

**UNITED STATES DISTRICT COURT  
DISTRICT OF NEW JERSEY**

**OFFICIAL COURT-ORDERED NOTICE  
(THIS IS NOT A SOLICITATION FROM A LAWYER)**

**If you are or were a Sales Manager for Staples, Inc., please read this notice.**

**You may have rights under a collective action lawsuit.**

- A former Sales Manager has sued Staples, Inc., claiming that it failed to pay overtime wages as required under federal law.
- The Court has allowed the lawsuit to proceed as a collective action under the Fair Labor Standards Act ("FLSA") on behalf of individuals who worked as Sales Managers for Staples, Inc. between February 21, 2004 and the present (the "class").
- Staples, Inc. has denied Plaintiff's allegations or that it is liable to Plaintiff for violations of the FLSA and has asserted defenses to plaintiff's claims.
- At this time, the Court has expressed no opinion about who is right or wrong, but your legal rights may be affected by such an opinion.
- If you were or are a Sales Manager for Staples, then you have a choice to make now.

**I. Why Did I Get This Notice and What Is the Lawsuit About?**

This Notice is to inform you of the existence of the Lawsuit and inform you of your legal rights in connection with that suit.

Description of the Lawsuit: On February 21, 2007, Ronald Stillman brought this lawsuit against Staples, Inc. alleging that he and the other Sales Managers Staples employed worked more than 40 hours per week but were not paid overtime pay that the law requires. Staples has denied Plaintiff's allegations that it is liable to Plaintiff for violations of the FLSA and asserts that Sales Managers were paid all wages they were owed. The lawsuit is Stillman v. Staples, Inc. 07-CV-849.

The Court ordered that this notice be sent to individuals who may be similarly situated to Mr. Stillman to ensure that such employees are aware of this lawsuit and their right to join or not to join at their choice.

Sales Managers who worked for Staples in the State of California are not eligible to join this action.

**II. What Are My Choices?**

If you are or were a Sales Manager for Staples, Inc., from February 21, 2004 to the present, you may be eligible to join this action. To participate in this lawsuit, you must file with the Clerk of the Court a written Notice of Consent to be made a party plaintiff. A consent form is attached. It is entirely your decision whether or not to join the suit but to take part, you must send the attached Consent Form to the address listed below.

**III. What Happens If I Join?**

Joining the action does not mean that you are entitled to any money. Rather, by joining you are notifying Staples that you are asserting a claim that you worked as a Sales Manager, worked overtime, and were not paid. In addition, completing the form will also allow the lawyers listed below to pursue this claim for you.

If you choose to join in the suit, then the lawyers listed below or a lawyer of your choosing will represent you and try to obtain money you may be owed. The Court will determine if you are entitled to any money and you will be bound by any judgment in this case, whether it is favorable or unfavorable to you. If you join, you will have some duties, including providing information about your work for Staples. An attorney can explain to you all of your obligations more fully.

**IV. And If I Do Not Join?**

If you do not join, then you will not be affected by any judgment the Court orders or settlement that may be reached whether it is favorable or unfavorable. You will not be entitled to share in any amounts recovered in this lawsuit, but you will still have the right to file your own claim. However, if you do not join, the statute of limitations may run on your claim and, as time passes, you may lose some of your rights.

**V. Your Options As To Legal Representation If You Join The Suit.**

If you wish to join the suit as a party plaintiff, it is entirely your own decision as to whether or not you prefer to be represented by the present plaintiff's attorneys or by an attorney of your own choosing. The attorneys for the present plaintiff are listed below. If you want them to represent you, then you should indicate this on the form.

**VI. How Do I Join?**

If you fit the description above, then you may join this suit ("opt-in") by reading, signing and mailing the enclosed consent form to the address listed below by **July 15, 2008**. The return envelope is pre-addressed and postage paid for your convenience. Should the enclosed consent form be lost or misplaced, please contact Plaintiff's lawyers:

Stillman v. Staples, Inc.  
c/o The Garden City Group, Inc.  
PO Box 9279  
Dublin, OH 43017-4679

The lawyers are representing the class on a contingency basis. This means that they will not get paid unless they obtain money for the class. If there is a recovery, then the attorneys for the class will be paid an amount determined by the Court.

If you wish to join this lawsuit and pursue the case using an attorney of your own choosing, then your attorney must file the consent form with the Clerk of the Court by **July 15, 2008**.

**VII. What If I Previously Signed A Consent Form To Join?**

Even if you previously signed a consent form, if you wish to be a plaintiff in this action, you must sign and submit the approved consent form that is attached to this notice.

**VIII. What If I Am Retaliated Against?**

Federal law prohibits Staples from discharging or in any other manner discriminating or retaliating against you because you have exercised your rights under the FLSA. If you believe that you have been penalized as a result of receiving this notice or joining the case, please contact the attorneys listed on this notice or an attorney of your choice so that the Court can be informed.

**IX. How Can I Get More Information?**

Additional information can be obtained from the lawyers listed above. The Court file in the case can also be examined in person at the U.S. Courthouse, District of New Jersey, Martin Luther King, Jr., Federal Building, 50 Walnut Street, Newark, New Jersey 07101. Other than in person requests to examine the file at the Clerk's Office, no inquiries concerning this case should be directed to the Court or to the Clerk of the Court.

**THE NOTICE HAS BEEN ORDERED BY THE COURT,  
HONORABLE PATTY SHWARTZ, U.S.M.J.**

**THIS NOTICE IS NOT AN EXPRESSION BY THE COURT OF ANY  
OPINION CONCERNING THE ALLEGED CLAIMS. THIS NOTICE  
SIMPLY INFORMS YOU OF THE PENDENCY OF THIS LITIGATION  
AND YOUR RIGHTS ABOUT IT.**