

A court authorized this notice. This is not a solicitation from a lawyer.

NOTICE OF CLASS ACTION SETTLEMENT

YOU ARE RECEIVING THIS NOTICE BECAUSE YOU HAVE BEEN IDENTIFIED AS A CLASS MEMBER. YOUR LEGAL RIGHTS WILL BE AFFECTED BY THE SETTLEMENT OF THIS LAWSUIT. PLEASE READ THIS NOTICE CAREFULLY. IT EXPLAINS THE LAWSUIT, THE SETTLEMENT, AND YOUR LEGAL RIGHTS. YOU ARE ELIGIBLE TO RECEIVE A PAYMENT ESTIMATED TO BE \$68.50 FROM A CLASS ACTION SETTLEMENT.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
HOW TO GET PAID FROM THE SETTLEMENT	<p>If you timely return the attached Claim Form or file a claim through the Settlement Website noting that you choose to receive a cash recovery, and the Court grants final approval of the Class Settlement, you will be sent a Settlement Check.</p> <p>THE CLAIM FORM MUST BE RECEIVED BY THE CLASS SETTLEMENT ADMINISTRATOR NO LATER THAN MARCH 11, 2021.</p>
IF YOU DO NOTHING	<p>If the Court approves the settlement and you do nothing, you will be releasing your claims and you will not receive any money. The Full Release and Released Parties are available on the Settlement Website, www.SmithKForceClassAction.com.</p>
IF YOU EXCLUDE YOURSELF FROM THE SETTLEMENT	<p>You have the right to exclude yourself from the settlement completely (“opt out”). You can opt out by following the instructions on the Settlement website, which are also provided below. You will not receive any monetary payments from the Settlement. You will not have any right to object, but you will not be bound by the terms of this Settlement and will retain your right to file your own lawsuit. The opt out deadline is March 11, 2021.</p>

If you do not exclude yourself, you may object to the settlement. You can remain in the Settlement Class but file written objections to the Settlement. The Court will consider the objections in deciding whether to approve the Settlement. Instructions for mailing an objection are on the Settlement Website. If the Settlement is approved, you will not be able to sue the Released Parties for the Released Claims as defined by the Stipulation of Settlement, available on the website, such as for claims relating to an employment background check when you applied for a position with Kforce Inc. or its related entities.

What is this lawsuit about?

This lawsuit is pending in the United States District Court for the Middle District of Florida. Plaintiffs Maurcus Smith, Alvin Hodge and David Kortright (“Plaintiffs”), sued Kforce Inc. in an action titled *Maurcus Smith, on behalf of himself and on behalf of all others similarly situated v. KFORCE INC.*, Case No. 8-19-CV-02068-CEH-CPT, alleging causes of action for alleged violations of the Fair Credit Reporting Act (“FCRA”). Specifically, the Action alleges that KFORCE violated the Fair Credit Reporting Act, 15 U.S.C. §1681 *et seq.* (the “FCRA”), by providing disclosure forms to potential employees for purposes of obtaining consent to obtain pre-employment background checks, that were deficient under the rules as set forth in the FCRA. Defendants, however, contend that their practices and procedures did not violate the FCRA and did not willfully violate the FCRA.

The “Settlement Class” is defined to include:

All natural persons residing within the United States and its Territories with respect to whom, within two years prior to the filing of this Action and extending through the resolution of this Action, KFORCE procured or caused to be procured a consumer report for employment purposes based on the disclosure form used for Plaintiffs.

The Settlement Class **does not** include any person who executed an arbitration agreement and/or a class action waiver with KFORCE.

Who are the Attorneys representing the Class and how will they be paid?

The Court has appointed lawyers to represent the Class, but you may enter an appearance in the case through an attorney if you want. If you do so, you will have to pay for your own lawyer.

The attorneys who have been appointed by the Court to represent the Class are:

**Marc R. Edelman
Morgan & Morgan, P.A.
201 N. Franklin Street, Floor 7
Tampa, FL 33602-5157
813-223-5505**

Subject to the Court’s approval, Defendant does not oppose Class Counsel being compensated one third of the \$790,000.00 Settlement Fund for its attorney’s fees and reimbursement from the Settlement Fund for its litigation costs.

What rights am I giving up in this settlement?

Unless you exclude yourself from this settlement, you will be considered a member of the Class, which means you give up your right to sue or file a lawsuit against Defendants or their related entities (as further defined as the “Released Parties” in the Stipulation of Settlement available on the class website) regarding the legal issues that were raised or could have been raised in this case. Giving up your legal claims is called a release. You will be releasing these parties from all claims relating to the procurement of a background check when you applied for a job as further defined as the “Released Claims” in the Stipulation of Settlement available on the class website.

If I chose to do so, how do I exclude myself from the settlement?

If you wish to be excluded, you must mail a written request for exclusion to the Settlement Administrator at:

Smith v. Kforce Inc.
c/o JND Legal Administration
PO Box 91208
Seattle WA 98111

Your request for exclusion must be in writing and postmarked on or before March 11, 2021. The request must state: “I do not want to be part of the Class in *Maurcus Smith, on behalf of himself and on behalf of all others similarly situated v. KFORCE INC.*, Case No. 8-19-CV-02068-CEH-CPT.” The request should be signed, with your name, address, and telephone number printed below your signature. The address you use should be the address to which this notice was mailed, so that you can be properly identified. However, if you have a new address, please inform us of the new address so we can make the change in the Class List.

When and where will the Court decide whether to approve the settlement?

The Court will hold a Fairness Hearing on April 16, 2021, at 11:00 a.m. The hearing will be held in the United States Federal Courthouse for the Middle District of Florida, Tampa Division. At the Fairness Hearing, the Court will consider whether the proposed settlement is fair, reasonable, and adequate. The Court will hear objections to the settlement, if any. We do not know how long the Court will take to make its decision. In addition, the hearing may be continued at any time by the Court without further notice to you.

Where can I get additional information?

This notice is only a summary of the proposed settlement of this lawsuit. Certain pleadings and documents filed in Court, including the Stipulation of Settlement (Settlement Agreement), may be reviewed or copied in the Clerk’s Office or by visiting the website, www.SmithKForceClassAction.com. Defendants and their Employees—including your Manager or Supervisor if you currently work for Kforce—should not be approached or contacted with questions regarding this Notice or the lawsuit.