

**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

FINAL ORDER AND JUDGMENT APPROVING SETTLEMENT

This matter came before the Court on March 18, 2026, upon the Plaintiff's Unopposed Motion for Final Approval of Class Action Settlement and Award of Service Payment, Attorney Fees and Costs, filed on March 6, 2026 ("Final Approval Motion") (ECF No. 50), together with exhibits, and upon review and consideration of the Stipulation of Settlement filed on October 27, 2025 (the "Stipulation") (ECF No. 48-1), the exhibits to the Stipulation, the evidence and arguments of counsel, and the submissions filed with this Court, IT IS HEREBY ORDERED and adjudged as follows:

Pursuant to Fed. R. Civ. P. 23(e), the settlement of this action, as embodied in the terms of the Stipulation except as modified herein, is hereby finally approved as a fair, reasonable and adequate settlement of this action considering the factual, legal, practical and procedural considerations raised by this action. The Stipulation except as modified herein is hereby incorporated by reference into this Final Order and Judgment Approving Settlement, Awarding Service Payment, Attorney Fees, and Costs, and Dismissing Action ("Order"). Capitalized terms in this Order shall, unless otherwise defined, have the same

meaning as in the Stipulation.

On April 29, 2020, Plaintiff, David Helwig (“Helwig” or “Class Representative”), filed the above-captioned class action lawsuit (the “Lawsuit”), against Defendant Concentrix Corporation (“Concentrix”) asserting a class claim against Concentrix under the Fair Credit Reporting Act (“FCRA”), 15 U.S.C. § 1681, *et seq.* Concentrix denied all liability alleged in the Lawsuit.

On March 20, 2024, the Court granted in part and denied in part Helwig’s motion for class certification. In so doing, the Court certified the following Class:

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.

(*See* ECF No. 35).

On October 27, 2025, the Parties filed the Stipulation of Settlement and Motion for Preliminary Approval of Class Action Settlement (the “Preliminary Approval Motion”) (*See* ECF No. 48).

On November 20, 2025, upon consideration of the Preliminary Approval Motion and the record, the Court entered an Order of Preliminary Approval of Class Action Settlement (the “Preliminary Approval Order”) (ECF No. 49). Pursuant to the Preliminary Approval Order, the Court, among other things, preliminarily approved the proposed settlement and set the date and time of the Final Fairness Hearing.

On March 6, 2026, Helwig filed his Final Approval Motion. (ECF No. 50).

On March 18, 2026, the Court held a Final Fairness Hearing to determine whether the proposed settlement is fundamentally fair, reasonable, adequate, and in the best interest of the Class Members and should be approved by the Court.

The Parties now request final approval of the proposed class settlement under Fed. R. Civ. P. 23(e).

The Court has read and considered the Stipulation, Final Approval Motion, and record and finds as follows:

1. The Court has jurisdiction over the subject matter of the Lawsuit and over all settling parties hereto.

2. There are 79 Class Members.

3. The approved class action notices were emailed and/or mailed to Class Members in conformity with this Court's Preliminary Approval Order and satisfied the requirements of Fed. R. Civ. P. 23(c)(2)(B) and due process and constituted the best notice practicable under the circumstances. The Court finds that the notices were clearly designed to advise the Class Members of their rights.

4. The Court finds that the settlement of the Lawsuit, on the terms and conditions set forth in the Stipulation, except as modified herein, is in all respects fundamentally fair, reasonable, adequate, and in the best interest of the Class Members, especially in light of the benefits to the Class Members; the strengths and weaknesses of the Plaintiff's case; the complexity, expense, and probable duration of further litigation; the risk and delay inherent in possible appeals; the risk of collecting any judgment obtained on behalf of the class; and, the limited amount of any potential total recovery for the class.

5. The Stipulation shall be deemed incorporated herein, and the proposed

settlement is finally approved and shall be consummated in accordance with the terms and provisions thereof, except as amended by any order issued by this Court. The material terms of the Agreement include, but are not limited to, the following:

- a. Each Class Member shall receive \$405.00.
- b. The Court awards \$96,500.00 to Class Counsel for attorney fees and costs for reimbursement of litigation expenses.
- c. Helwig shall receive \$5,000.00 for his service as Class Representative.

6. Class Members were given an opportunity to object to the settlement and no objections were filed. Class Members were given an opportunity to opt out of the settlement and none opted out.

7. The Class Representative, Class Members, and their successors and assigns are permanently barred and enjoined from instituting or prosecuting, either individually or as a class, or in any other capacity, any of the Released Claims against any of the Released Parties, as set forth in the Stipulation. Pursuant to the release contained in the Stipulation, the Released Claims are compromised, settled, released, discharged, and dismissed with prejudice by virtue of these proceedings and this Order.

8. The Settlement Funds shall be distributed as provided under the Stipulation.

9. The Lawsuit is hereby dismissed with prejudice in all respects.

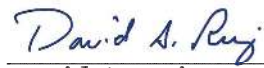
10. This Order is not, and shall not be construed as, an admission by Concentrix of any liability or wrongdoing in this or in any other proceeding.

11. The Court hereby retains continuing and exclusive jurisdiction over the Parties and all matters relating to the Lawsuit and/or Stipulation, including the administration, interpretation, construction, effectuation, enforcement, and

consummation of the Stipulation and this Order.

IT IS SO ORDERED.

Date: March 18, 2026



David A. Ruiz
United States District Judge