

consent procedures; and (2) possessing Plaintiff's and other employees' biometric data without a publicly available data retention schedule and destruction policy.

4. The Court grants final approval of the Settlement memorialized in the Settlement Agreement filed with the Court.

5. The Court finds that the Settlement is fair, reasonable, and adequate. More specifically, the Court finds that: (a) the strength of Plaintiff's claims on the merits weighed against Defendant's defenses, and the complexity, length and expense of further litigation, support approval of the settlement; (b) the Gross Fund of \$10,000,000.00 as set forth in the Settlement Agreement is a fair, reasonable and adequate settlement of the claims; (c) the settlement was reached pursuant to arm's-length negotiations between the Parties after a mediation with retired Judge James Holderman; (d) the reaction of Settlement Class Members supports approval of the settlement because a high percentage returned Claim Forms, only one Settlement Class Member objected to the settlement, and only five Settlement Class Members requested to be excluded from the settlement; (e) the support for the settlement expressed by Settlement Class Counsel, who have significant experience representing parties in complex class actions (including, specifically, class actions brought under BIPA) weighs in favor of approval of the settlement; and (f) the litigation has progressed to a stage where the Court and the Parties could evaluate the merits of the case, potential damages, and the probable course of future litigation, and thus warrants approval of the settlement.

6. The Court approves the settlement as a final, fair, reasonable, adequate, and binding release of the claims of Plaintiff and the Releasing Settlement Class Members as provided in the Settlement Agreement.