



Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department

Invoice Number 2503759  
Invoice Date 12/31/2025  
Client Number 451895  
Matter Number 00000  
Reference Number 17-CV-6260

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For Professional Services Rendered Through November 30, 2025

Re: CPD Monitor

|                                       |                     |
|---------------------------------------|---------------------|
| Total Fees                            | 189,701.50          |
| Total Disbursements                   | 181,625.15          |
| <b>Total Amount Due This Invoice</b>  | <b>\$371,326.65</b> |
| Prior Balance Due                     | 449,599.09          |
| <b>Total Balance Due Upon Receipt</b> | <b>\$820,925.74</b> |

Taxpayer Identification Number: [REDACTED]

Due Upon Receipt

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
| 11/01/25    | Alex J. Becker        | Communications with IMT member regarding draft materials related to City and OAG briefings.                                       | 0.10         | 39.50        |
| 11/01/25    | Alex J. Becker        | Reviewed IMT communications with City regarding submitted comments.   | 0.10         | 39.50        |
| 11/01/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago | 0.10         | 45.00        |
| 11/01/25    | Sarah M. Oligmueller  | Revise IMT comments regarding Accountability and Transparency production.   | 0.20         | 79.00        |
| 11/02/25    | Alex J. Becker        | Reviewing and revising draft materials related to City and OAG briefings.   | 5.80         | 2,291.00     |
| 11/02/25    | Alex J. Becker        | Communications with IMT member regarding draft materials related to City and OAG briefings.                                       | 0.10         | 39.50        |
| 11/02/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago | 1.00         | 450.00       |
| 11/03/25    | Alex J. Becker        | Reviewed upcoming IMT comment deadlines for multiple sections.  | 0.20         | 79.00        |
| 11/03/25    | Alex J. Becker        | Reviewed and analyzed materials related to Data section in preparation for upcoming site visit.                                   | 1.00         | 395.00       |
| 11/03/25    | Alex J. Becker        | Reviewed updated draft materials related to City and OAG briefings.   | 0.70         | 276.50       |
| 11/03/25    | Alex J. Becker        | Communications with IMT members regarding Data section, document productions, and IMT deadlines.                                  | 0.40         | 158.00       |
| 11/03/25    | Alex J. Becker        | Reviewed and analyzed City and CPD document productions related to Data section.  | 1.00         | 395.00       |
| 11/03/25    | Alex J. Becker        | Review and revise draft methodologies related to Crisis Intervention section.   | 4.60         | 1,817.00     |
| 11/03/25    | Alexander S. Birkhold | Analyze, review, and prepare comments on UOF production.  | 0.60         | 270.00       |
| 11/03/25    | Ana Reyes Sanchez     | Review statistics on use of force incidents from 2015 to present.   | 2.00         | 390.00       |

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|-------------|-----------------------|---|--------------|--------------|
| 11/03/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago | 2.70         | 1,215.00     |
| 11/03/25    | Kaitlin Grace Klamann | Conferred with M. Hickey and CNA consultants regarding CCPSA survey on traffic stops.   | 0.60         | 270.00       |
| 11/03/25    | Maggie Hickey         | Weekly IMT/CPD/City check-in regarding Consent Decree.  | 0.50         | 250.00       |
| 11/03/25    | Maggie Hickey         | Meeting with CPD regarding Audit Detectives Hate Crime Investigations Matrix.   | 0.60         | 300.00       |
| 11/03/25    | Maggie Hickey         | Biweekly IMT CET meeting regarding Consent Decree.  | 1.00         | 500.00       |
| 11/03/25    | Maggie Hickey         | IMT meeting concerning Judge's question on community email regarding CCPSA traffic stop survey.                                   | 0.80         | 400.00       |
| 11/03/25    | Maggie Hickey         | Call with A. Slagel and J. Thompson regarding traffic stop negotiation.   | 0.50         | 250.00       |
| 11/03/25    | Maggie Hickey         | Review IMT, OAG and CPD emails and respond and review draft IMT comments on CPD materials regarding Consent Decree.               | 1.80         | 900.00       |
| 11/03/25    | Sarah M. Oligmueller  | Review and analyze new and outstanding Accountability and Transparency productions.   | 0.50         | 197.50       |
| 11/03/25    | Stella T. Oyalabu     | Analyze training productions.   | 0.70         | 276.50       |
| 11/03/25    | Stella T. Oyalabu     | Attend weekly Training and Recruitment section meeting.   | 0.60         | 237.00       |
| 11/03/25    | Stella T. Oyalabu     | Attend monthly IMT/CPD/OAG Recruitment, Hiring and Promotion meeting.   | 0.50         | 197.50       |
| 11/03/25    | Stella T. Oyalabu     | Analyze training productions.   | 0.60         | 237.00       |
| 11/03/25    | Vyasa Babu            | Attend Hate Crime investigation audit meeting   | 0.50         | 162.50       |
| 11/03/25    | Vyasa Babu            | Revising IMT Impartial Policing methodologies   | 6.80         | 2,210.00     |
| 11/04/25    | Alex J. Becker        | Drafted and revised IMT comments related to Crisis Intervention section.  | 0.50         | 197.50       |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
| 11/04/25    | Alex J. Becker        | Communications with IMT members regarding Crisis Intervention section, IMT comments, methodologies, City and CPD document productions, and IMT deadlines. | 0.40         | 158.00       |
| 11/04/25    | Alex J. Becker        | Reviewed and analyzed City and CPD document production related to training evaluations.   | 0.10         | 39.50        |
| 11/04/25    | Alex J. Becker        | Reviewing and revising draft methodologies related to Crisis Intervention section.  | 1.30         | 513.50       |
| 11/04/25    | Alexander S. Birkhold | Participate in weekly UOF meeting with CPD and OAG.   | 0.80         | 360.00       |
| 11/04/25    | Ana Reyes Sanchez     | Review statistics on use of force incidents from 2015 to present.   | 3.70         | 721.50       |
| 11/04/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago                         | 0.80         | 360.00       |
| 11/04/25    | Maggie Hickey         | Meeting with Supt. Snelling regarding Consent Decree.   | 1.00         | 500.00       |
| 11/04/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.30         | 650.00       |
| 11/04/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.30         | 650.00       |
| 11/04/25    | Stella T. Oyalabu     | Review and analyze training productions.  | 0.20         | 79.00        |
| 11/04/25    | Vyasa Babu            | Revising IMT Impartial Policing methodologies   | 4.00         | 1,300.00     |
| 11/04/25    | William J. Williams   | Conference with IMT regarding CPD productions and upcoming IMR 13   | 0.50         | 187.50       |
| 11/05/25    | Alex J. Becker        | Communications with IMT members regarding Crisis Intervention and Data sections, IMT attorneys meeting, and draft IMT comments.                           | 0.90         | 355.50       |
| 11/05/25    | Alex J. Becker        | Drafted and revised comments related to Crisis Intervention and Accountability and Transparency sections.   | 1.10         | 434.50       |
| 11/05/25    | Alex J. Becker        | Reviewed and analyzed materials and document productions related to Crisis Intervention section.  | 0.40         | 158.00       |
| 11/05/25    | Alex J. Becker        | Attended IMT attorneys meeting regarding  | 0.40         | 158.00       |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
|             |                       | Consent Decree.   |              |              |
| 11/05/25    | Alex J. Becker        | Communications with CPD and OAG regarding monthly Crisis Intervention section meeting.  | 0.10         | 39.50        |
| 11/05/25    | Alexander S. Birkhold | Participate in meeting with members of the IMT to discuss productions and ongoing projects.   | 0.30         | 135.00       |
| 11/05/25    | Alexander S. Birkhold | Prepare comments on outstanding UOF productions.  | 0.80         | 360.00       |
| 11/05/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago   | 0.60         | 270.00       |
| 11/05/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth reporting periods   | 0.20         | 90.00        |
| 11/05/25    | Brianne E. Megahan    | Attending meeting with members of the IMT and CNA teams regarding accountability section.   | 1.00         | 325.00       |
| 11/05/25    | Brianne E. Megahan    | Attending meeting with members of the IMT team regarding IMT12 and upcoming deadlines.  | 0.30         | 97.50        |
| 11/05/25    | Kaitlin Grace Klamann | Conferred with other AFS lawyers on consent decree, including upcoming IMR13 deadlines and production responses.  | 0.30         | 135.00       |
| 11/05/25    | Kaitlin Grace Klamann | Conferred with associate monitor and CNA consultant on investigatory stops regarding upcoming deadlines, paragraph 843 study, upcoming executive sponsor meeting and IMR13. | 1.20         | 540.00       |
| 11/05/25    | Maggie Hickey         | Communications with City regarding Officer Wellness section.  | 0.30         | 150.00       |
| 11/05/25    | Maggie Hickey         | Call with OAG regarding traffic stop negotiation.   | 0.40         | 200.00       |
| 11/05/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.80         | 900.00       |
| 11/05/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.80         | 900.00       |

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|-------------|----------------------|---|--------------|--------------|
| 11/05/25    | Sarah M. Oligmueller | Communications with the IMT's AFS team regarding productions, methodologies, and reports.   | 0.30         | 118.50       |
| 11/05/25    | Sarah M. Oligmueller | Evaluate and revise methodologies for the Accountability and Transparency section.  | 2.00         | 790.00       |
| 11/05/25    | Sarah M. Oligmueller | Communications with the IMT's Accountability and Transparency section regarding productions, methodologies, compliance, file review, and reports.                     | 1.00         | 395.00       |
| 11/05/25    | Sarah M. Oligmueller | Revise IMT no objection notice and comments regarding Accountability and Transparency productions.  | 0.80         | 316.00       |
| 11/05/25    | Stella T. Oyalabu    | Attend biweekly attorney meeting.   | 0.30         | 118.50       |
| 11/05/25    | Stella T. Oyalabu    | Analyze training productions to prepare IMT response.   | 1.20         | 474.00       |
| 11/05/25    | Vyasa Babu           | Attend Bi-weekly Associate check-in meeting.  | 1.00         | 325.00       |
| 11/05/25    | Vyasa Babu           | Revising IMT Community Policing methodologies   | 3.90         | 1,267.50     |
| 11/05/25    | William J. Williams  | Revise methodologies to conform to new format in preparation of IMR 13  | 1.00         | 375.00       |
| 11/05/25    | William J. Williams  | Attend Bi-Monthly conference with AFS IMT team  | 0.50         | 187.50       |
| 11/06/25    | Alex J. Becker       | Reviewed upcoming IMT comment deadlines for multiple sections.  | 0.10         | 39.50        |
| 11/06/25    | Alex J. Becker       | Reviewed and analyzed City and CPD document productions related to Data and Crisis Intervention sections.   | 0.10         | 39.50        |
| 11/06/25    | Alex J. Becker       | Drafted, reviewed, and revised IMT comments related to Crisis Intervention, Data, and Accountability and Transparency sections.                                       | 0.60         | 237.00       |
| 11/06/25    | Alex J. Becker       | Reviewed and analyzed materials related to Data and Crisis Intervention sections.   | 0.70         | 276.50       |
| 11/06/25    | Alex J. Becker       | Communications with IMT members regarding Data and Crisis Intervention sections, updated IMT Guide, reformatted methodologies, draft IMT comments, and IMT deadlines. | 1.60         | 632.00       |
| 11/06/25    | Alex J. Becker       | Communications with CPD regarding   | 0.10         | 39.50        |

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|-------------|-----------------------|---|--------------|--------------|
|             |                       | upcoming meeting.   |              |              |
| 11/06/25    | Alexander S. Birkhold | Communicate with IMT members and associate monitors regarding UOF section and draft comments.   | 0.40         | 180.00       |
| 11/06/25    | Kaitlin Grace Klamann | Prepared for ISR executive sponsor meeting by reviewing compliance levels sought in latest productions from CPD.  | 0.30         | 135.00       |
| 11/06/25    | Kaitlin Grace Klamann | Attended ISR executive sponsor meeting and discussed compliance levels for certain ISR paragraphs.  | 0.80         | 360.00       |
| 11/06/25    | Maggie Hickey         | Attend IMT and DOL weekly meeting regarding Consent Decree.   | 0.50         | 250.00       |
| 11/06/25    | Maggie Hickey         | Attend weekly meeting with J. Thompson and A. Slagel regarding Consent Decree.  | 1.50         | 750.00       |
| 11/06/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.20         | 600.00       |
| 11/06/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses, comments and finalize No Objection Notices.   | 1.20         | 600.00       |
| 11/06/25    | Sarah M. Oligmueller  | Revise IMT no objection notice and comments regarding Crisis Intervention and Accountability and Transparency productions.  | 0.70         | 276.50       |
| 11/06/25    | Stella T. Oyalabu     | Analyze training productions to prepare response.   | 0.80         | 316.00       |
| 11/06/25    | Vyasa Babu            | Revising Community Policing methodologies   | 3.00         | 975.00       |
| 11/06/25    | William J. Williams   | Conference with IMT Supervision section regarding CPD productions and upcoming IMR 13   | 1.10         | 412.50       |
| 11/06/25    | William J. Williams   | Draft no objection notice related to CPD productions  | 1.00         | 375.00       |
| 11/07/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, document productions, IMT deadlines, and site visit preparation. | 3.30         | 1,303.50     |
| 11/07/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to Data, Crisis Intervention, and Supervision sections.   | 2.70         | 1,066.50     |

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|-------------|-----------------------|---|--------------|--------------|
| 11/07/25    | Alex J. Becker        | Reviewed upcoming IMT comment deadlines for multiple sections.                                    | 0.20         | 79.00        |
| 11/07/25    | Alex J. Becker        | Reviewed and analyzed City and CPD document productions.  | 0.30         | 118.50       |
| 11/07/25    | Alex J. Becker        | Reviewing and revising reformatted methodologies related to Data section.                         | 0.30         | 118.50       |
| 11/07/25    | Alex J. Becker        | Drafted materials for Data section site visit.  | 0.40         | 158.00       |
| 11/07/25    | Alex J. Becker        | Attended IMT Data section meeting.  | 0.60         | 237.00       |
| 11/07/25    | Alex J. Becker        | Prepared for IMT Data section meeting.  | 0.50         | 197.50       |
| 11/07/25    | Alexander S. Birkhold | Communicate with associate monitor and IMT regarding comments on new and outstanding productions. | 0.20         | 90.00        |
| 11/07/25    | Alexander S. Birkhold | Review new and outstanding productions related to UOF section.                                    | 0.90         | 405.00       |
| 11/07/25    | Alexander S. Birkhold | Review, draft, and revise methodologies related to use of force section.                          | 0.50         | 225.00       |
| 11/07/25    | Kaitlin Grace Klamann | Conferred with D. Abrams regarding paragraph 843 study, data from CPD and draft methodology.      | 0.40         | 180.00       |
| 11/07/25    | Maggie Hickey         | IMT/OAG check-in weekly meeting regarding Consent Decree.   | 0.40         | 200.00       |
| 11/07/25    | Maggie Hickey         | IMT Leadership discussion regarding 636 materials.  | 0.60         | 300.00       |
| 11/07/25    | Maggie Hickey         | IMT meeting regarding outstanding preliminary compliance paragraphs.                              | 0.90         | 450.00       |
| 11/07/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses, comment memos, and No Objection Notice.   | 1.70         | 850.00       |
| 11/07/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.70         | 850.00       |
| 11/07/25    | Sarah M. Oligmueller  | Revise IMT no objection notice regarding a Supervision production.                                | 0.30         | 118.50       |
| 11/07/25    | Stella T. Oyalabu     | Attend City of Chicago and IMT meeting on Recruitment, Hiring and Promotions items.               | 0.30         | 118.50       |
| 11/07/25    | Stella T. Oyalabu     | Analyze training productions to prepare response.   | 0.20         | 79.00        |
| 11/07/25    | Vyasa Babu            | Weekly IMT Community Policing   | 0.50         | 162.50       |

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|-------------|-----------------------|--|--------------|--------------|
|             |                       | deliverable discussion   |              |              |
| 11/07/25    | Vyasa Babu            | Updating IMT Community Policing methodologies  | 6.80         | 2,210.00     |
| 11/07/25    | William J. Williams   | Draft no objection notice related to CPD productions   | 1.00         | 375.00       |
| 11/08/25    | Alex J. Becker        | Communications with IMT members regarding IMT comments and deadlines.  | 0.10         | 39.50        |
| 11/08/25    | William J. Williams   | Communications regarding no objection notice related to CPD productions  | 0.50         | 187.50       |
| 11/09/25    | Alexander S. Birkhold | Draft and revise methodologies for IMR-13.   | 1.90         | 855.00       |
| 11/09/25    | Anthony-Ray Sepulveda | Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office)           | 0.10         | 45.00        |
| 11/10/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, IMT deadlines, draft IMT comments, reformatted methodologies, City and CPD document productions, and IMR-13 report writing. | 3.00         | 1,185.00     |
| 11/10/25    | Alex J. Becker        | Reviewed and analyzed materials related to Crisis Intervention section.  | 1.10         | 434.50       |
| 11/10/25    | Alex J. Becker        | Communications with City, CPD, and OAG regarding Crisis Intervention section and IMT comments.   | 0.10         | 39.50        |
| 11/10/25    | Alex J. Becker        | Review upcoming IMT deadlines for multiple sections.   | 0.20         | 79.00        |
| 11/10/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to Crisis Intervention and Accountability and Transparency sections.   | 1.30         | 513.50       |
| 11/10/25    | Alex J. Becker        | Reviewed and analyzed City document production related to Crisis Intervention section.   | 0.30         | 118.50       |
| 11/10/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.   | 4.30         | 1,935.00     |
| 11/10/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding   | 0.90         | 405.00       |

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|-------------|-----------------------|--|--------------|--------------|
|             |                       | compliance efforts in the thirteenth reporting periods   |              |              |
| 11/10/25    | Kaitlin Grace Klamann | Revised draft paragraph 843 study methodology.   | 0.80         | 360.00       |
| 11/10/25    | Kaitlin Grace Klamann | Communications with IMT leadership team regarding draft paragraph 843 study methodology.   | 0.30         | 135.00       |
| 11/10/25    | Maggie Hickey         | Weekly IMT/CPD/City check-in regarding Consent Decree.   | 0.50         | 250.00       |
| 11/10/25    | Maggie Hickey         | Preparation for 668 meeting with Supt. Snelling, City/CPD and OAG.   | 1.10         | 550.00       |
| 11/10/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.  | 1.40         | 700.00       |
| 11/10/25    | Maggie Hickey         | Attend 668 meeting with Supt. Snelling, City/CPD and OAG.  | 1.10         | 550.00       |
| 11/10/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses; finalize memos and No Objection Notices.   | 1.40         | 700.00       |
| 11/10/25    | Sarah M. Oligmueller  | Review and analyze new and outstanding Accountability and Transparency productions.  | 0.70         | 276.50       |
| 11/10/25    | Sarah M. Oligmueller  | Draft updated methodologies in the new format for Accountability and Transparency paragraphs.  | 2.50         | 987.50       |
| 11/10/25    | Stella T. Oyalabu     | Attend weekly section meeting for training and recruitment.  | 0.40         | 158.00       |
| 11/10/25    | Stella T. Oyalabu     | Analyze training productions.  | 0.60         | 237.00       |
| 11/10/25    | Vyasa Babu            | Revising IMT methodologies for Impartial and Community Policing  | 6.80         | 2,210.00     |
| 11/10/25    | William J. Williams   | Draft and revise a No Objection notice to CPD productions  | 2.00         | 750.00       |
| 11/11/25    | Alex J. Becker        | Communications with City and CPD regarding upcoming site visits.   | 0.10         | 39.50        |
| 11/11/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to Data and Impartial Policing sections.   | 0.50         | 197.50       |
| 11/11/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, reformatted methodologies, and IMT deadlines. | 1.10         | 434.50       |

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|-------------|-----------------------|---|--------------|--------------|
| 11/11/25    | Alex J. Becker        | Reviewed and analyzed materials related to Crisis Intervention and Data sections and reformatted methodologies.   | 1.50         | 592.50       |
| 11/11/25    | Alexander S. Birkhold | Draft and revise Use of Force methodologies and review related notes related to methodologies.  | 2.60         | 1,170.00     |
| 11/11/25    | Alexander S. Birkhold | Analyze and review current and outstanding productions related to use of force section.   | 2.30         | 1,035.00     |
| 11/11/25    | Brianne E. Megahan    | Correspondence with IMT team member regarding Paragraph 672.  | 0.10         | 32.50        |
| 11/11/25    | Kaitlin Grace Klamann | Draft updated methodologies for ISR section in new format.  | 0.90         | 405.00       |
| 11/11/25    | Maggie Hickey         | Call with A. Slagel regarding Consent Decree.   | 0.50         | 250.00       |
| 11/11/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.40         | 700.00       |
| 11/11/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.40         | 700.00       |
| 11/11/25    | Stella T. Oyalabu     | Draft IMT response to training production.  | 2.30         | 908.50       |
| 11/11/25    | Vyasa Babu            | Revising full IMT methodologies for Community Policing and Impartial Policing for draft submission  | 9.20         | 2,990.00     |
| 11/12/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, reformatted methodologies, IMR-13 compliance assessment, and meeting notes. | 2.20         | 869.00       |
| 11/12/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to Data, Training, and Impartial Policing sections.   | 1.90         | 750.50       |
| 11/12/25    | Alex J. Becker        | Drafting, reviewing, revising reformatted methodologies related to Crisis Intervention, Data, Impartial Policing, Training, and Use of Force sections.  | 4.90         | 1,935.50     |
| 11/12/25    | Alex J. Becker        | Attended monthly meeting with City, CPD, IMT, and OAG.  | 0.60         | 237.00       |
| 11/12/25    | Alex J. Becker        | Attended internal IMT Crisis Intervention   | 1.90         | 750.50       |

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|-------------|-----------------------|---|--------------|--------------|
|             |                       | section meeting regarding revisions and updates to reformatted methodologies.   |              |              |
| 11/12/25    | Alex J. Becker        | Prepared for internal IMT Crisis Intervention section meeting regarding revisions and updates to reformatted methodologies.   | 0.70         | 276.50       |
| 11/12/25    | Alex J. Becker        | Prepared for monthly meeting with City, CPD, IMT, and OAG.  | 0.20         | 79.00        |
| 11/12/25    | Alexander S. Birkhold | Correspond with IMT members and associate monitors regarding productions and related comments.  | 0.30         | 135.00       |
| 11/12/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 3.60         | 1,620.00     |
| 11/12/25    | Alexander S. Birkhold | Analyze and review outstanding use of force productions.  | 0.50         | 225.00       |
| 11/12/25    | Alexander S. Birkhold | Participate in weekly use of force section meeting.   | 0.50         | 225.00       |
| 11/12/25    | Alexander S. Birkhold | Prepare for weekly use of force section meeting.  | 0.30         | 135.00       |
| 11/12/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth reporting periods   | 0.90         | 405.00       |
| 11/12/25    | Brianne E. Megahan    | Drafting methodologies for accountability section paragraphs.   | 1.20         | 390.00       |
| 11/12/25    | Brianne E. Megahan    | Meeting with members of the IMT and CNA teams regarding accountability section.   | 0.30         | 97.50        |
| 11/12/25    | Kaitlin Grace Klamann | Conferred with associate monitor and CNA consultant on investigatory stops, including discussion of upcoming meetings with OAG and CPD, upcoming IMR13 deadlines, and paragraph 843 study | 0.50         | 225.00       |
| 11/12/25    | Maggie Hickey         | Monthly IMT/OAG regarding CIT.  | 1.00         | 500.00       |
| 11/12/25    | Maggie Hickey         | A&T/Data/UoF IMT crossover meeting.   | 0.50         | 250.00       |
| 11/12/25    | Maggie Hickey         | Review of materials regarding paragraphs with no compliance.  | 0.50         | 250.00       |
| 11/12/25    | Maggie Hickey         | Attend City and Coalition meeting regarding Use of Force.   | 1.00         | 500.00       |

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|-------------|----------------------|--|--------------|--------------|
| 11/12/25    | Maggie Hickey        | Review City/OAG emails, and review draft IMT responses and finalize comments regarding Consent Decree.   | 0.90         | 450.00       |
| 11/12/25    | Maggie Hickey        | Communications with IMT members regarding Consent Decree.  | 0.90         | 450.00       |
| 11/12/25    | Maggie Hickey        | Meeting with B. Clements regarding paragraphs with no compliance.  | 0.70         | 350.00       |
| 11/12/25    | Maggie Hickey        | Prepare for meeting with City and Coalition regarding Use of Force.  | 0.70         | 350.00       |
| 11/12/25    | Sarah M. Oligmueller | Communications with the IMT's Accountability and Transparency section regarding productions, methodologies, compliance, file review, and reports.              | 0.30         | 118.50       |
| 11/12/25    | Sarah M. Oligmueller | Revise IMT responses to Training and Impartial Policing productions.   | 0.30         | 118.50       |
| 11/12/25    | Sarah M. Oligmueller | Draft updated methodologies in the new format for Accountability and Transparency paragraphs.  | 2.50         | 987.50       |
| 11/12/25    | Stella T. Oyalabu    | Revise IMT response to training production.  | 1.00         | 395.00       |
| 11/13/25    | Alex J. Becker       | Communications with IMT members regarding Data and Crisis Intervention sections, methodologies, site visit preparation, draft IMT comments, and IMT deadlines. | 1.20         | 474.00       |
| 11/13/25    | Alex J. Becker       | Continued drafting, reviewing, and revising methodologies related to multiple Consent Decree sections and preparing materials for submission to Parties.       | 4.60         | 1,817.00     |
| 11/13/25    | Alex J. Becker       | Drafted, reviewed, and revised IMT comments related to Data and Training sections.   | 1.50         | 592.50       |
| 11/13/25    | Alex J. Becker       | Reviewed and analyzed document production related to Crisis Intervention section.  | 0.30         | 118.50       |
| 11/13/25    | Alex J. Becker       | Reviewed and analyzed City and CPD document productions.   | 0.10         | 39.50        |
| 11/13/25    | Alex J. Becker       | Attended internal IMT Crisis Intervention section meeting.   | 0.70         | 276.50       |
| 11/13/25    | Alex J. Becker       | Attended internal IMT Data section meeting.  | 0.50         | 197.50       |

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|-------------|-----------------------|--|--------------|--------------|
| 11/13/25    | Alex J. Becker        | Prepared for IMT Crisis Intervention section meeting.  | 0.30         | 118.50       |
| 11/13/25    | Alex J. Becker        | Prepared for IMT Data section meeting.   | 0.60         | 237.00       |
| 11/13/25    | Alexander S. Birkhold | Correspond with associate monitors and IMT members regarding productions and related comments.           | 0.40         | 180.00       |
| 11/13/25    | Alexander S. Birkhold | Analyze and review new and outstanding productions.  | 0.40         | 180.00       |
| 11/13/25    | Brianne E. Megahan    | Meeting with members of IMT team regarding accountability section.                                       | 0.80         | 260.00       |
| 11/13/25    | Brianne E. Megahan    | Drafting methodologies for accountability section paragraphs.  | 1.10         | 357.50       |
| 11/13/25    | Kaitlin Grace Klamann | Revised methodologies for investigatory stops.   | 1.20         | 540.00       |
| 11/13/25    | Kaitlin Grace Klamann | Communications with ISR team regarding methodologies for investigatory stops.                            | 0.20         | 90.00        |
| 11/13/25    | Maggie Hickey         | Call with Dr. David Abrams regarding paragraph 843 study.  | 0.80         | 400.00       |
| 11/13/25    | Maggie Hickey         | Meeting with A. Slagel and J. Thompson regarding Consent Decree.   | 0.50         | 250.00       |
| 11/13/25    | Maggie Hickey         | IMT leadership meeting regarding Consent Decree.   | 2.00         | 1,000.00     |
| 11/13/25    | Maggie Hickey         | Monthly COPA check-in with IMT and OAG.  | 0.70         | 350.00       |
| 11/13/25    | Maggie Hickey         | Meeting regarding OEMC training with CPD and OAG.  | 0.50         | 250.00       |
| 11/13/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.  | 1.10         | 550.00       |
| 11/13/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.                         | 1.20         | 600.00       |
| 11/13/25    | Sarah M. Oligmueller  | Communications with COPA, the OAG, and the IMT regarding the Accountability and Transparency section.    | 0.70         | 276.50       |
| 11/13/25    | Sarah M. Oligmueller  | Communications with IMT members regarding methodologies for Accountability and Transparency productions. | 0.40         | 158.00       |
| 11/13/25    | Sarah M. Oligmueller  | Revise IMT responses to Training productions.  | 0.30         | 118.50       |
| 11/13/25    | Stella T. Oyalabu     | Revise IMT responses to training   | 2.40         | 948.00       |

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|-------------|-----------------------|---|--------------|--------------|
|             |                       | productions.  |              |              |
| 11/13/25    | Vyasa Babu            | Revising IMT No Objection Notice to CPD Hate Crimes Refresher eLearning   | 0.70         | 227.50       |
| 11/14/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, methodologies, draft IMT comments, document productions, IMT deadlines, and site visit preparation.  | 3.60         | 1,422.00     |
| 11/14/25    | Alex J. Becker        | Reviewed upcoming IMT deadlines.  | 0.10         | 39.50        |
| 11/14/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to multiple Consent Decree sections.  | 2.70         | 1,066.50     |
| 11/14/25    | Alex J. Becker        | Drafted, reviewed, and revised methodologies for multiple Consent Decree sections.  | 1.50         | 592.50       |
| 11/14/25    | Alex J. Becker        | Reviewed and analyzed various materials related to Data and Crisis Intervention sections, methodology notes, meeting notes related to compliance assessment discussions, and draft remarks in preparation for public hearing. | 0.80         | 316.00       |
| 11/14/25    | Alexander S. Birkhold | Analyze and review comments related to use of force productions.  | 0.20         | 90.00        |
| 11/14/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth reporting periods   | 2.20         | 990.00       |
| 11/14/25    | Maggie Hickey         | IMT/OAG weekly check-in call regarding Consent Decree.  | 0.50         | 250.00       |
| 11/14/25    | Maggie Hickey         | Follow-up review of materials for Judge Pallmeyer.  | 1.30         | 650.00       |
| 11/14/25    | Maggie Hickey         | Preliminary compliance paragraphs discussion with City/CPD.   | 1.00         | 500.00       |
| 11/14/25    | Maggie Hickey         | Meeting with B. Clements regarding paragraphs with no compliance.   | 1.20         | 600.00       |
| 11/14/25    | Maggie Hickey         | Attend meeting with Judge Pallmeyer.  | 1.00         | 500.00       |
| 11/14/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses and finalize memorandum regarding Consent Decree.  | 1.10         | 550.00       |
| 11/14/25    | Maggie Hickey         | Prepare for meeting with Judge Pallmeyer.   | 0.20         | 100.00       |

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|-------------|-----------------------|--|--------------|--------------|
| 11/14/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.  | 1.20         | 600.00       |
| 11/14/25    | Sarah M. Oligmueller  | Revise IMT responses to Training productions.  | 0.70         | 276.50       |
| 11/14/25    | Stella T. Oyalabu     | Revise IMT response to training production.  | 0.60         | 237.00       |
| 11/15/25    | Alex J. Becker        | Communications with IMT members regarding draft IMT comments.  | 0.20         | 79.00        |
| 11/15/25    | Alex J. Becker        | Reviewed revised drafts of IMT comments related to Training section.   | 0.10         | 39.50        |
| 11/15/25    | Anthony-Ray Sepulveda | Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago  | 0.60         | 270.00       |
| 11/15/25    | Stella T. Oyalabu     | Revise and finalize IMT response to training production.   | 0.40         | 158.00       |
| 11/16/25    | Alex J. Becker        | Communications with IMT members regarding methodologies.   | 0.10         | 39.50        |
| 11/16/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago  | 1.40         | 630.00       |
| 11/16/25    | Anthony-Ray Sepulveda | Reviewing the Independent Monitoring Team's methodologies and responses to records and information from the City of Chicago  | 3.50         | 1,575.00     |
| 11/17/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, methodologies, document productions, site visit, IMT deadlines, and draft public remarks. | 1.50         | 592.50       |
| 11/17/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments related to Data section and IMT public remarks.  | 0.60         | 237.00       |
| 11/17/25    | Alex J. Becker        | Reviewed upcoming IMT comment deadlines for multiple sections of the Consent Decree.   | 0.10         | 39.50        |
| 11/17/25    | Alex J. Becker        | Reviewed materials related to Data section in preparation for site visit.  | 0.30         | 118.50       |
| 11/17/25    | Alex J. Becker        | Reviewed and analyzed document production related to Data section.   | 0.20         | 79.00        |

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|-------------|-----------------------|--|--------------|--------------|
| 11/17/25    | Alexander S. Birkhold | Analyze and review productions and prepare comments.   | 2.70         | 1,215.00     |
| 11/17/25    | Alexander S. Birkhold | Correspond with associate monitors and IMT members.  | 0.30         | 135.00       |
| 11/17/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago    | 3.50         | 1,575.00     |
| 11/17/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth reporting periods      | 2.50         | 1,125.00     |
| 11/17/25    | Kaitlin Grace Klamann | Conferred with M. Hickey regarding paragraph 843 RAS analysis logistics.   | 0.30         | 135.00       |
| 11/17/25    | Maggie Hickey         | Associate monitor bi-weekly meeting regarding Consent Decree.  | 1.00         | 500.00       |
| 11/17/25    | Maggie Hickey         | Weekly IMT/CPD/City check-in regarding Consent Decree.   | 0.50         | 250.00       |
| 11/17/25    | Maggie Hickey         | Call with K. Klamann, T. Bowman, R. Monroe, and L. Kunard regarding paragraph 843 analysis, and call with K. Klamann regarding same. | 1.00         | 500.00       |
| 11/17/25    | Maggie Hickey         | IMT data access meeting with CPD.  | 0.50         | 250.00       |
| 11/17/25    | Maggie Hickey         | Attend Critical Incident 15 and Force Review for Incident 15 and 10.   | 0.80         | 400.00       |
| 11/17/25    | Maggie Hickey         | Presentation to CCPSA.   | 1.30         | 650.00       |
| 11/17/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding consent Decree.   | 0.50         | 250.00       |
| 11/17/25    | Maggie Hickey         | Preparation for presentation to CCPSA.   | 1.20         | 600.00       |
| 11/17/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.  | 0.40         | 200.00       |
| 11/17/25    | Sarah M. Oligmueller  | Review and analyze new and outstanding Accountability and Transparency productions.  | 0.70         | 276.50       |
| 11/17/25    | Sarah M. Oligmueller  | Communications with the OAG and the IMT regarding the Accountability and Transparency section.                                       | 0.10         | 39.50        |
| 11/17/25    | Stella T. Oyalabu     | Attend weekly section meeting for Training and Recruitment.  | 0.50         | 197.50       |

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|-------------|-----------------------|---|--------------|--------------|
| 11/17/25    | Stella T. Oyalabu     | Analyze training productions.   | 0.60         | 237.00       |
| 11/17/25    | Vyasa Babu            | Developing feedback on Crowd Management Training and following up with other sections   | 3.40         | 1,105.00     |
| 11/18/25    | Alex J. Becker        | Drafted and revised IMT comments and communications related to Data and Crisis Intervention sections.   | 2.20         | 869.00       |
| 11/18/25    | Alex J. Becker        | Reviewed and analyzed materials related to Data and Crisis Intervention sections, final draft remarks for public hearing, document productions, and materials in preparation for meetings with City and CPD and site visit. | 2.10         | 829.50       |
| 11/18/25    | Alex J. Becker        | Reviewed/managed upcoming IMT comment deadlines for multiple sections of the Consent Decree.  | 0.20         | 79.00        |
| 11/18/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, site visit preparation, methodologies, and IMT deadlines.  | 1.50         | 592.50       |
| 11/18/25    | Alex J. Becker        | Communication with City and CPD regarding monthly meetings and agenda.  | 0.10         | 39.50        |
| 11/18/25    | Alexander S. Birkhold | Analyze and review use of force productions.  | 1.40         | 630.00       |
| 11/18/25    | Alexander S. Birkhold | Participate in meetings with IMT members and associate monitor regarding public hearing and use of force section projects.  | 1.30         | 585.00       |
| 11/18/25    | Alexander S. Birkhold | Attend Court public hearing with IMT members, CPD, and OAG personnel.   | 2.00         | 900.00       |
| 11/18/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago   | 2.20         | 990.00       |
| 11/18/25    | Anthony-Ray Sepulveda | Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago   | 0.60         | 270.00       |
| 11/18/25    | Anthony-Ray Sepulveda | Preparing for the Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing   | 0.70         | 315.00       |
| 11/18/25    | Kaitlin Grace Klamann | Reviewed and revised draft methodologies  | 0.50         | 225.00       |

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|-------------|-----------------------|--|--------------|--------------|
|             |                       | for paragraph 843 study and draft letter to parties following comments by A. R. Sepulveda.   |              |              |
| 11/18/25    | Maggie Hickey         | Meeting with Supt. Snelling regarding Consent Decree.  | 0.90         | 450.00       |
| 11/18/25    | Maggie Hickey         | IMT discussion regarding paragraphs 357 and 365.   | 1.00         | 500.00       |
| 11/18/25    | Maggie Hickey         | IMT public hearing debrief and follow-up.  | 0.50         | 250.00       |
| 11/18/25    | Maggie Hickey         | Communications with the Court and call with A. Sepulveda regarding issues raised by Judge Pallmeyer.   | 1.30         | 650.00       |
| 11/18/25    | Maggie Hickey         | Lead Settlement Conference with Judge Pallmeyer.   | 1.10         | 550.00       |
| 11/18/25    | Maggie Hickey         | Attend monthly Court Status Hearing.   | 1.30         | 650.00       |
| 11/18/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.   | 0.30         | 150.00       |
| 11/18/25    | Maggie Hickey         | Prepare for Settlement Conference with Judge Pallmeyer.  | 1.00         | 500.00       |
| 11/18/25    | Maggie Hickey         | Prepare for monthly Court Status Hearing.  | 1.30         | 650.00       |
| 11/18/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.  | 1.20         | 600.00       |
| 11/18/25    | Vyasa Babu            | Revising and updating formatting on IMT Impartial and Community Policing methodologies   | 6.80         | 2,210.00     |
| 11/19/25    | Alex J. Becker        | Reviewed and revised draft IMT comments related to Use of Force section.   | 0.30         | 118.50       |
| 11/19/25    | Alex J. Becker        | Reviewed materials, methodologies, and notes related to Data section in preparation for site visit meetings.                                     | 0.50         | 197.50       |
| 11/19/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft comments, IMT deadlines, and site visit meetings debrief. | 1.00         | 395.00       |
| 11/19/25    | Alex J. Becker        | Attended CPD Data site visit meetings.   | 3.20         | 1,264.00     |
| 11/19/25    | Alex J. Becker        | Prepared for CPD Data site visit meetings.   | 2.00         | 790.00       |
| 11/19/25    | Alexander S. Birkhold | Review new and outstanding productions.  | 0.60         | 270.00       |
| 11/19/25    | Alexander S. Birkhold | Participate in Search Warrant Application Second Demo meeting.   | 1.30         | 585.00       |

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|-------------|-----------------------|---|--------------|--------------|
| 11/19/25    | Alexander S. Birkhold | Participate in bi-monthly IMT meeting regarding Consent Decree.   | 0.40         | 180.00       |
| 11/19/25    | Brianne E. Megahan    | Meeting with members of the IMT team regarding status updates and upcoming deadlines.   | 0.30         | 97.50        |
| 11/19/25    | Brianne E. Megahan    | Meeting with members of the IMT and CNA teams regarding accountability section.   | 0.30         | 97.50        |
| 11/19/25    | Kaitlin Grace Klamann | Reviewed CPD production of revised policy on Audit Division for discussion with K. Putney.  | 0.30         | 135.00       |
| 11/19/25    | Kaitlin Grace Klamann | Conferred with K. Putney, R. Monroe, and CNA consultants on investigatory stop section of consent decree, including discussion of IMR13 compliance levels, paragraph 843 study, and other upcoming deadlines. | 0.80         | 360.00       |
| 11/19/25    | Kaitlin Grace Klamann | Conferred with A. R. Sepulveda re: 843 methodologies and letter to parties.   | 0.20         | 90.00        |
| 11/19/25    | Maggie Hickey         | Weekly CompStat meeting and follow-up with command staff.   | 1.60         | 800.00       |
| 11/19/25    | Maggie Hickey         | Monthly IMT/OAG meeting regarding Training.   | 1.00         | 500.00       |
| 11/19/25    | Maggie Hickey         | Meeting regarding City CIT Plan and Statement of Work.  | 0.50         | 250.00       |
| 11/19/25    | Maggie Hickey         | Mayor's Office of Community Safety cabinet meeting.   | 1.20         | 600.00       |
| 11/19/25    | Maggie Hickey         | Monthly IMT/OAG meeting regarding Community Policing.   | 0.80         | 400.00       |
| 11/19/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.10         | 550.00       |
| 11/19/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.20         | 600.00       |
| 11/19/25    | Sarah M. Oligmueller  | Communications with the IMT's AFS team regarding productions, methodologies, and reports.   | 0.40         | 158.00       |
| 11/19/25    | Sarah M. Oligmueller  | Communications with the IMT's Accountability and Transparency section regarding productions, methodologies, compliance, file review, and reports.   | 0.30         | 118.50       |

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|-------------|---------------------|---|--------------|--------------|
| 11/19/25    | Stella T. Oyalabu   | Attend biweekly IMT meeting regarding IMR-13.   | 0.40         | 158.00       |
| 11/19/25    | Stella T. Oyalabu   | Attend monthly IMT/OAG/CPD training meeting.  | 0.70         | 276.50       |
| 11/19/25    | Vyasa Babu          | Mayor's Office of Community Safety Cabinet meeting  | 1.00         | 325.00       |
| 11/19/25    | Vyasa Babu          | Monthly IMT/OAG Community Policing discussion.  | 1.00         | 325.00       |
| 11/19/25    | Vyasa Babu          | Bi-Weekly IMT Associate deliverable discussion  | 1.00         | 325.00       |
| 11/19/25    | Vyasa Babu          | Revising IMT Impartial Policing methodologies   | 4.70         | 1,527.50     |
| 11/19/25    | William J. Williams | Conference with IMT Attorney team regarding upcoming CPD productions and IMR 13   | 0.60         | 225.00       |
| 11/19/25    | William J. Williams | Conference with IMT Associate Monitor regarding upcoming deadlines related to IMR 13.   | 0.50         | 187.50       |
| 11/20/25    | Alex J. Becker      | Reviewed and managed IMT deadlines related to multiple sections.  | 0.10         | 39.50        |
| 11/20/25    | Alex J. Becker      | Reviewed and analyzed City and CPD document productions.  | 0.20         | 79.00        |
| 11/20/25    | Alex J. Becker      | Drafted, reviewed, and revised IMT comments related to Data, Crisis Intervention, Use of Force, and Community Policing sections.              | 0.80         | 316.00       |
| 11/20/25    | Alex J. Becker      | Reviewed and analyzed materials related to Data and Crisis Intervention sections.   | 0.40         | 158.00       |
| 11/20/25    | Alex J. Becker      | Communications with IMT members regarding Data and Crisis Intervention sections, document productions, draft IMT comments, and IMT deadlines. | 0.60         | 237.00       |
| 11/20/25    | Alex J. Becker      | Attended IMT Crisis Intervention section meeting.   | 0.50         | 197.50       |
| 11/20/25    | Alex J. Becker      | Prepared for monthly meeting with City, CPD, IMT, and OAG related to Data section.  | 0.20         | 79.00        |
| 11/20/25    | Alex J. Becker      | Prepared for IMT Crisis Intervention section meeting.   | 0.30         | 118.50       |
| 11/20/25    | Alex J. Becker      | Attended monthly meeting with City, CPD,  | 0.40         | 158.00       |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
|             |                       | IMT, and OAG related to Data section.   |              |              |
| 11/20/25    | Alexander S. Birkhold | Participate in Monthly IMT/OAG meeting regarding De-Escalation, Response to Resistance and Use of Force.                          | 0.80         | 360.00       |
| 11/20/25    | Alexander S. Birkhold | Draft and revise Use of Force methodologies.  | 3.40         | 1,530.00     |
| 11/20/25    | Alexander S. Birkhold | Analyze and review new and outstanding productions.   | 0.30         | 135.00       |
| 11/20/25    | Alexander S. Birkhold | Correspond with IMT members and associate monitors regarding use of force productions.  | 0.20         | 90.00        |
| 11/20/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago | 3.90         | 1,755.00     |
| 11/20/25    | Kaitlin Grace Klamann | Revised and produced final paragraph 843 methodology and letter to parties.   | 0.80         | 360.00       |
| 11/20/25    | Kaitlin Grace Klamann | Attended monthly CPD/OAG/IMT meeting on investigatory stops.  | 1.10         | 495.00       |
| 11/20/25    | Kaitlin Grace Klamann | Monthly conference with AAG K. Pannella, K. Putney, and V. Schmitt to discuss OAG positions on investigatory stops.               | 0.40         | 180.00       |
| 11/20/25    | Maggie Hickey         | IMT meeting with A. Slagel and J. Thompson regarding Consent Decree.  | 0.50         | 250.00       |
| 11/20/25    | Maggie Hickey         | IMT leadership meeting regarding Consent Decree.  | 1.50         | 750.00       |
| 11/20/25    | Maggie Hickey         | Officer Wellness monthly meeting.   | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | IMT/OAG monthly ISR meeting.  | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | Chicago IMT meeting regarding Supervision.  | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | Monthly IMT/OAG meeting regarding De-Escalation, Response to Resistance and Use of Force.   | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | Supervision IMT/OAG monthly call.   | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.10         | 550.00       |
| 11/20/25    | Maggie Hickey         | Review of materials regarding Consent Decree.   | 1.20         | 600.00       |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
| 11/20/25    | Maggie Hickey         | Communication with Court and regarding Consent Decree.  | 1.00         | 500.00       |
| 11/20/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.00         | 500.00       |
| 11/20/25    | Sarah M. Oligmueller  | Revise IMT responses to Use of Force, Impartial Policing, Community Policing, and Data productions.   | 2.00         | 790.00       |
| 11/20/25    | Vyasa Babu            | Following up on ABLE production and drafting extension notice   | 3.70         | 1,202.50     |
| 11/20/25    | Vyasa Babu            | Revising IMT Community Policing methodologies   | 4.00         | 1,300.00     |
| 11/21/25    | Alex J. Becker        | Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, document productions, and IMT deadlines. | 0.90         | 355.50       |
| 11/21/25    | Alex J. Becker        | Drafted, reviewed, and revised IMT comments and communications related to Data, Crisis Intervention, and multiple Consent Decree sections.    | 1.30         | 513.50       |
| 11/21/25    | Alex J. Becker        | Reviewed and managed upcoming IMT comment deadlines related to multiple Consent Decree sections.  | 0.10         | 39.50        |
| 11/21/25    | Alexander S. Birkhold | Draft and revise comments on productions related to use of force section.   | 0.50         | 225.00       |
| 11/21/25    | Alexander S. Birkhold | Correspond with associate monitors, IMT members, the City, and the CPD regarding Consent Decree.  | 0.40         | 180.00       |
| 11/21/25    | Alexander S. Birkhold | Review new use of force productions.  | 0.30         | 135.00       |
| 11/21/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 2.60         | 1,170.00     |
| 11/21/25    | Anthony-Ray Sepulveda | Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago             | 0.90         | 405.00       |
| 11/21/25    | Kaitlin Grace Klamann | Conference with Dr. Abrams and IMT members regarding paragraph 843 analysis.  | 1.00         | 450.00       |
| 11/21/25    | Kaitlin Grace Klamann | Call with CPD to discuss additional data needed for paragraph 843 study.  | 0.80         | 360.00       |
| 11/21/25    | Kaitlin Grace Klamann | Conferred with M. Hickey regarding  | 0.30         | 135.00       |

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| <u>Date</u> | <u>Timekeeper</u>    | <u>Narrative</u>   | <u>Hours</u> | <u>Value</u> |
|-------------|----------------------|--|--------------|--------------|
|             |                      | meetings with CPD and outstanding issues relating to investigatory stops.  |              |              |
| 11/21/25    | Maggie Hickey        | IMT/OAG weekly check-in regarding Consent Decree.  | 0.50         | 250.00       |
| 11/21/25    | Maggie Hickey        | IMT call with Dr. Abrams regarding 843 study.  | 1.00         | 500.00       |
| 11/21/25    | Maggie Hickey        | IMT/OAG monthly meeting regarding Accountability.  | 1.00         | 500.00       |
| 11/21/25    | Maggie Hickey        | Preparation for meeting regarding IMR12 and paragraphs not in preliminary compliance with Corporation Counsel and CPD. | 1.10         | 550.00       |
| 11/21/25    | Maggie Hickey        | Attend meeting regarding IMR12 and paragraphs not in preliminary compliance with Corporation Counsel and CPD.          | 1.10         | 550.00       |
| 11/21/25    | Maggie Hickey        | Communications with IMT members regarding Consent Decree.  | 1.20         | 600.00       |
| 11/21/25    | Maggie Hickey        | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.                                       | 0.90         | 450.00       |
| 11/21/25    | Sarah M. Oligmueller | Revise IMT responses for Impartial Policing, Community Policing, Use of Force, Training, and Data productions.         | 0.50         | 197.50       |
| 11/21/25    | Sarah M. Oligmueller | Communications with the CPD, the OAG, and the IMT regarding the Accountability and Transparency section.               | 0.60         | 237.00       |
| 11/21/25    | Vyasa Babu           | Revising Extension Notice for ABLE production  | 1.20         | 390.00       |
| 11/21/25    | Vyasa Babu           | Revising IMT Impartial Policing methodologies  | 3.30         | 1,072.50     |
| 11/22/25    | Alex J. Becker       | Drafted and revised IMT comments related to Data section.  | 0.40         | 158.00       |
| 11/22/25    | Alex J. Becker       | Finalized IMT comments related to Data section.  | 0.10         | 39.50        |
| 11/22/25    | Alex J. Becker       | Communications with IMT members regarding Data section and draft IMT comments.   | 0.10         | 39.50        |
| 11/23/25    | Brianne E. Megahan   | Drafting methodologies for the accountability section.   | 3.90         | 1,267.50     |
| 11/24/25    | Alex J. Becker       | Communications with IMT members regarding Data section and IMT deadlines.  | 0.20         | 79.00        |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
| 11/24/25    | Alex J. Becker        | Reviewed and analyzed materials related to Data and Use of Force sections.                                  | 0.20         | 79.00        |
| 11/24/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 3.10         | 1,395.00     |
| 11/24/25    | Alexander S. Birkhold | Meet with members of the IMT to discuss ongoing UOF projects.   | 0.40         | 180.00       |
| 11/24/25    | Alexander S. Birkhold | Review new and outstanding productions.   | 0.30         | 135.00       |
| 11/24/25    | Kaitlin Grace Klamann | Email correspondence with A. Slagel and IMT team regarding follow up meetings on paragraph 843 methodology. | 0.20         | 90.00        |
| 11/24/25    | Maggie Hickey         | Weekly IMT/CPD/City check-in regarding Consent Decree.  | 0.50         | 250.00       |
| 11/24/25    | Maggie Hickey         | PES meeting with CPD and OAG.   | 0.80         | 400.00       |
| 11/24/25    | Maggie Hickey         | Review of Court's Order and review of Use of Force paragraphs regarding compliance.                         | 1.30         | 650.00       |
| 11/24/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.                            | 1.20         | 600.00       |
| 11/24/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.20         | 600.00       |
| 11/24/25    | Sarah M. Oligmueller  | Review and analyze new and outstanding Accountability and Transparency productions.                         | 0.50         | 197.50       |
| 11/24/25    | Sarah M. Oligmueller  | Communications with IMT member regarding methodologies.   | 0.30         | 118.50       |
| 11/24/25    | Sarah M. Oligmueller  | Draft and revise methodologies for the Accountability and Transparency section.                             | 1.50         | 592.50       |
| 11/24/25    | Stella T. Oyalabu     | Attend weekly section meeting for training and recruitment.   | 0.20         | 79.00        |
| 11/24/25    | Stella T. Oyalabu     | Analyze training productions.   | 0.30         | 118.50       |
| 11/24/25    | Vyasa Babu            | Revise IMT Impartial Policing methodologies   | 3.60         | 1,170.00     |
| 11/24/25    | Vyasa Babu            | Update trackers for IMT Impartial Policing section  | 4.10         | 1,332.50     |
| 11/25/25    | Alex J. Becker        | Continued reviewing and revising draft reformatted methodologies related to Crisis Intervention section.    | 0.60         | 237.00       |
| 11/25/25    | Alex J. Becker        | Reviewed upcoming IMT deadlines related to multiple Consent Decree sections and                             | 0.10         | 39.50        |

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| <u>Date</u> | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u> | <u>Value</u> |
|-------------|-----------------------|---|--------------|--------------|
|             |                       | IMR-13 report writing.  |              |              |
| 11/25/25    | Alex J. Becker        | Reviewed draft IMT comments related to Accountability and Transparency section.   | 0.20         | 79.00        |
| 11/25/25    | Alex J. Becker        | Communications with IMT members regarding Crisis Intervention section, and draft IMT comments.                                  | 0.60         | 237.00       |
| 11/25/25    | Alexander S. Birkhold | Analyze and review new and outstanding UOF productions.   | 1.20         | 540.00       |
| 11/25/25    | Alexander S. Birkhold | Participate in weekly UOF meeting.  | 0.50         | 225.00       |
| 11/25/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 2.20         | 990.00       |
| 11/25/25    | Anthony-Ray Sepulveda | Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth reporting periods | 0.30         | 135.00       |
| 11/25/25    | Kaitlin Grace Klamann | Drafted updated data request to CPD for paragraph 843 study.  | 0.30         | 135.00       |
| 11/25/25    | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses regarding Consent Decree.  | 1.10         | 550.00       |
| 11/25/25    | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 1.10         | 550.00       |
| 11/25/25    | Sarah M. Oligmueller  | Revise IMT responses to Accountability and Transparency productions.  | 0.70         | 276.50       |
| 11/25/25    | Vyasa Babu            | Drafting response letters for S02-07-03 and OEMC Language Line productions  | 3.60         | 1,170.00     |
| 11/25/25    | William J. Williams   | Revise methodologies to new format in preparation for IMR 13  | 4.00         | 1,500.00     |
| 11/26/25    | Alex J. Becker        | Continued reviewing and revising draft reformatted methodologies related to Crisis Intervention section.                        | 6.20         | 2,449.00     |
| 11/26/25    | Alex J. Becker        | Communications with IMT members regarding Crisis Intervention section, draft IMT comments, IMT deadlines, and IMR-13 report.    | 0.70         | 276.50       |
| 11/26/25    | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 2.30         | 1,035.00     |
| 11/26/25    | Alexander S. Birkhold | Correspond with members of the IMT and associate monitors regarding Consent Decree.   | 0.20         | 90.00        |

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| <u>Date</u>      | <u>Timekeeper</u>     | <u>Narrative</u>  | <u>Hours</u>  | <u>Value</u>        |
|------------------|-----------------------|---|---------------|---------------------|
| 11/26/25         | Alexander S. Birkhold | Analyze and review Court Order regarding body-worn cameras and public briefings.                            | 0.50          | 225.00              |
| 11/26/25         | Maggie Hickey         | Attend CompStat meeting and follow-up with command staff.   | 1.30          | 650.00              |
| 11/26/25         | Maggie Hickey         | Attend IMT leadership meeting regarding Consent Decree.   | 1.00          | 500.00              |
| 11/26/25         | Maggie Hickey         | Review City/OAG emails, and review draft IMT responses, and finalize comment memos and No Objection Notice. | 0.90          | 450.00              |
| 11/26/25         | Maggie Hickey         | Communications with IMT members regarding Consent Decree.   | 0.90          | 450.00              |
| 11/26/25         | Sarah M. Oligmueller  | Revise IMT responses to Accountability and Transparency productions.  | 0.60          | 237.00              |
| 11/26/25         | Vyasa Babu            | Analyzing Community Policing paragraphs and productions for changes in compliance                           | 1.80          | 585.00              |
| 11/26/25         | William J. Williams   | Conference with IMT Supervision section regarding updated methodologies in new format                       | 1.30          | 487.50              |
| 11/28/25         | Alexander S. Birkhold | Draft and revise use of force methodologies.  | 1.40          | 630.00              |
| 11/30/25         | Alexander S. Birkhold | Analyze paragraphs for compliance with Consent Decree for IMR-13 and prepare list or IMT leadership.        | 0.70          | 315.00              |
| <b>Fee Total</b> |                       |   | <b>459.10</b> | <b>\$189,701.50</b> |

**Timekeeper Summary:**

|                       |            | <u>Hours</u> | <u>Rate</u> | <u>Value</u> |
|-----------------------|------------|--------------|-------------|--------------|
| Alexander S. Birkhold | Partner    | 53.10        | 450.00      | 23,895.00    |
| Anthony-Ray Sepulveda | Partner    | 29.60        | 450.00      | 13,320.00    |
| Maggie Hickey         | Partner    | 106.00       | 500.00      | 53,000.00    |
| Kaitlin Grace Klamann | Of Counsel | 14.50        | 450.00      | 6,525.00     |
| Alex J. Becker        | Associate  | 102.30       | 395.00      | 40,408.50    |
| Brianne E. Megahan    | Associate  | 9.30         | 325.00      | 3,022.50     |
| Sarah M. Oligmueller  | Associate  | 22.40        | 395.00      | 8,848.00     |

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|                                 |                   | <u>Hours</u>  | <u>Rate</u> | <u>Value</u>      |
|---------------------------------|-------------------|---------------|-------------|-------------------|
| Stella T. Oyalabu               | Associate         | 15.80         | 395.00      | 6,241.00          |
| Vyasa Babu                      | Associate         | 86.40         | 325.00      | 28,080.00         |
| William J. Williams             | Associate         | 14.00         | 375.00      | 5,250.00          |
| Ana Reyes Sanchez               | Project Assistant | 5.70          | 195.00      | 1,111.50          |
| <b>Timekeeper Summary Total</b> |                   | <b>459.10</b> |             | <b>189,701.50</b> |

Current Fees \$189,701.50

**For Disbursements:**

**Professional Service Fees**

|          |  |  |                   |
|----------|--|--|-------------------|
| 11/01/25 | Security Global Collaborators, LLC - Professional Service Fees November 2025 fees (11 hours) |  | 1,815.00          |
| 11/01/25 | Stephen E. Rickman - Professional Service Fees November 2025 fees (10.00 hours)              |  | 1,650.00          |
| 11/30/25 | DAVID ABRAMS - Professional Service Fees April and June 2025 fees (7.75 hours)               |  | 6,012.50          |
| 11/30/25 | Michael Anthony Dirden - Professional Service Fees November 2025 fees (12.50 hours)          |  | 1,875.00          |
| 11/30/25 | Denise Rodriguez - CPD - Professional Service Fees November 2025 fees (18.50 Hours)          |  | 3,052.50          |
| 11/30/25 | DAVID ABRAMS - Professional Service Fees October 2025 fees (7.50 hours)                      |  | 4,875.00          |
| 11/30/25 | Theron L. Bowman - Professional Service Fees November 2025 fees (72 hours)                   |  | 18,000.00         |
| 11/30/25 | Julie Solomon - Professional Service Fees November 2025 fees (16.75 hours)                   |  | 2,763.75          |
| 11/30/25 | DAVID ABRAMS - Professional Service Fees September 2025 fees (8.25 hours)                    |  | 5,362.50          |
| 11/30/25 | DAVID ABRAMS - Professional Service Fees November 2025 fees (13.50 hours)                    |  | 8,775.00          |
| 11/30/25 | Paul F. Evans Jr. - Professional Service Fees November 2025 fees (49.25 hours)               |  | 8,126.25          |
| 11/30/25 | The CNA Corporation - Professional Service Fees November 2025 fees                           |  | 112,183.90        |
| 11/30/25 | Alfred Durham - Professional Service Fees November 2025 fees (30.75 hours)                   |  | 5,073.75          |
|          | <b>Professional Service Fees</b>   |  | <b>179,565.15</b> |

**eDiscovery Support Services (LSH)**

|          |  |  |                 |
|----------|--|--|-----------------|
| 11/30/25 | ArentFox Schiff LLP eDiscovery services  |  | 2,060.00        |
|          | <b>eDiscovery Support Services (LSH)</b> |  | <b>2,060.00</b> |

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**Disbursement Total**

|                                       |                            |
|---------------------------------------|----------------------------|
|                                       | <b>181,625.15</b>          |
| Current Disbursements                 | \$181,625.15               |
| Total Amount Due This Invoice         | \$371,326.65               |
| Prior Balance Due                     | \$449,599.09               |
| <b>Total Balance Due Upon Receipt</b> | <b><u>\$820,925.74</u></b> |

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**Summary of Accounts Receivable:**

| <u>Date</u> | <u>Invoice #</u> | <u>Amount</u>     | <u>Credits</u>    | <u>Balance</u>    |
|-------------|------------------|-------------------|-------------------|-------------------|
| 10/29/25    | 2485076          | 518,186.39        | 476,569.05        | 41,617.34         |
| 11/19/25    | 2491615          | 407,981.75        | 0.00              | 407,981.75        |
|             |                  | <b>926,168.14</b> | <b>476,569.05</b> | <b>449,599.09</b> |

**Aging:**

| <b>0-30</b> | <b>31-90</b> | <b>91-180</b> | <b>181-365</b> | <b>366+</b> |
|-------------|--------------|---------------|----------------|-------------|
| 0.00        | 449,599.09   | 0.00          | 0.00           | 0.00        |



Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department

Invoice Number 2503759  
Invoice Date 12/31/25  
Client Number 451895  
Matter Number 00000  
Reference Number 17-CV-6260

-- REMITTANCE COPY --

**TOTAL AMOUNT DUE THIS INVOICE \$371,326.65**

**ELECTRONIC PAYMENT INSTRUCTIONS (Preferred Method of Payment):**

Bank: Citibank, N.A.  
Address: 1101 Pennsylvania Ave., NW, Floor 9  
Washington, DC 20004  
ABA # (Wires & ACH): [REDACTED]  
SWIFT CODE: [REDACTED]  
Account #: [REDACTED]  
Beneficiary Name: ArentFox Schiff LLP  
Beneficiary Address: 1717 K Street, NW  
Washington, DC 20006-5344

*Internal policies require independent confirmation of updated electronic payment instructions. Please obtain verbal confirmation of this change from an existing ArentFox Schiff LLP contact prior to making the change.*

**Payments by Check**

ArentFox Schiff LLP  
Mail Code: 7350  
P.O. Box 7247  
Philadelphia, PA 19170-0001

Please reference the following:

Client/Matter # 451895.00000  
Client Name Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department  
Invoice Number 2503759

Taxpayer Identification Number: [REDACTED] Due Upon Receipt



Vendor Name: Stephen Rickman

Remit to Address: [REDACTED]

Contact Name: Stephen Rickman

Phone: [REDACTED]

Email: [REDACTED]

Invoice Date :11/01/25

Invoice Number: 76

Billing Period: 11/01/25 to 11/10/25

Bill to: Arent Fox Schiff; Wacker Drive, Suite 7100; Chicago, IL. 60606; MHickey@schiffhardin.com

Chicago Consent Decree

| Description of work   | Hours |
|---|-------|
| Prepare for and participate in weekly Associate Monitor's meetings.   | 1.5   |
| Prepare for and participate in weekly internal IMT Community Policing Section status update meetings.   | 1.5   |
| Prepare for and participate in biweekly Executive Sponsor meetings to identify CPD actions toward maintaining and advancing compliance  | 1.5   |
| Develop draft sustainment plans for community policing paragraphs moving toward operational compliance.   | 1.5   |
| Completed ongoing review and maintenance of internal document review statuses and compliance trackers.  | 2.0   |
| Ongoing work to analyze and monitor CPD's progress toward maintaining and achieving compliance for community policing related paragraphs in the Consent Decree for IMR 13, and reviews of documentation provided by the CPD to support compliance | 2.0   |

Labor

Total hours: 10.0

Rate: \$ 165.00

Amount Due: \$1,650.00

Certification: By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements, and cash receipts are for the purposes set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent, information or the omission of any material fact, may subject me to criminal, civil, or administrative penalties for fraud, false statements, false claims, or otherwise. (US Code Title 18, Section 1001 and Title 31, Sections 3729-3730).



Signature

Stephen Rickman

Date. 11/02/25

# INVOICE

Vendor Name: Denise Rodriguez/Police Reform and Innovation LL  
Remit to Address: ██████████  
City: ██████████ State: ██████ Zip: ██████  
Contact Name: Denise Rodriguez  
Phone: ██████████ Email: denise.rodriguez@cpdmonitor

|                      |                    |
|----------------------|--------------------|
| Invoice Date         | Invoice Number     |
| 12/1/2025            | 36                 |
| Billing Period From: | Billing Period To: |
| 11/1/2025            | 11/30/2025         |

Remittance Type Requested:  Check  EFT

**Bill To:** Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; MHickey@schiffhardin.com

| <b>LABOR</b> (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.) |                     |  |   |            |                   |
|--|---------------------|--|---|------------|-------------------|
| Date of Service(From)  | Date of Service(To) | Description  | Hours<br><small>(use .25 hr increments)</small> | Add/Delete |                   |
| 11/3/2025  | 11/3/2025           | Review of City response to Coalition letters re GBV and PWD productions                                | 1   | Add        | Del               |
| 11/3/2025  | 11/3/2025           | Prep for and participate in call with Audit Division re Hate Crimes Investigations Audit               | 1   | Add        | Del               |
| 11/5/2025  | 11/5/2025           | Prep for and call with OAG re OEMC Para 66 production  | 1   | Add        | Del               |
| 11/10/2025   | 11/10/2025          | Document Production Review: Hate Crimes e-learning   | 3   | Add        | Del               |
| 11/10/2025   | 11/10/2025          | Review of timeline for IMR-13 and tracker for IMR-13 methodologies                                     | 0.5   | Add        | Del               |
| 11/11/2025   | 11/11/2025          | Document Production Review: S01-09 Audit Division  | 1   | Add        | Del               |
| 11/11/2025   | 11/11/2025          | Document Production Review: PWD  | 1   | Add        | Del               |
| 11/12/2025   | 11/12/2025          | Drafting/reviewing IP methodologies  | 4   | Add        | Del               |
| 11/13/2025   | 11/13/2025          | Prep for and conduct biweekly IMT/CPD meeting  | 1.5   | Add        | Del               |
| 11/13/2025   | 11/13/2025          | Prep for and conduct OEMC call re Para 66 production   | 1   | Add        | Del               |
| 11/13/2025   | 11/13/2025          | Review of 668 monthly meeting notes  | 1   | Add        | Del               |
| 11/13/2025   | 11/13/2025          | Update IMT methodologies sheet   | 1   | Add        | Del               |
| 11/14/2025   | 11/14/2025          | Update trackers with notes on compliance for IMR13   | 1   | Add        | Del               |
| 11/28/2025   | 11/28/2025          | Update tracker with notes on compliance for IMR13 and email communications re Dec. 1 internal deadline | 0.5   | Add        | Del               |
| Total Hours  |                     |  | 18.5  | Rate       | \$165.00          |
| <b>TOTAL LABOR:</b>  |                     |  |   |            | <b>\$3,052.50</b> |

Check here if you are not billing for any travel

**INVOICE TOTAL DUE: \$3,052.50**

**Invoice Comments/Notes:**

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

**Denise Rodriguez** Digitally signed by Denise Rodriguez  
Date: 2025.12.02 19:29:02 -06'00'

Signature

Date

Reset Form

Save Form





|                     |            |  |              |             |                 |
|---------------------|------------|--|--------------|-------------|-----------------|
| 11/20/2025          | 11/20/2025 | Chicago IMT Internal Meeting - Supervision   | 0.5          |             |                 |
| 11/20/2025          | 11/20/2025 | Supervision IMT/OAG Monthly Call   | 0.5          | Add         | Del             |
| 11/21/2025          | 11/21/2022 | Watch Sheet Application Access with CPD  | 0.5          | Add         | Del             |
| 11/24/2025          | 11/24/2022 | PES Meeting  | 0.5          | Add         | Del             |
| 11/24/2025          | 11/24/2022 | Reviewed Emails from Laura Kunard, Office of Reform, Helana Melendez, Edward Stanford, Monique Jenkins, and Maggie Hickey      | 0.25         | Add         | Del             |
| 11/26/2025          | 11/26/2022 | Chicago IMT Internal- Supervision  | 1.25         | Add         | Del             |
| 11/26/2025          | 11/26/2022 | Reviewed Emails from Chief Rodney Monroe, Chief Jon Hein, Monique Jenkins, Jai Williams, Cynthia Linzy, and Bridgette Clements | 0.25         | Add         | Del             |
| 11/26/2025          | 11/26/2025 | Call with Monique Jenkins Regarding Tableau Dashboard Meeting Notes  | 0.25         | Add         | Del             |
| 11/26/2025          | 11/26/2025 | Reviewed TRED Presentation in Preparation for Meeting with ED Allyson - Clark Henson   | 0.75         | Add         | Del             |
| 11/28/2025          | 11/28/2025 | Reviewed Updated Methodologies for ¶347-348, 350-354, and 368  | 1            | Add         | Del             |
| 11/28/2025          | 11/28/2025 | Call with Chief Rodney Monroe Regarding Unity of Command and Span of Control Supervisory Responsibilities and Methodologies    | 1            | Add         | Del             |
| 11/28/2025          | 11/28/2025 | Reviewed TRED Backlog and District Level Review Plan   | 1            | Add         | Del             |
| <b>Total</b>        |            |  | <b>30.75</b> | <b>Rate</b> | <b>\$165</b>    |
| <b>TOTAL LABOR:</b> |            |  |              |             | <b>5,073.75</b> |

Check here if you are not billing for any travel

Purpose of Travel: Chicago Site Visit

Travel/ODC'S - (Itemize and provide receipts as specified on your contract)

| Travel Date(From) | Travel Date(To) | Expense Type | Description | QTY | Rate | Total | Add/ Delete  |
|-------------------|-----------------|--------------|-------------|-----|------|-------|--------------|
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |
|                   |                 |              |             |     |      |       | Add   Delete |

Subtotal Travel/ODC's

Privately Owned Vehicle Mileage Reimbursement

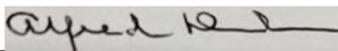
| Date of Expense                    | Description: (Include starting location and ending location) | Miles | Rate | Total      | Add/ Delete  |
|------------------------------------|--|-------|------|------------|--------------|
|                                    |  |       |      |            | Add   Delete |
| <b>Subtotal Mileage (rounded):</b> |  |       |      | <b>\$0</b> |              |
| <b>TOTAL TRAVEL:</b>               |  |       |      |            |              |

**INVOICE TOTAL DUE:**

**\$5,073.75**

Invoice Comments/Notes:

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

  
Signature

12/3/2025  
Date

Reset Form

Save Form

# Chicago Independent Monitoring Team Inv

Vendor Name: Paul F Evans

Remit to Address: [REDACTED]

City: [REDACTED]

State: [REDACTED]

Zip: [REDACTED]

Contact Name: Paul F Evans

Phone: [REDACTED]

Email: [REDACTED]

Remittance Type Requested:  EFT  Check

Bill To: Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; MHikey@schiffhardin.com

|                      |                    |
|----------------------|--------------------|
| Invoice Date         | Invoice Number     |
| 12/4/2025            | Chicago            |
| Billing Period From: | Billing Period To: |
| 11/1/2025            | 11/30/2025         |

**Labor** (the description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it is necessary)

| Date of Service (From) | Date of Service (To) | Description  | Hours       |
|------------------------|----------------------|--|-------------|
| 11/2/2025              | 11/2/2025            | Review Lieutenant pre-service promotion production   | 1 hour .50  |
| 11/3/2025              | 11/3/2025            | Review, research, Lieutenant's responsibilities and provide response to the production, review COPA CMS  | 2 hours     |
| 11/4/2025              | 11/4/2025            | Prepare agenda and actual UOF weekly meeting with Deputy Monroe, Ms. Bryson, Melendez and Mr Birkhead, prepare agenda and actual meeting with CPD Dep Cruz, Lt DeFilice, Ms Salgado and Melendez, researching BWC issues for Ms Bryson | 2 hours .25 |
| 11/5/2025              | 11/5/2025            | Reviewing and responding to Ms Kunard response to questions posed by CCSP  | 1 hour      |
| 11/6/2025              | 11/6/2025            | Review materials and provide response to leaderships inquiry regarding 236-238 BWV   | .50         |
| 11/7/2025              | 11/7/2025            | Update methodologies for paragraphs  | .75         |
| 11/9/2025              | 11/9/2025            | Reviewing and revising methodologies   | 1 hour 75   |
| 11/11/2025             | 11/11/2025           | Review methodologies submitted by Mr Birkhead  | 1 hour .25  |
| 11/12/2025             | 11/12/2025           | Review paragraphs for potential movement and review methodologies  | 1 hour .50  |
| 11/13/2025             | 11/13/2025           | Review and prepare response on Crowd Management Training, prepare agenda for and meeting with Mike Tresnowski, OAG, review 668 meeting slides and notes, review portion of Impartial Policing production that deals with ABLE          | 2 hours .75 |

|                               |                               |   |                                  |
|-------------------------------|-------------------------------|---|----------------------------------|
| 11/16/2025                    | 11/16/2025                    | Review TRD On Boarding Production, review UOF reports in preparation for Public Hearing   | 1 hour                           |
| 11/17/2025                    | 11/17/2025                    | Review CPD UOF Analysis 2023-2024, review 2 incidents for FRB, multiple TRRs, review UOF dashboard, attend FRB virtually, review Audit Unit production  | 3 hours .25                      |
| 11/18/2025                    | 11/18/2025                    | Prepare agenda for UOF weekly, review remarks for Public Hearing, UOF weekly with Mr Birkhead and Ms Melendez, weekly meeting with CPD Dep. Cruz, Hagen and Salgado, Public Hearing with Judge Pallmeyer and IMT de-brief following | 4 hours. 50                      |
| 11/19/2025                    | 11/19/2025                    | Search Warrant Application Presentation, review UOF monthly slides and access CMS dashboard   | 2 hours .50                      |
| 11/20/2025                    | 11/20/2025                    | Review recent productions and document potential paragraphs for IMR-13, UOF monthly with Monitor, OAG& CPD, review SO11-03-01   | 3 hours                          |
| 11/22/2025                    | 11/22/2025                    | Writing up preliminary reviews for IMR-13   | 2 hours                          |
| 11/23/2025                    | 11/23/2025                    | Reviewing multiple paragraphs for IMR-13 assessment   | 2 hours 25                       |
| 11/24/2025                    | 11/24/2025                    | Reviewing paragraphs for IMR-13, phone call with Deputy Monroe  | 2 hours                          |
| 11/25/2025                    | 11/25/2025                    | Reviewing paragraphs for IMR-13, UOF weekly with Ms Melendez, Bryson, and Mr Birkhead   | 2 hours.25                       |
| 11/28/2025                    | 11/28/2025                    | Review Judge's decision and review GO3-14 &GO3-06-1-6   | 3 hours 25                       |
| 11/29/2025                    | 11/29/2025                    | Review and write up paragraphs that may be moving in IMR13  | 2 hours .75                      |
| 11/30/2025                    | 11/30/2025                    | Read and review TRD plans on Firearm Pointing and Foot pursuit proposal, review paragraphs for IMR-13, drafting preliminary assessments for IMR13   | 3 hours .75                      |
| 11/26/2025                    | 11/26/2025                    | Review Judge's decision on BWC and whether there is a need to revise current SO3-14   | 1 hour 50                        |
| Click or tap to enter a date. | Click or tap to enter a date. | Click or tap here to enter text.  | Click or tap here to enter text. |
| Click or tap to enter a date. | Click or tap to enter a date. | Click or tap here to enter text.  | Click or tap here to enter text. |
| Click or tap to enter a date. | Click or tap to enter a date. | Click or tap here to enter text.  | Click or tap here to enter text. |
| <b>Total:</b>                 |                               |   | <b>49.25</b>                     |
|                               |                               |   | <b>Rate: \$165.00</b>            |

Check here if you are not billing for any travel:

Purpose of Travel: Click or tap here to enter text.

**Travel/ODCs** (itemize and provide receipts as specified on your contract)

| Travel Date (From)            | Travel Date (To)              | Expense Type    | Description                      | Qty                              | Rate                             | Total                            |
|-------------------------------|-------------------------------|-----------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|
| Click or tap to enter a date. | Click or tap to enter a date. | Choose an item. | Click or tap here to enter text. |
| Click or tap to enter a date. | Click or tap to enter a date. | Choose an item. | Click or tap here to enter text. |
| <b>Subtotal Travel/ODC's:</b> |                               |                 |                                  |                                  | Click or tap here to enter text. | Click or tap here to enter text. |

**Privately Owned Vehicle Mileage Reimbursement**

| Date of Expense                    | Description (including starting location and ending location) | Miles                            | Rate                             | Total:                           |
|------------------------------------|---|----------------------------------|----------------------------------|----------------------------------|
| Click or tap to enter a date.      | Click or tap here to enter text.                              | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| Click or tap to enter a date.      | Click or tap here to enter text.                              | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| <b>Subtotal Mileage (rounded):</b> |   | Click or tap here to enter text. | Click or tap here to enter text. | Click or tap here to enter text. |
| <b>Total Travel:</b>               |   |                                  |                                  | Click or tap here to enter text. |

**INVOICE TOTAL DUE: \$8,126.25**

Invoice Comments/Notes: Click or tap here to enter text.

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

**Paul F. Evans****12/4/2025**

Signature

Date

# INVOICE

Vendor Name: Michael Dirden  
Remit to Address: [REDACTED]  
City: [REDACTED] State: [REDACTED] Zip: [REDACTED]  
Contact Name: Michael A Dirden  
Phone: [REDACTED] Email: [REDACTED]

|                      |                    |
|----------------------|--------------------|
| Invoice Date         | Invoice Number     |
| 12/5/2025            | 11.25-01           |
| Billing Period From: | Billing Period To: |
| 11/1/2025            | 11/30/2025         |

Remittance Type Requested:  Check  EFT

**Bill To:** Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; MHickey@schiffhardin.com

| <b>LABOR</b> (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.) |                     |  |   |            |          |
|--|---------------------|--|---|------------|----------|
| Date of Service(From)  | Date of Service(To) | Description  | Hours<br><small>(use .25 hr increments)</small> | Add/Delete |          |
| 11/5/2025  | 11/5/2025           | Review CPD revised deliverables plan; revise methodologies                         | 2   | Add        | Del      |
| 11/8/2025  | 11/8/2025           | CPD Production SO1-09; OIG Quarterly Report; OIG 2026 Outlook                      | 3   | Add        | Del      |
| 11/12/2025   | 11/12/2025          | A&T meeting & followup   | 0.5   | Add        | Del      |
| 11/13/2025   | 11/13/2025          | COPA Monthly meeting   | 0.5   | Add        | Del      |
| 11/14/2025   | 11/14/2025          | COPA Full compliance submission, Notice of Allegation, confidential investigations | 3   | Add        | Del      |
| 11/19/2025   | 11/19/2025          | A&T weekly and followup  | 0.5   | Add        | Del      |
| 11/20/2025   | 11/20/2025          | BIA Onboard training, COPA Training Plan, CPD backlog review                       | 2.5   | Add        | Del      |
| 11/21/2025   | 11/21/2025          | CPD Monthly meeting  | 0.5   | Add        | Del      |
| Total Hours  |                     |  | 12.5  | Rate       | \$150.00 |
| <b>TOTAL LABOR:</b>  |                     |  | <b>\$1,875.00</b>                               |            |          |

Check here if you are not billing for any travel

**INVOICE TOTAL DUE: \$1,875.00**

**Invoice Comments/Notes:**

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

Signature \_\_\_\_\_

Date \_\_\_\_\_

Reset Form

Save Form

# TLBSI- 2025154



Issue date: 12/07/2025

Due date: 01/06/2026

Bill from

The Bowman Group, Dr. Theron Bowman



Bill to

Arent Schiff Fox Law

233 S. Wacker Drive, Suite 7100;  
Chicago, IL 60606

## Your Invoice

| ITEM TYPE | DESCRIPTION  | QUANTITY | UNIT PRICE | AMOUNT      |
|-----------|--|----------|------------|-------------|
| Service   | 11/03/2025 - Chicago PD CD - Document review - Review/submit comments on CPD productions 2025 Hate Crimes Refresher eLearning and Q2 Training Survey Report  | 2.00     | USD250.00  | USD500.00   |
| Service   | 11/03/2025 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP   | 0.75     | USD250.00  | USD187.50   |
| Service   | 11/03/2025 - Chicago PD CD - Meeting - MONTHLY IMT/OAG: RHP  | 0.50     | USD250.00  | USD125.00   |
| Service   | 11/03/2025 - Chicago PD CD - Review and respond to messages - IMT Comments - CPD BIA Onboard Training: Optimizing Computer Functions, IMT/City Check-in Notes 11/3/2025, Productions and Reminders, Consent Decree - 668 Meetings - 2025, Pre-Service Promotional Training – Awards - Comments   | 1.75     | USD250.00  | USD437.50   |
| Service   | 11/04/2025 - Chicago PD CD - Review and respond to messages - OWS - Weekly Meeting, 2024.11.18 Public Hearing Topics, Pre-Service Lieutenant Investigative and Review Responsibilities - Comments, UOF Executive Sponsor Call 11/4/25, 18 Nov 25/ TCAC Meeting cancelled due to scheduling conflict, IMT Productions: October 23, 2025, NOTES for your meeting with Cody Stephens, CCPSA | 1.25     | USD250.00  | USD312.50   |
| Service   | 11/05/2025 - Chicago PD CD - Document review - Reviewing/submitting comments on Pre-service PROMOTIONAL TRAINING-AWARDS, Compstat Preservice, and Pre-service Lieutenants Investigative and Review Responsibilities productions  | 4.00     | USD250.00  | USD1,000.00 |

|         |  |      |           |           |
|---------|--|------|-----------|-----------|
| Service | 11/05/2025 - Chicago PD CD - Review and respond to messages - Pre-Service Lieutenant Investigative and Review Responsibilities, NOTES for your meeting with Cody Stephens, CCPSA, City Employees Duty to Cooperate with OIG Investigations, DRAFT IMT Comments - CPD Continued Compliance for Consent Decree eLearning, DRAFT IMT No Objection Notice - CPD BIA In-Service Training: Optimizing Resources and Computer Functions, DRAFT IMT Comments - CPD CIT Refresher Training, CIT Paragraphs that have not yet met preliminary compliance, Paragraphs not in compliance - For review, IMT - Proposed Draft Comments re the CPD Consent Decree eLearning | 1.75 | USD250.00 | USD437.50 |
| Service | 11/06/2025 - Chicago PD CD - Meeting - IMT Leadership weekly meeting   | 1.00 | USD250.00 | USD250.00 |
| Service | 11/06/2025 - Chicago PD CD - Meeting - IMT/OAG Monthly Training Check In with Shamoyita  | 0.50 | USD250.00 | USD125.00 |
| Service | 11/06/2025 - Chicago PD CD - Review and respond to messages - IMT - Proposed Draft Comments re the CPD Consent Decree eLearning, Updated IMT Guide, 2025 Site Visits - 13th Reporting Period, NOTES for your meeting with Cody Stephens, CCPSA, Zoom issues, IMT Productions: November 5-6, 2025, paragraphs without any level of compliance, IMT No Objection Notice - CPD BIA In-Service Training: Optimizing Resources and Computer Functions, DRAFT 2025.11.06 IMT No Objection Notice - CPD 2025 In-Service Supervisors Training  | 1.50 | USD250.00 | USD375.00 |
| Service | 11/07/2025 - Chicago PD CD - Meeting - FTES Executive Sponsor Meeting  | 1.00 | USD250.00 | USD250.00 |
| Service | 11/07/2025 - Chicago PD CD - Meeting - IMT/OAG Check In  | 0.50 | USD250.00 | USD125.00 |
| Service | 11/07/2025 - Chicago PD CD - Meeting - Leadership Discussion: 636 Materials  | 0.50 | USD250.00 | USD125.00 |
| Service | 11/07/2025 - Chicago PD CD - Review and respond to messages - CPD Pre Compliance, IMT Tracker Updates: November 7, 2025, IMT Internal Deadlines: November 7-16, IMT/OAG Check-in Notes 11/7/2025, UPDATED --> IMT Productions: November 5-6, 2025, CIT Paragraphs that have not yet met preliminary compliance, 10 November 2025 - Weekly Recruit Schedule, Please review and provide feedback (if any) by 11/15: CPD S01-09, Audit Division, Materials for Crisis Intervention IMT/OAG  | 2.00 | USD250.00 | USD500.00 |

Meeting on November 12th, SHOTS FIRED BY POLICE (ON/ DUTY - NO HITS)-015, Chicago IMT: IMR-13 Writing Timeline, Expectations, and Due Dates, PES Training, DRAFT IMT Comments - CPD CIT Refresher Training

|         |  |      |           |           |
|---------|--|------|-----------|-----------|
| Service | 11/10/2025 - Chicago PD CD - Meeting - CPD 668 meeting   | 1.50 | USD250.00 | USD375.00 |
| Service | 11/10/2025 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/10/2025 - Chicago PD CD - Review and respond to messages - 2025.11.08 IMT No Objection Notice - CPD 2025 In-Service Supervisors Training, PES Training, IMT/City Check-in Notes 11/10/2025, DRAFT IMT Comments - CPD CIT Refresher Training, Productions and Reminders, IMT Comments - CPD Continued Compliance for Consent Decree eLearning, People v. City of Chicago, Case No. 17-cv-6260 (Crisis Intervention Plan), IMT No Objection Notice - CPD CIT Refresher Training | 1.00 | USD250.00 | USD250.00 |
| Service | 11/11/2025 - Chicago PD CD - Review and respond to messages - Join the Next Public Hearing on CPD Reforms, DRAFT IMT Comments - CPD Hate Crimes Refresher eLearning, Productions and Reminders, 2025 Site Visits - 13th Reporting Period   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/12/2025 - Chicago PD CD - Document review - Review/submit comments on 2026 Impartial & Community Policing (ABLE, GBV, PWD) production   | 3.00 | USD250.00 | USD750.00 |
| Service | 11/12/2025 - Chicago PD CD - Document review - Review/submit comments on revised 2026 Crowd Management Training  | 1.00 | USD250.00 | USD250.00 |
| Service | 11/12/2025 - Chicago PD CD - Meeting - CIT Methodology Review - Leadership Feedback  | 0.25 | USD250.00 | USD62.50  |
| Service | 11/12/2025 - Chicago PD CD - Meeting - Monthly IMT/OAG: CIT  | 0.75 | USD250.00 | USD187.50 |
| Service | 11/12/2025 - Chicago PD CD - Meeting - Weekly ISR IMT Internal Meeting   | 0.75 | USD250.00 | USD187.50 |
| Service | 11/12/2025 - Chicago PD CD - Review and respond to messages - Officer Wellness Monthly Meeting for November, TCAC Appreciation Holiday Celebration, Public Hearing availability, CPD CIT Refresher Training - OAG No Objection, DRAFT IMT No Objection Notice - CPD Pre-Service Lieutenant Investigative and Review Responsibilities - TRRs,   | 2.00 | USD250.00 | USD500.00 |

FPIs, Foot Pursuits, and BWC Analysis, Community Policing Methodologies, Productions and Reminders, IMT Notes: 668 Monthly Meeting

|         |   |      |           |           |
|---------|---|------|-----------|-----------|
| Service | 11/13/2025 - Chicago PD CD - Meeting - Chicago<br>IMT Data Section Meeting  | 1.50 | USD250.00 | USD375.00 |
| Service | 11/13/2025 - Chicago PD CD - Meeting - IMT<br>Leadership Meeting  | 1.00 | USD250.00 | USD250.00 |
| Service | 11/13/2025 - Chicago PD CD - Review and respond to messages - IMT/OAG PES Walkthrough, CIT - Timely Memo and 201, 20-Nov Supervision IMT/OAG Monthly Call, Join Monitor Hickey's Community Meeting on CPD Reforms, 2024.11.18 Public Hearing Topics, DRAFTS IMT No Objection Notice: CompStat Pre-Service; Pre-Service Promotional Training - Awards, Re: 2024 City of Chicago Commander Report, IMT Productions: November 13, 2025, IMT No Objection Notice – CPD Pre-Service Lieutenant Investigative and Review Responsibilities: TRRs, FPIs, Foot Pursuits, and BWC Analysis, IMT No Objection Notice - CPD Hate Crimes Refresher eLearning | 1.00 | USD250.00 | USD250.00 |
| Service | 11/14/2025 - Chicago PD CD - Meeting - City of Chicago + IMT Meeting on RHP items   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/14/2025 - Chicago PD CD - Meeting - IMT/OAG Check-In   | 0.75 | USD250.00 | USD187.50 |
| Service | 11/14/2025 - Chicago PD CD - Meeting - TSG MEET with AM Bowman  | 0.75 | USD250.00 | USD187.50 |
| Service | 11/14/2025 - Chicago PD CD - Review and respond to messages - IMT Tracker Updates: November 14, 2025, IMT Internal Deadlines: November 14-23, IMT/OAG Check-in Notes 11/14/2025, IMT No Objection Notice – CPD CompStat Pre-Service, CPD Pre Compliance, 17 November 2025 - Weekly Recruit Schedule, CIT - Timely Memo and 201, Materials for Impartial Policing Monthly IMT/OAG Meeting on 17NOV, 024 City of Chicago Commander Report   | 1.25 | USD250.00 | USD312.50 |
| Service | 11/15/2025 - Chicago PD CD - Document review - Review/submit comments on Audit Policy production  | 1.00 | USD250.00 | USD250.00 |
| Service | 11/15/2025 - Chicago PD CD - Review and respond to messages - CIT - Timely Memo and 201, 2024.11.18 Public Hearing Topics, IMT Comments - CPD Pre-Service Promotional Training - Awards   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/16/2025 - Chicago PD CD - Review and respond   | 0.25 | USD250.00 | USD62.50  |

to messages - IMT/OAG: Training

|         |   |      |           |           |
|---------|---|------|-----------|-----------|
| Service | 11/17/2025 - Chicago PD CD - Meeting - Associate Monitor Bi-weekly Meeting with Rodney  | 0.25 | USD250.00 | USD62.50  |
| Service | 11/17/2025 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP  | 0.50 | USD250.00 | USD125.00 |
| Service | 11/17/2025 - Chicago PD CD - Meeting - Weekly Check-in with Allyson   | 0.75 | USD250.00 | USD187.50 |
| Service | 11/17/2025 - Chicago PD CD - Review and respond to messages - Monthly IMT/OAG: Community Policing, 2025 Site Visits - 13th Reporting Period, Productions and Reminders- Special Order S01-09, Audit Division, 2025 Site Visits - 13th Reporting Period, MT/City Check-in Notes 11/17/2025, Settlement Conference Agenda - 11/18/25, Productions and Reminders, CIT - Timely Memo and 201, Call to Discuss Use of AI for 843 Study, Data Access Discussion - 11/17/25, COPA File Review Access, TCAC Appreciation Holiday Celebration, New Officer Wellness Associate Monitor, 2024.11.18 Public Hearing Topics, CompStat Pre-Service Training - OAG No Objection, COPA File Review Access, IMR12 and Paragraphs Not in Preliminary Compliance Meeting, OAG-No Objection Pre-Service Promotional Awards Training, Pre-Service Lieutenant Investigative and Review Responsibilities Training - OAG Comments | 2.50 | USD250.00 | USD625.00 |
| Service | 11/18/2025 - Chicago PD CD - Meeting - Consent Decree Monthly Status Hearing (Virtual) - State of Illinois v. City of Chicago; USDC-ND-IL, Case No. 1:17-cv-06260   | 2.00 | USD250.00 | USD500.00 |
| Service | 11/18/2025 - Chicago PD CD - Meeting - Consent decree settlement conference   | 1.00 | USD250.00 | USD250.00 |
| Service | 11/18/2025 - Chicago PD CD - Meeting - IMT Public Hearing Debrief   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/18/2025 - Chicago PD CD - Review and respond to messages - COPA File Review Access, Message from the Monitor, Webinar host invited you to be panelist for 17 cv 6260 - Consent Decree Status Hearing, UOF Executive Sponsor Call 11/18/25, SHOTS FIRED BY THE POLICE (WITH HITS) - 002, Systems Access, IMR13 Pending Meetings, CPD Pre Compliance, CIT - Timely Memo and 201  | 1.50 | USD250.00 | USD375.00 |
| Service | 11/19/2025 - Chicago PD CD - Meeting - Monthly IMT/OAG:Training   | 0.75 | USD250.00 | USD187.50 |

|         |   |      |           |           |
|---------|---|------|-----------|-----------|
| Service | 11/19/2025 - Chicago PD CD - Review and respond to messages - DRAFT IMT No Objection Notice - TRED On-Boarding Training, CIT - Timely Memo and 201, CPD Training Section - meeting on Friday, Updated Monthly IMT/OAG: Community Policing Meeting Materials -- Confidential Materials: Subject to Attorney-Client, Work Product and/or Deliberative Privilege, Search Warrant Application Demo Notes, IMR13 Pending Meetings, ¶300 Comment During the Meeting, Pending BIA Site Visit Discussions, DRAFT IMT No Objection Notice - 2026 Crowd Management Training, Public Hearing Materials, IMT/OAG Monthly ISR Meeting, CIT City Plan Meeting Notes | 2.00 | USD250.00 | USD500.00 |
| Service | 11/20/2025 - Chicago PD CD - Meeting - IMT Leadership Meeting   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/20/2025 - Chicago PD CD - Meeting - Monthly IMT/OAG: Supervision   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/20/2025 - Chicago PD CD - Review and respond to messages - DRAFT IMT Comments - CPD S01-09 Audit Division, DRAFT IMT No Objection Notice - 2026 Crowd Management Training, CPD Training Section - meeting on Friday, Monthly IMT/OAG: Data Collection, Analysis and Management, IMT Productions: November 20, 2025, 19NOV25 Monthly IMT/OAG: Community Policing Meeting Notes, DRAFT IMT Extension Notice - CPD 2026 Impartial & Community Policing (ABLE, GBV, PWD)   | 1.00 | USD250.00 | USD250.00 |
| Service | 11/21/2025 - Chicago PD CD - Meeting - AI for 843 Study/follow-up   | 1.00 | USD250.00 | USD250.00 |
| Service | 11/21/2025 - Chicago PD CD - Meeting - IMT/OAG Check-In   | 0.50 | USD250.00 | USD125.00 |
| Service | 11/21/2025 - Chicago PD CD - Review and respond to messages - IMT Tracker Updates: November 21, 2025, IMT Internal Deadlines: November 21-30, 2026 Crowd Management Training - OAG No Objection, Recruit Training Schedule 24 November 2025, CPD/IMT/OAG Monthly UOF Call Notes - November 20, 2025, Instructor Evaluations Sample, OAG-No Objection Hate Crimes Refresher eLearning, DRAFT IMT Comments - CPD S01-09 Audit Division, IMT Extension Notice - CPD 2026 Impartial & Community Policing (ABLE, GBV, PWD), DRAFT IMT Comments - CPD S01-09 Audit Division   | 1.50 | USD250.00 | USD375.00 |
| Service | 11/24/2025 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP  | 0.25 | USD250.00 | USD62.50  |
| Service | 11/24/2025 - Chicago PD CD - Meeting - PES  | 0.75 | USD250.00 | USD187.50 |

Meeting

|         |   |      |              |                     |
|---------|---|------|--------------|---------------------|
| Service | 11/24/2025 - Chicago PD CD - Meeting - Weekly Check-in with Allyson   | 1.50 | USD250.00    | USD375.00           |
| Service | 11/24/2025 - Chicago PD CD - Review and respond to messages - IMT Comments - CPD S01-09 Audit Division, ISR's Monthly Meeting Pt. 2, Steve Rickman, Productions and Reminders, TRED Presentation, OAG Notice of Extension- 2026 ICP Training and GBV eLearning  | 1.00 | USD250.00    | USD250.00           |
| Service | 11/25/2025 - Chicago PD CD - Review and respond to messages - Leadership Meeting, DRAFT IMT No Objection Notice - Police Board Training Plan, 09th of December Meeting & Celebration, Confidential: Slides and Paper on AI for RAS assessments, DRAFT IMT No Objection Notice - CPD 2026 BIA Onboard Training Plan  | 1.25 | USD250.00    | USD312.50           |
| Service | 11/26/2025 - Chicago PD CD - Meeting - IMT Leadership Meeting   | 1.00 | USD250.00    | USD250.00           |
| Service | 11/26/2025 - Chicago PD CD - Review and respond to messages - Judge's Order: BWCs and Public Safety Briefings, IMT/OAG Monthly Training Check In, Re: Judge's Order: BWCs and Public Safety Briefings, IMR-13 RHP and Training Tracking Sheet, REMINDER: Audit Division Presentation on 12/1 at 8 am CT/9 am ET, Pending BIA Site Visit Discussions, Pending BIA Site Visit Discussions, TRED Presentation, CIT - Timely Memo and 201, IMT No Objection Notice - Police Board Training Plan, CIT: Potential Paragraph Movement in IMR13, OAG Comments-Community Policing – Pre-Service Training | 2.00 | USD250.00    | USD500.00           |
| Service | 11/28/2025 - Chicago PD CD - Review and respond to messages - Judge's Order: BWCs and Public Safety Briefings, 1 December 2025 - Weekly Recruit Schedule  | 0.25 | USD250.00    | USD62.50            |
| Service | 11/30/2025 - Chicago PD CD - Document review - IMR-13 RHP/Training paragraph assessment, production review, and notes compilation for the Compliance Summary Tracker  | 8.50 | USD250.00    | USD2,125.00         |
|         |   |      | SUBTOTAL     | USD18,000.00        |
|         |   |      | <b>TOTAL</b> | <b>USD18,000.00</b> |



Billing Number: 1499.0006.0009  
 Invoice Number: INV-385846

Invoice Date: 12/10/2025

Bill To:  
 ArentFox Schiff LLP  
 Attn: Maggie Hickey, Monitor  
 233 South Wacker Drive  
 Suite 7100  
 Chicago, IL 60606

Remit To:  
 The CNA Corporation  
 c/o PNC Bank N.A.  
 P.O. Box 820661  
 Philadelphia, PA 19182-0661

Customer Number: SCHIFF  
 Prime Contract Number: Engagement Letter  
 Subcontractor Number:

Cost: \$1,360,000.00  
 Fee: \$0.00  
 Total: \$1,360,000.00  
 Percent of Total Billed: 84.51%  
 Cumulative Amount Billed: \$1,149,344.67

Project Number: 1499.0006.F537  
 Project Name: CPD Monitor Year 7  
 Project POP: 03/01/2025 to 12/31/2025  
 Terms: NET 30  
 Due Date: 01/09/2026  
 VAT/Tax ID Number: [REDACTED]

Billing Period From: 11/01/2025  
 To: 11/30/2025

|                             | Hours | Rate     | Current Amount |
|-----------------------------|-------|----------|----------------|
| CNA Monitoring Team Support |       |          |                |
| Bond, Amada                 | 0.00  | 174.3700 | \$0.00         |
| Bryson, Bridgette           | 0.00  | 141.2800 | 0.00           |
| Clements, Bridgette M       | 91.50 | 141.2800 | 12,927.12      |
| CNA Monitoring Team Support |       |          |                |
| Elliott, Vivian Y           | 1.00  | 336.4000 | 336.40         |
| CNA Monitoring Team Support |       |          |                |
| Felix, Tammy L              | 41.00 | 236.3500 | 9,690.35       |
| CNA Monitoring Team Support |       |          |                |
| Gutierrez, Melissa A        | 74.50 | 118.6500 | 8,839.43       |
| CNA Monitoring Team Support |       |          |                |
| Jenkins, Monique            | 16.00 | 174.3700 | 2,789.92       |
| Jordan, Elliot              | 0.00  | 130.9800 | 0.00           |
| CNA Monitoring Team Support |       |          |                |
| Melendez, Heleana E         | 81.00 | 141.2800 | 11,443.68      |
| CNA Monitoring Team Support |       |          |                |
| Schmitt, Valerie K          | 38.00 | 168.4700 | 6,401.86       |
| CNA Project Director        |       |          |                |
| Kunard, Laura L             | 58.00 | 272.4000 | 15,799.20      |
| CNA SME                     |       |          |                |
| Christoff, Thomas E         | 1.50  | 228.3600 | 342.54         |
| CNA SME                     |       |          |                |
| Clancey, Lindsey A          | 38.50 | 174.3700 | 6,713.25       |
| Monitoring Team Support     |       |          |                |
| Bennett, John S             | 36.00 | 93.4400  | 3,363.84       |
| Smith, Stephanie L          | 0.00  | 93.4400  | 0.00           |
| V Deputy Monitor            |       |          |                |
| R Monroe Public Safety Co   | 73.75 | 367.3600 | 27,092.80      |
| V Laura McElroy             |       |          |                |
| McElroy Media Group         | 16.25 | 190.1100 | 3,089.29       |
| V Subcontractor NSTE        |       |          |                |
| UIC - Ana Genkova           | 0.00  | 71.6300  | 0.00           |
| UIC - Anna Panova           | 4.50  | 95.5400  | 429.93         |
| UIC - Joseph K. Hoereth     | 9.00  | 155.0400 | 1,395.36       |
| UIC - Norma Ramos           | 8.00  | 113.7200 | 909.76         |
| UIC - Richard Rothschild    | 2.50  | 61.0500  | 152.63         |
| UIC - Sam Theno             | 7.00  | 41.2200  | 288.54         |



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Billing Number: 1499.0006.0009    Project Number: 1499.0006.F537  
Invoice Number: INV-385846    Project Name: CPD Monitor Year 7    Invoice Date: 12/10/2025

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|                      | <u>Hours</u> | <u>Rate</u> | <u>Current Amount</u>      |
|----------------------|--------------|-------------|----------------------------|
| Professional Service | 598.00       |             | \$112,005.90               |
| Consultants ODC      |              |             | \$0.00                     |
| Books and Supplies   |              |             | 0.00                       |
| Software             |              |             | 178.00                     |
| CNA Travel           |              |             | 0.00                       |
| Other Direct Costs   |              |             | <u>\$178.00</u>            |
| Invoice Total        |              |             | <u><u>\$112,183.90</u></u> |

I certify that this invoice is correct and in accordance with the terms of the contract and that the costs included herein have been incurred, represent payments made by the contractor except as otherwise authorized in the payments provision of the Contract, and properly reflect the work performed. If you have any questions regarding this invoice, please contact Janet Chase at chasej@cna.org.

*Felicia Y. Jordan*  
\_\_\_\_\_  
Felicia Y. Jordan  
Director, Project Accounting

12/10/2025  
Date



Billing Number: 1499.0006.0009 Project Number: 1499.0006.F537  
Invoice Number: INV-385846 Project Name: CPD Monitor Year 7 Invoice Date: 12/10/2025

**Labor Supporting Schedule - T&M**

Group Description: Professional Service

| Labor             |                 |                      |       |          |                |
|-------------------|-----------------|----------------------|-------|----------|----------------|
| Cat               | Desc            | Empl/Vendor          | Hours | Rate     | Current Amount |
| MONTS4 CNA        |                 | Bond, Amada          | 0.00  | 174.3700 | \$0.00         |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        |                 | Bryson, Bridgette    | 0.00  | 141.2800 | \$0.00         |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        |                 | Clements, Bridgette  | 91.50 | 141.2800 | \$12,927.12    |
| Monitoring Team   |                 | M                    |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        | Monitoring Team |                      | 91.50 |          | \$12,927.12    |
| Support           |                 |                      |       |          |                |
| MONTSP CNA        |                 | Elliott, Vivian Y    | 1.00  | 336.4000 | \$336.40       |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTSP CNA        | Monitoring Team |                      | 1.00  |          | \$336.40       |
| Support           |                 |                      |       |          |                |
| MONTS1 CNA        |                 | Felix, Tammy L       | 41.00 | 236.3500 | \$9,690.35     |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS1 CNA        | Monitoring Team |                      | 41.00 |          | \$9,690.35     |
| Support           |                 |                      |       |          |                |
| MONTS3 CNA        |                 | Gutierrez, Melissa A | 74.50 | 118.6500 | \$8,839.43     |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS3 CNA        | Monitoring Team |                      | 74.50 |          | \$8,839.43     |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        |                 | Jenkins, Monique     | 16.00 | 174.3700 | \$2,789.92     |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        |                 | Jordan, Elliot       | 0.00  | 130.9800 | \$0.00         |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS4 CNA        | Monitoring Team |                      | 16.00 |          | \$2,789.92     |
| Support           |                 |                      |       |          |                |
| MONTS3 CNA        |                 | Melendez, Heleana E  | 81.00 | 141.2800 | \$11,443.68    |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS3 CNA        | Monitoring Team |                      | 81.00 |          | \$11,443.68    |
| Support           |                 |                      |       |          |                |
| MONTS5 CNA        |                 | Schmitt, Valerie K   | 38.00 | 168.4700 | \$6,401.86     |
| Monitoring Team   |                 |                      |       |          |                |
| Support           |                 |                      |       |          |                |
| MONTS5 CNA        | Monitoring Team |                      | 38.00 |          | \$6,401.86     |
| Support           |                 |                      |       |          |                |
| PJDIR CNA Project |                 | Kunard, Laura L      | 58.00 | 272.4000 | \$15,799.20    |
| Director          |                 |                      |       |          |                |
| PJDIR CNA Project | Director        |                      | 58.00 |          | \$15,799.20    |



Billing Number: 1499.0006.0009 Project Number: 1499.0006.F537  
 Invoice Number: INV-385846 Project Name: CPD Monitor Year 7 Invoice Date: 12/10/2025

Group Description: Professional Service

| Labor                |                         |                           | Hours  | Rate     | Current Amount |
|----------------------|-------------------------|---------------------------|--------|----------|----------------|
| Cat                  | Desc                    | Empl/Vendor               |        |          |                |
| SME2                 | CNA SME                 | Christoff, Thomas E       | 1.50   | 228.3600 | \$342.54       |
| SME2                 | CNA SME                 |                           | 1.50   |          | \$342.54       |
| SME                  | CNA SME                 | Clancey, Lindsey A        | 38.50  | 174.3700 | \$6,713.25     |
| SME                  | CNA SME                 |                           | 38.50  |          | \$6,713.25     |
| MONTS6               | Monitoring Team Support | Bennett, John S           | 36.00  | 93.4400  | \$3,363.84     |
| MONTS6               | Monitoring Team Support | Smith, Stephanie L        | 0.00   | 93.4400  | \$0.00         |
| MONTS6               | Monitoring Team Support |                           | 36.00  |          | \$3,363.84     |
| DEPMON               | V Deputy Monitor        | R Monroe Public Safety Co | 73.75  | 367.3600 | \$27,092.80    |
| DEPMON               | V Deputy Monitor        |                           | 73.75  |          | \$27,092.80    |
| COMMEN               | V Laura McElroy         | McElroy Media Group       | 16.25  | 190.1100 | \$3,089.29     |
| COMMEN               | V Laura McElroy         |                           | 16.25  |          | \$3,089.29     |
| SUBN                 | V Subcontractor NSTE    | UIC - Ana Genkova         | 0.00   | 71.6300  | \$0.00         |
| SUBN                 | V Subcontractor NSTE    | UIC - Anna Panova         | 4.50   | 95.5400  | 429.93         |
| SUBN                 | V Subcontractor NSTE    |                           | 4.50   |          | \$429.93       |
| SUBN                 | V Subcontractor NSTE    | UIC - Joseph K. Hoereth   | 9.00   | 155.0400 | 1,395.36       |
| SUBN                 | V Subcontractor NSTE    |                           | 9.00   |          | \$1,395.36     |
| SUBN                 | V Subcontractor NSTE    | UIC - Norma Ramos         | 8.00   | 113.7200 | 909.76         |
| SUBN                 | V Subcontractor NSTE    |                           | 8.00   |          | \$909.76       |
| SUBN                 | V Subcontractor NSTE    | UIC - Richard Rothschild  | 2.50   | 61.0500  | \$152.63       |
| SUBN                 | V Subcontractor NSTE    | UIC - Sam Theno           | 7.00   | 41.2200  | 288.54         |
| SUBN                 | V Subcontractor NSTE    |                           | 7.00   |          | \$288.54       |
| SUBN                 | V Subcontractor NSTE    |                           | 31.00  |          | \$3,176.22     |
| Professional Service |                         |                           | 598.00 |          | \$112,005.90   |



Billing Number: 1499.0006.0009 Project Number: 1499.0006.F537  
Invoice Number: INV-385846 Project Name: CPD Monitor Year 7 Invoice Date: 12/10/2025

**Non-Labor Supporting Schedule**

Group Description: Other Direct Costs

| Description              | Transaction            | JE No./<br>Vchr No. | FY/Pd  | Vendor                    | Invoice ID    | Current<br>Amount |
|--------------------------|------------------------|---------------------|--------|---------------------------|---------------|-------------------|
| <u>Line Description:</u> | <u>Consultants ODC</u> |                     |        |                           |               |                   |
| Total: Consultants ODC   |                        |                     |        |                           |               | \$0.00            |
| <u>Line Description:</u> | <u>Software</u>        |                     |        |                           |               |                   |
| Software Maint DLR       | 05/11/25 Wpforms       | 290108              | 2026/2 | PNC<br>Purchasing<br>Card | 05142025 RCLS | \$79.00           |
| Software Maint DLR       | 04/25/25 Wpforms       | 290109              | 2026/2 | PNC<br>Purchasing<br>Card | 05142025 RCLS | \$99.00           |
| Total: Software Maint    |                        |                     |        |                           |               | \$178.00          |
| <u>Line Description:</u> | <u>CNA Travel</u>      |                     |        |                           |               |                   |
| Total: CNA Travel        |                        |                     |        |                           |               | \$0.00            |
| Other Direct Costs       |                        |                     |        |                           |               | \$178.00          |

| <b>Row Labels</b>         | <b>Sum of Hours</b> |
|---------------------------|---------------------|
| <b>John Bennett</b>       | <b>36</b>           |
| <b>Tom Christoff</b>      | <b>1.5</b>          |
| <b>Valerie Schmitt</b>    | <b>38</b>           |
| <b>Tammy Felix</b>        | <b>41</b>           |
| <b>Melissa Gutierrez</b>  | <b>74.5</b>         |
| <b>Monique Jenkins</b>    | <b>16</b>           |
| <b>Lindsey Clancey</b>    | <b>38.5</b>         |
| <b>Heleana Melendez</b>   | <b>81</b>           |
| <b>Joe Hoereth</b>        | <b>9</b>            |
| <b>Norma Ramos</b>        | <b>8</b>            |
| <b>Sam Theno</b>          | <b>7</b>            |
| <b>Laura McElroy</b>      | <b>16.25</b>        |
| <b>Rodney Monroe</b>      | <b>73.75</b>        |
| <b>Laura Kunard</b>       | <b>58</b>           |
| <b>Vivian Elliott</b>     | <b>1</b>            |
| <b>Bridgette Clements</b> | <b>91.5</b>         |
| <b>Ana Panova</b>         | <b>4.5</b>          |
| <b>Roy Rothschild</b>     | <b>2.5</b>          |
| <b>Grand Total</b>        | <b>598</b>          |

| Name            | Month/ Year   | Date     | Description of Labor  | Hours |
|-----------------|---------------|----------|---|-------|
| Tom Christoff   | November 2025 | 11/13/25 | Review Par. 843 methodology, comments documents, and professors methodology. Phone call with IMT member. Provide comments to IMT. | 0.50  |
| Tom Christoff   | November 2025 | 11/14/25 | Review Par. 843 methodology, comments documents, and professors methodology. Phone call with IMT member. Provide comments to IMT. | 1.00  |
| Monique Jenkins | November 2025 | 11/03/25 | Supervision Executive Sponsor Meeting   | 0.50  |
| Monique Jenkins | November 2025 | 11/05/25 | Review of Production Response   | 1.00  |
| Monique Jenkins | November 2025 | 11/06/25 | Weekly Supervision team call to discuss productions, requests, and outstanding items  | 0.50  |
| Monique Jenkins | November 2025 | 11/10/25 | Review of Production  | 0.75  |
| Monique Jenkins | November 2025 | 11/10/25 | Communication with Supervision Team   | 0.25  |
| Monique Jenkins | November 2025 | 11/11/25 | Review of Production  | 1.00  |
| Monique Jenkins | November 2025 | 11/12/25 | Communication with Supervision Team   | 0.50  |
| Monique Jenkins | November 2025 | 11/13/25 | Communication with Supervision Team   | 0.25  |
| Monique Jenkins | November 2025 | 11/13/25 | Communication with IMT Leadership   | 0.25  |
| Monique Jenkins | November 2025 | 11/13/25 | Weekly Supervision team call to discuss productions, requests, and outstanding items  | 0.50  |
| Monique Jenkins | November 2025 | 11/17/25 | Communication with Supervision Team   | 0.50  |
| Monique Jenkins | November 2025 | 11/17/25 | Supervision Executive Sponsor Meeting   | 0.25  |
| Monique Jenkins | November 2025 | 11/17/25 | Review of Production  | 0.25  |
| Monique Jenkins | November 2025 | 11/18/25 | Communication with Supervision Team   | 0.50  |
| Monique Jenkins | November 2025 | 11/18/25 | Meeting with IMT Leadership   | 1.00  |
| Monique Jenkins | November 2025 | 11/19/25 | Weekly Meeting with AM Durham   | 1.00  |
| Monique Jenkins | November 2025 | 11/20/25 | Monthly IMT/OAG/CPD Data Meeting  | 0.50  |
| Monique Jenkins | November 2025 | 11/20/25 | Weekly Supervision team call to discuss productions, requests, and outstanding items  | 0.50  |
| Monique Jenkins | November 2025 | 11/20/25 | Monthly IMT/OAG/CPD Supervision Meeting   | 0.50  |

|                   |               |          |  |      |
|-------------------|---------------|----------|--|------|
| Monique Jenkins   | November 2025 | 11/20/25 | CPD Meeting re: System Access  | 0.50 |
| Monique Jenkins   | November 2025 | 11/24/25 | Communication with Supervision Team  | 0.25 |
| Monique Jenkins   | November 2025 | 11/24/25 | CPD Meeting re: PES  | 0.75 |
| Monique Jenkins   | November 2025 | 11/25/25 | Communication with Supervision Team  | 1.00 |
| Monique Jenkins   | November 2025 | 11/26/25 | Weekly Supervision team call to discuss productions, requests, and outstanding items         | 1.50 |
| Monique Jenkins   | November 2025 | 11/26/25 | Supervision Methodologies  | 1.50 |
| Melissa Gutierrez | November 2025 | 11/03/25 | Discussion with Parties re: Biweekly meeting with BIA  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/03/25 | Reviewed sustainability guidelines for A&T paragraphs with CPD                               | 1.00 |
| Melissa Gutierrez | November 2025 | 11/03/25 | Reviewed OAG's response to BIA training  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/04/25 | Developed and cleaned monthly meeting notes  | 1.50 |
| Melissa Gutierrez | November 2025 | 11/04/25 | Methodologies for A&T section  | 1.50 |
| Melissa Gutierrez | November 2025 | 11/05/25 | IMT team check-in on compliance and outstanding items  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/05/25 | Weekly Accountability team follow-up to discuss productions, requests, and outstanding items | 0.50 |
| Melissa Gutierrez | November 2025 | 11/05/25 | Methodologies for A&T section  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/05/25 | Drafted no-objected notice for BIA training  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/05/25 | Methodologies for A&T section  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/05/25 | Reviewed BIA case backlog  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/06/25 | Methodologies for A&T section  | 2.00 |
| Melissa Gutierrez | November 2025 | 11/06/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/08/25 | Reviewed IMT analyst guidance for IMR13  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/08/25 | Reviewed IMT writing timeline for IMR13  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/08/25 | Prepared for IMR13 writing   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/08/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 0.50 |
| Melissa Gutierrez | November 2025 | 11/08/25 | Investigative file review prep   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/09/25 | Methodologies for A&T section  | 3.00 |

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| Melissa Gutierrez | November 2025 | 11/09/25 | Prepared for IMR13 writing   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/10/25 | Discussion with Parties re: 668 Meeting  | 1.25 |
| Melissa Gutierrez | November 2025 | 11/10/25 | Developed and cleaned monthly meeting notes  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/10/25 | Methodologies for A&T section  | 0.75 |
| Melissa Gutierrez | November 2025 | 11/10/25 | Reviewed outstanding items for A&T section   | 1.00 |
| Melissa Gutierrez | November 2025 | 11/12/25 | Weekly Accountability team follow-up to discuss productions, requests, and outstanding items | 0.25 |
| Melissa Gutierrez | November 2025 | 11/12/25 | Methodologies for A&T section  | 1.25 |
| Melissa Gutierrez | November 2025 | 11/12/25 | Reviewed expected COPA IMR13 productions   | 1.50 |
| Melissa Gutierrez | November 2025 | 11/12/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 1.00 |
| Melissa Gutierrez | November 2025 | 11/13/25 | Discussion with Parties re: Monthly IMT/OAG (COPA) meeting                                   | 0.50 |
| Melissa Gutierrez | November 2025 | 11/13/25 | Methodologies for A&T section  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/13/25 | Developed and cleaned monthly meeting notes  | 1.00 |
| Melissa Gutierrez | November 2025 | 11/13/25 | Methodologies for A&T section  | 2.00 |
| Melissa Gutierrez | November 2025 | 11/13/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/14/25 | Methodologies for A&T section  | 3.00 |
| Melissa Gutierrez | November 2025 | 11/17/25 | Discussion with Parties re: Monthly OAG meeting  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/17/25 | Developed and cleaned monthly meeting notes  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/17/25 | Methodologies for A&T section  | 2.00 |
| Melissa Gutierrez | November 2025 | 11/17/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 1.00 |
| Melissa Gutierrez | November 2025 | 11/18/25 | Prepared for IMR13 writing   | 0.75 |
| Melissa Gutierrez | November 2025 | 11/18/25 | Developed and cleaned monthly meeting notes  | 0.25 |
| Melissa Gutierrez | November 2025 | 11/18/25 | Reviewed A&T paragraphs that will move compliance in IMR13                                   | 2.00 |
| Melissa Gutierrez | November 2025 | 11/19/25 | Weekly Accountability team follow-up to discuss productions, requests, and outstanding items | 0.50 |

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| Melissa Gutierrez | November 2025 | 11/19/25 | Methodologies for A&T section  | 1.50 |
| Melissa Gutierrez | November 2025 | 11/20/25 | Methodologies for A&T section  | 2.00 |
| Melissa Gutierrez | November 2025 | 11/21/25 | Discussion with Parties re:<br>Monthly IMT/OAG (BIA) Meeting   | 0.75 |
| Melissa Gutierrez | November 2025 | 11/21/25 | Developed and cleaned monthly meeting notes  | 1.25 |
| Melissa Gutierrez | November 2025 | 11/21/25 | Methodologies for A&T section  | 3.00 |
| Melissa Gutierrez | November 2025 | 11/23/25 | Methodologies for A&T section  | 2.00 |
| Melissa Gutierrez | November 2025 | 11/23/25 | Reviewed A&T paragraphs that will move compliance in IMR13   | 3.00 |
| Melissa Gutierrez | November 2025 | 11/24/25 | Methodologies for A&T section  | 3.00 |
| Melissa Gutierrez | November 2025 | 11/25/25 | Bi-monthly IMT analyst check-in to discuss section productions, requests, and outstanding items  | 0.50 |
| Melissa Gutierrez | November 2025 | 11/25/25 | Reviewed BIA case backlog  | 1.50 |
| Melissa Gutierrez | November 2025 | 11/25/25 | Drafted no-objection notice for BIA training   | 1.00 |
| Melissa Gutierrez | November 2025 | 11/30/25 | Methodologies for A&T section  | 2.50 |
| Melissa Gutierrez | November 2025 | 11/30/25 | Reviewed A&T paragraphs that will move compliance in IMR13   | 2.50 |
| Tammy Felix       | November 2025 | 11/03/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on draft sustainment plans for community policing paragraphs moving toward operational compliance. Updated compliance trackers. | 2.00 |

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| Tammy Felix | November 2025 | 11/04/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on draft sustainment plans for community policing paragraphs moving toward operational compliance. Updated compliance trackers. | 2.00 |
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| Tammy Felix | November 2025 | 11/05/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on draft sustainment plans for community policing paragraphs moving toward operational compliance. Updated compliance trackers. | 2.00 |
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| Tammy Felix | November 2025 | 11/06/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on draft sustainment plans for community policing paragraphs moving toward operational compliance. Updated compliance trackers. | 2.00 |
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| Tammy Felix | November 2025 | 11/07/25 | Participated in the weekly internal Community Policing section status call. Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements. Worked on draft sustainment plans for community policing paragraphs moving toward operational compliance. | 3.00 |
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| Tammy Felix | November 2025 | 11/10/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking. Continued work to develop historical summary of community policing related paragraphs. | 1.00 |
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| Tammy Felix | November 2025 | 11/12/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking. Participated in internal impartial policing status update. Continued work to develop historical summary of community policing related paragraphs. | 4.00 |
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| Tammy Felix | November 2025 | 11/13/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements. Participated in the Impartial Policing Executive Sponsor status call and documented the discussion. | 4.00 |
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| Tammy Felix | November 2025 | 11/14/25 | Participated in the weekly internal Community Policing section status call. Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements. Continued work to develop historical summary of community policing-related paragraphs and status. | 2.00 |
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| Tammy Felix | November 2025 | 11/17/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. | 2.00 |
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| Tammy Felix | November 2025 | 11/18/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. | 2.00 |
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| Tammy Felix     | November 2025 | 11/19/25 | Participated in the monthly community policing section status meeting with CPD and documented the discussion. Attended the Mayor's Office of Community Safety Cabinet meeting and documented the discussion. Worked on Community Policing and Impartial Policing on IMR 13 document review requirements. Participated in meeting to discuss compliance requirements for paragraphs 79 and 80. | 3.00 |
| Tammy Felix     | November 2025 | 11/20/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking.  | 2.00 |
| Tammy Felix     | November 2025 | 11/21/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking.  | 2.00 |
| Tammy Felix     | November 2025 | 11/25/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking.  | 4.00 |
| Tammy Felix     | November 2025 | 11/26/25 | Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking.  | 4.00 |
| Valerie Schmitt | November 2025 | 11/03/25 | Weekly internal Training/RHP team call; Review incoming productions   | 1.00 |
| Valerie Schmitt | November 2025 | 11/03/25 | Monthly RHP Meeting with City, IMT and OAG  | 1.00 |
| Valerie Schmitt | November 2025 | 11/04/25 | Review internal coordination documents  | 0.50 |
| Valerie Schmitt | November 2025 | 11/04/25 | Review production and team feedback   | 2.00 |
| Valerie Schmitt | November 2025 | 11/05/25 | Weekly internal ISR team call; Review incoming productions  | 2.00 |
| Valerie Schmitt | November 2025 | 11/07/25 | Biweekly RHP Executive Sponsor Call and coordination  | 1.00 |
| Valerie Schmitt | November 2025 | 11/07/25 | ISR Data Review and Research  | 2.50 |

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| Valerie Schmitt | November 2025 | 11/10/25 | Weekly internal Training/RHP team call; Review productions and tracking         | 2.00 |
| Valerie Schmitt | November 2025 | 11/11/25 | Review/Update methodologies   | 1.00 |
| Valerie Schmitt | November 2025 | 11/12/25 | Review Productions and draft responses with AM assessments                      | 3.00 |
| Valerie Schmitt | November 2025 | 11/13/25 | Review RHP informal production  | 2.00 |
| Valerie Schmitt | November 2025 | 11/14/25 | Weekly Executive Sponsor Meetings for RHP and Training and related coordination | 3.00 |
| Valerie Schmitt | November 2025 | 11/18/25 | Review prior 843 Report and TRED reports  | 2.50 |
| Valerie Schmitt | November 2025 | 11/19/25 | Weekly internal ISR team call; Review incoming productions                      | 1.50 |
| Valerie Schmitt | November 2025 | 11/19/25 | Monthly Training Meeting with City and OAG and debrief with sections            | 1.50 |
| Valerie Schmitt | November 2025 | 11/20/25 | Monthly ISR Meeting with CPD, City and OAG and debrief                          | 2.00 |
| Valerie Schmitt | November 2025 | 11/21/25 | Internal and External Meetings to Prepare for 843 Study                         | 3.00 |
| Valerie Schmitt | November 2025 | 11/24/25 | Internal Analyst Coordination   | 0.50 |
| Valerie Schmitt | November 2025 | 11/24/25 | Weekly internal Training/RHP team call; Review productions and tracking         | 1.00 |
| Valerie Schmitt | November 2025 | 11/24/25 | Update IMR 13 Tracking for ISR  | 2.00 |
| Valerie Schmitt | November 2025 | 11/25/25 | Update IMR 13 Tracking for RHP  | 3.00 |
| John Bennett    | November 2025 | 11/03/25 | Reviewed data section productions   | 0.50 |
| John Bennett    | November 2025 | 11/06/25 | Reviewed data section productions   | 1.50 |
| John Bennett    | November 2025 | 11/06/25 | Reviewed Data Systems Plan  | 1.50 |
| John Bennett    | November 2025 | 11/07/25 | Data section discussion on IMR13 and site visit                                 | 1.00 |
| John Bennett    | November 2025 | 11/10/25 | Reviewed data section productions   | 0.50 |
| John Bennett    | November 2025 | 11/11/25 | Reviewed data section productions   | 0.50 |
| John Bennett    | November 2025 | 11/12/25 | Updated IMR13 data section tracker  | 1.00 |

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| John Bennett   | November 2025 | 11/13/25 | Data section discussion on IMR13   | 1.00 |
| John Bennett   | November 2025 | 11/13/25 | IMT site visit prep  | 1.00 |
| John Bennett   | November 2025 | 11/17/25 | IMT site visit prep  | 2.00 |
| John Bennett   | November 2025 | 11/18/25 | IMT site visit prep  | 5.00 |
| John Bennett   | November 2025 | 11/18/25 | IMR-13 writing discussion  | 1.00 |
| John Bennett   | November 2025 | 11/19/25 | Data team site visit - OCPR Meeting  | 2.00 |
| John Bennett   | November 2025 | 11/19/25 | Data team site visit - OCPR Meeting Debrief  | 2.00 |
| John Bennett   | November 2025 | 11/19/25 | Data team site visit - Benchmark Meeting   | 2.00 |
| John Bennett   | November 2025 | 11/19/25 | Data team site visit - Data Systems Plan Meeting   | 1.00 |
| John Bennett   | November 2025 | 11/19/25 | Data team site visit - Benchmark/Data Systems Plan Debrief   | 1.00 |
| John Bennett   | November 2025 | 11/20/25 | IMT/CPD/OAG Monthly Meeting  | 1.00 |
| John Bennett   | November 2025 | 11/20/25 | Data team site visit debrief   | 3.00 |
| John Bennett   | November 2025 | 11/20/25 | Edited and reviewed data team site visit notes   | 2.00 |
| John Bennett   | November 2025 | 11/20/25 | Updated IMR13 data section tracker   | 2.00 |
| John Bennett   | November 2025 | 11/24/25 | Analyst meeting  | 0.50 |
| John Bennett   | November 2025 | 11/24/25 | Reviewed site visit notes  | 2.00 |
| John Bennett   | November 2025 | 11/25/25 | Reviewed TRED tracker  | 1.00 |
| Vivian Elliott | November 2025 | 11/13/25 | IMT Leadership Meeting   | 1.00 |
| Laura McElroy  | November 2025 | 11/03/25 | CET Meeting discussed recent media inquiries, focus group, and next community meeting  | 0.75 |
| Laura McElroy  | November 2025 | 11/05/25 | Shared WTTW article on CPD budget correspondence with the reporter about an additional budget story                                | 0.50 |
| Laura McElroy  | November 2025 | 11/06/25 | Worked on community newsletter   | 4.00 |
| Laura McElroy  | November 2025 | 11/10/25 | Created new flyer for public hearings. Worked on community newsletter  | 3.00 |
| Laura McElroy  | November 2025 | 11/11/25 | Responded to media inquiry about transcripts of public hearings and upcoming article   | 0.25 |
| Laura McElroy  | November 2025 | 11/12/25 | Correspondence regarding flyer for upcoming community listening session. Located a Spanish interpreter to make the flyer bilingual | 0.50 |

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| Laura McElroy | November 2025 | 11/13/25 | Correspondence with translator to make corrections and with team about flyer, distributed flyer      | 1.00 |
| Laura McElroy | November 2025 | 11/17/25 | Continued editing the community newsletter, added the flyer for the upcoming meeting                 | 2.00 |
| Laura McElroy | November 2025 | 11/18/25 | Final edits from team members on the community newsletter, attended public hearing.                  | 2.00 |
| Laura McElroy | November 2025 | 11/21/25 | Created constant contact email on policies and workforce allocation study seeking community feedback | 2.00 |
| Laura McElroy | November 2025 | 11/24/25 | Correspondence regarding email for CPD. Scheduled its distribution                                   | 0.25 |
| Rodney Monroe | November 2025 | 11/02/25 | Reviewed revised Administrative Reports in updated report  | 1.50 |
| Rodney Monroe | November 2025 | 11/02/25 | Reviewed IMT NON on A&T, OW, CP, Police Board  | 0.75 |
| Rodney Monroe | November 2025 | 11/02/25 | Reviewed and commented on CP Awards comments   | 0.75 |
| Rodney Monroe | November 2025 | 11/02/25 | Reviewed CPD CP Pre-Service Training   | 2.00 |
| Rodney Monroe | November 2025 | 11/03/25 | Reviewed IMT Tracker for updates and follow ups  | 0.75 |
| Rodney Monroe | November 2025 | 11/03/25 | Reviewed 10/31/productions CP and OW   | 1.00 |
| Rodney Monroe | November 2025 | 11/03/25 | Weekly meeting w/CPD/City/IMT  | 0.50 |
| Rodney Monroe | November 2025 | 11/03/25 | Weekly meeting with Allyson and AM Durham  | 0.75 |
| Rodney Monroe | November 2025 | 11/03/25 | Reviewed notes from 10/27 CP Monthly meeting   | 0.25 |
| Rodney Monroe | November 2025 | 11/03/25 | Audit report out for IP paragraphs   | 0.50 |
| Rodney Monroe | November 2025 | 11/03/25 | Monthly RHP meeting w/OAG/CPD/IMT  | 0.50 |
| Rodney Monroe | November 2025 | 11/04/25 | Reviewed CPD/ISR Random Sampling PPT   | 0.50 |
| Rodney Monroe | November 2025 | 11/04/25 | Bi-weekly meeting w/Superintendent   | 0.50 |
| Rodney Monroe | November 2025 | 11/04/25 | OW internal IMT meeting  | 0.50 |
| Rodney Monroe | November 2025 | 11/04/25 | Reviewed notes from UOF Ex Sponsor meeting   | 0.25 |
| Rodney Monroe | November 2025 | 11/04/25 | UOF internal IMT check-in  | 1.00 |
| Rodney Monroe | November 2025 | 11/05/25 | ISR internal check-in  | 1.25 |

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| Rodney Monroe | November 2025 | 11/06/25 | Weekly meeting w/Allan and JJ   | 0.50 |
| Rodney Monroe | November 2025 | 11/06/25 | Weekly IMT leadership meeting   | 1.00 |
| Rodney Monroe | November 2025 | 11/06/25 | CP EX Sponsor meeting   | 0.75 |
| Rodney Monroe | November 2025 | 11/06/25 | Call w/AM Deck-Brown to debrief OW IMR13 deliverables   | 1.00 |
| Rodney Monroe | November 2025 | 11/07/25 | Reviewed CPD WFA study report   | 2.00 |
| Rodney Monroe | November 2025 | 11/07/25 | Weekly check-in w/OAG   | 0.50 |
| Rodney Monroe | November 2025 | 11/07/25 | IMT leadership meeting to discuss preliminary compliance paragraphs                                 | 0.50 |
| Rodney Monroe | November 2025 | 11/07/25 | Reviewed and compared paragraphs not yet in preliminary compliance from CPD and IMT                 | 1.25 |
| Rodney Monroe | November 2025 | 11/07/25 | Meeting w/CPD to discuss preliminary paragraphs not in compliance                                   | 0.50 |
| Rodney Monroe | November 2025 | 11/07/25 | Reviewed and noted IMT tracker report for follow ups  | 0.75 |
| Rodney Monroe | November 2025 | 11/08/25 | Reviewed CPD 2026 Crowd Management Training   | 2.00 |
| Rodney Monroe | November 2025 | 11/16/25 | Reviewed IMT updated methodologies  | 2.25 |
| Rodney Monroe | November 2025 | 11/17/25 | Weekly meeting w/City/CPD/IMT   | 0.50 |
| Rodney Monroe | November 2025 | 11/17/25 | Weekly meeting w/ED Clark-Henson  | 0.75 |
| Rodney Monroe | November 2025 | 11/17/25 | Updates from PM Clements  | 0.50 |
| Rodney Monroe | November 2025 | 11/17/25 | Meeting w/City to discuss access to CMS system for IMT  | 0.50 |
| Rodney Monroe | November 2025 | 11/17/25 | Reviewed FRB cases  | 0.75 |
| Rodney Monroe | November 2025 | 11/17/25 | FRB meeting   | 1.00 |
| Rodney Monroe | November 2025 | 11/18/25 | Bi-weekly meeting w/Sup Snelling  | 0.50 |
| Rodney Monroe | November 2025 | 11/18/25 | Reviewed and made notes to CPD Timeliness draft submission  | 1.25 |
| Rodney Monroe | November 2025 | 11/18/25 | Reviewed CPD submission on paragraphs which have not received preliminary compliance                | 1.00 |
| Rodney Monroe | November 2025 | 11/18/25 | Call w/Allyson to discuss additional submissions to be produced for compliance on prelim paragraphs | 0.75 |
| Rodney Monroe | November 2025 | 11/18/25 | Settlement Conference   | 1.00 |

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| Rodney Monroe | November 2025 | 11/18/25 | Meeting to discuss paragraphs 357 and 365 for preliminary compliance.                        | 1.00 |
| Rodney Monroe | November 2025 | 11/18/25 | Status Hearing   | 2.00 |
| Rodney Monroe | November 2025 | 11/18/25 | IMT Status Hearing debrief   | 0.50 |
| Rodney Monroe | November 2025 | 11/18/25 | Reviewed previous CP IMR reports in prep for IMR13 write ups                                 | 2.75 |
| Rodney Monroe | November 2025 | 11/19/25 | Observation and demo of CPD Search Warrant application                                       | 1.25 |
| Rodney Monroe | November 2025 | 11/19/25 | Reviewed PPT presentation for De-Escalation, Response to Resistance and Use of Force meeting | 0.75 |
| Rodney Monroe | November 2025 | 11/19/25 | Reviewed notes from UOF Ex Sponsor meeting   | 0.25 |
| Rodney Monroe | November 2025 | 11/19/25 | Call w/Tammy to discuss CP compliance levels for IMR13                                       | 0.50 |
| Rodney Monroe | November 2025 | 11/19/25 | Monthly Training meeting w/OAG/CPD/IMT   | 0.75 |
| Rodney Monroe | November 2025 | 11/19/25 | Mayor's CP meeting   | 1.00 |
| Rodney Monroe | November 2025 | 11/19/25 | CPD monthly CP meeting   | 1.00 |
| Rodney Monroe | November 2025 | 11/19/25 | ISR internal check-in  | 1.00 |
| Rodney Monroe | November 2025 | 11/20/25 | Weekly check-in w/DOL and IMT  | 0.50 |
| Rodney Monroe | November 2025 | 11/20/25 | IMT leadership meeting   | 1.00 |
| Rodney Monroe | November 2025 | 11/20/25 | Monthly : De-Escalation, Response to Resistance and Use of Force                             | 1.00 |
| Rodney Monroe | November 2025 | 11/20/25 | Monthly Supervision IMT/OAG Call   | 1.00 |
| Rodney Monroe | November 2025 | 11/20/25 | Meeting w/Allyson to discuss preliminary par assessments                                     | 1.25 |
| Rodney Monroe | November 2025 | 11/20/25 | Reviewed CP IMR 11 and 12 in prep for IMR13 write ups  | 3.50 |
| Rodney Monroe | November 2025 | 11/21/25 | Reviewed CP past productions in prep for IMR13 write up                                      | 3.00 |
| Rodney Monroe | November 2025 | 11/21/25 | Weekly check in w/OAG  | 0.50 |
| Rodney Monroe | November 2025 | 11/21/25 | Monthly A&T meeting w/CPD/OAG/IMT  | 0.75 |
| Rodney Monroe | November 2025 | 11/21/25 | Meeting w/City/CPD/IMT to discuss paragraphs not yet received preliminary compliance         | 1.00 |
| Rodney Monroe | November 2025 | 11/24/25 | Weekly meeting w/CPD/City/IMT  | 0.50 |
| Rodney Monroe | November 2025 | 11/24/25 | Weekly meeting w/Allyson and staff   | 1.50 |
| Rodney Monroe | November 2025 | 11/24/25 | PES update meeting   | 1.00 |

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| Rodney Monroe | November 2025 | 11/24/25 | Additional review of IMR 12 and 13 productions for CP   | 2.75 |
| Rodney Monroe | November 2025 | 11/24/25 | Reviewed various CPD PPT presentations related to CP meetings   | 2.00 |
| Rodney Monroe | November 2025 | 11/25/25 | Reviewed various CP Ex Sponsor and monthly meeting notes for CP   | 2.00 |
| Rodney Monroe | November 2025 | 11/26/25 | IMT Leadership meeting  | 0.75 |
| Rodney Monroe | November 2025 | 11/26/25 | Supervision weekly meeting  | 1.00 |
| Rodney Monroe | November 2025 | 11/26/25 | Reviewed OAG comments on CP Pre-Service Training  | 0.25 |
| Rodney Monroe | November 2025 | 11/28/29 | Call w/AM Durham to discuss Supervision paragraphs and TRED reviews of FP/FP  | 1.00 |
| Joe Hoereth   | November 2025 | 11/03/25 | CET Check-In Call   | 1.00 |
| Joe Hoereth   | November 2025 | 11/05/25 | Focus group discussion with potential community partner   | 1.00 |
| Joe Hoereth   | November 2025 | 11/07/25 | Survey planning with NORC   | 1.00 |
| Joe Hoereth   | November 2025 | 11/17/25 | Presentation to CCPSA staff   | 2.00 |
| Joe Hoereth   | November 2025 | 11/18/25 | Public hearing with Judge Pallmeyer   | 1.00 |
| Joe Hoereth   | November 2025 | 11/24/25 | Review of previous survey results from persons with disabilities  | 3.00 |
| Norma Ramos   | November 2025 | 11/04/25 | Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings. | 2.00 |
| Norma Ramos   | November 2025 | 11/10/25 | Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings. | 2.00 |

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| Norma Ramos    | November 2025 | 11/18/25 | Attend online public hearing on Overview of Principal Accomplishments and Challenges to Date concerning Use of Force; Crisis Intervention Status Update   | 1.50 |
| Norma Ramos    | November 2025 | 11/18/25 | Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings. | 1.00 |
| Norma Ramos    | November 2025 | 11/24/25 | Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings. | 1.00 |
| Norma Ramos    | November 2025 | 11/03/25 | Attend IMT CET bi-weekly meeting  | 0.50 |
| Roy Rothschild | November 2025 | 11/13/25 | Edits to IMT 2020 and 2022 survey infographics  | 1.50 |
| Roy Rothschild | November 2025 | 11/14/25 | Edits to 2022 survey infographics   | 0.50 |
| Roy Rothschild | November 2025 | 11/20/25 | Edits to 2022 survey infographics   | 0.50 |
| Sam Theno      | November 2025 | 11/13/25 | Meet with Heleana to discuss website improvements   | 0.50 |
| Sam Theno      | November 2025 | 11/18/25 | Meet with Joe and Roy to discuss IMT infographic designs  | 1.00 |
| Sam Theno      | November 2025 | 11/18/25 | Work on IMT infographic designs   | 1.00 |
| Sam Theno      | November 2025 | 11/14/25 | Meet with Roy to discuss IMT infographic designs  | 1.00 |
| Sam Theno      | November 2025 | 11/20/25 | Work on IMT infographic designs   | 1.50 |
| Sam Theno      | November 2025 | 11/05/25 | Design IMT Community Engagement Listening Session poster  | 2.00 |
| Ana Panova     | November 2025 | 11/17/25 | Community Engagement Team Management  | 4.50 |

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| Laura Kunard | November 2025 | 11/03/25 | Weekly check in call with City: .5<br>IMT leadership team calls: 1.5<br>Community Engagement Team planning: 1<br>Data reviews: 1                       | 4.00 |
| Laura Kunard | November 2025 | 11/04/25 | IMT UOF call: 1<br>Leadership team calls: 1<br>Data site visit prep: 1   | 3.00 |
| Laura Kunard | November 2025 | 11/05/25 | Chicago budget: 1<br>Data reviews: 1   | 2.00 |
| Laura Kunard | November 2025 | 11/06/25 | IMT leadership team meeting: 1.5<br>Data reviews: .5   | 2.00 |
| Laura Kunard | November 2025 | 11/07/25 | IMT data call: 1<br>Call with Executive Sponsor: .5<br>Weekly check in call with OAG: .5<br>IMT Leadership team meetings: 1<br>Data site visit prep: 1 | 4.00 |
| Laura Kunard | November 2025 | 11/10/25 | Weekly check in call with City: .5<br>IMT leadership team call: .5<br>Monthly 668 meeting: 1.5<br>Weekly IMT wellness call: .5                         | 3.00 |
| Laura Kunard | November 2025 | 11/11/25 | Production reviews and comments: 1<br>IMT communications and scheduling: 1   | 2.00 |
| Laura Kunard | November 2025 | 11/12/25 | City and Coalition meeting: 1.5<br>Data call: .5   | 2.00 |
| Laura Kunard | November 2025 | 11/13/25 | IMT admin and budget discussions: 1<br>IMT leadership team meeting: 1.5<br>IMT data section site visit prep: 1<br>OWS production review: .5            | 4.00 |
| Laura Kunard | November 2025 | 11/14/25 | Weekly check in call with OAG: .5<br>IMT Community policing call: .5<br>Call with OAG: .5<br>Methodologies: 1.5  | 3.00 |

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| Laura Kunard     | November 2025 | 11/17/25 | Associate Monitor meeting: .5<br>Weekly check in call with City: .5<br>Analyst call: .5<br>Meeting with CCPSA staff: 1.5<br>Prep for court hearing: 1  | 4.00 |
| Laura Kunard     | November 2025 | 11/18/25 | Review CI materials: .5<br>Settlement conference: 1<br>Monthly status hearing: 2<br>Site visit prep: .5  | 4.00 |
| Laura Kunard     | November 2025 | 11/19/25 | Data site visit - methodology discussion: 1.5<br>Data section meetings: 1.5<br>Data site visit - technology demo: 2<br>Data site visit - data systems plan: 1.5<br>IMT leadership team meetings: 1.5               | 8.00 |
| Laura Kunard     | November 2025 | 11/20/25 | Data Monthly meeting with Parties: 1<br>Wellness Monthly meeting with Parties: 1<br>Production review: 1<br>UOF monthly call with Parties: 1   | 4.00 |
| Laura Kunard     | November 2025 | 11/21/25 | Weekly check in call with OAG: .5<br>IS call: 1<br>Monthly meeting with Parties, Accountability: .5<br>Meeting with City, paragraph compliance: 1<br>Paragraph 843 data requests: .5<br>OWS production review: 1.5 | 5.00 |
| Laura Kunard     | November 2025 | 11/24/25 | Weekly check in call with City: .5<br>IMT leadership team discussions: 1<br>Conversation with OAG: .5<br>PES meeting: 1<br>IMR-13 prep: 1  | 4.00 |
| Heleana Melendez | November 2025 | 11/02/25 | Develop and update IMT productions/deadlines/compliance trackers   | 1.00 |
| Heleana Melendez | November 2025 | 11/03/25 | Develop and update IMT productions/deadlines/compliance trackers   | 1.25 |
| Heleana Melendez | November 2025 | 11/03/25 | IMT leadership check-in  | 1.25 |
| Heleana Melendez | November 2025 | 11/03/25 | IMT project management   | 1.00 |
| Heleana Melendez | November 2025 | 11/04/25 | UOF executive sponsor call   | 0.50 |

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| Heleana Melendez | November 2025 | 11/04/25 | Develop and review executive sponsor call notes                  | 0.50 |
| Heleana Melendez | November 2025 | 11/04/25 | Update TRED data tracker   | 0.25 |
| Heleana Melendez | November 2025 | 11/04/25 | IMT leadership call  | 0.25 |
| Heleana Melendez | November 2025 | 11/04/25 | UOF section team check-in  | 0.75 |
| Heleana Melendez | November 2025 | 11/04/25 | UOF methodology review   | 0.25 |
| Heleana Melendez | November 2025 | 11/04/25 | IMT project management   | 2.00 |
| Heleana Melendez | November 2025 | 11/04/25 | IMT website updates  | 0.25 |
| Heleana Melendez | November 2025 | 11/04/25 | IMT project management   | 2.25 |
| Heleana Melendez | November 2025 | 11/05/25 | IMT leadership check-in  | 0.50 |
| Heleana Melendez | November 2025 | 11/05/25 | A&T data discussion  | 1.00 |
| Heleana Melendez | November 2025 | 11/05/25 | IMT project management   | 2.00 |
| Heleana Melendez | November 2025 | 11/05/25 | Review IMT guide   | 0.50 |
| Heleana Melendez | November 2025 | 11/05/25 | IMT dashboard review   | 1.00 |
| Heleana Melendez | November 2025 | 11/06/25 | Review BWC civic engagement notes                                | 0.25 |
| Heleana Melendez | November 2025 | 11/06/25 | Review CPIC and capture data                                     | 0.25 |
| Heleana Melendez | November 2025 | 11/06/25 | Develop and update IMT productions/deadlines/compliance trackers | 1.75 |
| Heleana Melendez | November 2025 | 11/06/25 | Review sustainment plans   | 0.50 |
| Heleana Melendez | November 2025 | 11/06/25 | IMT leadership touch base  | 0.50 |
| Heleana Melendez | November 2025 | 11/06/25 | IMT website updates  | 0.25 |
| Heleana Melendez | November 2025 | 11/06/25 | IMT project management   | 3.00 |
| Heleana Melendez | November 2025 | 11/06/25 | Review productions to disseminate to team                        | 0.50 |
| Heleana Melendez | November 2025 | 11/06/25 | Productions and deadlines discussion                             | 0.50 |
| Heleana Melendez | November 2025 | 11/07/25 | Review UOF productions   | 0.50 |
| Heleana Melendez | November 2025 | 11/07/25 | Develop and update IMT productions/deadlines/compliance trackers | 0.75 |
| Heleana Melendez | November 2025 | 11/07/25 | IMT project management   | 2.25 |
| Heleana Melendez | November 2025 | 11/07/25 | Update CPIC data tracker   | 0.50 |
| Heleana Melendez | November 2025 | 11/07/25 | Sustainment plan reviews   | 0.50 |
| Heleana Melendez | November 2025 | 11/16/25 | Develop and update IMT productions/deadlines/compliance trackers | 1.00 |
| Heleana Melendez | November 2025 | 11/17/25 | IMT project management   | 2.50 |
| Heleana Melendez | November 2025 | 11/17/25 | Update CPIC data tracker   | 1.50 |
| Heleana Melendez | November 2025 | 11/17/25 | IMT leadership check-in  | 1.00 |
| Heleana Melendez | November 2025 | 11/17/25 | Update UOF compliance tracker                                    | 1.00 |
| Heleana Melendez | November 2025 | 11/17/25 | IMT website updates  | 0.50 |
| Heleana Melendez | November 2025 | 11/17/25 | CPD/City labor call  | 0.25 |
| Heleana Melendez | November 2025 | 11/17/25 | Develop and review labor call notes                              | 0.25 |
| Heleana Melendez | November 2025 | 11/18/25 | UOF executive sponsor call                                       | 0.50 |
| Heleana Melendez | November 2025 | 11/18/25 | IMT project management   | 2.25 |
| Heleana Melendez | November 2025 | 11/18/25 | UOF team touch base  | 0.25 |
| Heleana Melendez | November 2025 | 11/18/25 | Develop and review executive sponsor call notes                  | 0.50 |

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| Heleana Melendez | November 2025 | 11/18/25 | UOF section team check-in  | 0.50 |
| Heleana Melendez | November 2025 | 11/18/25 | IMR13 touch base   | 0.75 |
| Heleana Melendez | November 2025 | 11/18/25 | Public hearing prep  | 0.25 |
| Heleana Melendez | November 2025 | 11/18/25 | Public hearing   | 2.00 |
| Heleana Melendez | November 2025 | 11/18/25 | Public hearing debrief   | 0.50 |
| Heleana Melendez | November 2025 | 11/18/25 | Call with Casey CPD  | 0.25 |
| Heleana Melendez | November 2025 | 11/18/25 | IMT leadership check-in  | 0.25 |
| Heleana Melendez | November 2025 | 11/19/25 | CIT city plan notes  | 1.00 |
| Heleana Melendez | November 2025 | 11/19/25 | Search warrant application demo                                  | 1.25 |
| Heleana Melendez | November 2025 | 11/19/25 | Develop and review search warrant application call notes         | 1.25 |
| Heleana Melendez | November 2025 | 11/19/25 | Analyst touch base   | 0.50 |
| Heleana Melendez | November 2025 | 11/19/25 | IMT project management   | 1.00 |
| Heleana Melendez | November 2025 | 11/19/25 | Update UOF preliminary compliance chart                          | 0.50 |
| Heleana Melendez | November 2025 | 11/19/25 | Review UOF methodologies   | 0.25 |
| Heleana Melendez | November 2025 | 11/19/25 | IMT website updates  | 0.25 |
| Heleana Melendez | November 2025 | 11/19/25 | CIT City plan call   | 0.50 |
| Heleana Melendez | November 2025 | 11/20/25 | UOF monthly meeting prep   | 0.50 |
| Heleana Melendez | November 2025 | 11/20/25 | UOF compliance tracker updates                                   | 1.00 |
| Heleana Melendez | November 2025 | 11/20/25 | Productions review to disseminate to team                        | 1.00 |
| Heleana Melendez | November 2025 | 11/20/25 | IMT/CPD/OAG UOF monthly meeting                                  | 1.00 |
| Heleana Melendez | November 2025 | 11/20/25 | Productions and deadlines discussion                             | 0.75 |
| Heleana Melendez | November 2025 | 11/20/25 | Develop and update IMT productions/deadlines/compliance trackers | 1.50 |
| Heleana Melendez | November 2025 | 11/20/25 | Review informal production for dissemination                     | 0.25 |
| Heleana Melendez | November 2025 | 11/21/25 | IMT project management   | 0.25 |
| Heleana Melendez | November 2025 | 11/21/25 | Develop and review UOF monthly meeting notes                     | 1.00 |
| Heleana Melendez | November 2025 | 11/21/25 | Develop and update IMT productions/deadlines/compliance trackers | 0.25 |
| Heleana Melendez | November 2025 | 11/21/25 | UOF compliance tracker updates                                   | 2.00 |
| Heleana Melendez | November 2025 | 11/21/25 | 843 data request call  | 0.50 |
| Heleana Melendez | November 2025 | 11/21/25 | Update TRED data tracker   | 1.00 |
| Heleana Melendez | November 2025 | 11/21/25 | Develop and review public hearing notes                          | 0.50 |
| Heleana Melendez | November 2025 | 11/24/25 | Update CPIC data tracker   | 0.50 |
| Heleana Melendez | November 2025 | 11/24/25 | IMT Leadership touch base  | 0.25 |
| Heleana Melendez | November 2025 | 11/24/25 | IMT project management   | 1.00 |
| Heleana Melendez | November 2025 | 11/24/25 | Develop and update IMT productions/deadlines/compliance trackers | 1.00 |
| Heleana Melendez | November 2025 | 11/24/25 | Update TRED data tracker   | 1.75 |

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| Heleana Melendez | November 2025 | 11/24/25 | Analyst touch base   | 0.50 |
| Heleana Melendez | November 2025 | 11/24/25 | IMR13 touch base   | 0.50 |
| Heleana Melendez | November 2025 | 11/24/25 | Training/RHP section check-in                                    | 0.25 |
| Heleana Melendez | November 2025 | 11/24/25 | Update TRED data tracker   | 2.00 |
| Heleana Melendez | November 2025 | 11/24/25 | IMT website updates  | 0.25 |
| Heleana Melendez | November 2025 | 11/25/25 | IMT leadership check-in  | 1.00 |
| Heleana Melendez | November 2025 | 11/25/25 | Develop and update IMT productions/deadlines/compliance trackers | 0.25 |
| Heleana Melendez | November 2025 | 11/25/25 | Review informal production for dissemination                     | 0.25 |
| Heleana Melendez | November 2025 | 11/25/25 | UOF section team check-in  | 0.50 |
| Heleana Melendez | November 2025 | 11/25/25 | Review procedural history for S11-03-01                          | 1.00 |
| Heleana Melendez | November 2025 | 11/25/25 | Analyst touch base   | 0.50 |
| Heleana Melendez | November 2025 | 11/25/25 | Review S11-03-01   | 0.50 |
| Heleana Melendez | November 2025 | 11/25/25 | Review BWC Court order   | 0.75 |
| Heleana Melendez | November 2025 | 11/25/25 | IMT project management   | 1.75 |
| Heleana Melendez | November 2025 | 11/26/25 | IMT project management   | 0.50 |
| Heleana Melendez | November 2025 | 11/26/25 | Develop and update IMT productions/deadlines/compliance trackers | 1.50 |
| Heleana Melendez | November 2025 | 11/26/25 | Productions review to disseminate to team                        | 2.00 |
| Lindsey Clancey  | November 2025 | 11/03/25 | OWS/CIT Production review  | 0.50 |
| Lindsey Clancey  | November 2025 | 11/04/25 | Develop OWS/CIT call notes, review, and disseminate              | 2.00 |
| Lindsey Clancey  | November 2025 | 11/05/25 | CIT Production Review and Tracker                                | 1.00 |
| Lindsey Clancey  | November 2025 | 11/07/25 | Develop OWS/CIT call notes, review, and disseminate              | 2.00 |
| Lindsey Clancey  | November 2025 | 11/10/25 | OWS Touchbase and next steps; CIT Production review              | 3.50 |
| Lindsey Clancey  | November 2025 | 11/12/25 | CIT Monthly Meeting; CIT Methodology Meeting                     | 4.00 |
| Lindsey Clancey  | November 2025 | 11/13/25 | CIT Weekly Touchbase   | 2.00 |
| Lindsey Clancey  | November 2025 | 11/14/25 | CIT Compliance Level Review                                      | 2.00 |
| Lindsey Clancey  | November 2025 | 11/17/25 | OWS - next steps and touch base                                  | 1.00 |
| Lindsey Clancey  | November 2025 | 11/18/25 | OWS/CIT IMR13 next steps   | 1.00 |
| Lindsey Clancey  | November 2025 | 11/19/25 | City Plan - CIT  | 0.50 |
| Lindsey Clancey  | November 2025 | 11/20/25 | OWS Rescheduled Monthly Meeting; CIT Internal Touch Base         | 3.00 |
| Lindsey Clancey  | November 2025 | 11/21/25 | IMR13 Compliance Chart (OWS and CIT); OWS Touch base for IMR13   | 2.50 |
| Lindsey Clancey  | November 2025 | 11/25/25 | CIT - IMR13 Production Review and Chart Updates                  | 2.50 |

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| Lindsey Clancey    | November 2025 | 11/26/25 | OWS - IMR13 Production Review and Chart Updates  | 1.00 |
| Lindsey Clancey    | November 2025 | 11/28/25 | IMR13 Compliance Chart (OWS and CIT); IMR13 Compliance Level Review                                | 5.00 |
| Lindsey Clancey    | November 2025 | 11/20/25 | IMR13 Compliance Chart (OWS and CIT); IMR13 Compliance Level Review                                | 5.00 |
| Bridgette Clements | November 2025 | 11/03/25 | IMT Project Management   | 0.75 |
| Bridgette Clements | November 2025 | 11/03/25 | IMT/City weekly call   | 0.25 |
| Bridgette Clements | November 2025 | 11/03/25 | IMT Leadership check-ins regarding tasks and to-do items   | 2.25 |
| Bridgette Clements | November 2025 | 11/03/25 | Training/RHP weekly team call  | 0.75 |
| Bridgette Clements | November 2025 | 11/03/25 | Discussion regarding the budget for 2026   | 1.00 |
| Bridgette Clements | November 2025 | 11/04/25 | IMT Project Management   | 1.00 |
| Bridgette Clements | November 2025 | 11/04/25 | OWS weekly team call and debrief   | 0.75 |
| Bridgette Clements | November 2025 | 11/04/25 | Review of 2026 budget  | 1.25 |
| Bridgette Clements | November 2025 | 11/04/25 | UOF weekly team call   | 0.75 |
| Bridgette Clements | November 2025 | 11/04/25 | Site visit prep  | 0.25 |
| Bridgette Clements | November 2025 | 11/04/25 | IMT Leadership check-ins   | 1.75 |
| Bridgette Clements | November 2025 | 11/04/25 | IMR13 reporting writing prep   | 0.75 |
| Bridgette Clements | November 2025 | 11/05/25 | Weekly call with Casey McKenzie  | 0.50 |
| Bridgette Clements | November 2025 | 11/05/25 | IMT Project Management   | 1.25 |
| Bridgette Clements | November 2025 | 11/05/25 | Analyst discussion regarding the Accountability and Transparency section, as well as data tracking | 1.25 |
| Bridgette Clements | November 2025 | 11/05/25 | Review of 2026 budget  | 1.00 |
| Bridgette Clements | November 2025 | 11/05/25 | ISR weekly team call   | 1.25 |
| Bridgette Clements | November 2025 | 11/05/25 | A&T weekly team call   | 0.25 |
| Bridgette Clements | November 2025 | 11/05/25 | Discussion regarding paragraphs with no levels of compliance                                       | 1.50 |
| Bridgette Clements | November 2025 | 11/06/25 | IMT Project Management   | 1.00 |
| Bridgette Clements | November 2025 | 11/06/25 | IMT Leadership weekly call   | 1.00 |
| Bridgette Clements | November 2025 | 11/06/25 | Discussions regarding paragraphs with no levels of compliance                                      | 3.00 |
| Bridgette Clements | November 2025 | 11/06/25 | Community Meeting prep   | 0.75 |
| Bridgette Clements | November 2025 | 11/06/25 | Site visit prep  | 0.25 |
| Bridgette Clements | November 2025 | 11/06/25 | Supervision weekly team call   | 0.25 |
| Bridgette Clements | November 2025 | 11/06/25 | Reviewing productions and disseminating to IMT team  | 0.75 |
| Bridgette Clements | November 2025 | 11/07/25 | IMT Project Management   | 1.25 |
| Bridgette Clements | November 2025 | 11/07/25 | Reviewing production comments and drafts   | 0.25 |

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| Bridgette Clements | November 2025 | 11/07/25 | IMT/OAG weekly call and debrief   | 0.50 |
| Bridgette Clements | November 2025 | 11/07/25 | IMT Leadership discussions  | 1.75 |
| Bridgette Clements | November 2025 | 11/07/25 | Data weekly team call   | 0.75 |
| Bridgette Clements | November 2025 | 11/07/25 | Review of and discussions regarding paragraphs with no levels of compliance | 2.00 |
| Bridgette Clements | November 2025 | 11/07/25 | Discussions regarding production comments                                   | 1.00 |
| Bridgette Clements | November 2025 | 11/10/25 | IMT Project Management  | 1.25 |
| Bridgette Clements | November 2025 | 11/10/25 | IMT Leadership check-ins  | 0.50 |
| Bridgette Clements | November 2025 | 11/10/25 | IMT/City weekly call  | 0.25 |
| Bridgette Clements | November 2025 | 11/10/25 | OWS weekly team call  | 1.00 |
| Bridgette Clements | November 2025 | 11/10/25 | Training/RHP weekly team call   | 0.50 |
| Bridgette Clements | November 2025 | 11/10/25 | Discussion regarding methodologies  | 0.50 |
| Bridgette Clements | November 2025 | 11/10/25 | 668 monthly call with Parties and debrief                                   | 1.50 |
| Bridgette Clements | November 2025 | 11/12/25 | IMT Project Management  | 1.25 |
| Bridgette Clements | November 2025 | 11/12/25 | Weekly call with Casey McKenzie   | 0.25 |
| Bridgette Clements | November 2025 | 11/12/25 | Reviewing best practices  | 0.25 |
| Bridgette Clements | November 2025 | 11/12/25 | Public hearing prep   | 0.75 |
| Bridgette Clements | November 2025 | 11/12/25 | Reviewing paragraphs with no levels of compliance                           | 2.50 |
| Bridgette Clements | November 2025 | 11/12/25 | Reviewing IMR13 methodologies   | 1.00 |
| Bridgette Clements | November 2025 | 11/12/25 | ISR weekly team call  | 0.50 |
| Bridgette Clements | November 2025 | 11/12/25 | IP weekly team call   | 0.25 |
| Bridgette Clements | November 2025 | 11/12/25 | City/Coalition discussion regarding UOF                                     | 1.50 |
| Bridgette Clements | November 2025 | 11/12/25 | A&T weekly team call  | 0.25 |
| Bridgette Clements | November 2025 | 11/13/25 | IMT Project Management  | 0.75 |
| Bridgette Clements | November 2025 | 11/13/25 | Reviewing budget for 2026   | 1.00 |
| Bridgette Clements | November 2025 | 11/13/25 | IMT Leadership weekly call  | 1.00 |
| Bridgette Clements | November 2025 | 11/13/25 | Reviewing IMR13 methodologies   | 1.75 |
| Bridgette Clements | November 2025 | 11/13/25 | Reviewing productions and disseminating to IMT team                         | 1.75 |
| Bridgette Clements | November 2025 | 11/13/25 | Developing public hearing draft agenda                                      | 0.25 |
| Bridgette Clements | November 2025 | 11/13/25 | Reviewing production draft comments   | 0.25 |
| Bridgette Clements | November 2025 | 11/13/25 | CIT weekly team call  | 1.00 |
| Bridgette Clements | November 2025 | 11/13/25 | Supervision weekly team call  | 0.75 |
| Bridgette Clements | November 2025 | 11/13/25 | Reviewing paragraphs with no levels of compliance                           | 1.50 |
| Bridgette Clements | November 2025 | 11/14/25 | Reviewing IMR13 methodologies   | 2.75 |
| Bridgette Clements | November 2025 | 11/14/25 | IMT/OAG weekly call   | 0.50 |
| Bridgette Clements | November 2025 | 11/14/25 | IMT Leadership check-ins  | 0.25 |

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| Bridgette Clements | November 2025 | 11/14/25 | CP weekly team call   | 0.25 |
| Bridgette Clements | November 2025 | 11/14/25 | Meeting prep to discuss paragraphs with no levels of compliance                                 | 2.25 |
| Bridgette Clements | November 2025 | 11/14/25 | Meeting with the City/CPD regarding paragraphs with no levels of compliance                     | 1.00 |
| Bridgette Clements | November 2025 | 11/14/25 | Discussion regarding production comments  | 0.50 |
| Bridgette Clements | November 2025 | 11/17/25 | IMT Project Management  | 2.25 |
| Bridgette Clements | November 2025 | 11/17/25 | IMT/City weekly call  | 0.50 |
| Bridgette Clements | November 2025 | 11/17/25 | IMT Leadership check-ins  | 1.50 |
| Bridgette Clements | November 2025 | 11/17/25 | Weekly check-in with Project Director and Deputy Project Manager                                | 1.00 |
| Bridgette Clements | November 2025 | 11/17/25 | Data access call with City and debrief  | 1.25 |
| Bridgette Clements | November 2025 | 11/17/25 | Coordinating and scheduling discussions with the Parties before the end of the reporting period | 0.25 |
| Bridgette Clements | November 2025 | 11/17/25 | Public hearing prep   | 1.25 |
| Bridgette Clements | November 2025 | 11/17/25 | Training/RHP weekly team call   | 0.50 |
| Bridgette Clements | November 2025 | 11/18/25 | IMT Project Management  | 1.25 |
| Bridgette Clements | November 2025 | 11/18/25 | IMR13 reporting writing prep  | 1.50 |
| Bridgette Clements | November 2025 | 11/18/25 | Budget discussions regarding 2026 budget  | 0.50 |
| Bridgette Clements | November 2025 | 11/18/25 | Monthly Settlement Conference with the Judge and Parties, and debrief                           | 1.00 |
| Bridgette Clements | November 2025 | 11/18/25 | IMR13 discussion  | 0.75 |
| Bridgette Clements | November 2025 | 11/18/25 | Reviewing pending IMR13 meetings  | 0.50 |
| Bridgette Clements | November 2025 | 11/18/25 | Public hearing prep   | 0.25 |
| Bridgette Clements | November 2025 | 11/18/25 | Monthly Public Hearing with the Parties and Debrief   | 2.50 |
| Bridgette Clements | November 2025 | 11/18/25 | Reviewing paragraphs with no levels of compliance   | 1.25 |
| Bridgette Clements | November 2025 | 11/24/25 | IMT/City weekly call  | 0.50 |
| Bridgette Clements | November 2025 | 11/25/25 | IMT Project Management  | 0.50 |
| Bridgette Clements | November 2025 | 11/25/25 | IMT Leadership check-ins  | 1.50 |
| Bridgette Clements | November 2025 | 11/25/25 | Reviewing pending IMR13 meetings  | 0.50 |
| Bridgette Clements | November 2025 | 11/25/25 | UOF weekly team call  | 0.50 |
| Bridgette Clements | November 2025 | 11/25/25 | IMR13 reporting writing prep  | 2.00 |
| Bridgette Clements | November 2025 | 11/26/25 | Prep for pending IMR13 meetings   | 0.75 |
| Bridgette Clements | November 2025 | 11/26/25 | Weekly call with Casey McKenzie   | 0.50 |
| Bridgette Clements | November 2025 | 11/26/25 | IMT Leadership weekly call and debrief  | 1.50 |

|                    |               |          |                              |      |
|--------------------|---------------|----------|------------------------------|------|
| Bridgette Clements | November 2025 | 11/26/25 | Supervision weekly team call | 0.50 |
| Bridgette Clements | November 2025 | 11/26/25 | IMR13 reporting writing prep | 0.25 |

David S. Abrams  
 Professor of Law, Business Economics, and Public Policy  
 University of Pennsylvania Law School and the Wharton School

| Date                | Hours     | Earnings    | Comment  |
|---------------------|-----------|-------------|--|
| <b>David Abrams</b> |           |             |  |
| 4/17/2025           | 1.5       | 975.00      |  |
| 6/2/2025            | 2.25      | 1,462.50    | Review and comment on documents then meet with team about methodology, timeline and data |
| 6/5/2025            | 1.25      | 812.50      | Revise proposed methodology and respond to emails  |
| 6/11/2025           | 1.25      | 812.50      | Review code and start reviewing paper with additional methods                            |
| 6/17/2025           | 3         | 1,950.00    | Review Gaebler Goel papers for discussion and potential inclusion in latest report       |
|                     |           | 0           |  |
|                     |           | 0           |  |
|                     |           | 0           |  |
|                     |           | 0           |  |
|                     |           | 0           |  |
| Hourly Rate         | 650       |             |  |
| Total               | 7.75      | \$ 6,012.50 |  |
| <b>Grand Total</b>  | June 2025 | \$ 6,012.50 |  |

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| Date                | Hours        | Earnings    | Comment                                  |
|---------------------|--------------|-------------|--|
| <b>David Abrams</b> |              |             |  |
|                     |              |             | Meeting with Katie and Anthony Ray       |
| 10/1/2025           | 1            | \$650.00    | about revising methodology               |
| 10/9/2025           | 1.5          | \$975.00    | Discussion about revising methodology    |
| 10/13/2025          | 1.25         | \$812.50    | Revise methodology on ISR checkboxes     |
| 10/17/2025          | 2.25         | \$1,462.50  | Initial download of data and examination |
| 10/28/2025          | 1            | \$650.00    | Review methodology, further data scan    |
| 10/31/2025          | 0.5          | \$325.00    | Discuss methodology with Katie           |
|                     |              | 0           |  |
|                     |              | 0           |  |
|                     |              | 0           |  |
|                     |              | 0           |  |
| Hourly Rate         | 650          |             |  |
| Total               | 7.5          | \$ 4,875.00 |  |
| <b>Grand Total</b>  | October 2025 | \$ 4,875.00 |  |

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| Date                | Hours          | Earnings    | Comment  |
|---------------------|----------------|-------------|--|
| <b>David Abrams</b> |                |             |  |
| 9/5/2025            | 0.5            | \$325.00    | Check in about getting data from cpd   |
| 9/22/2025           | 2.5            | \$1,625.00  | Read CPD methodology proposal and comment on it reread our proposal and data request. Meeting with monitor team to discuss upcoming meeting with CPD. Review and respond to suggestions for updated methodology ; Prep for call with CPD |
| 9/24/2025           | 2              | \$1,300.00  | CPD  |
| 9/25/2025           | 3.25           | \$2,112.50  | Prepare for call with CPD, call with CPD and follow up   |
|                     |                | 0           |  |
|                     |                | 0           |  |
|                     |                | 0           |  |
|                     |                | 0           |  |
|                     |                | 0           |  |
|                     |                | 0           |  |
| Hourly Rate         | 650            |             |  |
| Total               | 8.25           | \$ 5,362.50 |  |
| <b>Grand Total</b>  | September 2025 | \$ 5,362.50 |  |

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| Date                | Hours         | Earnings    | Comment   |
|---------------------|---------------|-------------|---|
| <b>David Abrams</b> |               |             |   |
| 11/3/2025           | 4.75          | \$ 3,087.50 | Go through full set of files from the city. Check to make sure necessary data is there.   |
| 11/7/2025           | 0.5           | \$ 325.00   | Methodology discussion with Katie   |
| 11/13/2025          | 1.5           | \$ 975.00   | Prep for discussion and meet with Maggie to discuss using AI for RAS analysis   |
| 11/17/2025          | 2.5           | \$ 1,625.00 | Download and review additional data production  |
| 11/21/2025          | 3.5           | \$ 2,275.00 | Prep for and meet with monitor team to discuss using LLM for 4th amendment analysis; Meet with city about undelivered data; review report of 4th amendment review unit, follow up on more data for LLM approach |
| 11/24/2025          | 0.25          | \$ 162.50   | LLM RAS discussion  |
| 11/25/2025          | 0.5           | \$ 325.00   | Follow up on meeting on algorithms and AI   |
| Hourly Rate         | 650           |             |   |
| Total               | 13.5          | \$ 8,775.00 |   |
| <b>Grand Total</b>  | November 2025 | \$ 8,775.00 |   |

# eDiscovery Fees



Period: 11/1/2025 to 11/30/2025

## Maggie Hickey as Independent Monitor Involving the Chicago Police Department - [451895.00000] CPD Monitor

| Name         | Date       | Description  | Activity | Hours | Units  | Rate  | Total             |
|--------------|------------|--|----------|-------|--------|-------|-------------------|
|              | 11/30/2025 | Hosting of Review Data -<br>\$10 per GB, per month | E411     |       | 120.92 | 10.00 | 1,209.20          |
|              | 11/30/2025 | Database Licenses - \$85<br>per person, per month  | E411     |       | 3      | 85.00 | 255.00            |
|              | 11/30/2025 | Hosting of Review Data -<br>\$10 per GB, per month | E411     |       | 59.58  | 10.00 | 595.80            |
| <b>Total</b> |            |  |          |       |        |       | <b>\$2,060.00</b> |