If you are or were employed by Flextronics or Solectron as an Area Team Leader or Territory Manager assigned to a Verizon Wireless store in California, a class action lawsuit may affect your rights. You may be entitled to hundreds or thousands of dollars in a Proposed Settlement.

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

- Employees working as Area Team Leaders/Territory Managers who were assigned to Verizon Wireless stores in California have sued Flextronics America, LLC, formerly known as Solectron Corporation, alleging that they should have received overtime pay. They have also sued for related claims like pay for missed meal periods.

- The Court has given preliminary approval to a class action settlement on behalf of everyone employed by Flextronics as Area Team Leaders/Territory Managers assigned to Verizon Wireless stores in California at any time from April 29, 2005 to July 12, 2010. The Proposed Settlement would provide money to each Class Member based on the number of weeks worked as an Area Team Leader/Territory Manager and the average weekly salary. **If all eligible Class Members participate, you may receive a settlement that pays you a significant sum for each week you were employed as an Area Team Leader from April 29, 2005 to July 12, 2010 (before required withholding for income and employment taxes). The average per-week payment is projected to be more than $225 per week; your per-week settlement amount will be higher or lower than the average based on what your average salary rate was during the relevant time period. (**For example, if you worked 52 weeks of eligible employment, and if you were recovering at the estimated average weekly rate, you would be paid $11,700 (before tax withholding). Again, your actual per-week settlement rate will be higher or lower than the average, depending on what your average pay rate was.)

- The Court has not decided whether Flextronics did anything wrong. The Court has not yet given final approval to the class action settlement, which is required before any money can be paid to you. However, your legal rights are affected, and you have a choice to make now:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
SUBMIT A CLAIM FORM	**The only way to get a payment. Participate in the settlement. Give up certain rights.** By completing and timely submitting the enclosed Claim Form, you will participate in the class action settlement upon final approval by the Court and receive money. **Claim forms must be mailed or delivered so that they are received no later than September 13, 2010.**
EXCLUDE YOURSELF	**Get out of this lawsuit. Get no payment. Keep rights to bring your own lawsuit.** If you ask to be excluded, you won't share in the money provided by the Proposed Settlement. But you keep any rights you may have to sue Flextronics separately about the same legal claims in this lawsuit.
DO NOTHING	**Stay in this lawsuit but get no money. Give up certain rights.** If you do nothing, you will not get any money, but you will still be covered by the Proposed Settlement. You also will give up any rights to sue Flextronics separately about the same legal claims in this lawsuit.
OBJECT	**Write to the Court about why you don't like the settlement.**
GO TO A HEARING	**Ask to speak in Court about the fairness of the settlement.**

- Your options are explained in this notice. To get money from the settlement, you must submit your Claim Form so that it is received no later than **September 13, 2010.** To ask to be excluded, your request must be postmarked no later than September 23, 2010**.**

- **Any questions? Read on and visit www.rezlaw.com/class_actions/flextronics.html**

BASIC INFORMATION

1. Why did I get this notice?

Flextronics' records show that you currently work, or previously worked, for Flextronics America, LLC as an Area Team Leader or Territory Manager assigned to a Verizon Wireless store in California. Flextronics was formerly known as the Solectron Global Services Wireless Division of Solectron Corporation. This notice explains that the court has allowed, or "certified," a class action lawsuit for purposes of a Proposed Settlement that may affect you. You have legal rights and options that you may exercise before the Court gives final approval to the Proposed Settlement. Judge Steven A. Brick of the California Superior Court for the County of Alameda is overseeing this class action. The lawsuit is known as *Bignardi v. Flextronics America, LLC,* Case No. RG09449663.

2. What is this lawsuit about?

The lawsuit is about whether Flextronics should have treated Area Team Leaders/Territory Managers who were assigned to Verizon Wireless stores in California as "non-exempt" from the overtime pay provisions and related provisions of California law. The lawsuit includes claims on the following issues:

- Whether Flextronics should have paid Area Team Leaders/Territory Managers for overtime when they worked more than 8 hours in a single work day or more than 40 hours in a week.
- Whether Flextronics should have paid Area Team Leaders/Territory Managers an additional hour of pay whenever they worked more than 5 hours in a work day but were not provided a meal period of at least 30 minutes during which they were relieved of all duty.
- Whether Flextronics should have to pay a penalty up to the equivalent of 30 days' wages to any Area Team Leaders/Territory Managers who did not receive pay for overtime or unpaid meal periods immediately upon being laid off or fired, or within 72 hours of quitting without notice.
- Whether Flextronics should have put information on Area Team Leaders'/Territory Managers' pay stubs showing the total hours worked, applicable hourly rates such as regular time and overtime rates, and the corresponding number of hours worked at each rate, so that Area Team Leaders/Territory Managers could verify that they were being paid correctly.
- Whether any of the above, if true, is an "unfair business practice" under California law.
- Whether Flextronics should also have to pay penalties, shared between Area Team Leaders/Territory Managers and the State of California, under a law known as the "Private Attorneys General Act of 2006."

More information about California wage and hour laws can be found on the website of the California Department of Industrial Relations, Division of Labor Standards Enforcement, www.dir.ca.gov/DLSE.

3. What is a class action and who is involved?

In a class action lawsuit, one or more people called "Class Representatives" (in this case Patrick Bignardi and Aaron Barrett) sue on behalf of other people who have similar claims. The people together are a "Class" or "Class Members." The people who sued—and all the Class Members like them—are called the Plaintiffs. The company they sued (in this case Flextronics America, LLC) is called the Defendant. One court resolves the issues for everyone in the Class—except for those people who choose to exclude themselves from the Class.

4. Why is this lawsuit a class action?

The Court has decided to give preliminary approval to a settlement between the Class Representatives and Flextronics, and to let the lawsuit be a class action for purposes of the Proposed Settlement, because it meets the requirements of California law for class actions in California state courts. Specifically, the Court found that:

- The Class has about 41 members who are or were employed by Flextronics as Area Team Leaders/Territory Managers at Verizon Wireless stores throughout California during the relevant time period;
- There are legal questions and facts that are common to each of them;
- Patrick Bignardi's and Aaron Barrett's claims are typical of the claims of the rest of the Class;

- Mr. Bignardi, Mr. Barrett, and the lawyers representing the Class will fairly and adequately represent the Class's interests;
- The common legal questions and facts are more important than questions that affect only individuals; and
- This class action will be more efficient than having many individual lawsuits in different counties in California.

More information about why the Court is allowing this lawsuit to be a class action is provided in the Court's Order Preliminarily Approving the Proposed Settlement, which is available at www.rezlaw.com/class_actions/flextronics/html.

5. What does the lawsuit complain about?

In the lawsuit, the Plaintiffs say that Flextronics should have paid them for overtime instead of paying them solely a fixed salary even when they worked more than 8 hours a day, or more than 40 hours a week, or when they worked through meal periods. The Plaintiffs say that Flextronics should not have treated them as "exempt" from the overtime pay provisions of California law. You can read the Plaintiffs' Class Action Complaint at www.rezlaw.com/class_actions/flextronics.html.

6. What are the Plaintiffs asking for?

The Plaintiffs are asking to be paid for overtime, meal periods, and certain penalties available under California law.

7. How does Flextronics answer?

Flextronics denies that it did anything wrong and says that it was proper to treat Area Team Leaders/Territory Managers as exempt from the overtime pay provisions of California law. Flextronics denies that it owes Class Members any money. Flextronics's Answer to the Complaint is also at www.rezlaw.com/class_actions/flextronics.html.

8. Has the Court decided who is right?

The Court hasn't decided whether Flextronics or the Plaintiffs are correct. By provisionally establishing a Class for purposes of settlement, the Court is not suggesting that Plaintiffs would win or lose this case if the Proposed Settlement is not completed. If the Proposed Settlement is completed, the Court will not need to decide who is right.

THE PROPOSED SETTLEMENT

9. What is the Proposed Settlement?

The Class Representatives and Flextronics reached an agreement on terms to settle the lawsuit. The Proposed Settlement will not be effective unless the Court decides that the Proposed Settlement is fair. By settling, the parties give up the right to have the Court decide in a trial who is right, as well as avoiding the risk of losing the trial to the other party.

The terms of the Proposed Settlement provide for Flextronics to pay $1,150,000 into a Settlement Fund. A portion of the Settlement Fund would be used to compensate the Plaintiffs' attorneys, to reimburse the Class Representatives for their efforts on behalf of the Class, and to pay the expense of administering the settlement. All these amounts must be approved by the Court. Most of the Settlement Fund would be paid to Class Members based on the number of weeks they worked as Area Team Leaders/Territory Managers and their average weekly salary during the period from April 29, 2005 to July 12, 2010.

10. Is there any money available now?

Not yet. Money will be available upon final approval of the settlement between Plaintiffs and Flextronics. Final approval is not guaranteed. Before giving final approval, the Court must decide whether the Proposed Settlement is fair. Individual settlement payments will not be made until appeals, if any, are exhausted.

11. How much money could I get from the Proposed Settlement?

The Proposed Settlement is based on the average weekly salary and the number of weeks that each Area Team Leader/Territory Manager worked in that position from April 29, 2005 to July 12, 2010. The higher your average weekly salary, and the longer you worked as an Area Team Leader/Territory Manager, the more you could get. If all eligible Class Members participate, the average settlement would be more than $225 per week of employment as an Area Team Leader/Territory Manager from April 29, 2005 to July 12, 2010 (before required withholding for income and employment taxes). Your weekly settlement rate

would be higher or lower than this average depending on the salary rates you were paid during the relevant time period.

12. How will my share of the Proposed Settlement be calculated?

For purposes of the Proposed Settlement, there are two Settlement Classes, both consisting of current and former Area Team Leaders/Territory Managers assigned by Flextronics to Verizon Wireless stores in California. Class One consists of everyone who held that position at any time from April 29, 2005 to July 12, 2010. Class Two consists of everyone who held that position at any time from April 29, 2008 to July 12, 2010. You may be a member of Class One only or both Class One and Class Two.

The amount available for Class One is estimated at $786,500. That amount will be distributed proportionately among all members of Class One based on the total number of workweeks each Class Member worked between April 29, 2005 and July 12, 2010 and each member's average weekly salary.

The amount available for Class Two is $5,000, which is for settlement of claims made under a law called the Private Attorneys General Act. As required by that law, 75% of the $20,000 settlement for those claims, or $15,000, must be paid to the California Labor and Workforce Development Agency. The remaining 25% of that amount, or $5,000, will be distributed proportionately among all members of Class Two based on the total number of workweeks each Class Member worked between April 29, 2008 and July 12, 2010.

If some Class Members exclude themselves from the Proposed Settlement, the Proposed Settlement will be shared by the remaining Class Members. See Questions 23 and 24 for information about excluding yourself from the Proposed Settlement, known as "opting out."

13. Do I have to pay taxes on my share of the Proposed Settlement?

Yes. The Proposed Settlement designates half of the money paid out to each Class Member as being in settlement of claims for unpaid wages. Just like a paycheck, that payment is subject to withholding for various taxes such as federal income tax, Social Security tax, Medicare tax, state income tax, and state disability insurance tax. You will receive an IRS Form W-2 for this part of the Proposed Settlement explaining how much has been withheld for these taxes.

The Proposed Settlement designates the other half of the money paid out to each Class Member as payment for all other damages claimed in the lawsuit, including interest, penalties, and statutory attorneys' fees and costs. You may have to pay taxes such as federal and state income tax on this half of the settlement money. You will receive an IRS form 1099 for this part of the Proposed Settlement.

14. Does the Proposed Settlement affect my bonus, retirement plan, or 401(k) plan?

No. The Proposed Settlement does not affect any bonus, contest, or other compensation or benefit plan that was in place while you were employed by Flextronics. It also does not affect any retirement plan, 401(k) plan, or deferred compensation plan that was in place while you were employed by Flextronics.

15. Do the Class Representatives get the same share of the Proposed Settlement?

Under the terms of the Proposed Settlement, Class Representatives Patrick Bignardi and Aaron Barrett would each receive up to $15,000 (for a total of $30,000) from the $1,150,000 Settlement Fund, subject to final approval by the Court. These payments will be made because Mr. Bignardi and Mr. Barrett provided many hours of service to the Class Members. These amounts are in addition to the settlement shares the Class Representatives will receive as described in Question 12.

16. Would the Proposed Settlement affect my ability to bring other claims against Flextronics?

Yes. The Proposed Settlement provides for the lawsuit against Flextronics to be dismissed "with prejudice." That means the Court will not consider the lawsuit against Flextronics any further. You and other Class Members cannot file the same claims again in any court.

The Proposed Settlement also provides that you and other Class Members are providing a "release" of claims against Flextronics. That means you cannot file another lawsuit against Flextronics for claims such as unpaid overtime, unpaid wages, unpaid meal periods, or similar claims based on your employment by Flextronics as an Area Team Leader/Territory Manager at any time from April 29, 2005 to July 12, 2010.

The Proposed Settlement would *not* release any claims you may have against Flextronics regarding other aspects of your employment with Flextronics, such as a claim for wrongful termination, a claim based on employment in a different job, or a claim arising after July 12, 2010.

The exact scope of the release is described in the Proposed Settlement, which is available at www.rezlaw.com/class_actions/flextronics.html.

WHO IS IN THE CLASS

You need to decide whether you are affected by this lawsuit. You are receiving this Notice because Flextronics' records indicate that you are a member of the Class.

17. Am I part of this Class?

Judge Brick decided that everyone employed by Flextronics or Solectron as an Area Team Leader or Territory Manager who was assigned to Verizon Wireless stores in California at any time from April 29, 2005 to July 12, 2010 is a Class Member for purposes of the Proposed Settlement.

18. Which current and former employees are included?

Former employees are in the Class as long as they were employed by Flextronics or Solectron at any time from April 29, 2005 to July 12, 2010 as Area Team Leaders or Territory Managers assigned to Verizon Wireless stores in California. In other words, the following people are included:

- People currently employed by Flextronics as Area Team Leaders/Territory Managers assigned to Verizon Wireless stores in California.
- People who worked as Area Team Leaders/Territory Managers assigned to Verizon Wireless stores in California at any time from April 29, 2005 to July 12, 2010, but who are no longer employed by Flextronics.
- People who worked as Area Team Leaders/Territory Managers assigned to Verizon Wireless stores in California at any time from April 29, 2005 to July 12, 2010, but who are currently doing another job for Flextronics.

19. I'm not sure whether I am included.

If you are still not sure whether you are included, you can get free help at www.rezlaw.com/class_actions/flextronics.html or by calling or writing the lawyers in this case, at the phone number or address listed in Question 34.

YOUR RIGHTS AND OPTIONS

YOU HAVE TO DECIDE WHETHER TO STAY IN THE CLASS OR ASK TO BE EXCLUDED FROM THE PROPOSED SETTLEMENT, AND YOU HAVE TO DECIDE THIS NOW.

20. How do I participate in the Proposed Settlement?

You must complete and return the enclosed Claim Form if you want to get money from the Proposed Settlement based on Flextronics' records of your average weekly salary and number of weeks you were employed as an Area Team Leader/Territory Manager assigned to Verizon Wireless stores in California. By returning the signed Claim Form you stay in the Class. If you stay in and the Court gives final approval to the Proposed Settlement, you will receive a check for your share of the settlement money based on Flextronics' records of your average weekly salary and number of weeks you were employed. Keep in mind that if you return the signed Claim Form, you will not be able to sue, or continue to sue, Flextronics—as part of any other lawsuit—about the same legal claims that are the subject of this lawsuit, as described in Question 16. You will also be legally bound by all of the Orders the Court issues in this class action.

To receive money from the Proposed Settlement, you must submit your Claim Form so that it is received no later than *September 13, 2010. Claim Forms should be mailed or delivered to:*

Bignardi v. Flextronics America, LLC Settlement Administration
c/o The Garden City Group, Inc.
P.O. Box 91088
Seattle, WA 98111-9188
Toll-Free: 1 (888) 404-8013

21. What happens if I do nothing at all?

If you do nothing at all, you will not get any money, but you will still be covered by the Proposed Settlement. You will not be able to sue, or continue to sue, Flextronics—as part of any other lawsuit—about the same legal claims that are the subject of this lawsuit, as described in Question 16. You will also be legally bound by all of the Orders the Court issues in this class action.

If you do not submit a Claim Form, your share of the Proposed Settlement will be divided among the remaining Class Members who do submit Claim Forms.

22. What if I don't agree with Flextronics' records of the dates I worked as an Area Team Leader/Territory Manager?

The Claim Form accompanying this notice is pre-printed with the dates during which you were actively employed by Flextronics as an Area Team Leader or Territory Manager assigned to a Verizon Wireless store in California, according to Flextronics' records. If you don't agree that those dates are correct, you can follow the instructions on the Claim Form and submit copies of any documents that you have showing the correct dates. If the matter cannot be voluntarily resolved, a third-party administrator will decide who is right about the dates, and you will receive money from the settlement based on what the third-party administrator decides.

23. Why would I ask to be excluded from the Proposed Settlement?

If you already have your own wage and hour lawsuit against Flextronics based on your work as an Area Team Leader/Territory Manager and want to continue with that lawsuit, you need to ask to be excluded from the Class. If you exclude yourself from the Class—which also means to remove yourself from the Class, and is sometimes called "opting out" of the Class—you won't get any money or benefits from the Proposed Settlement between Flextronics and the Plaintiffs. However, you may then be able to sue or continue to sue Flextronics for wage and hour violations that occurred or occur at any time, subject to the applicable statute(s) of limitations. If you exclude yourself, you will not be legally bound by the Proposed Settlement.

If you start your own lawsuit against Flextronics after you exclude yourself, you'll have to hire and pay your own lawyer for that lawsuit if you want to have an attorney, and you'll have to prove your claims. If you do exclude yourself so you can start or continue your own lawsuit against Flextronics, you should talk to your own lawyer soon, because your claims may be subject to a statute of limitations.

If you exclude yourself from the Class, your share of the Proposed Settlement will be divided among the remaining Class Members.

24. How do I ask the Court to exclude me from the Class?

To ask to be excluded, you must send an "Exclusion Request" in the form of a letter sent by mail or other means of delivery, stating that you want to be excluded from *Bignardi v. Flextronics*. Be sure to include your name and address, and sign the letter. Your Exclusion Request must be mailed to *Bignardi v. Flextronics America, LLC Settlement Administration*, c/o The Garden City Group, Inc., P.O. Box 91088, Seattle, WA 98111-9188. To be effective, your Exclusion Request must be postmarked no later than September 23, 2010.

25. Why would I object to the Proposed Settlement?

If you believe that part of the Proposed Settlement is not fair but you still want to participate, you can object to the Proposed Settlement. If you make an objection, the Court will decide whether your objection is legally valid. If the Court agrees with an objection, it may either require the parties to agree to change certain terms of the Proposed Settlement in order to obtain Court approval, or it may refuse to approve the Proposed Settlement entirely.

26. How do I object to the Proposed Settlement?

You can object either in writing or by appearing before the Court in person. In order to object, you must send a written notice of your objection, or a written notice of your intent to appear and object at the final approval hearing, to the Court, to Class Counsel, and to Flextronics' attorneys. Your written objections, or notice of intent to appear at the final approval hearing, must state the specific reasons for your objection and any legal or factual support you have for each objection. It must also state your full name, address, telephone number, date of birth, and dates of your employment as an Area Team Leader/Territory Manager at Flextronics. You must also return a Claim Form so that you can receive money from the Proposed Settlement if the Court rejects your objections.

If you want to object, Class Counsel will not be able to represent your interests in making an objection because it would be a conflict of interest. You may wish to consider hiring your own lawyer as explained in Question 32. More information about where to send your objection is available at www.rezlaw.com/class_actions/flextronics.html.

27. Can I still participate in the Proposed Settlement even if I object?

Yes. If the Court approves the Proposed Settlement, you will still participate in it even if you have objected, and you will still be legally bound by the terms of the Proposed Settlement. In addition to making objections, you must return a signed Claim Form so that you can receive money from the Proposed Settlement even if the Court rejects your objections.

28. Can I both object and ask to be excluded from the Proposed Settlement?

No. If you ask to exclude yourself from the Proposed Settlement, you lose the right to object to it.

29. Can I tell the Court that I support the Proposed Settlement?

Yes. If you wish, in addition to submitting a Claim Form, you may comment in favor of the Proposed Settlement in writing in advance of the final approval hearing. To do so, no later than September 23, 2010**,** you must submit to Class Counsel a written notice of your comments in favor of the Proposed Settlement, which will be passed on to the Court at or before the final approval hearing. Your notice and comments should include your full name, address, phone number, date of birth, and dates of your employment as an Area Team Leader or Territory Manager at Flextronics. More information about how to do this is available at the website www.rezlaw.com/class_actions/flextronics.html or by contacting Class Counsel as explained in Question 34.

30. When will the Court decide whether to approve the Proposed Settlement?

The Court will hold a hearing on whether to give final approval to the Proposed Settlement on October 7, 2010 at 3:00 p.m. The hearing will be held before the Honorable Steven A. Brick in Department 17 of the California Superior Court for the County of Alameda, located in the County Administration Building, 1221 Oak Street, Oakland, California 94612.

Please note that if you submit a Claim Form as described in Questions 20 or 22, you do not need to attend the hearing; Class Counsel will represent you. If you exclude yourself from the Proposed Settlement as described in Questions 23 and 24, you may attend the hearing but you may not address the Court. If you want to object to the Proposed Settlement, you must follow the procedures described in Questions 25, 26, and 27 in order for you, or any lawyer you hire, to address the Court. If you want to tell the Court that you support the Proposed Settlement, you must follow the procedures described in Question 29; you may attend the hearing, but Class Counsel will address the Court on your behalf.

THE LAWYERS REPRESENTING YOU

31. Do I have a lawyer in this case?

The Court has decided that the law firms of Borowsky & Hayes LLP and Rudy Exelrod Zieff & Lowe, LLP, of San Francisco, California, are qualified to represent you and all Class Members. Together the law firms are called "Class Counsel." They are experienced in handling similar cases against other employers. More information about these law firms, their practices, and their lawyers' experience is available at www.borowsky.com and www.rezlaw.com.

32. Should I get my own lawyer?

You do not need to hire your own lawyer because Class Counsel are working on your behalf. But, if you want your own lawyer, you will have to pay that lawyer. For example, you can ask him or her to appear in Court for you if you want someone other than Class Counsel to speak for you.

33. How will the lawyers be paid?

Class Counsel are asking the Court for fees of $287,500 and expenses not expected to exceed $15,000. You won't have to pay these fees and expenses. If the Court grants Class Counsel's request, the fees and expenses would be deducted from the money paid by Flextronics for the Proposed Settlement.

34. Are more details available?

Visit the website, www.rezlaw.com/class_actions/flextronics.html, where you will find the full terms of the Proposed Settlement, the Court's Order Preliminarily Approving the Proposed Settlement, the Complaint that the Plaintiffs submitted, and the Defendant's Answer to the Complaint. You may also speak to one of the lawyers by calling toll-free 1-800-869-0165, or by writing to: Flextronics Class Action, Rudy, Exelrod, Zieff & Lowe, LLP, 351 California Street, Suite 700, San Francisco, CA 94104. You may also speak with the third-party administrator by calling 1 (888) 404-8013. You should also call the third-party administrator at 1 (888) 404-8013 to report any change in your address in order to better ensure that you receive future mailings.

Please do not contact Flextronics or their counsel. Please do not contact the Court by telephone. All your questions about the Proposed Settlement should be directed to the third-party administrator or Class Counsel.

If you want to be able to view all of the documents that have been filed with the Court in this matter, you may do so by using "DomainWeb," the Court's public access website. To use DomainWeb to view the Court's complete file, follow these instructions: (1) Go to www.alameda.courts.ca.gov/courts/. (2) Scroll down and click the link for "DomainWeb." (3) Scroll down and click the link for "Case Summary." (4) In the "case number" field that appears, enter RG09449663 and click "submit." (5) Click the link on the left-hand side of the screen for "Register of Actions." (6) View the document you want to see by clicking on the document icon in one of the two "Image" columns on the right (there are options for Java format and TIFF format). Scroll down to see the complete list of documents available. (7) You may also view documents that have been filed by the Court by clicking the links on the left-hand side of the screen for "Minutes," "Rulings and CMC Orders," and "Tentative Rulings." Note that you may also view the future hearings that are scheduled in this case by clicking the "Future Hearings" link. If you plan to attend the hearing described in Question 30, you are advised to check the "Future Hearings" page to ensure that the date or time of the hearing has not been changed.

Remember the deadline for submitting Claim Forms to receive money: You must mail or deliver the Claim Form so that it is received no later than September 13, 2010.