

IN THE UNITED STATES DISTRICT COURT
FOR THE EASTERN DISTRICT OF NORTH CAROLINA

DANIELLE CIRILLO, on behalf of herself and all)
others similarly situated,)

Plaintiff,)

v.)

CITRIX SYSTEMS, INC.,)

Defendant.)

Civil Action No.: 5:21-cv-00088-BO

SABRINA STILES, on behalf of herself and all)
others similarly situated,)

Plaintiff,)

v.)

CITRIX SYSTEMS, INC.,)

Defendant.)

Civil Action No.: 5:23-cv-00060-BO

IF YOU WORKED FOR CITRIX SYSTEMS, INC. IN NORTH CAROLINA IN ONE OF THE SALES ROLES BETWEEN SEPTEMBER 29, 2017 – SEPTEMBER 15, 2023, AND YOU PREVIOUSLY RECEIVED NOTICE OF THE SETTLEMENT. PLEASE READ THIS NOTICE ABOUT YOUR RIGHTS.

I. INTRODUCTION

You may have received communications from a representative of Citrix Systems, Inc. regarding the above-referenced lawsuit and/or the Notice Claim Forms that were distributed to Class Members on September 29, 2023 via U.S. Mail and Email. Citrix or its Successor may not instruct you to act in any way as it relates to your participation in this case. You should decide independently whether you wish to participate in this lawsuit as a class member.

You are also notified that **Citrix Systems, Inc. (“Defendant”) is prohibited by law from retaliating against you for participating in this Settlement and submitting the Claim Form to recover your unpaid wages.** This means that they may not reduce your work hours, fire you, or otherwise threaten you with retaliation for participating in this case. Explicitly, participation in this lawsuit in no way means you have broken any of Citrix’s policies or rules.

IF YOU SUBMITTED A CLAIM FORM OR PLAN TO SUBMIT A CLAIM FORM, YOUR NAME AND/OR AMOUNT RECEIVED WILL NOT BE KNOWN TO CITRIX.

Additionally, **if you previously submitted a request for exclusion from the settlement, that form is no longer valid, and you will remain a class member.**

If you believe you have been retaliated against in connection with this lawsuit, you may contact Class Counsel.

Class Counsel's contact information is:

Gilda Adriana Hernandez, Esq.

Hannah B. Simmons, Esq.

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II. YOUR RIGHT TO PARTICIPATE IN THIS LAWSUIT

You are eligible to participate in this settlement if you were employed by Citrix in one of the sales roles in North Carolina from September 29, 2017, through September 15, 2023.

Your legal rights are affected whether you act or not.

If you did not previously submit a consent to join form in the *Cirillo* action, you must timely submit a properly completed and signed claim form in order to participate in this settlement to recover your settlement amount.

You must return the enclosed claim form by **December 29, 2023**, to receive a payment from this settlement.

If you do not wish to be part of this settlement, you may elect to “opt out” by excluding yourself from this settlement. Class members who opt out of this settlement remain free, subject to the statute of limitations to bring claims against Citrix that are otherwise covered by this settlement and release. If you decide to opt out, you will not be allowed to object to this settlement. The deadline to opt out is **December 29, 2023**. If you filed a consent to join the *Cirillo et al v. Citrix Systems, Inc.*, CA No.: 5:21-cv-00088-BO matter, you may not opt out of this settlement.

III. EFFECT OF PREVIOUSLY RETURNED OPT-OUT FORMS

The Court has invalidated all opt-out forms that have been returned to the Third- Party Administrator. If you completed an opt-out form and returned it to the Third-Party Administrator, it is no longer valid, and you remain a class member of this lawsuit.

IV. NO RETALIATION PERMITTED

The law prohibits retaliation against employees for exercising their rights under the FLSA. Therefore, Citrix Systems, Inc. is specifically prohibited from discharging you or retaliating against you in any other manner just because you choose to participate in this action.

V. YOUR LEGAL REPRESENTATION IN THIS CASE

As a class member, you are currently represented by legal counsel. If you have questions about the claims associated with this case, how your rights are affected, or concerns about retaliation, you should contact Class Counsel.

Class Counsel are being paid on a contingency basis, which means that if there is no recovery, there will be no attorneys' fees. If there is a recovery, Class Counsel will receive a part of the settlement obtained or a money judgment entered in favor of all members of the class. Any payment of Class Counsel will require approval of the Court.

VI. THE COURT'S FAIRNESS HEARING

The Court preliminarily approved this settlement on September 1, 2023. The Court will hold a final hearing (sometimes called a fairness hearing) on this settlement on January 5, 2024 at 11:30 am. This hearing will take place in Courtroom #2, United States Courthouse, Judge Terrance W. Boyle presiding. After the hearing, the Court will decide whether to approve the settlement. We do not know how long the decision will take.

VII. GETTING MORE INFORMATION

If you have any questions or would like additional information, please contact Class Counsel, whose contact information is provided above.

THIS NOTICE AND ITS CONTENTS HAVE BEEN AUTHORIZED BY THE FEDERAL EASTERN DISTRICT OF NORTH CAROLINA COURT, THE HONORABLE JUDGE TERRENCE BOYLE, UNITED STATES DISTRICT JUDGE. THE COURT TAKES NO POSITION REGARDING THE MERITS OF THE PLAINTIFFS' CLAIMS OR DEFENDANT'S DEFENSES.

DO NOT CONTACT THE CLERK OF COURT REGARDING THIS NOTICE.