (1099).

## 7. How do I receive a payment?

To qualify for a settlement payment, you must complete the enclosed Claim Form and submit it by email or mail, **postmarked on or before May 29, 2026**, to the Settlement Administrator:

Milito v. Veeam Management LLC  
c/o Simpluris Inc  
P.O Box 26170, Santa Ana, CA 92799  
Info@EPOASettlementVM LLC.com  
(833) 215-5915

You can also complete your claim form online at [www.EPOASettlementVM LLC.com](http://www.EPOASettlementVM LLC.com) by using Unique ID:, PIN:.

Claims will be subject to a verification process, and the Settlement Administrator may request additional information. **All Claim Forms must be submitted or postmarked on or before May 29, 2026.**

**To ensure you receive your payment, you must contact the Settlement Administrator if your address or phone number changes at any time.**

## 8. When will I get my payment?

The Final Approval Hearing (the hearing to consider the fairness of the settlement) is scheduled for **July 10, 2026, at 11:00 A.M.** If Judge Ken Schubert approves the settlement, eligible Settlement Class Members who submitted a timely, valid Claim Form will be mailed a check after all appeals and other reviews, if any, are completed. Please be patient. All checks will expire and become void 180 calendar days after the date of issuance.

**9. Will Defendants retaliate against me if I participate in the settlement?**

No. Defendants support the settlement and will not retaliate against any Settlement Class Member for participating in the settlement. Your decision to participate, not participate, or object to the settlement will not affect any application for employment with Defendants or Defendants' treatment of you as a current, former, or prospective employee.

**THE ATTORNEYS REPRESENTING YOU**

**10. Do I have an attorney in this case?**

Yes, the Court appointed Timothy W. Emery, Patrick B. Reddy, and Paul Cipriani of Emery Reddy, PC as Class Counsel to represent the Settlement Class. Their contact information is:

Emery Reddy, PC  
600 Stewart Street, Suite 1100  
Seattle, WA 98101  
Phone: (206) 442-9106

**Should I get my own attorney?** You don't need to hire your own attorney because Class Counsel are working on your behalf. These attorneys and their firm are experienced in handling similar cases. You will not be charged for these attorneys. You can ask your own attorney to appear in Court for you, at your own cost, if you want someone other than Class Counsel to represent you.

**11. How will Class Counsel and the Class Representative be paid?**

Class Counsel will ask the Court to approve, and Defendants agrees not to oppose, an award of attorneys' fees in the amount of \$108,413, plus costs and expenses of \$5,000, to be paid from the Settlement Fund. Class Counsel will also request a service award for Plaintiff in the amount of \$20,000, to be paid from the Settlement Fund. The Court will determine the proper amount of any attorneys' fees, costs, and expenses to award Class Counsel and the proper amount of any service award to Plaintiff. The Court may award less than the amounts requested. Whether the settlement will be finally approved does not depend on whether or how much the Court awards in attorneys' fees, costs, and expenses or service award.

**YOUR RIGHTS AND OPTIONS**

**12. What claims do I give up by participating in this settlement?**

If the Court approves the settlement, the Court will enter a final judgment dismissing the Lawsuit "with prejudice." This means that the claims in the Lawsuit will be permanently dismissed. Specifically, Defendants will be "released" from claims as described in Paragraph 18 of the Settlement Agreement, which states that upon final approval of this Settlement Agreement by the Court, each Settlement Class Member who does not submit a valid and timely request for exclusion:

Upon final approval of this Settlement Agreement by the Court, each Settlement Class Member who does not submit a timely, valid request for exclusion in accordance with the procedures set forth in Paragraph 14(b) will be deemed for all purposes to have released, waived, and forever discharged: (i) Defendants and their respective parents, subsidiaries, affiliates, related companies/corporations and/or partnerships (defined as a company/corporation and/or partnership that are, directly or indirectly, under common control with Defendants or any of their parents and/or affiliates), investors, owners, joint ventures, joint employers, alter-egos, divisions, insurers, insurance policies, and benefit plans, or any other entity with an interest in or obligation regarding

Defendants' liabilities, (ii) each of the past, present, and future officers, directors, agents, employees, equity holders (shareholders, holders of membership interests, etc.), representatives, administrators, fiduciaries and attorneys of the entities and plans described in this sentence, and (iii) the predecessors, successors, transferees, and assigns of each of the persons and entities described in this sentence (collectively the "Released Parties") of and from all claims, rights, demands, suits, matters, issues, liabilities, or causes of action, in law or in equity, accrued or unaccrued, fixed or contingent, direct, individual or representative, of every nature and description whatsoever, under federal, state, local, foreign law, or any other law, rule, or regulation, whether known or unknown whether class or individual in nature, that were, could have been, or could in the future be asserted against any of the Released Parties in any court of competent jurisdiction or any other adjudicatory tribunal, in connection with, arising out of, related to, based upon, in whole or in part, directly or indirectly, in any way, the facts, transactions, events, occurrences, acts, publications, disseminations, job postings, compensation, recruiting or hiring practices or procedures, omissions or failures to act which were or which could have been alleged or described or asserted against the Released Parties by Plaintiff and members of the Settlement Class in the Complaint (the "Released Class Claims").

By being part of the settlement, Settlement Class Members agree that they cannot sue or seek recovery against Defendants or other Released Parties as described in the Settlement Agreement for any released claims. Participating in the settlement does not, however, waive claims outside the release.

Any potential Settlement Class Member who does not request exclusion by the applicable deadline will be a Settlement Class Member and will be considered to have accepted the above release and to have waived any and all of the released claims against the Released Parties. Any potential Settlement Class Member who requests exclusion by the applicable deadline is not a Settlement Class Member, will not be subject to the release, and will not receive any payment.

### **13. What happens if I do nothing?**

If you do nothing, you will receive no payment under the settlement. You will still be in the Settlement Class, and, if the Court approves the settlement, you will be bound by all orders and judgments of the Court, the Settlement Agreement, and its included release. You will be deemed to have participated in the settlement and will be subject to the provisions of Section 12 above. Unless you exclude yourself, you won't be able to file a lawsuit or be part of any other lawsuit against Defendants for the claims or legal issues resolved in this settlement.

### **14. What happens if I request to be excluded?**

If you submit a timely, valid request for exclusion from the settlement, you will receive no benefits or payment under the settlement. However, you will not be in the Settlement Class, will not release claims against Defendants, and will not be legally bound by the Court's judgments in this Lawsuit.

### **15. How do I request to be excluded?**

To request to be excluded from the settlement, you must send a letter, postmarked no later than **May 29, 2026**, to the Settlement Administrator at the following address:

Milito v. Veeam Management LLC  
c/o Simpluris Inc  
P.O Box 26170, Santa Ana, CA 92799

To be considered valid, a request for exclusion **must** include: (i) your full name; (ii) your address; (iii) a statement that you wish to be excluded from the settlement (for example, “I request to be excluded from the class action settlement in *John Milito v. Veeam Management LLC*, Case No. 25-2-21691-8 SEA”); and (iv) your (or your attorney’s) signature and date signed.

You cannot exclude yourself by phone or email. Each individual who wants to be excluded from the settlement must submit his or her own request for exclusion. Group requests for exclusion are not permitted.

**16. If I don’t exclude myself, can I sue Defendants for the same thing later?**

No. Unless you exclude yourself, you give up any right to sue Defendants for the claims being resolved by this settlement even if you do nothing.

**17. If I exclude myself, can I get anything from this settlement?**

No. If you exclude yourself, do not submit a Claim Form to ask for a payment.

**18. How do I object to the settlement?**

If you do not exclude yourself from the Settlement Class, you can object to the settlement if you disagree with any part of it. You can give reasons why you think the Court should deny approval of the settlement by filing an objection. To object, you must file written notice with the Court stating that you object to the settlement in *John Milito v. Veeam Management LLC*, Case No. 25-2-21691-8 SEA, no later than **May 29, 2026**. Your objection must be filed with the Court, which you can do by mailing your objection and any supporting documents to King County Superior Court at the following address:

King County Superior Court  
516 Third Avenue, Room E-609  
Seattle, WA 98104

If you are represented by an attorney, the attorney may file your objection through the Court’s e-filing system.

To be valid, your objection must be in writing and include: (i) your full name, address, telephone number, and e-mail address; (ii) the case name and number; (iii) the reasons why you object to the settlement; (iv) the name and address of your attorney, if you have retained one; (v) a statement confirming whether you and/or your attorney intend to personally appear at the Final Approval Hearing; (vi) a list, by case name, court, and docket number, of all other cases in which you (directly or through an attorney) have filed an objection to any proposed class action settlement within the last three years; (vii) a list, by case name, court, and docket number, of all other cases in which your attorney (on behalf of any person or entity) has filed an objection to any proposed class action settlement within the last three years; and (viii) your (or your attorney’s) signature and date signed.

In addition to filing your objection with the Court, you must also mail copies of your objection and any supporting documents to both Class Counsel and Defendants’ Counsel at the addresses listed below, postmarked no later than **May 29, 2026**:

<b>Class Counsel</b>	<b>Defendants’ Counsel</b>
Timothy W. Emery Patrick B. Reddy	James M. Shore Aaron R. Doyer

Paul Cipriani  
**Emery Reddy, PC**  
600 Stewart Street, Suite 1100  
Seattle, WA 98101

**Stoel Rives LLP**  
600 University Street, Suite 3600  
Seattle, WA 98101

**19. What's the difference between objecting and excluding myself from the settlement?**

Objecting simply means telling the Court that you don't like something about the settlement. You can object only if you stay in the Settlement Class. Excluding yourself from the Settlement Class is telling the Court that you don't want to be part of the Settlement Class. If you exclude yourself, you have no basis to object because the case no longer affects you.

**THE COURT'S FINAL APPROVAL HEARING**

**20. When and where will the Court hold a hearing on the fairness of the settlement?**

The Court will hold the Final Approval Hearing before Judge Ken Schubert on **July 10, 2026, at 11:00 A.M.** in King County Superior Court, King County Courthouse, 516 Third Avenue, Room W-813, Seattle, WA 98104. To attend remotely via Zoom, you may use the following link:

**Zoom Link:** <https://kingcounty.zoom.us/j/85190398101>

The purpose of the hearing is for the Court to determine whether the settlement is fair, reasonable, adequate, and in the best interests of the Settlement Class. At the hearing, the Court will hear any objections and arguments concerning the fairness of the proposed settlement, including those related to the amount requested by Class Counsel for attorneys' fees, costs, and expenses and the Plaintiff's service award.

**Note:** The date and time of the Final Approval Hearing are subject to change by court order. Any changes will be posted at the Settlement Website, [www.EPOASettlementVM LLC.com](http://www.EPOASettlementVM LLC.com), or through the Court's publicly available docket. You should check the Settlement Website or the Court's docket to confirm the date and time have not been changed.

**21. Do I have to come to the hearing?**

No. Class Counsel will answer any questions the Court may have, but you are welcome to attend the hearing at your own expense. If you file an objection, you don't have to come to the hearing to talk about it. As long as your written objection was filed or mailed on time and meets the other criteria described in the settlement, the Court will consider it. You may also hire an attorney to attend on your behalf at your own expense, but you don't have to.

**22. May I speak at the hearing?**

Yes. If you do not exclude yourself from the Settlement Class, you may ask the Court for permission to speak at the Final Approval Hearing concerning any part of the proposed settlement.

**GETTING MORE INFORMATION**

**23. Where can I get additional information?**

This Notice summarizes the proposed settlement. More details are in the Settlement Agreement, which is available at [www.EPOASettlementVM LLC.com](http://www.EPOASettlementVM LLC.com).

You may contact the Settlement Administrator by phone, email, or in writing at:

Milito v. Veeam Management LLC  
c/o Simpluris Inc  
P.O Box 26170, Santa Ana, CA 92799  
www.EPOASettlementVM LLC.com  
(833) 215-5915

**PLEASE DO NOT CALL THE COURT, THE CLERK OF THE COURT, THE JUDGE, OR DEFENDANTS WITH QUESTIONS ABOUT THE SETTLEMENT OR CLAIMS PROCESS.**