

IF YOU HAD YOUR FINGER SCANNED BY TOTAL AIRPORT SERVICES, LLC’S TIMECLOCKS WITHIN THE STATE OF ILLINOIS BETWEEN FEBRUARY 21, 2014 THROUGH JANUARY 21, 2018, A CLASS ACTION LAWSUIT MAY AFFECT YOUR RIGHTS.

*The Circuit Court of Cook County, Illinois authorized this Notice.
You are **NOT** being sued. This is **not** a solicitation from a lawyer.*

- A lawsuit has been filed against Total Airport Services, LLC (“TAS” or “Defendant”) claiming that TAS unlawfully collected, stored, and the possessed biometric data of current and former employees or contractors through the finger-scanning function of its timeclocks at O’Hare International Airport in Chicago, Illinois without *first* obtaining a written release or implementing a biometric data retention and destruction policy, as required by the Illinois Biometric Information Privacy Act.
- The Court decided that this case should be litigated on behalf of a Class defined as “All individuals who had their fingers scanned by Defendant’s timekeeping system within the State of Illinois from February 21, 2014 through and including January 21, 2018.”
- The Court has not decided whether TAS did anything wrong. **There is no money or other benefit available now, nor is there any guarantee that there will be.** However, you have a choice to make now because your legal rights are affected by whether you act or don’t act:

YOUR LEGAL RIGHTS AND OPTIONS IN THIS LAWSUIT	
Do Nothing	<p>Stay in this lawsuit. Await the outcome. Give up certain rights for the possibility of receiving certain benefits.</p> <p>By doing nothing, you keep the possibility of getting money or benefits that may come from the lawsuit. But you give up any right to sue TAS separately about the same legal claims in this lawsuit, and will instead be bound by the result of this lawsuit. There will be no second opt out opportunity, unless the Court finds it necessary, so your decision to stay in the lawsuit or opt out must be made now.</p>
Ask To Be Excluded	<p>Get out of this lawsuit. Get no benefits from it. Keep right to sue.</p> <p>If you ask to be excluded and money or benefits are later awarded, you will not share in or receive anything from those monies or benefits. But you will keep any right to sue TAS separately about the same claims in this lawsuit.</p>

- **These rights and options – and the deadlines to exercise them – are explained in this Notice.**

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BASIC INFORMATION

1. Why should I read this Notice?

This Notice explains that the Court has allowed, or “certified,” a class action lawsuit that may affect you. You have legal rights and options that you may exercise. If you wish to exclude yourself from this action, which is explained more fully below, you have to do so by **June 29, 2026**. The court will decide whether the allegations being made against TAS are true. Judge William B. Sullivan of the Circuit Court of Cook County, Illinois is overseeing this class action. The lawsuit is known as *Nedialkova v. Total Airport Services, LLC*, Case No. 2019-CH-02300.

2. What is this lawsuit about?

The lawsuit claims that TAS used timeclocks to track hours of work that used biometric technology to collect, create, and store users’ fingerprint template in violation of the Biometric Information Privacy Act (“BIPA”) without prior notice and consent. BIPA is an Illinois state law that prohibits the collection and storage of an individual’s biometric data without his or her informed consent. BIPA allows any person in Illinois from whom TAS collected and stored biometric data without prior consent to collect damages for negligent intentional or reckless violation of the statute.

3. What is a class action and who is involved?

In a class action lawsuit, one or more people called “Class Representative(s)” (in this case Kristin Nedialkova) sue on behalf of other people who have similar claims. The people together are a “Class” or “Class Members.” The people who sue – and all the Class Members like them – are called the “Plaintiffs.” The company the Plaintiffs sue (in this case TAS) is called the “Defendant.” One court resolves the issues for everyone in the Class – except for those people who choose to exclude themselves from the Class.

4. Why is this a class action?

The Court decided that this lawsuit can be a class action and move toward trial because it meets the requirements of 735 ILCS 5/2-801, which governs class actions in Illinois State courts. Specifically, the Court found that:

- The class consists of individuals who may have used TAS’ timeclocks that allegedly used biometric technology;
- There are factual and legal questions that are common to each of the members of the Class;
- A class action is appropriate to adjudicate the Plaintiff and the Class’s claims;
- Plaintiff and the lawyers representing the Class will fairly and adequately represent the Class’s interests;
- The common legal questions and facts predominate over questions that affect only individuals; and
- This Class action will be more efficient than having many individual lawsuits.

More information about why the Court is allowing this lawsuit to be a class action can be found in the Court’s Order regarding Class Certification, which is available in the “Court Documents” section of this website.

THE CLAIMS IN THE LAWSUIT

5. What does the lawsuit complain about?

The lawsuit claims that TAS used timeclocks that scanned individuals’ fingers to track employees’ hours of work. The lawsuit claims that these timeclocks used biometric technology to collect, create, and store users’ finger templates in violation of BIPA. Plaintiff says that this conduct violates the rights of Illinois TAS workers under BIPA, which requires a company to provide notice and obtain written consent before biometric data may be collected and stored. Plaintiff seeks damages for TAS’ alleged violations of BIPA. You can read the Plaintiff’s Consolidated Class Action Complaint (“Complaint”) at www.TASBIPALawsuit.com.

6. How does TAS answer the allegations?

TAS denies that its actions violated BIPA. TAS also alleges that it is a government contractor performing services for the

City of Chicago when it allegedly collected information protected by BIPA, namely finger scan templates. TAS claims that it is therefore exempt from BIPA's requirements under 740 ILCS 14/25(e).

7. Has the Court decided who is right?

No, the Court has not yet decided whether Plaintiff or TAS is correct. By establishing the Class and issuing this Notice, the Court is not suggesting that the Plaintiff will win or lose this case. The Plaintiff must prove her claims through a motion summary judgment or at trial. A settlement before judgment, trial, or subsequent to trial may result in money for the Class. There will be no second opt out opportunity (unless the Court finds it necessary), so your decision to stay in the action or opt out must be made now.

8. What is the Plaintiff asking for?

The Plaintiff is asking that TAS provide monetary compensation to each Class Member, up to \$1,000 per violation, as provided under BIPA. The Plaintiff will also seek attorneys' fees and costs that she has incurred in connection with the prosecution of the lawsuit.

9. Is there any money available now?

No money or benefits are available now because there has been no settlement or trial, nor has the Court decided whether TAS did anything wrong or whether Class Members are entitled to any money or other benefit. There is no guarantee that money or other benefits will ever be obtained. If they are, you will be notified about how to seek money or other benefits from the lawsuit.

WHO IS IN THE CLASS?

You need to decide whether you are affected by this lawsuit.

10. Am I part of the Class?

If you are a current or former employee or contractor of TAS and you had your finger scanned by Defendant's timekeeping system within the State of Illinois from February 21, 2014 through and including January 21, 2018, you may be part of the Class.

11. Are all current and former Illinois workers who worked from February 21, 2014 through January 21, 2018, included in the Class?

If you did **not** have your finger scanned by Defendant's timekeeping system within the State of Illinois from February 21, 2014 through and including January 21, 2018, you may **not** be part of the Class.

12. I'm still unsure if I am included.

If you are still not sure whether you are included, you can get free help at www.TASBIPALawsuit.com or by calling the lawyers in this case at the phone numbers listed in question 16.

YOUR RIGHTS AND OPTIONS

You have to decide whether to stay in the Class or ask to be excluded before the trial, and you have to decide this now.

13. What happens if I do nothing at all?

You don't have to do anything now if you want to keep the possibility of getting money or benefits from this lawsuit. By doing nothing, you are staying in the Class. If you stay in and the Plaintiff settles or wins, you will be notified about how to obtain money and/or other benefits from the lawsuit. Keep in mind that if you do nothing now, regardless of whether the Plaintiff settles, wins, or loses, you will not be able to sue, or continue to sue, TAS – as part of any other lawsuit – about the

same legal claims that are the subject of this lawsuit. You will also be legally bound by all of the orders the Court issues and the judgments the Court makes in this class action. Again, there will not be a second “opt out” opportunity, no matter the outcome, dismissal, settlement, a win or loss, unless the Court finds it necessary.

14. Why would I ask to be excluded?

If you already have your own lawsuit against TAS regarding alleged violations of BIPA, and want to continue with it, you need to ask to be excluded from the Class. Or, you may not agree with the allegations raised by the Plaintiff and do not wish to be a part of this lawsuit. If you exclude yourself from the Class – which also means to remove yourself from the Class or “opt out” of the Class – you will not get any money or benefits from this lawsuit even if the Plaintiff obtains them as a result of a settlement, summary judgment, or a trial. However, you may then be able to sue, or continue to sue, TAS regarding the alleged violations of BIPA. If you exclude yourself, you will not be legally bound by the Court’s judgments in this class action.

If you start your own lawsuit against TAS regarding the alleged violations of BIPA after you exclude yourself, you will have to hire own lawyer for that lawsuit, and you will have to prove your claims. If you do exclude yourself so you can start or continue your own lawsuit against TAS regarding the alleged violations of BIPA, you should talk to your own lawyer soon because your claims may be subject to a statute of limitations.

15. How do I ask the Court to exclude me from the Class?

To ask to be excluded, you must send an “Exclusion Request” in the form of a letter sent by U.S. mail to the Administrator and Class Counsel, stating that you want to be excluded from *Nedialkova v. Total Airport Services, LLC, Case No. 2019-CH-02300*. Be sure to include your name, address, and sign the letter. You must mail your Exclusion Request postmarked by **June 29, 2026**, to: *Nedialkova v. Total Airport Services, LLC, Case No. 2019-CH-02300*, c/o Analytics Consulting LLC, P.O. Box 2002, Chanhassen, MN 55317-2002. You may also submit an Exclusion Request by email to: TASBIPALawsuit@noticeadministrator.com.

THE LAWYERS REPRESENTING YOU

16. Do I have a lawyer in this case?

The Court decided that the law firm of Caffarelli & Associates Ltd. (“C&A”) of Chicago, Illinois is qualified to represent you and all Class Members. This firm is called “Class Counsel.” The law firm is experienced in handling similar class action cases. More information about Caffarelli & Associates Ltd., their practices, and their lawyers’ experience is available at www.caffarelli.com. You may contact C&A at (312) 763-6880 or info@caffarelli.com.

17. Should I get my own Lawyer?

You do not need to hire your own lawyer because Class Counsel is working on your behalf. But if you want your own lawyer, you will have to pay for that lawyer (in whatever form agreed upon between you and that lawyer). For example, you can ask him or her to appear in Court for you if you want someone other than Class Counsel to speak for you.

18. How will the lawyers be paid?

If Class Counsel gets money or benefits for the Class, they may ask the Court for payment of their fees and reimbursement of litigation expenses. You will not have to independently pay these fees and expenses. If the Court grants Class Counsel’s request, the fees and expenses would either be deducted from any money obtained for the Class or paid separately by TAS.

THE TRIAL

The Court has **not** scheduled a trial to decide who is right in this case. The Parties presently expect that they will each ask the Court to decide this case without a trial, through a motion for summary judgment. At present, these motions are slated to be filed in November 2026. A decision on those motions would likely not be made until Spring of 2027.

19. Do I have to come to trial?

When and if a trial is scheduled in this case, you do not need to attend trial. Class Counsel will present the case for the Plaintiff, and TAS will present the defense. However, you or your lawyer is welcome to attend at your own expense.

20. Will I get my money after the trial?

If the Plaintiff obtains money or benefits as a result of the lawsuit, you will be notified about how to participate. We do not know how long this will take.

GETTING MORE INFORMATION

21. How do I get more information?

Visit the website www.TASBIPALawsuit.com where you will find the Court's Order regarding Class Certification, the Complaint that the Plaintiff filed, as well as other documents about the case. You may also speak to someone about the case by calling Class Counsel at 312-763-6880 or by email at info@caffarelli.com. You may also obtain more information by contacting the administrator at 1-866-313-3329, or you may write the administrator, *Nedialkova v. Total Airport Services, LLC*, c/o Analytics Consulting LLC, P.O. Box 2002, Chanhassen, MN 55317-2002 or email TASBIPALawsuit@noticeadministrator.com.

PLEASE DO NOT CALL OR WRITE THE COURT FOR INFORMATION OR ADVICE