

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF NORTH CAROLINA
CHARLOTTE DIVISION
3:25-CV-478-MOC-SCR**

**MICHAEL SWEAT, individually, and on
behalf of all others similarly situated,**

Plaintiff,

v.

NUCOR CORPORATION,

Defendant.

ORDER

THIS MATTER is before the Court on Plaintiff Michael Sweat’s Unopposed Motion for Final Approval of Class Action Settlement (the “Motion”). (Doc. No. 20). The motion is **GRANTED**, and the Court makes the following findings and conclusions:

WHEREAS, on March 11, 2026, the Court entered its Order Granting Preliminary Approval of Class Action Settlement, which, inter alia: (1) preliminarily approved the Settlement; (2) provisionally certified the Settlement Class for settlement purposes; (3) appointed Plaintiff Michael Sweat as Class Representative; (4) appointed Scott Edward Cole of Cole & Van Note as Class Counsel; (5) appointed RG/2 Claims Administration LLC (“RG/2”) as Settlement Administrator; (6) approved the form and manner of Notice; and (7) scheduled the Final Approval Hearing for July 6, 2026;

WHEREAS, thereafter, Notice was provided to the Settlement Class in accordance with the Court’s Preliminary Approval Order;

WHEREAS, RG/2 established the Settlement Website, administered the notice and claims process, and otherwise performed its duties pursuant to the Settlement Agreement and the Court’s Preliminary Approval Order;

WHEREAS, on July 6, 2026, the Court held a Final Approval Hearing to determine whether the Settlement is fair, reasonable, and adequate, and to consider Plaintiff's request for final approval of the Settlement, attorneys' fees and costs, and a service award;

WHEREAS, the Court has reviewed and considered the Motion, the Settlement Agreement, the Declaration of Mark T. Freeman, the Declaration of Jessie Montague of RG/2 Claims Administration LLC, the Declaration of Class Representative Michael Sweat, the files and records in this Action, and all other papers and proceedings herein;

IT IS HEREBY ORDERED AND ADJUDGED as follows:

1. This Court has subject matter jurisdiction over this Action pursuant to 28 U.S.C. § 1332(d)(2) and has personal jurisdiction over the Parties and all Settlement Class Members.
2. This Final Approval Order incorporates the definitions set forth in the Settlement Agreement.
3. The Notice provided to the Settlement Class was the best notice practicable under the circumstances and constituted due and sufficient notice of the proceedings and matters set forth therein to all persons entitled to notice. The Notice Program satisfied the requirements of due process, Federal Rule of Civil Procedure 23, and all other applicable law and rules.
4. The Claims Process is fair, reasonable, and adequate, and the Claim Form is written in plain language and is reasonably understandable to Settlement Class Members.
5. The Settlement is in all respects fair, reasonable, and adequate; was negotiated in good faith and at arm's length by experienced counsel; and was reached based on sufficient information to allow the Parties to evaluate their respective claims, defenses, risks, and potential recovery.

6. The Court finds that the Settlement provides meaningful relief to Settlement Class Members while avoiding the substantial risks, costs, delay, and uncertainty of continued litigation.

7. The Court has considered the reaction of the Settlement Class. Based on the information submitted to the Court, no Settlement Class Members have objected to the Settlement, and no Settlement Class Members have requested exclusion from the Settlement.

8. Based on the information presented to the Court, the Notice and Claims process proceeded in accordance with the Settlement Agreement and the Court's Preliminary Approval Order. All Settlement Class Members who submitted Valid Claims shall receive Settlement Class Member Benefits pursuant to the terms of the Settlement Agreement. Settlement Class Members who did not submit a Claim, or whose Claim is determined to be invalid, shall remain bound by the Settlement and the releases set forth therein.

9. Plaintiff Michael Sweat and Class Counsel have fairly and adequately represented the Settlement Class and will continue to protect the interests of the Settlement Class through implementation of the Settlement.

10. Because the Court grants final approval of the Settlement as fair, reasonable, and adequate, the Court authorizes and directs implementation of all terms and provisions of the Settlement Agreement.

11. No Settlement Class Member has submitted a timely objection to the Settlement Agreement. Therefore, all Settlement Class Members are deemed to have waived any objections to the Settlement Agreement by appeal, collateral attack, or otherwise.

12. As of the final date of the Opt-Out Period, there were no Settlement Class Members who submitted opt-out requests to be excluded from the Settlement.

13. The appointment of Michael Sweat as Class Representative is affirmed.

14. The appointment of Scott Edward Cole of Cole & Van Note as Class Counsel is affirmed.

15. The appointment of RG/2 as Settlement Administrator is affirmed.

16. The Court affirms its prior findings that, for settlement purposes only, the Settlement Class satisfies the requirements of Federal Rules of Civil Procedure 23(a) and 23(b)(3), including numerosity, commonality, typicality, adequacy, predominance, and superiority.

17. The Court finally certifies the following Settlement Class for settlement purposes only: All individuals to whom Nucor sent notice relating to the Data Incident and the recipients' personal information. Excluded from the Settlement Class are all persons who timely and validly requested exclusion from the Settlement Class, officers and directors of Nucor and/or related entities, and the members of the judiciary who have presided or are presiding over this matter and their families and staff.

18. Judgment shall be, and hereby is, entered dismissing the Action with prejudice.

19. As of the Effective Date, and in exchange for the relief described in the Settlement Agreement, the Releasing Parties shall be deemed to have fully, finally, and irrevocably released and forever discharged all Released Claims, including Unknown Claims, against all Released Parties, as set forth in the Settlement Agreement.

20. Further, upon the Effective Date, Plaintiff as well as all Settlement Class Members and Releasing Parties, shall either directly, indirectly, representatively, as a member or on behalf of the general public or in any capacity, shall be permanently barred and enjoined from commencing, prosecuting, or participating in any recovery in any action in this or any other forum (other than participation in the settlement) in which any of the Released Claims are asserted.

21. Pursuant to Federal Rule of Civil Procedure 23(h), Class Counsel is awarded Attorneys' Fees and Costs in the amount of \$100,000. This award shall be paid by Defendant in accordance with the Settlement Agreement and shall not reduce Settlement Class Member Benefits.

22. Class Representative Michael Sweat is awarded a Service Award in the amount of \$2,000. This Service Award shall be paid by Defendant in accordance with the Settlement Agreement and shall not reduce Settlement Class Member Benefits.

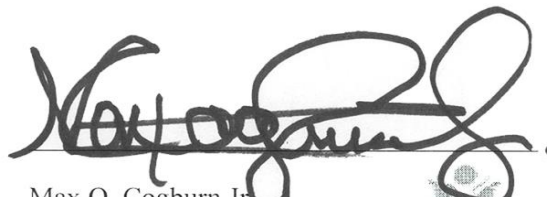
23. The matter is hereby dismissed with prejudice and without costs, except that the Court retains jurisdiction over this Action, the Parties, the Settlement Class Members, and the Settlement Administrator for purposes of implementing, administering, interpreting, and enforcing the Settlement Agreement and this Final Approval Order.

24. In the event the Effective Date of the Settlement does not occur, the Settlement shall be rendered null and void to the extent provided by and in accordance with the Settlement Agreement, and this Final Approval Order and any judgment entered pursuant to it shall be vacated, *nunc pro tunc*.

25. This Final Approval Order resolves all claims against all parties in the lawsuit and is a final order. There being no just reason for delay, the Clerk of Court is directed to enter final judgment pursuant to Federal Rule of Civil Procedure 58.

SO ORDERED.

Signed: August 18, 2026



Max O. Cogburn Jr.
United States District Judge