

You are receiving this Notice of Class Action Settlement (“Notice”) because the records of the VCA Inc. Salary Savings Plan (the “Plan”), indicate that you were a participant or beneficiary in the Plan during the period November 22, 2015 through July 24, 2020 (the “Class Period”). As such, your rights may be affected by a proposed settlement of a class action lawsuit (the “Settlement”) regarding the Plan. **Please read the following information carefully to find out what the lawsuit is about, what the terms of the proposed Settlement are, what rights you have to object to the proposed Settlement Agreement if you disagree with its terms, where to obtain more information about the Settlement, and what deadlines apply.**

This litigation (the “Action”) is a class action in which Named Plaintiffs allege that the Defendants breached fiduciary duties owed to the participants in and beneficiaries of the Plan under ERISA by, among other things, failing to attempt to reduce the Plan’s expenses or exercise appropriate judgment to scrutinize administrative and recordkeeping fees paid to Service Providers. Defendants have denied and continue to deny all of the claims and allegations in the Action and deny any liability or wrongful conduct of any kind. Defendants believe they have administered the Plan properly, prudently, and in the best interests of Plan participants.

What does the Settlement provide? Under the Settlement, Defendants agreed to pay \$1,500,000.00 into a Qualified Settlement Fund which will be distributed to Settlement Class Members according to a Plan of Allocation to be approved by the Court, after deducting for payment of any taxes, approved Attorneys’ Fees and Costs; Service Payments to the Class Representatives; and the costs of administering the Settlement. If the Settlement is approved by the Court, all Settlement Class members and anyone claiming through them shall be deemed to fully release the Released Parties from Released Claims.

How much will the attorneys be paid? Class Counsel will apply to the Court for an order awarding attorneys’ fees not in excess of thirty-three and one third percent (33 1/3%) of the Settlement Fund (a maximum amount of \$500,000.00), plus reimbursement of litigation expenses not to exceed \$50,000.00. Any amount approved by the Court will be paid from the Qualified Settlement Fund. Class Counsel will file an application for Attorneys’ Fees and Costs, and Class Representative Service Payments no later than **April 28, 2023**.

How can I get a payment? You do not need to file a claim. If you currently have a positive account balance in the Mars Veterinary Health 401(k) Savings Plan (“Mars Plan”) and are a Settlement Class Member, any share of the Net Settlement Amount to which you are entitled will be deposited into your Mars Plan account. Former Participants will be paid directly by check.

Your options. If you are a Settlement Class Member, you can object to the Settlement by **May 26, 2023**, if you do not like any part of it. You can give reasons why you think the Court should not approve it. The Court will hold a Final Approval Hearing in this case on **June 26, 2023** to consider whether to approve the Settlement and you can attend if you so choose.

Where can I get more information? Visit WWW.VCAERISASETTLEMENT.COM or call 1-877-310-7941. Do not contact VCA or the Court with questions. The above website provides a fulsome description of your rights under the Settlement, outlines in detail what you may receive under the Settlement and how to object to it if you wish, and makes available all the relevant documents.

WWW.VCAERISASETTLEMENT.COM • 1-877-310-7941

VCA ERISA Settlement

P.O. Box 2004

Chanhassen, MN 55317-2004

Important Notice About a Class Action Settlement

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participant in the
VCA Inc.
Salary Savings Plan
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