

UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS

Tapia-Rendon v. Employer Solutions Staffing Group II, LLC, et al., Case No. 21-cv-3400

IF YOU USED A WORKEASY, EASYCLOCKING, EASYWORKFORCE, OR TIMELOGIX FINGERPRINT TIMECLOCK IN ILLINOIS BETWEEN JUNE 24, 2016 AND AUGUST 15, 2023, YOU MAY BE ENTITLED TO A CASH PAYMENT FROM A CLASS-ACTION SETTLEMENT

This is an official court notice. You are not being sued. This is not an ad for a lawyer.

A settlement has been reached in a class action between WorkEasy Software, LLC, f/k/a EasyWorkforce Software, LLC (“EasyWorkforce”) and workers in Illinois. The lawsuit claims that EasyWorkforce violated an Illinois law called the Biometric Information Privacy Act by capturing, collecting, and disclosing biometric data without proper consent, and by failing to adequately secure that data. EasyWorkforce denies any wrongdoing and says that it has not violated any laws. The settlement does not establish who is right or wrong, but rather is a compromise to end the lawsuit and avoid the uncertainties and expenses that would come with trial. The lawsuit is called *Tapia-Rendon v. Employer Solution Staffing Group II, LLC, et al.*, No. 21-cv-3400, and is pending in the United States District Court for the Northern District of Illinois. Please read this notice carefully. Your legal rights are affected whether or not you act.

For complete information, visit www.EasyWorkforceBIPALawsuit.com or call 1-844-917-4405.

Am I included? Yes, records indicate that your fingerprint and biometric information was captured by one of the timeclocks at issue in this case. Specifically, the lawsuit includes a Class of people who used a WorkEasy, EasyWorkforce, EasyClocking, or TimeLogix fingerprint timeclock in Illinois between June 24, 2016 and August 15, 2023. It also includes a Subclass of people who used one of those timeclocks in Illinois between June 24, 2016 and April 30, 2022.

What does the settlement provide? EasyWorkforce and its insurers have agreed to create a \$1,685,000 Settlement Fund that will be paid out over five years, and WorkEasy has agreed to a process for deleting the fingerprint data of its customers’ former employees, and of its former customers’ employees. If you submit a valid claim and the Court approves the settlement, you will receive payments totaling approximately \$160 to \$750 over five years, depending on when you started using the timeclock and how many other people submit claims. Those payment amounts are after the payment of the costs, administrative expenses, and legal fees from the settlement fund.

How do I get my payment? To receive a payment, you must complete and return a Claim Form by March 31, 2026. A link to the Claim Form is included in this notice, or you can submit a Claim Form online at www.EasyWorkforceBIPALawsuit.com.

What are my rights and options? You have a choice of whether to stay in the Class or not. If you do nothing, you are choosing to stay in the Class, and you will not receive any payment. This means you will be legally bound by all orders and judgments of the Court and you won’t be able to sue or continue to sue EasyWorkforce for the legal claims made in this case in a different lawsuit. If you want to receive a payment, you need to submit a Claim Form. If you do not want to stay in the Class, you must submit a request for exclusion. If you exclude yourself, you cannot get any money or benefits from this Settlement, but you will keep your right to separately sue EasyWorkforce over the legal issues in this case. To ask to be excluded from the Class, send a letter to *EasyWorkforce Class Action Administrator*, P.O. Box 2790, Baton Rouge, LA 70821-2790 postmarked by February 25, 2026 saying you want to be excluded from *Tapia-Rendon v. Employer Solutions Staffing Group II, LLC*, No. 21-cv-3400. Include your name, address, and signature. If you don’t like something about the Settlement or the requests for attorneys’ fees and expenses or the service award, you can tell the Court by submitting an objection. To object, you must file a letter or brief with the Court stating that you object to the Settlement in *Tapia-Rendon v. Employer Solutions Staffing Group II, LLC*, No. 21-cv-3400, no later than February 25, 2026.

Do I have a lawyer? Yes. The Court has appointed lawyers from the law firms Nick Larry Law LLC and Loevy + Loevy. They represent you and the other Class Members and are called Class Counsel. The lawyers will request to be paid from the total amount that EasyWorkforce and its insurers have agreed to pay to the Class. You can hire your own lawyer, but you’ll need to pay that lawyer’s legal fees if you do. The Court has also chosen Maria Tapia-Rendon—a class member like you—to represent the Class.

When will the Court approve the settlement? The Court will hold a final approval hearing on April 28, 2026 at 9:00 a.m. CT before the Honorable Matthew Kennelly, via telephone (dial-in 650-479-3207; access code 2305-915-8279). **Do not come to the Courthouse for the final approval hearing.** The Court will hear objections, determine if the settlement is fair, and consider Class Counsel’s request for fees and expenses of up to one-third of the Settlement Fund and an incentive award to Plaintiff Tapia-Rendon of \$10,000, a copy of which will be posted on the settlement website.

For more information, visit www.EasyWorkforceBIPALawsuit.com or call 1-844-917-4405.