

## **NOTICE OF UNPAID OVERTIME WAGE LAWSUIT**

*This is a Court-Authorized Notice and is Not a Solicitation from a Lawyer.  
The Court Has Made No Finding as to the Merits of This Case at this Time.*

**If you work or worked as an hourly, non-exempt service center employee<sup>1</sup> of Auto Systems Centers, Inc. d/b/a Midas (“Auto Systems Centers” or “Defendant”) at any of its facilities and were paid for 40 or more hours in any workweek, during the last 3 years to the present, then you may be eligible to join this collective action lawsuit under the federal Fair Labor Standards Act (“FLSA”).**

**DEADLINE FOR JOINING: MAY 24, 2022**

### **What Is this Case About?**

This case is about several of Defendant’s policies or practices, including: (1) pre-shift and post-shift off-the-clock work; and (2) daily meal break deductions even though service center employees did not receive uninterrupted meal breaks. Plaintiff, an hourly technician and assistant manager, filed this lawsuit against Auto Systems Centers. In the lawsuit, Plaintiff alleges that Defendant: (1) required its service center employees to arrive early to their respective service centers to perform substantive pre-shift work off the clock and stay late to perform substantive post-shift work off the clock (i.e., without compensation); and (2) required a daily meal break deduction from its service center employees regardless of whether or not they actually received full, uninterrupted meal breaks. Plaintiff alleges that these policies or practices resulted in Plaintiff and others like him not being paid all of their overtime compensation. In addition to Plaintiff, the following individuals have joined this case: Cruz Betancourt, John Blackburn, Dustin Boysel, Coty Hatton, Shawn Shukeat, and Austin Simpson.

Plaintiff further alleges that some or all of Auto Systems Centers’ policies or practices as summarized above applied to all of Auto Systems Centers’ hourly, non-exempt service center employees. Accordingly, Plaintiff filed this lawsuit on his own behalf and on behalf of Defendant’s other hourly, non-exempt service center employees.

Auto Systems Centers denies Plaintiff’s allegations and asserts that it has properly compensated its employees for all hours worked.

The lawsuit is styled *Lee Stephens, on behalf of himself and others similarly situated v. Auto Systems Centers, Inc. d/b/a Midas*, Case No. 2:21-cv-5131, in the U.S. District Court for the Southern District of Ohio (the “Case”).

The parties are actively litigating the Case, and the Court has made no finding as to the merits of the Case at this time.

### **Why is this notice being sent?**

The Court has conditionally certified this Case as a collective action for the group of individuals defined above. You are receiving this Notice because Auto Systems Centers’ records suggest that you fit the definition of that group of individuals. As such, under the FLSA, you have the right to be informed of this case and your right to join.

### **What happens if I join the Case?**

If you join, the lawyers listed on this Notice will represent you. You will be bound by any Court ruling,

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<sup>1</sup> “Service center employees” include, but are not limited to, automotive technicians; service technicians; assistant managers; and other hourly, non-exempt employees who primarily perform service work on automobiles.

judgment, or settlement, whether favorable or unfavorable. If money is recovered in the Case, you may be entitled to receive a share of that money.

Please understand that it is illegal for Auto Systems Centers to retaliate against you for joining this Case and it is illegal for Auto Systems Centers to discourage you from joining the Case.

### **How do I join the Case?**

You must complete the enclosed Consent Form by answering all of the questions and then return the form by mail, fax, or email as provided in the Consent Form.

Please note: You are not a member of the Case until you return the enclosed Consent Form and the Form is filed with the Court by Plaintiff's counsel. Also note that your statute of limitations will continue to run until you join. If you return the Consent Form, you will be represented by the following attorneys:

**COFFMAN LEGAL, LLC**  
Matthew J.P. Coffman  
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### **What if I do not join the Case?**

You have no obligation to join the Case. However, if you do not join the Case and money is recovered, you will not be entitled to a share of any of that money.

### **How quickly must I act to join the Case?**

If you decide to join the Case, complete and return the signed consent form as set forth in the Consent Form. The completed Consent Form must be faxed, emailed, or postmarked no later than **May 24, 2022** in order for you to join.

**PLEASE DO NOT CONTACT THE COURT REGARDING THIS NOTICE**