

<<First Name>><<Last Name>>
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<<City>>, <<State>> <<Zip>>



NOTICE OF CLASS ACTION SETTLEMENT

in

ADAMS ESOP LITIGATION

Foster, et al. v. Adams and Associates, Inc., Case No. 18-cv-02723-JSC (N.D. Cal.)

Please read this notice carefully and completely.

If you are a member of the Class, the settlement will affect your legal rights.

A federal court has authorized this notice.

This is not a solicitation from a lawyer.

You have not been sued.

The parties to this class action have reached a proposed settlement, and the Court has preliminarily approved the Settlement. The Settlement will provide for a payment to Class Members based on the number of vested shares of Adams and Associates, Inc. stock in their Adams and Associates, Inc. Employee Stock Ownership Plan (“ESOP”) accounts.

This notice summarizes the Settlement and informs you of your rights under the Settlement. The complete Settlement Agreement, and other information about this lawsuit, are available at www.adamsesop.com or by contacting Class Counsel listed below.

Under the proposed Settlement, your estimated payment will be <<\$Est.Award>>, based on <<ESOPShares>> vested shares allocated to your ESOP stock account as of <<Date>>. This is ONLY an estimate. The amount you receive may differ from the estimate, depending on the award of attorneys’ fees and costs as determined by the Court.

Your settlement payment will be distributed to you by check, transferred to an eligible retirement account, or deposited into the Adams and Associates, Inc. 401(k) Profit Sharing Plan (“the AAI 401(k) Plan”), depending on whether you are eligible for an immediate distribution and whether you return an election form. If you are eligible for an immediate distribution and you complete a distribution request form, your settlement payment will be distributed to you by check or deposited into an Individual Retirement Account (“IRA”) or another eligible retirement account. If you are not eligible for an immediate distribution from the AAI 401(k) Plan or do not submit a request for distribution before the Fairness Hearing, your settlement payment will be put into your existing AAI 401(k) Plan account. If you do not already participate in the AAI 401(k) Plan, an account will be created for you. Once the settlement proceeds are in the AAI 401(k) Plan and you become eligible for a distribution under the terms of that Plan, you can request a distribution election packet. If you are eligible for a distribution, you can elect to roll over your settlement payment to an IRA or another eligible retirement plan. If you do not elect to roll over your settlement payment to another account, your settlement proceeds will be invested according to your investment instructions or, if you have not provided any, into the default investment option of the AAI 401(k) Plan.

SUMMARY OF YOUR LEGAL RIGHTS & OPTIONS

ALL MEMBERS OF THE CLASS	OPTION #1(A): ELECT TO RECEIVE YOUR PAYMENT BY CHECK OR TAKE A ROLLOVER. If You received this Notice and You are eligible for an immediate distribution from the AAI 401(k) Plan, you may elect to receive a distribution by check or take a rollover by returning an election form by February 17, 2022 to the address listed below.
	OPTION #1(B): DO NOTHING NOW, BUT LATER ELECT A ROLLOVER OR HAVE YOUR PAYMENT REMAIN IN THE AAI 401(K) PLAN. If You received this Notice and You are not eligible for an immediate distribution (or you do not elect to take a distribution now), your settlement payment will be transferred to the AAI 401(k) Plan. You may then elect to take a rollover or provide instructions about how to invest your settlement monies (if you want to leave the money in the 401(k) Plan). If you do not currently have an account in the 401(k) Plan, one will be created for you, and if you do not provide other instructions, the monies will be invested in the default investment option for the Plan.
	OPTION #2: SUBMIT A CHALLENGE TO THE DATA. If you believe that the data about your shares is incorrect OR you believe that you are a class member but did not receive personalized notice sent to you, you can submit information explaining why the data needs to be corrected or why you are a Class Member. You need to submit this challenge by January 10, 2022 at the address listed below.
	OPTION #3: OBJECT. If you are not satisfied with the terms of the proposed Settlement, then you or your attorney may inform the Court by sending a letter or written statement by January 10, 2022 at the address listed below.
	YOU ARE ABLE TO CHOOSE MORE THAN ONE OPTION: If you object or challenge data, you may still request a distribution or provide instructions about the investment of your settlement proceeds.

BASIC INFORMATION

What Is This Case About?

The lawsuit is a class action on behalf of certain participants and beneficiaries in the ESOP alleging claims under the Employee Retirement Income Security Act (“ERISA”). The lawsuit alleges that the Defendants breached their fiduciary duties by causing the ESOP to purchase Adams and Associates, Inc. (“AAI”) company stock for more than fair market value in a transaction that took place on October 25, 2012, engaged in a transaction prohibited by ERISA, and failed to make proper disclosures to participants in the ESOP. The lawsuit also alleges that certain indemnification provisions in the ESOP plan and other documents that purport to require AAI to be responsible for the liability of Defendants are void as against public policy under ERISA. Defendants¹ deny any liability and have vigorously defended the lawsuit. A detailed description of the claims is contained in the Second Amended Complaint, which is available on the following website: www.adamsesop.com. Other documents including the Motion for Preliminary Approval of Settlement and the Settlement Notice can also be found on the same website. The Motion for Attorneys’ Fees and Expenses and Service Awards will be posted on the website after they are filed with the Court.

¹ Defendants in this case are Adams and Associates, Inc., Roy A. Adams, Leslie G. Adams, Daniel B. Norem, Joy Curry Norem and The Daniel Norem Revocable Trust Dated January 9, 2002. Alan Weissman, who died in 2018, was previously dismissed from this case.

What is a Class Action?

A class action is a lawsuit in which the claims and rights of many people are decided in a single court case. One or more representatives known as “class representatives” file a lawsuit asserting claims on behalf of the entire class. The “Class Representatives” in this case are Carol Foster and Theo Foreman. The Class Representatives are two former AAI employees who are participants in the ESOP.

Who is a Member of the Class?

The Court defined the “Class” as follows:

All participants of the Adams and Associates ESOP from October 25, 2012 to December 31, 2020 who vested under the terms of the Plan and those participants’ beneficiaries.

Excluded from the Class are Defendants and their immediate family, any fiduciary of the Plan; the officers and directors of Adams and Associates or of any entity in which a Defendant has a controlling interest; and legal representatives, successors, and assigns of any such excluded persons.

If you meet the definition of the Class and are not excluded as set forth above, you are a member of the Class.

Why Did I Get This Notice?

You received this Notice because the Court ordered that Notice be provided to the participants and beneficiaries of the ESOP who are members of the Class. You were identified from Defendants’ records as a potential member of the Class. The purpose of this Notice is to provide you with information about the Settlement and your rights, including your right to object to the Settlement, before the Court decides whether to approve the Settlement.

THE PROPOSED SETTLEMENT

What Are the Terms of The Settlement Agreement?

The Settlement requires Defendants to pay \$3 million (“the Settlement Amount”) to resolve all of the claims of the Class against all Defendants arising from the October 2012 ESOP transaction and claims arising from Defendants’ alleged failure to provide proper disclosures and certain indemnification provisions. After deduction of any Court-approved attorneys’ fees and costs and service awards to the Class Representatives, the net settlement amount will be distributed to the Class pursuant to a Court-approved distribution formula called the “plan of allocation.”

The Settlement requires Defendants to issue a revised summary plan description that complies with the requirements of ERISA and bear all the costs of settlement administration. The Settlement also requires that AAI (a) not pay for the Settlement or provide an indemnification to any of the other Defendants and (b) state that AAI has made no such payments or, if such amounts were made, they have been refunded to AAI.

What Will Be My Share of the Settlement?

The “Net Settlement Amount”—which means the Settlement Amount less attorneys’ fees, expenses, and service awards—will be divided among Class Members according to a plan of allocation that is subject to Court approval. Class Counsel have proposed that the plan of allocation should be based on each Class Member’s number of vested shares of AAI stock as compared to the total amount of vested shares belonging to all Class Members. The ESOP purchased 100% of the shares in the October 2012 ESOP Transaction; however, some of those shares belong to persons who are excluded from receiving any funds in connection with the settlement of the lawsuit. Your estimated settlement allocation is listed on the first page of this Notice, but is subject to change based on determinations made by the Court. The Net Settlement Amount will be distributed to Class Members by check, rolled over to an IRA or another eligible retirement account, or placed into their AAI 401(k) Plan accounts no later than 30 days following the date of the transfer of the Net Settlement Amount to the 401(k) Plan (which will occur after the date the Court’s order granting final approval becomes non-appealable).

What Do I Give Up As a Result of the Settlement?

In exchange for the settlement payment, the Class, as participants or beneficiaries in the ESOP, will release (*i.e.*, give up) any and all claims against Defendants and related persons and entities arising out of their duties, responsibilities, acts, or omissions in connection with the sale of the AAI shares to the ESOP on October 25, 2012, and Defendants' alleged failure to make proper disclosures and the indemnification provisions. The full terms of the Settlement, including the release, are available at www.adamsesop.com. If the Settlement is finally approved, the Court will enter an order dismissing with prejudice all claims against the Defendants and preventing any Class members from suing Defendants in the future on the released claims.

Can the Settlement be Terminated?

The Settlement may be terminated under several circumstances, including if the Court does not approve the terms of the Settlement. If this occurs, the lawsuit will proceed as if the Settlement had not existed. The Settlement will not be final until after the Court has granted final approval of the settlement and any appeals (*i.e.*, objections) have been resolved (or the time to file all appeals has passed). The earliest that the Settlement will be final is 30 days after the Final Approval Hearing, but it may be later than that. Your patience is appreciated.

Why Did the Parties Reach This Settlement?

In deciding to settle the lawsuit, Class Counsel reviewed thousands of relevant documents, conducted eight depositions, and retained two experts to analyze the Defendants' conduct met fiduciary standards and the potential amounts owed to the Class in the case. Class Counsel also considered the strength of the claims and defenses and likely arguments by Defendants, the expense, length and likely delay of further litigation, and the risks arising from the existence of unresolved questions of law and fact.

The Court denied Defendants' Motion to Dismiss and ruled that Plaintiffs had the right to pursue their legal claims, and also granted Plaintiffs' Motion for Class Certification. However, the Court did not rule on the merits of any claims on either motion. In July 2020, the Court granted summary judgment in Defendants' favor on some of Plaintiffs' claims but denied summary judgment on the remaining claims. If the parties had not reached a settlement and Defendants had prevailed on certain of their defenses or on their appeal, then the Class could have recovered nothing. If, however, the lawsuit had continued and Plaintiffs prevailed, Defendants may have been liable for more than the Settlement Amount. Even if Plaintiffs were successful, Class Counsel was concerned that some of the Defendants might not have sufficient assets to pay a judgment (*i.e.*, the amount that the Court determined was owed to Class).

Following the Court's ruling on the Motion for Class Certification and the parties' Motions for Summary Judgment, and significant discovery, the Court referred the parties to a settlement conference facilitated by Magistrate Judge Virginia DeMarchi of the U.S. District Court for the Northern District of California. A settlement was reached only after three settlement conferences with Judge DeMarchi. The Settlement is a compromise of disputed claims. Defendants disputed all of the claims in the lawsuit and asserted various legal defenses. Plaintiffs and Class Counsel determined that given the uncertainty and risks inherent in litigation, it is best to settle the case on the terms set forth in the Settlement Agreement.

This is only a summary of the Settlement. For its complete terms, interested persons are encouraged to contact Class Counsel (contact information provided below), view information about the case and the Settlement at www.adamsesop.com, or review the Settlement Agreement on file with the Clerk of the Court.

How Do I Receive my Payment?

If you are eligible for an immediate distribution and you complete a request for distribution form before the Final Approval Hearing, your share of the Net Settlement Amount will be distributed to you by check or transferred to an IRA or an employer-sponsored qualified retirement plan of your choice. You will receive an election packet [**along with this Notice or shortly after this Notice is issued**]. If you elect to receive an immediate distribution, but do not cash that check (or deposit it into another retirement vehicle within the void date on the check), that money will be then transferred to the AAI 401(k) Plan.

If you are not eligible for an immediate distribution or you do not submit a request for distribution before the Final Approval Hearing (or do not timely cash an immediate distribution), your share of the Net Settlement Amount will be transferred to the AAI 401(k) Plan after the Court grants final approval to the Settlement, and the Settlement is no longer subject to any appeals (which will be at *least* 30 days after the final approval hearing but may be longer). The AAI 401(k) Plan Administrator will establish new 401(k) accounts for Class members who are not participants in the 401(k) Plan. Each Class Member's settlement allocation in the AAI 401(k) Plan will be invested according to his or her current investment instructions for new contributions under the 401(k) Plan or an instruction that the Class Member has submitted about investment of these settlement proceeds. If a Class Member does not have investment instructions for new contributions on file with the AAI 401(k) Plan Administrator, then the Class Member's settlement allocation will be invested in the AAI 401(k) Plan's default investment option.

Once your settlement monies are transferred into the 401(k) Plan and you become eligible for a distribution, you will be able to request a rollover or distribution under the terms of the AAI 401(k) Plan. You can request an election packet from the third-party administrator for the AAI 401(k) Plan any time after you become eligible and 30 days after the AAI 401(k) Plan receives the money from the settlement. You will have the choice of directing the AAI 401(k) Plan Administrator to rollover your settlement payment into an IRA or another employer-sponsored qualified retirement plan. You will not be charged any administrative fees for the distribution or rollover of your settlement allocation. If you decide to keep your settlement proceeds in the AAI 401(k) Plan, those proceeds will be subject to the same investment and administrative fees as charged to other participants in the AAI 401(k) Plan.

What Are My Payment Options?

The payment options available to you depend on your eligibility for an immediate distribution from AAI 401(k) Plan. Based on the information provided by Defendants, the ESOP Plan Administrator, and/or the AAI 401(k) Plan Administrator, you are **<<ELIGIBLE / NOT ELIGIBLE>>** for an immediate distribution.

A. If you are eligible for an immediate distribution, You may request to receive an immediate distribution by check or by rolling over your share of the settlement proceeds to an IRA or another employer-sponsored qualified retirement plan by **filling out and returning the enclosed Election Form by February 17, 2022.**

- If you do not elect a rollover, the distribution to you will be treated as wages subject to payroll taxes, and the Settlement Administrator will send you a check (**which will be at least 30 days after the Court enters the Final Approval Order but will be longer if there are appeals or objections to the Settlement**).
- **If you elect to receive a distribution, you will need to fill out and return the enclosed Election Form.** The distribution to you will be treated as if it were distributed from your account in the AAI 401(k) Plan subject to any applicable penalty for any early withdrawal. The Settlement Administrator will then send you a check (**which will be at least 30 days after the Court enters Final Approval Order but will be longer if there are appeals or objections to the Settlement**).
- If you do not return the enclosed Election Form before the Fairness Hearing (or you do not cash the check issued to you), your settlement payment will be deposited into your existing or a newly-established AAI 401(k) Plan account (**which will be at least 30 days after the Court enters the Final Approval Order, but will be longer if there are appeals or objections to the Settlement**). Your settlement payment will remain in the AAI 401(k) Plan subject to the terms and conditions of the 401(k) Plan, and the 401(k) Plan Administrator will invest your settlement allocation consistent with your investment instructions or the investment of your other 401(k) Plan assets. If you do not have an AAI 401(k) Plan account, an account will be established for you.

B. If you are not eligible for an immediate distribution, your share of the Net Settlement Amount will be transferred to the AAI 401(k) Plan. Your settlement payment will remain in the AAI 401(k) Plan subject to the terms and conditions of the 401(k) Plan, and the 401(k) Plan Administrator will invest your settlement allocation consistent with your investment instructions or the investment of your other 401(k) Plan assets until you become eligible for a distribution. If you do not have an AAI 401(k) Plan account, an account will be established for you. Once you become eligible for a distribution from the AAI 401(k) Plan, you will have the option to request a rollover of your settlement payment from your account in the AAI 401(k) Plan or have your settlement payment remain in the 401(k) Plan. You can request a rollover to an IRA or an employer-sponsored qualified retirement plan if you choose.

You should consult with your tax and financial advisor regarding whether to roll the settlement payment over to an IRA or to another retirement plan.

THE LAWYERS REPRESENTING YOU

Do I Have a Lawyer in this case?

Yes. The Court has appointed the following law firms to serve as attorneys for the Class:

<p><u>Co-Lead Class Counsel:</u> Daniel Feinberg FEINBERG, JACKSON, WORTHMAN & WASOW LLP 2030 Addison St., Suite 500 Berkeley, CA 94704 Tel: (510) 269-7998 AdamsESOPlawsuit@feinbergjackson.com</p>	<p><u>Co-Lead Class Counsel:</u> R. Joseph Barton BLOCK & LEVITON LLP 1735 20th Street NW Washington, D.C. 20009 Telephone: (202) 734-7046 AdamsESOPlawsuit@blockleviton.com</p>
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How Will the Lawyers be Paid?

Class Counsel have worked on this case for over three years and have not yet been paid for their time. In prosecuting this case on behalf of the Class, Class Counsel investigated the facts, interviewed witnesses, obtained deposition testimony from witnesses, attended court hearings, reviewed documents produced in discovery, took depositions, prepared legal pleadings, and participated in settlement conferences and subsequent negotiations. To date, Class Counsel have expended over \$2,600,000 in fees in this case and have advanced over \$162,000 in out-of-pocket expenses on behalf of the Class, including paying for depositions and expert witnesses. Class Counsel anticipate that they may incur additional expenses of approximately \$10,000 or less. Class Counsel will apply to the Court for an award of fees, not to exceed 33.3% of the Settlement Amount. Class Counsel will also seek reimbursement of their actual costs and expenses, not to exceed \$172,000. The Motion for Attorneys' Fees, Litigation Costs and Expenses ("Fees Motion"), and the Class Representatives' Service Awards will be available for review on the website maintained by the Settlement Administrator or via PACER. Class Members may object to the Fees Motion or the Service Awards for the Class Representatives by the same deadline as their general objections to the Settlement are due. Information about how to access the case docket via PACER can be found in the last section of this Notice.

Any Class Member who objects to the request by Class Counsel for payment of these attorneys' fees and costs or the request for class representative service awards may state that objection in writing and may appear at the Court's Fairness Hearing, as set forth below. Class Counsel will file the Fees Motion no later than December 2, 2021. Whether or not you submit a written objection, you are not required to appear at the hearing.

HOW TO PROCEED

How Do I Tell the Court What I Think About the Settlement?

Any Class Member can comment on the Settlement or tell the Court that you do not agree with the Settlement or some part of it, including the motion for attorneys' fees and expenses or the service awards to Class Representatives.

You can ask the Court to deny approval by filing an objection. You can't ask the Court to order a different settlement; the Court can only approve or reject the settlement. If the Court denies approval, no settlement payments will be sent out and the lawsuit will continue. If that is what you want to happen, you must object.

Any objection to the proposed settlement must be in writing. If you file a timely written objection, you may, but are not required to, appear at the Final Approval Hearing, either in person or through your own attorney. If you appear through your own attorney, you are responsible for hiring and paying that attorney. All written objections and supporting papers must (a) clearly identify the case name and number (*Foster, et al. v. Adams and Associates, Inc.*, Case No. 18-cv-02723-JSC), (b) be submitted to the Court either by mailing them to the Class Action Clerk, United States District Court for the Northern District of California, at 450 Golden Gate Avenue, San Francisco, CA 94102, or by filing them in person at any location of the United States District Court for the Northern District of California, and (c) be filed or postmarked on or before January 10, 2022.

If you do not object to the Settlement or the request for attorneys' fees and costs, then you do not need to file any papers with the Court.

How Do I Submit a Challenge to Correct My Data or Information?

The data on which Class Counsel and the Settlement Administrator has identified Class Members and has preliminarily calculated each Class Member's number of shares is based on data received from the ESOP Plan Administrator.

If you think that certain information used to calculate your settlement payment is incorrect or that you are member of the Class (and have not received a personalized notice), you can submit a request to the Settlement Administrator explaining why Defendants' data is incorrect or why you are a member of the Class and are entitled to a payment. Along with your request, you should submit any documentation necessary to support your request. You need to submit any such request or challenge to Defendants' data by no later than January 10, 2022 to the Settlement Administrator at the following address:

Adams ESOP Class Action Settlement Administrator
c/o RG/2 Claims Administration, LLC
P.O. Box 59479
Philadelphia, PA 19102-9479
Telephone: (866) 742-4955

If you need to update your mailing address, other contact information or provide any other updates, you should also contact the Settlement Administrator at the above address or telephone number.

Can I Opt Out of the Class?

No. You do not have the right to exclude yourself from the Class or the benefits of the Settlement. The Lawsuit was certified as a mandatory ("non-opt-out") class action. As a Class Member, you will be bound by any judgments or orders that are entered in the Lawsuit for all claims that were or could have been asserted in the Lawsuit or are otherwise included in the release under the Settlement. Although you cannot opt out of the Settlement, you can object to the Settlement as described above.

THE COURT'S FAIRNESS HEARING

When Will the Court Hold the Fairness Hearing?

On February 17, 2022, at 9:00 a.m. Pacific Time, Judge Jacqueline Scott Corley will hold a hearing in her courtroom at the United States District Courthouse in San Francisco, California:

United States Courthouse & Phillip Burton Federal Building
450 Golden Gate Avenue
San Francisco, CA 94102
Courtroom E, 15th Floor

At this hearing, the Court will consider whether the Settlement is fair, reasonable, and adequate, whether and in what amount to award Class Counsel with attorneys' fees and reimbursement of expenses and the Class Representatives with service awards. If there are objections, the Court will consider them. After the hearing, the Court will decide whether to approve the Settlement, and award attorneys' fees and expenses and service awards. We do not know how long the Court will need in order to make these decisions.

The time and date of this hearing may change without further notice to the Class. If you plan to attend, please contact Class Counsel, check adamsesop.com, or the Court's PACER prior to the date of the hearing to confirm that the date has not been changed.

Do I Have to Attend or Can I Attend the Fairness Hearing?

You do not have to attend the hearing. Class Counsel will present the Settlement to the Court and answer any questions the Court may have. If you file a written objection, you are not required to attend the hearing in order for your objection to be considered by the Court.

You may come to the hearing at your own expense. You may also arrange for your own separate counsel to attend on your behalf (and at your own expense). You may also ask the Court for permission to speak at the hearing. To ensure that the Court will allow you to speak, you should send a "**Notice of Intention to Appear at Fairness Hearing in Foster, et al. v. Adams and Associates, Inc., Case No. 18-cv-02723-JSC**" to Class Counsel and/or the Settlement Administrator at the addresses listed above no later than 14 days prior to the final fairness hearing date. Be sure to include your name, address, telephone number, and signature.

GETTING MORE INFORMATION

How Do I Get More Information?

For Questions about Settlement Procedures, Forms & Administration of the Settlement, or the Information about You, Contact the Settlement Administrator:

You may contact the Settlement Administrator at the following address, email or toll-free telephone number:

Adams ESOP Lawsuit Settlement Administrator
c/o RG/2 Claims Administration, LLC
P.O. Box 59479
Philadelphia, PA 19102-9479
Email: info@rg2claims.com
Telephone (Toll Free): 866-742-4955

You should contact the Settlement Administrator about any questions about the amount of your shares.

For Questions about the Lawsuit or the Settlement Overall, Contact Class Counsel, whose contact information is provided above.

For Questions about the AAI 401(k) Plan, contact the AAI 401(k) Plan Administrator.

If you need to correct or update your investment allocations in the AAI 401(k) Plan or have other questions about the AAI 401k Plan, contact the Plan Administrator at the following address and telephone number:

Principal Financial Group
711 High Street
Des Moines, IA 50392
(925) 357-6243

Do not contact the AAI 401(k) Plan Administrator about the Settlement as they will not be able to answer questions about the Settlement.

How Do I Receive Any Updates and/or Update My Address?

The best way to receive updates is to check the information on www.adamsesop.com before you contact Class Counsel. If your question is not answered on the website, contact either the Settlement Administrator or Class Counsel at the addresses, email addresses, or telephone numbers listed above.

Please remember that there are over 2,000 Class Members so it will take a little while to process this Settlement. Your patience is appreciated.

If you need to provide an updated address information, please complete the form on www.adamsesop.com and email it to the Settlement Administrator at the following email address: info@rg2claims.com or the mailing address above.

This notice summarizes the proposed Settlement. For the precise terms and conditions of the Settlement, please see the settlement agreement available at www.adamsesop.com, by contacting class counsel at their mailing addresses, phone numbers, or email addresses provided above, by accessing the Court docket in this case, for a fee, through the Court's Public Access to Court Electronic Records (PACER) system at <https://ecf.cand.uscourts.gov>, or by visiting the office of the Clerk of the Court for the United States District Court for the Northern District of California, at 450 Golden Gate Avenue, San Francisco, CA 94102, between 9:00 a.m. and 4:00 p.m., Monday through Friday, excluding Court holidays.

PLEASE DO NOT TELEPHONE THE COURT, THE COURT CLERK'S OFFICE, OR DEFENDANTS' COUNSEL TO INQUIRE ABOUT THIS NOTICE OR SETTLEMENT.