



BIOMETRIC INFORMATION PRIVACY EMPLOYEE CONSENT FORM

The employee named below has been advised and understands that Vista Trans Holding, Inc. “the Company”, its vendors, and/or the licensor of the Company’s time and attendance software collect, retain, and use biometric data for the purpose of identifying employees and recording time entries when utilizing the Company’s biometric timeclocks or timeclock attachments. Biometric timeclocks are computer-based systems that scan an employee’s finger for purposes of identification. The computer system extracts unique data points and creates a unique mathematical representation used to verify the employee’s identity, for example, when the employee arrives at or departs from the workplace.

The Illinois Biometric Information Privacy Act, 740 ILCS 14/1, et seq. (“BIPA”), regulates the collection, storage, use, and retention of “biometric identifiers” and “biometric information.” “Biometric identifier” means a retina or iris scan, fingerprint, voiceprint, or scan of hand or face geometry. “Biometric information” means any information, regardless of how it is captured, converted, stored, or shared, based on an individual’s biometric identifier used to identify an individual.

The employee understands that he or she is free to decline to provide biometric identifiers and biometric information to the Company, its vendors, and/or the licensor of the Company’s time and attendance software without any adverse employment action. The employee may revoke this consent at any time by notifying the Company in writing.

The undersigned employee acknowledges that he/she has received the attached Biometric Information Privacy Policy, and that he/she voluntarily consents to the Company’s, its vendors’, and/or the licensor of the Company’s time and attendance software’s collection, storage, and use of biometric data through a biometric timeclock, including to the extent that it utilizes the employee’s biometric identifiers or biometric information as defined in BIPA, and voluntarily consents to the Company providing such biometric data to its vendors, and/or the licensor of the Company’s time and attendance software.

Employee Signature

Date

Employee Name (printed)