

NOTICE TO FREELANCERS WHO WORKED FOR L'OFFICIEL PUBLICATIONS

To: Freelancers who performed work for L'Officiel Magazine, or some related entity, between January 1, 2017 and July 11, 2023 who may be owed money for their work.

The City of New York recently settled a lawsuit against L'Officiel USA Inc. ("L'Officiel USA") relating to allegations about L'Officiel USA's compensation of freelance workers (the "Settlement").

As part of the Settlement, L'Officiel USA has agreed to pay double damages **to freelancers who are owed money for freelance services provided in the United States to L'Officiel USA (including its related domestic titles L'Officiel USA Hommes or L'Officiel USA ART) or provided in New York City to an affiliated foreign L'Officiel title or company between January 1, 2017 and July 11, 2023.** If you believe that you may be owed compensation for freelance services that you provided during that period, you may file a claim by filling out a Claims Form and submitting it to Jason Ho, L'Officiel USA's Manager of Finance and Human Resources (j.ho@lofficielusa.com) AND to freelancer@lofficielusa.com **no later than February 7, 2024.**

The Settlement is not an admission of wrongdoing by L'Officiel USA, which as of April 2022, is under new ownership. L'Officiel USA's new ownership is entering into this Settlement to address these allegations of past misconduct and has made modifications to its policies, practices, and procedures going forward to bring L'Officiel USA into compliance with the New York City Freelance Isn't Free Act, codified at New York City Administrative Code §§ 20-927 – 20-936.

Please Note: If you have questions about the Settlement, or require assistance to file your claim, please contact the NYC Department of Consumer and Worker Protection at the following email address/phone number: freelancer@dcwp.nyc.gov / 212-436-0380.