

## NOTICE OF ALLEGED UNPAID OVERTIME LAWSUIT

**TO:** All current and former Bakery Training Specialists who worked for Panera, LLC during the past three years

**RE:** Collective action lawsuit seeking unpaid overtime and other damages

**DEADLINE TO SUBMIT CONSENT FORM: AUGUST 10, 2026**

### 1. Why Are You Getting This Notice?

A collective action lawsuit was filed on behalf of Bakery Training Specialists against Panera, LLC. The lawsuit alleges Panera failed to pay Bakery Training Specialists overtime wages for hours worked over forty (40) in a week, in violation of federal law known as the Fair Labor Standards Act (“FLSA”). The case is *Cissokho v. Panera, LLC*, No. 1:24-cv-02559 (D.D.C. 2024). Panera has denied the claims and asserts that Bakery Training Specialists were paid all overtime wages for hours worked.

Panera’s records show you may be eligible to join the lawsuit. The Court has not decided whether Plaintiffs or Panera are correct. This notice is to explain your rights and how you can participate.

By submitting a Consent to Join Lawsuit Form, you may join this case to seek back wages and other damages for the period beginning up to three years before the date your Consent to Join Lawsuit Form is filed with the Court, through the present.

### 2. What Is This Lawsuit About?

Plaintiff Ousseynou Cissokho, a former Bakery Training Specialist, alleges that Panera violated the FLSA by not paying overtime at one-and-one-half times the regular rate for hours over forty per week. The lawsuit seeks unpaid overtime wages, liquidated damages (an additional equal amount), and attorneys’ fees and costs.

Panera denies the allegations and asserts that Bakery Training Specialists were paid all overtime wages for hours worked. The Court has not ruled on the merits of the claims or defenses.

### 3. What Are Your Options?

If you want to join this lawsuit for unpaid overtime wages, you must electronically sign and submit a “Consent to Join Lawsuit Form” by August 10, 2026. You may sign and submit your Consent to Join Lawsuit Form electronically using this link: [www.btslawsuit.com](http://www.btslawsuit.com).



You should **not** contact the Court regarding this matter.

### 4. Effect of Joining

If you submit a Consent to Join Lawsuit Form, you will join the other Bakery Training Specialists who worked for Panera and have already joined the lawsuit, and will be bound by any judgment, settlement, or order entered by the Court in *Cissokho v. Panera, LLC*, whether favorable or unfavorable. If this case is not successful, you will receive nothing and you will not be responsible for any case costs, expenses, or attorneys’ fees.

By joining this lawsuit, you authorize the Named Plaintiff, Ousseynou Cissokho, and his attorneys at Brown, LLC to act as your representatives in making decisions about all aspects of this litigation, including settlement.

If you do not wish to be a part of the collective action lawsuit, you do not need to do anything.

The decision to join is entirely yours.

Because the FLSA only allows workers to recover up to the past three years of back wages, eligible workers who do not submit a Consent to Join Lawsuit Form may lose their rights to recover overtime for work performed in the past for Panera unless they bring a new, separate case.

### 5. Retaliation Is Prohibited

Federal law prohibits Panera from firing, disciplining, or otherwise retaliating against you for joining (or not joining) this case.

### 6. Your Legal Representation If You Join

If you join, you will be represented by the following attorneys at no out-of-pocket cost to you:

Nicholas Conlon  
Brown, LLC  
Tel: (877) 561-0000  
Email: [flsagroup@jtblawgroup.com](mailto:flsagroup@jtblawgroup.com)

You may choose your own lawyer at your own expense.

### 7. More Information

If you have questions, contact Plaintiffs’ counsel at the numbers or emails above. Do not contact the Court.