

**YOU MAY BE ENTITLED TO A CASH PAYMENT FROM A CLASS ACTION SETTLEMENT IF YOU WERE REQUIRED TO PROVIDE YOUR FINGER OR HAND SCAN OR OTHER BIOMETRIC INFORMATION FOR TIMEKEEPING PURPOSES TO JOLIET COLD STORAGE AT ANY TIME BETWEEN FEBRUARY 28, 2014 AND MARCH 22, 2022.**

ABC1234567890

Claim Number 1111111



JOHN Q CLASSMEMBER  
123 MAIN ST  
APT 1  
ANYTOWN, ST 12345

*This is a court-authorized notice of a proposed class action settlement. This is not a solicitation from a lawyer and is not notice of a lawsuit against you.*

#### **What is this Notice About?**

A proposed settlement has been reached in a class action lawsuit against Joliet Cold Storage, LLC (“Defendant”) regarding timekeeping devices used by Defendant from February 28, 2014 through March 22, 2022, that allegedly required employees to provide biometric information (e.g. finger or hand scans) for timekeeping purposes, allegedly in violation of the Illinois Biometric Information Privacy Act (“BIPA”). The case is entitled *Starks v. Joliet Cold Storage, LLC*, Case No. 2019 L 000182, pending in the Circuit Court of the Twelfth Judicial Circuit, Will County, Illinois. The proposed settlement is not an admission of wrongdoing by Defendant, and Defendant denies that it violated the law. The Court has not decided who is right or wrong. Rather, to save the time, expense, and distraction of litigation, the parties have agreed to settle the lawsuit. The settlement has been preliminarily approved by a court in Joliet, Illinois.

#### **Am I a Member of the Settlement Class?**

You are a member of the Settlement Class if, at any time between February 28, 2014 and March 22, 2022, you were employed by Defendant and required to provide a finger or hand scan for timekeeping purposes to Defendant within the state of Illinois.

#### **What Can I Get From the Proposed Settlement?**

Defendant has agreed to create a fund totaling \$248,500 from which all payments contemplated by the Settlement Agreement will be paid, including: (a) Incentive Award to Plaintiff, William Starks, in an amount up to \$5,000; (b) reasonable attorneys’ fees to Class Counsel not to exceed 35% percent of the Settlement Fund plus reimbursement of reasonable costs; (c) costs incurred by or on behalf of the Settlement Administrator in administrating the settlement; (d) an equal share of the remaining Settlement Fund to each Settlement Class Member; and (e) if applicable, any remaining amounts distributed back to Defendant. For more information, please visit Settlement Website listed below.

The Settlement Administrator will issue a check to each Class Member who does not otherwise exclude themselves following the final approval of the settlement. It is believed that each Class Member will receive approximately \$290 from the Settlement Fund, but the exact amount is not yet known and could be more or less.

#### **Who Represents the Class?**

The Court has approved the following attorney to represent the Settlement Class, who is referred to as “Class Counsel,” Fish Potter Bolaños, P.C., 200 E. 5th Ave Ste. 123, Naperville, IL 60563, admin@fishlawfirm.com, (312) 861-1800. You will not be charged for this lawyer. If you want to be represented by your own lawyer instead, you may hire one at your own expense.

## What Are Your Options?

1. If you want to participate in the settlement and receive a settlement payment, do nothing. A check will be mailed to you if the Court grants final approval of the settlement.
2. If you do not want to be legally bound by the settlement, you must exclude yourself by May 23, 2022. To do so, you must mail your written request for exclusion to the Settlement Administrator, Analytics Consulting LLC, at the address listed below, postmarked on or before the deadline. Your written request for exclusion must identify the name of the case and case number, *Starks v. Joliet Cold Storage, LLC*, Case No. 2019 L 000182 (Will County); include your full name, current address, telephone number; a statement that you wish to be excluded from the settlement; and your signature. If you exclude yourself, you will not receive money from this settlement, but you will retain your legal rights regarding any claims that you may have against Defendant.
3. You may object to the settlement by May 23, 2022 if you have not already excluded yourself from the settlement. If you want to object to the settlement, you must file the objection with the Clerk of the Court in Will County and deliver, e-mail, or mail postmarked by the deadline a copy of the written statement to Class Counsel and Defendant's Counsel at the addresses below by May 23, 2022.

### Class Counsel

David Fish  
Fish Potter Bolaños, P.C.  
Fifth Avenue Station  
200 E. 5th Avenue, Suite 123  
Naperville, IL 60563  
admin@fishlawfirm.com

### Defendant's Counsel

Laura B. Bacon  
Nixon Peabody LLP  
70 W. Madison Street, Suite 5200  
Chicago, IL 60602  
lbbacon@nixonpeabody.com

The written objection must include the case name and number, *Starks v. Joliet Cold Storage, LLC*, Case No. 2019 L 000182 (Will County); your full name, current address, and telephone number; date range of employment with Defendant; all grounds for the objection, including all supporting materials; name and contact information of your attorney, if any; identification of any other objections that you have filed in other class action cases; a statement whether you intend to appear at the Final Approval hearing, including a list of any witnesses that you may call to testify; and your signature. For more information, review the Settlement Agreement available at the Settlement Website listed below.

## How do I update my Contact Information?

You must notify the Settlement Administrator of any changes in your mailing address so that your settlement award will be sent to the correct address. To update your address, contact Analytics Consulting LLC the Settlement Administrator, at the contact listed below.

## When is the Final Approval Hearing?

The Court will hold a hearing in this case on **June 22, 2022 at 9:00 a.m.**, in Courtroom 201A of the Circuit Court of Will County, Illinois, 57 North Ottawa Street, Joliet, Illinois, to consider, among other things, (1) whether to approve the settlement; (2) a request by Class Counsel for an award of no more than 35% of the Settlement Fund plus costs; and (3) a request for an Incentive Award of \$5,000 for the Class Representative. You may appear at the hearing, but you are not required to do so.

If you have any questions or for more information, or to update your mailing address, contact the Settlement Administrator or Class Counsel at:

### Settlement Administrator

Starks v Joliet Cold Storage, LLC  
c/o Analytics Consulting LLC  
P.O. Box 2002  
Chanhassen, MN 55317-2002  
(833) 716-1540  
ColdStorageBIPA@noticeadministrator.com

### Class Counsel

David Fish  
Fish Potter Bolaños, P.C.  
Fifth Avenue Station  
200 E. 5th Avenue, Suite 123  
Naperville IL 60563  
(312) 861-1800

For more information, visit the Settlement Website at [www.fishlawfirm.com/jolietcoldstorage](http://www.fishlawfirm.com/jolietcoldstorage)