

IN THE CIRCUIT COURT OF COOK COUNTY ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CHARLES WALLACE, individually and on
behalf of other persons similarly situated,

Plaintiff,

v.

SARGENT LOGISTICS, INC.,

Defendant.

Case No.: 2024CH09236

Honorable Neil H. Cohen

**PLAINTIFF’S MOTION FOR FINAL APPROVAL
OF CLASS ACTION SETTLEMENT**

On November 12, 2025, the Court preliminarily approved the Parties’ Class Action Settlement and further directed that notice be sent to Class Members. The Settlement Administrator implemented the Court-approved notice plan and notice was successfully issued to the Class. No Class Member has objected, and the deadline to object has passed. Accordingly, Plaintiff now moves for final approval of the Parties’ Settlement.¹ Defendant does not oppose this motion. As argued in more detail below, the Parties’ Settlement is fair, reasonable, and adequate, and the Court should grant final approval.

FACTUAL AND PROCEDURAL HISTORY

Plaintiff’s complaint alleges that Defendant collected, stored and used – without first providing notice, obtaining informed written consent or publishing data retention policies – scans of face geometry and associated personally identifying information of its employees (and former employees), who drove Defendant’s vehicles in Illinois, in violation of the BIPA, 740 ILCS 14/1

¹ A true and correct copy of the Parties’ Settlement Agreement (“Agreement”) has been appended to *Exhibit 1*, the Declaration of Plaintiff’s Counsel William H. Beaumont (“Beaumont Decl.”). Unless otherwise defined herein, all capitalized terms have the same force, meaning and effect as ascribed in the “Definitions” section of the Settlement Agreement

et seq. See Plaintiff's Complaint ("Compl.") ¶¶ 1-2. Plaintiff alleges that this practice violated the BIPA because Defendant collected class members biometric information without class members' written consent. Compl. ¶¶ 13-27. Plaintiff makes claims both in his individual capacity as well on behalf of a class of similarly situated individuals. Compl. ¶¶ 28-29.

Defendant disputes these allegations and also disputes that any claims asserted by Plaintiff may proceed on a class action basis.

Recognizing the risk to both sides, in addition to other potentially dispositive issues, the Parties explored the possibility of settling this case. After conducting multiple preliminary conferences between themselves, as well as exchanging settlement discovery, the parties engaged in significant arms-length negotiations regarding resolution. Over the course of these lengthy negotiations the Parties were able to close a considerable distance in their respective positions on settlement and reach a deal in principle.

While the negotiation was successful, there were still many remaining details regarding the specifics of the settlement. The extent of these additional considerations is demonstrated by the parties time-consuming process of drafting the settlement paperwork, which underwent multiple revisions as the Parties debated the details of the settlement. This continued negotiation over the precise terms and features of the settlement culminated in a signed Settlement Agreement and Motion for Preliminary Approval submitted to this Court on November 3, 2025. On November 12, 2025, the Court granted preliminary approval of the Parties' Settlement.²

TERMS OF THE SETTLEMENT

A. Class Definition

² A copy of the Court's Preliminary Approval Order is appended to the Beaumont Declaration as *Exhibit 1-B*.

The Class is defined as:

All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.'s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and November 12, 2025.

Agreement ¶ 1.29. The Class is comprised of 98 class members.³ See *Exhibit 2*, the Declaration of Caroline P. Barazesh, ¶ 5; Beaumont Decl. ¶ 7.

B. Monetary and Prospective Relief

The proposed Settlement establishes a Settlement Fund of \$80,000. Agreement ¶ 1.32. Each Class Member who is successfully delivered notice is entitled to a share of the Settlement Fund equal to \$816.32, less fees and costs, *Id.* at ¶ 1.32. Following the deduction of those fees and costs, each Class Member who makes a claim is projected to receive \$406.21. Beaumont Decl. ¶ 7. Any checks disbursed to Settlement Class Members that are uncashed for any reason within 90 days after issuance will become null and void, and said funds will be distributed to a *cy pres* recipient to be agreed to by the Parties. Agreement ¶ 2.1(c). The Parties propose as a *cy pres* recipient here the Chicago Bar Foundation. *Id.*

Thus, after deductions for fees and costs, each Class Member is projected to receive \$406.21 in cash.

C. Release

In exchange for the relief described above, the Defendant, as well as all Released Parties as defined in ¶ 3 of the Agreement, will receive a full release of all Plaintiff's and Class Members' claims arising out of or related to biometrics or the BIPA. *Id.*

D. Notice and Administration Expenses

³ The parties initially believed the class to include 99 individuals but the final list included only 98 class members.

To date, the Settlement Administrator has issued notice to the last known addresses of all 98 Class Members. Barazesh Decl. ¶ 8. Where any notice was returned by the Post Office, the Settlement Administrator ran a “skip trace” of that individual to locate a new address. Barazesh Decl. ¶ 9. Ultimately, of the 98 Class Members, only 3 individuals’ mailing addresses were unable to be located—equaling a notice rate of 96.93%.⁴ Barazesh Decl. ¶ 10. In addition, the Settlement Administrator made the settlement documents in this case available on its website, including the Settlement Agreement, the Motion for Preliminary Approval, the Motion for Incentive Award and Attorneys’ Fees, and the Class Notice. Barazesh Decl. ¶ 7. The Settlement Fund will be used to pay all costs of administration of the Settlement. The total cost of the Settlement Administrator’s services (including all additional future work moving forward finalizing and administering the settlement funds) is \$7,191.00. Barazesh Decl. ¶ 13.

E. Incentive Award, Attorneys’ Fees, Costs, and Expenses

In recognition of his efforts on behalf of the Class, Defendant has agreed that Plaintiff may receive, subject to Court approval, an incentive award of \$5,000 from the Settlement Fund as compensation for his time and effort serving as Class Representative. Agreement ¶ 8.4. Defendant also agreed that the Settlement Fund may be used to pay Class Counsel reasonable attorneys’ fees and expenses in this Action, in an amount equal to 35% of the Settlement Fund. *Id.* at ¶ 8.1. These awards are subject to this Court’s approval, which Plaintiff moved for separately on January 28, 2026. That motion is unopposed.

⁴ A notice rate of 96.93% is well-within the generally accepted range of sufficient class notice. *See e.g. In re Nat’l Collegiate Athletic Ass’n Student-Athlete Concussion Inj. Litig.*, 314 F.R.D. 580, 603 (N.D. Ill. 2016) (finding a 62% notice rate sufficient); *In re TikTok, Inc., Consumer Priv. Litig.*, 565 F. Supp. 3d 1076, 1092 (N.D. Ill. 2021) (finding a 70% notice rate sufficient); *Yates v. Checkers Drive-In Restaurants, Inc.*, No. 17 C 9219, 2020 WL 6447196, at *4 (N.D. Ill. Nov. 3, 2020) (finding a 75% notice rate sufficient)

CLASS ACTION SETTLEMENT APPROVAL PROCESS

Strong judicial and public policies favor the settlement of complex class action litigation, where the inherent costs, delays, and risks of continued litigation might otherwise overwhelm any potential benefit the class could hope to obtain. *See Quick v. Shell Oil Co.*, 404 Ill. App. 3d 277, 282 (3rd Dist. 2010); *see also* 4 Alba Conte & Herbert B. Newberg, *Newberg on Class Actions* § 11.41 (4th ed. 2002). Courts review proposed class action settlements using a well-established two-step process. Newberg § 11.25, at 38-39; *GMAC Mortg. Corp. of Pa. v. Stapleton*, 236 Ill. App. 3d 486, 492 (1st Dist. 1992). The first step is a preliminary, pre-notification hearing to determine whether the proposed settlement is “within the range of possible approval.” Newberg, § 11.25, at 38–39; *Armstrong v. Bd. of Sch. Dirs. of City of Milwaukee*, 616 F.2d 305, 314 (7th Cir. 1980), *overruled on other grounds*. If the Court finds the settlement proposal is “within the range of possible approval,” the case proceeds to the second step in the review process: a final approval hearing. Newberg, § 11.25, at 38–39.

The Parties’ settlement is presently at the second step of this two-step process. As argued in more detail below, the Settlement reached by the Parties should be granted final approval by the Court.

ARGUMENT

I. The Settlement is fair, reasonable, and adequate.

Section 2-801 of the Illinois Code of Civil Procedure provides that a court may approve a proposed class settlement “on a finding that it is fair, reasonable, and adequate.” 735 ILCS 5/2-801; *see also* Fed. R. Civ. P. 23(e)(2). In assessing the fairness, reasonableness, and adequacy of a proposed class settlement, Illinois courts consider the following factors: “(1) the strength of the case for the plaintiffs on the merits, balanced against the money or other relief offered in

settlement; (2) the defendant's ability to pay; (3) the complexity, length and expense of further litigation; (4) the amount of opposition to the settlement; (5) the presence of collusion in reaching a settlement; (6) the reaction of members of the class to the settlement; (7) the opinion of competent counsel; and (8) the stage of proceedings and the amount of discovery completed." *City of Chicago v. Korshak*, 206 Ill. App. 3d 968, 972 (1st Dist. 1990); *see also Armstrong*, 616 F.2d at 314.

In this case, all eight factors weigh in favor of finding the Settlement fair, reasonable, and adequate.

A. The Settlement provides considerable relief in light of the risks posed by continued litigation.

As to the first factor, the Settlement in this case provides substantial material benefits to the Class when balanced against the risks of pursuing this case to judgment. While Plaintiff is confident in his case, he is also aware that Defendant denies the material allegations of the Complaint and intends to pursue several legal and factual defenses. Plaintiff is also aware that the BIPA is a comparatively new law, where there remain many unanswered questions about the application and meaning of the statute. As Plaintiff previously argued in his Motion for Incentive Award and Fees, the BIPA is a hotly litigated (and appealed) area, which has seen multiple appeals to the Illinois Supreme Court in recent years. There are also multiple conflicting opinions on the trial court level in Illinois with respect to various aspects of the BIPA. Taking these realities into account and recognizing the risks involved in any litigation, the relief available to each Class Member in the Settlement represents a truly great result.

In addition to the various defenses on the merits that Defendant is prepared to raise, should litigation continue Plaintiff would also be required to prevail on a class certification motion, which would be highly contested and for which success is certainly not guaranteed. *See Schulte v. Fifth Third Bank*, 805 F. Supp. 2d 560, 586 (N.D. Ill. 2011) ("Settlement allows the class to avoid the

inherent risk, complexity, time and cost associated with continued litigation”) (internal citations omitted). “If the Court approves the [Settlement], the present lawsuit will come to an end and [Class Members] will realize both immediate and future benefits as a result.” *Id.* Approval would allow Plaintiff and Class Members to receive meaningful and significant payments now, instead of years from now or possibly never. *Id.* at 582.

Additionally, the relief provided to Class Members by the instant Settlement is equal to \$816.32 per Class Member, before deductions of fees and costs. This is a highly favorable result when comparing it to other recently approved BIPA settlements. For example, in *Preplipceanu v. Jumio Corp.*, No. 2018CH15883 (Cir. Ct. Cook Cnty., Ill. 2020), the settlement provided each class member with a share of a settlement fund equal \$262 per person, before deductions of fees and costs. Similarly, in *Devose v. Ron’s Staffing Services, Inc.*, No. 2019L1022 (Cir. Ct. Will Cnty., 2023), the settlement provided each class member with a share of a settlement fund equal to \$307 per person, before deductions of fees and costs. There are many other examples of recent BIPA settlements where the amount obtained per-class-member was lower than what was obtained in this case. *See, e.g., Sharrieff v. Raymond Mgmt Co.*, No. 2018CH01496 (Cir. Ct. Cook Cnty., 2019) (settlement fund equal to \$223 per class member); *Zepeda v. Intercontinental Hotels Group, Inc.*, No. 2018-CH- 02140 (Cir. Ct. Cook Cnty., Ill. 2018) (settlement fund equal \$500 per class member); *Lopez v. Multimedia Marketing & Sales, Inc.*, No. 17- CH-15750 (Cir. Ct. Cook Cnty., 2020) (settlement fund equal \$565 per class member); *Marshall v. Life Time Fitness, Inc.*, 2017CH14262 (Cir. Ct. Cook Cnty., 2019) (settlement fund equal to \$400 per class member); *Rafidia v. KeyMe, Inc.*, 2018CH11240 (Cook Cnty. Dec. 13, 2019) (settlement fund equal to \$515 per class member); *King v. PeopleNet Corporation*, No. 2021CH01602 (Cir. Ct. Cook Cnty., 2021) (settlement fund equal to \$190 per class member).

By contrast, the Settlement Fund in this case is equal to \$816.32 per class member. Agreement ¶ 1.32; Beaumont Decl. ¶ 7. In light of this substantial relief, and also considering the risks posed by continuing to litigate, the result obtained for Class Members is certainly fair, reasonable, adequate, and warrants Court approval.

B. Defendant's ability to pay.

The second factor that can be considered by courts is the Defendant's ability to pay the settlement sum. Defendant's financial standing has not been placed at issue here.

C. Continued litigation is likely to be complex, lengthy, and expensive.

The third factor asks whether the settlement allows the class to avoid the inherent risk, complexity, time, and cost associated with continued litigation. *See City of Chicago*, 206 Ill. App. 3d at 972. In absence of settlement, it is certain that the expense, duration, and complexity of the protracted litigation that would result would be substantial. Not only would the Parties have to undergo significant motion practice before any trial on the merits is even contemplated, but evidence and witnesses from throughout the State of Illinois and beyond would have to be assembled for any trial. Further, given the complexity of the issues and the amount in controversy, the defeated party would likely appeal both any decision on the merits as well the Court's ruling on class certification. As such, the immediate and considerable relief provided to the Class under the Settlement Agreement weighs heavily in favor of its approval compared to the inherent risk and delay of a long and drawn-out litigation, trial, and appeal. Protracted and expensive litigation is not in the interest of any of the Parties or Class Members.

D. There has been no opposition to the Settlement.

The fourth and sixth factors consider the amount of opposition to the Settlement and the reaction of the Class to the Settlement. *See City of Chicago*, 206 Ill. App. 3d at 972.

Following the implementation of the Notice plan set forth in the Settlement Agreement, the Class's reaction to the Settlement has been overwhelmingly favorable. In accordance with the Notice plan, the Settlement Administrator successfully provided direct notice to the Class. Zero Class Members have objected to the settlement and zero Class Members have requested to be excluded from the Settlement.⁵ Barazesh Decl. ¶¶ 11-12.

Accordingly, the fourth and sixth factors weigh in favor of granting final approval.

E. The Settlement was the result of arms-length negotiations between the Parties.

The fifth factor considers the presence of any collusion by the Parties in reaching the proposed settlement. *City of Chicago*, 206 Ill. App. 3d at 972. There is an initial presumption that a proposed settlement is fair and reasonable when it was the result of arms-length negotiations. Newberg, § 11.42; see also *Sabon, Inc.*, 2016 IL App (2d) 150236, ¶ 21 (finding no collusion where there was “no evidence that the proposed settlement was not the product of ‘good faith, arm’s-length negotiations’”). Here, the Settlement was reached only after arms-length negotiations between counsel for the Parties over the course of many months. Additionally, given the fair result for the Class in terms of the monetary and non-monetary relief, it is clear that this Settlement was reached as a result of good-faith negotiations rather than any collusion between the Parties. Accordingly, this factor weighs in favor of final approval.

F. The Settlement Agreement has support of experienced Class Counsel.

The seventh factor is the opinion of competent counsel as to the fairness, reasonableness, and adequacy of the proposed settlement. *See City of Chicago*, 206 Ill. App. 3d at 972. Here, Class Counsel believes that the Settlement is in the best interest of Class Members because they are

⁵ The deadline for Class Members to object to or request to be excluded from the Settlement was February 10, 2026. *See* Preliminary Approval Order, Beaumont Decl. Ex. 1-B.

entitled to an immediate payment instead of having to wait for lengthy litigation and any subsequent appeals to run their course. Beaumont Decl. ¶¶ 8-10. Further, due to the defenses that Defendant has indicated that it would raise should the case proceed through litigation—and the resources that Defendant has committed to defend and litigate this matter—it is possible that Class Members would receive no benefit whatsoever in the absence of this Settlement. *Id.* Given Class Counsel’s experience litigating similar class action cases, this factor also weighs in favor of granting final approval.

G. The Parties exchanged information sufficient to assess the adequacy of the Settlement.

The eighth factor is structured to permit the Court to consider the extent to which the court and counsel were able to evaluate the merits of the case and assess the reasonableness of the settlement. *City of Chicago*, 206 Ill. App. 3d at 972. Here, the Parties exchanged information regarding the size of the class, and investigated the facts and law relating to Plaintiff’s allegations and Defendant’s defenses. Beaumont Decl. ¶¶ 2-3. Accordingly, this factor also weighs in favor of final approval.

II. The Unopposed Motion for an Incentive Award and Fee Award Should Be Approved.

Because no objections were filed in opposition to Plaintiff’s Motion for Incentive Award and Attorneys’ Fees (the “Fee Petition”), and because all factors in favor of granting final approval of the Settlement have been met, the Court should also approve the requested Incentive Award to Plaintiff, and the Fee Award to Class Counsel.

The Fee Petition was filed on January 28, 2026 and was made available on the Settlement Administrator’s website for Class Members to review. Barazesh Decl. ¶ 7. In addition, the Class Notice was sent to all Class Members even before the Fee Petition was filed and fully informed

Class Members of the maximum amount of the Incentive Award and Fee Award that Class Counsel and Plaintiff would seek. Accordingly, Class Members had ample opportunity to consider the merits of the Fee Petition. No objections to the Fee Petition were filed, and no Class Members even informally expressed any dissatisfaction with the requested Incentive Award or Fee Award. The lack of any opposition is not surprising because, as discussed above, the Settlement provides substantial benefits to the Class.

For the reasons stated in the unopposed Fee Petition, and because no Class Member has voiced any opposition or objection to the requested Fee Award or Incentive Award, Plaintiff and Class Counsel respectfully request that the Court approve the requested Incentive Award and Fee Award.

CONCLUSION

For the reasons stated above, Plaintiff respectfully requests that the Court enter an Order granting final approval of the Settlement. A proposed Final Order and Judgment is submitted herewith as *Exhibit 3*.

Dated: March 25, 2026

Respectfully submitted,

/s/ William H. Beaumont

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CERTIFICATION

I hereby certifying that the foregoing has been served on all counsel of record via the Odyssey e-file system on this Wednesday, March 25, 2026. I further certify that a copy of this motion will be made available on this date for uploading to the Settlement Administrator's website.

/s/ William H. Beaumont

EXHIBIT 1

Beaumont Declaration

IN THE CIRCUIT COURT OF COOK COUNTY ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CHARLES WALLACE, individually and on
behalf of other persons similarly situated,

Plaintiff,

v.

SARGENT LOGISTICS, INC.,

Defendant.

Case No.: 2024CH09236

Honorable Neil H. Cohen

DECLARATION OF WILLIAM H. BEAUMONT

William H. Beaumont, Esq. declares as follows:

1. I am one of the attorneys for the Plaintiff in the above-captioned matter and I submit this declaration in support of Plaintiff's Motion for Final Approval of the Class Action Settlement. Except as otherwise noted, I have personal knowledge of the facts set forth in this declaration and could testify competently to them if called upon to do so.

2. In the months following the filing of this case my law firm spent significant amounts of time interfacing with Defendant regarding possible class wide resolution. Eventually, my firm successfully secured Defendant's agreement to engage in settlement discussions. To that end, the Parties exchanged informal discovery, including the size of the putative class. The Parties also exchanged their positions, airing their respective legal arguments.

3. Given that the information exchanged would have been, in large part, the same information produced in formal discovery related to issues of class certification and summary judgment, the Parties had sufficient information to assess the strengths and weaknesses of the claims and defenses.

4. Over the course of these lengthy negotiations the parties were able to close a considerable distance in their respective positions on settlement and reach a deal in principle.

5. While the settlement negotiations were successful, there were still many remaining details regarding the specifics of the settlement. The extent of these additional considerations is evidenced by the parties time-consuming process of drafting the settlement paperwork, which underwent multiple revisions. A true and correct copy of the Parties' Settlement Agreement is attached hereto as Exhibit 1-A.

6. On November 12, 2025, the Court granted preliminary approval of the Settlement. A true and correct copy of the Court's Preliminary Approval Order is attached hereto as Exhibit 1-B.

7. In sum, the Settlement provides for a settlement fund of \$80,000, equaling \$816.32 for each of the 98 Class Members. After the deduction of fees and costs, each Class Member who is successfully delivered notice is projected to receive approximately \$406.21.

8. Plaintiff and Class Counsel recognize that despite our belief in the strength of Plaintiff's claims and our ability to ultimately secure a favorable judgment at trial, the expense, duration, and complexity of protracted litigation would be substantial and the outcome of trial uncertain.

9. Plaintiff and Class Counsel are also mindful that absent a settlement, the success of Defendant's various defenses in this case could deprive the Plaintiff and Class Members of any relief whatsoever. Defendant is represented by highly experienced attorneys who have made clear that absent a settlement, they were prepared to continue their vigorous defense of this case, including by moving for summary judgment after discovery. Plaintiff and Class Counsel are also aware that Defendant would continue to challenge liability, as well as assert a number of defenses.

These potential defenses, together with the evolving application of the BIPA, could result in Plaintiff and Class Members receiving no payment or relief whatsoever.

10. As indicated in my declaration in support of Plaintiff's Motion for Incentive Award and Attorneys' Fees, I have substantial experience litigating class actions in state and federal courts across the country, including dozens of BIPA class actions. *See, e.g., Moore v. Lutheran Senior Services*, No. 2021-L-000506, (Cir. Ct. Madison County); *Hernandez v. Onin Group Midwest, LLC et al.*, No. 2021-L-000351 (Cir. Ct. Kane County); *Gallegos v. TD Synnex Corporation*, Case No. 2023LA62 (Cir. Ct. Will County) *Novak v. Southshore Enterprises Inc.*, Case No. 2021-L-47 (Cir. Ct. McLean County 2022); *Mohn v. Chronister Oil Company*, No. 20-L-249 (Cir. Ct. Sangamon County 2021); *Kelly v. Peryam and Kroll Research Corporation*, Case No. 20-CH-4665 (Cir. Ct. Cook County 2021). We have served as putative class counsel in over forty other BIPA class actions, and we and track filings and settlements in that field. Based on my experience, I believe that the relief provided to Class Members by the Parties' Settlement in this case weighs heavily in favor of a finding that the Settlement is fair, reasonable, and adequate, and well within the range of approval.

11. Since the Court granted preliminary approval, Class Counsel has worked with the Settlement Administrator, Analytics, LLC ("Analytics"), to carry out the Court-ordered notice plan. As detailed in the accompanying Declaration of Caroline P. Barazesh, the Court-ordered notice plan has been carried out in its entirety, and direct notice was delivered by postcard to Class Members. Additionally, the settlement documents were made available on Analytics' website.

12. Pursuant to the Preliminary Approval Order (Ex. 1-B), the deadline to opt-out of the Settlement was February 10, 2026. As detailed in the Barazesh Declaration, there were no requests for exclusions from the Settlement.

13. Also pursuant to the Preliminary Approval Order (Ex. 1-B), the deadline to object to the Settlement was February 10, 2026. As detailed in the Barazesh Declaration, there were zero objections to the Settlement.

14. A copy of the accompanying Motion for Final Approval together with this declaration and exhibits will be made available for posting to the Settlement Administrator's website as of today's date.

* * *

I declare under penalty of perjury that the foregoing is true and correct.

Executed March 25, 2026.

/s/ William H. Beaumont

EXHIBIT 1-A

Settlement Agreement

CLASS ACTION SETTLEMENT AGREEMENT

This Agreement (“Agreement” or “Settlement Agreement”) is entered into by and among (i) Plaintiff, Charles Wallace (“Plaintiff” or “Wallace”); (ii) the Settlement Class (as defined herein); and (iii) Defendant, Sargent Logistics, Inc. (“Defendant” or “Sargent”). Plaintiff and Defendant are collectively referred to herein as the “Parties.” This Agreement is intended by the Parties to fully, finally, and forever resolve, discharge, and settle the Released Claims (as defined herein), upon and subject to the terms and conditions of this Agreement, and subject to the final approval of the Court.

OVERVIEW OF SETTLEMENT TERMS

For reference, a general overview of the Settlement Terms are:

Class Definition: “All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.’s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and the date of preliminary approval.”

Number of Class Members: 99

Settlement Fund: \$80,000.00

Settlement Administrator: Analytics Consulting, LLC

Time to Effectuate Notice: 30 days after entry of the Preliminary Approval Order

Time to Object or File Exclusion: 90 days after entry of the Preliminary Approval Order

Time for Final Hearing Date: 120 days from after entry of the Preliminary Approval Order

RECITALS

On October 3, 2024, Plaintiff filed a putative class action in the Circuit Court of Cook County, Illinois. The material allegations of the Complaint were that Sargent collected, stored and used – without first providing notice, obtaining informed written consent or publishing data

retention policies – scans of face geometry and associated personally identifying information of its drivers, in violation of the Illinois Biometric Privacy Act (“BIPA”), 740 ILCS 14/1 *et seq.*

A. At all times, Sargent has denied and continues to deny any wrongdoing whatsoever, denies that it committed, or threatened or attempted to commit, any wrongful act or violation of law or duty alleged in the Action, and denies that certification of a class is necessary or proper. Accordingly, any references to the alleged business practices of Sargent in this Agreement, any settlement document, or the related Court hearings and processes will raise no inference with respect to the propriety of those business practices or any other business practices of Sargent. Nonetheless, taking into account the uncertainty and risks inherent in any litigation and the desire to avoid the expenditure of further legal fees and costs, Sargent has concluded it is desirable and beneficial that the Action be fully and finally settled and terminated in the manner and upon the terms and conditions set forth in this Agreement to avoid further expense, inconvenience, and burden. This Agreement is a compromise, and this Agreement, any related documents, and any negotiations resulting in it shall not be construed as or deemed to be evidence of or an admission or concession of liability or wrongdoing on the part of Sargent, or any of the Released Parties (defined below), with respect to any claim of any fault or liability or wrongdoing or damage whatsoever or with respect to the certifiability of a class.

B. Plaintiff believes that the claims asserted in the Action against Sargent have merit and would have prevailed at summary judgment and/or trial. Nonetheless, Plaintiff and Class Counsel recognize that Sargent has raised factual and legal defenses that present a risk that Plaintiff may not prevail. Plaintiff and Class Counsel also recognize the expense and delay associated with continued prosecution of the Action against Sargent through class certification, summary judgment, trial, and any subsequent appeals. Plaintiff and Class Counsel also have taken into account the uncertain outcome and risks of litigation, especially in complex class actions, as well

as the difficulties inherent in such litigation. Therefore, Plaintiff believes it is desirable that the Released Claims, as further defined herein, be fully and finally compromised, settled, and resolved with prejudice. Based on its evaluation, Class Counsel has concluded that the terms and conditions of this Agreement are fair, reasonable, and adequate to the Settlement Class (defined below), and that it is in the best interests of the Settlement Class to settle the claims raised in the Action pursuant to the terms and provisions of this Agreement.

C. Sargent maintains that it has a number of meritorious defenses to the claims asserted in this Action, and that Sargent would prevail in this matter on summary judgment or at trial. Sargent denies any wrongdoing and any liability to Plaintiff and the Settlement Class whatsoever. Sargent also denies that class certification is warranted or appropriate. Nevertheless, Sargent recognizes the risks and uncertainties inherent in litigation, the significant expense associated with defending class actions, the costs of any appeals, and the disruption to business operations arising out of class action litigation. Sargent also recognizes the risks that a trial on class-wide claims might present. Accordingly, Sargent believes that the settlement set forth in this Agreement (“Settlement”) is likewise in the best interests of all parties involved.

NOW, THEREFORE, IT IS HEREBY STIPULATED AND AGREED by and among Plaintiff, the Settlement Class, and Sargent, by and through their undersigned counsel that, subject to final approval of the Court after a hearing or hearings as provided for in this Settlement Agreement, in consideration of the benefits flowing to the Parties from this Agreement set forth herein, that the Action and the Released Claims shall be finally and fully compromised, settled, and released, and the Action shall be dismissed with prejudice, upon and subject to the terms and conditions of this Agreement.

AGREEMENT

1. DEFINITIONS.

As used in this Settlement Agreement, the following terms have the meanings specified below:

1.1 “**Action**” means *Wallace v. Sargent Logistics, Inc.*, Case No. 2024CH09236, currently pending in the Circuit Court of Cook County, Illinois.

1.2 “**Alternate Judgment**” means a form of final judgment that may be entered by the Court herein but in a form other than the form of judgment provided for in this Agreement and where none of the Parties elects to terminate this Settlement by reason of such variance.

1.3 “**Biometric Data**” means a Settlement Class Member’s biometric identifier and biometric information, as those terms are defined in BIPA, 740 ILCS 14/10.

1.4 “**BIPA**” means the Illinois Biometric Information Privacy Act, 740 ILCS 14/1, *et seq.*

1.5 “**Class Counsel**” means Beaumont, LLC.

1.6 “**Class Period**” means the period of time from October 3, 2019 and the date of preliminary approval.

1.7 “**Class Representative**” means the named Plaintiff in this Action: Charles Wallace.

1.8 “**Court**” means the Circuit Court of Cook County, Illinois.

1.9 “**Defendant**” or “**Sargent**” means Sargent Logistics, Inc.

1.10 “**Defendant’s Counsel**” or “**Sargent’s Counsel**” means Bishop LaForte, LTD.

1.11 “**Effective Date**” means the means the date the Final Approval Order in the Action becomes a final and non-appealable order.

1.12 “Escrow Account” means the escrow account to be established by the Settlement Administrator to hold the Settlement Fund under terms acceptable to Class Counsel and the Settlement Class. The costs of establishing and maintaining the Escrow Account shall be paid from the Settlement Fund.

1.13 “Fee Award” means the amount of attorneys’ fees and reimbursement of costs and expenses awarded by the Court to Class Counsel, which shall be paid from the Settlement Fund.

1.14 “Final Approval Hearing” means the hearing before the Court where the Parties will request the Final Judgment to be entered by the Court approving this Agreement, the Fee Award, and the Incentive Award to the Class Representative.

1.15 “Final Approval Order” or “Final Judgment” means the order finally approving this Settlement Agreement, certifying the Class for settlement purposes, dismissing the claims in the Action with prejudice and without costs (except as explicitly provided for in this Agreement), approving and ordering that the Released Claims will be released as to the Released Parties, and reserving jurisdiction over this Agreement and to the Settlement.

1.16 “Incentive Award” refers to the payment of five thousand dollars (\$5,000.00) or such other amount approved by the Court to the Class Representative.

1.17 “Net Settlement Fund” means the amount of the Settlement Fund remaining after payment of Settlement Administration Expenses (including Notice costs), any Incentive Award to the Class Representative, and the Fee Award.

1.18 “Notice” means the notice of this Settlement Agreement and Final Approval Hearing, which is to be sent to the Settlement Class substantially in the manner set forth in this Agreement, consistent with the requirements of Due Process, 735 ILCS 5/2-803, and substantially in the form of Exhibit A attached hereto.

1.19 “Notice Date” means the date by which the Notice set forth in Paragraph 4.1 is complete, which shall be no later than thirty (30) days after entry of the Preliminary Approval Order.

1.20 “Objection/Exclusion Deadline” means the date by which a written objection to this Settlement Agreement or a request for exclusion submitted by a Person within the Settlement Class must be made, which shall be designated as a date no later than sixty (60) days after the Notice Date and no sooner than fourteen (14) days after papers supporting the Fee Award are filed with the Court and posted to the Settlement website, or such other date as ordered by the Court.

1.21 “Person” shall mean, without limitation, any individual, corporation, partnership, limited partnership, limited liability company, association, joint stock company, estate, legal representative, trust, unincorporated association, government or any political subdivision or agency thereof, and any business or legal entity and their respective spouse, parent, child, guardian, associate, co-owners, heirs, predecessors, successors, representatives, or assigns. “Person” is not intended to include any governmental agencies or governmental actors, including, without limitation, any state Attorney General office.

1.22 “Plaintiff” means Charles Wallace.

1.23 “Preliminary Approval Order” means the Order preliminarily approving the Settlement Agreement conditionally certifying the Settlement Class for settlement purposes, and directing notice thereof to the Settlement Class.

1.24 “Released Claims” means all claims, liabilities, demands, causes of action, or lawsuits of the Plaintiff and Settlement Class Members, whether known or unknown, whether legal, statutory, equitable, or of any other type or form, whether under federal, state, or local law, and whether brought in an individual, representative, or any other capacity, of every nature and description whatsoever that were or could have been brought in the action filed by Plaintiff relating

in any way to BIPA, or the collection, storage, dissemination, and use of biometric identifiers and/or biometric information by and/or on behalf of Sargent, in connection with Plaintiff's and/or the Settlement Class's employment with Sargent.

1.25 “Released Parties” means Sargent and/or any or all of its current, former and future direct and indirect owners, affiliates (including, without limitation, all entities owned by the direct or indirect owners of Sargent), parents, holding companies, subsidiaries, divisions, officers, directors, shareholders, principals, owners, members, trustees, administrators, executors, directors, officers, managers, board members, partners, agents, employees, attorneys, insurers, reinsurers, accountants, financial and other advisors, investment bankers, benefit plans (and the trustees, administrators, fiduciaries, agents, representatives, vendors, insurers and reinsurers of such plans), underwriters, lenders, predecessors, assigns, successors, and all other persons and/or entities acting through, under, and/or in concert with any of the foregoing.

1.26 “Releasing Parties” means Plaintiff, Settlement Class Members, and all of their respective present or past heirs, spouses, parents, children, guardians, associates, co-owners, executors, estates, administrators, predecessors, successors, assigns, parent companies, subsidiaries, associates, affiliates, employers, employees, agents, consultants, independent contractors, insurers, directors, managing directors, officers, partners, principals, members, attorneys, accountants, financial and other advisors, underwriters, shareholders, lenders, auditors, investment advisors, legal representatives, successors in interest, assigns and companies, firms, trusts, limited liability companies, partnerships and corporations.

1.27 “Settlement Administration Expenses” means the Settlement Administrator's fee, and the expenses incurred by the Settlement Administrator in providing Notice, processing exclusions and objections, responding to inquiries from members of the Settlement Class, mailing Settlement checks, and related services, paying taxes and tax expenses related to the Settlement

Fund (including all federal, state or local taxes of any kind and interest or penalties thereon, as well as expenses incurred in connection with determining the amount of and paying any taxes owed and expenses related to any tax attorneys and accountants). The Settlement Administration Expenses shall be capped at \$7,191.00 unless the Parties agree in writing otherwise.

1.28 “Settlement Administrator” means Analytics Consulting, LLC or such other reputable administration company that has been selected by Class Counsel and reasonably acceptable to Sargent and approved by the Court to perform the duties set forth in this Agreement, including but not limited to overseeing the distribution of Notice, as well as the processing and payment to the Settlement Class as set forth in this Agreement, and disbursing all approved payments out of the Settlement Fund, and handling the determination, payment and filing of forms related to all federal, state and/or local taxes of any kind (including any interest or penalties thereon) that may be owed on any income earned by the Settlement Fund.

1.29 “Settlement Class” means: All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.’s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and the date of preliminary approval. Excluded from the Settlement Class are (1) any Judge or Magistrate presiding over this Action and members of their families; and (2) Persons who properly execute and file a timely request for exclusion from the Settlement Class.

1.30 “Settlement Class List” means all individuals making up the Settlement Class and who are identified by first and last name on Exhibit B, attached hereto.

1.31 “Settlement Class Member” means a Person on the Settlement Class List and who has not effectively elected to Opt-Out on or before the Objection/Exclusion Deadline.

1.32 “Settlement Fund” means the cash fund that shall be established by Defendant in the total amount of \$80,000.00 USD to be deposited into the Escrow Account, according to the

schedule set forth herein, plus all interest earned thereon. From the Settlement Fund, the Settlement Administrator shall pay the Settlement Class Members, Settlement Administration Expenses, any Incentive Award to the Class Representative, any Fee Award to Class Counsel, and any other costs, fees or expenses approved by the Court. The Settlement Fund shall be kept in the Escrow Account with permissions granted to the Settlement Administrator to access said funds until such time as the listed payments are made. The Settlement Fund includes all interest that shall accrue on the sums deposited in the Escrow Account. The Settlement Administrator shall be responsible for all tax filings with respect to any earnings on the Settlement Fund and the payment of all taxes that may be due on such earnings. The Settlement Fund represents the total extent of Sargent's monetary obligations under this Agreement. Plaintiff reserves the right to rescind this agreement should the final count of Settlement Class Members exceed 99 persons, unless the Parties agree to adjust the Settlement Fund by an amount proportionate to the final count of Settlement Class Members (i.e., \$808.08 multiplied by the final count of Settlement Class Members).

1.33 “Settlement Payment” means the amount equal to the Net Settlement Fund divided by the number of Settlement Class Members who are successfully delivered notice pursuant to 4.1(c)-(d) herein.

2. SETTLEMENT RELIEF.

2.1 Payments to Settlement Class Members.

(a) Sargent shall pay into the Escrow Account the total amount of the Settlement Fund (\$80,000.00) pursuant to the following schedule:

- i.** Within five days after the entry of the Preliminary Approval Order, Sargent shall deposit \$20,000.00 into the Escrow Account;
- ii.** Within thirty-five days after the entry of the Preliminary Approval Order, Sargent shall deposit \$20,000.00 into the Escrow Account;

iii. Within sixty-five days after the entry of the Preliminary Approval Order, Sargent shall deposit \$20,000.00 into the Escrow Account;

iv. Within ninety-five days after the entry of the Preliminary Approval Order, Sargent shall deposit \$20,000.00 into the Escrow Account;

(b) Each Settlement Class Member who is successfully delivered notice pursuant to 4.1(c)-(d) herein will receive a Settlement Payment.

(c) Settlement Payments shall be made in the form of a check, issued and mailed by the Settlement Administrator within ten (10) days after the Effective Date and will state on the face of the check that it will expire and become null and void unless cashed within ninety (90) days after the date of issuance. If a check issued to a Settlement Class Member is not negotiated within ninety (90) days after the date of issuance, such funds, any remaining amounts of the Net Settlement Fund shall, subject to Court approval, shall be distributed to the Chicago Bar Foundation, a non-secular, not-for-profit organization.

(d) Sargent shall provide a Settlement Class Member's social security number to the Settlement Administrator for settlement administration/tax purposes, upon request and in the event deemed necessary by the Settlement Administrator.

2.2 Prospective Relief

(a) Without admitting any liability or prior noncompliance, Sargent represents that it is no longer using "biometric" cameras in Illinois and agrees that should it reinstate them in Illinois, it will provide all notices and consents as required by BIPA.

3. RELEASE.

3.1 The obligations incurred pursuant to this Settlement Agreement shall be a full and final disposition of the Action and any and all Released Claims, as against all Released Parties.

3.2 Upon the Effective Date, the Releasing Parties, and each of them, shall be deemed to have, and by operation of the Final Judgment shall have, fully, finally, and forever released, relinquished, and discharged all Released Claims against the Released Parties, and each of them.

4. NOTICE TO THE SETTLEMENT CLASS.

4.1 The Notice Plan shall consist of the following:

(a) *Updating the Settlement Class List.* No later than 28 days after the full execution of this Settlement Agreement, Sargent shall update the Settlement Class List with the last known U.S. Mail addresses, belonging to Persons within the Settlement Class. This updated Settlement Class List shall be provided to the Settlement Administrator in an electronic form and used by the Settlement Administrator only for the purpose of giving Notice to the Settlement Class Members. This updated Settlement Class List shall also be provided to Class Counsel contemporaneous with its provision to the Settlement Administrator.

(b) *Update Addresses.* Prior to mailing Notice, the Settlement Administrator will attempt to update the addresses of members of the Settlement Class using the National Change of Address database and other available resources deemed suitable by the Settlement Administrator. The Settlement Administrator shall take all reasonable steps to obtain the correct address of any member of the Settlement Class for whom Notice is returned by the U.S. Postal Service as undeliverable and shall attempt re-mailings as described below.

(c) *Direct Notice via U.S. Mail.* No later than thirty (30) days from entry of the Preliminary Approval Order, the Settlement Administrator shall send a copy of the Notice to Settlement Class Members via First Class U.S. Mail substantially in the form attached as Exhibit A hereto.

(d) If any mailed Notice is returned as non-deliverable, and a forwarding address is provided, the Settlement Administrator shall re-mail the Notice to the forwarding

address within five (5) business days. If any Notice is returned as non-deliverable, and no forwarding address is provided, the Settlement Administrator shall attempt to ascertain a valid address for the affected Settlement Class Member by seeking change of address information through the U.S. Postal Service's National Change of Address Link, and shall re-mail the Notice within five (5) business days to any address(es) that are found.

(e) *Settlement Website.* Within thirty (30) days from entry of the Preliminary Approval Order, the Notice shall be provided on a website at an available URL (such as, for example, www.Sargentcamerasettlement.com) which shall be obtained, administered and maintained by the Settlement Administrator. The Parties agree that copies of this Agreement, the Notice, Plaintiff's Motion for Preliminary Approval of the Class Action Settlement, Plaintiff's Motion for Attorneys' Fees, Costs, and Incentive Award, Plaintiff's Motion for Final Approval of the Class Action Settlement, and copies of the Court's Preliminary and Final Approval Orders of the Settlement will also be posted to the Settlement Website.

4.2 The Notice shall advise the Settlement Class Members of their rights, including the rights to be excluded from or object to this Settlement Agreement or any of its terms. The Notice shall specify that any objection to this Settlement Agreement, and any papers submitted in support of said objection, shall be considered by the Court at the Final Approval Hearing only if, on or before the Objection/Exclusion Deadline approved by the Court and specified in the Notice, the Person making the objection files notice of an intention to do so and at the same time (a) files copies of such papers he or she proposes to be submitted at the Final Approval Hearing with the Clerk of the Court, or alternatively, if the objection is from a Settlement Class Member represented by counsel, files any objection through the Court's electronic filing system, and (b) sends copies of such papers by mail, hand, or overnight delivery service to Class Counsel and Sargent's Counsel.

4.3 Any Settlement Class Member who intends to object to this Agreement must present the objection in writing, which must be personally signed by the objector, and must include: (1) the objector's name and address; (2) an explanation of the basis upon which the objector claims to be a Settlement Class Member; (3) all grounds for the objection, including all citations to legal authority and evidence supporting the objection; (4) the name and contact information of any and all attorneys representing, advising, or in any way assisting the objector in connection with the preparation or submission of the objection or who may profit from the pursuit of the objection (the "Objecting Attorneys"); and (5) a statement indicating whether the objector intends to appear at the Final Approval Hearing (either personally or through counsel who files an appearance with the Court in accordance with the Local Rules).

4.4 If a Settlement Class Member or any of the Objecting Attorneys has objected to any class action settlement where the objector or the Objecting Attorneys asked for or received any payment in exchange for dismissal of the objection, or any related appeal, without any modification to the settlement, then the objection must include a statement identifying each such case by full case caption and amount of payment received.

4.5 Any objecting Settlement Class Member who wishes to appear at the Final Approval Hearing must be available for deposition within forty (40) miles of his or her residence or by remote video conference, by Class Counsel and/or Sargent's Counsel, and the objection must include each date when the objector will be available and present for a deposition within twenty-one (21) days following the filing of the objection. In the event that any Settlement Class Member objects in the manner prescribed herein, Plaintiff and Defendant shall be afforded a full opportunity to respond to such objections.

4.6 A Settlement Class Member may request to be excluded from the Settlement Class by sending a written request postmarked on or before the Objection/Exclusion Deadline approved

by the Court and specified in the Notice. To exercise the right to be excluded, a Person in the Settlement Class must timely send a written request for exclusion to the Settlement Administrator providing his/her name and address, a signature, the name and number of the case, and a statement that he or she wishes to be excluded from the Settlement Class for purposes of this Settlement. A request to be excluded that does not include all of this information, does not clearly state an intention to be excluded, or that is sent to an address other than that designated in the Notice, or that is not postmarked within the time specified, shall be invalid, and the Person(s) serving such a request shall be a member(s) of the Settlement Class and shall be bound as a Settlement Class Member by this Agreement, if approved. Any member of the Settlement Class who validly elects to be excluded from this Agreement shall not: (i) be bound by any orders or the Final Judgment; (ii) be entitled to relief under this Settlement Agreement; (iii) gain any rights by virtue of this Agreement; or (iv) be entitled to object to any aspect of this Agreement. The request for exclusion must be personally signed by each Person requesting exclusion. So-called “mass” or “class” opt-outs shall not be allowed. To be valid, a request for exclusion must be postmarked or received by the date specified in the Notice.

5. SETTLEMENT ADMINISTRATION.

5.1 The Settlement Administrator shall, under the supervision of the Court, administer the relief provided by this Settlement Agreement in a rational, responsive, cost effective, and timely manner. The Settlement Administrator shall maintain reasonably detailed records of its activities under this Agreement. The Settlement Administrator shall maintain all such records as are required by applicable law in accordance with its normal business practices and such records will be made available to Class Counsel and Sargent’s Counsel upon request. The Settlement Administrator shall also provide reports and other information to the Court as the Court may require. The Settlement Administrator shall provide Class Counsel and Sargent’s Counsel with

regular reports at weekly intervals containing information concerning Notice, administration, objections, exclusions, and implementation of this Settlement Agreement. Should the Court request, the Parties shall submit a timely report, prepared by Class Counsel and/or the Settlement Administrator and approved by Sargent's Counsel, to the Court summarizing the work performed by the Settlement Administrator, including a report of all amounts from the Settlement Fund paid to Settlement Class Members. Without limiting the foregoing, the Settlement Administrator shall:

(a) Provide Class Counsel and Sargent's Counsel with drafts of all administration-related documents, including but not limited to Notices, follow-up class notices or communications with Settlement Class Members, telephone scripts (if any) in a form approved by Class Counsel and Sargent's Counsel, website postings or language or other communications in a form approved by Class Counsel and Sargent's Counsel with the Settlement Class, at least five (5) days before the Settlement Administrator is required to or intends to publish or use such communications, unless Class Counsel and Sargent's Counsel agree to waive this requirement in writing on a case by case basis;

(b) Receive requests to be excluded from the Settlement Class and other requests and promptly provide to Class Counsel and Sargent's Counsel copies thereof. If the Settlement Administrator receives any exclusion forms or other requests after the deadline for the submission of such forms and requests, the Settlement Administrator shall promptly provide copies thereof to Class Counsel and Sargent's Counsel;

(c) Provide weekly reports to Class Counsel and Sargent's Counsel, including without limitation, reports regarding the number of objections and exclusion requests received, and the number of Settlement Class Members for whom Notice could not be successfully delivered; and

(d) Make available for inspection by Class Counsel or Sargent's Counsel materials received by the Settlement Administrator from Settlement Class Members at any time upon reasonable notice.

5.2 In the exercise of its duties outlined in this Agreement, the Settlement Administrator shall have the right to reasonably request additional information from the Parties or any Settlement Class Member.

5.3 Sargent, the Released Parties, and Sargent's Counsel shall have no responsibility for, interest in, or liability whatsoever with respect to: (i) any act, omission, or determination by Class Counsel, or the Settlement Administrator, or any of their respective designees, representatives or agents, in connection with the administration of the Settlement or otherwise; (ii) the management, investment, or distribution of the Settlement Fund; (iii) the allocation of net Settlement Funds to Settlement Class Members or the implementation, administration, calculation or interpretation thereof; (iv) the determination, administration, calculation, or payment of any claims asserted against the Settlement Fund; or (v) the payment, reporting, or withholding of any taxes, tax expenses, or costs incurred in connection with the taxation of the Settlement Fund or the filing of any federal, state, or local returns.

5.4 All taxes and tax expenses shall be paid out of the Settlement Fund, and shall be timely paid by the Settlement Administrator pursuant to this Agreement and without further order of the Court. Any tax returns or reporting forms prepared for the Settlement Fund (as well as the election set forth therein) shall be consistent with this Agreement and in all events shall reflect that all taxes on the income earned by the Settlement Fund shall be paid out of the Settlement Fund as provided herein. The Released Parties shall have no responsibility or liability for the acts or omissions of the Settlement Administrator or its agents with respect to the reporting or payment of taxes or tax expenses.

5.5 If this Settlement Agreement is not finally approved or is terminated, or the proposed Settlement fails to become final and effective for any reason, including without limitation if the Final Judgment is reversed, vacated, or modified following any appeal taken therefrom, the Settlement Administrator shall return the Settlement Fund to Sargent, less any Settlement Administration Expenses actually incurred to date. Plaintiff shall have no financial responsibility for any Settlement Administration Expenses paid out of this Settlement Fund in the event that this Settlement Agreement is not finally approved.

5.6 Within ten (10) days of the Effective Date, the Settlement Administrator shall pay the Settlement Administration Expenses.

6. TERMINATION OF SETTLEMENT.

6.1 Subject to Section 9 below, in the event that the Court makes any material modification to the terms of the Settlement, including, but not limited to any modification which operates to change the scope of the Settlement Class or to require Sargent to pay any amounts in excess of the Settlement Fund (and with the exception of any modification to the terms, timing or proposed amount of any Fee Award or Incentive Award), at the sole discretion of the adversely affected party, the terms contained in this Agreement, and any other settlement documents may be terminated. The Party or Parties with the right to terminate this Agreement may do so by providing written notice of the election to do so (“Termination Notice”) to all other Parties hereto within ten (10) days of any event triggering the right to terminate (as described above), including: (i) the Court’s refusal to enter a Preliminary Approval Order of this Agreement in any material respect; (ii) the Court’s refusal to enter Final Approval Order of this Agreement in any material respect; (iii) the Court’s refusal to enter the Final Approval Order in this Action in any material respect; (iv) the date upon which the Final Judgment is vacated, modified or reversed in any material respect by the Court, the Illinois Appellate Court, the Illinois Supreme Court, or the Supreme Court

of the United States; or (v) the date upon which an Alternate Judgment is vacated, modified or reversed in any material respect by the Court, the Illinois Appellate Court, the Illinois Supreme Court, or the Supreme Court of the United States.

6.2 If prior to the Final Approval Hearing, Persons who otherwise would be members of the Settlement Class have timely requested exclusion from the Settlement Class in accordance with the provisions of this Agreement, the Preliminary Approval Order and the Notice given pursuant thereto, and such Persons in the aggregate constitute more than ten percent (10%) of the Settlement Class, Sargent shall have, in its sole and absolute discretion, the option to terminate this Settlement by giving notice as set forth in paragraph 6.1.

7. PRELIMINARY APPROVAL ORDER AND FINAL APPROVAL ORDER.

7.1 Within thirty (30) days after the execution of this Settlement Agreement, Class Counsel shall submit this Agreement together with its exhibits to the Court and shall move the Court for a Preliminary Approval Order of the Settlement set forth in this Agreement; conditional certification of this Settlement Class for settlement purposes only; appointment of Class Counsel and this Class Representative; and entry of a Preliminary Approval Order, which order shall set a Final Approval Hearing date and approve the Notice for dissemination substantially in the form of Exhibit A hereto. The Preliminary Approval Order shall also authorize the Parties, without further approval from the Court, to agree to and adopt such amendments, modifications and expansions of this Agreement and its implementing documents (including all exhibits) so long as they are consistent in all material respects with the terms of the Settlement Agreement and do not limit or impair the rights of the Settlement Class or materially expand the obligations of Sargent.

7.2 At the time of the submission of this Agreement to the Court as described above, Class Counsel shall request that, after Notice is given, the Court hold a Final Approval Hearing and finally approve the Settlement of the Action as set forth herein.

7.3 After Notice is given, the Parties shall request and seek to obtain from the Court a Final Approval Order, which will (among other things):

(a) find that the Court has personal jurisdiction over all Settlement Class Members and that the Court has subject matter jurisdiction to approve this Agreement, including all exhibits hereto;

(b) approve this Settlement Agreement and the proposed Settlement as fair, reasonable, and adequate as to, and in the best interests of, the Settlement Class Members; direct the Parties and their counsel to implement and consummate this Agreement according to its terms and provisions; and declare this Agreement to be binding on, and have *res judicata* and preclusive effect in all pending and future lawsuits or other proceedings maintained by or on behalf of Plaintiff and/or the Releasing Parties;

(c) find that the Notice implemented pursuant to this Agreement (1) constitutes the best practicable notice under the circumstances; (2) constitutes notice that is reasonably calculated, under the circumstances, to apprise the Settlement Class of the pendency of the Action, their right to object to or exclude themselves from the proposed Settlement, and to appear at the Final Approval Hearing; (3) is reasonable and constitutes due, adequate, and sufficient notice to all Persons entitled to receive Notice; and (4) meets all applicable requirements of the Illinois Code of Civil Procedure, the Due Process Clause of the United States and Illinois Constitutions, and the rules of the Court;

(d) find that the prerequisites for a class action under ILCS 735 5/2-801 have been satisfied for settlement purposes for the Settlement Class in that: (1) the number of Settlement Class Members is so numerous that joinder of all members thereof is impracticable; (2) there are questions of law and fact common to the Settlement Class Members; (3) the claims of the Class Representative are typical of the claims of the Settlement Class; (4) the Class Representative has

and will continue to fairly and adequately represent the interests of the Settlement Class for purposes of entering into this Settlement Agreement; (5) the questions of law and fact common to Settlement Class Members predominate over any questions affecting any individual Settlement Class Member; (6) the Settlement Class is ascertainable; and (7) a class action is superior to the other available methods for the fair and efficient adjudication of the controversy.

(e) dismiss the Action (including all individual claims and Settlement Class Claims presented thereby) on the merits and with prejudice, without fees or costs to any party except as provided in this Settlement Agreement;

(f) incorporate the Release in Section 3 above (the “Release”), make the Release effective as of the Effective Date, and forever discharge the Released Parties as set forth herein;

(g) permanently bar and enjoin all Settlement Class Members from filing, commencing, prosecuting, intervening in, or participating (as class members or otherwise) in any lawsuit or other action in any jurisdiction based on the Released Claims;

(h) without affecting the finality of the Final Judgment for purposes of appeal, retain jurisdiction as to all matters relating to administration, consummation, enforcement, and interpretation of this Settlement Agreement, the Final Approval Order, the Settlement, and for any other necessary purpose;

(i) close the Action; and

(j) incorporate any other provisions as the Court deems necessary and just, provided that such other provisions do not materially abridge, enlarge or modify any rights or responsibilities of the Released Parties or Settlement Class Members under this Agreement.

7.4 The Parties agree to stay all proceedings in the Action, other than those proceedings necessary to carry out or enforce the terms and conditions of the Settlement, until the Effective

Date of the Settlement has occurred. The Parties also agree to use their best efforts to seek the stay and dismissal of, and to oppose entry of any interim or final relief in favor of any Settlement Class Member in any other proceedings against any of the Released Parties which challenge the Settlement or otherwise assert or involve, directly or indirectly, a Released Claim.

8. CLASS COUNSEL'S ATTORNEYS' FEES AND REIMBURSEMENT OF EXPENSES; INCENTIVE AWARD.

8.1 Sargent agrees that Class Counsel may apply for and receive from the Settlement Fund, subject to Court approval, attorneys' fees (including costs and expenses) not to exceed 35% of the Settlement Fund (\$28,000.00), plus reimbursement of reasonable costs and expenses. Any fees or costs below this amount that are not awarded are to be added to the Net Settlement Amount. Class Counsel will petition the Court for an award of such attorneys' fees, costs, and expenses, and Sargent agrees to not object to or otherwise challenge, directly or indirectly, Class Counsel's petition for attorneys' fees, costs, and expenses. Class Counsel, in turn, agrees to seek no more than this amount from the Court in attorneys' fees, costs and expenses. Payment of the Fee Award shall be made from the Settlement Fund.

8.2 The Fee Award shall be payable by the Settlement Administrator within ten (10) days after entry of the Court's Final Judgment and completion of necessary forms, including but not limited to W-9 forms. Payment of the Fee Award shall be made from the Settlement Fund by wire transfer pursuant to instructions provided by Class Counsel, The Settlement Administrator shall wire the funds within 1 business day of receiving the instructions. Notwithstanding the foregoing, if for any reason the Final Judgment is reversed or rendered void as a result of an appeal(s) then Class Counsel shall each be severally liable for payments made pursuant to this subparagraph, and shall return such funds to Sargent within thirty (30) days of any related Court order.

8.3 Notwithstanding any contrary provision of this Agreement, the Court's consideration of any Fee Award is to be conducted separately from the Court's consideration of the fairness, reasonableness, and adequacy of this Settlement Agreement, and any Fee Award made by the Court with respect to Class Counsel's attorneys' fees or expenses, or any proceedings incident thereto, including any appeal thereof, shall not operate to terminate or cancel this Agreement or be deemed material thereto.

8.4 Sargent agrees not to object to or otherwise challenge, directly or indirectly, Class Counsel's application for the Incentive Award to the Class Representative in the amount of up to five thousand dollars (\$5,000.00). Class Counsel, in turn, agrees to seek no more than this amount from the Court as the Incentive Award to the Class Representative. Such Incentive Award shall be paid pursuant to the terms herein. Any modification to the terms or timing or reduction of the proposed amount of the Class Representative Incentive Award shall in no way impact the validity of the settlement of this Action.

9. CONDITIONS OF SETTLEMENT, EFFECT OF DISAPPROVAL, CANCELLATION OR TERMINATION.

9.1 If this Agreement is not approved by the Court, or the Settlement set forth in this Agreement is terminated or fails to become effective in accordance with its terms, then this Settlement Agreement shall be canceled and terminated subject to Paragraph 6.1 unless Class Counsel and Defense Counsel mutually agree in writing to proceed with this Agreement. If any Party is in material breach of the terms hereof, any other Party, provided that it is in substantial compliance with the terms of this Agreement, may terminate this Agreement on notice to all of the settling parties. Notwithstanding anything herein, the Parties agree that the Court's failure to approve, in whole or in part, the Fee Award and/or the Incentive Award payment set forth in Section 8 above shall not be grounds for termination.

9.2 If this Agreement is terminated or fails to become effective, the Parties shall be restored to their respective positions in the Action as of the moment just prior to the signing of this Agreement entered into between Sargent and the Class Representative shall be cancelled, null, and void. In such event, any Final Judgment or other order entered by the Court in accordance with the terms of this Agreement shall be treated as vacated, *nunc pro tunc*, and the Parties shall be returned to the status quo ante with respect to the Action as if this Agreement had never been entered into.

10. MISCELLANEOUS PROVISIONS.

10.1 The Parties (a) acknowledge that it is their intent to consummate this Settlement Agreement; and (b) agree, subject to their fiduciary and other legal obligations, to cooperate to the extent reasonably necessary to effectuate and implement all terms and conditions of this Agreement, to exercise their reasonable best efforts to accomplish the foregoing terms and conditions of this Agreement, to secure final approval, and to defend the Final Judgment through any and all appeals. Class Counsel and Sargent's Counsel agree to cooperate with one another in seeking Court approval of this Settlement Agreement, entry of the Preliminary Approval Order, and the Final Approval Order and/or Judgment, and promptly to agree upon and execute all such other documentation as may be reasonably required to obtain final approval of this Agreement.

10.2 The Parties intend this Settlement Agreement to be a final and complete resolution of all disputes between them with respect to the Released Claims by the Releasing Parties against each or any of the Released Parties. Accordingly, the Parties agree not to assert in any forum that the Action was brought by Plaintiff or defended by Sargent, or each or any of them, in bad faith or without a reasonable basis.

10.3 The Parties have relied upon the advice and representation of counsel, selected by them, concerning their respective legal liability for the claims hereby released. The Parties have

read and understand fully this Agreement and have been fully advised as to the legal effect hereof by counsel of their own selection and intend to be legally bound by the same.

10.4 Whether or not the Effective Date occurs or this Settlement Agreement is terminated, none of this Agreement, or any other settlement document, or the Settlement contained herein or any term, provision or definition herein, or any act or communication performed or document executed in the course of negotiating, implementing or seeking approval pursuant to or in furtherance of this Agreement or the Settlement:

(a) is, may be deemed, or shall be used, offered or received in any civil, criminal or administrative proceeding in any court, administrative agency, arbitral proceeding or other tribunal against the Released Parties, or each or any of them, as an admission, concession or evidence of, the validity of any Released Claims, the truth of any fact alleged by the Plaintiff, the deficiency of any defense that has been or could have been asserted in the Action, the violation of any law or statute, the definition or scope of any term or provision, the reasonableness of the settlement amount or the Fee Award, the certifiability of the class, or of any alleged wrongdoing, liability, negligence, or fault of the Released Parties, or any of them. Sargent, while continuing to deny all allegations of wrongdoing and disclaiming all liability with respect to all claims, considers it desirable to resolve the Action on the terms stated herein to avoid further expense, inconvenience, and burden, and therefore has determined that this Settlement is in Sargent's best interests. Any public statements made by Plaintiff or Class Counsel will be consistent with this Paragraph and Class Counsel will not issue any press release concerning this Agreement or the Settlement contained herein;

(b) is, may be deemed, or shall be used, offered or received against any Released Party, as an admission, concession or evidence of any fault, misrepresentation or

omission with respect to any statement or written document approved or made by the Released Parties, or any of them;

(c) is, may be deemed, or shall be used, offered or received against the Released Parties, or each or any of them, as an admission or concession with respect to any liability, negligence, fault or wrongdoing or statutory meaning as against any Released Parties, or supporting the certification of a class, in any civil, criminal or administrative proceeding in any court, administrative agency or other tribunal. However, this Agreement, and any acts performed and/or documents executed in furtherance of or pursuant to this Agreement may be used in any proceedings as may be necessary to effectuate the provisions of this Agreement. Further, if this Settlement Agreement is approved by the Court, any Party or any of the Released Parties may file this Agreement and/or the Final Judgment in any action that may be brought against such Party or Parties in order to support a defense or counterclaim based on principles of *res judicata*, collateral estoppel, release, good-faith settlement, judgment bar or reduction, or any other theory of claim preclusion or issue preclusion or similar defense or counterclaim;

(d) is, may be deemed, or shall be construed against Plaintiff, the Settlement Class, the Releasing Parties, or each or any of them, or against the Released Parties, or each or any of them, as an admission or concession that the consideration to be given hereunder represents an amount equal to, less than or greater than that amount that could have or would have been recovered after trial; and

(e) is, may be deemed, or shall be construed as or received in evidence as an admission or concession against Plaintiff, the Settlement Class, the Releasing Parties, or each and any of them, or against the Released Parties, or each or any of them, that any of Plaintiff's or the Settlement Class's claims are with or without merit or that damages recoverable in the Action would have exceeded or would have been less than any particular amount.

10.5 The Parties acknowledge that (a) any certification of the Settlement Class as set forth in this Agreement, including certification of the Settlement Class for settlement purposes in the context of a Preliminary Approval Order, shall not be deemed a concession that certification of a class is appropriate, or that the Settlement Class definition would be appropriate for a class, nor would Sargent be precluded from challenging class certification in further proceedings in the Action or in any other action if this Settlement Agreement is not finalized or finally approved; (b) if this Settlement Agreement is not finally approved by the Court for any reason whatsoever, then any certification of the Settlement Class will be void, the Parties and the Action shall be restored to the status quo ante, and no doctrine of waiver, estoppel or preclusion will be asserted in any litigated certification proceedings in the Action or in any other action; and (c) no agreements made by or entered into by Sargent in connection with the Settlement may be used by Plaintiff, any person in the Settlement Class, or any other Person to establish any of the elements of class certification in any litigated certification proceedings, whether in this Action or any other judicial proceeding.

10.6 No Person or entity shall have any claim against the Class Representative, Class Counsel, the Settlement Administrator or any other agent designated by Class Counsel, or the Released Parties and/or their counsel, arising from distributions made substantially in accordance with this Agreement. The Parties and their respective counsel, and all other Released Parties shall have no liability whatsoever for the investment or distribution of the Settlement Fund or the determination, administration, calculation, or payment of any claim or nonperformance of the Settlement Administrator, the payment or withholding of taxes (including interest and penalties) owed by the Settlement Fund, or any losses incurred in connection therewith.

10.7 The Plaintiff, Settlement Class Members, and Class Counsel receiving funds pursuant to this Agreement shall be solely responsible for filing all information and other tax

returns necessary or making any tax payments related to funds received pursuant to this Settlement Agreement. The Released Parties provide no legal advice and make no representations to the Plaintiff, Settlement Class Members, or Class Counsel regarding the legal or tax consequences of this Agreement, including any benefit or monies paid and received. The Plaintiff, Settlement Class Members, and Class Counsel shall be solely responsible for any tax or legal consequences for any benefit or award paid and/or received pursuant to this Agreement.

10.8 All proceedings with respect to the determination, administration, processing, including disputed questions of law and fact, of Settlement amount payments, shall be subject to the jurisdiction of the Court.

10.9 The headings used herein are used for the purpose of convenience only and are not meant to have legal effect.

10.10 The waiver by one Party of any breach of this Agreement by any other Party shall not be deemed as a waiver of any other prior or subsequent breaches of this Agreement.

10.11 All of the exhibits to this Agreement are material and integral parts thereof and are fully incorporated herein by this reference.

10.12 This Agreement and its exhibits, set forth the entire agreement and understanding of the Parties with respect to the matters set forth herein, and supersede all prior negotiations, agreements, arrangements and undertakings with respect to the matters set forth herein. No representations, warranties, or inducements have been made to any Party concerning this Settlement Agreement or its exhibits other than the representations, warranties and covenants contained and memorialized in such documents. This Agreement may be amended or modified only by a written instrument signed by or on behalf of all Parties or their respective successors-in-interest.

10.13 Except as otherwise provided herein, each Party shall bear its own costs.

10.14 Plaintiff represents and warrants that they have not assigned any claim or right or interest therein as against the Released Parties to any other Person or Party and that they are fully entitled to release the same.

10.15 Each counsel or other Person executing this Settlement Agreement, any of its exhibits, or any related settlement documents on behalf of any Party hereto, hereby warrants and represents that such Person has the full authority to do so and has the authority to take appropriate action required or permitted to be taken pursuant to the Agreement to effectuate its terms.

10.16 This Agreement may be executed in one or more counterparts. Signature by digital means, facsimile, or in PDF format will constitute sufficient execution of this Agreement. All executed counterparts and each of them shall be deemed to be one and the same instrument. A complete set of original executed counterparts shall be filed with the Court if the Court so requests.

10.17 This Settlement Agreement shall be binding upon, and inure to the benefit of, the successors and assigns of the Parties hereto and the Released Parties.

10.18 The Court shall retain jurisdiction with respect to implementation and enforcement of the terms of this Agreement, and all Parties hereto submit to the jurisdiction of the Court for purposes of implementing and enforcing the Settlement embodied in this Agreement.

10.19 If any date or deadline in this Settlement Agreement falls on a Saturday, Sunday, or federal holiday, the next business day following the date or deadline shall be the operative date.

10.20 This Settlement Agreement shall be governed by and construed in accordance with the substantive laws of the State of Illinois without giving effect to its conflicts-of-law provisions.

10.21 This Agreement is deemed to have been prepared by counsel for all Parties, as a result of arm's-length negotiations among the Parties. Because all Parties have contributed substantially and materially to the preparation of this Agreement, it shall not be construed more strictly against one Party than another.

10.22 Where this Agreement requires notice to the Parties, such notice shall be sent to the undersigned counsel: William H. Beaumont, Beaumont LLC, 107 W. Van Buren, Suite 209, Chicago, Illinois 60605; George LaForte, Bishop LaForte, LTD, 1 S 450 Summit Ave., Suite 325, Oakbrook Terrace, Illinois 60181.

IT IS SO AGREED TO BY THE PARTIES:

Dated: 9/15/2025, 2025

CHARLES WALLACE

DocuSigned by:
By: CHARLES WALLACE
49BDF3D092F24AD...

Dated: 9/15, 2025

SARGENT LOGISTICS, INC.

By: Mindaugas Mitkus

Its: Mindaugas Mitkus

Dated: , 2025

BEAUMONT LLC

By: /s/ William H. Beaumont

William H. Beaumont

Aaron S. Welo

BEAUMONT LLC

107 W. Van Buren, Suite 209

Chicago, Illinois 60605

Tel: (773) 832-8000

whb@beaumont-law.com

asw@beaumont-law.com

Attorneys for Class Representative and the Settlement Class

Dated: Sep. 17,, 2025

BISHOP LAFORTE, LTD

By: /s/ George LaForte (w/permission ASW)

George LaForte

glafortejr@bishoplaforte.com

BISHOP LAFORTE, LTD

1 S 450 Summit Ave., Suite 325

Oakbrook Terrace, Illinois 60181

Attorney for Defendant Sargent Logistics, Inc.

EXHIBIT A

NOTICE FORM

NOTICE OF CLASS ACTION SETTLEMENT

You may benefit from this. Please read it carefully. You are not being sued.

IN THE CIRCUIT COURT OF COOK COUNTY ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CHARLES WALLACE, individually and on
behalf of other persons similarly situated,

Plaintiff,

v.

SARGENT LOGISTICS, INC.,

Defendant.

Case No.: 2024CH09236

NOTICE OF CLASS ACTION SETTLEMENT

TO: All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.’s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and the date of preliminary approval.

These persons are the “Settlement Class” discussed below.

Excluded from the Settlement Class are (1) any Judge or Magistrate presiding over this Action and members of their families; and (2) Persons who properly execute and file a timely request for exclusion from the Settlement Class.

A. WHY HAVE YOU RECEIVED THIS NOTICE? The Court authorized notice of a proposed settlement in a class action lawsuit entitled *Wallace v. Sargent Logistics, Inc.* Case Number 2024CH09236, that is pending in Cook County, Illinois (“Lawsuit”). The settlement would resolve the Lawsuit brought on behalf of the Settlement Class. You are receiving this notice because you have been identified through Defendant’s records as a Settlement Class Member.

B. WHAT IS THIS LAWSUIT ABOUT? The named plaintiff, Charles Wallace (“Plaintiff”), filed a class action lawsuit alleging that Sargent Logistics, Inc. (“Defendant”) collected drivers’ face geometry without making the disclosures and receiving the written consent required by the Illinois Biometric Information Privacy Act, 740 ILCS 14/1, et seq. (“BIPA”). Defendant denied and continues to deny Plaintiff’s allegations. Notwithstanding their disagreements, the parties have proposed a settlement that, if approved by the Court, will resolve the Settlement Class’ claims relating to the collection of biometric information.

C. WHAT IS THE PROPOSED SETTLEMENT? Without admitting any fault or liability, and in exchange for a release of all claims relating to the collection of biometric information,

Defendant has agreed to make up to \$80,000.00 (the “Settlement Fund”) available to pay Settlement Class Members, to pay a service award to Plaintiff for serving as the “Class Representative,” to pay attorneys’ fees and expenses to Class Counsel, and to pay settlement administration costs. Each person who is successfully delivered notice and who does not timely exclude themselves from the settlement will be entitled to a pro rata share of the Net Settlement Fund, which shall be calculated as follows: the Settlement Fund minus (i) the Incentive Award, (ii) Class Counsel’s requested fees and costs (iii) settlement administration expenses and costs of issuing settlement notice and administration, which amount is then divided by the number of persons successfully delivered notice on the Settlement Class List and who do not elect to be excluded from the settlement.

The Court has preliminarily approved this settlement, subject to a fairness hearing that will occur on **DATE** at **TIME** at the courthouse located at the Cook County Courthouse, 50 West Washington Street, Chicago, IL 60602 via Zoom [Meeting ID: _____ Passcode: _____].

D. WHAT CAN YOU DO NOW? YOU HAVE THREE OPTIONS.

1. **Do nothing.** If you want to participate in the settlement and receive a settlement payment, do nothing. A check will be mailed to you if the Court grants final approval of the settlement. If you do nothing, you will stay in the Settlement Class, be bound by any judgment entered by the Court, and you will release your claims against Defendant about collection of your biometric information.

2. **Exclude yourself from the Settlement Class and the settlement.** You can exclude yourself from the class action and the settlement by mailing a written request that states you would like to be excluded from the settlement. This request must be postmarked on or before **OBJECTION/EXCLUSION DEADLINE**, and it must list your name, fax number(s) (if any), telephone number, street address, the case name and case number (listed at the top of this document), and a statement that you would like to be excluded. You must mail your request for exclusion to:

Analytics Consulting, LLC [Address]
[Phone]

3. **Object to the settlement in writing.** If you object to the settlement, and wish to file an objection rather than excluding yourself, you must submit your objection in writing to the Clerk of the Circuit Court for Cook County, Illinois. Your objection must be postmarked by **OBJECTION/EXCLUSION DEADLINE**. You must also serve copies of your objection and any supporting memoranda or materials on the attorneys for the Settlement Class, William H. Beaumont, Beaumont LLC, 107 W. Van Buren Street, Suite 209, Chicago, IL 60605 and the attorneys for Defendant, George LaForte, Bishop LaForte, LTD, 1 S 450 Summit Ave., Suite 325, Oakbrook Terrace, Illinois 60181, postmarked by the same date. Your objection must be signed under penalties of perjury and must identify (1) your name and address, (2) all attorneys who assisted you in the preparation and filing of your objection, (3) a list of all other class action cases in which you or your attorneys

have submitted an objection to a settlement, (4) a statement of the reasons why you believe the Court should find that the proposed settlement is not fair, reasonable, adequate, and in the best interests of the Settlement Class, and (5) a statement indicating whether you intend to appear at the Final Approval Hearing (either personally or through counsel. If your objection does not comply with these requirements, the Court will strike and disregard your objection. It is not enough to say that you object. You must state the reasons why you believe the Court should reject the settlement.

E. WHO REPRESENTS THE SETTLEMENT CLASS? The Court appointed Plaintiff to be the “Class Representative” and appointed William H. Beaumont of Beaumont LLC, located at 107 W. Van Buren Street, Suite 209, Chicago, IL 60605, as “Class Counsel.” At the fairness hearing, Class Counsel will request that the Court approve a service award of \$5,000.00 from the Settlement Fund for the Class Representative’s service on behalf of the Settlement Class. And, Class Counsel will request that the Court award 35% of the Settlement Fund (\$28,000.00) for attorneys’ fees and for out-of-pocket litigation expenses—to be paid from the Settlement Fund.

F. WHEN WILL THE COURT DECIDE WHETHER TO APPROVE THE SETTLEMENT? The Court will hold a hearing to decide whether the proposed settlement is fair and reasonable and should be approved. At that fairness hearing, the Court will hear any objections and arguments about the proposed settlement, including about the attorneys’ fees and expenses requested by Class Counsel and the incentive award requested for the Class Representative. The fairness hearing will take place on **DATE** at **TIME** at the Cook County Courthouse, 50 West Washington Street Chicago, IL 60602 via Zoom [Meeting ID: [Meeting ID: _____ Passcode: _____]]. **You do not need to attend this hearing unless you object.** The fairness hearing may be continued to a future date without further notice. If the Court does not approve the settlement, the litigation will proceed as if no settlement has been attempted. If the settlement is not approved, there is no assurance that the Settlement Class will recover more than is provided in the settlement, or anything at all.

G. HOW DO I OBTAIN MORE INFORMATION? This description of the litigation is general and does not cover all of the issues and proceedings. If you have specific questions, you may contact Class Counsel, William H. Beaumont and Aaron S. Welo of Beaumont LLC by phone at 773-832-8000 or by email at whb@beaumont-law.com. Include the case number, your name, your fax number, and your telephone number. Or, you may contact the Settlement Administrator, Analytics Consulting, LLC, by calling _____. To obtain a copy of the settlement agreement, the Plaintiff’s motion for approval of the settlement, and other court documents you may visit the settlement website at _____. You may also view documents related to the case by visiting the office of the Clerk of the Circuit Court for Cook County, Illinois where files relating to this Lawsuit will be available for inspection and copying at your own expense.

Please do not contact the Clerk of the Court, the Judge, or the Judge’s staff, because they cannot answer your questions or give you advice about this settlement.

BY ORDER OF THE COURT

EXHIBIT B

Settlement Class List

Alejandro	Jaimes
Billy E	Jones
David R	Jones
Derail Mendal	Jackson
Eli	Merced
Frank	Batie
FREDRICK	BANKS
Jesse	Alvarez
Jessie	Fierro
Jose	Reynoso
Manuel	Zamora
Mariusz	Iwinski
Mark	Easley
Orlando	Torres
Paris	Jackson
Sedrick Devoris	Tillmon
Teisha	Davis
Victor	Trevino
Zbigniew	Tur
Abdulfatah	Dirshe
Abdus Islam	Ismael
Adam	Konefal
ALAEDDIN	INANC
Alexis D	Mixon
Almas	Robinson
Andre K	Thomas
Angel	Quintero
Anthony	Charles
Batzorig	Zorig
Bradley	Shoults
Brandon	Phillips
Brittney	Durr
Bryan	Swain
Carl	Scott
Carl	Young
Carlos	Diazdiaz
Cesar	Carrillo
Charles	Wallace
Christopher J	Williams
DALE	ANGLIN
Darryl	Williams
David	Johnson
David Jose	chez Francisco
Demel	Hannah
Desmond	Pinckney
Eder	Perez
Gerald	Perry

GOPAKUMAR	IJAYAMMA
HAROLD	OHNSON III
Ignacio	Nunez
Ilenia	Vega-Vega
Ivan	Vega-Vega
Jason	Shupe
Jimmy	Henry
Jose	Carrillo Jr
Juan J	Araiza
Justin	Thomas
Kelvin	Norman
Keone	Walls
Luis	Valdez
Luis R	Obregon
Amadou Bindou	Camara
Mario	Arroyo
Martin	Leon Vera
Marty	Jones
Michael	Armstrong
Michael	Montez
Mohamed	Kidoud
Nathaniel	Ferrer
Nikhil P	Pradhan
Och	Gantulga
Octavio	Villagrana
Oleg	Caldarari
Orlando	Diaz Berrios
Piotr	Wojtowicz
Randy	Bell
RITA M	PLOTKE
Robert	Fourte
Rodney	Payne
Ruben	Cortes
Rubin	Huggins Jr
Said Ali	Ahmed
Sakariya	Farah
Samuel	Perry
Santiago	Guerrero
Shedler	Prosper
Tavarius	Sinque Ross
Thoboris	Dixon
Timothy	Fox
WAYNE	STROUD
Wayne William	Saley
Janay	Freeman
Atif	Noor
William	Geary

Fred	Jones
Agulandore S	Miller
Sebastian	Boxill
Ricardo	Ramirez

EXHIBIT 1-B

Preliminary Approval Order

IN THE CIRCUIT COURT OF COOK COUNTY ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CHARLES WALLACE, individually and on
behalf of other persons similarly situated,

Plaintiff,

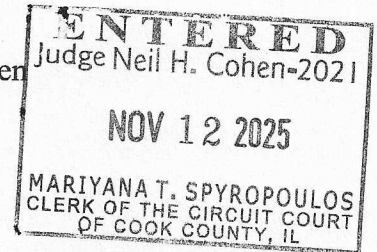
v.

SARGENT LOGISTICS, INC.,

Defendant.

Case No.: 2024CH09236

Honorable Neil H. Cohen



[PROPOSED] PRELIMINARY APPROVAL ORDER

This matter having come before the Court on Plaintiff's Unopposed Motion and Memorandum in Support of Preliminary Approval of Class Action Settlement (the "Motion"), the Court having reviewed in detail and considered the Motion, the Settlement Agreement and Release ("Settlement Agreement") between Charles Wallace ("Plaintiff") and Sargent Logistics, Inc. ("Defendant," and, together, the "Parties"), and all other papers that have been filed with the Court related to the Settlement Agreement, including all exhibits and attachments to the Motion and the Settlement Agreement, and the Court being fully advised in the premises,

IT IS HEREBY ORDERED AS FOLLOWS:

1. Terms and phrases in this Order shall have the same meaning as ascribed to them in the Settlement Agreement.
2. The Parties have moved the Court for an order approving the settlement of the Action in accordance with the Settlement Agreement, which, together with the documents incorporated therein, sets forth the terms and conditions for a proposed settlement and dismissal of the Action with prejudice, and the Court having read and considered the Settlement Agreement and having heard the parties and being fully advised in the premises, hereby preliminarily approves

the Settlement Agreement in its entirety subject to the Final Approval Hearing referred to in paragraph 5 of this Order.

3. This Court finds that it has jurisdiction over the subject matter of this action and over all Parties to the Action.

4. The Court finds that, subject to the Final Approval Hearing, the Settlement Agreement is fair, reasonable, and adequate, within the range of possible approval, and in the best interests of the Settlement Class set forth below. The Court further finds that the Settlement Agreement substantially fulfills the purposes and objectives of the class action, and provides substantial relief to the Settlement Class without the risks, burdens, costs, or delay associated with continued litigation, trial, and/or appeal. The Court also finds that the Settlement Agreement (a) is the result of arm's-length negotiations between experienced class action attorneys; (b) is sufficient to warrant notice of the settlement and the Final Approval Hearing to be disseminated to the Settlement Class; (c) meets all applicable requirements of law, including 735 ILCS 5/2-801 to 807; and (d) is not a finding or admission of liability by the Defendant or any other person, nor a finding of the validity of any claims asserted in the Action or of any wrongdoing or any violation of law.

Final Approval Hearing

5. The Final Approval Hearing shall be held before this Court on April 8, 2026, at 9:30 a.m. [*suggested date of 120 days after entry of this Order*] at the Cook County Courthouse, 50 West Washington Street, Chicago, IL 60602, via Zoom, to determine (a) whether the proposed settlement of the Action on the terms and conditions provided for in the Settlement Agreement is fair, reasonable, and adequate and should be given final approval by the Court; (b) whether a judgment and order of dismissal with prejudice should be entered; (c) whether to approve the payment of attorneys' fees, costs, and expenses to Class Counsel; and (d) whether to approve the

payment of an incentive award to the Class Representative. The Court may adjourn the Final Approval Hearing without further notice to members of the Settlement Class. Class Counsel shall file any papers in support of final approval 14 days before the Final Approval Hearing.

Certification of the Settlement Class

6. For purposes of settlement only: (a) Beaumont LLC are appointed Class Counsel for the Settlement Class; and (b) Charles Wallace is named Class Representative. The Court finds that Beaumont LLC is competent and capable of exercising the responsibilities of Class Counsel and that Plaintiff Charles Wallace will adequately protect the interests of the Settlement Class defined below.

7. For purposes of settlement only, the Court conditionally certifies the following Settlement Class as defined in the Settlement Agreement:

All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.'s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and the date of preliminary approval.¹

8. The Court finds, subject to the Final Approval Hearing referred to in Paragraph 5 above, that the Settlement Agreement is fundamentally fair, adequate, and reasonable, and, solely within the context of and for the purposes of settlement only, that the Settlement Class satisfies the requirements of 735 ILCS 5/2-801, specifically, that: the Settlement Class is so numerous that joinder of all members is impracticable; there are questions of fact and law common to the Settlement Class (*e.g.*, whether Defendant unlawfully collected, captured, received, or otherwise obtained or disclosed Biometric Identifiers and/or Biometric Information without consent in a

¹ Excluded from the Settlement Class are (1) any Judge or Magistrate presiding over this Action and members of their families; and (2) Persons who properly execute and file a timely request for exclusion from the class.

manner that violated the Illinois Biometric Information Privacy Act, 740 ILCS 14/1, *et seq.* (“BIPA”), and whether Plaintiff and the Settlement Class members are entitled to uniform statutory damages under the BIPA); the claims of the Class Representative are typical of the claims of the members of the Settlement Class; the Class Representative and Class Counsel will fairly and adequately protect the interests of the members of the Settlement Class; common questions of law or fact predominate over questions affecting individual members; and a class action is a superior method for fairly and efficiently adjudicating the Action.

9. If the Settlement Agreement does not receive the Court’s final approval, or if final approval is reversed on appeal, or if the Settlement Agreement is terminated or otherwise fails to become effective, the Court’s grant of class certification shall be vacated, and the Class Representative and the Settlement Class will once again bear the burden of establishing the propriety of class certification. In such case, neither the certification of the Settlement Class for settlement purposes, nor any other act relating to the negotiation or execution of the Settlement Agreement shall be considered as a factor in connection with any class certification issue(s).

Notice and Administration

10. The Court approves, as to form, content, and distribution, the Notice Plan set forth in the Settlement Agreement, including all forms of Notice to the Settlement Class as set forth in the Settlement Agreement and Exhibit A thereto, and finds that such Notice is the best notice practicable under the circumstances, and that the Notice complies fully with the requirements of 735 ILCS 5/2-803. The Court also finds that the Notice constitutes valid, due and sufficient notice to all persons entitled thereto, and meets the requirements of Due Process. The Court further finds that the Notice is reasonably calculated to, under all circumstances, reasonably apprise members of the Settlement Class of the pendency of this action, the terms of the Settlement Agreement, and

the right to object to the settlement and to exclude themselves from the Settlement Class. In addition, the Court finds that no notice other than that specifically identified in the Settlement Agreement is necessary in this Action. The Parties, by agreement, may revise the Notice Form in ways that are not material, or in ways that are appropriate to update those documents for purposes of accuracy or formatting.

11. The Court approves the request for the appointment of Analytics Consulting, LLC as Settlement Administrator of the Settlement Agreement.

12. Pursuant to paragraph 4.1 of the Settlement Agreement, the Settlement Administrator is directed to publish the Notice Form on the Settlement Website and to send direct notice via U.S. Mail in accordance with the Notice Plan called for by the Settlement Agreement. The Settlement Administrator shall also maintain the Settlement Website to provide full information about the Settlement. The Settlement Administrator shall cause Notice to issue to Settlement Class Members on or before December 12, 2025 *[suggested date of 30 days after entry of this Order]*.

Requests for Exclusion from Settlement Class

13. Any person falling within the definition of the Settlement Class may, upon valid and timely request, exclude themselves from the Class. Any such person may do so if, on or before the Objection/Exclusion Deadline of February 10, 2026 *[suggested date of 90 days after entry of this Order]* they comply with the exclusion procedures set forth in the Settlement Agreement and Notice. Any members of the Settlement Class so excluded shall neither be bound by the terms of the Settlement Agreement nor entitled to any of its benefits.

14. Any members of the Settlement Class who elect to exclude themselves from the Settlement must file a written request with the Settlement Administrator, received or postmarked

no later than the Objection/Exclusion Deadline. The request for exclusion must comply with the exclusion procedures set forth in the Settlement Agreement and Notice and include the Settlement Class Member's name and address, a signature, the name and number of the case, and a statement that he or she wishes to be excluded from the Settlement Class for the purposes of this Settlement. Each request for exclusion must be submitted individually. So called "mass" or "class" opt-outs shall not be allowed.

15. Persons who exclude themselves from the Settlement Class relinquish all rights to benefits under the Settlement Agreement and will not release their claims. However, members of the Settlement Class who fail to submit a valid and timely request for exclusion shall be bound by all terms of the Settlement Agreement and the Final Judgment, regardless of whether they have requested exclusion from the Settlement Agreement.

16. If this Court ultimately grants Final Approval of the Parties' Settlement Agreement, each Settlement Class Member who is successfully delivered notice and who does not submit a valid and timely request for exclusion shall be sent a payment equal to their *pro rata* portion of the Settlement Fund, less attorneys' fees, costs, administration expenses, and the Class Representative incentive award. Settlement Class Members will receive this payment without having to make a claim against the Settlement Fund.

Appearances and Objections

17. At least twenty-one (21) calendar days before the Final Approval Hearing, any person who falls within the definition of the Settlement Class and who does not request exclusion from the Settlement Class may enter an appearance in the Action, at their own expense, individually or through counsel of their own choice. Any Settlement Class Member who does not enter an appearance will be represented by Class Counsel.

18. Any members of the Settlement Class who have not timely filed a request for exclusion may object to the fairness, reasonableness, or adequacy of the Settlement Agreement or to a Final Judgment being entered dismissing the Action with prejudice in accordance with the terms of the Settlement Agreement, or to the attorneys' fees and expense reimbursement sought by Class Counsel in the amounts specified in the Notice, or to the award to the Class Representative as set forth in the Notice and Settlement Agreement. At least fourteen (14) days prior to the Objection/Exclusion Deadline, papers supporting the Fee Award shall be filed with the court and posted to the settlement website. Members of the Settlement Class may object on their own, or may do so through separate counsel at their own expense.

19. To object, members of the Settlement Class must sign and file a written objection no later than on or before the Objection/Exclusion Deadline of February 10, 2026 [*suggested date of 90 days after entry of this Order*]. To be valid, the objection must comply with the objection procedures set forth in the Settlement Agreement and Notice, and include his or her name and address; an explanation of the basis upon which he or she claims to be a Settlement Class Member; a signature; all grounds for the objection, including all citations to legal authority and evidence supporting the objection; the name and contact information of any and all attorneys representing, advising, or in any way assisting him or her in connection with the preparation or submission of the objection or who may profit from the pursuit of the objection (the "Objecting Attorneys"); and a statement indicating whether he or she intends to appear at the Final Approval Hearing (either personally or through counsel who files an appearance with the Court in accordance with the Court Rules). If a Settlement Class Member or any of the Objecting Attorneys has objected to any class action settlement where the objector or the Objecting Attorneys asked for or received any payment in exchange for dismissal of the objection, or any related appeal, without any modification to the

settlement, then the objection must include a statement identifying each such case by full case caption.

20. Any objecting Settlement Class Member who wishes to appear at the Final Approval Hearing must be available for deposition within forty (40) miles of his or her residence or by remote video conference, by Class Counsel and/or Defendant's Counsel, and the objection must include each date when the Objector will be available and present for a deposition within twenty-one (21) days following the filing of the objection.

21. Members of the Settlement Class who fail to file and serve timely written objections in compliance with the requirements of this paragraph and the Settlement Agreement shall be deemed to have waived any objections and shall be foreclosed from making any objections (whether by appeal or otherwise) to the Settlement Agreement or to any of the subjects listed in paragraph 5, above, *i.e.* (a) whether the proposed settlement of the Action on the terms and conditions provided for in the Settlement Agreement is fair, reasonable, and adequate and should be given final approval by the Court; (b) whether a judgment and order of dismissal with prejudice should be entered; (c) whether to approve the payment of attorneys' fees and expenses to Class Counsel; and (d) whether to approve the payment of a service award to the Class Representative.

22. To be valid, objections must be filed with the Court and sent to the following: Class Counsel William H. Beaumont of Beaumont, LLC, 1212 North Ashland Ave., #109, Chicago, Illinois 60622; and Defendant's Counsel, George LaForte, Bishop LaForte, LTD, 1 S 450 Summit Ave., Suite 325, Oakbrook Terrace, Illinois 60181. In addition, any objections made by a Settlement Class Member represented by counsel must be filed through the Court's electronic filing system.

Further Matters

23. Class Counsel shall file papers in support of their Fee Award and Class Representative's Service Award (collectively, the "Fee Petition") with the Court on or before January 27, 2026 [*suggested date of 76 days after entry of this Order, (i.e., 14 days before the Objection/Exclusion Deadline).*]

24. All further proceedings in the Action are ordered stayed until Final Judgment or termination of the Settlement Agreement, whichever occurs earlier, except for those matters necessary to obtain and/or effectuate final approval of the Settlement Agreement.

25. Members of the Settlement Class shall be bound by all determinations and judgments in the Action concerning the Action and/or Settlement Agreement, whether favorable or unfavorable.

26. The Court retains jurisdiction to consider all further applications arising out of or connected with the proposed Settlement Agreement. The Court may approve the Settlement, with such modifications as may be agreed to by the Parties, if appropriate, without further notice to the Settlement Class.

27. Any Settlement Class Member who does not timely and validly exclude themselves from the Settlement: (a) shall be bound by the provisions of the Settlement Agreement and all proceedings, determinations, orders and judgments in the Action relating thereto, including, without limitation, the Judgment or Alternate Judgment, if applicable, and the Releases provided for therein, whether favorable or unfavorable to the Settlement Class; and (b) shall forever be barred and enjoined from directly or indirectly filing, commencing, instituting, prosecuting, maintaining, or intervening in any action, suit, cause of action, arbitration, claim, demand, or other proceeding in any jurisdiction, whether in the United States or elsewhere, on their own behalf or in a representative capacity, that is based upon or arises out of any or all of the Released Claims

against any of the Defendant and the other Released Parties, as more fully described in the Settlement Agreement.

28. If the Settlement Agreement is not approved by the Court in complete accordance with its terms, each party will have the option of having the Action revert to its status as if the Settlement Agreement had not been negotiated, made, or filed with the Court. In such event, the parties will retain all rights as if the Settlement Agreement was never agreed upon.

29. In the event that the Settlement Agreement is terminated pursuant to the provisions of the Settlement Agreement or for any reason whatsoever the approval of it does not become Final then (i) the Settlement Agreement shall be null and void, including any provision related to the award of attorneys' fees, and shall have no further force and effect with respect to any party in this Action, and shall not be used in this Action or in any other proceeding for any purpose; (ii) all negotiations, proceedings, documents prepared, and statements made in connection therewith shall be without prejudice to any person or party hereto, shall not be deemed or construed to be an admission by any party of any act, matter, or proposition, and shall not be used in any manner or for any purpose in any subsequent proceeding in this Action or in any other action in any court or other proceeding, provided, however, that the termination of the Settlement Agreement shall not shield from subsequent discovery any factual information provided in connection with the negotiation of this Settlement Agreement that would ordinarily be discoverable but for the attempted settlement; (iii) other than as expressly preserved by the Settlement Agreement in the event of its termination, the Settlement Agreement shall have no further force and effect with respect to any party and shall not be used in the Action or any other proceeding for any purpose; and (iv) any party may elect to move the Court pursuant to the provisions of this paragraph, and none of the non-moving parties (or their counsel) shall oppose any such motion.

30. For clarity, the deadlines set forth above and in the Settlement Agreement are as follows:

Notice to be completed by: December 12, 2025

Objection Deadline: February 10, 2026

Exclusion Request Deadline: February 10, 2026

Fee Petition due by: January 27, 2026

Final Approval Hearing: April 8, 2026

IT IS SO ORDERED, this 12th day of November 2025.

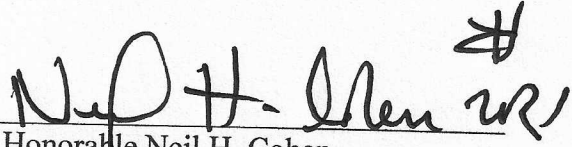

The Honorable Neil H. Cohen

EXHIBIT 2

Declaration of Caroline P. Barazesh

**IN THE CIRCUIT COURT OF COOK COUNTY, ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION**

CHARLES WALLACE, individually and on behalf of all others similarly situated,)	
)	
<i>Plaintiff,</i>)	Case No.: 2024CH09236
v.)	
)	Honorable Neil H. Cohen
)	
SARGENT LOGISTICS, INC.,)	
)	
<i>Defendant.</i>)	

DECLARATION OF DUE DILIGENCE

I, Caroline P. Barazesh, pursuant to 28 U.S.C. § 1746, state as follows:

1. I am over the age of twenty-one. I am competent to give this declaration. This declaration is true and correct to the best of my knowledge, information and belief.

2. I am currently a Director for Analytics Consulting LLC (hereinafter “Analytics”), located at 18675 Lake Drive East, Chanhassen, Minnesota, 55317. In my capacity as Director, I am responsible for claims administration in the above-captioned litigation.

3. Analytics was engaged to provide settlement administration services in the *Wallace v. Sargent Logistics, Inc.* case. In this capacity, Analytics was charged with (a) establishing and maintaining a related settlement fund account; (b) establishing and maintaining a calendar of administrative deadlines and responsibilities; (c) printing and mailing the Notices of Class Action Settlement; (d) receiving and validating Requests for Exclusion or Objections submitted by Settlement Class Members; (e) processing and mailing payments to Settlement Class Members and Class Counsel; and (f) other tasks as the Parties mutually agree or the Court orders Analytics to perform.

4. On November 13, 2025, Analytics received the Court-approved Notice of Class Action Settlement (“Class Notice”). The Class Notice advised Settlement Class Members of their right to

request exclusion from the Settlement, object to the Settlement and the implications of each such action. The Class Notice advised Settlement Class Members of applicable deadlines and other events, including the Final Approval Hearing, and how they could obtain additional information.

5. On December 10, 2025, Counsel for Defendant provided Analytics with a mailing list (“Class List”) containing names, last known mailing addresses, license numbers, hire dates, employment status, phone numbers and email addresses, for 98 Settlement Class Members.

6. The mailing addresses contained in the Class List were processed and updated utilizing the National Change of Address Database (“NCOA”) maintained by the U.S. Postal Service. The NCOA database contains requested changes of address filed with the U.S. Postal Service. In the event that any individual had filed a U.S. Postal Service change of address request, the address listed with the NCOA database would be utilized in connection with the mailing of the Class Notices.

7. Analytics established a case website at www.SargentCameraSettlement.com and a toll - free phone number at (877) 843-9456 to provide assistance and information to Settlement Class Members. The website and phone number were included in the Class Notice. The case website includes copies of the Settlement Agreement, the Motion for Preliminary Approval, the Motion for Incentive Award and Attorneys’ Fees, and the Class Notice.

8. On December 12, 2025, Analytics mailed the approved Class Notice to the most current mailing address of 98 Settlement Class Members via USPS First Class Mail. A copy of the Class Notice is attached hereto as Exhibit 1.

9. If a Class Notice was returned by the USPS as undeliverable and without a forwarding address, Analytics performed an advanced address search on these addresses by using Experian, a reputable research tool. 16 Class Notices were returned to Analytics as undeliverable by USPS. From

the address research, Analytics located 13 updated addresses and Class Notices were mailed to the updated addresses.

10. 95 Settlement Class Members (96,93%) received notice.

11. Settlement Class Members could exclude themselves from the proposed settlement by mailing a written request for exclusion to Analytics by February 10, 2026. Zero requests for exclusion were received by Analytics.

12. Settlement Class Members could object to the proposed settlement by mailing a written objection to the Clerk of the Circuit Court with copies to Class Counsel and Counsel for Defendant by February 10, 2026. Zero objections were received by Analytics.

13. Analytics' total costs for services in connection with the administration of this Settlement, including fees incurred and anticipated future costs for completion of the administration, are \$7,191. This amount will be paid from the Gross Fund. Analytics' work in connection with this matter will continue with the issuance and mailing of the settlement checks, and to do the necessary tax reporting for the settlement fund.

I declare under penalty of perjury that the foregoing is true and correct.

Dated: March 18, 2026



Caroline P. Barazesh

EXHIBIT 3

Proposed Final Order and Judgment

IN THE CIRCUIT COURT OF COOK COUNTY ILLINOIS
COUNTY DEPARTMENT, CHANCERY DIVISION

CHARLES WALLACE, individually and on
behalf of other persons similarly situated,

Plaintiff,

v.

SARGENT LOGISTICS, INC.,

Defendant.

Case No.: 2024CH09236

Honorable Neil H. Cohen

**FINAL JUDGMENT AND
ORDER OF DISMISSAL WITH PREJUDICE**

WHEREAS, a class action is pending before the Court entitled *Wallace v. Sargent Logistics, Inc.*, Case No. 2024CH09236; and

WHEREAS, Plaintiff Charles Wallace (“Plaintiff”) and Defendant Sargent Logistics, Inc. (“Defendant” and together with Plaintiff, the “Parties”) have entered into a Class Action Settlement Agreement, which, together with the exhibits attached thereto, sets forth the terms and conditions for a proposed settlement and dismissal of the Action with prejudice as to Defendant upon the terms and conditions set forth therein (the “Settlement Agreement”); and

WHEREAS, on November 12, 2025, the Court granted Plaintiff’s Motion for Preliminary Approval of Class Action Settlement, conditionally certifying a Class pursuant to 735 ILCS 5/2-801 of “All individuals who operated vehicles in Illinois under Sargent Logistics, Inc.’s federal motor carrier authority that were equipped with a Samsara CM 32 dash-camera between October 3, 2019 and November 12, 2025⁶,” and

⁶ Excluded from the Settlement Class are (1) any Judge or Magistrate presiding over this Action and members of their families; and (2) Persons who properly execute and file a timely request for exclusion from the Settlement Class.

WHEREAS, the Court has considered the Parties' Class Action Settlement Agreement, as well as Plaintiff's Unopposed Motion for Final Approval of the Settlement Agreement, Plaintiff's Unopposed Motion for Attorneys' Fees, Costs, Expenses, And Incentive Award, together with all exhibits thereto, the arguments and authorities presented by the Parties and their counsel at the Final Approval Hearing held on April 8, 2026, and the record in the Action, and good cause appearing;

IT IS HEREBY ORDERED, DECREED, AND ADJUDGED AS FOLLOWS:

1. Terms and phrases in this Final Judgment shall have the same meaning as ascribed to them in the Parties' Class Action Settlement Agreement.

2. This Court has jurisdiction over the subject matter of the Action and over all Parties to the Action, including all Settlement Class Members.

3. The notice provided to the Settlement Class pursuant to the Settlement Agreement and order granting Preliminary Approval – including (i) direct notice to the Settlement Class via U.S. mail, based on the comprehensive Settlement Class List provided by Defendant, and (ii) the creation of the Settlement Website – fully complied with the requirements of 735 ILCS 5/2-803 and due process, and was reasonably calculated under the circumstances to apprise the Settlement Class of the pendency of the Action, their right to object to or to exclude themselves from the Settlement Agreement, and their right to appear at the Final Approval Hearing.

4. This Court now gives final approval to the Settlement Agreement, and finds that the Settlement Agreement is fair, reasonable, adequate, and in the best interests of the Settlement Class. The settlement consideration provided under the Settlement Agreement constitutes fair value given in exchange for the release of the Released Claims against the Released Parties. The Court finds that the consideration to be paid to members of the Settlement Class is reasonable, and

in the best interests of the Settlement Class Members, considering the total value of their claims compared to (i) the disputed factual and legal circumstances of the Action, (ii) affirmative defenses asserted in the Action, and (iii) the potential risks and likelihood of success of pursuing litigation on the merits. The complex legal and factual posture of this case, the amount of discovery completed, and the fact that the Settlement is the result of arms'-length negotiations between the Parties support this finding. The Court finds that these facts, in addition to the Court's observations throughout the litigation, demonstrate that there was no collusion present in the reaching of the Settlement Agreement, implicit or otherwise.

5. The Court has specifically considered the factors relevant to class action settlement approval, including:

(1) the strength of the case for the plaintiffs on the merits, balanced against the money or other relief offered in settlement; (2) the defendant's ability to pay; (3) the complexity, length and expense of further litigation; (4) the amount of opposition to the settlement; (5) the presence of collusion in reaching a settlement; (6) the reaction of members of the class to the settlement; (7) the opinion of competent counsel; and (8) the stage of proceedings and the amount of discovery completed.

City of Chicago v. Korshak, 206 Ill. App. 3d 968, 972 (1st Dist. 1990).

6. The Court finds that the Class Representative and Class Counsel adequately represented the Settlement Class for the purposes of litigating this matter and entering into and implementing the Settlement Agreement.

7. Accordingly, the Settlement Agreement is hereby finally approved in all respects.

8. The Parties are hereby directed to implement the Settlement Agreement according to its terms and provisions. The Settlement Agreement is hereby incorporated into this Final Judgment in full and shall have the full force of an Order of this Court.

9. This Court hereby dismisses the Action, as identified in the Settlement Agreement,

on the merits and with prejudice.

10. Upon the Effective Date of this Final Judgment, Plaintiff and each and every Settlement Class Member who did not exclude themselves from the Settlement Class, including the Releasing Parties shall be deemed to have released Defendant, as well as the Released Parties from all Released Claims.

11. Upon the Effective Date of this Final Judgment, the above release of claims and the Settlement Agreement will be binding on, and will have *res judicata* and preclusive effect on, all pending and future lawsuits or other proceedings maintained by or on behalf of Plaintiff and all other Settlement Class Members and Releasing Parties. All Settlement Class Members are hereby permanently barred and enjoined from filing, commencing, prosecuting, intervening in, or participating (as class members or otherwise) in any lawsuit or other action in any jurisdiction based on or arising out of any of the Released Claims.

12. The Court has also considered Plaintiff's Unopposed Motion For Attorneys' Fees, Costs, Expenses, And Incentive Award, as well as the supporting memorandum and declarations, and adjudges that the payment of attorneys' fees, costs, and expenses in the amount of \$28,000.00 is reasonable in light of the multi-factor test used to evaluate fee awards in Illinois. *See McNiff v. Mazda Motor of Am., Inc.*, 384 Ill. App. 3d 401, 407 (4th Dist. 2008). Such payment shall be made pursuant to and in the manner provided by the terms of the Settlement Agreement.

13. The Court has also considered Plaintiff's Motion, memorandum of law, and supporting declarations for Incentive Award to the Class Representative, Charles Wallace. The Court adjudges that the payment of Incentive Award in the amount of \$5,000.00 to Plaintiff Wallace to compensate for the effort and commitment on behalf of the Settlement Class, is fair, reasonable, and justified under the circumstances of this case. Such payment shall be made

pursuant to and in the manner provided by the terms of the Settlement Agreement.

14. All payments made to Settlement Class Members pursuant to the Settlement Agreement that are not cashed within ninety (90) days of issuance shall revert to the Chicago Bar Foundation, which the Court approves as an appropriate *cy pres* recipient.

15. Except as otherwise set forth in this Order, the Parties shall bear their own costs and attorneys' fees.

16. The Parties, without further approval from the Court, are hereby permitted to agree and adopt such amendments, modifications, and expansions of the Settlement Agreement and its implementing documents (including all exhibits to the Settlement Agreement) so long as they are consistent in all material respects with this Final Judgment and do not limit the rights of Settlement Class Members.

17. Without affecting the finality of this Final Judgment for purposes of appeal, until the Effective Date the Court shall retain jurisdiction over all matters relating to administration, consummation, enforcement, and interpretation of the Settlement Agreement.

18. The Court notes that there have been no objections to the settlement. The Court finds that there is no just reason to delay, and therefore directs the Clerk of Court to enter this Final Approval Order and Judgment as the judgment of the Court forthwith.

IT IS SO ORDERED, this _____ day of _____, 2026.

The Honorable Neil H. Cohen