

***Franklin v. Troy Design & Manufacturing Co.,  
Northern District of Illinois (Eastern Div.), Case No. 1:23-cv-15610***

If you used an iT100 face time clock while assigned to or working at Troy Design & Manufacturing Co.'s ("TDM's") Chicago Modification Center at any time during the period from November 29, 2022 through April 5, 2023, you may be entitled to benefits from the settlement of a class action lawsuit.

*A court authorized this Notice. This is not a solicitation from a lawyer.*

- A proposed settlement between Plaintiff and PeopleShare will provide \$212,500.00 (the "Settlement Fund") to settle and release claims of the following individuals:

All persons who used the iT100 Device while assigned to or working at TDM's Chicago Modification Center in Chicago, Illinois at any time from November 29, 2022 through April 5, 2023.

- TDM denies Plaintiff's allegations and denies any wrongdoing or violation of the law whatsoever. The Court has not ruled on the merits of Plaintiff's claims or TDM's defenses. TDM has not conceded the truth or validity of any of the claims against it in connection with this settlement or otherwise.
- TDM's staffing vendor PeopleShare has agreed to pay \$212,500.00 to settle the claims of each member of the Settlement Class who does not exclude himself or herself from the Settlement. PeopleShare denies any wrongdoing or violation of the law whatsoever, and the Court has not ruled the merits of any claims that may relate to PeopleShare. The Settlement Fund shall be used to pay amounts related to the settlement, including payments to the Settlement Class Members, any Class Representative Service Payment awarded by the Court, and the cost of notice and administration of the settlement. Class Counsel estimates that each Settlement Class Member who does not opt out will receive a cash award of approximately \$582. However, the payment will ultimately depend on the total number of Settlement Class Members, costs of notice and administration, and the amount of the service payment approved by the Court. Any settlement award checks that are not cashed after the expiration date has passed will be distributed on a *pro rata* basis to those Settlement Class Members who cashed their initial checks (the "Subsequent Distribution"), so long as the amount to be distributed is at least \$10.00 per class member after the costs of the Subsequent Distribution are taken into account. The Subsequent Distribution shall be made within thirty (30) days after the expiration date of the initial checks. If there is not enough money to pay at least \$10.00 to each Settlement Class Member who cashed their initial check, or if any checks from the subsequent distribution remain uncashed after the stale date, those funds shall be distributed to a charitable *cy pres* beneficiary, subject to court approval.
- Your rights and options, and the deadlines to exercise them, are explained in this Notice. Your legal rights are affected whether you act or do not act. Read this Notice carefully.

**YOUR LEGAL RIGHTS AND OPTIONS IN THIS SETTLEMENT:**

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| EXCLUDE YOURSELF OR “OPT-OUT” OF THE SETTLEMENT | If you ask to be excluded, you will not receive a payment. This is the only option that allows you to pursue your own potential claim against TDM or other released parties related to a released claim. The deadline for excluding yourself is November 3, 2025.                                                                                                                                                                     |
| OBJECT TO THE SETTLEMENT                        | If you wish to object to the settlement, you must write to the Court about why you believe the settlement is unfair in any respect and include the required information as set forth below. The deadline for objecting is November 3, 2025.                                                                                                                                                                                           |
| DO NOTHING                                      | If you do nothing, you will still receive a payment from settlement and give up your rights to sue TDM or any other released parties related to a released claim.                                                                                                                                                                                                                                                                     |
| GO TO THE FINAL APPROVAL HEARING                | You may attend the Final Approval Hearing. At the Final Approval Hearing you may ask to speak in Court about the fairness of the settlement. To speak at the Final Approval Hearing, you must file a document which includes your name, address, telephone number and your signature with the Court, which must also state your intention to appear at the Final Approval Hearing. This must be filed no later than November 3, 2025. |

- 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 finally approve the settlement. Settlement Award Payments will be disbursed if the Court approves the settlement and after any potential appeals are resolved. Please be patient.

## BASIC INFORMATION

### 1. What is the purpose of this Notice?

The purpose of this Notice is to inform you that a proposed settlement has been reached in the putative class action lawsuit entitled *Franklin v. Troy Design & Manufacturing Co.*, pending in the United States District Court for the Northern District of Illinois, Eastern Division, Case No. 23-cv-15610 (PeopleShare, LLC and PeopleShare Best Practices, LLC have intervened in the lawsuit). Because your rights will be affected by this settlement, it is important that you read this Notice carefully. This Notice summarizes the settlement and your rights under it.

### 2. What does it mean if I received a postcard about this settlement?

If you received a postcard or letter describing this settlement, it is because the records of TDM’s staffing vendor PeopleShare indicate that you are a member of the Settlement Class. The members of the Settlement Class include:

All persons who used an iT100 Device while assigned to or working at TDM's Chicago Modification Center in Chicago, Illinois at any time from November 29, 2022 through April 5, 2023.

### 3. What is this class action lawsuit about?

In a class action, one or more people called Class Representatives (here, Plaintiff, Timothy Franklin) sue on behalf of people who allegedly have similar claims. This group is called a class and the persons included are called class members. One court resolves the issues for all of the class members, except for those who exclude themselves from the class.

Here, Plaintiff claims TDM violated the Illinois Biometric Information Privacy Act ("BIPA"), 740 ILCS 14/1, *et seq.*, by failing to: (1) obtain individuals' informed written consent before allegedly collecting, capturing, or otherwise obtaining their biometric identifiers or biometric information in connection with a face-scan timekeeping device; and (2) provide a publicly available written retention schedule and guidelines for permanently destroying the alleged biometric identifiers or biometric information in its possession. TDM denies these allegations and denies any wrongdoing or violation of the law, including that it ever used, owned or operated a biometric device at its Chicago facility or obtained any data from such a device. TDM further alleges that any face-scan timekeeping device on its premises was owned, operated and/or used exclusively by its staffing vendor PeopleShare. The Court has conditionally certified a class action for settlement purposes only. The Honorable Georgia N. Alexakis is in charge of this action.

### 4. Why is there a settlement?

The Court did not decide in favor of Plaintiff or TDM. Instead, Plaintiff and PeopleShare agreed to this settlement. This way, the parties avoid the risk and cost of continued litigation, and the Settlement Class members will receive compensation in exchange for the release set forth in the Settlement Agreement. Plaintiff and Class Counsel think the settlement is best for all persons in the Settlement Class.

## WHO IS IN THE SETTLEMENT CLASS?

### 5. How do I know if I am a part of the settlement class?

The Court has certified a class action for settlement purposes only. The Settlement Class is defined as:

All persons who used an iT100 Device while assigned to or working at TDM's Chicago Modification Center in Chicago, Illinois at any time from November 29, 2022 through April 5, 2023.

A "Settlement Class Member" is any person in the Settlement Class. If you are still not sure whether you are included, you can visit other sections of the Settlement Website, [www.Franklin-BIPAsettlement.com](http://www.Franklin-BIPAsettlement.com), you may write to the Settlement Administrator at [info@Franklin-BIPAsettlement.com](mailto:info@Franklin-BIPAsettlement.com), or you may call Class Counsel toll-free at 866-726-1092 for more information.

## THE LAWYERS REPRESENTING YOU

### 6. Do I have lawyers in this case?

The Court has appointed Keith J. Keogh and Michael S. Hilicki of Keogh Law, Ltd., as Class Counsel to represent you and the other persons in the Settlement Class. You will not be personally charged by these lawyers. Their telephone number is 1-866-726-1092.

### 7. How will Class Counsel be paid?

Class Counsel will ask the Court to approve payment of \$200,000 for the attorneys' fees and out-of-pocket expenses Class Counsel incurred in connection with this matter. Class Counsel also will ask the Court to approve payment of \$10,000 to Plaintiff for his services as Class Representative. The Court may award less than these amounts.

## THE SETTLEMENT BENEFITS – WHAT YOU GET

### 8. What does the settlement provide?

**Payments TDM's Staffing Vendor PeopleShare Will Make.** TDM's staffing vendor PeopleShare will pay \$212,500.00 into a fund (the "Settlement Fund") to cover cash payments to Settlement Class Members who do not timely or validly opt-out of the settlement, the amount of any service payment to Plaintiff approved by the Court, and the costs of notice and administration of the settlement. PeopleShare will also separately pay the amount of attorneys' fees and expenses to Class Counsel approved by the Court.

**Cash Payments.** All Settlement Class Members will receive a cash payment so long as their last known address can be determined. Any money remaining in the Settlement Fund after paying all Settlement Award checks to Settlement Class Members will be distributed on a *pro rata* basis to those Settlement Class Members who cashed their initial Settlement Award check, so long as the amount to be distributed per Claimant is at least \$10.00 after the costs of any second distribution are factored in. Any subsequent distribution will be made within thirty (30) days after the expiration date of the initial Settlement Award check has passed.

### 9. How much will my payment be?

If you do not exclude yourself from the settlement, Class Counsel estimates your share of the settlement will be \$582. **This is an estimate only. The final cash payment amount will depend on the total number of Settlement Class Members, costs of notice and administration, as well as the service award approved by the Court.**

### 10. What am I giving up to stay in the Settlement Class?

Unless you exclude yourself from the settlement, you will be part of the Settlement Class and will be bound by any judgment in this matter. This means that if the settlement is approved, you cannot rely on any Released Claims to sue, or continue to sue, TDM or other released parties, on your own or as part of any other lawsuit, as explained in the Settlement Agreement. It also means that all of the Court's orders will apply to you and legally bind you. Unless you validly exclude yourself from the settlement, you will agree to release TDM and all other released parties, as

defined in the Settlement Agreement, from any and all claims that arise from any alleged collection, use, storage, or disclosure of your alleged biometric identifiers or biometric information.

In summary, the Release includes all claims of any kind, whether known or unknown, that were or could have been asserted against TDM in the Action, including, but not limited to, claims arising under BIPA or any other similar state, local, or federal law, regulation, or ordinance, or common law, regarding the use, collection, capture, receipt, maintenance, storage, possession, transmission, disclosure, re-disclosure, transmittal, conversion, obtaining, lease, sale, or profit from alleged biometric identifiers and/or biometric information, as set forth in detail in the Settlement Agreement. However, the release expressly excludes PeopleShare and claims against PeopleShare. The complete release language can be found in the Settlement Agreement.

If you have any questions about the Release or what it means, you can speak to Class Counsel, listed under Question 6, for free; or, at your own expense, you may talk to your own lawyer. The Release does not apply to persons in the Settlement Class who timely exclude themselves.

## **HOW TO OBTAIN A PAYMENT**

### **11. How can I get a payment?**

There is nothing you need to do to obtain a payment from the settlement. Your settlement payment will be sent to your last known address, along with a 1099 form to the extent required. If your address changes or has recently changed, please inform the Settlement Administrator or Class Counsel.

## **WHEN WILL I RECEIVE MY SETTLEMENT PAYMENT?**

### **12. When would I receive a settlement payment?**

The Court will hold a hearing on December 4, 2025 to decide whether to approve the settlement. If the Court approves the settlement, after that, there may be appeals. It is always uncertain whether these appeals can be resolved, and resolving them can take time, perhaps more than a year. Everyone who declines to exclude themselves will be informed of the progress of the settlement through information posted on the Settlement Website at [www.Franklin-BIPAsettlement.com](http://www.Franklin-BIPAsettlement.com). Please be patient.

## **EXCLUDING YOURSELF FROM THE SETTLEMENT**

### **13. How do I get out of the settlement?**

If you do not wish to release any potential claims against TDM or a released party, as defined in the Settlement Agreement, then you must take steps to get out of the Settlement Class. This is called excluding yourself from, or opting-out of, the Settlement Class.

A Settlement Class Member who wishes to exclude himself or herself from the settlement shall submit a written Opt-Out Request to the Settlement Administrator at the address designated in the Notice and be postmarked no later than the Opt-Out/Objection Deadline. Opt-Out Requests must: (i) be timely submitted by the Opt-Out/Objection Deadline; (ii) be signed by the person in

the Settlement Class who is requesting to be excluded from the Settlement Class; (iii) include the name and address of the person in the Settlement Class requesting exclusion; and (iv) include a statement or words to the effect of the following: “I request to be excluded from the settlement in the Franklin v. TDM action, and understand that by doing so I will not be entitled to receive any of the benefits from the settlement.” No person in the Settlement Class, or any person acting on behalf of or in concert or participation with that person in the Settlement Class, may exclude any other person in the Settlement Class from the Settlement Class.

**To be valid, you must mail your exclusion request postmarked no later than November 3, 2025 to Franklin v Troy Design, c/o Settlement Administrator, PO Box 23678, Jacksonville, FL 32241.**

**14. If I do not exclude myself, can I sue TDM for the same thing later?**

No. If you do not exclude yourself, you give up any right to sue (or continue to sue) TDM or any released parties for the claims that this settlement resolves.

**15. If I exclude myself, can I get a benefit from this settlement?**

No. If you exclude yourself, you will not receive a settlement payment and you cannot object to the settlement.

## **OBJECTING TO THE SETTLEMENT**

**16. How do I tell the Court that I do not think the settlement is fair?**

If you are in the Settlement Class, you can object to the settlement or any part of the settlement that you think the Court should reject, and the Court will consider your views. If you do not provide a written objection in the manner described below, you shall be deemed to have waived any objection and shall forever be foreclosed from making any objection to the fairness, reasonableness, or adequacy of the settlement, or the award of any attorneys’ fees and expenses, and/or any proposed service payment.

To object, you must make your objection in writing, stating that you object to the settlement. To be considered by the Court, you must personally sign the objection and provide the following information with it: (i) your full name, current address, email address, and current telephone number; (ii) the case name and number of this case, (iii) documentation sufficient to establish membership in the Settlement Class; (iv) a statement of reasons for the objection, including the factual and legal grounds for your position; (v) copies of any other documents you wish to submit in support of your position; and (vi) the identification of any other objections you have filed or had filed on your behalf, in any other class action cases in the last five years.

**To be considered, you must file your objection with the Court and mail your objection to the addresses below by no later than November 3, 2025.**

For Plaintiff:  
Keith J. Keogh  
Michael S. Hilicki  
KEOGH LAW, LTD.  
55 Monroe St., Suite 3390  
Chicago, IL 60603

For PeopleShare:  
Mary A. Smigielski  
Cameron Liljestrang  
Lewis Brisbois Bisgaard & Smith, LLP  
550 West Adams St., Suite 300  
Chicago, IL 60661

#### **17. What is the difference between objecting and excluding yourself?**

Objecting is telling the Court that you do not like something about the settlement. You can object only if you stay in the Settlement Class. Excluding yourself means that you do not want to be part of the Settlement Class. If you exclude yourself, you have no basis to object because the case no longer affects you. If you exclude yourself and object, and do not clarify which of these two alternatives you are choosing, then your submission will be considered an Exclusion.

#### **18. What happens if I do nothing at all?**

If you do nothing, you will still receive a cash payment from the settlement and give up your rights to sue TDM or any other released parties related to a released claim. For information relating to what rights you are giving up for a payment, see Question 10.

### **THE FINAL APPROVAL HEARING**

#### **19. When and where will the Court decide whether to approve the settlement?**

The Court will hold a Final Approval Hearing at 9:30 a.m. on December 4, 2025 in Room 1719, at the Everett McKinley Dirksen United States Courthouse, 219 South Dearborn Street, Chicago, Illinois. At this hearing, the Court will consider whether the settlement is fair, reasonable and adequate. If there are valid objections that comply with the requirements in Question 16 above, the Court also will consider them and will listen to people who have asked to speak at the hearing. The Court may also decide how much to pay to Class Counsel and Plaintiff.

The Final Approval Hearing may be moved to a different date, time or location without additional notice, so it is a good idea to check the Settlement Website for updates.

#### **20. Do I have to come to the hearing?**

No. Class Counsel will appear on behalf of the Settlement Class. But, you are welcome to come, or have your own lawyer appear, at your own expense.

#### **21. May I speak at the hearing?**

You may ask the Court for permission to speak at the Final Approval Hearing, but only in connection with an objection that you have timely submitted to the Court according to the procedure set forth in Question 16 above. To speak at the Final Approval Hearing, you must also file a document with the Court stating your intention to appear. For this document to be considered, it must include your name, address, telephone number and your signature. The document must be filed with the Court no later than November 3, 2025. You cannot speak at the hearing if you exclude yourself from the settlement.

## GETTING MORE INFORMATION

### 22. How do I get more information?

This notice is only a summary of the proposed settlement. You can get a copy of the settlement agreement by visiting the Settlement Website, [www.Franklin-BIPAsettlement.com](http://www.Franklin-BIPAsettlement.com), or you can write to the address below or call Class Counsel with any questions at their toll-free number, 866-726-1092.

Franklin v Troy Design  
c/o Settlement Administrator  
PO Box 23678  
Jacksonville, FL 32241

**DO NOT CALL OR WRITE TO THE COURT, THE CLERK OF THE COURT, PEOPLESARE, TDM, OR PEOPLESARE'S OR TDM'S COUNSEL ABOUT THE SETTLEMENT. ALSO, TELEPHONE REPRESENTATIVES WHO ANSWER CALLS MADE TO THE TOLL-FREE NUMBER ARE NOT AUTHORIZED TO CHANGE THE TERMS OF THE SETTLEMENT OR THIS NOTICE.**