

**IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO**

**TO: ALL ASSISTANT STORE MANAGERS EMPLOYED BY NATURAL GROCERS BETWEEN
JANUARY 31, 2017 AND NOVEMBER 6, 2020**

PLEASE READ THIS NOTICE — A LAWSUIT MAY AFFECT YOUR RIGHTS

A former Assistant Store Manager (the “Plaintiff”) has brought a collective action lawsuit against Vitamin Cottage Natural Food Markets, Inc. d/b/a Natural Grocers (“Natural Grocers”), claiming that Natural Grocers misclassified him and other Assistant Store Managers as “exempt” employees and failed to pay them overtime for working more than 40 hours a week as required for all non-exempt employees by the Fair Labor Standards Act (“FLSA”) and Colorado state law.

The Court has ordered distribution of this Notice to all individuals who worked as an Assistant Store Manager for Natural Grocers at any time between January 31, 2017 and November 6, 2020.

The Court has not decided whether the Plaintiff’s claim has merit. Your legal rights may be affected, and you have a choice to make now.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
ASK TO BE INCLUDED	<p>If you choose to be included in this collective action, you will keep the possibility of getting monetary recovery or benefits that might come from a trial or a settlement in this lawsuit. You give up any rights to sue Natural Grocers on your own for the same claims in this lawsuit.</p> <p>If you wish to be included, you must complete and return the “Consent to Join” form included with this Notice by no later than February 15, 2021.</p>
DO NOTHING	<p>By doing nothing, you will not be included in this lawsuit. This means that you give up the possibility of a monetary recovery that may come from a trial or settlement if those bringing the lawsuit are successful.</p> <p>You keep any rights to sue Natural Grocers separately about the same legal claims in this lawsuit. You should be aware that your time to bring FLSA claims is limited by a two- or three-year statute of limitations.</p>

1. Why did I get this notice?

You are receiving this notice because Natural Grocers’ records show that you were employed as an Assistant Store Manager for at least one week between January 31, 2017 and November 6, 2020. The Court has authorized this notice to be sent to you and other Assistant Store Managers to inform you of the case and your right to join it.

2. What is this lawsuit about?

The lawsuit alleges that Natural Grocers improperly classified Assistant Store Managers as “exempt” or salaried employees and failed to pay them overtime for hours worked over 40 in a workweek. The Plaintiff alleges that Assistant Store Managers should be classified as “non-exempt” employees and paid overtime compensation under the FLSA and Colorado state law. The Plaintiff seeks to recover overtime wages and an additional equal amount as liquidated damages, plus attorneys’ fees and costs, for himself and all other Assistant Store Managers who join the lawsuit.

FOR QUESTIONS CONTACT JASON CONWAY AT (215) 278-4782 OR INFO@CONWAYLEGALPA.COM

Natural Grocers asserts that all Assistant Store Managers have been properly classified as exempt employees, and that they have paid all Assistant Store Managers appropriately and lawfully. The Court has not yet decided who is correct.

This lawsuit is known as *Levine v. Vitamin Cottage Natural Food Markets, Inc. d/b/a Natural Grocers* and is proceeding in the United States District Court for the District of Colorado, Case No. 1:20-cv-00261.

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

In a collective action, one or more individuals can bring a lawsuit on behalf of others who are “similarly situated” to them. If you complete and return the enclosed Consent to Join form, you will join the case and become part of the “collective.” One court will resolve the issues for the entire collective.

4. Why is this lawsuit a Collective Action?

The Court has made a conditional determination that the Plaintiff has sufficiently alleged that he may be similarly situated to other Assistant Store Managers and has authorized this case to proceed as a collective action under Section 216(b) of the FLSA.

5. How do I ask to be included in the Collective?

Enclosed is a “Consent to Join” form. **If you choose to join this lawsuit, you must return the Consent to Join form by February 15, 2021.** You may electronically sign and submit the form online at www.NaturalGrocersASMLawsuit.com. You can also fax it to the below number or email it to the below email address. Finally, you can mail it back in the enclosed postage-paid envelope or another envelope, so that it is postmarked by February 15, 2021. Should the enclosed envelope be lost or misplaced, the Consent to Join Form must be sent to:

Natural Grocers ASM Claims Administrator
P.O Box 2006
Chanhassen, MN 55317-2006
Fax: (952) 404-5750
Email: info@NaturalGrocersASMLawsuit.com
Toll-free: 1-844-936-4483

If you lose or misplace the enclosed Consent to Join form, you may contact the Claims Administrator at 1-844-936-4483. If you have questions, you may contact any of the Plaintiff’s lawyers listed below.

6. What happens if I do nothing at all?

If you do nothing, you will not be entitled to join in the FLSA claims in this case and will not be affected by any decision regarding those claims, whether favorable or unfavorable. You will also be free to hire your own lawyer and file your own FLSA lawsuit. You should be aware that your time to bring FLSA claims is limited by a two- or three-year statute of limitations, and delay in joining this action, or proceeding separately, may result in some or all of your claims expiring.

7. What happens if I join the collective?

If you choose to join the case, you will be bound by and share in any ruling, settlement or judgment, whether favorable or unfavorable. By joining this lawsuit, you agree to have the Plaintiff and his counsel act as your representatives and make decisions on your behalf concerning the case. Decisions made and agreements entered into by the Plaintiff will be binding on you if you join the lawsuit, including approving any settlement, entering into an agreement with counsel regarding payment of attorneys’ fees and costs, and deciding all other matters pertaining to this lawsuit.

While this suit is pending you may be asked to participate in discovery by, for example, providing documents, written responses to questions, and/or testimony under oath in a deposition. For more information about your discovery obligations, please call Jason Conway at (215) 278-4782.

8. Will my participation affect my employment?

No. Federal law prohibits an employer from firing or in any way retaliating against you because you have joined this lawsuit.

If you believe that you have been penalized, discriminated against, or disciplined in any way as a result of your receiving this notification, considering whether to join this lawsuit, or actually joining this lawsuit, please contact Plaintiff's attorneys or other attorneys of your choosing right away.

9. Do I have a lawyer in this case and how will the lawyers get paid?

If you choose to join this lawsuit, you will be represented by the attorneys who represent the Plaintiff, Conway Legal, LLC and the Law Offices of Brian D. Gonzales, PLLC. Further information about Plaintiff's counsel is available at www.conwaylegalpa.com and www.coloradowagelaw.com and their contact information is listed in Section 11, below.

The Plaintiff has entered into a contingency fee agreement with Plaintiff's counsel, which means that if Plaintiff does not win, there will be no attorneys' fees or costs chargeable and Plaintiff will owe nothing. If you join this lawsuit, you will be subject to the same agreement. For more information, please contact Jason Conway at (215) 278-4782 or info@conwaylegalpa.com.

10. How will the current COVID-19 crisis affect the lawsuit?

The current COVID-19 crisis has impacted virtually every aspect of life. However, we anticipate the receipt and processing of Consent to Join forms will not be affected. For your convenience, there are several ways you can return the Consent to Join form in order to be included in this lawsuit, such as by mailing, faxing, e-mailing, and submitting the form online. If you encounter problems in returning or submitting your Consent to Join form, please contact Jason Conway at (215) 278-4782 or info@conwaylegalpa.com.

11. How can I get more information?

If you have any questions, you may write, e-mail or call counsel for the Plaintiff:

CONWAY LEGAL, LLC

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PLEASE DO NOT CONTACT THE COURT WITH QUESTIONS ABOUT THIS NOTICE.