

Dear Board:

Pursuant to your requests at the April 17th Special Board Meeting, I interviewed whatever firms either were sent to me or contacted me expressing interest in our Township attorney appointment. Each firm was interviewed at length. Please note that you will find enclosed two agendas. It was recommended as the appropriate procedure and requested to me by almost all the attorneys who interviewed that the actual individual interview sessions be conducted in Closed Session pursuant to IOMA exemption 5 ILCS 120/2 (c) (1). Thus, you will find an agenda for the Special Meeting and a separate Closed Session interview schedule. Enclosed herein are the proposals, bios, and resumes provided.

The below is a brief summary of each firm I compiled for your review.

1.) Hepler Broom- I was contacted by managing partner Rick Hammond and had two telephone conversations in which I detailed all the necessary duties, qualifications and experience I was seeking. I then interviewed four members of the firm who would be proposed to function as our team. Two gentlemen have actually served as Township attorneys. However, they are based out of their Edwardsville and Collinsville, Illinois offices and would be functioning more as advice on matters involving any FOIA and management issues to assist the two other attorneys, who were proposed as the "face" to attend the board meetings, Liz Barton and Jaimie Hein. Liz Barton previously worked in the litigation department at Ancel Glink and received glowing reviews from Ancel Glink head partner, Keri-Lyn. In that capacity, while she worked on many Township litigation matters and has wide experience in FOIA issues, she herself has never been the actual corporate Township direct attorney. Switching off with her would be Jaimie Hein who lives in Crystal Lake and has much prior experience as a McHenry County State's attorney, a McHenry County FOIA officer, as well as then experience as the actual McHenry County Board's attorney. I really liked their presentation, and I think they are extremely qualified as governmental attorneys. However, they disclosed that Liz Barton is the daughter of Dick Barton, our current government liaison. While perhaps not ethically prohibited from serving as our attorney, as she would not be a board member, and while she proposed to recuse herself from any matter involving Barton and Barton, I would not want this appearance even of potential conflict and I do not believe this Board nor I would be comfortable in so doing. Thus, I would suggest that they not attend the May 8th second step interviews with the full board, unless you indicate otherwise. Please let me know by the close of business on Friday if you would like me to include them in the lineup.

2.) The next firm, Robbins, Salomon & Patt, is based out of Glenview, Illinois, I have enclosed herein their bios and proposal. I exchanged numerous messages and emails with Eric Patt and followed up with an in-person interview with Mr. Patt. Mr. Patt's proposal contemplates he would be the person generally attending our regular board meetings and, if he is unable to be there, the other two listed in proposal would attend. He was extremely knowledgeable and grew up in the unincorporated area so is well familiar with issues affecting it. Again, this firm has the team approach to handling the Township attorney job. They have a wealth of municipal experience with school boards, park boards and the like. However, their firm specializes in more municipal than Township. While the firm handles a broad array of unrelated areas, they do not even list governmental representation as a practice area and this is not a firm devoted specifically to this type of expertise. The three team members proposed do represent various municipal or College boards, including the College of DuPage. I was impressed with their qualifications at things like FOIA and they repeatedly stated that Township issues were similar to other municipal boards and emphasized that they have done, as has firm one above, various litigation involving Townships. At present, they only represent Northfield Township. Northfield Township does not always require his presence at their meetings. Overall, they do not have as much actual Township

representation as some of the others. They are also higher in price than the other firms who have applied. Please see proposal. Finally, this firm proposes using other firm attorneys for specific issues as may arise. After interviews, I learned of some articles published recently by one of their partners who has repeatedly made his dislike of Maine Township clear for numerous years in a public blog he authors, and more recently he has authored numerous recent articles calling for ouster of three or more current board members, along with repeated disparaging and inaccurate attacks against at least two voting board members and several non-voting board members. The personal and board attacks from this person would present a problem for feeling comfortable with this firm. Accordingly, I am not inclined to appoint a law firm with a partner who expresses inaccurate information about us to the public.

3.) The third firm is Rathje & Woodward. This firm was submitted by Trustee Carrabotta and also had been contacted by Trustee Sweeney. I am impressed by their broad range of knowledge and like others, their proposal is three attorneys, with John Zemenak being our actual in person Township attorney. John Zemenak's interview was extremely impressive. They have a lot of experience in various litigation farmed out by Townships, they do not represent any Townships currently, and John was very candid about having just Milton Township's business as actual Township attorney quite some time ago. Much of their experience lies in DuPage county. Mr. Zemenak assured me that the driving distance was equal or less than coming from downtown. The two others who would be assigned to us represent the College of DuPage and numerous other boards and districts. While that is great experience, Townships have a unique code, charter and foundational structure. However, John exuded such an air of low-key, yet firm and confident authority about numerous Township issues and was so thoroughly knowledgeable about the Township Code, FOIA, personnel and labor issues that in many ways made up for lack of actual corporate Township attorney experience. Cost-wise this firm is the highest priced. Please see proposal.

4.) The final additional firm, Odelson & Sterk, came to us via a call from Trustee Sweeney. I interviewed them Friday, April 25th, and they too have a team of attorneys who would be working for the Township. Elizabeth Shine Hermès would be lead counsel and attend all meetings. She has previously served as lead counsel to Orland and Worth Townships. She currently serves as Lyons and Vernon Townships' lead attorney, and thus is a seasoned Township veteran who is extremely knowledgeable and articulate. Mr. Odelson I believe would be the backup attorney for any extremely serious matters and/or should Liz not be available for a meeting. The third team member, Mike Stillman, was a former Worth Township Trustee and would also be a back up to Liz. While Burt Odelson is most famous for his election law experience, they stated they have a wide range of municipal representation and have been and are specific Townships' attorneys, as mentioned above. Like others, Mr. Odelson has been the corporate board attorney for other municipalities including the Cook County Board. They presented an interesting option when questioned about one of the duties we need; i.e. reinstating our regular Skokie court date to recoup unpaid ticket fines. One of the presenters suggested they could set up an adjudicatory process at the Township. They have done this for many municipalities and other Townships. That would not only be far more cost effective than paying our Township attorney to be in court where delays are common, but also more convenient for our residents and our Code Enforcement Officer saving employee time in travel and waiting for our cases to be called at the Skokie court house. Other firms interviewed indicated they too could and have set up this type of process.

5.) Ancel, Glink et al. You have previously received their proposal and bios. They would tweak their previous proposal such that either Kurt Asprooth or Keri-Lyn Krafthefer (who both have done previous work for our board in a calm, responsive, diligent and knowledgeable manner) would be our "face" Township attorney, coming to our board meetings. Jeff Brown, the third team member would be devoted to FOIA, personnel and labor issues wherein he undoubtedly shines not only in his experience and expertise, but also in his responsiveness. As stated prior, they completed a rewrite of the personnel handbook and Jeff and Kurt handled several sensitive employee labor issues, while Jeff Brown also provided an updated FOIA response template now in use. Ancel Glink, and specifically Keri-Lyn & Kurt, represent by far the greatest number of Townships and the firm itself, unlike some of the other firms, has specialized in handling this particular area of expertise. Keri-Lyn has written the Township Manual of Laws & Duties used statewide and all have continually authored publications, Seminars, workshops and ongoing education in township related matters. Please see the previous packet and revised proposal.

Please let me know as soon as possible, but no later than the close of business tomorrow if you would like Hepler Broom present. Also, please feel free as always to contact me if you have any questions.

Thank you,

Laura Morask
Supervisor-Maine Township

ELIZABETH K. BARTON
LICENSED IN ILLINOIS
DIRECT DIAL: 312-205-7719
EKB@HEPLERBROOM.COM



EDWARDSVILLE (Madison County), IL
SAINT LOUIS, MO ▪ CHICAGO, IL
SPRINGFIELD, IL ▪ CRYSTAL LAKE, IL
HAMMOND (Lake County), IN

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SUITE 2900
CHICAGO, ILLINOIS 60602
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April 26, 2018

Laura Morask
Supervisor
Maine Township
1700 Ballard Road
Park Ridge, Illinois 60068
lmorask@mainetown.com

Dear Ms. Morask:

Thank you for the opportunity to meet with you this week. I appreciate your consideration of HeplerBroom LLC for the township's legal needs. As we discussed, I am providing you with our rate proposal.

Given the township's size and needs, we propose a monthly retainer, which would include preparation and attendance at the regular monthly board meetings, communications with board members and township staff, responses to requests under the Freedom of Information Act, and transactional work (*e.g.*, reviewing contracts). The \$3,000.00 monthly retainer would be good up to 20 hours of billable legal work, after which we would charge an hourly rate of \$185.00 with attorney travel time at a 50% rate.

We believe this approach to billing promotes efficiency, predictability and convenience by allowing the township to use our services as frequently as needed, while maintaining cost-effectiveness and accurately budgeting for legal expenses. Additionally, we suggest discussing this arrangement after it is in place for six months, so we can both assess how it applies to the township's needs in practice.

Please let us know if you need any other materials or information. I look forward to hearing from you.

Sincerely,

/s/ Elizabeth K. Barton



Local Government Entities & Municipalities

HeplerBroom's Municipal Practice Group helps its clients stay on top of an increasingly complex maze of laws and regulations. HeplerBroom is well-qualified to advise and provide counsel to local government officials and employees. We are experienced in representing a variety of local government entities, including municipalities, counties, park districts, school districts, and fire protection districts. Our attorneys work consistently with the laws governing the critical day-to-day matters encountered by local governments, including litigation, legislative and procedural matters, federal and state compliance issues, ethics and conflicts of interest, public bidding, purchasing and contracting, open meetings and open records, labor and personnel for public employees. Our attorneys represent local governments and special districts in a variety of capacities—from general counsel to special counsel—and in a variety of areas, including:

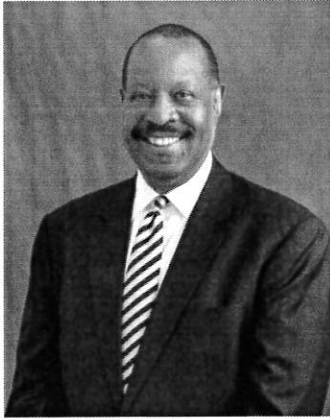
- municipal law
- civil rights defense (unlawful policy and procedure, First Amendment violations)
- tort litigation (personal injury, property damage, breach of contract and negligence)
- employment litigation (discrimination, retaliation, wrongful discharge, breach of employment contracts, whistle blowers, disability)
- FOIA responses
- council, committee and board meetings
- government functions and practices
- finance
- vendor contracts
- land use matters
- labor negotiations

Our team's first step is to gain a thorough understanding of each governmental unit's individual needs. Next, we develop goals for resolving any current issues, and then we apply our experience, skill, and creativity to help reach those goals. We also use our substantial experience in general and litigation matters involving all aspects of local government law to help ensure that our clients operate productively and efficiently. Our team takes a proactive approach to incident and catastrophic response to lessen potential liability for public sector clients, which reduces the number of lawsuits filed, the costs of defense, and ultimate liability. If litigation does occur or is required, our experienced legal team will work to provide a swift and effective resolution to the matter.

The choice of a lawyer is an important decision and should not be based solely upon advertisements.

www.heplerbroom.com

EDWARDSVILLE (MADISON COUNTY), IL | ST LOUIS | CHICAGO | CRYSTAL LAKE, IL | SPRINGFIELD, IL | HAMMOND (LAKE COUNTY), IN



RICK HAMMOND

Partner

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AREAS OF PRACTICE

- Insurance Law

EDUCATION

- The John Marshall Law School, J.D., 1988
- The American College, Chartered Life Underwriter (CLU), 1980
- Southern Illinois University, B.A., 1975

ADMISSIONS

- Illinois
- Indiana
- U.S. District Court for the
 - Northern and Southern Districts of Illinois
 - Northern and Southern Districts of Indiana
 - Southern District of Michigan
 - Eastern District of Wisconsin
 - Eastern District of Missouri

PRACTICE DESCRIPTION

Rick Hammond focuses his practice in the area of insurance law. He serves as national counsel on matters relating to:

- property insurance coverage
- fire and explosion cases
- bad faith

He is counsel to corporate executives, municipalities, and elected officials on high profile business litigation cases. He also serves as an expert witness on insurance law, bad faith, and coverage issues and is an Adjunct Professor on Insurance Law at the Loyola University-Chicago School of Law.

Previously Mr. Hammond was the Assistant Deputy Director of the Illinois Department of Insurance's Chicago office and held managerial positions in property claims and agency for two national insurance carriers. He also served as Executive Director and General Counsel for the Insurance Committee for Arson Control (a national insurance trade association).

BAR/PROFESSIONAL ASSOCIATIONS

- Defense Research Institute
 - Former Illinois State Representative
- Federation of Defense and Corporate Counsel
 - Chair, Property Insurance Law Committee
- Illinois Association of Defense Trial Counsel
 - Past President
- Insurance School of Chicago
 - Board of Directors (former member)
 - Faculty (former member)
- International Association of Special Investigation Units
 - Columnist, SIU Today magazine



**RICK
HAMMOND**
Partner

AWARDS, HONORS & DISTINCTIONS

- Fellow, American College of Coverage and Extra-Contractual Counsel
- DRI Exceptional Performance Citation (2009-2010)
- "Insurance Lawyer of the Year," Lexis Nexis Insurance Law Center (nationally, one of only two attorneys selected) (2008)
- *Illinois Leading Lawyer* (2013-2018)
- Top Illinois Super Lawyer – Insurance Coverage (2008)

OTHER PROFESSIONAL ACTIVITIES

- Loyola University Chicago
 - Board of Trustees
 - Arrupe College Board

PUBLISHED LEGAL WRITING

Mr. Hammond has published nationwide for numerous legal, professional, corporate, and trade groups in the areas of insurance coverage, bad faith, and the defense of tort and municipal lawsuits.

- *SIU Today* (quarterly magazine of International Association of Special Investigation Units)

*For a complete list of **SIU Today columns**, see attached.*

LEGAL LECTURES & PRESENTATIONS

Mr. Hammond has lectured nationwide for numerous legal, professional, corporate, and trade groups in the areas of insurance coverage, bad faith, and the defense of tort and municipal lawsuits.



JAMIE M. REIN

Associate

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Crystal Lake, IL 60014

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AREAS OF PRACTICE

- Commercial
- Construction
- Corporate & Business

EDUCATION

- The John Marshall Law School, J.D., 2003
- Illinois State University, B.S. in Sociology and Political Science and minor in Legal Studies, 2000

ADMISSIONS

- Supreme Court of Illinois
- U.S. District Court for the Northern District of Illinois

PRACTICE DESCRIPTION

Jamie M. Rein is a litigation associate in the Crystal Lake office. She focuses her practice on complex civil litigation matters, including all aspects of civil litigation and risk transfer, with a primary focus on construction injury, defect, and contract, in conjunction with related commercial general liability coverage and risk management matters; contract evaluation and development; defense of catastrophic bodily injury claims; construction defect claims arising out of breach of contract, common law, and other warranty and statutory theories; and other contract and commercial matters faced regularly by corporate clients. She also serves as assistant outside general counsel for a large multi-state commercial construction company and handles general liability claims for subsidiaries of a Fortune 500 company.

Prior to joining HeplerBroom, Ms. Rein worked for Aleen R. Tiffany, P.C. Previously, she was a civil attorney in the McHenry County (Illinois) State's Attorney's office, serving as legal counsel to the County's elected officials, department heads, and employees and providing various lectures and trainings on the Open Meetings Act and Freedom of Information Act throughout McHenry County. She also served as Parliamentarian to the McHenry County Board.

BAR/PROFESSIONAL ASSOCIATIONS

- Illinois Association of Defense Trial Counsel
- Illinois State Bar Association
- McHenry County Bar Association
 - President (2011-2012)
 - First Vice-President (2010-2011)
 - Second Vice-President (2009-2010)
 - Secretary (2008-2009)
 - Social Committee Chair (2007-2008)
 - Young/New Lawyers Committee Chair (2006-2007)

**JAMIE M.
REIN**
Associate

AWARDS, HONORS & DISTINCTIONS

Best Under 40 Award, *McHenry County Business Journal (2012)*

LAW SCHOOL HONORS/INVOLVEMENT

- Dean's List
- *John Marshall Journal of Computer and Information Law Washington & Lee Law Review*
 - Staff Editor
- Scholarships
- Louis Biro Scholarship
 - Edward Rosenberg Scholarship
 - Edith & Philip Baim Scholarship



SARAH B. JANSEN

Associate

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AREAS OF PRACTICE

- Appellate
- Commercial
- Construction
- Insurance Law

EDUCATION

- University of Notre Dame Law School, J.D., *cum laude*, 2000
- Illinois Wesleyan University, Bachelor of Arts in English, 1997

ADMISSIONS

- Illinois
- Wisconsin
- United States Supreme Court
- U.S. Court of Appeals for the 7th Circuit
- U.S. District Courts for the
 - Northern District of Illinois
 - Eastern District of Wisconsin

PRACTICE DESCRIPTION

Sarah B. Jansen focuses her practice on construction contract, commercial general liability coverage, and risk transfer matters. She also practices in the area of complex civil litigation, including construction injury and defect litigation. Her experience includes various aspects of the commercial construction industry, with a focus on commercial contracts and risk management. She serves as assistant outside counsel for a large multi-state commercial construction company and as assistant National Coordinating and Oversight Counsel for general liability claims for subsidiaries of a Fortune 500 company.

Prior to joining HeplerBroom, Ms. Jansen worked for Aleen R. Tiffany P.C., handling various construction litigation, construction contract, and insurance coverage issues. She is a former Assistant State's Attorney for the McHenry County State's Attorney's Office, focusing on appellate work and federal civil rights litigation against County officials, as well as providing legal counsel to County officials, department heads, and employees. Earlier in her career, she was an associate at firms in Illinois and Wisconsin, where she focused on commercial and construction litigation.

Ms. Jansen served as Law Clerk to the Honorable John L. Coffey of the Seventh Circuit Court of Appeals and the Honorable Anne M. Burke of the Illinois Appellate Court.

BAR/PROFESSIONAL ASSOCIATIONS

- Illinois Appellate Lawyers Association
- Illinois Association of Defense Trial Counsel
- McHenry County Bar Association
 - Legislative Liaison

**SARAH B.
JANSEN**
Associate

AWARDS, HONORS & DISTINCTIONS

- Litigation Award from the Illinois Institute for Local Government Law (2010)

LAW SCHOOL HONORS/INVOLVEMENT

- Appellate Moot Court Team
- Dean's List
- Research Assistant



ANDREW K. CARRUTHERS

Partner

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acarruthers@heplerbroom.com

AREAS OF PRACTICE

- Banking & Financial Services
- Commercial
- Corporate & Business
- Creditors & Bankruptcy
- Estate Planning
- Municipal Law
- Personal Injury
- Products Liability
- Real Estate

EDUCATION

- Southern Illinois University School of Law, J.D., 2006
- University of Illinois at Springfield, Bachelors of Arts in Political Studies, 2002

ADMISSIONS

- Illinois
- Missouri
- U. S. Court of Appeals for the 7th Circuit
- U. S. District Courts for the
 - Central and Southern Districts of Illinois
 - Eastern District of Missouri
 - Middle District of Florida

PRACTICE DESCRIPTION

Andrew K. Carruthers is a general practice attorney with a primary emphasis in:

- Estate Planning
- Probate Litigation
- Wills and Trusts
- Business Succession Planning
- Corporate
- General Business Law
- Personal Injury
- Real Estate
- Municipal and Government Law
- Banking Law
- Election Law
- Political and Campaign Finance Law
- Products Liability

He maintains a general business practice, representing clients in matters such as entity formation and structuring (partnerships, LLCs, and corporations), licensing matters, asset purchases, sales agreements, and personal matters. In working with businesses and individuals, he handles estate planning matters, including wills, trusts, family limited partnerships, probate estates, contested estates, succession planning, probate avoidance, tax avoidance, and powers of attorney. He also handles personal injury and products liability.

Mr. Carruthers is also experienced in a variety of real estate sales, acquisitions, and exchange matters, as well as litigation matters that include condemnation actions, mechanic's lien suits, action to quiet title, boundary line disputes, and breach of contract matters. He has handled numerous property tax appeals for both commercial and residential clients before local county Boards of Review and the Illinois Property Tax Appeals Board. He maintains a license as an Illinois Certified Residential Appraiser, has performed hundreds of residential appraisals, and uses his knowledge of property valuation in his real estate law practice.

**ANDREW K.
CARRUTHERS**
Partner**PRACTICE DESCRIPTION (Continued)**

He has represented units of local government in the southern and central Illinois regions and has acted as special counsel to a number of other municipalities, boards, and commissions. He also represents lenders and borrowers in transactions involving acquisition financing, lines of credit, term loans, letters of credit, real estate loans, and other commercial financing arrangements, as well as creditor's rights and collection matters.

In addition, Mr. Carruthers specializes in election law and has advised numerous candidates for public office and ballot initiative committees throughout Illinois. He has represented political campaigns in preparing nominating papers, petition objection hearings, campaign finance disclosure, and post-election legal issues.

BAR/PROFESSIONAL ASSOCIATIONS

- Florida Bar Association
- Illinois Association of Defense Trial Counsel
- Illinois State Bar Association
- Local Government Law Committee
- Madison County Bar Association
- The Missouri Bar

AWARDS, HONORS & DISTINCTIONS

- *Illinois Leading Lawyers*, Emerging Lawyer (2015-2018)
- *Illinois Super Lawyers*, Rising Star (2014-2018)

CIVIC ACTIVITIES

- Illinois State Board of Elections (2015-Present)
- Board of Fire and Police Commissioners, City of Edwardsville (2013-Present)

COMMUNITY INVOLVEMENT

- Boy Scouts of America, Annual Goshen Fundraising Campaign
 - Co-Chairman (2014-2017)
- Illinois Supreme Court Judicial Screening Committee, Third Judicial Circuit (2016-2017)
- Edwardsville Township Republican Central Committee Chairman (2014-2015)
- Precinct Committeeman
 - Madison County (2010, 2012, 2014)
 - Williamson County (2004, 2006)
- Madison County Republican Central Committee Chairman, 2012-2014

**ANDREW K.
CARRUTHERS**
Partner**COMMUNITY INVOLVEMENT (Continued)**

- Collinsville Area Recreation District
 - Board President (2012-2013)
 - Park District Commissioner (2011- 2013)
- Edwardsville/Glen Carbon Chamber of Commerce (2014-Present)
- Troy/Maryville/St. Jacob/Marine Chamber of Commerce (2014-Present)
- The Nature Institute
 - Board of Directors (2009-2012)
 - Treasurer (2012)
- Village of Maryville
 - Comprehensive Plan Committee (2013)
 - Parks and Recreation Committee (2010-2011)
- Eagle Scout, 1997

OTHER PROFESSIONAL EXPERIENCE

- Southwestern Illinois College, Adjunct Faculty in Fire Science Program (Fall 2011, Fall 2012)
- Lewis and Clark Community College, Adjunct Faculty in Paralegal Program (Spring 2010, Fall 2010, Spring 2012)
- Butler Appraisal Services, LLC
 - Certified Residential Appraiser, 2006-Present
 - Associate Residential Appraiser (2003-2006)
- Illinois Republican Party Finance Coordinator (2002-2003)



THOMAS H. WILSON

Partner

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Springfield, IL 62711

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AREAS OF PRACTICE

- Commercial
- Construction
- Corporate & Business
- Employment & Labor Law
- Estate Planning
- Medical Malpractice
- Nursing Home
- Products Liability
- Professional Liability

EDUCATION

- Southern Illinois University, J.D., *summa cum laude*, 1989
- Gannon University (Erie PA), B.A. in Criminal Justice, *magna cum laude*, 1986

ADMISSIONS

- Illinois
- United States Supreme Court
- U.S. Court of Appeals for the
 - 7th Circuit
 - Federal Circuit
- U.S. District Courts for the
 - Central District of Illinois
 - Southern District of Illinois
 - Northern District of Illinois Trial Bar

PRACTICE DESCRIPTION

Thomas H. Wilson is a trial attorney with a primary emphasis in the defense of medical malpractice cases on behalf of physicians, hospitals, EMS, and other health care providers; defending employers and government officers/employees in employment and civil rights claims; representing trustees, executors, and beneficiaries in trust and probate litigation; and defending a wide variety of industry leaders and businesses in general tort claims. Mr. Wilson has tried numerous jury and non-jury cases to verdict in both the state and federal courts of Illinois.

BAR/PROFESSIONAL ASSOCIATIONS

- Central District of Illinois
 - Committee on Local Rules
- Defense Research Institute
- Illinois Supreme Court Special E-Business Committee
- Lincoln Douglas Inn of Court
 - Barrister
- Sangamon County Bar Association

AWARDS, HONORS & DISTINCTIONS

- AV Preeminent[®] Attorney by Martindale-Hubbell
- *Illinois Leading Lawyer* (2013-2018)
- *Illinois Super Lawyer* (2007-2017)

LAW SCHOOL HONORS/INVOLVEMENT

- Law Journal
 - Editor in Chief

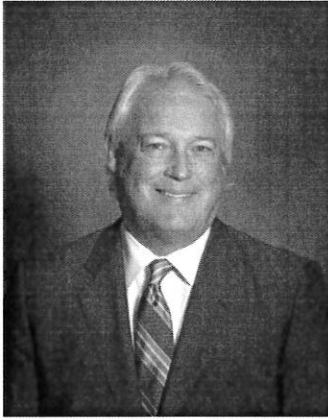
**THOMAS H.
WILSON**
Partner

LEGAL LECTURES & PRESENTATIONS

- "Legal Issues for EMS Providers," Memorial Medical Center Annual Conference (Springfield IL, 2017)
- As an active volunteer firefighter and paramedic, Mr. Wilson speaks to many hospital, emergency medicine, fire department, and EMS providers on topics related to legal issues affecting Fire and EMS services.

REPRESENTATIVE/RECENT CASE RESULTS

- Secured defense verdict for clients in a medical malpractice action brought against an emergency room physician and his employer. [*Furgeson, et al. v. Mulshine, et al.*, Christian County, Illinois, Case No. 14-L-26 (August 23, 2017)]
- Secured judgment in favor of clients on claims of common law fraud and violations of the Illinois Consumer Fraud Act. [*Moore Living Trust, et al. v. Vocke*, McLean County, Illinois, (February 25, 2016)]
- Secured defense verdict for clients alleged to have violated the Family and Medical Leave Act and the Americans with Disabilities Act. [*Stevens v. Board of Trustees of Southern Illinois University, et al.*, U.S. District Court for the Southern District of Illinois, Federal Ct. No. 11-CV-126-DRH (February 8, 2014)]



LANCE T. JONES

Partner

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Springfield, IL 62711

217-993-7151

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AREAS OF PRACTICE

- Commercial
- Construction
- Employment & Labor
- Environmental
- School Law & Education

EDUCATION

- DePaul University, College of Law, J.D., 1984
- Eastern Illinois University, B.A. in Psychology, 1980

ADMISSIONS

- Illinois
- United States Supreme Court
- U.S. Court of Appeals for the 7th Circuit
- U.S. District Courts for the
 - General Bar
 - Trial Bar
 - Northern District of Illinois
 - Central District of Illinois
 - Southern District of Illinois

PRACTICE DESCRIPTION

Lance T. Jones is a trial attorney with a primary emphasis in litigation, including:

- Civil Rights
- Employment
- Labor
- Construction
- Environmental
- Fraud
- Personal injury
- General tort liability
- Criminal lawsuits

He has tried numerous jury and non-jury cases to verdict in both the state and federal courts of Illinois and the federal District of New Jersey, and he's argued before the Illinois Supreme Court, Illinois Appellate Court, and the United States Court of Appeals for the Seventh Circuit. He has also appeared in a number of Illinois administrative venues such as the Human Rights Commission, Pollution Control Board, Department of Transportation, and Illinois Commerce Commission.

Mr. Jones heads the firm's government relations practice and advises clients on government relations, regulatory, legislative, and litigation matters in the transportation, environmental, procurement, professional services, and labor and employment areas before units of state and local government.

Before joining HeplerBroom, he served as the Deputy Chief Counsel for the Illinois Department of Transportation, managing the in-house legal services and assisting in developing and administering policy with respect to delivering the transportation program for the State of

**LANCE T.
JONES**
Partner**PRACTICE DESCRIPTION (Continued)**

Illinois, including the Division of Highways, Division of Aeronautics, Division of Public and Intermodal Transit, Division of Traffic Safety, Office of Business and Workforce Diversity, Office of Planning and Programming, Office of Finance and Administration, Office of Legislative Affairs, and Office of the Secretary. As Deputy Chief Counsel, Mr. Jones supervised the provision of legal services for construction; consultant services and general procurement; environmental compliance; oversight of rail, aero, and transit grant and procurement issues; labor and employment; workforce/contracting diversity; legislation; administrative rules; and an array of other legal issues.

Prior to working for the Department of Transportation, Mr. Jones served as Deputy General Counsel, Office of General Counsel, Department of Human Services, Division of Human Capital Development and Department Policy, providing legal services to the Division on an array of social services programs. He also served in the Office of Attorney General of Illinois as the Executive Director of the Asbestos Abatement Authority, Division Chief of Asbestos Litigation, and Assistant Attorney General in the Division of General Law. Prior to joining the Illinois Attorney General, he served on the Illinois Senate Democratic staff.

BAR/PROFESSIONAL ASSOCIATIONS

- American Bar Association
- Illinois Bar Association
- Lincoln Douglas Inn of Court

AWARDS, HONORS & DISTINCTIONS

- BV Distinguished® Attorney by Martindale-Hubbell
- Department of Transportation's Award of Merit for Professional Excellence (2012)
- *Illinois Leading Lawyers* (2014-2018)

LEGAL LECTURES & PRESENTATIONS

- "Employment Law Update," Central Illinois Chapter of the Society for Human Resources Management (2017)
- "State and Local Employment Laws Update," National Business Institute (2017)



ELIZABETH K. BARTON

Associate

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Chicago, IL 60602

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AREAS OF PRACTICE

- Employment & Labor Law
- Insurance
- Municipal

EDUCATION

- The John Marshall Law School, J.D., 2008
- University of Iowa, B.B.A. in Management & Organizations, 2005

ADMISSIONS

- Illinois
- U.S. Court of Appeals for the 7th Circuit
- U.S. District Courts for the
 - Northern District of Illinois
 - Central District of Illinois

PRACTICE DESCRIPTION

Elizabeth K. Barton handles complex litigation matters with a particular emphasis on defending local government entities and employees in actions related to civil rights under the U. S. Constitution and 42 U.S.C. § 1983, reverse convictions, police and prosecutorial misconduct, prisoner litigation, and employment issues such as First Amendment retaliation, Title VII, and the Americans with Disabilities Act. Her clients include police officers, school districts, park districts, public works departments, local government administrators, small businesses, and corporations. Ms. Barton also represents clients in a variety of insurance coverage matters.

BAR/PROFESSIONAL ASSOCIATIONS

- Defense Research Institute
- Illinois Association of Defense Trial Counsel
 - Board of Directors (2016-present)
 - Vice Chair, Local Government Law Committee (2016-present)
 - Chair, Young Lawyers' Division (2015-2016)
 - Vice Chair, Young Lawyers' Division (2014-2015)
- Illinois Bar Association

AWARDS, HONORS & DISTINCTIONS

- Rising Star, Illinois Association of Defense Trial Counsel (2016)
- *Illinois Leading Lawyers* (2017-2018)

LAW SCHOOL HONORS/INVOLVEMENT

- *The John Marshall Law Review*
 - Candidacy Editor
- Moot Court
 - International arbitration moot competition in Vienna, Austria

**ELIZABETH K.
BARTON**
Associate

PUBLISHED LEGAL WRITING

- "Chapter 16: Assignments and Delegation," *Illinois Institute of Continuing Education's Contract Law Handbook* (2016)
- "To the Young Lawyer: Tips for Court Appearances," *IDC Quarterly* Vol. 24, No. 2 (2014)
- Regularly edits and writes for the IDC Local Government Law Committee, which contributes to the IDC *Survey of Law* Monograph

LEGAL LECTURES & PRESENTATIONS

- "The Rapidly Evolving Law of Employee Protected Activities," joint conference, Illinois Association of Park Districts/Illinois Parks and Recreation Association (2016)
- "Protests & Marches in the Parks: First Amendment Issues in the use of Public Parks & Property," joint conference, Illinois Association of Park Districts/Illinois Parks and Recreation Association (2015)

PROPOSAL FOR LEGAL SERVICES

MAINE TOWNSHIP, COOK COUNTY, ILLINOIS

April 19, 2018

Submitted By:

Robbins, Salomon & Patt, Ltd.
180 N. LaSalle Street, Suite 3300
Chicago, Illinois 60601
(312) 782-9000

2222 Chestnut Avenue, Suite 101
Glenview, Illinois 60026
(847) 729-7300

www.rsplaw.com

I. Firm Summary

Robbins, Salomon & Patt, Ltd. ("RSP" or "Firm") is pleased to submit its qualifications to provide legal services to Maine Township (the "Township").

For more than four decades, RSP has been a fixture in the Chicago area legal community. Today, we have over 40 lawyers practicing in nearly every area of civil law. We have attorneys licensed to practice in several states, as well as in the United States District Courts, the United States Courts of Appeals, and the United States Supreme Court.

We maintain two fully staffed and technologically integrated offices located in downtown Chicago and in Glenview, Illinois. RSP is a full service law firm, representing a broad spectrum of municipalities, townships and other units of local government, businesses, organizations, professions, and individuals. In addition to our expertise in municipal, zoning, and land use law, which is described in detail herein, our attorneys have vast experience in real estate transactions of all kinds, general corporate law, tax law, and all areas of civil litigation.

RSP distinguishes itself by its ability to identify and focus upon our clients' practical business goals. We value our reputation as strong advocates on behalf of our clients, and as effective business negotiators. Our goal is always to achieve the desired result in an efficient, cost-effective manner.

We pride ourselves on long-term relationships, both within the firm itself and with our clients. Many of our attorneys have been with us for most if not all of their professional careers. This stability allows our lawyers to develop a thorough understanding of each client's particular needs. Likewise, many of the Firm's clients have used our services for decades, often with RSP representing multiple generations. We never lose sight of the most important component of a successful law practice: the client.

II. Experience Representing Units of Local Government

As legal advisors to various local governmental entities, RSP has demonstrated the requisite skills necessary to guide and advise local communities through the legal complexities of their day-to-day operations.

Our experience representing units of local government is significant and proven. As counsel to our governmental clients, we are actively involved in all aspects of that work. We review and draft ordinances and resolutions; ensure compliance with the Open Meetings Act, Freedom of Information Act, the Gift Ban Act and other ethics laws and ordinances; and draft and negotiate contracts, including, without limitation, intergovernmental agreements, redevelopment agreements, annexation agreements, construction contracts, professional services agreements, employment agreements, and vendor contracts. We regularly attend meetings of our clients' governing bodies, appointed committees and commissions, and department heads, and staff.

We are well equipped to handle real property acquisitions and dispositions. Our Municipal and Land Use attorneys are experienced in property interests that frequently arise in the local government context,

Maine Township
April 19, 2018
Page 2

such as easements and vacations and dedications of streets, alleys, and other public ways. Additionally, our Real Estate attorneys represent clients during every phase of real estate acquisition, finance, leasing, ownership, sale, and management, in all levels of complexity and sophistication.

Regarding litigation, RSP has an extensive trial and appellate practice. We have been involved in litigation, both as plaintiff and defense counsel, at the trial court, appellate court (state and federal), and Illinois Supreme Court levels. Contested litigation matters involving local governmental entities have included zoning cases, injunctions (emergency and non-emergency), declaratory judgments, contract disputes, administrative review actions (at the local hearing, trial court, and appellate levels), referenda, annexation matters, eminent domain proceedings, defense of real estate tax objections cases, Open Meetings Act litigation, intergovernmental litigation, signage litigation, special assessment litigation, and class action, civil rights, and personal injury lawsuits in which a municipality is a defendant. RSP prosecutes local ordinance violations, traffic offenses and certain misdemeanors on behalf of our municipal clients. We regularly litigate before a variety of administrative tribunals, as well as in the Circuit Courts of Cook, DuPage, Will, and Lake Counties, as well as the U.S. District Court for the Northern District of Illinois.

RSP believes the most effective way to represent its municipal clients is to develop relationships with elected officials and staff that lead to a thorough knowledge of individual needs, without becoming involved in the political process. We believe our apolitical approach to the practice of law is complementary to the needs of the Township.

We are accustomed to time-sensitive responses required by governmental officers and staff. Our attorneys are available and accessible, and telephone calls and emails are returned promptly, with a goal of providing a substantive response at the time the communication is received or returned, if possible. If it is not feasible to actually provide a complete response at that time, we establish a timeframe for doing so, respecting the urgency with which the Township needs an answer.

We communicate effectively with elected and appointed officials and staff at all levels. We regularly participate in, and frequently lead, teams of providers, consultants, and other professionals on multi-discipline projects in which the ability to communicate across all lines is crucial. Our clients appreciate the direct and objective review of issues that we provide them, and the fact that when there are different ways of addressing problems, we present a detailed explanation of available options with a cost/benefit analysis of each.

III. Our Team

Eric G. Patt will be the attorney primarily acting as Township Attorney. Eric was admitted to the Illinois bar in 1990, and is also a member of the Trial Bar of the U.S. District Court, Northern District of Illinois, and the U.S. Court of Appeals, Seventh Circuit. He graduated from Indiana University (B.S. 1987) and Chicago-Kent College of Law (J.D., with honors, 1990). Eric focuses his practice on

municipal law, representing several units of local government in the Chicago area – including municipalities, townships, sanitary districts and fire protection districts – as well as civil litigation and insurance law. In addition to attending regular meetings and executive sessions with his clients' councils, Eric has advised plan commissions, zoning boards, and boards of fire and police commissioners, and has extensive experience advising governmental clients concerning governmental joint purchasing initiatives and the interpretation of the Open Meetings Act and the Freedom of Information Act. He has also helped several units of local government develop and implement their administrative adjudication programs. Eric has conducted numerous bench and jury trials in both state and federal court, and has significant appellate experience. He has co-authored articles about municipal representation for the Illinois Municipal Review and the Illinois Institute for Continuing Legal Education. Eric is the chairman of our Municipal and Land Use Practice Group, and is actively involved in all aspects of RSP's governmental client representation.

Michael J. Castellino was admitted to the Illinois bar in 1994. He is a graduate of the University of Notre Dame (B.A., 1991) and the Notre Dame Law School (J.D., 1994). Mike focuses his practice on local government law and land use. He has served as general counsel and special counsel to several municipalities, townships and special districts, and has also represented regional planning agencies and councils of government. He has extensive experience in all aspects of governmental law, including preparing ordinances and resolutions; attending meetings of governing bodies, plan commissions, and zoning boards; drafting and negotiating redevelopment agreements, intergovernmental agreements, economic incentive agreements, professional services agreements, and other types of contracts; and rendering advice to elected officials, department heads, and staff on a daily basis. Mike also represents corporate entities and individuals seeking development incentives and zoning, licensing, and other regulatory approvals from units of government. He regularly appears before governing bodies, plan commissions and zoning boards in the Chicago metropolitan area.

In addition to our core team, other Firm attorneys bring a wealth of resources from the business world that lends support to our local government clients as particular needs arise. Being a full service, general civil law firm with a local government practice group separates us from other firms that represent units of local government. Because the Firm as a whole does not concentrate solely on governmental law, we can readily offer services in other areas that are not traditionally thought of as being in the governmental arena, but that often do arise in the day-to-day operations of a unit of local government. While skillfully providing all the same services that other firms focusing solely on governmental law offer, RSP's broader practice allows us to keep more specialized services in-house and, critically, to do so at our municipal rates, thereby offering substantial cost savings to the Township.

IV. Our Governmental Clients

RSP has served as Village Attorney for the Village of Glenview since 1986. In 2001, we were appointed as the attorney for Northfield Township. Since 2001, we have also served as Special Counsel and

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Village Prosecutor for the Village of Golf. In 2005, we were appointed as the Village Prosecutor and Special Counsel for the Village of Lincolnwood. Since 2013, we have served as General Counsel for the Glenbrook Sanitary District.

RSP has also performed legal services as special counsel on a variety of matters for various units of local government throughout the Chicago metropolitan area, including the Villages of Libertyville, Oak Park, Kenilworth, Hawthorn Woods, and many others. Services provided in those engagements included review and negotiation of contracts, redevelopment, administrative proceedings, preparation of proposed ordinances, and litigation at both the trial court and appellate levels.

V. Fee Proposal

Our proposed hourly rates for all matters relating to representation of the Township are \$210 for all attorneys (regardless of discipline) and \$125 for paralegals. Hours are billed in one-tenth (0.1) increments.

Expenses, including certain pre-approved third-party vendors and out-of-pocket costs, such as filing and recording fees, are billed as incurred and are not subject to markup. RSP does not separately bill for travel time, and does not bill its clients for general overhead expenses such as costs associated with, mailing, long distance telephone calls, facsimile transmissions, photocopying, and legal research services such as Westlaw.

VI. Conclusion

Thank you for your consideration of our proposal. We are confident that we would serve the Township well as Township Attorney, and we look forward to the opportunity to present our credentials in person. In the meantime, please do not hesitate to contact Eric G. Patt by phone at (847) 832-5602 or by e-mail at epatt@rsplaw.com if you have questions or require additional information.

Respectfully submitted,

ROBBINS, SALOMON & PATT, LTD.

By: _____
Eric G. Patt
Lead Attorney

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LAWYER SEARCH: ATTORNEY'S REGISTRATION AND PUBLIC DISCIPLINARY RECORD

ARDC Individual Attorney Record of Public Registration and Public Disciplinary and Disability Information as of May 2, 2018 at 9:00:00 AM:

Full Licensed Name:	Eric Glenn Patt
Full Former name(s):	None
Date of Admission as Lawyer by Illinois Supreme Court:	November 8, 1990
Registered Business Address:	Robbins, Salomon & Patt, Ltd. 180 North LaSalle Street Suite 3300 Chicago, IL 60601-2808
Registered Business Phone:	(312) 782-9000
Illinois Registration Status:	Active and authorized to practice law - Last Registered Year: 2018
Malpractice Insurance: (Current as of date of registration; consult attorney for further information)	In annual registration, attorney reported that he/she has malpractice coverage.

Public Record of Discipline and Pending Proceedings: None

Check carefully to be sure that you have selected the correct lawyer. At times, lawyers have similar names. The disciplinary results displayed above include information relating to any and all public discipline, court-ordered disability inactive status, reinstatement and restoration dispositions, and pending public proceedings. Investigations are confidential and information relating to the existence or status of any investigation is not available. For additional information regarding data on this website, please contact ARDC at (312) 565-2600 or, from within Illinois, at (800) 826-8625.

ARDC makes every effort to maintain the currency and accuracy of Lawyer Search. If you find any typographical errors in the Lawyer Search information, please email registration@iardc.org. For changes to contact information, including address, telephone or employer information, we require that the attorney submit a change of address form. Please consult our [Address Change Requests](#) page for details. Name changes require the filing of a motion with the Supreme Court. Please consult our [Name Change Requests](#) page for details.

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 **RATHJE | WOODWARD** ^{LLC}
ATTORNEYS AT LAW, ESTABLISHED 1938.
300 EAST ROOSEVELT ROAD, SUITE 300
WHEATON, ILLINOIS 60187

MAIN TELEPHONE: (630) 668-8500
FACSIMILE: (630) 668-9218

WRITER'S DIRECT TELEPHONE: (630) 510-4913
WRITER'S EMAIL: JZamenak@rathjewoodward.com

April 18, 2018

VIA EMAIL TRANSMISSION

Trustee Susan Sweeney
Maine Township
1700 Ballard Road
Park Ridge, IL 60068-1006

Re: Maine Township Attorney Position

Dear Trustee Sweeney:

Thank you for reaching out to me regarding the open Township Attorney position for Maine Township. Please allow this letter to serve as my response to your request for my qualifications for this position.

Our firm has a long history of local government representation, serving local municipalities, townships, park districts, forest preserve districts and fire protection districts. If selected, the undersigned would serve as Township Attorney. I currently serve as the Village Attorney for the Village of Westmont and have held this position for nineteen years. I also serve as the Village Attorney for the Village of Big Rock and have held this position since Year 2007. Along with co-counsel Kevin Carrara from our firm, I currently represent the Village of Oak Brook as special zoning litigation counsel (and I have previously served in this capacity for specific zoning litigation). Our firm has previously served as the City Attorney for the City of Oakbrook Terrace (the undersigned was the Assistant City Attorney), Milton Township as their Township Attorney, the Geneva Park District (for land acquisition matters) and the DuPage County Forest Preserve (for land acquisition matters).

Attorney Ann Marie Lampariello-Perez from our firm currently serves as the Assistant Village Attorney for the Village of Westmont. She is also the Village Prosecutor for the Village of Oak Brook and performs specialized ordinance prosecutions for other municipalities, such as the City of Naperville. Ms. Lampariello-Perez formerly served as in-house counsel for the Village of Downers Grove. Finally, Emily Shupe of our firm currently serves as the General Counsel to the College of DuPage. We are confident that this breadth of local government representation will allow Rathje & Woodward, LLC to provide the highest quality of legal services to Maine Township.

Our Mission

When representing local government entities, our mission is to provide the highest quality legal representation while building strong relationships with our clients. Our longevity of service with our current municipal clients attests to this fact. In order to achieve this mission, we focus on the following: (1) adhering to the strongest of ethics when providing legal advice, and insisting that our clients likewise strive to act ethically and in the public interest, (2) educating our client before problems arise in order to minimize potential exposure and/or adverse publicity, (3) keeping our clients abreast of the latest developments in legislation and case law that may impact their operations and decision-making, (4) timely performing assigned work and timely responding to phone calls and emails from elected officials and staff, (5) striving to work in a team environment by building trust and strong relationships, where we are viewed more as "counsel" and less as "lawyers," and (6) remaining mindful of the budgetary constraints of governmental entities by providing high quality service at competitive pricing, and avoiding unnecessary legal work.

Our Experience

The following list provides a detailed snapshot of the undersigned's experience in specific areas of local government law. While this list is not exhaustive, it is intended to demonstrate that we can serve virtually all of the Township's legal needs.

- Draft ordinances and resolutions.
- Negotiate and draft a wide-array of contracts and intergovernmental agreements, including numerous intergovernmental agreements with Big Rock Township.
- Interpret and advise on all aspects of applicable Illinois statutes and regulations.
- Advise on OMA issues and responses to FOIA requests.
- Advise on best practices and procedures for efficient Board meetings.
- Advise on ethics and conflict of interest matters.
- Researched and drafted multi-family licensing ordinance.
- Researched and drafted fair housing-compliant group home regulations.
- Represent plan commissions and/or zoning boards of appeal and regularly attend their public meetings.
- Extensive planning and zoning experience; re-drafted entire Zoning Ordinance for a community.
- Serve as TIF counsel for the Village of Westmont, including the formation of two TIF Districts, negotiation of developer incentive agreements, representing the Joint Review Board and generally advising the municipality on TIF development matters.
- Handle all aspects of complex commercial development, from attending initial developer meetings, advising staff on zoning matters related to such developments, drafting of complex planned unit development and annexation agreements, and drafting of zoning entitlement ordinances.

- Defend municipality in zoning litigation and prosecute zoning ordinance litigation on behalf of municipalities.
- Draft and negotiate economic incentive agreements with developers.
- Regularly advise on employment law issues, including hiring, discipline, benefits and termination.
- Redraft of entire Personnel Manual and draft various personnel policies.
- Advise on IMRF pension issues and police and fire pension issues.
- Litigated IMRF interpretation of fire pension classification issue.
- Researched and drafted home rule sales tax ordinances, non-home rule sales tax ordinances, places for eating tax ordinances and otherwise advise on municipal tax matters.
- Assisted in establishing and operating local utility (wastewater treatment system).
- Research and draft referendum issues.
- Represented local election board in election contest and advise generally on election procedures.
- Draft and litigate billboard regulations.
- Provide on-going representation to police and fire chiefs and their respective staffs on employment, operations, contracting, and other matters.
- Represented board of fire and police commissioners.
- Prosecute local ordinance violations and provide advice to staff on such violations.
- Advise on video gaming matters.
- Represent local liquor commissioner on all aspects of liquor licensing, including but not limited to, hearings for liquor license violations and drafting of liquor regulations.
- Work closely with bond counsel on various bond issues.
- Researched options for developing and funding community-wide storm water management plan.
- Regularly assist municipalities to acquire, sell and lease property.
- Advise on cell tower and small wireless facility development and draft necessary regulatory ordinances.
- Negotiate and draft utility and other franchise agreements, including waste hauler agreements and agreements with Comcast, Nicor and ComEd.
- Negotiate and draft fire alarm service provider contract and defend litigation regarding fire alarm requirements.
- Create and implement numerous Special Service Areas.
- Assist with forming and transitioning municipality to consolidated dispatch centers.
- Re-draft business license ordinance and other licensing ordinances, and advise on business licensing matters.
- Prosecute claims and litigation related to construction of public facilities, buildings and utilities.
- Reviewed grant applications and assisted in the administration of grant awards for public utility project.
- Advise on First Amendment rights of employees and others, due process concerns, equal protection concerns, and other limited civil rights matters.
- Handle all litigation needs not otherwise mentioned above.

The Rathje & Woodward Law Firm

Rathje & Woodward, LLC was established in 1938 and is the oldest DuPage County law firm. Our principal office is located in Wheaton, Illinois and we also maintain an office in Madison, Wisconsin. We represent clients throughout the entire northern Illinois region and nationwide. The firm consists of twenty-one attorneys, along with three paralegals and a strong support staff. The firm has eleven member-owners, of which the undersigned is one. The remaining attorneys are associate attorneys or have an of-counsel relationship with the firm.

Our areas of practice focus on local government law, school law, commercial real estate and zoning, commercial litigation, estates and trusts, corporate law, employment law and homeowners' association representation.

Attorney Qualifications

The undersigned would serve as Township Attorney if retained by Maine Township and my qualifications and experience are listed above. In addition, attached hereto is a resume listing my educational background and other experience. Although the primary focus of my legal work is on behalf of Illinois municipalities, I am confident that this experience will translate seamlessly to Township representation. I believe in utilizing a team approach to local government representation to ensure that all legal work is timely addressed and completed. The following is a list of the team of local government law attorneys who would provide additional support to the Township.

1. Ann Marie Lampariello-Perez: Ms. Perez currently serves as the Assistant Village Attorney for the Village of Westmont, focusing on ordinance drafting, contract review, liquor licensing and liquor hearings, ordinance litigation, advising the police department on operational issues, and other matters. She currently serves as the Village Prosecutor for the Village of Oak Brook and performs specialized ordinance violation litigation for other various municipalities. She previously served as in-house counsel for the Village of Downers Grove, working on a wide variety of municipal law matters. Prior to that, Ms. Lampariello-Perez served as an Assistant States Attorney in the felony division for over ten years. Ms. Lampariello-Perez is an associate attorney with Rathje & Woodward.

2. Kevin Carrara: Mr. Carrara has over a decade of experience assisting on local government matters, ranging from public meeting attendance, to contract review, to land development negotiations. He assists with College of DuPage matters, including contract review, tax appeals and FOIA responses. Along with the undersigned, Mr. Carrara serves as special zoning litigation counsel to the Village of Oak Brook. The bulk of his practice focuses on real estate development and zoning, and corporate representation. Mr. Carrara is a member-owner at Rathje & Woodward.

3. Emily Shupe: Ms. Shupe serves as General Counsel for the College of DuPage, representing their elected officials and staff for all of their general legal needs, including public meeting attendance, contract review, facilities development, employment law, OMA and FOIA guidance. She also is an experienced commercial litigator, handling a wide variety of commercial

and employment litigation matters across the United States. Ms. Shupe is a member-owner at Rathje & Woodward.

4. Scott Pointner: Mr. Pointner has assisted with Village of Westmont matters for over a decade, including real estate and zoning matters and public meeting attendance. He also represents real estate developers, corporations and homeowners' associations. Mr. Pointner is a member-owner at Rathje & Woodward.

Other associate attorneys are available as needed for specialized research and other projects, and we regularly draw upon the experience of and consult with our other members in matters involving complex litigation, trademark and intellectual property matters, and employment law matters.

The undersigned would have full responsibility for the supervision and allocation of work to said attorneys if necessary. The undersigned will review all work product and opinions of said attorneys, and will review all billing prior to issuing a single monthly invoice to the Township.

Municipal Client References

Ron Gunter - Mayor
Village of Westmont
31 W. Quincy Street
Westmont, IL 60559
(630) 981-6201

Stephen May - Village Manager
Village of Westmont
31 W. Quincy Street
Westmont, IL 60559
(630) 981-6296

Dean Hummell - Village President
Village of Big Rock
P.O. Box 128
Big Rock, IL 60511
(630) 556-4365

Riccardo Ginex - Village Manager
Village of Oakbrook
1200 Oak Brook Road
Oak Brook, IL 60523
(630) 368-5000

Professional References

Jay Eck

The Bradford Real Estate Companies
30 S. Wacker Drive, Suite 2850
Chicago, IL 60606
(312) 755-8070

Mr. Eck is a principal with Bradford Real Estate Companies, who the undersigned represented in the development of a Mariano's grocery store in the City of Wheaton. This was a private-public development with the Wheaton Park District, who the undersigned also represented for this development. In addition, after obtaining conflict of interest waivers, the undersigned has worked with Bradford Real Estate on several complex real estate developments in the Village of Westmont in one of its TIF Districts, including complex economic development agreements.

Enza Petrarca
Village Attorney
Village of Downers Grove
801 Burlington Avenue
Downers Grove, IL 60515
(630) 434-5541

The undersigned has worked with Ms. Petrarca on a number of intergovernmental agreements between the Village of Westmont and the Village of Downers Grove, including consolidation of municipal services between the two communities.

James Knippen
Walsh, Knippen & Cetina
2150 Manchester Road, Suite 200
Wheaton, IL 60187
(630) 462-1980

The undersigned has successfully worked with Mr. Knippen on numerous police officer disciplinary matters as Mr. Knippen serves as special counsel to the Village of Westmont Police Chief. The undersigned has also worked with Mr. Knippen on various class action litigation matters involving our respective municipalities, and the undersigned has worked with Mr. Knippen (who was representing the City of Wheaton) on obtaining complex zoning approvals for a Mariano's grocery store in the City of Wheaton.

Compensation Structure

We traditionally bill our municipal clients hourly for all work performed. Our current hourly rate is \$220.00. We have found that our extensive experience allows us to efficiently answer questions and provide opinions in a cost-effective manner, despite the hourly charge for services.

Our preference is to bill the Township hourly at the rate of \$220.00 per hour. We invoice at increments of 1/10th of an hour. In addition to this hourly rate, we charge for large copy projects (\$0.10 per copy), Westlaw legal research, litigation expenses and any costs advanced on

behalf of the client (i.e., appraisals, expert witnesses, etc.). Partners and associates bill at the same reduced hourly rate of \$220.00. (Note: our non-municipal billing ranges from \$350.00 per hour for partners to \$275.00 per hour for associate attorneys.) Paralegals bill at \$120 per hour. Although we typically charge for travel to and from our clients' locations for public meetings and meetings with staff, we are willing to discuss a mutually agreeable arrangement in this regard. We do charge our hourly rate for travel to court or to locations other than the Township. We issue monthly invoices, usually by the 5th day of each month. We issue a single invoice which encompasses the work of all attorneys and paralegals, and which includes any out-of-pocket expenses incurred

Excluded from our representation of the Township is bond work, collective bargaining matters, and complex eminent domain work, if any were to arise. In addition, we cannot represent the Township in instances where a legal conflict of interest would prohibit our representation. In such a case, we would work with the Township to locate special counsel to represent the Township on such a matter.

Thank you for your consideration of this response, and I look forward to discussing this position and our response with you in more detail.

Very truly yours,

RATHJE & WOODWARD, LLC

A handwritten signature in black ink, appearing to read "John R. Zemenak", written over a printed name.

John R. Zemenak

JRZ:kb



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LAWYER SEARCH: ATTORNEY'S REGISTRATION AND PUBLIC DISCIPLINARY RECORD

ARDC Individual Attorney Record of Public Registration and Public Disciplinary and Disability Information as of May 2, 2018 at 9:00:00 AM:

Full Licensed Name:	John Richard Zemenak
Full Former name(s):	None
Date of Admission as Lawyer by Illinois Supreme Court:	November 10, 1994
Registered Business Address:	Rathje & Woodward, LLC 300 E Roosevelt Rd Ste 300 Wheaton, IL 60187-1908
Registered Business Phone:	(630) 668-8500
Illinois Registration Status:	Active and authorized to practice law - Last Registered Year: 2018
Malpractice Insurance: (Current as of date of registration; consult attorney for further information)	In annual registration, attorney reported that he/she has malpractice coverage.

Public Record of Discipline and Pending Proceedings: None

Check carefully to be sure that you have selected the correct lawyer. At times, lawyers have similar names. The disciplinary results displayed above include information relating to any and all public discipline, court-ordered disability inactive status, reinstatement and restoration dispositions, and pending public proceedings. Investigations are confidential and information relating to the existence or status of any investigation is not available. For additional information regarding data on this website, please contact ARDC at (312) 565-2600 or, from within Illinois, at (800) 826-8625.

ARDC makes every effort to maintain the currency and accuracy of Lawyer Search. If you find any typographical errors in the Lawyer Search information, please email registration@iaradc.org. For changes to contact information, including address, telephone or employer information, we require that the attorney submit a change of address form. Please consult our [Address Change Requests](#) page for details. Name changes require the filing of a motion with the Supreme Court. Please consult our [Name Change Requests](#) page for details.

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John R. Zemenak
Phone: (630) 510.4913
Fax: (630) 668.9218
Email: john.zemenak@rathjewoodward.com

John R. Zemenak practices in the areas of municipal law, commercial litigation, commercial real estate and land use law and employment law.

He represents several Illinois municipalities as village attorney on a wide range of matters such as land use litigation, economic redevelopment, corporate governance, employment law, real estate transactions, tax increment financing, and public utility law. Mr. Zemenak serves as village attorney for the Village of Westmont and the Village of Big Rock and serves as special counsel for zoning litigation for the Village of Oak Brook. He has previously represented the Village of Oakbrook Terrace.

In addition, Mr. Zemenak represents local and national corporations for their commercial real estate and zoning needs, and he has worked on numerous private/public partnerships.

Practice Areas

- Business & Corporate
- Commercial Litigation
- Employment Law
- Municipal Law
- Real Estate, Land Use and Development

Education

- John Marshall Law School (J.D., 1994): John Marshall Journal of Computer and Information Law (1993 - 1994)
- Miami University of Ohio (B.A., 1990)

Bar Admissions

- 1994 State of Illinois
- 1994 U.S. District Court for the Northern District of Illinois (Trial Bar)

Memberships

- Director, Glen Ellyn Historical Society (2011 - present)
- DuPage County Bar Association
- Illinois Institute for Local Government Law
- Illinois Municipal League and International Municipal League Association
- Illinois State Bar Association



BURTON S. ODELSON
attyburt@odelsonsterk.com
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EVERGREEN PARK, IL 60805
MAIN (708) 424-5678
FAX (708) 424-5755

OFFICES IN CHICAGO
DuPAGE AND WILL COUNTIES
www.odelsonsterk.com

April 20, 2018

Via Electronic Mail: lmorask@mainetown.com

Laura J. Morask
Township Supervisor
Maine Township
1700 Ballard Road
Park Ridge, IL 60068

RE: Odelson & Sterk, Ltd. – Proposal for Legal Services

Dear Supervisor Morask:

Please allow this correspondence to serve as Odelson & Sterk, Ltd.’s proposal for consideration of appointment as Township Attorneys for Maine Township.

We are very excited for the opportunity to represent your Township. By allowing qualified firms to apply for Township Attorney, the elected officials will be able to choose the “best-qualified” and most “cost-effective” applicant based on what is best for Maine Township. It is my opinion that the “experience and qualifications” should be the most important factors for evaluation. Also to be considered is past performance, fees, and overall experience.

As specified below, our firm desires to represent all of the needs of the Township. We are uniquely qualified to provide all of the general services requested, as well as provide legal advice to the Supervisor of General Assistance. Since we represent other townships, as well as many municipalities, our experience, expertise, cost management and familiarity with township, municipal, county, and state government will certainly be a benefit to the Township.

We are very familiar with Maine Township since the firm currently does litigation work in the Village of Niles and Morton Grove, as well as serving as City Attorney in Northlake. We were formerly the City Attorneys in Des Plaines, and also represented elected officials from Park Ridge.

A. Firm history and experience.

Odelson & Sterk, Ltd., a professional legal corporation, has its offices at 3318 W. 95th Street, Evergreen Park, IL. Situated in the south suburbs, the firm is able to keep its hourly billing lower than most firms due to low overhead. The firm provides the highest quality legal service as evidenced by its 45 years of longevity, and over 59 municipal, school, township, park, and other governmental clients. The firm specializes in the representation of local governments and is a



“one-stop shop.” The attorneys are divided into our litigation, labor, economic development, and general governmental areas such as townships, municipalities, and schools. We provide all the necessary services to our clients, including all financial and bond work; litigation in all courts and administrative agencies; experienced expert negotiation and related labor skills, including grievances and unfair labor practice matters; general township, municipal, school, and park district representation; election law matters, new legislation, and case law updates; and a direct liaison with the Illinois General Assembly through the Senate Republican leadership, who Mr. Odelson represents. Mr. Odelson is a noted leader in the area of Election Law, having represented hundreds of candidates and elected officials from the President of the United States and Governor of Illinois to numerous other state, county, and local officials, including judges in DuPage and Cook Counties. The firm represents elected State Representatives and Senators in both the Republican and Democratic parties. The firm also has an office in Joliet, and maintains an active practice in Cook, DuPage, and Will Counties.

The firm currently represents Naperville, Lyons, and Vernon Townships as General Counsel. We also represent the Assessor in Worth, Naperville, and Lyons Townships. We would be interested in providing all of the services of the Township, and more, as we do for our other Townships. We understand that there is separate counsel for the Maine Township Highway Commissioner, and although we provide legal assistance to the Highway Commissioners in our other townships, we respect the wishes of the Maine Township Highway Commissioner to have the separate counsel.

B. Attorney and Firm experience.

Burton S. Odelson

Burton Odelson, founding partner of Odelson & Sterk, Ltd., has earned a reputation as a leading expert in governmental and election law. He has over 45 years of experience and has served as legal counsel for many townships, municipalities, school districts, and hundreds of public officials, labor leaders, and candidates for local, state and federal office. Mr. Odelson was admitted to practice law in Illinois in 1972, and is admitted to practice before the United States District Court for the Northern District of Illinois, the Illinois Supreme Court, and the United States Supreme Court.

Mr. Odelson has been representing townships and municipalities since founding his practice in 1972. He provides counsel in all areas of township law, including drafting of ordinances, resolutions, intergovernmental agreements and policies, labor and employment issues, advice regarding interaction with the press and media, bond issues, and financing. Mr. Odelson has drafted and revised bid documents, contracts, and real estate documents for the purchase and sale of



township property. He has extensive experience and knowledge in all areas of township and general assistance law. He currently represents Naperville Township and the Worth Township Assessor, and has represented York, Worth, Palos, and Orland Townships. Burt has dedicated his career to building a network among local governments, communities, and elected officials in order to best serve them and their needs.

He has successfully argued before the Circuit Court, Appellate Court, Illinois Supreme Court, United States District Court, 7th Circuit Court of Appeals and even the United States Supreme Court. He has helped cut attorney's fees through his institutional knowledge of township and governmental law. Mr. Odelson conducts business at the Evergreen Park office, he also has a home office in Burr Ridge, IL. He is a member of the Chicago Bar Association, Election Law Committee, and the DuPage Bar Association. He also serves as counsel to the DuPage County Election Commission when a conflict arises for the General Counsel for the Board. A more detailed résumé can be found in the firm profiles at our website www.odelsonsterk.com.

Elizabeth Shine Hermes

Elizabeth Shine Hermes, Partner, is an experienced township and municipal attorney with 14 years of legal experience. She is a member of the Illinois State Bar Association, and is admitted to practice in the United States District Court for the Northern District of Illinois. Ms. Hermes is also a member of the Home Rule Attorney's Committee of the Illinois Municipal League and the Illinois Local Government Lawyers Association.

Before joining Odelson & Sterk, Ltd., Ms. Hermes worked as the attorney for the Chairman of the Cook County Board of Review. She currently serves as general counsel to Lyons and Vernon Townships.

Ms. Hermes works with our township and municipal clients on property tax issues, land use and zoning, economic development, intergovernmental agreements, contracts, and the drafting of resolutions, ordinances, agreements and policies. She has dealt with numerous employment issues, bid requirements, and commercial transactions. Her extensive knowledge and practice before the Assessor's Office, Board of Review and Property Tax Appeal Board allow her to assist townships, municipalities, and school districts in realizing considerable savings with respect to property tax appeals and exemptions.



Michael K. Smith

Michael K. Smith has dedicated 30 years of public service to the citizens of Cook County. For the first 23 years of his career, Mike served as an Assistant State's Attorney in the Cook County State's Attorney's Office where he rose through the ranks to become Supervisor of the Gang Prosecutions Unit and then Deputy Chief of the Special Prosecutions Bureau. After his tenure with the State's Attorney's Office, Mike accepted a position with the Cook County Sheriff's Office where he was appointed as 1st Deputy Chief of Police for the Cook County Sheriff's Police Department. Mike had extensive dealings with suburban municipalities, specifically with unincorporated areas of Cook County, and first responders from those entities. He was then promoted to the rank of Chief Deputy Sheriff and retired from that position after a total of 30 years of service in Cook County law enforcement.

At Odelson & Sterk, Ltd., Mike concentrates his practice in litigation, labor and municipal work. Mike also serves as the adjudicator in Calumet City and Dolton, and assists with governmental matters in Lyons Township. He is a certified instructor for the Illinois Local Government Law Enforcement Agency and has been an instructor for North East Multi-Regional Training (NEMRT) for more than 20 years. He is a current (retired) member of the Illinois Association of Chiefs of Police and the South Suburban Association of Chiefs of Police, as well as a new member of the International Association of Chiefs of Police.

Michael B. Stillman

Michael Stillman, Partner, has had a diverse legal career, including numerous litigation cases and general counsel for governmental entities. An attorney for 23 years, Mr. Stillman is licensed to practice in Illinois, the U.S. District Court, both Northern and Central Districts of Illinois, the 7th Court of Appeals, and the United States Supreme Court.

Mr. Stillman has represented townships and municipalities and units of government in all areas of township municipal law for over 13 years. He has previously served as a Township Trustee in Worth Township. Mr. Stillman is uniquely qualified to represent townships, having an expertise in township law, the Open Meetings Act, all requirements under FOIA, general assistance, and road districts, as well as his vast experience with commercial transactions, contracts, and bid requirements.



Ross D. Secler

Ross D. Secler focuses his practice representing municipalities, school districts, and townships in addition to his wide array of experience in election and political law, counseling clients through the strategic, legal, and regulatory frameworks governing political campaigns, organizations, and candidates, which includes litigation before the Circuit, Appellate, and Supreme Courts. In addition to working with a number of townships and road districts throughout Cook and Lake Counties, Ross currently serves as the township attorney for Naperville Township and Naperville Township Road District, where he directly advises a newly elected board about budgetary, employment, and contractual matters affecting the township. Ross is also assisting Naperville Township Road District navigate consolidation efforts and referenda. Ross's practice also includes serving as prosecutor or hearing officer for traffic and local ordinance violations. He is admitted to practice in the U.S. District Court for the Northern District of Illinois and the Seventh Circuit U.S. Court of Appeals.

Ross grew up in the Northwest suburbs of Chicago where he attended Adlai E. Stevenson High School. After receiving his undergraduate degree from Colgate University, he earned his Juris Doctor at Loyola University Chicago School of Law. Before joining Odelson & Sterk, Ross was the founding partner of an election law firm in Chicago where Ross represented municipal, statewide, judicial, county-wide, Congressional, US Senate, and US Presidential candidates. Ross has also served as a member of the Standing Rules Committee for a National Nominating Convention.

Ross is the current Chairman of the Election Law Committee of the Chicago Bar Association and is also a member of the Association's Legislative Committee. He is a member of the Illinois State Bar Association and the Decalogue of Society of Lawyers. In 2018, Ross was named as one of the 2018 Rising Stars of Illinois by Super Lawyers.



C. Specific qualifications and experience with Townships.

The firm has continually represented townships since the early 1980's, providing all legal work required for townships, general assistance, highway districts, and assessors' offices. These matters include, but are not limited to:

- Intergovernmental Agreements
- FOIA requests
- Contract review and preparation
- Commercial transactions
- Legal notices
- Ordinances and Resolutions
- Budgets and levies
- Agendas and minutes
- Employee policy manuals
- General procedural meeting and township matters
- Food pantry
- General Assistance guidelines and procedures
- Waivers, hold harmless agreements
- Purchase and sale of township property
- Review of bids and requests for proposals for construction projects
- Review property tax appeal board notices for possible intervention
- Road construction, easements, right of way
- Election matters (electoral boards)
- All litigation matters in the Circuit, Appellate, and Supreme Courts
- Legislative updates at the County, State, and Federal levels

D. Methods for communicating with clients to keep them informed of new legislation developments and other important topics.

Our firm provides updates and alerts to our township, municipal, school, and other governmental clients concerning new – or proposed legislation, or Appellate and Supreme Court opinions that may have an impact on the operation of their government. We subscribe to legislative updates, are privy to legislation recaps from lobbying groups, and also represent the Illinois Senate Republican Caucus. We belong to the Township Attorneys of Illinois and attend seminars to keep updated on current events in Township Law. We provide updates through e-mail communication, PowerPoint presentations, and memos to the Supervisor, Clerk, Assessor, Highway Commissioner, and Trustees. We communicate with all of the elected officials on all of our updates.



E. Fee structure and methods used with Townships and/or other representative governmental entities:

We bill monthly, describing the matter, the attorney doing the work, the number of hours, or parts of an hour billed, and the total amount for the month. Although the senior partners would normally bill well over \$200/hour, because of our knowledge of Township Law and representation of other townships and municipalities, all attorneys assigned to Maine would bill at the rate of \$185/hour. Law clerks are billed at \$75/hour, and clerks at \$25/hour. We only bill for time expended on Township matters. We do not bill for travel time.

F. References from governmental entities.

- Christopher Getty, Supervisor, Lyons Township, lyonstwp@hotmail.com, (708) 482-8300 x213
- Warren L. Dixon, III, Assessor, Naperville Township, warrend@napervilletownship.com, (630) 355-2444
- Shaun Murphy, Assessor, Worth Township, shaunmurphycpa@gmail.com, (708) 670-7160
- Eddie Bedford, Supervisor, Naperville Township, eddieb@napervilletownship.com, (630) 355-2786

*Many more references from our other government clients or elected state and county clients are available upon request.



Summary

Our firm's knowledge of townships, legal qualifications, and longevity of service to townships, exceeds any township or governmental firm. We do so by way of our decades of experience in representing townships and all other levels of government; our lower hourly rates for government clients; our uniqueness in having represented clients at all levels of government; our access to the legislative process and bureaucracy of Illinois government; our locations in Cook and Will Counties; our representation of many elected officials at all levels of government; our expertise in Election Law, including candidacies, referendums, consolidation, and disclosure requirements; our access to proposed state and federal legislation that may affect our township clients; an expertise in the Open Meetings Act and Freedom of Information Act (having handled thousands of FOIA matters); our unique budgeting and bond skills (Mr. Odelson serves as bond or issuers counsel on bond issues for our clients); and our tax appeal defense work for our local governments.

We also represent our clients on a non-political, bipartisan basis, giving no regard to political affiliation, but only to representing the elected officials in the best interest of the Township. We appreciate the opportunity to submit our qualifications, and look forward to an interview before the Supervisor and Board.

Respectfully submitted,

ODELSON & STERK, LTD.

By: /s/Burton S. Odelson
Burton S. Odelson, Managing Partner
(708) 424-5678 – office
(630) 817-0393 – cell

BSO:jr

cc: Peter Gialamas – Township Clerk – *via e-mail: pgialamas@mainetown.com*
Susan Moylan Krey – Township Assessor – *via e-mail: smkrey@mainetown.com*
Kimberly Jones – Township Trustee – *via e-mail:*
David A. Carrabotta – Township Trustee – *via e-mail:*
Claire R. McKenzie – Township Trustee – *via e-mail:*
Susan Kelly Sweeney – Township Trustee – *via e-mail:*



DIAMOND BUSH
DiCIANNI
& KRAFTHEFER

A Professional Corporation
140 South Dearborn Street, Suite 600
Chicago, IL 60603
www.ancelglink.com

Keri-Lyn J. Krafthefer
kkrafthefer@ancelglink.com
(P) 312.604.9126
(F) 312.782.0943

May 2, 2018

By E-Mail

lmorask@mainetown.com

Laura J. Morask
Supervisor
Maine Township
1700 Ballard Rd.
Maine Township, IL 60068

Re: *Maine Township Legal Services*

Dear Supervisor Morask:

On behalf of Ancel, Glink, Diamond, Bush, DiCianni & Krafthefer, P.C., we greatly appreciate Maine Township's consideration of Ancel, Glink to serve as the new Township Attorney for Maine Township. To ensure that both of us have an understanding of our relationship, it is the firm's policy to memorialize the key terms of our engagement. The following, therefore, provides background about the firm and sets forth these terms:

FIRM BACKGROUND

Ancel, Glink has represented Illinois public entities, including townships, municipalities, park districts, school districts and other governmental bodies for over 80 years. We are a well-respected law firm with approximately 35 attorneys who concentrate on all facets of legal practice affecting Illinois public entities. Our goal is to provide effective and efficient representation at a reasonable cost. Many of our relationships with public entities have continued for more than 20 years. We believe that such long-term relationships result from our view that governmental attorneys are to serve the policy-makers of the community, but are not to become the policy-makers themselves.

Members of this firm are familiar with the myriad of governmental issues facing Illinois public entities, including townships. We serve as regular counsel to many townships. Ancel, Glink has substantial experience in all facets of township and governmental law. We advise townships regarding general assistance and open space matters, as well as matters involving intergovernmental cooperation. These attorneys authored or contributed to the *Township Officials of Illinois Laws & Duties Handbook*, which is published by the Township Officials of Illinois and serves as the primary

May 2, 2018

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resource for township officials throughout the state. We also contribute to the *Illinois Township Clerk's Manual*, published by the Township Officials of Illinois, which has developed into a primary resource text for Township Clerks, and we have helped edit the *Illinois Township Supervisor's Guide*. We also routinely speak before the Township Officials of Illinois at their annual conference and educational district seminars, and our attorneys have spoken before the Township Clerk's Division at regional zone meetings, as well as for the Township Supervisors.

We also represent many communities and serve as special counsel to scores of other municipalities, park districts, school districts and public entities. We are familiar with many of the traditional issues that confront Illinois townships and we would be privileged to provide Maine Township with legal support and guidance as it meets these challenges.

We have the experienced personnel to attend any town meetings of Maine Township as requested and/or needed, along with meetings of committees at which legal representation is necessary or advisable. For many of our Township clients, much of our legal services are provided by phone or electronically.

PROPOSAL FOR LEGAL SERVICES

1. Client; Scope of Representation. Our client in this matter will be Maine Township, and the scope of our engagement will be to represent the Township relative to all corporate and other legal matters. You may limit or expand the scope of our representation from time to time, provided that any substantial expansion must be agreed to by us.

2. Term of Engagement. Either of us may terminate the engagement at any time for any reason by written notice, subject on our part to applicable rules of professional responsibility. Following such termination, any otherwise non-public information you have supplied to the firm which is retained by us will be kept confidential in accordance with applicable rules of professional responsibility. If, upon such termination, you wish to have any documents delivered to you, please advise us. Otherwise, all such documents will be transferred to the person responsible for administering our records retention program. For various reasons, including the minimization of unnecessary storage expenses, we reserve the right to destroy or otherwise dispose of any such documents retained by us, absent contrary instructions from you.

3. Key Personnel. Keri-Lyn Krafthefer and Kurt Asprooth will serve as the primary Township Attorneys for Maine Township, supplemented by Jeff Brown for labor

May 2, 2018

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and employment matters. In addition, we will call upon other attorneys with special expertise in land use, personnel, finance, economic development and litigation matters to offer efficient and effective support to the Township.

4. Fees and Billing. Regarding our fee structure, Ancel, Glink has a long-standing commitment to public service, education and to providing quality legal services at a reasonable cost. Because we concentrate our practice in the representation of public entities (and because several of our attorneys have served as elected members of governmental bodies), we are well aware of the financial constraints with which townships have to wrestle in light of statutory tax caps. Our schedule of hourly billing rates is based upon years of experience, training and relevant practice, and levels of professional attainment. At the present time, the following hourly rates shall apply:

- a. All work by attorneys are billed at \$200.00 per hour;
- b. All work by paralegals at \$150.00 per hour;
- c. All work by law clerks and Bob Porter, our Director of Special Projects, at \$95.00 per hour;
- d. Copies at 23 cents per page;
- e. Electronic research at our firm's actual costs plus an administrative charge.

Our billing invoices are prepared monthly, and payment of all outstanding charges is due within 30 days of the date of statement. We will provide you with monthly statements of your balance and our professional services in accordance with our regularly-established procedures. Our billing statements include detailed descriptions of the work performed, the amount of time in quarter-hour increments spent on each work entry, the date the work was performed and identification of the attorney or other staff member who performed the services.

We are pleased to have this opportunity to be of service to Maine Township. If you are in agreement with the above, please sign the enclosed copy of this letter in the space provided below and return it to the undersigned. If you have any questions about this letter, please do not hesitate to call me. We look forward to working with you and your fellow Township officials.

ANCEL, GLINK, DIAMOND, BUSH, DICIANNI & KRAFTHEFER, P.C.

May 2, 2018

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Sincerely yours,

A handwritten signature in cursive script, appearing to read "Keri-Lyn J. Krafthefer". The signature is written in dark ink and is positioned above the printed name.

Keri-Lyn J. Krafthefer

Acknowledged and Accepted this _____ day of May, 2018.

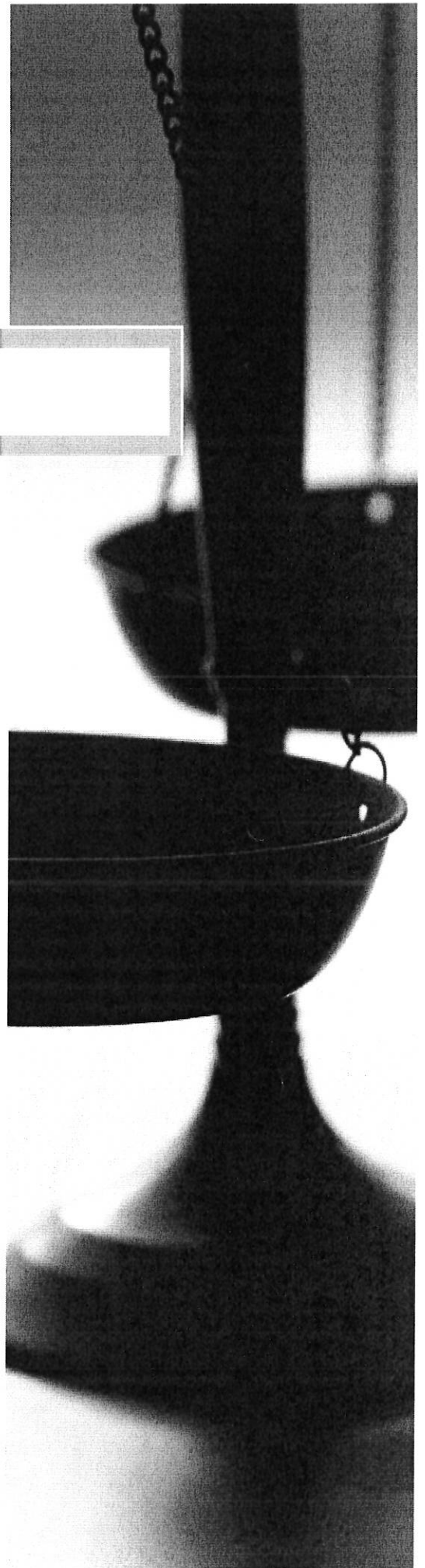
By: _____
Laura J. Morask, Supervisor

4821-1377-1104, v. 2

Ancel
Glink

DIAMOND BUSH
DICIANNI
& KRAFTHEFER

OUR CLIENTS



MUNICIPAL CLIENTS

VILLAGE OF ALSIP (LEGISLATIVE COUNSEL)
CITY OF AURORA (SPECIAL COUNSEL)
CITY OF BARRY (SPECIAL COUNSEL)
VILLAGE OF BEACH PARK (SPECIAL COUNSEL)
VILLAGE OF BEDFORD PARK (SPECIAL COUNSEL—PROSECUTION)
VILLAGE OF BELLFLOWER
VILLAGE OF BELLWOOD (SPECIAL COUNSEL)
CITY OF BLOOMINGTON (SPECIAL COUNSEL)
CITY OF BLUE ISLAND (SPECIAL COUNSEL)
VILLAGE OF BOURBONNAIS (SPECIAL COUNSEL)
VILLAGE OF CAMPTON HILLS
VILLAGE OF CARY (LABOR COUNSEL)
VILLAGE OF CASEYVILLE (SPECIAL COUNSEL)
CITY OF CHARLESTON
VILLAGE OF CLEVELAND
VILLAGE OF COAL CITY
VILLAGE OF CORNELL (SPECIAL COUNSEL)
TOWN OF CORTLAND (SPECIAL COUNSEL)
VILLAGE OF DAVIS JUNCTION
CITY OF DECATUR (SPECIAL COUNSEL)
CITY OF DELAVAN (SPECIAL COUNSEL)
VILLAGE OF DWIGHT (LABOR COUNSEL)
CITY OF EARLVILLE (SPECIAL COUNSEL)
CITY OF FAIRVIEW HEIGHTS (SPECIAL COUNSEL)
VILLAGE OF FLANAGAN
VILLAGE OF FOX RIVER GROVE (SPECIAL COUNSEL)
CITY OF GALESBURG (LABOR COUNSEL)
CITY OF GARY (SPECIAL COUNSEL)
CITY OF GENESEO
CITY OF GENEVA (SPECIAL COUNSEL)
VILLAGE OF GILBERTS
VILLAGE OF GLEN ELLYN (SPECIAL COUNSEL)
VILLAGE OF GLENVIEW (SPECIAL COUNSEL)
VILLAGE OF HAINESVILLE
VILLAGE OF HARWOOD HEIGHTS
VILLAGE OF HERRICK
VILLAGE OF HOMER GLEN (SPECIAL COUNSEL)
CITY OF JACKSONVILLE (SPECIAL COUNSEL)
CITY OF JOLIET (SPECIAL COUNSEL)
VILLAGE OF KAPPA
CITY OF KEWANEE (LABOR COUNSEL)
VILLAGE OF LANSING (LEGISLATIVE COUNSEL)

ANCEL GLINK | DIAMOND BUSH DiCIANNI & KRAFTHEFER

CHICAGO • VERNON HILLS • NAPERVILLE • CRYSTAL LAKE • BLOOMINGTON

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CITY OF LEROY
VILLAGE OF LIBERTYVILLE (LABOR COUNSEL)
VILLAGE OF LINCOLNSHIRE
VILLAGE OF LINDENHURST
VILLAGE OF LISLE
VILLAGE OF MILLINGTON
CITY OF MINONK
CITY OF MOMENCE (SPECIAL COUNSEL)
CITY OF MONTICELLO
VILLAGE OF MONEE (LABOR COUNSEL)
VILLAGE OF NILES (SPECIAL COUNSEL)
TOWN OF NORMAL (SPECIAL COUNSEL)
VILLAGE OF NORRIDGE (SPECIAL COUNSEL)
CITY OF NORTH CHICAGO
VILLAGE OF OAK BROOK
CITY OF O'FALLON (SPECIAL COUNSEL)
VILLAGE OF OSWEGO (SPECIAL COUNSEL)
CITY OF PANA
CITY OF PARK RIDGE
CITY OF PEORIA (SPECIAL COUNSEL)
VILLAGE OF PLAINFIELD (SPECIAL COUNSEL)
CITY OF PRINCETON (SPECIAL COUNSEL)
VILLAGE OF RIVER FOREST (LABOR COUNSEL)
CITY OF ROCHELLE (SPECIAL COUNSEL)
CITY OF ROCK ISLAND (SPECIAL COUNSEL)
VILLAGE OF ROUND LAKE BEACH
VILLAGE OF ROUND LAKE PARK (SPECIAL COUNSEL)
CITY OF RUSHVILLE (SPECIAL COUNSEL)
VILLAGE OF SOUTH CHICAGO HEIGHTS
VILLAGE OF SOUTH ELGIN
VILLAGE OF SPRING GROVE
CITY OF SPRINGFIELD (SPECIAL COUNSEL)
CITY OF ST. CHARLES (SPECIAL COUNSEL)
CITY OF STREATOR (SPECIAL COUNSEL)
CITY OF TOWER HILL
VILLAGE OF WADSWORTH
CITY OF WEST CHICAGO (SPECIAL COUNSEL)
VILLAGE OF WINFIELD (SPECIAL COUNSEL)
VILLAGE OF WORTH
CITY OF ZION

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COUNTY CLIENTS

COOK COUNTY LAND BANK AUTHORITY (CCLBA)

(SPECIAL COUNSEL)

DEKALB COUNTY (SPECIAL COUNSEL)

LEE COUNTY (SPECIAL COUNSEL)

VERMILION COUNTY (SPECIAL COUNSEL)

ANCEL GLINK | DIAMOND BUSH DiCIANNI & KRAFTHFER

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PARK DISTRICT CLIENTS

BATAVIA PARK DISTRICT
BIG ROCK PARK DISTRICT
BLACK HAWK PARK DISTRICT
BLOOMINGDALE PARK DISTRICT
BROADVIEW PARK DISTRICT
BURLINGTON PARK DISTRICT
BYRON FOREST PRESERVE DISTRICT
CANTON PARK DISTRICT (SPECIAL COUNSEL)
CARY PARK DISTRICT
CHANNAHON PARK DISTRICT
CHICAGO PARK DISTRICT (SPECIAL COUNSEL)
CHILLICOTHE PARK DISTRICT (SPECIAL COUNSEL)
CLARENDON HILLS PARK DISTRICT
COMMUNITY PARK DISTRICT OF LA GRANGE
CRYSTAL LAKE PARK DISTRICT
DEERFIELD PARK DISTRICT
DEKALB PARK DISTRICT
DIXON PARK DISTRICT
DOWNERS GROVE PARK DISTRICT
DUNDEE TOWNSHIP PARK DISTRICT
FOSS PARK DISTRICT
FRANKFORT SQUARE PARK DISTRICT
GENESEO PARK DISTRICT
GENEVA PARK DISTRICT
GLENCOE PARK DISTRICT
GLEN ELLYN PARK DISTRICT
GLENVIEW PARK DISTRICT
GOLFVIEW HILLS PARK DISTRICT
GRANDWOOD PARK PARK DISTRICT
GURNEE PARK DISTRICT
PARK DISTRICT OF HIGHLAND PARK
HOFFMAN ESTATES PARK DISTRICT
PARK DISTRICT OF LA GRANGE
LAKE BLUFF PARK DISTRICT
LINDENHURST PARK DISTRICT
MCHENRY COUNTY CONSERVATION DISTRICT
METAMORA PARK DISTRICT
MORTON GROVE PARK DISTRICT
MUNDELEIN PARK & RECREATION DISTRICT
NAPERVILLE PARK DISTRICT
OSWEGOLAND PARK DISTRICT

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PLAINFIELD PARK DISTRICT (SPECIAL COUNSEL)
PROSPECT HEIGHTS PARK DISTRICT
RIVER FOREST PARK DISTRICT
ROUND LAKE AREA PARK DISTRICT
SALT CREEK RURAL PARK DISTRICT
STREAMWOOD PARK DISTRICT
SUGAR GROVE PARK DISTRICT
SYCAMORE PARK DISTRICT
WAUCONDA PARK DISTRICT
WAUKEGAN PARK DISTRICT (SPECIAL COUNSEL)
WEST CHICAGO PARK DISTRICT
WILDWOOD PARK DISTRICT
WORTH PARK DISTRICT
ZION PARK DISTRICT

SPECIAL RECREATION ASSOCIATION CLIENTS

MAINE-NILES ASSOCIATION OF SPECIAL RECREATION
NORTHERN WILL COUNTY SRA
SOUTH EAST ASSOCIATION FOR SPECIAL PARKS AND
RECREATION (SEASPAR)
SOUTH SUBURBAN SPECIAL RECREATION ASSOCIATION
(SSSRA) (SPECIAL COUNSEL)
WARREN SPECIAL RECREATION ASSOCIATION (WSRA)

TOWNSHIP CLIENTS

ANTIOCH TOWNSHIP
BELVIDERE TOWNSHIP
BIG ROCK TOWNSHIP
CHEBANSE TOWNSHIP
COE TOWNSHIP
COLLINSVILLE TOWNSHIP (SPECIAL COUNSEL)
CORDOVA TOWNSHIP
CORTLAND TOWNSHIP
CRETE TOWNSHIP
CUBA TOWNSHIP
CUSTER TOWNSHIP
DALE TOWNSHIP
DEMENT TOWNSHIP
DRY GROVE TOWNSHIP
DUNDEE TOWNSHIP
ERIENNA TOWNSHIP (SPECIAL COUNSEL)

ANCEL GLINK | DIAMOND BUSH DiCIANNI & KRAFTHEFER

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FLAGG TOWNSHIP
GRANT TOWNSHIP
HAMPSHIRE TOWNSHIP
HEBRON TOWNSHIP
KANKAKEE TOWNSHIP (SPECIAL COUNSEL)
KICKAPOO TOWNSHIP
LAKE VILLA TOWNSHIP
LIMESTONE TOWNSHIP
LISLE TOWNSHIP
MAHOMET TOWNSHIP
MANCHESTER TOWNSHIP (SPECIAL COUNSEL)
MERCER TOWNSHIP (SPECIAL COUNSEL)
NEVADA TOWNSHIP (SPECIAL COUNSEL)
NEW LENOX TOWNSHIP (SPECIAL COUNSEL)
NEW SALEM TOWNSHIP (SPECIAL COUNSEL)
NEWCOMB TOWNSHIP
NEWPORT TOWNSHIP
NORMAN TOWNSHIP (SPECIAL COUNSEL)
NUNDA TOWNSHIP
OAK PARK TOWNSHIP (SPECIAL COUNSEL)
OLD TOWN TOWNSHIP
OTTO TOWNSHIP
PALOS TOWNSHIP (SPECIAL COUNSEL)
PELLA TOWNSHIP
REED TOWNSHIP
RUTLAND TOWNSHIP (SPECIAL COUNSEL)
SCHAUMBURG TOWNSHIP (SPECIAL COUNSEL)
SPRING TOWNSHIP
SUGAR GROVE TOWNSHIP
SUNBURY TOWNSHIP
VERNON TOWNSHIP ASSESSOR (SPECIAL COUNSEL)
WASHINGTON TOWNSHIP (SPECIAL COUNSEL)
WAUCONDA TOWNSHIP (SPECIAL COUNSEL)
WESLEY TOWNSHIP
WEST DEERFIELD TOWNSHIP
WHITE OAK TOWNSHIP
ZION TOWNSHIP

HIGHWAY DEPARTMENT/ROAD DISTRICT CLIENTS

ADDISON TOWNSHIP ROAD DISTRICT
(SPECIAL COUNSEL)
HOMER TOWNSHIP ROAD DISTRICT
LIMESTONE ROAD DISTRICT

ANCEL GLINK | DIAMOND BUSH DiCIANNI & KRAFTHEFER

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LISBON TOWNSHIP ROAD DISTRICT
LISLE TOWNSHIP ROAD DISTRICT
NEWPORT TOWNSHIP ROAD DISTRICT
OLD TOWN TOWNSHIP ROAD DISTRICT
ORLAND TOWNSHIP ROAD DISTRICT
REED TOWNSHIP ROAD DISTRICT
RUTLAND TOWNSHIP HIGHWAY DEPARTMENT
SANDWICH TOWNSHIP ROAD DEPARTMENT
(SPECIAL COUNSEL)
WAUCONDA TOWNSHIP ROAD DEPARTMENT

SCHOOL DISTRICT CLIENTS

DECATUR PUBLIC SCHOOLS (SPECIAL COUNSEL)
DOLTON RIVERDALE SCHOOL DISTRICT NO. 148
OAK PARK - RIVER FOREST H.S.D. #200
(SPECIAL COUNSEL)
WINTHROP HARBOR SCHOOL DISTRICT #1

LIBRARY CLIENTS

BERKELEY PUBLIC LIBRARY (SPECIAL COUNSEL)
BRIGHTON MEMORIAL PUBLIC LIBRARY DISTRICT
(SPECIAL COUNSEL)
BYRON PUBLIC LIBRARY DISTRICT
DEERFIELD PUBLIC LIBRARY DISTRICT
DEKALB PUBLIC LIBRARY (SPECIAL COUNSEL)
CAROL STREAM PUBLIC LIBRARY
CRESTWOOD PUBLIC LIBRARY DISTRICT
ELA AREA PUBLIC LIBRARY DISTRICT
ELLA JOHNSON MEMORIAL PUBLIC LIBRARY
ELIZABETH TOWNSHIP PUBLIC LIBRARY
ELK GROVE VILLAGE PUBLIC LIBRARY
EVANSTON PUBLIC LIBRARY
EVERGREEN PARK PUBLIC LIBRARY (SPECIAL COUNSEL)
FREMONT PUBLIC LIBRARY DISTRICT
GAIL BORDEN PUBLIC LIBRARY DISTRICT
GLENWOOD-LYNWOOD LIBRARY
HILLSIDE PUBLIC LIBRARY
JULIA HULL DISTRICT LIBRARY
LIBRARY COMMUNITY FOUNDATION
LIBRARY INTEGRATED NETWORK CONSORTIUM
LISLE LIBRARY DISTRICT (SPECIAL COUNSEL)

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MESSENGER PUBLIC LIBRARY OF NORTH AURORA (SPECIAL COUNSEL)
OAK PARK PUBLIC LIBRARY
O'FALLON PUBLIC LIBRARY
POPLAR CREEK PUBLIC LIBRARY DISTRICT
REACHING ACROSS ILLINOIS LIBRARY SYSTEM (RAILS)
SCHAUMBURG TOWNSHIP DISTRICT LIBRARY
SYCAMORE PUBLIC LIBRARY (SPECIAL COUNSEL)
VERNON AREA PUBLIC LIBRARY DISTRICT
(SPECIAL COUNSEL)
VESPASIAN WARNER PUBLIC LIBRARY DISTRICT
WINNETKA-NORTHFIELD LIBRARY (SPECIAL COUNSEL)
WOOD DALE LIBRARY DISTRICT (SPECIAL COUNSEL)

PENSION FUND CLIENTS

GLENCOE POLICE PENSION BOARD
PALOS HILLS POLICE PENSION BOARD
CITY OF GENOA POLICE PENSION BOARD

INTERGOVERNMENTAL AGENCIES

CENTRAL LAKE COUNTY JOINT WATER AGENCY (CLCJAWA)
LAKE COUNTY MAJOR CRIME TASK FORCE
NORTHWEST SUBURBAN MUNICIPAL JOINT WATER AGENCY
(NSMJAWA)
SOLID WASTE AGENCY OF NORTHERN COOK COUNTY
(SWANCC)
SOUTH SUBURBAN LAND BANK AND DEVELOPMENT
AUTHORITY (SSLBDA)
SOUTH SUBURBAN MAYORS AND MANAGERS ASSOCIATION
(SSMMA)
WEST CENTRAL CABLE AGENCY (WCCA)

FIRE PROTECTION DISTRICT CLIENTS

BEACH PARK PROTECTION DISTRICT (SPECIAL COUNSEL)
ITASCA FIRE PROTECTION DISTRICT (SPECIAL COUNSEL)
NEW LENOX FIRE PROTECTION DISTRICT
(SPECIAL COUNSEL)
PALATINE RURAL FIRE PROTECTION DISTRICT
SPRING GROVE FIRE PROTECTION DISTRICT (SPECIAL COUNSEL)

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SELF-INSURANCE RISK POOL CLIENTS

EDUCATIONAL BENEFIT COOPERATIVE (EBC)
GCG FINANCIAL, INC.
ILLINOIS SCHOOL INSURANCE COOPERATIVE
(ISIC)
INTERGOVERNMENTAL PERSONNEL BENEFIT COOPERATIVE
(IPBC)
INTERGOVERNMENTAL RISK MANAGEMENT AGENCY (IRMA)
LIBRARIES OF ILLINOIS RISK AGENCY (LIRA)
MCHENRY COUNTY MUNICIPAL RISK MANAGEMENT
AGENCY (MCMRMA)
MUNICIPAL INSURANCE COOPERATIVE AGENCY
(MICA)
NORTHERN ILLINOIS HEALTH INSURANCE PLAN
(NIHIP)
NORTHERN SUBURBAN BENEFIT COOPERATIVE
(NSBC)
SCHOOL EMPLOYEES LOSS FUND
(SELF)
SUBURBAN SCHOOL COOPERATIVE INSURANCE PROGRAM
(SSCIP)
SECONDARY SCHOOLS COOPERATIVE RISK MANAGEMENT
PROGRAM
(SSCRMP) (SPECIAL COUNSEL)

PRIVATE SECTOR COMPANIES AND INSURANCE CARRIERS

BRICKSTREET INSURANCE COMPANY
CORNFIELDS, INC.
ELF COURT BUILDING OWNERS ASSOCIATION
EMC INSURANCE COMPANIES
EOG RESOURCES, INC.
GLATFELTER CLAIMS MANAGEMENT, INC.
GREEN HORIZON LANDSCAPING, LLC
GUARD INSURANCE GROUP
IRMA
LARABIDA CHILDREN'S HOSPITAL
NEIGHBORHOOD CAPITAL INSTITUTE
NUCARE MANAGEMENT CORP.
VULCAN MATERIALS COMPANY
WESTFIELD INSURANCE COMPANY

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ELECTION COMMISSIONS

BLOOMINGTON ELECTION COMMISSION

TRANSPORTATION

PACE (LABOR COUNSEL)

SANITARY DISTRICTS

LAKES REGION SANITARY DISTRICT

4834-3098-4524, v. 1

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Keri-Lyn J. Krafthefer

Equity Partner



Clients choose Keri-Lyn when they need an experienced lawyer who understands local government.

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Practice Areas

Elections
Local Government
Litigation
Labor & Employment

Education

J.D., The John Marshall School of Law
B.A., University of Illinois
Attended Augustana College

Bar & Court Admissions

Illinois
Northern District of Illinois
Seventh Circuit Court of Appeals
United States Supreme Court

Keri-Lyn has concentrated her practice in the representation of units of local government and public officials. Keri-Lyn has counseled numerous townships regarding the issues that arise daily, including matters related to board practices and procedures, personnel, finance, employment, intergovernmental cooperation, open space, election law and governmental finance, as well as in litigation.

Keri-Lyn is the primary author of the Township Officials of Illinois Laws & Duties Handbook. She has authored several chapters of the Township Clerk's Handbook, helped edit The Illinois Township Supervisor's Guide and has spoken at various zone meetings for the Township Officials of Illinois clerks division, providing an overview of township clerks' responsibilities. Keri-Lyn also formerly served as a Township Trustee in York Township. She serves as the township attorney or special counsel for many townships.

Keri-Lyn speaks regularly at training seminars and the annual conferences sponsored by the Township Officials of Illinois, as well as to regional township and township clerks' associations. Keri-Lyn is the former Chair of the Chicago Bar Association's Local Government Law Committee, the CBA's Election Law Committee and the CBA's Entertainment Committee.

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Presentations

Keri-Lyn is a frequent speaker at municipal, township, park district, and other conferences on various local government topics, including the following:

- FOIA-AAGGHH The Dark Side
- Transitioning Executive Employees
- Director Contracts
- Tweeting into Trouble
- Policies and Procedures in Township Government
- Human Resources: Dealing with Personnel Policy Manuals & Employment Issues
- Legal Update to Municipal Clerks Institute and Academy
- Council Wars
- Managing Employment Issues
- Illinois Freedom of Information Act & Open Meetings Act

Publications

- Editor in Chief and Primary Author, Township Officials Of Illinois Laws And Duties Handbook (Township Officials of Illinois, 2011)
- Co-Editor and Contributing Author, Illinois Municipal Handbook (Illinois Municipal League, 2011)
- Co-Editor, Illinois School Law Practice Handbook: Organization, Finance & Property (IICLE, 2012)
- Co-Editor, Illinois School Law Practice Handbook: Personnel and Student Issues (IICLE, 2012)
- Contributing author, Illinois Park District Law Handbook (Illinois Association of Park Districts 2010)
- Contributing author, "Elections," Illinois Municipal Law (IICLE, 2011)
- Contributing author, "Municipal Labor Law," Illinois Municipal Law (IICLE, 2011)
- Contributing author, "Community Colleges," Illinois School Law (IICLE, 2012)
- Contributing author, "Education Technology Issues," Illinois School Law (IICLE, 2012)
- Contributing author, "Employee Rights And Responsibilities," Illinois School Law (IICLE, 2012)
- Contributing author, "Local Government Elections," Illinois Election Law (IICLE, 2010)

Honors & Awards

Keri-Lyn has been named by Chicago Magazine as one of the "Top Women Attorneys in Illinois." Illinois Super Lawyers has also named Keri-Lyn as one of the Top 50 Female Attorneys in the State of Illinois representing cities and villages for every year that the distinction has been awarded.

Partner Keri-Lyn J. Krafthefer has been named in the Women's Edition of the Leading Lawyers Magazine on "The Top Women Lawyers in Illinois" as one of the top ten leading women lawyers in government, municipal, lobbying and administrative law in Illinois based upon surveys conducted by Leading Lawyers.

4844-1321-3464, v. 1

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Elections
Litigation

Education
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J.D., Chicago-Kent College of Law

Bar and Court Admissions
Illinois
Northern District of Illinois

Memberships
Chicago Bar Association

Kurt provides valued legal advice to townships, municipalities, and other units of local government.

Kurt dedicates his practice to the representation of units of local government. Kurt has been representing townships and road districts for his entire career. He also works with municipalities, school districts, park districts, and other units of local government. Through his experience, Kurt has come to understand the dynamics of how townships, municipalities, and other public entities operate and the legal issues that they face.

Kurt advises local governments on a broad array of legal topics, including board practices and procedures, compliance with state and federal laws, compliance with the Open Meetings Act and the Freedom of Information Act, zoning and land use issues, election law, employment matters, competitive procurement requirements, and other transactional matters. Kurt also has considerable litigation experience representing local governments, retail corporations, not-for-profit companies, and religious institutions in civil litigation, including breach of contract actions, zoning matters, election litigation, employment disputes, premises liability, construction defects, and general liability.

Kurt graduated from The George Washington University in Washington, D.C., and earned his Juris Doctor from Chicago-Kent College of Law. While in law school, Kurt received Dean's List Honors, and was awarded the CALI Award of Excellence for earning the highest grade in Commercial Law.

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- Attended public board meetings as corporate counsel for townships, municipalities, and various other units of local governments.
 - Drafted and negotiated a wide variety of contracts and intergovernmental agreements on behalf of townships, municipalities, and other local governments.
 - Delivered presentations to township officials on emergency and risk management strategies.
 - Drafted township employee manuals, advertising guidelines, and other various township policies and procedures.
 - Represented municipal zoning boards of appeal.
 - Successfully obtained a special use permit for a medical cannabis dispensary from the Chicago Zoning Board of Appeals.
 - Assisted in obtaining a height variance for the installation of football stadium lighting at a suburban high school.

4847-6044-3211, v. 1

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Litigation
Municipalities

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James Madison College
J.D., The John Marshall Law
School

Bar & Court Admissions

Illinois
Northern District of Illinois & Trial
Bar
Sixth Circuit Court of Appeals
Seventh Circuit Court of Appeals
United States Supreme Court

Memberships

American Bar Association
Chicago Bar Association
International Association of Chiefs of
Police Legal Advisor Section
Chicago-Kent College of Law Public
Sector Labor Advisory Board

For over a decade, Jeff has dedicated his practice exclusively to representing management in almost every aspect of traditional labor and employment matters. Jeff has extensive experience as lead counsel in numerous traditional labor and employment law matters including arbitration, matters before the Illinois Labor Relations Board and Illinois Education Labor Relations Board, before state and federal courts, administrative agencies, and in collective bargaining negotiations.

Over the course of his career, Jeff has helped his clients obtain favorable results concerning issues related to the appropriateness of discipline, discharge, layoff, drug testing, reasonable accommodations, affirmative action, reorganization, job classification, constitutional issues, and management rights. Jeff also has a proven track record of obtaining no cause findings on behalf of his clients and has successfully mediated favorable outcomes in numerous cases before the IDHR, EEOC, Illinois and U.S. Departments of Labor, and the U.S. Department of Education Office for Civil Rights. With respect to collective bargaining, Jeff's experience runs the gamut from first contract negotiations to pattern bargaining, effects bargaining, and strike preparation. Jeff emphasizes the importance of proactive labor and employment strategies by regularly providing day-to-day counseling regarding managing the ADA, FMLA, and FLSA, best employment practices, management training, effective supervision, and discipline.

To maintain a balanced practice and offer a full range of services, Jeff also represents clients in a wide array of legal matters, including municipal governance, FOIA and Open Meetings Act compliance, all aspects of higher education law, litigation, and appellate advocacy.

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Experience

- Prior to joining the firm, Jeff attained invaluable public sector experience in his prior roles as the City of Chicago's Associate Chief Labor Counsel, Cook County's Deputy Director for Labor Relations and Northeastern Illinois University's University Counsel. In these roles, Jeff served as lead counsel in numerous complex labor and employment matters. The following is a sampling of Jeff's work.
- Selected Arbitrations:
 - *City of Chicago and Chicago Firefighters Union Local 2* (Crystal 2015)
Discharge for Drug Abuse and Admissibility of Health Records (Successful/Dismissed)
 - *City of Chicago and Fraternal Order of Police, Lodge 7* (Benn 2014)
Mayor's Security Detail
 - *City of Chicago and Building Trades Council* (Briggs 2014)
Project Labor Agreement Defense (Successful/Dismissed)
 - *City of Chicago and PBPA, Unit 156* (Meyers 2013)
Seniority and Special Details
 - *City of Chicago and PBPA, Unit 156* (Crystal 2016)
Destruction of Records
 - *City of Chicago and Fraternal Order of Police, Lodge 7* (Roumell 2013)
NATO Overtime, Change in Start Times
 - *City of Chicago and Chicago Firefighters Union Local 2* (Benn 2013)
Life Insurance Benefits
 - *City of Chicago and Chicago Firefighters Union Local 2* (Benn 2012)
Squad and Support Services Selections (Successful/Dismissed)
 - *City of Chicago and Teamsters, Local 700* (Zimmerman 2015)
Interest Arbitration

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- *Northeastern Illinois University v. UPI, Local 4100* (Goldstein 2008)
Denial of tenure (Successful/Dismissed)
- *Northeastern Illinois University v. Illinois FOP Labor Council* (Nathan 2006)
Interest Arbitration (Successful/Dismissed)
- *Northeastern Illinois University v. Illinois FOP Labor Council* (Van Kalker 2009)
Special Police Details (Successful)
- *Northeastern Illinois University v. Illinois FOP Labor Council* (Van Kalker 2010)
Police Minimum Staffing (Successful/Dismissed)
- *Cook County and SEIU Doctors Council* (Hill 2015)
Applicability of Ethics Ordinance (Successful/Dismissed)
- *Cook County and RWDSU Local 200* (Perkovich 2016)
Discharge for Performance (Successful/Dismissed)
- *Cook County and RWDSU Local 200* (Crystal 2016)
Applicability of Overtime Ordinance
- Selected Labor Board and Education Board Decisions:
 - *City of Chicago and SEIU, Local 73*, ILRB
ULP regarding the Use of surveillance cameras
 - *City of Chicago and Fraternal Order of Police, Lodge 7*, ILRB
Failure to Bargain Destruction of Records (Successful/Dismissed)
 - *City of Chicago and Chicago Firefighters Union Local 2*, ILRB
Paramedic In Charge
 - *City of Chicago and PBPA, Unit 156*, ILRB
Department Reorganization (Successful/Dismissed)

- *Northeastern Illinois University v. Metropolitan Alliance of Police*, ILRB
Bad faith bargaining defense (Successful/Dismissed)
- *Northeastern Illinois University v. Metropolitan Alliance of Police*, ILRB
Representation Petition (Successful/Dismissed)
- *Northeastern Illinois University v. Metropolitan Alliance of Police*, ILRB
Bad faith bargaining (Successful/Dismissed)
- *Northeastern Illinois University v. Illinois Council of Police*, IELRB
Representation Petition (Successful/Dismissed)
- *Northeastern Illinois University v. Illinois Council of Police*, ILRB
Representation Petition (Successful/Dismissed)

Presentations

- *Collective Bargaining and FOIA*, Panelist, Chicago-Kent College of Law Public Sector Conference, Chicago, IL (2017)
- *General Counsel Office Metrics and Reporting*, Panelist, NACUA 2011 General Counsel Institute, Washington, D.C. (January 29, 2011)
- *What To Do If The Inspector General Comes Knocking?* Equity In Action Conference, Northeastern Illinois University, Chicago, Illinois (October 12, 2006)

Publications

- *Business vs. Nobody's Business: Searches of Employer-Issued Technology and University Employees Expectation of Privacy*, NACUANOTES (May 23, 2012)
- *Collision Course of Legal Obligation: FOIA, Collective Bargaining and Privacy Consideration*, Illinois Public Employee Relations Report, Vol. 34, No. 3 (2017)
- *Collective Bargaining for Public Employees*, Chapter 12, Illinois Municipal Handbook (2018)

4810-5567-9038, v. 1

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