



EXHIBIT A

Outside Counsel Opportunities with the City of Chicago

Transactional Divisions

Aviation, Environmental, Regulatory and Contracts (AERC)

Airport real estate issues, airport labor issues, FAA compliance, airline matters, construction contracts, construction disputes, DPS DBE/ACDBE certification appeals hearing officer, M/WBE issues, data-sharing/privacy issues, airport bond issues (bond counsel and disclosure counsel).

Finance

New markets tax credits, non-airport City bond issues (bond counsel and disclosure counsel), mortgage credit certificates, federal/state election law, special assessment areas, long-term concession agreements.

Legal Counsel

Casino, telecom, pension, tax and franchise matters.

Real Estate

Eminent domain litigation, National Environmental Policy Act issues, National Historic Preservation Act issues, complicated and time-sensitive lease or acquisition transactions.

Litigation Divisions

AERC

The AERC Division attorneys practice in the following areas: aviation, commercial and construction litigation, environmental, false claims ordinance cases, general regulatory, health information privacy and security, intellectual property, procurement and other contracts, public utilities, railroads, and telecommunications. AERC attorneys handle litigation and pre-litigation disputes, transactional matters, legislative efforts, airport leases, contracts and procurements, airport bond issues, and other airport financing transactions.

The AERC Division uses outside counsel in the following areas:

Airport Environmental and Noise Matters -assistance on environmental and noise litigation and regulatory matters.

Airport Regulatory Matters -assistance with issues that arise relating to federal, state, and local

government regulations and grant assurances which that impact O'Hare and Midway International Airports.

Airport Use and Lease Agreement Related Matters - assistance with negotiating and drafting airport use and lease agreements governing the airlines' use of O'Hare and Midway International Airports and issues that may arise under such agreements.

Compliance-related Matters, such as those relating to health information privacy.

Intellectual Property Matters - assistance with certain intellectual property matters, such as the registration of trademarks, service marks, and copyrights, and intellectual property litigation.

Litigation - assistance in handling certain litigation, including commercial, contracts, construction, false claims ordinance, and other litigation.

Public Utilities, Railroads, and Telecommunications -assistance in representing the City in state and federal regulatory proceedings, including before the Illinois Commerce Commission, the Federal Communications Commission, and the National Transportation Safety Board.

Affirmative Litigation Division (ALD)

ALD works on a broad range of plaintiff-side litigation to protect the interests of the City and its residents under the City's false claims, consumer fraud, and revenue ordinances as well as other applicable law.

ALD uses or would consider using outside counsel, typically on a contingent-fee basis, in the following areas:

Consumer Protection Litigation - assistance with lawsuits challenging business practices that harm Chicago consumers.

Environmental Litigation - assistance with lawsuits asserting environmental contamination that harms public health.

False Claims Litigation - assistance with lawsuits alleging false claims or statements made to the City, including lawsuits filed by *qui tam* relators.

Litigation Against the Federal Government - assistance with lawsuits challenging actions by the federal government that harm the City and its residents. Unlike ALD's other work, representation of the City in this area is generally *pro bono*.

Collection, Ownership, and Administrative Litigation (COAL)

The COAL Division attorneys practice in the following areas: collecting debts due to the City, determining real property ownership and responsible parties in preparing for litigation, recovering demolition costs through lien foreclosure, and bankruptcy matters.

The COAL Division uses outside counsel in the following areas:

Collections - assistance with the collect of debts, including prosecuting municipal code violations, enforcing post judgment remedies, and handling cost-recovery matters at the

Department of Administrative Hearings and the Circuit Court.

Bankruptcy - representing the City's interests in Bankruptcy Court.

Constitutional and Commercial Litigation (C&C)

The C&C Division represents the City and City officials in a broad range of complex constitutional and commercial litigation in federal and state court and provides pre-litigation counseling to City departments and officials. The C&C Division uses outside counsel in the following areas:

Class Action Lawsuits - assistance in cases involving significant class action exposure.

Highly Specialized Areas of Law - Assistance in cases involving discrete areas of law in which the division does not typically practice, such as in *Redman v. City of Chicago*, a case asserting liability under the Federal Fair and Accurate Credit Transactions Act.

Employment Litigation (ELIT)

Class Action / Complex Litigation – multiple-plaintiff litigation concerning promotional examinations, adverse impact discrimination, benefits and wage and hour disputes

Employee Benefits – Health and Welfare, Retirement and Pension Plans

E-Discovery

Trials – whistleblower/retaliation, sexual or racial harassment, discrimination (intentional and adverse impact), disability accommodations, wrongful termination and protected leaves

Wage and Hour Guidance - defense of claims and guidance regarding compliance with Federal, State and Local regulations and standards

Employment Policies and Procedures

Government Enforcement and Investigations – whistleblower and Title VII compliance

FCRL

The FCRL Division defends Chicago Police Department officers and the City in federal civil cases brought under 42 U.S.C. §1983 for claims of false arrest, use of excessive force, unlawful detention, denial of medical care, reversed convictions, wrongful death and related claims under state law such as malicious prosecution and battery.

The FCRL Division uses outside counsel to assist with cases asserting each of these types of claims, in lawsuits that involve extensive motion practice, intensive discovery, settlement negotiations, and trial practice

Labor

The Labor Division attorneys represent the City in all aspects of labor and employment law. The Labor Division uses outside counsel in the following areas:

Employment Discrimination — assistance defending employment discrimination claims filed against City Departments and individual employees at the federal, state, and local agencies, as applicable. (EEOC, IDHR, or CCHR).

Police Board and Human Resources Board — assistance representing City Departments in attempting to discharge or discipline employees. Disciplinary hearings are heard at the Police Board before a police officer can be discharged or issued significant suspension. At the Human Resources Board, hearings are held after a City employee (non-CPD) has been discharged or otherwise disciplined. Labor attorneys represent departments throughout the entire administrative process from evidentiary hearings to appeals in Cook County Circuit Court.

Arbitration, Illinois Labor Relations Board, and Illinois Department of Labor:

Labor attorneys also represent City Departments in arbitrations when unions file grievances based on alleged violations of the various collective bargaining agreements. Issues presented at arbitration include all matters that impact the terms and conditions of employment, including discipline and contract interpretation issues. At the Illinois Labor Relations Board, attorneys represent the City when unions or employees file unfair labor practice charges, representation petitions, or unit certification petitions. Labor attorneys also represent the City at the Department of Labor when employees file complaints ranging from wage claims to military leave.

Contract Negotiations—negotiate collective bargaining agreements between the City and its union partners.

Real Estate and Land Use (Real Estate)

The Real Estate Division provides legal assistance to client departments in connection with the purchase, sale, leasing, condemnation, zoning, and development of land, as well as the opening, vacation, and dedication of public rights of way. The Real Estate Division uses outside counsel in the following areas:

Litigation - assistance with eminent domain litigation.

Transactional - assistance with complex real estate development projects and right-of-way issues, including acquisition, disposition, and private use of public ways.

Revenue Litigation

Federal income tax questions, and arbitrations.

Torts

Paramedic malpractice, police pursuits, premises liability, and post-trial motions.