

**If you were detained at a CoreCivic, Inc. facility
(formerly Corrections Corporation of America)
in the United States, a lawsuit may affect your rights**

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

**YOUR INFORMATION WILL BE KEPT CONFIDENTIAL EXCEPT AS ALLOWED UNDER THE
FEDERAL RULES OF CIVIL PROCEDURE OR BY COURT ORDER
NO ONE WILL RETALIATE AGAINST YOU FOR PARTICIPATING IN THIS LAWSUIT**

- There is a class action lawsuit in the United States District Court for the Southern District of California that alleges that CoreCivic, Inc. (formerly called Corrections Corporation of America):
 - (1) Forced detainees to clean areas of the facility outside of their personal living area under threat of punishment, and
 - (2) Did not pay minimum wage, did not provide wage statements, did not pay earned compensation upon termination, and imposed unlawful terms and conditions of employment to detainees who were detained in a California facility and who participated in the Voluntary Work Program.
- CoreCivic denies the allegations in the lawsuit and denies that it did anything wrong.
- You are included in the lawsuit if you fall into any of these categories:
 - (1) **National Forced Labor Class:** You were detained at any CoreCivic facility in the United States any time between December 23, 2008 and the present and were coerced or forced to clean areas of the facility outside of your personal living area under threat of punishment.
 - (2) **California Forced Labor Class:** You were detained at any CoreCivic facility in California any time between January 1, 2006 and the present and were coerced or forced to clean areas of the facility outside of your personal living area under threat of punishment.
 - (3) **California Labor Law Class:** You were detained at any CoreCivic facility in California any time between May 31, 2013 and the present and participated in the Voluntary Work Program.
- The lawsuit has not been decided yet. If the lawsuit is decided in favor of detainees, or there is a settlement, you may be eligible to receive money. See *Question 6* for more detail.

**Your legal rights may be affected, and you have a choice to make now.
Read this Notice carefully.**

YOUR LEGAL RIGHTS & OPTIONS IN THIS LAWSUIT	
DO NOTHING	Stay in this lawsuit. Bound by the outcome. Give up your right to sue on your own behalf.
ASK TO BE EXCLUDED	Get out of the lawsuit. Not bound by the outcome. Keep your right to sue on your own behalf. You must submit the attached Exclusion Request Form by March 26, 2025 .

WHAT IS IN THIS NOTICE

INFORMATION ABOUT THE LAWSUIT Page 3-4

1. Why are you receiving this Notice?
2. What is the lawsuit about?
3. Why is this a class action lawsuit?
4. What are the Plaintiffs asking for?
5. What does the Defendant say about this lawsuit?
6. Has the Court decided who is right?
7. Is there any money available now?

WHO IS INCLUDED IN THE LAWSUIT Page 4-5

8. Who is included in this lawsuit?
9. Who is not included in the lawsuit?
10. Do I need a lawyer?
11. How do I participate in the lawsuit?
12. What happens if I am a Class Member in the lawsuit?

EXCLUDE YOURSELF FROM THE LAWSUIT Page 5-6

13. Can I get out, or exclude myself from the lawsuit?
14. What happens if I exclude myself from the class action?

ADDITIONAL INFORMATION Page 6

15. How can I get more information?

EXCLUSION REQUEST FORM..... Page 7

INFORMATION ABOUT THE LAWSUIT

1. Why are you receiving this Notice?

You are receiving this notice because records indicate that you were detained in the custody of the U.S. Immigration and Customs Enforcement (“ICE”) at a facility operated by CoreCivic, Inc. (“CoreCivic”). CoreCivic was formerly known as Corrections Corporation of America.

Similarly situated detainees have filed a class action lawsuit against CoreCivic, and that lawsuit affects your right to sue and any recovery that you may be entitled to receive.

2. What is this lawsuit about?

A lawsuit against CoreCivic has been certified as a class action in the U.S. District Court for the Southern District of California. The lawsuit is known as *Owino, et al. v. CoreCivic, Inc.*, No. 3:17-cv-1112-JLS-NLS.

This lawsuit alleges that CoreCivic violated the Federal Trafficking Victims Protection Act (“TVPA”) by coercing and forcing detainees to clean the facilities above and beyond personal housekeeping tasks listed in ICE’s Performance Based National Detention Standards under threat of punishment. Areas that detainees were coerced and forced to clean include common living and recreational areas, bathrooms, showers, the cafeteria, offices, and the kitchen, regardless of whether detainees were paid for their work.

For detainees in California, the lawsuit alleges that CoreCivic violated the California Trafficking Victims Protection Act (“CATVPA”), in addition to the TVPA.

For participants in the Voluntary Work Program in California, the lawsuit also alleges that CoreCivic violated California law by not paying detainees the minimum wage required under California law, by not providing wage statements, by not paying wages upon termination, and by imposing unlawful conditions of employment.

3. What is a class action lawsuit?

In a class action lawsuit, one or more people called “Class Representatives” (in this case Sylvester Owino and/or Jonathan Gomez) sue on behalf of other people (you) 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 CoreCivic) is called the Defendant. One court resolves the claims for all Class Members.

4. What are the Plaintiffs asking for?

The Plaintiffs are asking for money damages and restitution allowed under California and Federal law, as well as attorney’s fees and costs incurred in connection with the lawsuit.

5. What does the Defendant say about this lawsuit?

CoreCivic denies that it did anything wrong, and contends that it did not coerce or force detainees to clean areas of the facility outside of their personal living area under threat of punishment and did not violate Federal or California law.

CoreCivic also denies that it violated California law with respect to participants in the Voluntary Work Program in its California facilities and seeks an offset of any owed wages or damages by the amount it cost to house detainees and operate the Voluntary Work Program.

6. Has the Court decided who is right?

No. By establishing the Class and issuing this Notice, the Court is not suggesting that the Plaintiffs will win or lose this case. The Plaintiffs must prove their claims at a trial and CoreCivic must prove its counterclaim at trial.

7. Is there any money available now?

No. There is no guarantee that money or benefits ever will be awarded. If any money or benefits are awarded, you will be notified about next steps.

WHO IS INCLUDED IN THE LAWSUIT

8. Who is included in this lawsuit?

You are included in this lawsuit IF you were a detainee in the custody of ICE and fall into one of these 3 categories:

(1) You were detained at any CoreCivic facility in the United States any time between December 23, 2008 and the present, AND you were forced or coerced to clean areas of the facility outside of your personal living area under threat of punishment. You are included even if you got paid for this work.

(2) You were detained at the one of these CoreCivic facilities in California:

- 1. Otay Mesa Detention Center in Otay Mesa, California
- 2. San Diego Correctional Facility in Otay Mesa, California
- 3. California City Correctional Facility in California City, California

Any time between January 1, 2006 and the present, AND you were forced or coerced to clean areas of the facility outside of your personal living area under threat of punishment. You are included even if you got paid for this work.

(3) You were detained at any CoreCivic facility in California listed above any time between May 31, 2013 and the present, AND you participated in the Voluntary Work Program.

9. Who is not included in the lawsuit?

If you were NOT detained at a CoreCivic facility in the United States during the time periods in *Question 8* above, you are NOT included in this lawsuit.

If you did NOT clean areas of the facility outside of your personal living area under threat of punishment, you are NOT a member of the National Forced Labor Class or California Forced Labor Class.

If you were NOT a participant in the Voluntary Work Program in California, you are NOT a member of the California Labor Law Class.

If you are not a member of ANY class, you are NOT included in this lawsuit.

10. Do I have a lawyer representing me?

Yes. The Court has approved Sylvester Owino and Jonathan Gomez to serve as the Class Representatives. The Court also decided that the law firms Foley & Lardner LLP, and the Law Office of Robert L. Teel, are qualified to represent all Class Members. Together the law firms are called “Class Counsel.” They are experienced in handling similar cases. You will not be responsible to pay for costs or fees for Class Counsel.

More information about these law firms, their practices, and their lawyers’ experience is available at <https://www.foley.com> and <https://universaljustice.org>.

You may also enter an appearance through your own attorney, but at your own expense.

11. How do I participate in the lawsuit?

If you would like to be a Class Member in this class action lawsuit, you do not need to do anything. Doing nothing means you will automatically be part of the Class. The Class Representatives and Class Counsel will represent your interests in the lawsuit. If any decisions are made or money or benefits awarded, you will be notified on what you need to do next.

12. What happens if I am a Class Member in the lawsuit?

As a Class Member in this class action, you will have to follow and comply with any court decision in the case, whether favorable or unfavorable. You will be bound by any settlement or judgment entered in this lawsuit, including any damages award. Any damages award may be reduced to pay the costs and fees of Class Counsel, and if you are a member of the California Labor Law class, any offset if CoreCivic prevails on its counterclaim. Regardless of the outcome of the case, you will not have to pay money to CoreCivic by electing to be a class member in this case.

If you elect to remain as a Class Member, you will also lose any right to pursue similar claims for this time period on your own behalf, and you will not be able to file another lawsuit raising similar claims.

EXCLUDE YOURSELF FROM THE LAWSUIT

13. Can I exclude myself from the Lawsuit?

Yes. If you do not want to be included in this lawsuit, you can ask to be excluded. If you exclude yourself, you will not be part of any settlement or judgment in the lawsuit. You will retain your right to pursue similar claims for this time period on your own behalf.

To exclude yourself, you must submit an [Exclusion Request Form](#), which is attached at the end of this notice. Your [Exclusion Request Form](#) must be postmarked no later than **March 26, 2025**.

The [Exclusion Request Form](#) is attached at the end of this Notice. It is also available at www.coreciviclaborclassaction.com/home/documents/. You can also prepare your own exclusion request, but your request must be in writing.

Your Exclusion Request Form must be sent to the Notice Administrator by:

(1) Mail:

Owino v. CoreCivic
c/o Kroll Settlement Administration LLC
PO Box 225391
New York, NY 10150-5391

(2) Email: exclusion.coreciviclaborclassaction@kroll.com

(3) Fax: 888-391-2354

Exclusion requests must be postmarked no later than **March 26, 2025**.

14. What happens if I exclude myself from the class action?

If you exclude yourself from the lawsuit, you will not be bound by any decision, judgment or settlement in the case and will not receive any owed wages or damages in this lawsuit if Plaintiffs prove their claims. You also keep your rights to sue CoreCivic on your own.

ADDITIONAL INFORMATION

15. How can I get more information?

You can get more information about the class action lawsuit on the website at www.coreciviclaborclassaction.com. Important information about the lawsuit including the Court's Order Certifying the Class, the Complaint that the Plaintiffs submitted, the Defendant's Answer to the Complaint and Counterclaims, as well as an Exclusion Request Form are all available on the website.

You may also speak to one of the lawyers by calling **1-888-394-0268**.

You can also write to:

Owino v. CoreCivic
c/o Kroll Settlement Administration LLC
PO Box 225391
New York, NY 10150-5391

You may also contact the Notice Administrator at: www.coreciviclaborclassaction.com, exclusion.coreciviclaborclassaction@kroll.com and 1-833-537-1187.

You may also seek the advice of your own attorney if you desire.

DO NOT CONTACT THE COURT FOR INFORMATION