

*Francisco Hoyng (Robert Zajac) v.
Aon Insurance Services, Aon Risk Services Companies, and Aon Corporation,
(Los Angeles County Superior Court No. BC 377184)*

NOTICE OF PROPOSED CLASS ACTION SETTLEMENT

*A court authorized this notice. This is not a solicitation.
This is not a lawsuit against you and you are not being sued.
However, your legal rights are affected whether you act or not.*

If you were, or are currently, employed by AON in California between September 7, 2003 and March 10, 2011 as an Account Specialist, Senior Account Specialist, Relationship Specialist, Account Manager, Client Specialist, Client Services Representative, and/or Customer Service Representative, then you may be eligible to recover money under the terms of a proposed class action settlement.

***PLEASE READ THIS NOTICE CAREFULLY
AS IT SETS FORTH YOUR RIGHTS AND OPTIONS FOR YOU TO CONSIDER.***

WHAT THIS NOTICE CONTAINS

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I. What is the purpose of this Notice?

The purpose of this Notice is to let you know that there is a class action lawsuit pending in the Los Angeles County Superior Court, and you are a member of the certified class (“the Class”) in that lawsuit. **The Class is defined as “all persons who, since September 7, 2003, have been or currently are employed in California by Defendants in the following positions: Account Specialist, Senior Account Specialist, Relationship Specialist, Account Manager, Client Specialist, Client Services Representative, and/or Customer Service Representative.”** The lawsuit is a class action filed against Aon Insurance Services (now known as Aon Private Risk Management of California Insurance Agency, Inc.), Aon Risk Services Companies, Inc. and Aon Corporation (collectively referred to herein as “AON” or “Defendants”), concerning individuals employed by AON in California in one or more of the following positions between September 7, 2003 and March 10, 2011: Account Specialist, Senior Account Specialist, Relationship Specialist, Account Manager, Client Specialist, Client Services Representative, and/or Customer Service Representative.

The case was filed by Plaintiff Francisco Hoyng (who was eventually replaced as the plaintiff by Robert Zajac) against AON (Los Angeles County Superior Court No. BC 377184). The lawsuit alleges that AON has misclassified employees holding the job titles set forth above as exempt from the overtime and meal and rest break requirements, and thus failed to pay these employees overtime compensation and to provide rest and break periods as required by law.

AON denied and continues to deny Plaintiff’s claims and contends that the members of the class were properly classified as exempt employees and were paid properly at all times.

The Parties to the lawsuit have agreed to settle this matter as the result of arm’s length negotiations. Both sides agree that, in light of the risks and expenses associated with continued litigation, this Settlement is fair and appropriate under the circumstances. Please be advised that the Los Angeles County Superior Court has not ruled on the merits of Plaintiff’s claims or AON’s defenses.

On March 7, 2011, the Court held a hearing in which it approved the Parties’ Motion for a Court Order:

- 1.) Granting preliminary Court approval of the proposed settlement;
- 2.) Granting Court approval of this Notice, including the schedule and procedure for exclusion set forth herein; and
- 3.) Scheduling a Final Fairness Determination Hearing for final Court approval of the proposed Settlement on June 7, 2011.

II. Why does Plaintiff seek approval of the Settlement?

Plaintiff seeks approval of the Settlement because the Plaintiff and Class Counsel believe the Settlement to be fair, reasonable, adequate, and in the best interests of the members of the Class and all Parties.

III. What is the Defendants' Position on the Settlement?

Defendants view this Settlement as a compromise. They are not admitting to the allegations in the lawsuit. Defendants deny that any of their practices at issue in this lawsuit were, or are, unlawful.

IV. Why did I get this Notice?

You received this Notice because AON's records identify you as a member of the Class, which means that you are, or were, employed by AON in California in one or more of the following positions between September 7, 2003 and March 10, 2011: Account Specialist, Senior Account Specialist, Relationship Specialist, Account Manager, Client Specialist, Client Services Representative, and/or Customer Service Representative.

V. Who are the Parties in this Class Action?

The lawsuit was brought against Aon Insurance Services (now known as Aon Private Risk Management of California Insurance Agency, Inc.), Aon Risk Services Companies, Inc., and Aon Corporation who are the Defendants. Plaintiff, Francisco Hoyng (later replaced by Robert Zajac), is a former employee of AON who brought the action on behalf of himself and on behalf of the Class, namely all similarly situated current and former AON employees. The Class is composed of approximately 460 members.

VI. Who are the Attorneys for the Parties?

Counsel for the Class

Louis M. Marlin
Kristen Marquis Fritz
MARLIN & SALTZMAN, LLP
3200 El Camino Real, Suite 100
Irvine, CA 92602
Telephone: (714) 669-4900/Fax: (714) 669-4750

Counsel for Defendants

Shand S. Stephens
Eric S. Beane
DLA PIPER LLP (US)
153 Townsend, Eighth Floor
San Francisco, California 94107-1957
Phone: (415) 836-2500/Fax:(415) 836-2501

VII. What is the Proposed Settlement?

The proposed settlement is as follows:

Defendants agreed to pay a total of \$10,500,000 to the approximately 460 Class Members. This sum includes requests to the Court for payment of expenses and fees of the Settlement Administrator which is anticipated to be no more than \$40,000, an enhancement award of no more than \$50,000 to the class representative (Robert Zajac) for his efforts in the litigation, attorneys' fees of up to one-third of the Settlement Amount, and costs expended by Class Counsel as approved by the Court. The entire sum of \$10,500,000 will be paid by Defendants, and no sums will be returned to Defendants.

The following is a summary of the Settlement provisions. The specific and complete terms of the proposed Settlement are stated in the Settlement Agreement, a copy of which is filed with the Clerk of the Court. You may obtain a copy of the Settlement Agreement at www.AonCaliforniaSettlement.com.

Settlement Payment. AON has agreed to pay all settlement funds through the Settlement Administrator in accordance with the terms of the Settlement Agreement, after the Effective Date of the Settlement, as defined in the Settlement Agreement. Settlement payments to Class Members who do not opt-out of (request to be excluded from) the Settlement will be distributed approximately 30 days after the effective date of the Settlement.

After the deduction of the Court-approved expenses, fees, costs and enhancement awards from the gross settlement amount, the remaining sum (“Net Settlement Fund”) will be available to pay all Class Members, who do not exclude themselves from the Settlement, their allocated shares of the Net Settlement Fund.

Each Class Member’s allocation of the Net Settlement Fund will be based on the employee’s number of work weeks and average salary during the class period. More specifically, a Class Member’s allocation will be determined by multiplying the Net Settlement Fund by a fraction, the numerator of which is the result of multiplying a class member’s number of work weeks during the class period by the class member’s average salary during that time, and the denominator of which is the result of multiplying the total of all class members’ work weeks during the class period by the average of all class members’ salary during the class period. Workweeks shall be calculated from Defendants’ records, with class members given credit for each week they were employed by Defendants full time, in one of the positions included in the class definition set forth above, during the class period.

VIII. What are my rights with regard to this matter?

You have **three** options. Each option has its own consequences, which you should understand before making your decision. Your rights regarding each option, and the procedure you must follow to select each option, follow.

A. **Option One. Participate in the Settlement as a Class Member, which requires you to do nothing at this time.**

If you are a Class Member, and you do not exclude yourself from the Class, the Settlement Administrator will send you a check at a later date, assuming that the Court grants final approval of the Settlement and the Settlement becomes effective. Note, however, that you will thereafter be bound by the Settlement and be barred from separately pursuing the claims released by the Settlement.

B. **Option Two. You Can Exclude Yourself (“opt out”) from the Settlement.**

If you do not wish to participate in or be bound by the Settlement, you must notify the Settlement Administrator in writing of your wish to be excluded from the settlement

("Request for Exclusion"). The Request for Exclusion must contain your full name, current home (or mailing) address, and last four digits of your Social Security number, and must include the statement "I wish to be excluded from the Settlement of the case entitled *Hoyng v. Aon Insurance Services, et al.*, Case No. BC377184." The Request for Exclusion must be signed and dated and returned by mail to the Settlement Administrator, Epiq Systems, Inc., at the address provided below. **In order to be valid, your request to be excluded from the settlement must be post-marked on or before May 23, 2011.**

If you submit a timely and valid Request for Exclusion, you will neither receive any money from the Settlement, nor will you be considered to have released defendants from your claims alleged in the class action. If you request exclusion from the Settlement, you may not pursue any recovery under the Settlement. You may, however, pursue your own remedies separate and apart from the Class Action Settlement that may be available to you.

If you want money from the Settlement, do not submit a Request for Exclusion.

C. Option Three. You May Object to the Settlement.

If you are a Class Member, and you do not exclude yourself from the Settlement (opt out), you may nonetheless object to the Settlement before final approval of the settlement by the Court. If you choose to object to the Settlement, you may enter an appearance by representing yourself, or through an attorney that you hire and pay for yourself.

To object to the Settlement, or any portion of it, you must file your objection with the Court (and serve the attorneys for the Class and for the Defendants) **on or before May 23, 2011** in order for it to be considered. If the Court approves the Settlement despite any objections, you will receive your share of the Settlement proceeds and will be bound by the terms of the Settlement, including the Release (as discussed below).

IX. How much money will I receive if I do not request to be excluded and the Settlement is approved?

As mentioned above, AON has agreed to pay a gross settlement amount of \$10,500,000 in consideration for this Settlement and a release of all claims asserted in the lawsuit by the Class. To determine your anticipated share of that settlement fund, please review the Notice of Anticipated Settlement Share which has been provided along with this Notice.

X. Release

Upon final approval of the Settlement by the Court, each Class Member, who has not submitted a timely and valid Request for Exclusion form will release Aon Corporation, Aon Insurance Services (now known as Aon Private Risk Management of California Insurance Agency, Inc.), Aon Risk Services Companies, Inc., and all of their present and former affiliates, parent companies, subsidiaries, shareholders, officers, partners, directors, members, servants, employees, agents, attorneys, insurers, predecessors, representatives, accountants, past, present,

and future, successors and assigns, and each and all of their respective officers, partners, directors, members, servants, agents, shareholders, employees, representatives, accountants, insurers, and attorneys, past, present, and future, and all persons acting under, by, through, or in concert with any of them, from any and all claims, debts, liabilities, demands, obligations, guarantees, costs, expenses, attorneys' fees, damages, actions or causes of action, contingent or accrued for, which arise from the factual allegations and claims asserted in the Action including, without limitation, any and all claims for alleged wage and hour violations under California law, including claims under the California Labor Code (including Sections 200-203, 226, 226.7, 512 and 1194) or Business & Professions Code (including Section 17200), claims for restitution and other equitable relief, liquidated damages, punitive damages, waiting time penalties, penalties of any nature whatsoever, or any other benefit claimed on account of the allegations asserted in the lawsuit arising on or before March 10, 2011.

XI. Additional important information.

You will receive your share of the Settlement only if the Settlement Administrator has your correct contact information. It is your responsibility to **be certain that the Settlement Administrator has this information**. It also is your responsibility to **keep a current address on file** with the Settlement Administrator to ensure that you receive your settlement payment should the Court order final approval of the Settlement.

XII. Who can I contact if I have further questions?

The court-appointed Settlement Administrator for this Class Action Settlement is as follows:

Hoyng v. Aon
Settlement Administrator
PO Box 3560
Portland, OR 97208-3560

Fax: (866) 659-3143

If you have questions, you may call the Settlement Administrator, toll free, at (877) 835-1827. Ask about the *AON* Class Settlement.

You may also call Class Counsel listed in Section VI above. They can be reached as follows:

Louis Marlin at Marlin & Saltzman, LLP **(714) 669 - 4900**