

UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF CALIFORNIA

PATRICK SANTIAGO, ROBERT SCHUSSEL Civil Action No.:10-04317-SI

Plaintiffs,

The Honorable Susan Illston

vs.

AMDOCS, INC. and DOES 1 through 10, inclusive

Defendants.

**NOTICE OF YOUR RIGHT TO PARTICIPATE IN A LAWSUIT UNDER
THE FAIR LABOR STANDARDS ACT**

TO: PRESENT AND FORMER CALIFORNIA-BASED EMPLOYEES OF
AMDOCS INC.

RE: NOTICE OF COLLECTIVE ACTION UNDER THE FAIR LABOR
STANDARDS ACT (“FLSA”) FOR OVERTIME PAY FOR HOURS
WORKED IN EXCESS OF 40 HOURS IN ANY GIVEN WORKWEEK

**THE COURT HAS NOT RULED ON THE MERITS OF THE CASE.
ALTHOUGH THE COURT HAS AUTHORIZED THE SENDING OF THIS
NOTICE, THERE IS NO ASSURANCE AT THIS TIME THAT THE
COURT WILL GRANT ANY RELIEF IN THIS CASE.**

**TO PARTICIPATE, YOU MUST “OPT-IN.” IF YOU DO NOT SUBMIT
THE FORM, YOU WILL NOT BE ELIGIBLE FOR ANY RELIEF
ARISING FROM, NOR BOUND BY ANY JUDGMENT REGARDING
FLSA CLAIMS IN THIS LAWSUIT.**

DEADLINE TO TAKE ACTION: APRIL 17, 2012

INTRODUCTION

The purpose of this Notice is to inform you of the existence of a collective action lawsuit in which you potentially are a participant, to advise you of how your rights may be affected by this suit, and to instruct you on the procedure for participating in this suit if you decide that it is appropriate and should you choose to do so. This notice is for the sole purpose of notifying those who wish to be involved in this case of their right to participate by submitting an “opt-in” form.

DESCRIPTION OF THE ACTION

On July 16, 2010, an action was filed against Amdocs on behalf of the Named Plaintiffs, Patrick Santiago and Robert Schussel, who were employed as Information Technology employees for Amdocs. The Named Plaintiffs filed this lawsuit on behalf of all other Amdocs employees who worked as Information Technology employees.

Specifically, the Named Plaintiffs allege that they and other similarly situated current and former Amdocs employees are owed pay and overtime pay under the federal Fair Labor Standards Act ("FLSA"), 29 U.S.C.A. § 207, for hours worked in excess of 40 hours in any given workweek.¹

Defendant Amdocs, Inc. denies all liability in this case, and maintains that it has acted in good faith at all times toward its employees and that it has not violated the overtime provisions of the FLSA. This lawsuit is currently in the early pretrial stage.

WHO MAY JOIN THE LAWSUIT

1. All California computer employees of Amdocs who were classified as exempt, and who were employed in the following Amdocs Job Families: System Integration, Development & Technology, Technical Business Operations, and Enterprise Support Services, and who were Individual Contributors below the level of Dir-IC, or below the level of Individual Contributors, who primarily performed computer

¹ Plaintiffs' lawsuit also includes claims under California law. This notice only applies to claims under the federal FLSA. Plaintiffs' claims under California law will be addressed at a later date, the “opt-in” form here is only for FLSA claims.

support, trouble shooting, testing related to repairs and problem-solving, and/or other technical services for Amdocs. The “Roles” performed by these similarly situated employees include Sr. Expert, Expert, Sr. SME (Subject Matter Expert), SME, and Associate; or

2. All California computer employees of Amdocs who “transitioned” from AT&T Services Inc. to Amdocs, who were classified as exempt, and who are not Managers according to the Amdocs Level System and who primarily performed computer support, trouble shooting, testing related to repairs and problemsolving, and/or other technical services for Amdocs.

YOUR RIGHT TO PARTICIPATE IN THIS LAWSUIT: IF YOU WISH TO PARTICIPATE, YOU MUST “OPT-IN”

You have received this Notice because you are or were employed as an IT employee by Amdocs. You may choose to participate or not to participate. If you choose to join this action (that is, to “opt in” to the lawsuit), you must fill out and sign the attached “Consent to Join Collective Action” (“Consent Form”) and mail, fax or e-mail it to:

LAW OFFICES OF THOMAS W. FALVEY
301 North Lake Avenue, Suite 800
Pasadena, California 91101

Telephone: (626) 795-0205 Facsimile: (626) 795-3026
Website: www.falveylaw.com Email: thomaswfalvey@gmail.com

Your determination of whether or not to join in this collective action by returning a Consent Form should be made promptly. Because federal law only allows a person to recover up to three years of back wages from the date the Notice of Consent is filed, time is of the essence in submitting this form if you wish to make a full recovery. If you do not submit the form, you will not be eligible for any relief arising from, nor bound by any judgment regarding FLSA claims in this lawsuit.

If you file a "Consent to Become Party Plaintiff," your continued right to participate in this lawsuit may depend upon a later decision by the Court as to

whether you are "similarly situated" with the Plaintiffs in accordance with the FLSA.

EFFECT OF JOINING OR NOT JOINING THIS COLLECTIVE ACTION
LAWSUIT

The only way to join this collective action lawsuit is by submitting the opt-in form. If you do, you will be bound by any ruling, judgment, award, or settlement, whether favorable or unfavorable, regarding FLSA claims. By joining this collective action lawsuit, you designate the Named Plaintiffs as your agents to make decisions on your behalf concerning the litigation, the method and manner of conducting this litigation, and all other matters pertaining to this collective action lawsuit.

If you choose not to join this collective action lawsuit, you will not be affected by any judgment in this lawsuit on this FLSA claim, whether favorable or unfavorable. If you choose not to join in this collective action lawsuit, you are free to file your own lawsuit.

NO RETALIATION PERMITTED

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

YOUR LEGAL REPRESENTATION IF YOU JOIN

If you choose to join this case by submitting the attached "Consent Form," you will be represented by the Named Plaintiffs' counsel:

SCHONBRUN DESIMONE SEFLOW HARRIS HOFFMAN &
HARRISON, LLP

V. James DeSimone, Esq., Michael Seplow, Esq., Courtney Abrams, Esq.
723 Ocean Front Walk
Venice, CA 90291

Telephone: (310) 396-0731 Facsimile: (310) 399-7040
Website: www.losangelesemploymentlawyer.com

LAW OFFICES OF THOMAS W. FALVEY
Thomas W. Falvey, Esq., and J.D. Henderson, Esq.
301 North Lake Avenue, Suite 800
Pasadena, California 91101

Telephone: (626) 795-0205 Facsimile: (626) 795-3026
Website: www.falveylaw.com Email: thomaswfalvey@gmail.com

Plaintiffs' attorneys will not charge you directly for their work in this case. If there is no recovery, you will not be required to pay Plaintiffs' attorneys for any of their work. If there is a recovery, the attorneys' fees will be determined by the Court.

PLEASE DO NOT CONTACT THE COURT WITH QUESTIONS ABOUT THIS
LAWSUIT. IF YOU HAVE ANY QUESTIONS, YOU MAY CONTACT THE
ATTORNEYS FOR THE NAMED PLAINTIFFS, AS INDICATED ABOVE, OR
YOU MAY RETAIN YOUR OWN COUNSEL.