

**UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION**

MARIA TAPIA-RENDON, individually and
on behalf of all others similarly situated,

Plaintiff,

v.

WORKEASY SOFTWARE, LLC

Defendants.

Case No. 1:21-cv-3400

Judge: Hon. Matthew F. Kennelly

Magistrate: Hon. Beth W. Jantz

**DECLARATION OF THOMAS R. KAYES
IN SUPPORT OF UNOPPOSED MOTION FOR FINAL APPROVAL**

Pursuant to 28 U.S.C. § 1746, I, Thomas R. Kayes, hereby declare and state as follows:

1. I am an attorney admitted to practice in the State of Illinois. I am of counsel at Loevy + Loevy, and have been retained by Plaintiff and appointed as Class Counsel in this matter.
2. I make this declaration in support of Plaintiff's Unopposed Motion for Final Approval. I am over 18 and am fully competent to make this declaration. This declaration is based upon my personal knowledge, except where expressly noted otherwise.

Background and Experience

3. I graduated magna cum laude and order of the coif from the Northwestern University Pritzker School of Law in 2013.
4. After graduation, I worked on complex litigation as a law clerk for Judge Richard C. Tallman on the Ninth Circuit Court of Appeals, as a law clerk for Judge Edmond E. Chang on the United States District Court for the Northern District of Illinois, as an associate at Sidley Austin LLP, and as an associate at Keller Lenkner LLC (now known as Keller Postman LLC).

5. I left Keller Postman to found the Civil Rights Group, LLC (which was formerly known as the Law Office of Thomas R. Kayes, LLC). While running the Civil Rights Group, LLC, I was extensively involved in litigating dozens of BIPA class actions in state and federal courts. I joined Loevy + Loevy in May of 2024.

6. I have been appointed class counsel in *Tapia-Rendon v. United Tape & Finishing Co. Inc.*, No. 21-cv-3400, 2023 WL 5228178 (N.D. Ill. Aug. 15, 2023), *reconsideration denied*, No. 21-cv-3400, 2024 WL 406513 (N.D. Ill. Feb. 2, 2024) (BIPA class action against fingerprint-timeclock vendor); *Hosch v. DryBar Holdings LLC*, No. 2021-CH-01976 (Cir. Ct. Cook Cnty., Ill.) (BIPA class action); *Rivera v. Am. Freedom Ins. Co.*, No. 2020-CH-06596 (Cir. Ct. Cook Cnty., Ill.) (BIPA class action); *Bertasiute v. The Hari Group, Inc., et al.*, No. 2020-CH-07055 (Cir. Ct. Cook Cnty., Ill.) (BIPA class action); *Walleye Trading LLC v. AbbVie Inc. et al.*, No. 1:18-cv-05114 (N.D. Ill.) (federal securities class action); and *Dobbey, et al., v. Studer, et al.*, No. 13-cv-1068 (N.D. Ill.) (civil rights class action).

Settlement and Administration

7. My office has not been contacted by any state or federal official concerning the settlement, nor am I aware of any objection or request to intervene being filed or submitted by any state or federal official.

8. Based on my experience, I believe that the Settlement is in the Class's best interest.

9. Plaintiff has no familial or close personal relationship with me, or with any employee at Loevy + Loevy or The Civil Rights Group, LLC.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on April 14, 2026, in Deerfield, Illinois.

A handwritten signature in blue ink, consisting of a large, stylized 'J' or 'K' shape with a horizontal line extending to the right, and a smaller, stylized 'R' or 'K' shape below it.

Thomas R. Kayes