

## **NOTICE OF PROPOSED CLASS ACTION SETTLEMENT**

*Roberts v. Paychex, Inc.*, No. 2019-CH-00205 (Cir. Ct. Cook Cnty., Ill.)

*For more information, visit [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com).*

*Para una notificación en Español, visite [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com).*

**YOU MAY BE ENTITLED TO A CASH PAYMENT FROM A CLASS ACTION SETTLEMENT IF, BETWEEN JANUARY 7, 2014 AND MAY 28, 2021, YOU SCANNED YOUR FINGER, IRIS, FACE OR OTHER BIOMETRIC IDENTIFIER INTO A PAYCHEX TIMECLOCK IN ILLINOIS.**

*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.*

### **WHY DID I GET THIS NOTICE?**

This is a court-authorized notice of a proposed settlement in a class action lawsuit, *Roberts v. Paychex, Inc.*, No. 19-CH-00205 pending in the Circuit Court of Cook County, Illinois before the Hon. Alison C. Conlon. The Settlement would resolve a lawsuit brought on behalf of persons who allege that Paychex, Inc. (“Paychex” or “Defendant”) collected individuals’ biometrics in Illinois through finger, iris, or facial recognition scanning technology without first providing them with legally-required written disclosures and obtaining written consent. If you received this notice, you have been identified as someone who at some time between January 7, 2014 and May 28, 2021 may have scanned your finger, iris, face or other biometric identifier into a Paychex Timeclock in Illinois. The Court has granted preliminary approval of the Settlement and has conditionally certified the Settlement Class for purposes of settlement only. This notice explains the nature of the class action lawsuit, the terms of the Settlement, and the legal rights and obligations of the Settlement Class Members. Please read the instructions and explanations below so that you can better understand your legal rights.

### **WHAT IS THIS LAWSUIT ABOUT?**

The Illinois Biometric Information Privacy Act (“BIPA”), 740 ILCS 14/1, *et seq.*, prohibits private companies from capturing, obtaining, storing, transferring, and/or using the biometric identifiers and/or information, such as fingerprints, of another individual for any purpose without first providing them with certain written disclosures and obtaining written consent. This lawsuit alleges that Defendant violated BIPA by collecting individuals’ biometric identifiers through finger, iris, or facial-scan technology in Illinois without first providing the requisite disclosures or obtaining the consent required by BIPA. Defendant contests these claims, denies that it collected or possessed fingerprints or any other information subject to BIPA, and denies that it violated BIPA.

### **WHY IS THIS A CLASS ACTION?**

A class action is a lawsuit in which an individual called a “Class Representative” brings a single lawsuit on behalf of other people who have similar claims. All of these people together are a “Class” or “Class Members.” Once a 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.

### **WHY IS THERE A SETTLEMENT?**

To resolve this matter without the expense, delay, and uncertainties of litigation, the Parties have reached a Settlement, which resolves all claims against Defendant and its affiliated entities. The Settlement requires Defendant to pay money to the Settlement Class, as well as pay settlement administration expenses, attorneys’ fees and costs to Class Counsel, and an Incentive Award to the Class Representative, if approved by the Court. The Settlement is not an admission of wrongdoing by Defendant and does not imply that there has been, or would be, any finding that Defendant violated the law.

By order of: Hon. Alison C. Conlon, Circuit Court of Cook County, Illinois  
Page 1 of 6

**QUESTIONS? VISIT [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com) OR CALL TOLL FREE 1-833-460-1723**

The Court has already preliminarily approved the Settlement. Nevertheless, because the settlement of a class action determines the rights of all members of the class, the Court overseeing this lawsuit must give final approval to the Settlement before it can be effective. The Court has conditionally certified the Settlement Class for settlement purposes only, so that members of the Settlement Class can be given this notice and the opportunity to exclude themselves from the Settlement Class, to voice their support or opposition to final approval of the Settlement, and to submit a Claim Form to receive the relief offered by the Settlement. If the Court does not give final approval to the Settlement, or if it is terminated by the Parties, the Settlement will be void, and the lawsuit will proceed as if there had been no settlement and no certification of the Settlement Class.

## **WHO IS IN THE SETTLEMENT CLASS?**

You are a member of the Settlement Class if you scanned your finger, iris, face or other biometric identifier into a Paychex Timeclock in the state of Illinois at any time between January 7, 2014, and May 28, 2021. If you scanned your biometric identifier into a Paychex Timeclock in Illinois at any time during this time period, then you may visit the settlement website, [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com), to submit a claim for cash benefits.

To see if you used a Paychex Timeclock, the timeclocks provided by Paychex Entities during the relevant time period include those identified below. Unless otherwise indicated, the Paychex Timeclocks below are finger-scan timeclocks:

- Latham Biometric PX3500 Wi-Fi
- Latham Biometric PX3500 Wi-Fi (W/ Bell Relay)
- Latham Biometric PX2500 Wi-Fi
- ZK Biometric 2500 Wi-Fi
- ZK Biometric 2500 Non Wi-Fi
- ZK Biometric 2500 HID
- Precision OEMP Biometric Package
- Cyber 2100/15R Bio
- Cyber 2100/15 Bio
- TrueShift Bio Clock
- TIB Bio 110/12
- TIB Bio 110/14
- TIB Bio 2100/15
- Invision Iris (Iris scan clock)
- TotalPass B600 Biometric Time Clock
- TotalPass Biometric WiFi
- TotalPass B600 Time Clock – FBA
- TotalPass Biometric Wifi FBA
- NETONE Biometric Reader (DCT5008)
- ZK/TC500
- TIMECO/TS500
- IT3100
- Infotronics NT50/60
- TA785
- Paychex Time Kiosk Application (Facial scan clock)

## **WHAT ARE MY OPTIONS?**

### **(1) Accept the Settlement.**

To accept the Settlement, you must submit a Claim Form by **August 27, 2021**. You may obtain a Claim Form at

By order of: Hon. Alison C. Conlon, Circuit Court of Cook County, Illinois  
Page 2 of 6

***QUESTIONS? VISIT [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com) OR CALL TOLL FREE 1-833-460-1723***

www.PaychexBIPASettlement.com, and you may submit your Claim Form online at the same website, by email to the Settlement Administrator at info@PaychexBIPASettlement.com or to the Settlement Administrator via U.S. Mail at **PO BOX 225391 New York, NY 10150-5391**. If the Settlement is approved and your claim is deemed valid, a check will be mailed to you. *Submitting a valid and timely Claim Form is the only way to receive a payment from this Settlement and is the only thing you need to do to receive a payment.*

**(2) Exclude yourself.**

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 Defendant and the Released Parties (as that term is defined in the Settlement Agreement) and are free to pursue whatever legal rights you may have your own risk and expense. To exclude yourself from the Settlement, you must mail a signed letter to the Settlement Administrator at **PO BOX 225391 New York, NY 10150-5391**, postmarked by **August 6, 2021**. You may also exclude yourself online at www.PaychexBIPASettlement.com. If you choose to exclude yourself by mail, the exclusion letter must state that you exclude yourself from this Settlement and must include the name and case number of this litigation, as well as your full name, address, telephone number, a statement that you wish to be excluded, and your signature. So-called “mass” or “class” exclusion requests are not permitted.

**(3) Object to the Settlement.**

If you wish to object to the Settlement, you must submit your objection in writing to the Clerk of the Court of the Circuit Court of Cook County, Illinois, Richard J. Daley Center, 50 West Washington Street, Courtroom 802, Chicago, Illinois 60602. The objection must be received by the Court no later than **August 6, 2021**. You must also send a copy of your objection to the attorneys for all Parties to the lawsuit, including Class Counsel (Evan M. Meyers and Timothy P. Kingsbury of MCGUIRE LAW, P.C., 55 West Wacker Drive, 9th Floor, Chicago, Illinois 60601), as well as the attorneys representing the Defendant (Melissa A. Siebert and Matthew C. Wolfe of SHOOK, HARDY & BACON LLP, 11 South Wacker Dr., Suite 4700, Chicago, Illinois 60606), postmarked no later than August 6, 2021. Any objection to the proposed Settlement must include (i) the objector’s full name, address, email address, and current telephone number; (ii) the case name and number of the Litigation; (iii) all grounds for the objection, with factual and legal support for the stated objection, including any supporting materials; (iv) the identification of any other objections he/she/they has filed, or has had filed on his/her/their behalf, in any other class action cases in the last four years; and (v) the objector’s signature. If you hire an attorney in connection with making an objection, that attorney must also file with the court a notice of appearance by the objection deadline of August 6, 2021. If you do 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.

You may appear at the Final Approval Hearing, which will be held on **September 9, 2021 at 10:30 a.m.**, via Zoom videoconference (Meeting ID: 974 5431 3798; Password: 501494) or as the Court otherwise directs, in person or through counsel to show cause why the proposed Settlement should not be approved as fair, reasonable, and adequate. Attendance at the hearing is not necessary; however, persons wishing to be heard orally in opposition to the Final Approval of the Settlement, the request for attorneys’ fees and expenses, and/or the request for an Incentive Award to the Class Representative are required to indicate in their written objection their intention to appear at the hearing on their own behalf or through counsel and to identify the names of any witnesses they intend to call to testify at the Final Approval Hearing, as well as any exhibits they intend to introduce at the Final Approval Hearing.

**(4) Do Nothing.**

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 the Releasees 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.PaychexBIPASettlement.com, or call 1-833-460-1723.*

By order of: Hon. Alison C. Conlon, Circuit Court of Cook County, Illinois  
Page 3 of 6

**QUESTIONS? VISIT [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com) OR CALL TOLL FREE 1-833-460-1723**

## **WHAT DOES THE SETTLEMENT PROVIDE?**

**Cash Payments.** Defendant has agreed to create a \$3,375,519.00 Settlement Fund for the Class Members. All Settlement Class Members are entitled to submit a Claim Form to receive a payment out of the Settlement Fund. If the Settlement is approved, each Settlement Class Member who submits a timely Claim Form that is deemed valid will be entitled to an equal payment paid out of the Settlement Fund after payment is made for administrative expenses, attorneys' fees and expenses, and a Class Representative incentive award. The exact amount of each Class Member's payment is unknown at this time and depends on several factors, including how many valid claims are submitted, and the amount of costs, attorneys' fees and expenses. The Settlement Administrator will issue a check to each Class Member who submits a valid Claim Form following the final approval of the Settlement. All checks issued to Settlement Class Members will expire and become void 100 days after they are issued. Additionally, the attorneys who brought this lawsuit (listed below) will ask the Court to award them attorneys' fees of up to thirty-five percent of the Settlement Fund, plus reasonable costs, for the substantial time, expense and effort spent investigating the facts, litigating the case and negotiating the Settlement. The Class Representative also will apply to the Court for a payment of up to \$10,000.00 for her time, effort, and service in this matter. Class Counsel will file with the Court and post on the Settlement Website their request for attorneys' fees and costs and an incentive award on July 16, 2021.

**Prospective Relief.** Pursuant to this Settlement, and without admitting any liability, Paychex represents that it and the other Paychex Entities have taken steps to comply with BIPA, and believes the Paychex Entities are now compliant with BIPA, including BIPA's consent and retention policy requirements. Those steps include: (a) verifying that relevant Paychex Entity privacy policies are compliant with BIPA; (b) taking steps to encourage BIPA-compliant use of Paychex Timeclocks Paychex Entities sell and lease, including by enabling and encouraging the use of BIPA-compliant notice and consent language by customers using Paychex Timeclocks that may be subject to BIPA; and (c) verifying that information potentially subject to BIPA has been deleted in compliance with BIPA's requirements.

## **WHAT RIGHTS AM I GIVING UP IN THIS SETTLEMENT?**

Unless you exclude yourself from this Settlement, you will be considered a member of the Settlement Class, which means you give up your right to file or continue a lawsuit against Defendant and the other Released Parties (as defined in the Settlement Agreement) relating to their alleged collection of biometrics or other breach of BIPA from January 7, 2014, to May 28, 2021. Giving up your legal claims is called a release. The precise terms of the release are in the Settlement Agreement, which is available on the settlement website. Unless you formally exclude yourself from this Settlement, you will release your claims whether or not you submit a Claim Form and receive payment. If you have any questions, you can talk for free to the attorneys identified below who have been appointed by the Court to represent the Settlement Class, or you are welcome to talk to any other lawyer of your choosing at your own expense.

## **WHEN WILL I BE PAID?**

The Parties cannot predict exactly when (or whether) the Court will give final approval to the Settlement, so please be patient. However, if the Court finally approves the Settlement, you will be paid as soon as possible after the court order becomes final, which should occur within approximately 60 days after the Settlement has been finally approved. If there is an appeal of the Settlement, payment may be delayed. Updated information about the case is available at [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com), or you can call the Settlement Administrator at 1-833-460-1723 or contact Class Counsel at the information provided below.

## **WHEN WILL THE COURT RULE ON THE SETTLEMENT?**

The Court has already given preliminary approval to the Settlement. A final hearing on the Settlement, called a Final Approval Hearing, will be held to determine the fairness of the Settlement. At the Final Approval Hearing, the Court will also consider whether to make final the certification of the Class for settlement purposes, hear any proper objections and arguments to the Settlement, as well as any requests for an award of attorneys' fees, costs, and expenses and a Class Representative Incentive Award that may be sought by Class Counsel. The Court will hold the

By order of: Hon. Alison C. Conlon, Circuit Court of Cook County, Illinois  
Page 4 of 6

***QUESTIONS? VISIT [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com) OR CALL TOLL FREE 1-833-460-1723***

Final Approval Hearing on **September 9, 2021 at 10:30 a.m.** via Zoom videoconference (Meeting ID: 974 5431 3798; Password: 501494) or as the Court otherwise directs. The hearing is subject to being changed by the Court, so please visit [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com) for updates.

If the Settlement is given final approval, the Court will not make any determination as to the merits of the claims against Defendant or its defenses to those claims. Instead, the Settlement's terms will take effect and the lawsuit will be dismissed on the merits with prejudice. Both sides have agreed to the Settlement to achieve an early and certain resolution to the lawsuit, in a manner that provides specific and valuable benefits to the members of the Settlement Class.

If the Court does not approve the Settlement, if it approves the Settlement and the approval is reversed on appeal, or if the Settlement does not become final for some other reason, you will not be paid at this time and Class Members will receive no benefits from the Settlement. Plaintiff, Defendant, and all of the Class Members will be in the same position as they were prior to the execution of the Settlement, and the Settlement will have no legal effect, no class will remain certified (conditionally or otherwise), and the Plaintiff and Defendant will continue to litigate the lawsuit. There can be no assurance that if the Settlement is not approved, the Settlement Class will recover more than is provided in the Settlement, or indeed, anything at all.

### **WHO REPRESENTS THE CLASS?**

The Court has approved the following attorneys to represent the Settlement Class. They are called "Class Counsel." You will not be charged for these lawyers. If you want to be represented by your own lawyer instead, you may hire one at your own expense.

Myles McGuire Evan M. Meyers Timothy P. Kingsbury Brendan Duffner MCGUIRE LAW, P.C. 55 W. Wacker Drive, 9 <sup>th</sup> Fl. Chicago, IL 60601 mmcguire@mcgpc.com emeyers@mcgpc.com tkingsbury@mcgpc.com bduffner@mcgpc.com Tel: 312-893-7002
---

### **WHERE CAN I GET ADDITIONAL INFORMATION?**

This Notice is only a summary of the proposed Settlement of this lawsuit. More details are in the Settlement Agreement which, along with other documents, can be obtained at [www.PaychexBIPASettlement.com](http://www.PaychexBIPASettlement.com). If you have any questions, you can also call the Settlement Administrator at 1-833-460-1723 or contact Class Counsel at the number or email addresses set forth above. In addition to the documents available on the case website, all pleadings and documents filed in court may be reviewed or copied in the Office of the Clerk. Please do not call the Judge or the Clerk of the Court about this case. They will not be able to give you advice on your options.