

UNITED STATES DISTRICT COURT FOR THE NORTHERN DISTRICT OF ILLINOIS

Franchini, et al. v. Accu-Time Systems, Inc., No. 21-cv-05075 (N.D. Ill.)

**IF YOU SCANNED YOUR FINGER AT A JOB LOCATION IN ILLINOIS YOU MAY BE ABLE TO CLAIM A
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 lawsuit against Accu-Time Systems, Inc. (“Defendant”) brought by certain individuals who allegedly scanned their finger on a time clock at one of the following companies (“Defendant’s Customers”) in Illinois beginning on August 29, 2016. Our records show you may have worked at one of the following companies:

Aclara
Ansira Partners
Ardent Mills
Benchmark
Bob’s Discount Furniture
Ecolab
Enova
Fellowes
Ferguson
Fresh Express
H&E Equipment (OneSource)
Hello Fresh
Ilitch (LCS/Blue Line/Little Caesars)
Montage
Patagonia
Ring Container
Scotts Miracle Grow
Societe General
TD Synnex
Van Pool
Victaulic
Waste Connections
World Fuel Services
XPEL

- The lawsuit claims that Defendant violated an Illinois law called the Biometric Information Privacy Act (“BIPA”) by collecting individuals’ biometric-related data when they used a finger-scanning device without complying with the law’s requirements. Defendant denies those allegations. The Court has not decided who is right or wrong. The Settlement has been preliminarily approved by a federal court in Chicago, Illinois.
- You are potentially included in the Settlement if you scanned your finger at the one of the Defendant’s Customers in Illinois. If you received a notice of the Settlement in the mail or by e-mail, our records indicate that you are or may be a Settlement Class Member and are included in the Settlement, and you may submit a claim form online or by mail to receive a cash payment.
- If the Court approves the Settlement, members of the Class who submit valid claims will receive an equal, or *pro rata*, share of a \$1,500,000.00 settlement fund that Defendant has agreed to establish, after all notice and administration costs,

incentive awards, and attorneys’ fees have been paid. Individual payments to Settlement Class Members who submit a valid Claim Form are estimated to be \$100 to \$500 but could be more or less depending on the number of valid claims submitted.

- Please read this notice carefully. Your legal rights are affected whether you act, or don’t act.

YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT	
SUBMIT A CLAIM FORM	This is the only way to receive a payment. You must submit a complete and valid claim form either online or by mail before March 12, 2026 .
DO NOTHING	You will receive no payment under the Settlement and give up your rights to sue Defendant and certain related companies and individuals about the issues in this case.
EXCLUDE YOURSELF	You will receive no payment, but you will retain any rights you currently have to sue Defendant about issues in this case.
OBJECT	Write to the court explaining why you don’t like the Settlement.
ATTEND A HEARING	Ask to speak to the Court about the fairness of the Settlement.

These Rights and options – **and the deadlines to exercise them** – are explained in this notice.

The Court in charge of this case still has to decide whether to approve the Settlement. Payments will be provided only after any issues with the Settlement are resolved. Please be patient.

BASIC INFORMATION

1. What is this notice and why should I read it?

The Court authorized this notice to let you know about a proposed Settlement. You have legal rights and options that you may act on before the Court decides whether to approve the proposed Settlement. You may be eligible to receive a cash payment as part of the Settlement. This Notice explains the lawsuit, the Settlement, and your legal rights.

Judge Seeger of the United States District Court for the Northern District of Illinois is overseeing this class action. The Case is called *Franchini, et al. v. Accu-Time Systems, Inc.*, No. 21-cv-05075 (N.D. Ill.).

2. What is a class action lawsuit?

A class action is a lawsuit in which individuals called “Class Representatives” bring a single lawsuit on behalf of other people who have similar legal claims. All of these people together are a “Class” or “Class Members.” Once the Class is certified, a class action Settlement finally approved by the Court resolves the issues for all Settlement Class Members, except for those who exclude themselves from the Settlement Class.

THE CLAIMS IN THE LAWSUIT AND THE SETTLEMENT

3. What is this lawsuit about?

The Biometric Information Privacy Act (“BIPA”), 740 ILCS 14/1, *et seq.*, prohibits private companies from capturing, obtaining, storing, and/or using the biometric identifiers and/or biometric information of another individual for any purpose, without first providing notice and getting consent in writing. Biometrics are things like your fingerprint, faceprint, or a scan of your iris. This lawsuit alleges that Defendant violated BIPA by allegedly collecting biometric-related data from

individuals who scanned their fingers for identification, without giving notice or getting consent. Defendant denies these allegations and denies that they violated BIPA.

More information about Plaintiffs' complaint in the lawsuit and Defendant's defenses can be found in the "Court Documents" section of the settlement website www.accubipasettlement.com.

4. Who is included in the Settlement Class?

You are a member of the Settlement Class if you scanned your finger on a finger scanning device in Illinois at one of the following companies during the time period August 29, 2016 to September 15, 2025:

Aclara
Ansira Partners
Ardent Mills
Benchmark
Bob's Discount Furniture
Ecolab
Enova
Fellowes
Ferguson
Fresh Express
H&E Equipment (OneSource)
Hello Fresh
Ilitch (LCS/Blue Line/Little Caesars)
Montage
Patagonia
Ring Container
Scotts Miracle Grow
Societe General
TD Synnex
Van Pool
Victaulic
Waste Connections
World Fuel Services
XPEL

If you meet this requirement, you may be a class member and may [submit a claim](#) for a cash payment. If you received a notice of the Settlement via email or in the mail, our records indicate that you are or may be a class member and are included in the Settlement. You may call or email the Settlement Administrator at (855) 493-7503 or AccuBIPASettlement@noticeadministrator.com to ask whether you are a member of the Settlement Class.

THE SETTLEMENT BENEFITS

5. What does the Settlement Provide?

Cash Payments. If you are eligible, you can file a claim to receive a cash payment. The amount of such payment is estimated to be around \$100 to \$500, but the exact amount is unknown at this time and could be more or less depending on

the number of valid Claim Forms submitted. This is a *pro rata*, or equal, share of a fund that Defendant has agreed to create totaling \$1,500,000, before the payment of settlement expenses, attorney's fees, and any incentive awards for the Class Representatives in the litigation approved by the Court.

HOW TO GET SETTLEMENT BENEFITS

6. How do I get a payment?

If you are a Settlement Class member and you want to get a payment, you must complete and submit a valid Claim Form by March 12, 2026. If you received an email notice, it contained a link to the online Claim Form, which is also available on this website [here](#) and can be filled out and submitted online. The online claim form lets you select to receive your payment by Venmo, Zelle, Paypal, ACH Direct Deposit, or paper check. A paper Claim Form with pre-paid postage was attached to the postcard notice you may have received in the mail. Those who submit a paper Claim Form will receive a paper check by mail, if the claim is approved.

Depending on the number of valid Claim Forms submitted, you may need to complete an IRS Form W-9 to satisfy IRS tax reporting obligations related to the payment. You may complete the [Form W-9](#) now on the statement website; doing so now will ensure that you receive your full payment as soon as possible.

7. When will I get my payment?

The hearing to consider the fairness of the Settlement is scheduled for April 1, 2026, at 9:00 a.m. If the Court approves the Settlement, Class Members whose claims were approved by the Settlement Administrator and, if necessary, who have completed a W-9 Form on the settlement website, will be issued a check or electronic payment after the Settlement has been finally approved by the Court and/or after any appeals process is complete. Please be patient. Uncashed checks and electronic payments that are unable to be completed will expire and become void 150 days after they are issued and will be distributed to *cy pres* recipient Prairie State Legal Services, or another *cy pres* organization selected by the court.

THE LAWYERS REPRESENTING YOU

8. Do I have a lawyer in the case?

Yes, the Court has appointed lawyers David Fish and Mara Baltabols of Workplace Law Partners, P.C., as the attorneys to represent you and other Class Members. These attorneys are called the "Class Counsel." Class Counsel can be reached by calling (312) 861-1800.

9. Should I get my own lawyer?

You don't need to hire your own lawyer because Class Counsel is working on your behalf. You may hire your own lawyer, but if you do so, you will have to pay that lawyer.

10. How will the lawyers be paid?

Class Counsel will ask the Court for attorneys' fees of up to 35% of the Settlement Fund plus expenses and will also request an incentive award of \$7,500 for each Class Representative from the Settlement Fund. The Court will determine the proper amount of any attorneys' fees and expenses to award Class Counsel and the proper amount of any awards to the Class Representatives. The Court may award less than the amounts requested.

YOUR RIGHTS AND OPTIONS

11. What happens if I do nothing at all?

If you do nothing, you will receive no money from the Settlement Fund, but you will still be bound by all orders and judgments of the Court. Unless you exclude yourself from the Settlement, you will not be able to file or continue a lawsuit

against Defendant or other Released Parties regarding any of the Released Claims. **Submitting a valid and timely Claim Form is the only way to receive a payment from this Settlement.**

To submit a Claim Form, or for information on how to request exclusion from the class or file an objection, please visit the settlement website, www.accubipasettlement.com or call (855) 493-7503.

12. What happens if I ask to be excluded?

You may exclude yourself from the Settlement. If you do so, you will not receive any cash payment, but you will not release any claims you may have against the Released Parties (at that term is defined in the Settlement Agreement) and are free to pursue whatever legal rights you may have by pursuing your own lawsuit against the Released Parties at your own risk and expense.

13. How do I ask to be excluded?

You can mail or email a letter stating that you want to be excluded from the Settlement. Your letter must (a) be in writing, (b) identify the case name, (c) state the full name and current address of the person in the Settlement Class seeking to be excluded, (d) be signed by the person seeking exclusion; and be postmarked or received (for emails) by the Settlement Administrator on or before **December 29, 2025**. Each request for exclusion must also contain a statement to the following effect: “I hereby request to be excluded from the proposed Settlement Class in *Franchini, et al. v. Accu-Time Systems, Inc., No. 21-cv-05075 (N.D. Ill.)*” You must mail or e-mail your exclusion request no later than **December 29, 2025** to:

Franchini v. Accu-Time Systems, Inc.
c/o Analytics Consulting LLC
P.O. Box 2006
Chanhassen MN 55317-2006

-or-

AccuBIPASettlement@noticeadministrator.com

You can’t exclude yourself over the phone. No person may request to be excluded from the Settlement Class through “mass” or “class” opt-outs.

14. If I don’t exclude myself, can I sue Defendant for the same thing later?

No. Unless you exclude yourself, you give up any right to sue Defendant and any other Released Party for the claims being resolved by this Settlement.

15. If I exclude myself can I get anything from this Settlement?

No. If you exclude yourself, you will not receive a payment.

16. How do I object to the Settlement?

If you do not exclude yourself from the Settlement Class, you can object to the Settlement if you don’t like any part of it. You can give reasons why you think the Court should deny approval by filing an objection. To object, you must file a letter or brief with the Court stating that you object to the Settlement. Your objection must be e-filed or delivered to the Court at the following address:

Clerk of the United States District Court for the Northern District of Illinois
Everett McKinley Dirksen United States Courthouse
219 South Dearborn Street
Chicago, IL 60604

The objection must be in writing, must be signed and must include the following information: (a) your full name and current address, (b) a statement that you believe you are a member of the Settlement Class, (c) whether the objection applies to you, to a specific subset of the Settlement Class, or to the entire Settlement Class, (d) the specific grounds for your objection,

(e) all documents or writings that you wish the Court to consider, (f) the name and contact information of any attorneys representing, advising or in any way assisting you in connection with the preparation or submission of the objection or who may profit from the pursuit of the objection, and (g) a statement indicating whether you intend to appear at the Final Approval Hearing. If you hire an attorney in connection with making an objection, that attorney must file an appearance with the Court or seek *pro hac vice* admission to practice before the Court, and electronically file the objection by the objection deadline of **December 29, 2025**. If you hire your own attorney, you will be solely responsible for payment of any fees and expenses the attorney incurs on your behalf. If you exclude yourself from the Settlement, you cannot file an objection.

In addition to filing your objection with the Court you must send via mail, email, or delivery service, by no later than **December 29, 2025**, copies of your objection and any supporting documents to both Class Counsel and Defendants' Counsel at the addresses listed below:

Class Counsel	Defendants' Counsel
David Fish Mara Baltabols Workplace Law Partners, P.C. 155 N Michigan Ave, Suite 719 Chicago IL 60610 (312) 861-1800 www.fishlawfirm.com dfish@fishlawfirm.com mara@fishlawfirm.com	Andrew M. Zeitlin Shipman & Goodwin LLP 400 Atlantic Street Stamford, CT 06901 (203) 324-8100 azeitlin@goodwin.com

Class Counsel will file with the Court and post on the settlement website their request for attorneys' fees and incentive awards.

17. What's the difference between objecting and excluding myself from the Settlement?

Objecting simply means telling the Court that you don't like something about the Settlement. You can object only if you stay in the Settlement Class as a Class Member. Excluding yourself from the Settlement Class is telling the Court that you don't want to be a Settlement Class Member. If you exclude yourself, you have no basis to object because the case no longer affects you.

THE COURT'S FINAL APPROVAL HEARING

18. When and where will the Court decide whether to approve the Settlement?

The Court will hold the Final Approval Hearing on April 1, 2026, at 9:00 a.m. in Room 2319 of the District Court for the Northern District of Illinois, Dirksen U.S. Courthouse, 219 South Dearborn Street, Chicago, Illinois 60604, or via remote means as instructed by the Court. The purpose of the hearing is for the Court to determine whether the Settlement is fair, reasonable, adequate, and in the best interest of Class. At the hearing, the Court will hear any objections and arguments concerning the fairness of the proposed Settlement, including those related to the amount requested by Class Counsel for attorneys' fees and expenses and the incentive awards to the Class Representatives.

Note: the date and time of the Final Approval Hearing are subject to change by Court Order. Check the docket to keep updated.

19. Do I have to come to the hearing?

No. Class Counsel will answer any questions the Court may have. You are welcome to come at your own expense. If you send an objection, you don't have to come to Court to talk about it. As long as your written objection was filed or mailed on time and meets the other criteria described in the Settlement, the Court will consider it. You may also pay a lawyer to attend, but you don't have to.

20. May I speak at the hearing?

Yes. If you do not exclude yourself from the Settlement Class, you may ask the Court for permission to speak at the hearing concerning any part of the proposed Settlement. If you filed an objection and intend to appear at the hearing, you must state your intention to do so in your objection.

21. Where do I get more information?

This notice summarizes the proposed Settlement. More details, including the Settlement Agreement and other documents are available at www.accubipasettlement.com or at the Clerk's Office in the Everett McKinley Dirksen United States Courthouse, 219 South Dearborn Street, Chicago, Illinois 60604, between 8:30 a.m. and 4:30 p.m., Monday through Friday, excluding Court holidays and any closures. You can also contact Class Counsel at (312) 861-1800 with any questions or check their Internet site at www.fishlawfirm.com.

**PLEASE DO NOT CONTACT THE COURT, THE JUDGE, THE DEFENDANT OR
THE DEFENDANT'S LAWYERS WITH QUESTIONS ABOUT THE SETTLEMENT OR
DISTRIBUTION OF SETTLEMENT PAYMENTS.**