

**IMPORTANT NOTICE OF LAWSUIT FOR OVERTIME**  
COURT-AUTHORIZED NOTICE OF  
COLLECTIVE ACTION IN FEDERAL OVERTIME LAWSUIT AGAINST  
METROPOLITAN LIFE INSURANCE COMPANY (“METLIFE”)

*Julian, et al. v. Metropolitan Life Insurance Company*  
U.S. District Court for the Southern District of New York

TO: ALL PEOPLE EMPLOYED BY METLIFE AS LONG TERM DISABILITY CLAIM SPECIALISTS AND SENIOR LONG TERM DISABILITY CLAIM SPECIALISTS (COLLECTIVELY, “LTD CLAIM SPECIALISTS”) AT ANY TIME FROM APRIL 30, 2015 TO THE PRESENT

**I. INTRODUCTION**

You have received this notice because Metropolitan Life Insurance Company (“MetLife”) records indicate that you may be eligible to join or “opt in” to a lawsuit brought under the Fair Labor Standards Act (“FLSA”), entitled *Julian et al. v. Metropolitan Life Insurance Company*, No. 1:17-cv-00957-AJN (the “Lawsuit”). The Lawsuit is pending in the U.S. District Court for the Southern District of New York before Judge Alison J. Nathan.

Please read this notice carefully. This Notice informs you of your right to seek to join the Lawsuit and assert an FLSA claim. If you wish to assert an FLSA claim in the Lawsuit, you must “opt-in” by filling out and returning the attached “Consent to Join” form by **April 22, 2019**.

**II. DESCRIPTION OF LAWSUIT**

This Lawsuit was filed against MetLife by former LTD Claim Specialists Debra Julian and Stephanie McKinney (the “Plaintiffs”). The Lawsuit alleges that MetLife misclassified LTD Claim Specialists as “exempt” from the overtime pay requirements of the FLSA and failed to pay LTD Claim Specialists overtime if/when they worked more than 40 hours per week. The Lawsuit seeks to recover overtime wages, additional damages known as “liquidated damages,” interest, attorneys’ fees, and costs.

MetLife denies that it violated the FLSA or any other wage law and asserts that at all times it complied with the law. Specifically, MetLife maintains that LTD Claim Specialists were lawfully classified as exempt from overtime pay requirements because of their salary level and job duties and that it paid all LTD Claims Specialists properly for all hours worked.

The Court has not yet made any ruling on the merits of the Plaintiffs’ claims or decided which party will prevail in the Lawsuit.

The Court conditionally certified the FLSA claims to proceed as a “collective action” on behalf of MetLife LTD Claim Specialists. This Notice has been authorized by the Court in order to inform current and former LTD Claim Specialists of this Lawsuit and provide them an opportunity to elect to participate in the case by timely returning a “Consent to Join” form.

### **III. COMPOSITION OF THE COLLECTIVE ACTION**

The Court has conditionally certified Plaintiffs' FLSA claims as a collective action and authorized the distribution of this notice to all individuals employed by MetLife as LTD Claim Specialists (also colloquially referred to as "Case Managers") at any time since April 30, 2015.

### **IV. YOUR RIGHT TO PARTICIPATE AND THE DEADLINE TO DO SO**

If you fit the description above in Section III and wish to assert FLSA claims in the Lawsuit and have Plaintiffs' Counsel represent you, please complete the enclosed "Consent to Join" form and return it via mail, fax, email, or online submission to RG/2 Claims Administration LLC:

Julian v. MetLife Lawsuit  
RG/2 Claims Administration LLC  
P.O. Box 59479  
Philadelphia, PA 19102-9479  
Toll Free Phone Number: 1-(866)-742-4955  
Email: [info@rg2claims.com](mailto:info@rg2claims.com)  
Facsimile: 215-827-5551

**TO JOIN THIS LAWSUIT, YOU MUST TIMELY SIGN, DATE AND RETURN A "CONSENT TO JOIN" FORM. A COPY OF THE CONSENT TO JOIN FORM MAY ALSO BE FOUND AT WWW.LTDCLASSACTION.COM.**

**DEADLINE: THE "CONSENT TO JOIN" FORMS MUST BE POSTMARKED AND/OR RECEIVED BY RG/2 CLAIMS ADMINISTRATION LLC, NO LATER THAN APRIL 22, 2019.**

For your convenience, a self-addressed postage-paid envelope is enclosed with the mailed form.

### **V. NO RETALIATION IS PERMITTED**

Federal law prohibits anyone from retaliating against you for joining this Lawsuit.

### **VI. EFFECT OF RETURNING THE CONSENT TO JOIN FORM**

If you choose to return the "Consent to Join" form, you will be asserting a claim against MetLife for overtime wages under the FLSA, and you will be bound by any judgment concerning the claim, whether it is favorable or unfavorable. If the Plaintiffs succeed on the FLSA claims, you may recover money for overtime worked, if any, and LTD Claim Specialists may in the future be reclassified as non-exempt employees and paid overtime wages for any hours worked in excess of 40 per workweek.

By returning the "Consent to Join" form, you will designate the Plaintiffs as your agents to make binding decisions on your behalf concerning the litigation. Also, if you join the Lawsuit, you may be asked to provide documents or answer questions, orally or in writing, including potentially at a deposition or trial, regarding your claims in this lawsuit to help the Court determine if you have a valid claim.

## **VII. PLAINTIFFS' COUNSEL**

If you choose to return the "Consent to Join" form and agree to be represented by the Plaintiffs through their attorneys, your counsel in the case will be Sanford Heisler Sharp, LLP and Krakower DiChiara LLC ("Plaintiffs' Counsel"). Plaintiffs' Counsel will represent you and the other LTD Claim Specialists in this Lawsuit on a contingency basis. This means that Plaintiffs' Counsel will only be paid for their fees and costs if they obtain a recovery on behalf of the LTD Claim Specialists. LTD Claim Specialists will not be responsible for attorneys' fees or costs if there is no money recovered. If you return a "Consent to Join" form, please provide your contact information to enable Plaintiffs' Counsel to contact you.

Alternatively, you may choose to opt-in to the Lawsuit and retain counsel of your own choosing at your own expense. If you wish to retain your own counsel, your attorney should file a "Consent to Join" form on your behalf by April 22, 2019 and enter an appearance with the Court.

## **VIII. EFFECT OF NOT SUBMITTING A CONSENT TO JOIN FORM**

If you choose to not join this FLSA action, you will not be affected by any judgment rendered (whether favorable or unfavorable) or any settlement reached on the FLSA claims in this case. If you choose not to join this lawsuit, you are free to file your own lawsuit or, if you do not want to assert an FLSA claim, to simply do nothing.

## **IX. THE COURT EXPRESSES NO OPINION AS TO MERITS OF THE LAWSUIT**

This notice is for the sole purpose of providing you with objective and neutral information concerning your right to join this Lawsuit. The Court has not made any determination about the merits of the case, including whether LTD Claims Specialists are properly classified as exempt from overtime requirements or whether MetLife owes any LTD Claim Specialist overtime pay.

## **X. QUESTIONS REGARDING THIS NOTICE**

If you have any questions about this notice, the "Consent to Join Form," or the Lawsuit generally, you may contact Plaintiffs' counsel at:

Michael D. Palmer  
David Tracey  
Melinda Koster  
SANFORD HEISLER SHARP, LLP.  
1350 Avenue of the Americas, 31st Floor  
New York, NY 10019  
Tel: (646) 402-5650  
ltdclassaction@sanfordheisler.com

**Please do not contact the Court or the Court clerk with questions about this Lawsuit.**