

EXHIBIT 3

FIRM OVERVIEW

Engstrom Lee is a Minneapolis-based plaintiffs' class-action firm that focuses on retirement, employment, and consumer law. Collectively, its attorneys have more than 50 years of experience and have won recoveries for more than 500,000 clients through class actions.

Until 2022, four of the partners were attorneys in the Employment Retirement Income Security Act (ERISA) practice group at Nichols Kaster, which had recovered more than \$300MM for its clients since Partner Carl Engstrom founded the practice in 2015.

Engstrom Lee is led by its skilled and experienced attorneys.

MELISSA CARRINGTON is a partner at Engstrom Lee and represents workers in ERISA class actions. Prior to joining Engstrom Lee in 2025, she worked for the U.S. Department of Justice, where she was a trial attorney at the Civil Rights Division in Washington D.C., focusing on violations of federal civil rights law in lending and housing. Previously, she served as an Assistant U.S. Attorney and, later, Chief of the Civil Division of the U.S. Attorney's Office for the Northern District of Iowa, where, among other duties, she supervised her office's investigations of violations of the False Claims Act, including healthcare fraud and complex fraud in other government programs. Melissa started her career as a law clerk for U.S. District Judge Mark W. Bennett in the Northern District of Iowa and U.S. Magistrate Judge David G. Bernthal in the Central District of Illinois. She then entered private practice, where she litigated employment cases and commercial disputes.

Representative matters: *Sawlaw v. Mosaic Capital Investors I*, No. 25-cv-00624 (W.D.N.C.); *CFPB & United States v. Colony Ridge Dev., LLC*, No. 23-cv-04729 (S.D. Tex.); *United States v. Hinesville Housing Authority*, No. 23-cv-288 (S.D. Ga.); *United States v. Shambayati*, No. 23-cv-221 (S.D. Ga.); *United States v. Campbell-Martin*, Nos. 20-3054, 20-3181 (8th Cir.); *United States ex rel. West v. Bergman Folkers Plastic Surgery, PC*, No. 19-cv-3050 (N.D. Iowa); *United States ex rel. Steele v. Tri-State Specialists, LLP*, No. 19-cv-4011 (N.D. Iowa).

Education: B.A. *summa cum laude*, Phi Beta Kappa, Northwestern University (2008); J.D. *summa cum laude*, Order of the Coif, University of Illinois College of Law (2011).

CARL ENGSTROM represents employees who have been harmed by retirement plan malfeasance, discrimination, and workplace injuries, as well as whistleblowers seeking to report tips to the Securities and Exchange Commission. Prior to co-founding Engstrom Lee, Carl founded the ERISA Practice Group at Nichols Kaster, a national class action firm. From the time Carl founded the Group in 2015 until he left it to form Engstrom Lee, it recovered more than \$300 million on behalf of retirement plan participants through class actions.

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Carl has served as class counsel in numerous cases including those against Fidelity, McKinsey & Co., Goldman Sachs, Putnam Investments, Allianz Asset Management, Principal Global Investors, JP Morgan Chase Bank, among other Fortune 500 companies. Before entering private practice, Carl clerked for Judge Hudson of the Minnesota Court of Appeals and Judge Carruthers in Hennepin County District Court. Before attending law school, Carl spent six years working as a financial advisor, earning the Certified Financial Planner (CFP) designation.

Representative matters: *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Colon v. Johnson*, No. 8:22-cv-00888 (M.D. Fla.); *Harvey v. Bed Bath & Beyond, Inc.*, No. 2:23-cv-20376-CCC-SDA (D.N.J.); *Carter v. Sentara Healthcare Fiduciary Committee*, No. 2:25-cv-16 (E.D. Va.); *Tufano v. Pride Mobility Prods. Corp.*, No. 3:24-cv-000765-KM (M.D. Pa.); *George v. Garnet Health Medical Center*, No. 7:24-cv-06422 (S.D.N.Y.); *Bhatia v. McKinsey & Co., Inc.*, No. 1:19-cv-01466 (S.D.N.Y.); *Urakhchin v. Allianz Asset Mgmt of Am., LLP*, No. 8:15-CV-01614 (C.D. Cal.); *Sims v. BB&T Corp.*, No. 1:15-CV-00732 (M.D.N.C.); *Brotherston v. Putnam Investments, LLC*, No. 1:15-CV-13825 (D. Mass.); *Moreno v. Deutsche Bank Am. Holding Corp.* No. 1:15-CV-09936 (S.D.N.Y.); *Main v. American Airlines Inc.*, No. 4:16-CV-00473 (N.D. Tex.); *In re M&T Bank Corp. ERISA Litig.*, No. 1:16-CV-00375 (W.D.N.Y.); *Johnson v. Fujitsu Tech. and Bus. of Am., Inc.*, No. 5:16-cv-03698 (N.D. Cal.); *Andrus v. New York Life Ins. Co.*, No. 1:16-CV-05698 (S.D.N.Y.); *Morin v. Essentia Health*, No. 0:16-CV-04397 (D. Minn.); *Beach v. JPMorgan Chase Bank*, No. 1:17-CV-00653 (S.D.N.Y.); *Insignia v. United of Omaha Life Ins. Co.*, No. 8:17-CV-00179 (D. Neb.); *Velazquez v. Mass. Fin. Servs. Co.*, No. 1:17-CV-11249 (D. Mass.); *Larson v. Allina Health System*, No. 0:17-CV-03835 (D. Minn.); *Karpik v. Huntington Bancshares Inc.*, No. 2:17-CV-01153 (S. D. Ohio); *Nelsen v. Principal Global Investors Trust Co.*, No. 4:18-cv-00115 (S.D. Iowa); *Reetz v. Lowe's Cos., Inc.*, No. 5:18-CV-00075 (W.D.N.C.); *McGinnes v. FirstGroup Am., Inc.*, No. 1:18-CV-00326 (S.D. Ohio); *Stevens v. SEI Investments Co.*, No. 2:18-CV-04205 (E.D. Pa.); *Moitoso v. FMR LLC*, No. 1:18-CV-12122 (D. Mass.); *Toomey v. DeMoulas Super Markets, Inc.*, No. 1:19-CV-11633 (D. Mass.); *Kirk v. Retirement Committee of CHS/Community Health Systems, Inc.*, No. 3:19-cv-00689 (M.D. Tenn.).

Education: A.B. *cum laude*, Harvard College (1998); J.D. *magna cum laude*, University of Minnesota Law School (2012).

JENNIFER LEE is a founding partner at Engstrom Lee where she works on ERISA class actions representing workers whose retirement savings have been squandered due to imprudence, self-dealing, and fraud. Prior to co-founding Engstrom Lee, Jenny worked at a nationally ranked plaintiffs' class action firm where she served as class counsel in ERISA cases against McKinsey & Co., Allianz Asset Management, American Century, BB&T, among

other Fortune 500 companies and financial institutions. As class counsel she has recovered tens of millions of dollars on behalf of her clients through ERISA. Jenny has been invited to speak at industry and bar events on ERISA litigation. Jenny previously worked at the ACLU's National Office where she served as counsel on constitutional cases across the country before federal district courts, courts of appeals, and the United States Supreme Court. Jenny began her career at the international corporate law firm, Cravath, Swaine & Moore LLP, where she worked on antitrust and intellectual property matters, and white-collar investigations.

Representative matters: *George v. Garnet Health Medical Center*, No. 7:24-cv-06422-PMH (S.D.N.Y.); *Carter v. Sentara Healthcare Fiduciary Committee*, No. 2:25-cv-16 (E.D. Va.); *Tufano v. Pride Mobility Prods. Corp.*, No. 3:24-cv-000765-KM (M.D. Pa.); *Harvey v. Bed Bath & Beyond, Inc.*, No. 2:23-cv-20376-CCC-SDA (D.N.J.); *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Colon v. Johnson*, No. 8:22-cv-00888 (M.D. Fla.); *Bhatia v. McKinsey & Co., Inc.*, No. 1:19-cv-01466 (S.D.N.Y.); *Urakhchin v. Allianz Asset Mgmt of Am., LLP*, No. 8:15-CV-01614 (C.D. Cal); *Intravaia v. National Rural Electric Cooperative Association*, No. 1:19-cv-00973 (E.D. Va); *Wildman v. American Century Services, LLC*, No. 4:16-CV-00737 (W.D. Mo.); *Klawonn v. Board of Directors for the Motion Picture Industry Pension Plans*, No. 2:20-cv-09194-DMG-JEM (C.D. Cal.); *Carrigan v. Xerox Corporation*, No. 3:21-cv-01085 (D. Conn.); *Sims v. BB&T Corp.*, No. 1:15-CV-00732 (M.D.N.C.); *Mass v. The Regents of the University of California*, No. RG17-879223 (Ca. Sup. Ct.).

Education: B.A. *cum laude*, Yale College (2006); J.D. with honors, University of Chicago Law School (2010).

BRANDON MCDONOUGH is a founding partner at Engstrom Lee. He has spent his entire career representing employee, consumer, and civil rights plaintiffs around the country. His cases have included police misconduct, consumer privacy, deceptive advertising, and retirement plan mismanagement cases. He currently represents current and former employees whose retirement accounts have been shortchanged due to excessive fees, imprudent investments, employer self-dealing, and general mismanagement. Brandon has been appointed class counsel in numerous cases, including those against Goldman Sachs, McKinsey & Co., Lowe's Companies, American Airlines, Putnam Investments, and other Fortune 500 companies.

Representative matters: *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Falberg v. The Goldman Sachs Group, Inc.*, No. 1:19-CV-09910 (S.D.N.Y.); *Toomey v. DeMoulas Super Markets, Inc.*, No. 1:19-CV-11633 (D. Mass.); *Bhatia v. McKinsey & Company, Inc.*, No. 1:19-CV-01466 (S.D.N.Y.); *Clark v. Oasis Outsourcing Holdings Inc.*, No. 9:18-CV-

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81101 (S.D. Fla.); *McGinnes v. FirstGroup America, Inc.*, No. 1:18-CV-00326 (S.D. Ohio); *Reetz v. Lowe's Companies, Inc.*, No. 5:18-CV-00075 (W.D.N.C.); *Karpik v. Huntington Bancshares Inc.*, No. 2:17-CV-01153 (S. D. Ohio); *Andrus v. New York Life Ins. Co.*, No. 1:16-CV-05698 (S.D.N.Y.); *Main v. American Airlines Inc.*, No. 4:16-CV-00473 (N.D. Tex.); *Brotherston v. Putnam Investments, LLC*, No. 1:15-CV-13825 (D. Mass.); *Broberg v. Debt Arbitrators, LLC*, No. 0:13-CV-02131 (D. Minn.).

Education: A.B. University of Chicago (2008); J.D. *cum laude*, University of Minnesota Law School (2012).

MARK THOMSON is a founding partner at Engstrom Lee where he works on ERISA class actions representing workers whose retirement savings have been squandered due to imprudence, self-dealing, and fraud. Prior to co-founding Engstrom Lee, Mark worked at a nationally ranked plaintiffs' class action firm where he served as class counsel in ERISA cases against Fidelity, Lowe's, Aon Hewitt, JPMorgan Chase, and FirstGroup, among other Fortune 500 companies and financial institutions. As class counsel he has recovered tens of millions of dollars on behalf of his clients through ERISA. Mark began his career as a law clerk for Justice David Lillehaug and Justice Anne McKeig on the Minnesota Supreme Court.

Representative matters: *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Colon v. Johnson*, No. 888-TPB-TGW (M.D. Fla.); *Andrews v. Wilson Electric Servs Corp.*, No. 2:24-CV-00995-PHX-DJH (D. Ariz.); *Cothran v. Adams*, No. 8:23-cv-00518-CEH-CPT (M.D. Fla.); *Moitoso v. FMR LLC*, No. 1:18-CV-12122 (D. Mass.); *McGinnes v. FirstGroup Am., Inc.*, No. 1:18-CV-00326 (S.D. Ohio); *Reetz v. Lowe's Cos., Inc.*, No. 5:18-CV-00075 (W.D.N.C.); *Velazquez v. Mass. Fin. Servs. Co.*, No. 1:17-CV-11249 (D. Mass.); *Beach v. JPMorgan Chase Bank*, No. 1:17-CV-00563 (S.D.N.Y.); *Morin v. Essentia Health*, No. 0:16-CV-04397 (D. Minn.); *Nelsen v. Principal Glob. Invs. Tr. Co.*, No. 4:21-CV-00134 (S.D. Iowa); *Carter v. CIOX Health, LLC*, No. 6:14-CV-06275 (W.D.N.Y.).

Education: B.A. *summa cum laude*, University of Minnesota (2011); J.D. Harvard Law School (2016).

NICHOLAS THOMPSON is a founding partner at Engstrom Lee and the chair of the firm's railroad practice. He represents employees who have been discriminated against or seriously injured through the negligence of others. His work in high-profile cases has earned him numerous awards, and he is frequently invited to present on matters affecting employees who have been discriminated against and/or injured. Nick also serves on the Board of Academy of Rail Labor Attorneys (ARLA). Nick has earned record jury verdicts in disability discrimination cases, retaliation, and injury cases.

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Representative matters: *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Carter v. Sentara Healthcare Fiduciary Committee*, No. 2:25-cv-16 (E.D. Va.); *Mills v. Union Pacific R.R. Co.*, No. 1:22-cv-00143-DCN (D. Idaho); *Sanders v. Union Pacific R.R. Co.*, No. 4:20-cv-03023 (D. Neb); *Bell v. CSX Transportation, Inc.*, No. 1:18-cv-00744-MJG (D. Md.); *Mlsna v. Union Pacific R.R. Co.*, No. 3:18-cv-00037-wmc (W.D. Wis.); *Renard v. Union Pacific R.R. Co.*, No. 4:21-cv-00589 (W.D. Wis.).

Education: B.A., University of Wisconsin-Madison (2005); J.D., University of Minnesota Law School (2008).

STEVE EIDEN is an associate at Engstrom Lee where he represents workers nationwide in ERISA class actions to protect their retirement savings. His entire legal career has been devoted to advocating on behalf of employees and he has served as class counsel in several ERISA class actions. Prior to joining Engstrom Lee, Steve worked for eight years at a nationally recognized plaintiff's class action firm focusing on ERISA matters. Before attending law school, Steve obtained his series 7 and 66 securities licenses while employed at a financial services company. Steve carries substantial experience working with financial experts and a strong familiarity with financial and investment concepts.

Representative matters: *Bowers v. Russell*, No. 1:22-cv-10457-PBS (D. Mass.); *Andrews v. Wilson Electric Servs Corp.*, No. 2:24-CV-00995-PHX-DJH (D. Ariz.); *Schaf v. O-I Glass, Inc.*, No. 3:22-cv-1240 (N.D. Ohio); *Pecou v. Bessemer Trust Co.*, No. 1:22-cv-01019-MKV (S.D.N.Y.); *Kohari v. MetLife Group, Inc.*, No. 1:21-cv-06146 (S.D.N.Y.); *McGinnes v. FirstGroup Am.*, No. 1:18-CV-00326 (S.D. Ohio).

Education: B.A., *magna cum laude*, Gustavus Adolphus College (2015); J.D., *magna cum laude*, University of St. Thomas School of Law (2021).