



DEPARTMENT OF PROCUREMENT SERVICES

CITY OF CHICAGO

January 20, 2015

Denise Casalino, P.E.
Senior Vice President
AECOM
303 East Wacker Drive
Suite 1400
Chicago, Illinois 60601

Re: Employment application of Michael Carlson

Dear Ms. Casalino:

This letter is intended to address what could be conceived as a potential conflict of interest between me and AECOM. I am aware that my husband, Michael Carlson, recently received an offer to interview for a position with AECOM and, on January 16, 2015, did participate in a job interview with AECOM. AECOM has numerous contracts with the City as well as other pending matters over which I exercise management and control.

I have decided to take the following steps to make sure that there is no actual or perceived conflict:

1. I will set up a wall between me and any contract decisions regarding AECOM as follows:
 - a. Approval of requests from City departments regarding any of AECOM's current contracts will be reviewed and approved or declined by DPS's First Deputy, Richard Butler, without any input from me.
 - b. For any other contracting decisions regarding AECOM, DPS General Counsel, James McIsaac is authorized to make all determinations without input from me.
 - c. For any future City of Chicago bid specifications that AECOM submits a bid or proposal on, determinations of whether or not AECOM may be considered the responsive and responsible low bidder on any contract will be made by Mr. McIsaac without input from me. Mr. McIsaac will sign any contracts awarded to AECOM.

2. These measures shall take effect immediately and will remain in place for the duration of my tenure as Chief Procurement Officer regardless of whether or not Mr. Carlson is offered or accepts employment with AECOM. AECOM may be assured that there will be no effect on its contracts and other matters resulting from any hiring decision regarding Mr. Carlson.

Please contact James McIsaac should there be any questions, or should you require further information regarding this matter. He can be reached at 312.742.5080.

Sincerely,



Jamie L. Rhee
Chief Procurement Officer

Cc: Steve Berlin
Richard Butler
James McIsaac