
GENERAL SETTLEMENT QUESTIONS

➤ GENERAL QUESTIONS

1. What is this packet I received in the mail? Why did I receive this information?

You received a Notice of Proposed Settlement of Class-Wide Claims Against Cintas Corporation and the Plan Administrator of the Cintas Partners' Plan because the parties have identified you as a potential Class Member who may be eligible to share in funds distributed from a proposed Class Action Settlement involving certain Cintas employees.

The United States District Court for the Northern District of California ordered that the Notice be mailed to you because the Settlement affects your legal rights. The Notice contains information about the Settlement, the choices you have as a Class Member, and the dates by which those choices must be exercised if you wish to pursue them.

2. What is this lawsuit about?

The lawsuit alleges that Cintas failed to pay its Route Drivers all overtime compensation to which they were entitled, failed to credit all overtime hours worked in connection with Cintas' retirement plan, and failed to provide them mandatory meal and rest breaks under certain state laws, in violation of the federal Fair Labor Standards Act (FLSA), the Employee Retirement Income Security Act of 1974 (ERISA) and various state wage and hour laws.

The lawsuit began in federal court in March 2003. Since that time, extensive formal discovery, motions, arbitration, and mediation have taken place. The litigation and arbitration remain unresolved. The proposed class action Settlement would resolve all the disputes of the parties, eliminate the need for further trials, arbitration and appeals, and provide benefits to all eligible Class Members who choose to participate.

3. Did Cintas do anything wrong? How does Cintas respond to the allegations?

Cintas denies all of the allegations made in this lawsuit and denies having engaged in any wrongdoing or having any legal liability to the Class Members.

4. How much money is involved in this Settlement?

Cintas will pay \$22,750,000.00 to resolve this case. The attorneys' fees, costs of Settlement administration, class representative enhancements, and payments to the Class Members will all be paid from that amount.

In addition to that amount, Cintas will also pay the employer portion of the payroll taxes on any payment made to Class Members who submit valid and timely claim forms.

5. Why is there a Settlement? Who decided how much money Cintas would pay in the Settlement?

The Settlement is a way to resolve the disputes between the parties and provide benefits to the Class Members, while avoiding the substantial costs and risks of continuing the lawsuit and

arbitration. The parties agree that the Settlement is in everybody's best interest. The parties reached their settlement with the help of an experienced mediator, Retired Judge James Warren of the San Francisco Superior Court. The terms of the settlement have been preliminarily approved by U.S. District Court Judge Richard Seeborg and Arbitrator Bruce Meyerson as being fair, adequate, and reasonable.

6. Why is this a class action? Why is there more than one class involved?

In a class action, one or more people sue on behalf of a group of other people who have similar claims. In this case, Paul Veliz and other class representatives filed a lawsuit in federal court in Northern California on behalf of current and former Route Drivers who worked for Cintas throughout the United States. The class representatives also pursued a class arbitration for the benefit of class members who have enforceable arbitration agreements with Cintas and were therefore required to arbitrate rather than litigate their claims in court.

There are three kinds of Classes in this Settlement. You may be a member of one or more classes.

a. The ERISA (Employment Retirement Income Security Act) Class

The ERISA Class includes those persons employed by Cintas as Route Drivers at any time during the ERISA Class period – March 19, 2000 to August 22, 2010 – who were participants in or entitled to participate in the Cintas Partners Plan for retirement.

b. The FLSA (Fair Labor Standards Act) Class

The FLSA Class includes those individuals who filed FLSA consent to sue forms as a result of the May 25, 2004 court-ordered Notice inviting all Route Drivers to assert their federal overtime claims under FLSA, or at other times before the deadline, and who did not voluntarily dismiss their claims or abandon their claims by failing to prosecute them.

c. The 21 State Law Classes

The State Law Classes are comprised of Cintas Route Drivers employed at a location in any of the 21 states identified below at some time during the applicable **State Law Class Periods**. The start and end dates for the State Law Class Periods are also specified below, and are printed on page six of the Notice. Route Drivers who worked for Cintas in states other than those 21 are not members of any state law class.

7. Am I being sued?

No. You are not being sued. The lawsuit is against Cintas Corporation and the Plan Administrator of the Cintas Partners' Plan. As a former or current Route Driver for Cintas, you may be eligible to receive a Settlement Payment.

8. What happened to the lawsuits Cintas filed against some Route Drivers several years ago?

Cintas filed lawsuits against many class members several years ago, seeking to compel them to arbitrate their wage claims in the states where they worked for Cintas. Those cases were all transferred to Northern California and consolidated with this litigation. This Settlement resolves all

of those cases as well, without the Route Drivers having to do anything further or having any liability to Cintas.

9. What is the class period? Why are there all these different dates?

The **ERISA Class Period** is from March 19, 2000 to August 22, 2010 and includes all persons employed by Cintas as Route Drivers who were participants in or entitled to participate in the Cintas Partners Plan.

The **FLSA Class does not include a class period**. Members of the FLSA class are the individuals who completed the FLSA Consent to Sue forms in compliance with a Notice ordered by the Court in May of 2004, and whose claims remain in the case. If you filed a consent to sue form, the class period for your FLSA claims will be calculated individually based on the date your consent form was filed with the Court.

The State Law Classes have individual start dates based on the applicable state law. The end date for each state law class period is August 22, 2010. The State Law Classes are comprised of Cintas Route Drivers employed at a location in any of the 21 states identified below at some time during the specified **State Law Class Periods**. Because of the scope of the underlying lawsuit, only Route Drivers who worked in certain states are members of the State Law Classes.

These are the State Law Class Periods:

STATE	CLASS PERIODS	
	START DATE	END DATE
California	March 19, 1999	August 22, 2010
Colorado	May 26, 2000	August 22, 2010
Connecticut	May 26, 2001	August 22, 2010
Illinois	March 19, 2000	August 22, 2010
Indiana	May 26, 2000	August 22, 2010
Kansas	May 4, 2001	August 22, 2010
Kentucky	May 4, 1999	August 22, 2010
Maine	May 4, 1998	August 22, 2010
Maryland	April 20, 2001	August 22, 2010
Massachusetts	May 4, 2002	August 22, 2010
Minnesota	May 4, 2001	August 22, 2010
Missouri	May 26, 2001	August 22, 2010
New Jersey	March 19, 2001	August 22, 2010
New Mexico	May 4, 2003	August 22, 2010
New York	May 26, 1997	August 22, 2010
Ohio	May 4, 2002	August 22, 2010
Oregon	May 4, 2002	August 22, 2010
Pennsylvania	May 4, 2001	August 22, 2010
Washington	May 4, 2001	August 22, 2010
West Virginia	August 23, 2000	August 22, 2010
Wisconsin	May 4, 2002	August 22, 2010

10. Which states have meal and rest break claims?

California, Kentucky, Maine, Minnesota, Washington, and Wisconsin. If you worked for Cintas in any other state other than these six states, you will not be eligible for any payment based on missed meal or rest breaks.

11. Why isn't there a class for my state?

Plaintiffs brought claims in the litigation and arbitration based on the laws of only certain states. The settlement only resolves the state law claims that were actually pursued in the litigation and arbitration. Many of the states that are not included in the settlement do not have any applicable state overtime law.

12. Can you mail me another Notice/ Claim Form/Opt Out Form?

If you need another copy of the Notice, Claim Form or Opt Out Form, please call the Settlement Information Center at 1-877-393-5666.

13. My name or address has changed. Can you update my record?

To update your name or address information, please call the Settlement Information Center at 1-877-393-5666.

➤ **CLASS MEMBER ELIGIBILITY**

14. Who is included in the Settlement?

Any person who was employed by Cintas as a Service Sales Representative, Commission Route Salesperson, Commission Route Sales Representative, Service Training Coordinator, Route Skipper or other person performing a service and delivery function who was not paid on a "per hour" basis during periods beginning as early as May 26, 1997 through August 22, 2010, and is not subject to certain exclusions. These individuals are referred to as "Route Drivers" in the Settlement.

For purposes of this Settlement, employment with "Cintas" means employment with any of the following companies: Cintas Sales Corporation, Cintas Sales Corporation – Ohio, Cintas Corporation No. 2, Cintas Corporation No. 3, Unitog Company, Unitog Rental Services, Inc., Omni Services Inc./RUS Uniforms, Van Dyne Crotty Inc., and Uniform Rental Services, Inc.

15. Is anyone excluded from the Settlement?

Yes. Excluded from the Settlement are:

- Route Drivers who were paid by Cintas on an hourly basis;
- Route Drivers who did not work for Cintas during any of the applicable class time periods;
- Class Members who submit timely and valid Request for Exclusion forms requesting exclusion from this Settlement;
- Individuals who filed a consent to sue form, but who voluntarily dismissed their claims or who were dismissed from the federal court lawsuit for failure to prosecute their claims.

16. I don't remember whether I filed a consent to sue form. I signed a consent to sue form a long time ago, but I didn't get a notice packet.

To pursue a claim for overtime under the FLSA, you must have filed a “consent to sue” form. In 2004, a notice was mailed to current and former Cintas Route Drivers offering them an opportunity to file a consent to sue form in this case. Approximately 2,500 Route Drivers filed consents to sue forms by the applicable deadlines. If you did not file a consent to sue form, you may be able to participate in the settlement for a payment from the ERISA fund or, depending on the state where you worked for Cintas, as a member of a state law class. If you filed a consent to sue form, but you voluntarily dismissed your claim, or your claim was dismissed from the federal court lawsuit for failure to prosecute, you are not eligible to participate in the Settlement.

17. I worked for Cintas, but I was never a Route Driver. Why did I get this Notice?

If you do not believe that you qualify – that is, you were never a Route Driver for any of the businesses listed in the Notice – you should not complete the Proof of Claim Form or the request for exclusion form.

➤ **CLASS MEMBER OPTIONS**

18. What are my options? What do I do now?

As a Class Member you have four options. These options are as follows and are more fully described in the Notice:

- (1) submit a Proof of Claim Form in order to receive a Settlement Payment;
- (2) submit a Request for Exclusion form to request exclusion from this Settlement if you do not want to participate and wish to retain your individual rights pertaining to the matters addressed in this case;
- (3) object to the proposed Settlement to inform the Court and Arbitrator of any reasons you do not believe this Settlement is fair; or
- (4) do nothing.

Submit a Proof of Claim Form

If you wish to claim a payment through this Settlement, you must complete a valid and timely Proof of Claim Form. The Proof of Claim Form was included in the Notice packet that was mailed to you and includes preprinted employment information that Cintas provided. The form must be completely filled out, signed under penalty of perjury and mailed by U.S. Mail to the Claims Administrator at the address on the front of the form so it is postmarked on or before **April 7, 2011**. Don't forget to sign the form on the back.

If your form is timely received and is complete, and the Court and Arbitrator grant final approval of the proposed Settlement, you will be eligible to receive your share of the funds from this Settlement.

Submit a Request for Exclusion Form

If for any reason you do not wish to participate in this Settlement you may exclude yourself by completing the Request for Exclusion form that was included in the Notice packet that was mailed to you. The form must be completely filled out, signed, and mailed to the Claims Administrator at the address on the form **by Certified U.S. Mail with return receipt requested**, so it is postmarked no later than **April 7, 2011**.

If you submit a timely, complete Request for Exclusion, you will not receive any settlement payment. You will not be bound by the settlement agreement, and you will retain any right you may have to bring a separate legal action relating to the issues addressed in this litigation if you wish.

Object to the Settlement

If you do not like any aspect of the Settlement, you may file an objection with the court. Your written objection must state your specific reasons for objecting and any legal support you have for them and must also include your full name, address, the dates of your Route Driver employment with Cintas, the name of this case and case number, and your signature. Your objection must be filed with the Clerk of Court and copies mailed to three Class Counsel law firms and the Defendant's Counsel no later than **April 7, 2011**. The names and addresses of these law firms are listed on page 5 of the Notice.

If you wish to speak at the Final Approval Hearing on behalf of your objection, you must also file a Notice of Intention to Appear with your objection.

If you object to the Settlement, you are still a Class Member. You may also wish to file a Proof of Claim Form so that you can still receive your share of the Settlement funds if, after considering your objection, the Court and Arbitrator decide to grant final Settlement approval.

Do Nothing

If you do not wish to file a proof of claim, exclude yourself from the Settlement or object to the Settlement, you have the option to do nothing. By doing nothing you will remain a member of the Settlement class and you will be bound by the terms of the agreement. If you are a member of the FLSA Class under the terms of the settlement, you will receive an FLSA Minimum Payment of \$100, but you will not otherwise be eligible to receive any payments from this Settlement.

19. I filed a consent to sue form in 2004. Do I still need to file a Proof of Claim in order to get a settlement payment?

Yes. If you filed a consent to sue form and your claims remain in the case, you must still file the proof of claim form in order to receive a payment from the ERISA settlement fund and a settlement payment calculated under the Settlement's point allocation formula. If you do not file a proof of claim form by the **April 7, 2011** deadline, you will receive only a \$100 FLSA minimum payment. Please see FAQ 50 for a description of the three kinds of payments available in this Settlement.

COMPLETING THE CLAIM FORM / FILING A CLAIM

➤ **COMPLETING THE CLAIM FORM**

❖ **Proof of Claim Section A**

20. What happens if I don't put my Social Security Number ("SSN") on this form? Why do you need my SSN?

We need your social security number to verify that the person making the claim is the same person who is eligible to participate in the settlement, and to match your records in the payroll database

supplied by Cintas. We also need your social security number to calculate the payroll taxes, if any, that are owed on your settlement payment and calculate any amount that must be withheld.

❖ **Proof of Claim Section B**

21. Where did this workweek information on the proof of claim form come from?

All of the information on the form came from Cintas' payroll databases.

22. I disagree with the preprinted employment information in Question 1. My claim form does not include any preprinted information in Question 1. The preprinted information in Question 1 is incomplete. What do I need to do?

If you disagree with the preprinted employment information on the form (e.g. the dates and locations of your employment as a Route Driver), or if the information is incomplete, you must submit a written objection to the claims administrator stating the grounds for your objection. In other words, you must explain what specific preprinted information is incorrect and include any evidence you have of the correct information, such as copies of your pay stubs for dates other than what is preprinted, to prove the error(s).

Your objection to the information on the claim form must postmarked on or before **April 7, 2011** and be sent **by certified mail with return receipt requested**. Please include your completed and signed Proof of Claim Form with the objection and supporting documentation. The information should be mailed to:

Cintas Overtime Claims Administrator
C/O Dahl, Inc.
PO Box 2061
Faribault, MN 55021-2061

23. An objection to the preprinted information on the claim form is not an objection to the Settlement or any aspect of the Settlement. There is a separate procedure for objecting to the Settlement, which is described in response to FAQ 18.

If I disagree with the preprinted employment information, should I still complete the claim form and submit it with my objection and evidence?

Yes, if you want to make a claim. Submitting the Proof of Claim Form and objecting to the preprinted employment information in the form should be treated as a single process. You should complete and sign the claim form, and return it to the claims administrator with your written objection and the documentation you have to support it. If you do not submit a Proof of Claim form, you will not receive any settlement payment (except an FLSA minimum payment if you qualify, see FAQ 50).

Please remember that the claim form and any objection to the preprinted information must be postmarked no later **than April 7, 2011**, and that you must mail it to the claims administrator **via certified mail with return receipt requested**.

24. How will I know if my objection to the information on the claim form was honored?

Upon receipt of your objection the claims administrator will evaluate the evidence submitted and make a final, binding determination for the claim.

You will be notified of the claims administrator's decision by mail. If your objection is accepted, the employment information will be updated and your claim will be processed according to the new information. If the Settlement receives final approval, the calculation for your payment will be based on the corrected employment information.

If your objection is not accepted, you will be notified by mail and allowed 15 days to cure the defect(s) in your objection. If you do not timely correct the defects or choose not to reply, your claim objection will be rejected and your settlement payment will be calculated based on the preprinted information on the form.

25. Why are you asking if I drove across state lines? Why does that matter?

If the Court grants final approval for the Settlement, settlement payments for certain class members will be based on a point allocation formula that takes into account a number of factors that affect the relative strength of different class members' claims. One of these factors is whether the Class Member regularly crossed state lines on his or her regular route. Under some of the wage and hour laws at issue in this case, the claims of Route Drivers who regularly crossed state lines are of lesser value than the claims of Route Drivers who did not cross state lines.

26. I don't understand Question 4 on the Claim Form. Isn't this the same information that is preprinted in Question 1 on the Claim Form?

If you only worked for Cintas in one state, and you agree with all of the preprinted information in question 1, you do not have to do anything else in response to Question 4.

If you worked for Cintas in more than one state, and you agree with all of the preprinted information in Question 1, just write in the states in which you worked and dates you worked in those states in response to Question 4.

If you worked for Cintas in more than one state, and you disagree with any of the preprinted information in Question 1, you should follow the directions in Question 1.b. You should also write in your date and state information in response to Question 4, truthfully and to the best of your ability.

❖ **Proof of Claim Section D**

27. I don't understand the Release of Claims.

By signing the Release of Claims, Section D, located on the last page of the Proof of Claim Form you are agreeing to release Cintas and its related entities from all claims resolved by this Settlement. In other words, if you complete, sign and submit the Proof of Claim Form and remain a member of the Settlement class, you cannot pursue similar litigation against the company at a future date for the claims resolved in this Settlement.

Your signature under penalty of perjury is required in order for your proof of claim to be considered valid and complete.

28. Is my claim valid? When will I find out if my claim is valid?

Generally speaking, you will not be contacted unless your claim form was incomplete or defective in some way. If the proof of claim you submitted is incomplete or defective, you will be given an opportunity to correct or “cure” the defect(s). If you want to confirm that your claim form was received, please call the Settlement Information Center at 1-877-393-5666.

➤ **FILING A CLAIM**

29. When and where do I send my claim form?

Your claim form should be fully completed, signed under penalty of perjury and mailed to the Claims Administrator so it is postmarked no later than **April 7, 2011**. The Claims Administrator’s address is:

Cintas Overtime Claims Administrator
C/O Dahl, Inc.
PO Box 2061
Faribault, MN 55021-2061

Your proof of claim should be mailed via First Class U.S. Mail postmarked no later than **April 7, 2011**.

If you are including an objection to the preprinted employment information on your claim form, the form must be mailed by **certified mail with return receipt requested** and postmarked no later than **April 7, 2011**.

Don’t forget to sign your claim form on the back before you send it in.

30. Can I file a claim and also request to be excluded from the Settlement?

No. If you exclude yourself from the Settlement you are no longer a member of the class. That means you cannot file a claim.

If you file both an exclusion request and a claim form, your exclusion form will be deemed invalid. You will remain a member of the class and will be bound by the terms of the Settlement.

31. Can I object to the Settlement and still file a claim?

Yes. You must remain a member of the Settlement class in order to file an objection. You also have the right to complete and submit the Proof of Claim Form. Make sure that your objection and claim form are complete and comply with the requirements included in the Notice.

An objection to the settlement is not the same thing as an objection to the preprinted information on the claim form. If you intend to object to the preprinted information on the claim form, see FAQ 22.

➤ **CLAIM DEFICIENCIES, CURES, AND UNTIMELY CLAIMS**

32. Why was my Claim Form sent back to me?

Your timely claim was processed by the claims administrator as incomplete or incorrect in some way. The letter that was included with your form should summarize the problems that were identified.

Common claim form defects include not providing your social security number, forgetting to sign your form, or stating that you disagree with the preprinted employment information on the form but not following the instructions for objecting to that information or not submitting documentation to support your argument that the preprinted information is incorrect.

33. What do I need to do to correct my Claim?

You should follow the instructions included in the letter that was included with your claim form to correct the identified issues. Make sure that your corrected form is postmarked by the deadline you were assigned.

34. What is the deadline for returning my corrected claim to the Claims Administrator?

The date by which your corrected claim needs to be postmarked should be printed in the letter that was included with your form. The deadline is 15 days from the date on that letter.

35. I disagree with the deficiency/defects identified on my Claim Form. What do I do?

The claims administrator identified the defect while processing your claim. In order to qualify for payment from the Settlement Amount, you must comply with the requests of the letter you received.

If you believe there was a processing error, you may include a written statement of your disagreement and the basis for it, so the claims administrator can review your claim. But in the

event that there was no processing error, you should still also correct or complete your form as requested.

36. How will I know if my correction was accepted?

If your revised Proof of Claim form is not returned within the 15 day deadline you are given, your claim will remain invalid and be rejected. At that time, the claims administrator will send you a Notice of Denied Claim. You will again be awarded a 15 day period to challenge the claim denial if you wish. The conclusive determinations of the claims administrator will be final and binding.

37. What if I submit my claim after the deadline?

Proof of Claim Forms postmarked after the **April 7, 2011** deadline will not be accepted. You will be mailed a Notice of Denied Claim advising you that your claim was rejected as untimely. You will be given 15 days to submit a challenge to that denial if you believe you had a legitimate reason for submitting your claim form late. The claims administrator will then make a final and binding determination whether to accept your claim.

REQUESTING EXCLUSION FROM THE SETTLEMENT

38. Why would I want to exclude myself from the Settlement? What is the difference between excluding myself from the Settlement, and objecting to the Settlement?

Excluding yourself from the Settlement means that you do not wish to participate in the Settlement or remain a member of the Settlement class. If you exclude yourself, you are not bound by the settlement agreement. This means that you can pursue your own lawsuit or arbitration, with your own lawyer and at your own expense, regarding the claims that were asserted in this case.

If you object to the Settlement, you are explaining that there is something that you do not like about the terms of the Settlement. To object to the Settlement, you must remain a member of the class.

39. What if I don't put my SSN on the Request for Exclusion form? Why do you need my SSN if I want to be excluded?

We need your social security number to verify that you are the same person who was identified as a potential class member and participant in the settlement.

40. Will I still get a \$100 FLSA Minimum Payment if I request Exclusion/Opt out?

No. If you request exclusion from the settlement, you will not receive any payment.

OBJECTING TO THE SETTLEMENT

41. How do I object to the Settlement?

If you do not like any aspect of this Settlement, you have the right to file an objection. Only Class Members may file objections to the Settlement.

You must submit a written objection **by April 7, 2011**, that includes the specific reason(s) for your objection, any legal support you have for your objection, your full name, address, the dates of your employment as a Cintas Route Driver, the case name and the case number. If you wish to speak in Court concerning your objection at the Final Approval Hearing, currently scheduled for June 3, 2011, you must also include a Notice of Intention to Appear.

42. When and where do I file my objection?

Your objection must be filed with the **Clerk of the Court** at 450 Golden Gate Avenue, 16th Floor, San Francisco, California 94102 **by April 7, 2011**.

Copies of your objection must also be served on three Class Counsel law firms and the Defense Counsel law firm. The contact names and addresses are:

- Michael Rubin and Eileen B. Goldsmith at Altshuler Berzon LLP, 177 Post Street, Suite 300, San Francisco, California 94108;
- Theresa M. Traber and Laboni A. Hoq at Traber & Voorhees, 128 N Fair Oaks Avenue, Pasadena, California 91103;
- Steven W. Pepich, James A. Caputo, and Lawrence Abel at Robbins Geller Rudman and Dowd LLP, 655 West Broadway, Suite 1900, San Diego, California 92101; and
- Mark C. Dosker, Diane L. Gibson and Michael W. Kelly at Squire, Sanders & Dempsey LLP, 275 Battery Street, Suite 2600, San Francisco, California 94111.

43. If I file an objection, do I have to attend the hearing? Can I speak to the Court about my objection?

If you file an objection and a Notice of Intention to Appear you have the right to attend the final settlement hearing, currently scheduled for June 3, 2011, at your own expense. However, you are not required to attend the hearing. If you filed a timely objection, the Court will consider it even if you are not present.

Class Counsel will represent the interests of the Class at the final settlement hearing, and will respond to any questions the Judge or Arbitrator may have about any objections submitted by class members.

FINAL SETTLEMENT APPROVAL HEARING

44. When and where will the Court and Arbitrator decide whether to approve the Settlement?

A joint hearing of the Court and Arbitrator is currently scheduled to take place at 2:30 p.m. on June 3, 2011 in Courtroom 3 of the United States District Court for the Northern District of California. The Court is located at 450 Golden Gate Avenue, 17th Floor, San Francisco, California 94102.

At this time the Court and the Arbitrator will consider whether the Settlement should be finally approved as fair, reasonable and adequate. They will also be asked to consider and approve the Plaintiffs' Attorneys' request for fees and expenses, as well as enhancement payments for the Class Representatives.

The date and time of the hearing is subject to change, per order of the Court. If the date and time change, notice of the new date and time will be posted on this website.

45. How will I know when the Settlement becomes final?

The Court will hold a Final Approval Hearing, which is currently scheduled for June 3, 2011. The Settlement may become final at that time, or at any time thereafter. If and when the Settlement is finally approved, the Settlement Information Center will update the message on its toll-free line, and will have updated information regarding the distribution of settlement payments. Updated information will also be available on this website.

46. Do I have to attend the hearing in order to participate in the Settlement? Can I attend?

The plaintiffs' attorneys will represent the interests of the class at the hearing. You are free to attend this hearing if you want to, at your own expense, but you do not have to attend.

SETTLEMENT PAYMENTS

47. How much will my payment be?

The entire settlement amount (minus attorneys' fees and costs, enhancement payments to class representatives and certain other plaintiffs who provided valuable assistance in prosecuting the case, and the costs of notice and administering the settlement) will be paid to the eligible class members. Each class member may receive an ERISA settlement payment, an FLSA minimum payment, and/or a calculated payment based on various factors relating to that class member's Cintas employment, and the extent of his or her participation in the case. The amount of any individual class member's settlement payment cannot be determined until after the April 7, 2011 deadline for making claims, because settlement amounts to individual class members will depend on the total number of class members making claims. See FAQ 50.

48. When will I get my payment?

Payments to eligible Class Members who submit timely and valid Claim Forms will be made within 40 days of the date the Settlement becomes final. At this time, the final approval hearing is scheduled for June 3, 2011. The settlement could be finally approved at that time, or at any time thereafter. Appeals may also be filed. The Settlement cannot be deemed final until all appeals are resolved. Should any appeals be filed, the distribution will take place 10 days after the appeals are denied.

49. What if I disagree with the payment amount?

Each Settlement Payment will be individually calculated by the claims administrator using a formula that was approved by the Court and the Arbitrator as part of the Settlement Agreement. The payment amounts are not negotiable.

50. How are the payments calculated?

The settlement provides three kinds of payments. Some class members may not qualify for all of these payments.

All eligible class members who make claims will receive an equal share of the \$300,000 ERISA settlement fund. Each eligible class member's share will be calculated by dividing \$300,000 by the total number of eligible class members who make claims.

Each FLSA plaintiff will receive an FLSA minimum payment of \$100 whether or not he or she makes a claim.

The remainder of the settlement proceeds will be distributed to eligible class members based on a point allocation formula that takes in account various factors relating to the relative strength of the class member's claims. These include the number of eligible workweeks of employment during various dates within the class period, the states in which the Class Member worked, whether the class member was an FLSA plaintiff in the litigation or arbitration, and whether the class member regularly crossed state lines while fulfilling his or her duties as a Route Driver. Class members with claims that the parties and the mediator determined were stronger receive higher point values, while class members with relatively weaker claims receive lower point values.

After calculating each eligible class member's individual points, the point shares of all of the authorized claimants will be totaled to determine the total points. Each eligible class member's point share is then calculated as a percentage of the total points. Each payment is then determined by multiplying the class member's percentage share by the total Settlement proceeds available for distribution.

The point allocation formula is set forth at pages 26-30 of the Settlement Agreement, which is located [here](#).

51. Is my settlement payment taxed? Is it taxable?

Your settlement payment may be subject to tax withholding. If it is, you will pay the employee's share of the payroll taxes, just as if the amount had been paid to you as wages. You will receive tax documents that reflect the amount of your payment and whether any amounts were withheld for state or federal taxes. Cintas will pay the employer's share of any payroll taxes.

You may be eligible for a refund of some amount of the withheld taxes if you file for a refund. If you want tax advice regarding your payment, you should consult with an accountant or other tax professional. Class counsel and Cintas' attorneys cannot give you tax advice. The information center cannot give you tax advice.

52. What happens to any extra money in the fund?

If any portion of the Settlement amount remains after all Settlement Payments, costs of claims administration, enhancement payments, and plaintiffs' attorneys fees and expenses have been paid, that amount will be given to charities approved by the Court. None of the money will be returned to Cintas.

CLASS COUNSEL AND CLASS REPRESENTATIVES

53. Do I have a lawyer?

Yes. Attorneys from three law firms in California are representing the interests of Class Members in this Settlement. These lawyers are:

- Michael Rubin and Eileen B. Goldsmith at Altshuler Berzon LLP, 177 Post Street, Suite 300, San Francisco, California 94108;
- Theresa M. Traber and Laboni A. Hoq at Traber & Voorhees, 128 N Fair Oaks Avenue, Pasadena, California 91103; and
- Steven W. Pepich, James A. Caputo, and Lawrence Abel at Robbins Geller Rudman and Dowd LLP, 655 West Broadway, Suite 1900, San Diego, California 92101.

54. How much are the lawyers getting paid?

Under the Settlement Agreement, the attorneys for the Class are entitled to request payment of up to \$6 million in fees, plus an additional \$720,000 in reimbursements for expenses incurred while prosecuting this action. These fees and costs, if approved by the Court, will be paid from the Settlement Amount. The attorneys have incurred more than \$18 million in fees working on this case since 2003, but have agreed to cap their total fees at \$6 million in the interest of achieving a fair settlement for the class.

The Court will consider the attorneys' request for fees and expenses at the Final Approval Hearing on June 3, 2011. The final amount awarded must be approved by the Court. The parties believe that the amount requested is fair and reasonable.

55. What is a class representative?

A Class Representative is a person or persons who file a lawsuit on behalf of all other individuals who are similarly situated. In other words, this is the person who represents the class that consists of other individuals who have similar claims. The Class Representatives in this case have been preliminarily approved by the Court and the Arbitrator.

56. What is an enhancement payment? Why are certain people receiving enhancement payments?

An enhancement payment is a payment made to a class representative for their service to the class members in pursuing the litigation on their behalf. The people who are receiving enhancement payments in this Settlement provided valuable assistance to Class Counsel with fact development, depositions, or other assistance with the settled actions, or who agreed to be named class representatives in the litigation or arbitration. If approved by the Court, these individuals will receive \$1,000 or \$2,500 in enhancement payments depending on the type of assistance they have provided.

CINTAS CORPORATION

57. Which Cintas entities are covered by the Settlement?

For purposes of this Settlement, employment with “Cintas” means employment with any of the following: Cintas Sales Corporation, Cintas Sales Corporation – Ohio, Cintas Corporation No. 2, Cintas Corporation No. 3, Unitog Company, Unitog Rental Services, Inc., Omni Services Inc./RUS Uniforms, Van Dyne Crotty Inc., and Uniform Rental Services, Inc.

58. What is the Cintas Partners’ Plan? Who is the Plan Administrator?

The Cintas Partners Plan is an employee benefit program that provides retirement benefits to certain Cintas employees and other beneficiaries. The Plan Administrator oversees the Plan, and ensures that it is administered in compliance with the law and its rules and policies, and that it is administered for the benefit of the beneficiaries.

59. I still work for Cintas. Can I participate in the Settlement?

You can participate in this Settlement. Cintas is prohibited by law from retaliating against anyone who participates in the Settlement.

ADDITIONAL INFORMATION

60. What is the phone number for the Settlement Information Center?

The Cintas Overtime Settlement Information Center’s toll-free number is 1-877-393-5666.

61. When is the Information Center open?

The information center is open to assist with Settlement questions from 10:00 a.m. to 6:00 p.m. Eastern Time, Monday through Friday excluding holidays.

62. How can I get more information about this Settlement?

In addition to the information contained in the Notice packet you received, you are also welcome to:

- Contact the information center toll-free with questions you have at any time;
 - Visit this website for up-to-date Settlement information, to view a copy of the Court-approved Settlement Agreement, or to submit an email inquiry to the Plaintiffs' Attorneys;
- or
- You may visit the Office of the Clerk of the United States District Court for the Northern District of California during regular business hours to examine the pleadings and other records pertinent to this litigation. The Clerk's Office is located at 450 Golden Gate Avenue, 16th Floor, San Francisco, California 94102.