

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF OHIO  
EASTERN DIVISION**

**DAVID HELWIG, on behalf of  
himself and all others similarly  
situated,**

Plaintiff,

vs.

**CONCENTRIX CORPORATION,**

Defendant.

CASE NO. 1:20-cv-00920

JUDGE DAVID A. RUIZ

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**ORDER GRANTING PRELIMINARY APPROVAL OF CLASS  
ACTION SETTLEMENT**

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Named Plaintiff David Helwig<sup>1</sup>, on behalf of himself and the other Class Members in this action, and Defendant Concentrix Corporation have entered into a Stipulation of Settlement, filed on October 27, 2025 (the “Stipulation”), after lengthy arm’s-length settlement discussion. The Court previously appointed David Helwig as the Class Representative and appointed Stephen M. Bosak to represent the class certified below:

All persons within the United States (including all territories and other political subdivisions of the United States): (a) who were the subject of a consumer report furnished to Concentrix from April 29, 2018 through the date of certification; (b) who received an email or letter from Concentrix containing the “no longer being considered” language (or a substantively close approximation thereof); and (c) against whom Concentrix took adverse employment action based in whole or in part on the consumer report without allowing a chance to address the report.

(Doc. 35).

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<sup>1</sup> All defined terms contained herein shall have the same meanings as set forth in the Stipulation of Settlement.

In accordance with Fed. R. Civ. P. 23(e), the Parties have moved for an order preliminarily approving the proposed settlement and dismissing the Class Action with prejudice upon the terms and conditions set forth in the Stipulation. The Court has received and considered the Stipulation and for good cause shown GRANTS Plaintiff's Unopposed Motion R. 48 and GRANTS preliminary approval of the proposed settlement.

NOW, THEREFORE, IT IS HEREBY ORDERED:

1. The Court has conducted a preliminary assessment of the fairness, reasonableness, and adequacy of the Stipulation and hereby finds that the settlement falls within the range of reasonableness meriting possible final approval. The Court therefore preliminarily approves the proposed settlement as set forth in the Stipulation subject to further consideration at the Final Fairness Hearing described below.

2. In accordance with Fed. R. Civ. P. 23(e), the Court will hold a Final Fairness Hearing on **March 18, 2026 at 12:00 p.m.** in Courtroom 17B of the United States District Court for the Northern District of Ohio, Eastern Division, 801 West Superior Avenue Cleveland, Ohio 44113, for the following purposes:

- a. determining whether the proposed settlement of the Civil Action on the terms and conditions provided for in the Stipulation is fair, reasonable, and adequate and should be approved by the Court;
- b. considering the application of Class Counsel for an award of attorney fees and reimbursement of expenses, as provided for under the Stipulation;
- c. considering whether the Court should enter the [Proposed] Judgment, Final Order, and Decree;

d. considering whether the release by the Class Members of the Released Claim as set forth in the Stipulation should be provided; and

e. ruling upon such other matters as the Court may deem just and appropriate.

3. The Court may adjourn the Final Fairness Hearing and later reconvene such hearing without further notice to the Class Members.

4. The Parties may further modify the Stipulation prior to the Final Fairness Hearing, so long as such modifications do not materially change the terms of the settlement provided thereunder. The Court may approve the Stipulation with such modifications as may be agreed to by the Parties, if appropriate, without further notice to the Class Members.

5. Class Members must file and serve any objections to the proposed settlement no later than sixty (60) days from the date they were sent the Settlement Notice, including any memorandum and/or submissions in support of said objection.

6. All papers in support of the Settlement and any application for an award of attorney fees and costs must be filed with the Court and served at least ten (10) days prior to the Final Fairness Hearing.

7. The Court approves, as to form and content, the proposed Class Settlement Notice, which is attached as Exhibit A to the Stipulation.

8. Within 30 days of this Order, Class Counsel shall provide to each Class Member the Settlement Notice and Claim Form.

9. The Court finds that the distribution of the Settlement Notice substantially meets the requirements of Federal Rule of Civil Procedure 23 and due process, is the best notice practicable under the circumstances, and shall constitute due and sufficient notice to all persons entitled thereto.

10. Class Counsel shall cause the dissemination of the Settlement Notices and supervise and carry out the notice procedure and other administrative functions, and shall respond to Class Member inquiries, as set forth in the Stipulation and this Order under the direction and supervision of the Court.

11. All costs administering the settlement shall be paid from the Settlement Funds, as set forth in the Stipulation.


12. As provided in the Settlement Notice, each Class Member shall have the right to exclude himself or herself from the settlement class by mailing a request for exclusion to Class Counsel postmarked no later than sixty (60) days after mailing of the Settlement Notice. Requests for exclusion must contain the Class Member's original signature, current postal address, and a specific statement that the Class Member wants to be excluded from the Settlement Class. No later than seven (7) business days after the deadline for submission of request for exclusion, Class Counsel shall file with the Court a list of all persons who have timely requested exclusion from the Settlement Class.

13. Failure to timely file and serve written objections will preclude a class member from objecting at the fairness hearing. At least 10 days prior to the Final Fairness Hearing, Class Counsel shall file with the Court a declaration certifying that the Notice was distributed to the Class members as ordered, a copy of all objections to the settlement, and a proposed final Order that has been approved by Defendant.

14. The Court retains exclusive jurisdiction over this action to consider all further matters arising out of or connected with the Stipulation.

IT IS SO ORDERED.

Date: November 20, 2025

  
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David A. Ruiz  
United States District Judge