

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ALABAMA  
MIDDLE DIVISION**

1. Matthew R. Blom
2. Austin T. Abernathy
3. Joseph C. Bailey
4. Charles M. Barclay
5. James B. Barker
6. Paul A. Bonds
7. Ralls H. Brisendine
8. Vance M. Brown
9. Kane B. Brueggert
10. John A. Calvert
11. Justin A. Campbell
12. Craig D. Chappell
13. Raymond L. Chiz
14. Neal A. Clayton
15. Ryan J. Coley
16. Rickey A. Collie
17. Andrew T. Cotton
18. Bryan P. Couch
19. Alexander R. Cromer
20. Joe P. Dalrymple
21. Nathaniel Davenport Jr.
22. Dexter W. Davis
23. Jonathan H. Davis
24. Jonathan E. Day
25. James M. Dillard
26. Britton L. Dove
27. Lee E. Dye
28. Eric C. Estes
29. Jonathan H. Evans
30. James S. Gann
31. Joshua K. Goosby
32. Brandon L. Green
33. Kevin M. Griffith
34. Jonah E. Harris
35. Andrew G. Hiti
36. Noah M. Huff
37. Jacob E. Humphreys
38. Phillip A. Hutchens
39. Ryan M. Ivy
40. Noah E. Johnson
41. Jeffrey P. Jones
42. Timothy R. Keener

Civil Action No. \_\_\_\_\_

**JURY TRIAL DEMANDED**

43. Christopher B. Kiser  
44. Daniel S. Langley  
45. Frankie D. Langley  
46. Matthew D. Light  
47. Dillon S. Maddox  
48. Gerald W. Malone  
49. Tyson K. Martin  
50. Gary R. McGlaughn  
51. Jeffrey D. Morris  
52. Joshua J. Nabors  
53. Micah L. Nance  
54. Kyle R. Nelson  
55. Shawn L. Nelson  
56. Kaiden R. Patterson  
57. Alex K. Payne  
58. Michael L. Peek  
59. Micah L. Phillips  
60. Michael K. Preston  
61. William D. Putman  
62. Phillip C. Ramsey  
63. Roger J. Reynolds  
64. Jason B. Rich  
65. Matthew R. Roberts  
66. Stephen M. Robertson  
67. Lewis E. Rowan  
68. Ralph S. Royal  
69. Devin S. Sauls  
70. Steven T. Sharp  
71. David J. Smith  
72. Kyle C. Smith  
73. Stephen T. Snead  
74. Dustin M. Still  
75. Ian G. Street  
76. Aaron J. Talton  
77. Arlin J. Taylor  
78. Charlie D. Taylor  
79. Joseph R. Taylor  
80. Travis D. Ulbrich  
81. Phillip S. Ulrich  
82. James D. Walker  
83. Ramey M. Waters  
84. Ryan L. Wells  
85. Brent E. White  
86. Michael L. White  
87. Ronald D. Wideman  
88. Kameron Z. Wilson

89. Jason L. Winstead  
90. Richard S. Wolfe  
91. Justin R. Zemo

Plaintiffs,

v.

CITY OF GADSDEN, ALABAMA,

Defendant.

---

## COMPLAINT

---

### **INTRODUCTION**

Plaintiffs, by and through their counsel, respectfully submit this Complaint for violations of the Fair Labor Standards Act (“FLSA”), 29 U.S.C. § 201, *et seq.*, against the City of Gadsden, Alabama and state as follows:

### **PARTIES**

1. The Plaintiffs are current and former employees of the Defendant, City of Gadsden, Alabama (“Defendant” or “City”), who bring this action under the FLSA against Defendant, because of Defendant’s unlawful deprivation of Plaintiffs’ rights to overtime compensation. *See* 29 U.S.C. §§ 207(a), 207(k), 216(b).

2. Defendant operates the City of Gadsden Fire Department (the “Department”), which is the department responsible for providing emergency services to the City, including fire prevention, fire suppression, and emergency medical services.

3. At all times material herein, Defendant has employed Plaintiffs in various positions within the Department, including as Fire Fighters, Drivers, and Fire Commanders, among others.

The exact titles, job descriptions, and dates of the Plaintiffs' employment are in the custody and control of the Defendant.

4. The Plaintiffs bring this action for a declaratory judgment under 28 U.S.C. § 2201 for backpay compensation, liquidated damages, attorneys' fees and costs, and other relief available under 29 U.S.C § 216(b) the FLSA.

5. The Plaintiffs who are identified in the caption of the Complaint have given their written consent to be party Plaintiffs in this action pursuant to 29 U.S.C. § 216(b). These consents are appended to this Complaint as Exhibit A.

6. At all times material herein, all Plaintiffs have been "employees" within the meaning of the FLSA, 29 U.S.C. § 203(e)(1) and have been engaged in "fire protection activities" within the meaning of the FLSA, 29 U.S.C § 203(y), and are similarly situated to one another.

7. Defendant is a municipal corporation under the laws of the State of Alabama, with the power to sue and be sued in its own name, and, at all times material herein, Defendant has been a "public agency" and "employer" within the meaning of the FLSA, 29 U.S.C. §§ 203(d), 203(x)..

### **JURISDICTION AND VENUE**

8. This Court has original federal question jurisdiction over the FLSA claims brought in this Complaint through 29 U.S.C. § 216(b), 28 U.S.C. § 1331, and 28 U.S.C. § 1337(a).

Venue is proper in this District pursuant to 28 U.S.C. § 1391, as a substantial part of the events giving rise to Plaintiffs' claims occurred in Etowah County, Alabama.

### **FACTS**

9. From April 12, 2019, through the present (the "Claims Period"), the Plaintiffs have worked for the Department in various firefighting and emergency services roles, including in jobs entitled Fire Fighters, Drivers, and Fire Commanders.

10. During the Claims Period, Plaintiffs' primary job duties have been to provide emergency fire and medical services to the citizens and individuals residing within the City of Gadsden. To that end, Plaintiffs have diligently executed their job duties on behalf of their employer and the citizens of Gadsden by mandatorily responding to emergency calls, and performing other fire protection activities critical to the public health and safety of the citizens of Gadsden, Alabama.

11. During the Claims Period, Plaintiffs have been assigned to work and did in fact work a regular, repeating schedule of 24-hour shifts followed by 48 hours off. This shift schedule is referred to as a "24/48."

12. Defendant has adopted a 28-day "work period" for the City's fire protection employees, pursuant to 29 U.S.C. § 207(k) of the FLSA. As a result, the applicable overtime threshold for Plaintiffs under the FLSA is 212 hours in each 28-day work period. *See* 29 C.F.R. § 553.230.

13. As a result of the 24/48 work schedule, Plaintiffs are scheduled to work either 9 or 10 shifts in each work period. As such, Plaintiffs are either scheduled for 216 hours or 240 hours during each 28-day work cycle, resulting in either 4 or 28 scheduled FLSA overtime hours (the hours that exceed 212 in a 28-day period).

14. During the claims period, Plaintiffs regularly worked more than 212 hours in a 28-day work period because, in addition to the scheduled overtime described above, Plaintiffs also regularly worked substantial amounts of unscheduled overtime beyond their 24/48 shift schedule. The exact hours worked by Plaintiffs during each work period can be determined by looking at the Plaintiffs' timekeeping and payroll records, which are in the possession, custody, and control of Defendant.

15. Plaintiffs are paid weekly on a salaried basis. As such, they receive 1/52 of their annual salary each pay period as base pay each paycheck.

16. Plaintiffs also receive a variety of additional remuneration outside of their weekly salary. The precise amounts and types of pay vary depending on the individual Plaintiff's rank, certifications, and assignments. These premiums include, among others, longevity pay, EMT pay, and "Acting Pay," which is a premium paid for work performed at a higher rank. The exact premiums Plaintiffs receive during each work period can easily be determined by looking at the Plaintiffs' timekeeping and payroll records, which are in the possession, custody, and control of Defendant.

17. The City fails to pay overtime at the correct regular rate of pay under the FLSA for all overtime hours worked in two primary ways. First, when Fire Commanders and Drivers work unscheduled overtime as a "Fire Fighter," the City will only pay them overtime at the rate of the highest paid "Fire Fighter." Second, when Fire Fighters and Drivers receive "Acting Pay" during their regularly scheduled or overtime hours, the City fails to include that premium in the regular rate of pay when calculating the amount of overtime owed. As such, the City's "overtime" rate is less than one and one-half times the "regular rate of pay" for each employee, as required by the FLSA. *See* 29 U.S.C. § 207(a).

18. In fact, at times, the City pays less than the base rate of pay for overtime work performed by certain Plaintiffs. For example, some Plaintiffs at the rank of "Fire Commander" make \$17.66 per hour for each non-overtime hour worked. They are therefore entitled to overtime compensation of at least \$26.94 per hour (more if they receive additional remuneration that is required to be included in calculating their regular rate of pay). These Fire Commanders, however,

only receive \$17.62 per hour (the overtime rate of the highest paid Fire Fighter) when working unscheduled overtime in the job title of “Fire Fighter.”

19. Similarly, Plaintiffs at the rank of Driver make \$14.00 per hour for each non-overtime hour worked. Drivers are therefore entitled to overtime compensation of at least \$21.00 per hour (and possibly more if they receive additional remuneration that is required to be included in calculating their regular rate of pay). They too only receive \$17.62 per hour when working unscheduled overtime in the job title “Fire Fighters.”

20. Moreover, while the City is quick to underpay Plaintiffs that are working overtime “under rank,” it does not pay a higher rate of overtime for Plaintiffs that are working up a grade. In fact, not only does it fail to pay Plaintiffs working as a “Driver” or “Commander” the overtime rate applicable to that rank, it also fails to include the “Acting Pay” premium in the regular rate of pay when calculating overtime at the Plaintiffs’ normal ranks. *See* 29 C.F.R. § 778.109.

21. These overtime violations have led to other derivative regular rate violations. For example, the City fails to include EMT pay in the regular rate for overtime purposes, but instead includes it as a percentage of total income on each paycheck. In failing to pay the correct amount of overtime however, the City has miscalculated the percentage of EMT pay appropriate for each employee, resulting in further damages

22. As Defendant pays the incorrect rate of overtime for all employees, regardless of each employees’ base rate of pay or additional remuneration required to be considered as part of the employees’ regular rate, Defendants’ FLSA violations were willful and in bad faith.

**COUNT I:**  
**VIOLATION OF SECTION 7(a) OF THE FLSA, 29 U.S.C. §§ 207(a), 207(a)**

23. Plaintiffs re-allege, and incorporate by reference herein the foregoing paragraphs 1-22 of this Complaint.

24. Plaintiffs have worked in excess of the hourly standards set forth under 29 U.S.C. § 207(k) and 29 C.F.R. § 553.230, and as such, are entitled to overtime compensation at the rate of one and one-half times their regular rate of pay for each hour worked in excess of 212 hours in a 28-day work period. However, during the times that Plaintiffs have worked in excess of 212 hours in a 28-day work period, Defendant has failed to provide Plaintiffs with overtime pay at the rate of one and one-half times their regular rates of pay for all overtime hours.

25. Specifically, Defendant has failed to calculate the regular rate of pay consistent with the FLSA. “The regular hourly rate of pay of an employee is determined by dividing his total remuneration for employment (except statutory exclusions) in any workweek by the total number of hours actually worked by him in that workweek for which such compensation was paid.” 29 C.F.R. § 778.109. Defendant here, however, pays overtime rates without regard to Plaintiffs’ base rate of pay and/or additional remuneration. For example:

- a. Defendant pays Plaintiffs who work “under rank” the overtime rate of a lower-ranked employee despite requiring Plaintiffs to continue working fire suppression activities;
- b. Defendant fails to include acting pay in the employees’ regular rate of pay when calculating overtime; and
- c. Defendant fails to calculate the proper percentage of EMT pay during work periods where Plaintiffs have worked overtime while either acting a grade up or working a grade down, resulting in additional regular rate violations.

26. By failing to pay the Plaintiffs and other employees similarly situated the overtime pay required under the law, the Defendant has violated and is continuing to violate the provisions of the FLSA set forth at 29 U.S.C. § 207(k).

27. By failing to pay the Plaintiffs and other employees similarly situated the overtime pay required under the law in a manner that is willful and in bad faith. As a result, at all times material herein, the Plaintiffs have been unlawfully deprived of overtime compensation and other relief for the maximum period allowed under the law.

28. As a result of the Defendant's willful and bad faith violations of the FLSA, there have become due and owing to the Plaintiffs an amount that has not yet been precisely determined. The employment and work records for the Plaintiffs (including time and attendance records) are in the exclusive possession, custody, and control of the Defendant, and the Plaintiffs are unable to state at this time the exact amount owing to them. Defendant is under a duty imposed under the FLSA, 29 U.S.C. § 211(c), and various other statutory and regulatory provisions, to maintain and preserve payroll and other employment records with respect to the Plaintiffs and other employees similarly situated from which the amount of Defendant's liability can be ascertained.

29. Pursuant to 29 U.S.C. § 216(b), Plaintiffs are entitled to recover liquidated damages in an amount equal to their backpay for Defendant's failure to pay overtime compensation.

30. Plaintiffs are entitled to recover attorneys' fees and costs under 29 U.S.C. § 216(b).

### **DEMAND FOR A JURY TRIAL**

Pursuant to Rule 38 of the Federal Rules of Civil Procedure and applicable law, all Plaintiffs hereby demand that their claims be tried before a jury.

### **PRAYER FOR RELIEF**

WHEREFORE, Plaintiffs respectfully pray that this Court:

(a) Enter judgment declaring that the Defendant has willfully and wrongfully violated its statutory obligations under federal law and deprived each of the Plaintiffs of his/her rights;

- (b) Order a complete and accurate accounting of all the unpaid compensation to which the Plaintiffs are entitled;
- (c) Award Plaintiffs compensatory relief in the form of unpaid compensation and liquidated damages equal to their unpaid compensation;
- (d) Award Plaintiffs interest on their unpaid compensation;
- (e) Award Plaintiffs their reasonable attorneys' fees to be paid by the Defendant, and the costs associated with bringing this action; and
- (f) Grant such other relief as may be just and proper.

DATE: May 5, 2022

Respectfully submitted,

/s/ David Ricksecker

David Ricksecker (VA Bar No. 78388)\*  
MCGILLIVARY STEELE ELKIN LLP  
1101 Vermont Avenue, N.W.  
Suite 1000  
Washington, DC 20005  
Phone: (202) 833-8855  
Email: dr@mselaborlaw.com


\*Pro Hac Vice Application Forthcoming

/s/ Kayla L. Sullivan


Kayla Lawrence Sullivan  
Sullivan Legal Services, LLC  
2100 SouthBridge Parkway, Ste. 650  
Birmingham, AL 35209  
Office: 205-730-8869  
Cell: 205-482-1922  
[Email: kayla@sullivanlegalservices.llc](mailto:kayla@sullivanlegalservices.llc)


*Counsel for Plaintiffs*

# **Exhibit A**

SIGNATURE \_\_\_\_\_ DocuSigned by:  
  
 0C8D2DFBB4EF4AA...


SIGNATURE \_\_\_\_\_ DocuSigned by:  
7D7D9FDECF2A4B1... \_\_\_\_\_


SIGNATURE \_\_\_\_\_ DocuSigned by:  22E3146F7081434...

SIGNATURE \_\_\_\_\_ DocuSigned by:  
  
 D2645305617D4D4...

SIGNATURE \_\_\_\_\_ DocuSigned by:  
E343DE5A6852428...

SIGNATURE \_\_\_\_\_ DocuSigned by:  
C4AD914E052C4C2...

SIGNATURE \_\_\_\_\_ DocuSigned by:  9ED7691763224B8...

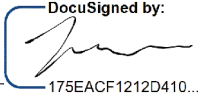
SIGNATURE \_\_\_\_\_ DocuSigned by:  
  
 2F0ABC8522743B...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Brueggert Kane Brandon scot  
Last Name First Middle

HOME ADDRESS 104 quail dr.  
Apartment/Unit  
Albertville Al 35951 Marshall  
City State Zip Code County

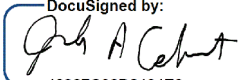
SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Calvert John Anthony  
Last Name First Middle

HOME ADDRESS 304 wildhaven circle  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

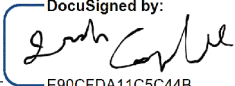
SIGNATURE   
48987C06D2404E8...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Campbell Justin Anthony  
Last Name First Middle

HOME ADDRESS 5552 old Gallant rd  
Apartment/Unit  
Gallant Al 35972 Etowah  
City State Zip Code County

SIGNATURE  E90CFDA11C5C44B...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Chappell Craig DeLynn  
Last Name First Middle

HOME ADDRESS 107 Fair Oaks st  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Chiz Raymond Lavonne  
Last Name First Middle

HOME ADDRESS 6226 AL Hwy 75  
Apartment/Unit  
Horton AL 35980 Marshall  
City State Zip Code County

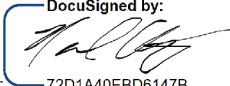
SIGNATURE   
B943550AAF7B4E9...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Clayton Neal Allen  
Last Name First Middle

HOME ADDRESS 1706 Tillison Rd  
Apartment/Unit  
Gadsden AL 35903 Etowah  
City State Zip Code County

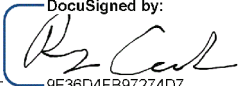
SIGNATURE  \_\_\_\_\_  
72D1A40EBD6147B...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Coley Ryan Jackson  
Last Name First Middle

HOME ADDRESS 139 Garmon Drive  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

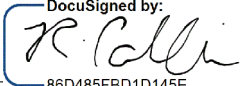
SIGNATURE   
9F36D4FB97274D7...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Collie Rickey Albert  
Last Name First Middle

HOME ADDRESS 140 Noblitt Circle  
Apartment/Unit  
Boaz Al 35956 Etowah  
City State Zip Code County

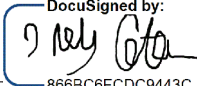
SIGNATURE   
86D485FBD1D145E...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Cotton Andrew Trey  
Last Name First Middle

HOME ADDRESS 325 county road 460  
Apartment/Unit  
Heflin Al 36264 Cleburne  
City State Zip Code County

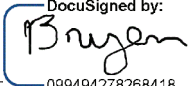
SIGNATURE  \_\_\_\_\_  
866BC6FCDC9443C...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Couch Bryan Patrick  
Last Name First Middle

HOME ADDRESS 1013 Jimmy Dr  
Apartment/Unit  
Glencoe Al 35905 Etowah  
City State Zip Code County

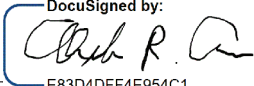
SIGNATURE   
099494278268418...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Cromer Alexander R  
Last Name First Middle

HOME ADDRESS 4170 Gallant Rd  
Apartment/Unit  
Attalla AL 35954 Etowah  
City State Zip Code County

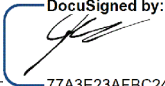
SIGNATURE 

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Dalrymple Joe Patrick  
Last Name First Middle

HOME ADDRESS 80 Brushcreek Drive  
Apartment/Unit  
Boaz Al 35957 Marshal  
City State Zip Code County

SIGNATURE  77A3E23AFBC24EC...

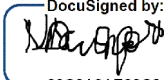
**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME DAVENPORT JR NATHANIEL NA  
Last Name First Middle

HOME ADDRESS 909 LAY ST  
Apartment/Unit

GADSDEN ALA 35903 ETOWAH  
City State Zip Code County

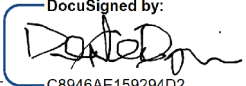
SIGNATURE   
68C3A9AE28C2445...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Davis Dexter Washington  
Last Name First Middle

HOME ADDRESS 214 Ann Street  
Apartment/Unit  
Rainbow City Al 35906 Etowah  
City State Zip Code County

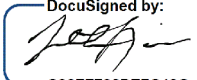
SIGNATURE  C8946AE159294D2...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Davis Jonathan Heath  
Last Name First Middle

HOME ADDRESS 2130 Clinton Pl.  
Apartment/Unit  
Hokes Bluff Al 35903 Etowah  
City State Zip Code County

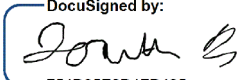
SIGNATURE   
C86FF792BE7C48C...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Day Jonathan Eric  
Last Name First Middle

HOME ADDRESS 596 Née Liberty Rd  
Apartment/Unit  
Wellington Al 36279 Calhoun  
City State Zip Code County


SIGNATURE   
754D05E2D4FD435...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Dillard James Michael  
Last Name First Middle

HOME ADDRESS 304 Sterling St  
Apartment/Unit  
Piedmont AL 36272 Calhou  
City State Zip Code County

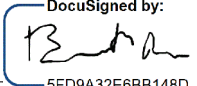
SIGNATURE  OC8250BFCB0F4F4...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Dove Britton Lee  
Last Name First Middle

HOME ADDRESS 604 Greensport Road  
Apartment/Unit  
Glencoe Al 35905 Etowah  
City State Zip Code County

SIGNATURE  \_\_\_\_\_  
5FD9A32E6BB148D...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Dye Lee Euclid  
Last Name First Middle

HOME ADDRESS 138 Bryant Street  
Apartment/Unit  
Gadsden Ala 35901 Etowah  
City State Zip Code County

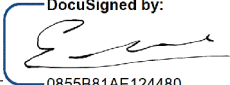
SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Estes Eric Clark  
Last Name First Middle

HOME ADDRESS 305 Fox Chase Dr  
Apartment/Unit  
Gadsden Al 35903 Etowah  
City State Zip Code County

SIGNATURE  \_\_\_\_\_  
0855B81AE124480...

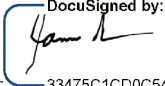
SIGNATURE \_\_\_\_\_ DocuSigned by:  
Hana Euna  
4A6C47217F4F4C7...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Gann James Samuel  
Last Name First Middle

HOME ADDRESS 3655 Lakeshore Dr.  
Apartment/Unit  
Gadsden AL 35901 Etowah  
City State Zip Code County

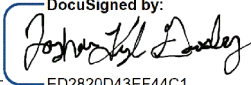
SIGNATURE  33475C1CD0C54EB...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Goosby Joshua Kyle  
Last Name First Middle

HOME ADDRESS 2681 Langdale St  
Apartment/Unit  
Gadsden AL 35903 Etowah  
City State Zip Code County

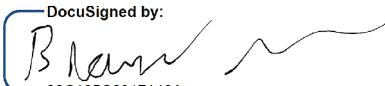
SIGNATURE   
ED2820D43EF44C1...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Green Brandon Larry  
Last Name First Middle

HOME ADDRESS 1255 Horton Road  
Apartment/Unit  
Horton Al 35980 US  
City State Zip Code County

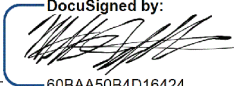
SIGNATURE   
DocuSigned by:  
93C105C6317148A...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Griffith Kevin Matthew  
Last Name First Middle

HOME ADDRESS 350Deer Creek Way  
Apartment/Unit  
Odenville AL 35120 St Clair  
City State Zip Code County

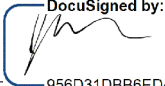
SIGNATURE  \_\_\_\_\_  
60BAA50B4D16424...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Harris Jonah Eben  
Last Name First Middle

HOME ADDRESS 106 Arcade St  
Apartment/Unit  
Gadsden Al 35903 Etowah  
City State Zip Code County

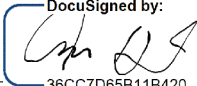
SIGNATURE  956D31DBB6ED43A...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Hiti Andrew Gerard  
Last Name First Middle

HOME ADDRESS 4828 Rainbow Drive  
Apartment/Unit  
Rainbow city AL 35906 Etowah  
City State Zip Code County

SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Huff Noah Michael  
Last Name First Middle

HOME ADDRESS 3380 New Liberty Rd.  
Apartment/Unit  
Wellington AL 36279 Calhoun  
City State Zip Code County

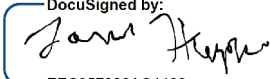
SIGNATURE   
A22A38346969461...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Humphreys Jacob Earl  
Last Name First Middle

HOME ADDRESS 74 Gaskin rd  
Apartment/Unit  
Attalla Al 35954 Etowah  
City State Zip Code County

SIGNATURE   
EEC957388AC4468...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Hutchens Phillip Aaron  
Last Name First Middle

HOME ADDRESS 204 Macon dr  
Apartment/Unit  
Glencoe AL 35905 Etowah  
City State Zip Code County

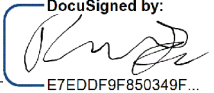
SIGNATURE   
7B3C3BA46C984AF...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Ivy Ryan Michael  
Last Name First Middle

HOME ADDRESS 1086 Saint Clair Road  
Apartment/Unit  
Leesburg AL 35983 Cherokee  
City State Zip Code County

SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Johnson Noah Edgar  
Last Name First Middle

HOME ADDRESS 1247 Goodyear Ave  
Apartment/Unit  
Gadsden AL 35903 Etowah  
City State Zip Code County

SIGNATURE 

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Jones Jeffrey Paul  
Last Name First Middle

HOME ADDRESS 2200 Mountain View Drive  
Apartment/Unit  
Attalla Alabama 35901 Etowah  
City State Zip Code County

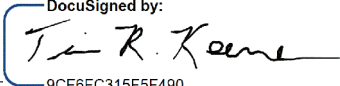
SIGNATURE   
13DD6927C18A431...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Keener Timothy Ray  
Last Name First Middle

HOME ADDRESS 4149 Blake Dr.  
Apartment/Unit  
Southside AL 35907 Etowah  
City State Zip Code County

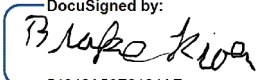
SIGNATURE   
9CF6FC315F5F490...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Kiser Christopher Blake  
Last Name First Middle

HOME ADDRESS 3970 old hwy 9  
Apartment/Unit  
Cedar Bluff Alabama 35959 Cherokee  
City State Zip Code County

SIGNATURE   
54042A56E8184AE...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Langley Daniel Scott  
Last Name First Middle

HOME ADDRESS 7155 Valleyview Street  
Apartment/Unit  
Hokes Bluff AL 35903 Etowah  
City State Zip Code County

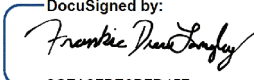
SIGNATURE   
BE9584093CC14B7...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Langley Frankie Drew  
Last Name First Middle

HOME ADDRESS 2978 Marguerite St.  
Apartment/Unit  
Gadsden AL 35903 Etowah  
City State Zip Code County

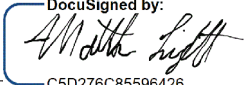
SIGNATURE   
8CFA6FBE0D7D457...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Light Matthew Dane  
Last Name First Middle

HOME ADDRESS 416 Robert Gene St  
Apartment/Unit  
Glencoe AL 35905 Etowah  
City State Zip Code County

SIGNATURE   
C5D276C85596426...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Maddox Dillon Shane  
Last Name First Middle

HOME ADDRESS 2630 Reeves Street  
Apartment/Unit  
Hokes Bluff AL 35903 Etowah  
City State Zip Code County


SIGNATURE  \_\_\_\_\_  
A0FE4E26500E4B1...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Malone Gerald Wayne  
Last Name First Middle

HOME ADDRESS 1044 3rd ave  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

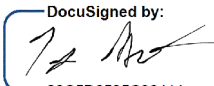
SIGNATURE   
72DC0606BE2B4C9...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Martin Tyson Keith  
Last Name First Middle

HOME ADDRESS 6674 Gallant road  
Apartment/Unit  
Gallant Al 35972 Etowah  
City State Zip Code County

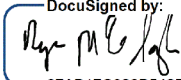
SIGNATURE  \_\_\_\_\_  
22C5D6535C90411...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME McGlaughn Gary Ryan  
Last Name First Middle

HOME ADDRESS 201 Chrislyn Drive  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

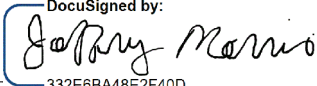
SIGNATURE   
67AB17C022B542F...


**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Morris Jeffrey D  
Last Name First Middle

HOME ADDRESS 131 Mountain Creek  
Apartment/Unit  
Gadsden Al 35901 Etowah  
City State Zip Code County

SIGNATURE   
332E6BA48E2F40D...

SIGNATURE \_\_\_\_\_ DocuSigned by:  
  
 0001B08DB6F347E...

SIGNATURE \_\_\_\_\_

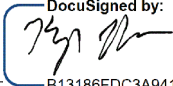
DocuSigned by:  
*micah  
hance*  
7E84ED9D57FE47C...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Nelson Kyle Russell  
Last Name First Middle

HOME ADDRESS 1510 Whitesboro Rd.  
Apartment/Unit  
Boaz Al 35956 Etowah  
City State Zip Code County

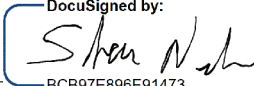
SIGNATURE  B13186FDC3A9419...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Nelson Shawn Lamar  
Last Name First Middle

HOME ADDRESS 3972 South Valley Rd  
Apartment/Unit  
Southside Al 35907 Etowah  
City State Zip Code County

SIGNATURE  BCB97E896E91473...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Patterson Kaiden Riley  
Last Name First Middle

HOME ADDRESS 165 county road 467  
Apartment/Unit  
Crossville Al 35962 DeKalb  
City State Zip Code County

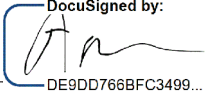
SIGNATURE  AE550CFC8CB1492...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Payne Alex Kyle  
Last Name First Middle

HOME ADDRESS 11280 al 168  
Apartment/Unit  
Boaz Al 35957 Marshall  
City State Zip Code County

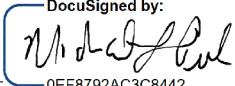
SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Peek Michael Lamar  
Last Name First Middle

HOME ADDRESS 5404 1st Street  
Apartment/Unit  
Hokes Bluff AL 35903 Etowah  
City State Zip Code County

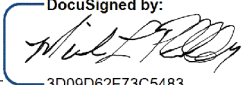
SIGNATURE   
0EF8792AC3C8442...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Phillips Micah Lansing  
Last Name First Middle

HOME ADDRESS 1291 Sharron Lane  
Apartment/Unit  
Southside AL 35907 Etowah  
City State Zip Code County

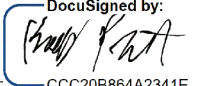
SIGNATURE   
3D09D62F73C5483...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Preston Michael Kolby  
Last Name First Middle

HOME ADDRESS 3987 Oak St  
Apartment/Unit  
Hokes Bluff Al 35903 Etowah  
City State Zip Code County

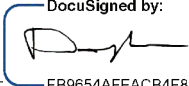
SIGNATURE  \_\_\_\_\_  
DocuSigned by:  
CCC20B864A2341E...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Putman William David  
Last Name First Middle

HOME ADDRESS 470 Simpson street  
Apartment/Unit  
Boaz AL 35957 Marshall  
City State Zip Code County

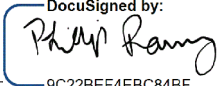
SIGNATURE  \_\_\_\_\_  
DocuSigned by:  
FB9654AFFACB4F8...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Ramsey Phillip Clayton  
Last Name First Middle

HOME ADDRESS 4160 Highway 11 S.  
Apartment/Unit  
Attalla Al 35954 Etowah  
City State Zip Code County

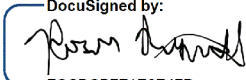
SIGNATURE  9C22BEF4EBC84BF...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Reynolds Roger J  
Last Name First Middle

HOME ADDRESS 76 county road 65  
Apartment/Unit  
Collinsville Al 35961 Dekalb  
City State Zip Code County

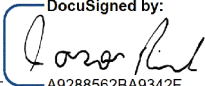
SIGNATURE   
FCCBCB7F1E6E47D...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Rich Jason Barry  
Last Name First Middle

HOME ADDRESS 2652 Scott st  
Apartment/Unit  
Southside Al 35907 Etowah  
City State Zip Code County

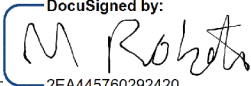
SIGNATURE   
A9288562BA9342F...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Roberts Matthew Ryan  
Last Name First Middle

HOME ADDRESS 272 terry lane  
Apartment/Unit  
Rainbow city Al 35906 Etwoah  
City State Zip Code County

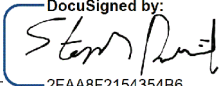
SIGNATURE  2EA445760292420...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Robertson Stephen Michael  
Last Name First Middle

HOME ADDRESS 4928 U.S.278 East  
Apartment/Unit  
Gadsden AL 35903 United States  
City State Zip Code County

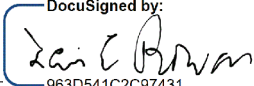
SIGNATURE  2FAA8F2154354B6...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Rowan Lewis Elliott  
Last Name First Middle

HOME ADDRESS 156 Mary Elizabeth ln  
Apartment/Unit  
Boaz Alabama 35956 Etowah  
City State Zip Code County

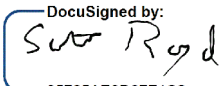
SIGNATURE   
963D541C2C97431...


**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Royal Ralph Scott  
Last Name First Middle

HOME ADDRESS 3565 Williams street  
Apartment/Unit  
Hokes Bluff Alabama 35903 Etowah  
City State Zip Code County

SIGNATURE   
85725AE0D67F4C2...

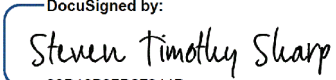
SIGNATURE \_\_\_\_\_ DocuSigned by:  
  
 A7C4AE053E6C465...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Sharp Steven Timothy  
Last Name First Middle

HOME ADDRESS 15 Pinetree Ln   
Apartment/Unit  
Alexandria Al 36250 Calhoun  
City State Zip Code County

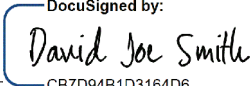
SIGNATURE   
39D10B37D27944D...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Smith David Joe  
Last Name First Middle

HOME ADDRESS 514 Oakes Road  
Apartment/Unit  
Boaz AL 35956 Etowah  
City State Zip Code County

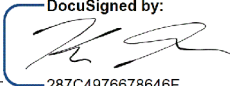
SIGNATURE   
CB7D94B1D3164D6...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Smith Kyle Christopher  
Last Name First Middle

HOME ADDRESS 1309 County Road 4  
Apartment/Unit  
Crossville Al 35962 Dekalb  
City State Zip Code County

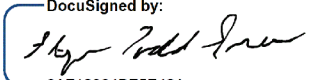
SIGNATURE  \_\_\_\_\_  
287C4976678646F...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Snead Stephen Todd  
Last Name First Middle

HOME ADDRESS 1962 Whisenant Rd  
Apartment/Unit  
Attalla Al 35954 Etowah  
City State Zip Code County

SIGNATURE   
6AF12964BE5E42A...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Still Dustin M  
Last Name First Middle

HOME ADDRESS 236 Keith Dr  
Apartment/Unit  
Henagar Al 35978 DeKalb  
City State Zip Code County

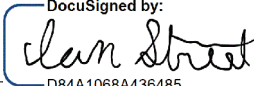
SIGNATURE  52E8C3E350BF4CB...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Street Ian Garrett  
Last Name First Middle

HOME ADDRESS 4754 Main Street  
Apartment/Unit  
Hokes Bluff Al 35903 Etowah  
City State Zip Code County

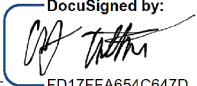
SIGNATURE  D84A1068A436485...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Talton Aaron James  
Last Name First Middle

HOME ADDRESS 2115 Broadway ave  
Apartment/Unit  
Gadsden AL 35904 Etowah  
City State Zip Code County

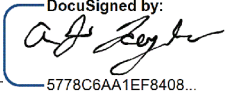
SIGNATURE  \_\_\_\_\_  
FD17FFA654C647D...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Taylor Arlin James  
Last Name First Middle

HOME ADDRESS 1828 old gallant road  
Apartment/Unit  
Gallant AL 35972 Etowah  
City State Zip Code County

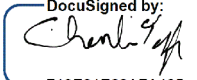
SIGNATURE  \_\_\_\_\_

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Taylor Charlie Daniel  
Last Name First Middle

HOME ADDRESS 188 tredegar rd  
Apartment/Unit  
Jacksonville Al 36265 Calhoun  
City State Zip Code County

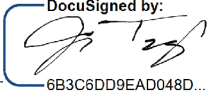
SIGNATURE   
719E01E63AFA405...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Taylor Joseph R  
Last Name First Middle

HOME ADDRESS 200 Merchant Dr  
Apartment/Unit  
Rainbow City Al 35906 Etowah  
City State Zip Code County

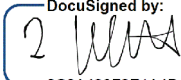
SIGNATURE 

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Ulbrich Travis D  
Last Name First Middle

HOME ADDRESS 1109 Brasher Cut Off rd  
Apartment/Unit  
Gallant Al 35972 Etowah  
City State Zip Code County

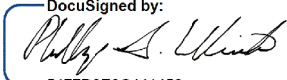
SIGNATURE   
2C8A490F3E1A4D4...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Ulrich Phillip Seth  
Last Name First Middle

HOME ADDRESS 2501 Wooden Trail  
Apartment/Unit  
Southside AL 35907 Etowah  
City State Zip Code County

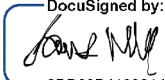
SIGNATURE   
5477D0E0C441452...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Walker James David  
Last Name First Middle

HOME ADDRESS 1410 son Johnson road  
Apartment/Unit  
Boaz Al 35956 Etowah  
City State Zip Code County

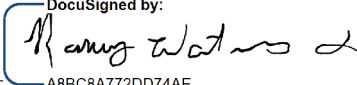
SIGNATURE  0DD08B4168314CF...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Waters Ramey Matthew  
Last Name First Middle

HOME ADDRESS 2288 county road 101  
Apartment/Unit  
Cedar Bluff Al 35959 Dekalb  
City State Zip Code County

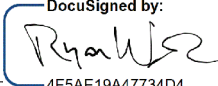
SIGNATURE   
A8BC8A772DD74AE...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Wells Ryan Lee  
Last Name First Middle

HOME ADDRESS 6753 Norris Farm Rd  
Apartment/Unit  
Trussville AL 35173 Jefferson  
City State Zip Code County

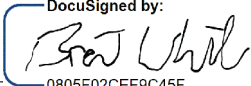
SIGNATURE   
4F5AE19A47734D4...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME White Brent Edsol  
Last Name First Middle

HOME ADDRESS 109 riverview lane  
Apartment/Unit  
Glencoe AL 35905 Etowah  
City State Zip Code County

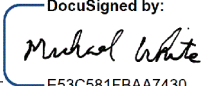
SIGNATURE   
0805F02CEF9C45F...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME White Michael Luther  
Last Name First Middle

HOME ADDRESS 1842 Caroline Court  
Apartment/Unit  
Southside AL 35907 Etowah  
City State Zip Code County

SIGNATURE  E53C581FBAA7430...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Wideman Ronald Douglas  
Last Name First Middle

HOME ADDRESS 1678 green hills road  
Apartment/Unit  
Ohatchee Al 36271 Calhoun  
City State Zip Code County

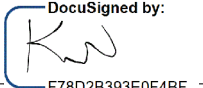
SIGNATURE  \_\_\_\_\_  
4E259D22AA454A3...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Wilson Kameron Zachary  
Last Name First Middle

HOME ADDRESS 219 Elliott Rd  
Apartment/Unit  
Gadsden Al 35904 Etowah  
City State Zip Code County

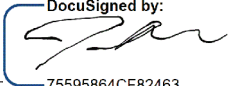
SIGNATURE  F78D2B393E0F4BF...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Winstead Jason Leslie  
Last Name First Middle

HOME ADDRESS 2130 County Rd 178  
Apartment/Unit  
Piedmont AL 36272 Cherokee  
City State Zip Code County

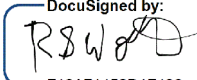
SIGNATURE 

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Wolfe Richard Scott  
Last Name First Middle

HOME ADDRESS 4160 s point cir north  
Apartment/Unit  
Southside Al 35907 Etowah  
City State Zip Code County

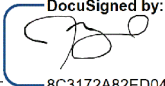
SIGNATURE   
F12A71452D1F436...

**CONSENT TO SUE**  
**REQUEST TO BECOME PARTY-PLAINTIFF**  
**GADSDEN, ALABAMA OVERTIME PAY**

**I hereby consent to become a party-plaintiff in an action to recover overtime wages and other relief under the Fair Labor Standards Act and related laws regarding overtime pay.**

NAME Zemo Justin Ryan  
Last Name First Middle

HOME ADDRESS 1817 Hannah Street  
Apartment/Unit  
Southside Al 35907 Etowah  
City State Zip Code County

SIGNATURE  8C3172A82ED04F3...