



Superior Court of California, County of Alameda

Song, et al. v. Weee! Logistics, Inc., et al.

Case No. 23CV029846

Class Action Notice

Authorized by the Superior Court of California

Did you work at Weee! in California between March 4, 2018 and February 6, 2024 as a W-2 or 1099 delivery driver?

There is a \$4,900,000 settlement of a lawsuit.

You may be entitled to money.

To determine your options as part of this settlement, you should:

Read this notice.

Respond as appropriate by March 31, 2025.

Important things to know:

- If you take no action, you will still be bound by the settlement, and your rights will be affected.
- You can learn more at: www.WeeeDriversSettlement.com. The website contains additional information about the case and settlement, key case documents, and an attestation form that class members who are not included in Weee!'s records can submit to verify their identity and employment as Weee! drivers.

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About This Notice

Why did I get this notice?

This notice is to tell you about the settlement of a class action lawsuit, *Song, et al. v. Weee! Logistics, Inc., et al.* brought on behalf of individuals who work or have worked as a W-2 or 1099 delivery driver at Weee! (including through Freedom Steed Logistics and RicePo) in California between March 4, 2018 and February 6, 2024. **You received this notice because you may be a member of the group of people affected, called the “class.”** This notice gives you a summary of the terms of the proposed settlement agreement, explains what rights class members have, and helps class members make informed decisions about what action to take.

What do I do next?

Read this notice to understand the settlement and to determine if you are a class member. Then, decide if you want to:

Options	More information about each option
Participate in the Settlement	<p>(1) If you have received this notice in the mail, this means that Weee! has records of your employment as a delivery driver. You need not do anything in order to participate in the settlement and receive a monetary payment.</p> <p>(2) If you have received notice of this lawsuit through other methods, it is likely that Weee! does not have available records of your employment as a delivery driver. If you wish to participate in the settlement and receive a monetary payment, you will need to provide proof of your employment as a driver for Weee! during the class period, between March 4, 2018 and February 6, 2024.</p>
Opt Out	You have the right to opt out of the class. If you opt out, you will not receive any payment from the class settlement. Opting out allows you to bring another lawsuit against Weee! about the same issues. You cannot opt out of the PAGA portion of the Settlement.
Object	As a class member, you have the right to object to the class and tell the Court why you don't like the settlement. In order to object, you should also submit proof of your status as a class member--namely, that you performed delivery work for Weee! between March 4, 2018 and February 6, 2024.

Read on to understand the specifics of the settlement and what each choice would mean for you.

What are the most important dates?

- Your deadline to object or opt out: **March 31, 2025**
- For Weee! drivers who did not receive notice in the mail, your deadline to submit proof of your work as a delivery driver at Weee!: **March 31, 2025**
- Settlement approval hearing: **May 29, 2025**

Learning About the Lawsuit

What is this lawsuit about?

Yi "Sunny" Song and Xiangyang "James" Ji filed a lawsuit in March 2023 claiming that Weee! violated the California Labor Code, state Wage Orders, and the Unfair Competition Law in part by failing to pay delivery drivers properly, failing to provide adequate meal breaks, appropriating part of their tips, imposing unlawful confidentiality directives preventing them from disclosing their pay and working conditions, and neglecting to provide adequate safety training and equipment. In August 2023, Song and Ji sought to amend their Complaint to include Jian Pan as a plaintiff and to assert additional claims of Labor Code violations, including failure to pay drivers for certain work performed and misclassification of certain drivers (1099 drivers) as independent contractors rather than employees.

Where can I learn more?

You can get a complete copy of the proposed settlement and other key documents in this lawsuit at:
www.WeeeDriversSettlement.com

Weee! denies that it did anything wrong in this matter.

Why is there a settlement in this lawsuit?

The parties have reached an agreement to settle the lawsuit and end the case.

The settlement is on behalf of the delivery drivers who brought the case and all members of the settlement class. The Court has not decided this case in favor of either side.

The parties have reached this settlement to 1) avoid the risk and expense of

further litigation; and 2) provide monetary recovery to class members.

What happens next in this lawsuit?

The Court will hold a Fairness hearing to decide whether to approve the settlement. The hearing will be held at:

Where: Hayward Hall of Justice, Department 517, 24405 Amador Street, Hayward, CA 94544.

When: May 29, 2025.

The Court has directed the parties to send you this notice about the proposed settlement. Because the settlement of a class action decides the rights of all members of the proposed class, the Court must give final approval to the settlement before it can take effect. Payments will only be made if the Court approves the settlement.

You don't have to attend, but you may at your own expense. You may also ask the Court for permission to speak and express your opinion about the settlement. If the Court does not approve the settlement or the parties decide to end it, it will be void and the lawsuit will continue. The date of the hearing may change without further notice to members of the class. To learn more and confirm the hearing date, go to www.WeeeDriversSettlement.com.

Learning About the Settlement

What does the settlement provide?

Weee! has agreed to pay \$4,900,000 into a settlement fund. This money will be divided among the class members and will also be used to pay for costs and fees approved by the Court, including the fees of the attorneys representing the class (up to \$1,633,333.33), the expenses incurred by those attorneys (up to \$70,000) and the cost of administering this settlement (expected to be up to \$55,000). A portion of the settlement fund (at least \$225,000) will be paid to the California Labor Workforce Development Agency (LWDA) in connection with the resolution of the claims alleged in the lawsuit that arise under the Private Attorneys' General Act (PAGA). Members of the settlement class will "release" their claims as part of the settlement, which means they cannot sue Weee! for the issues pursued in this lawsuit that occurred during the class period from March 4, 2018 to February 6, 2024. The full terms of the release can be found at www.WeeeDriversSettlement.com.

The settlement also provides for payments of up to a combined total of \$85,000 for the three workers who brought this lawsuit to compensate them for their work and efforts on the case and the risks they undertook by serving as representatives of the class.

If there is money left over after the claims process is completed, it will be distributed to the class members on a pro rata basis or donated to Law Foundation of Silicon Valley and/or Asian Americans Advancing Justice-Asian Law Caucus.

How do I know if I am part of this settlement?

If you are working or worked as a W-2 or 1099 delivery driver for Weee! (including through employment with Weee!, Freedom Steed Logistics, or RicePo) in California at any time between March 4, 2018 and February 6, 2024, you are part of this settlement.

If you are unsure of whether you are part of this settlement, contact the Settlement Administrator at 1-888-921-0937.

If you have received this notice in the mail, Weee! has records of your employment as a delivery driver that include your current contact information.

If you have received information regarding the lawsuit and been directed to this notice through other means, it is likely that Weee! does not have available records regarding your status as a delivery driver. To participate in the settlement or exercise your right to object, you will need to submit proof of your identity and status as a Weee! delivery driver in California between March 4, 2018 and February 6, 2024.

If you were a Weee! delivery driver in California within the relevant dates and have received notice through the mail of a settlement or a settlement payment in a matter called Paramo, et. al. v. Weee! Logistics, Inc., et. al., San Joaquin County Superior Court Case No. STK-CV-UOE-2023-1129, you are eligible to participate in and receive a settlement award in both cases.

How much will my payment be?

Your payment amount will depend primarily on the number of weeks that you worked as a delivery driver during the relevant time period. Following deductions approved by the Court, the remainder of the settlement fund will be divided between participating class members on a pro rata basis determined by their respective work weeks as a Weee! driver within the class period.

Deciding What to Do

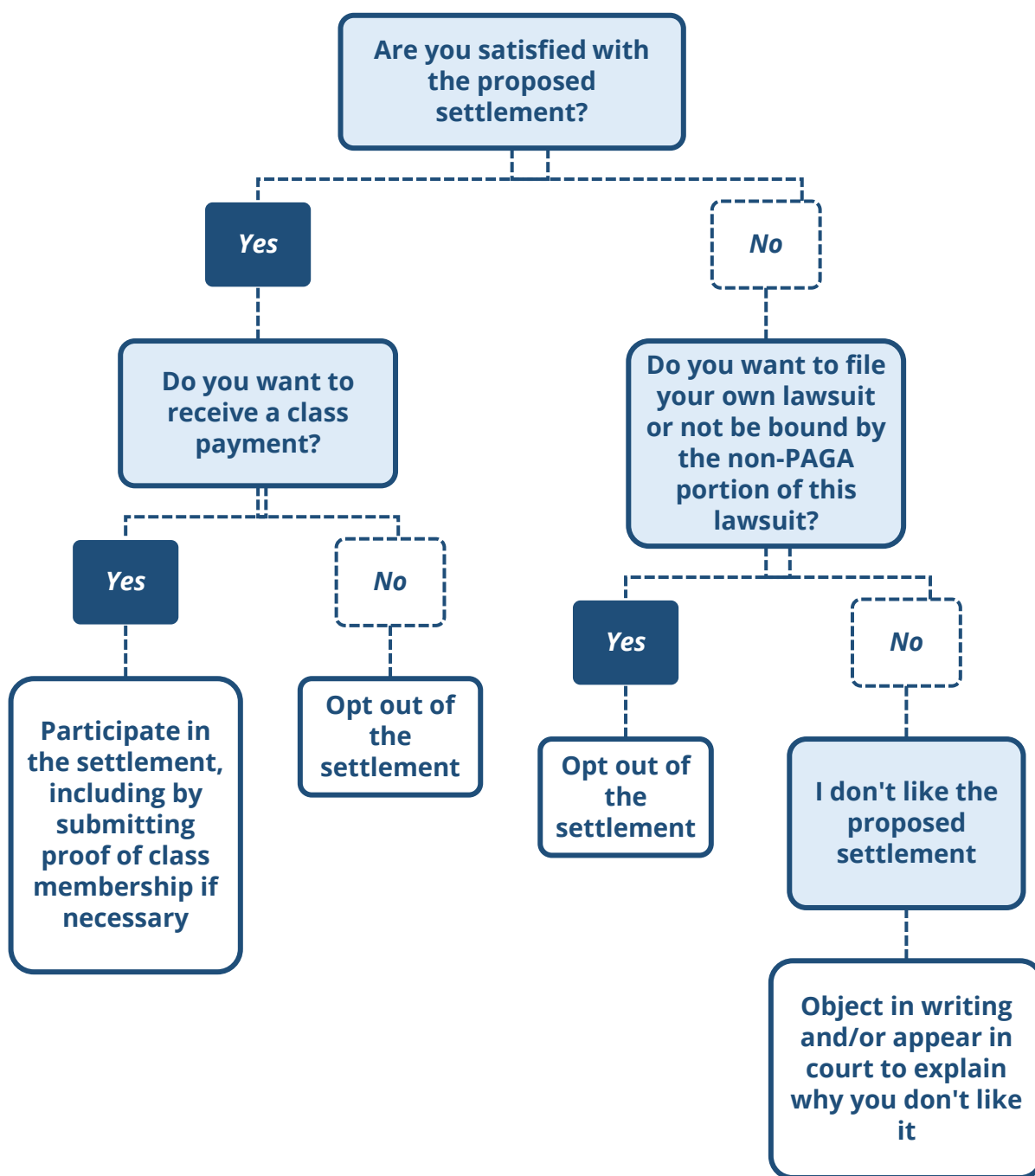
How do I weigh my options?

You have several options. You can participate in the settlement, you can opt out of the settlement, or you can object to the settlement. Class members do not have to submit claims to participate in the settlement and automatically qualify; however, drivers who are not identified in Weee!'s employment records will need to submit some form of proof--by personal attestation or otherwise--that they worked as delivery drivers for Weee! during the relevant time period.

	Participate	Opt out ¹	Object
Can I receive settlement money if I . . .	YES	NO	YES
Am I bound by the terms of this lawsuit if I . . .	YES	NO	YES
Can I pursue my own case if I . . .	NO	YES	NO
Will the class lawyers represent me if I . . .	YES	NO	NO

¹ This chart relates to your options vis-à-vis the class portion of the settlement. The lawsuit also resolves claims that arise under the Private Attorneys' General Act (PAGA). You cannot opt out or object to that portion of the settlement. Anyone who worked for Weee! as a W-2 or independent contractor delivery driver in California between March 10, 2021 and February 6, 2024 (the "PAGA Period") will receive a PAGA payment regardless of whether they opt out of the class portion of the settlement - though the payment will be smaller than it would have been had the individual not opted out.

Choose the best path for you:



Receiving a Payment

How do I get a payment if I am a class member?

If you wish to receive money under the settlement, you will need to follow one of two courses of action depending on whether you are identified as a class member in Weee!'s records.

(1) If you have received this Notice in the mail, Weee! has available information regarding your identity, current address, and employment as a delivery driver during the relevant class period. You need not do anything to receive payment under the parties' settlement. It will be mailed to you at the appropriate juncture when the settlement proceeds are distributed following approval by the court².

(2) If you received this Notice or word of this lawsuit through other means-- including word of mouth, WeChat, or the internet-- it is likely that Weee! does not have existing records of your status as a driver during the class period. Accordingly, in order to participate in or object to the settlement, you must provide the Settlement Administrator with your name, current contact information, Social Security Number, and proof sufficient to show that you worked as a delivery driver for Weee! during the Class Period.

Sufficient proof may include a wage statement, other employment-related document, or personal attestation of employment-- such as the attached attestation form, provided for your convenience and also available for download at www.WeeeDriversSettlement.com. You may submit any such forms or documents to the Settlement Administrator online at www.WeeeDriversSettlement.com or by mail to Song v. Weee! Logistics Inc. & Weee! Inc., c/o CPT Group, Inc., 50 Corporate Park, Irvine, CA 92606. Please include the dates of your employment as a Weee! delivery driver to the best of your knowledge or recollection, even if the information is only approximate.

Do I have a lawyer in this lawsuit?

In a class action, the court appoints class representatives and lawyers to work on the case and represent the interests of all the class members. For this settlement, the Court has appointed the following individuals and lawyers.

Your lawyers: Qiaojing Zheng, Andrew Melzer, and Frank Tong Xu of Sanford Heisler Sharp McKnight, LLP. These are the lawyers who negotiated this settlement on your behalf.

If you want to be represented by your own lawyer, you may hire one at your own expense.

² NOTE: If you received this Notice through a forwarding order (i.e., it was mailed to an old address and automatically forwarded to you) you should update your mailing address with the Administrator so that any payment is sure to reach you.

Do I have to pay the lawyers in this lawsuit?

Lawyers' fees and costs will be paid from the Settlement Fund. **You will not have to pay the lawyers directly.**

To date, your lawyers have not been paid any money for their work or the expenses that they have paid for the case. To pay for some of their time and risk in bringing this case, without any guarantee of payment unless they were successful, your lawyers will request, as part of the final approval of this Settlement, that the Court approve a payment of up to \$1,633,333.33 total in attorneys' fees plus the reimbursement of up to \$70,000 in out-of-pocket litigation costs and expenses.

Lawyers' fees and expenses will only be awarded if approved by the Court; the Court will decide upon a fair and reasonable amount. You have the right to object to the lawyers' fees even if you think that the other settlement terms are fair.

Your lawyers will also ask the Court to approve payments of up to \$50,000 to Class Representative Song, \$25,000 to Class Representative Ji, and \$10,000 to Class Representative Pan for the time and effort that they contributed to the case and the risks that they have undertaken by pursuing it on behalf of the class. If approved by the Court, any Service Awards will be paid from the Settlement Fund.

Opting Out

What if I don't want to be part of this settlement?

You can opt out. If you do, you will not receive payment and cannot object to the settlement. However, you will not be bound or affected by anything that happens in this lawsuit (other than the settlement of the PAGA claim) and may be able to file your own case. You cannot exclude yourself from any programmatic policy changes that Weee! has implemented in response to the lawsuit, which are designed to improve drivers' employment experiences at the Company.

How do I opt out?

To opt out of the settlement, you must complete the opt out form included with this notice and mail it by March 31, 2025, to the Settlement Administrator at:

Song v. Weee! Logistics Inc. & Weee! Inc.,
c/o CPT Group, Inc.,
50 Corporate Park,
Irvine, CA 92606
1-888-921-0937

Or submit an opt out form online at www.WeeeDriversSettlement.com.

Be sure to include your name, address, telephone number, and signature.

Objecting

What if I disagree with the settlement?

If you disagree with any part of the settlement (including the lawyers' fees or payments to the Class Representatives) but don't want to opt out, you may object. You must give reasons why you think the Court should not approve the settlement and say whether your objection applies to just you, a part of the class, or the entire class. The Court will consider your views. You may, but don't need to, hire your own lawyer to help you.

To object, you must send a letter to the Court that:

- (1) is postmarked by March 31, 2025;
- (2) includes the case name and number (Song, et al. v. Weee! Logistics, Inc., et al., Case No. 23CV029846)
- (3) includes your full name, address and telephone number, and email address (if you have one);
- (4) states the reasons for your objection;
- (5) say whether either you or your lawyer intend to appear at the final approval hearing and your lawyer's name;
- (6) your signature.

Mail the letter to:

Song v. Weee! Logistics Inc. & Weee! Inc.,
c/o CPT Group, Inc.,
50 Corporate Park,
Irvine, CA 92606
1-888-921-0937

Superior Court of California,
County of Alameda
Hayward Hall of Justice
Department 517
24405 Amador Street
Hayward, CA 94544

Submitting an objection will not remove you from the class. If the Court approves the settlement, you will remain a part of the class and receive your scheduled payment.

Key Resources

How do I get more information?

This notice is a summary of the proposed settlement. The complete settlement with all its terms can be found on the case website. To get a copy of the settlement agreement or get answers to your questions:

- contact your lawyer (information below)
- visit the case website at www.WeeeDriversSettlement.com
- access the Court system online or by visiting the Clerk's office of the Court (address below).

Resource	Contact Information
Case website	www.WeeeDriversSettlement.com
Settlement Administrator	Song v. Weee! Logistics Inc. & Weee! Inc., c/o CPT Group, Inc., 50 Corporate Park, Irvine, CA 92606 1-888-921-0937
Your Lawyers	Sanford Heisler Sharp McKnight, LLP weeesettlement@sanfordheisler.com 300 Hamilton Avenue, 5th Floor Palo Alto, CA 94301
Court (DO NOT CONTACT)	Superior Court of California, County of Alameda Hayward Hall of Justice Department 517 24405 Amador Street Hayward, CA 94544