



CITY OF CHICAGO  
ECONOMIC DISCLOSURE STATEMENT and AFFIDAVIT  
Related to Contract/Amendment/Solicitation  
EDS # 215022

**SECTION I -- GENERAL INFORMATION**

A. Legal name of the Disclosing Party submitting the EDS:

IFF

Enter d/b/a if applicable:

The Disclosing Party submitting this EDS is:

the Applicant

B. Business address of the Disclosing Party:

333 South Wabash  
Suite 2800  
Chicago, IL 60604  
United States

C. Telephone:

847-651-9477

Fax:

D. Name of contact person:

Jessica Nepomiachi

F. Brief description of contract, transaction or other undertaking (referred to below as the "Matter") to which this EDS pertains:

DFSS-CRPB-HL-SIH:

G. Which City agency or department is requesting this EDS?

DEPT OF FAMILY AND SUPPORT SERVICES

Specification Number

1266063

Contract (PO) Number

240024

Revision Number

1

Release Number

0

User Department Project Number

## **SECTION II -- DISCLOSURE OF OWNERSHIP INTERESTS**

### **A. NATURE OF THE DISCLOSING PARTY**

1. Indicate the nature of the Disclosing Party:

Not-for-profit corporation

Is the Disclosing Party also a 501(c)(3) organization?

Yes

Is the Disclosing Party incorporated or organized in the State of Illinois?

Yes

### **B. DISCLOSING PARTY IS A LEGAL ENTITY:**

1.a.1 Does the Disclosing Party have any directors?

Yes

1.a.3 List below the full names and titles of all executive officers and all directors, if any, of the entity. Do not include any directors who have no power to select the entity's officers.

**Officer/Director:** George Burci

**Title:**

**Role:** Director

---

**Officer/Director:** Hamilton Change

**Title:**

**Role:** Director

---

**Officer/Director:** James Due

**Title:**

**Role:** Director

---

**Officer/Director:** Monique B. Jones

**Title:**

**Role:** Both

---

**Officer/Director:** Jason Mercer

**Title:**

**Role:** Director

---

**Officer/Director:** Emmet Pierson

**Title:**

**Role:** Director

---

**Officer/Director:** Angie Reyes

**Title:**

**Role:** Director

---

**Officer/Director:** Greg Robinson

**Title:**

**Role:** Director

---

**Officer/Director:** John Sassaris

**Title:**

**Role:** Both

---

**Officer/Director:** Aaron Seybert

**Title:**

**Role:** Director

---

**Officer/Director:** Sakura Takano

**Title:**

<b>Role:</b>	Both
-----	
<b>Officer/Director:</b>	Joe Neri
<b>Title:</b>	CEO
<b>Role:</b>	Officer
-----	
<b>Officer/Director:</b>	Kirby Burkholder
<b>Title:</b>	President, Core Business Solutions
<b>Role:</b>	Officer
-----	
<b>Officer/Director:</b>	Rodrigo Vela
<b>Title:</b>	Chief Financial Officer
<b>Role:</b>	Officer
-----	
<b>Officer/Director:</b>	Tara Tonwsend
<b>Title:</b>	President, Social Impact Accelerator
<b>Role:</b>	Officer
-----	

1.a.5 Are there any members of the not-for-profit Disclosing Party which are legal entities?

No

**SECTION III -- INCOME OR COMPENSATION TO, OR OWNERSHIP BY, CITY ELECTED OFFICIALS**

A. Has the Disclosing Party provided any income or compensation to any City elected official during the 12-month period preceding the date of this EDS?

No

B. Does the Disclosing Party reasonably expect to provide any income or compensation to any City elected official during the 12-month period following the date of this EDS?

No

D. Does any City elected official or, to the best of the Disclosing Party's knowledge after reasonable inquiry, any City elected official's spouse or domestic partner, have a financial interest (as defined in [Chapter 2-156 of the Municipal Code](#) ("MCC")) in the Disclosing Party?

No

## SECTION IV -- DISCLOSURE OF SUBCONTRACTORS AND OTHER RETAINED PARTIES

The Disclosing Party must disclose the name and business address of each subcontractor, attorney, lobbyist (as defined in [MCC Chapter 2-156](#)), accountant, consultant and any other person or entity whom the Disclosing Party has retained or expects to retain in connection with the Matter, as well as the nature of the relationship, and the total amount of the fees paid or estimated to be paid. The Disclosing Party is not required to disclose employees who are paid solely through the Disclosing Party's regular payroll.

If the Disclosing Party is uncertain whether a disclosure is required under this Section, the Disclosing Party must either ask the City whether disclosure is required or make the disclosure.

1. Has the Disclosing Party retained or does it anticipate retaining any legal entities in connection with the Matter?

Yes

2. List below the names of all legal entities which are retained parties.

**Name:** IFF Real Estate Solutions, LLC  
**Anticipated/Retained:** Retained  
**Business Address:** 333 S Wabash Ave  
2800  
Chicago, IL 60604 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees (\$\$ or %):** 184,903.50  
**Estimated/Paid:** Paid

---

**Name:** Berglund Construction  
**Anticipated/Retained:** Retained  
**Business Address:** 8410 S South Chicago Ave  
Chicago, IL 60617 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees (\$\$ or %):** 19,974.00  
**Estimated/Paid:** Paid

---

**Name:** Bulley & Andrews

**Anticipated/Retained:** Retained  
**Business Address:** 1755 W Armitage Ave, Chicago, IL  
Chicago, IL 60622 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees** 5,000.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** Canopy architecture + design, LLC  
**Anticipated/Retained:** Retained  
**Business Address:** 180 W Washington St  
200  
Chicago, IL 60602 United States  
**Relationship:** Subcontractor - MWDBE  
**Fees** 48,880.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** Emmaeus Consulting  
**Anticipated/Retained:** Retained  
**Business Address:** 730 Kenilworth Ave  
Glen Ellyn, IL 60137 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees** 112,420.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** Environmental Consulting Group  
**Anticipated/Retained:** Retained  
**Business Address:** 11 S Wells St  
Chicago, IL 60607 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees** 104,671.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** LBBA Architects  
**Anticipated/Retained:** Retained  
**Business Address:** 1625 W Carroll Avenue  
Chicago, IL 60612 United States

**Relationship:** Subcontractor - non MWDBE  
**Fees** 27,670.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** LCM Architects  
**Anticipated/Retained:** Retained  
**Business Address:** 819 S Wabash Ave  
Fifth Floor  
Chicago, IL 60605 United States

**Relationship:** Subcontractor - non MWDBE  
**Fees** 1,700.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** Manske Dieckmann Thompson PLLC  
**Anticipated/Retained:** Retained  
**Business Address:** 4629 N Broadway  
, IL 60640 United States

**Relationship:** Subcontractor - non MWDBE  
**Fees** 77,000.00  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** MKB Architects  
**Anticipated/Retained:** Retained  
**Business Address:** 1925 N Clybourn Ave  
Chicago, IL 60614 United States

**Relationship:** Subcontractor - non MWDBE  
**Fees** 78,105.29  
**(\$\$ or %):**  
**Estimated/Paid:** Paid

---

**Name:** Norcon Inc  
**Anticipated/Retained:** Retained  
**Business Address:** 661 W Ohio St  
Chicago, IL 60654 United States

**Relationship:** Subcontractor - non MWDBE  
**Fees** 5,000.00  
**(\$\$ or %):**

<b>Estimated/Paid:</b>	Paid
-----	
<b>Name:</b>	Pepper Construction
<b>Anticipated/Retained:</b>	Retained
<b>Business Address:</b>	643 North Orleans Chicago, IL 60654 United States
<b>Relationship:</b>	Subcontractor - non MWDBE
<b>Fees (\$\$ or %):</b>	5,000.00
<b>Estimated/Paid:</b>	Paid
-----	
<b>Name:</b>	Reed Construction
<b>Anticipated/Retained:</b>	Retained
<b>Business Address:</b>	600 W Jackson Blvd 8th floor Chicago, IL 60661 United States
<b>Relationship:</b>	Subcontractor - non MWDBE
<b>Fees (\$\$ or %):</b>	9,405.00
<b>Estimated/Paid:</b>	Paid
-----	
<b>Name:</b>	SMNG A Ltd.
<b>Anticipated/Retained:</b>	Retained
<b>Business Address:</b>	943 W Superior St Chicago, IL 60642 United States
<b>Relationship:</b>	Subcontractor - non MWDBE
<b>Fees (\$\$ or %):</b>	69,042.00
<b>Estimated/Paid:</b>	Paid
-----	
<b>Name:</b>	URB Remodeling & Renovation Co.
<b>Anticipated/Retained:</b>	Retained
<b>Business Address:</b>	4751 West Touhy Lincolnwood, IL 60712 United States
<b>Relationship:</b>	Subcontractor - non MWDBE
<b>Fees (\$\$ or %):</b>	3,000.00
<b>Estimated/Paid:</b>	Paid
-----	
<b>Name:</b>	V3 Companies, Ltd.

**Anticipated/Retained:** Retained  
**Business Address:** 444 N Wells St  
Suite 602,  
Chicago, IL 60654 United States  
**Relationship:** Subcontractor - MWDBE  
**Fees (\$\$ or %):** 16,005.98  
**Estimated/Paid:** Paid

---

**Name:** Walsh Group  
**Anticipated/Retained:** Retained  
**Business Address:** 929 W Adams  
Chicago, IL 60607 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees (\$\$ or %):** 5,000.00  
**Estimated/Paid:** Paid

---

**Name:** Wheeler Kearns Architects  
**Anticipated/Retained:** Retained  
**Business Address:** 343 S Dearborn St  
200  
Chicago, IL 60604 United States  
**Relationship:** Subcontractor - non MWDBE  
**Fees (\$\$ or %):** 40,041.83  
**Estimated/Paid:** Paid

3. Has the Disclosing Party retained or does it anticipate retaining any persons in connection with the Matter?

No

## SECTION V -- CERTIFICATIONS

### A. COURT-ORDERED CHILD SUPPORT COMPLIANCE

Under [MCC Section 2-92-415](#), substantial owners of business entities that contract with the City must remain in compliance with their child support obligations throughout the contract's term.

Has any person who directly or indirectly owns 10% or more of the Disclosing Party been declared in arrearage of any child support obligations by any Illinois court of competent jurisdiction?

No

## B. FURTHER CERTIFICATIONS

1. [This certification applies only if the Matter is a contract being handled by the City's Department of Procurement Services.] In the 5-year period preceding the date of this EDS, neither the Disclosing Party nor any [Affiliated Entity](#) has engaged, in connection with the performance of any public contract, the services of an integrity monitor, independent private sector inspector general, or integrity compliance consultant (i.e. an individual or entity with legal, auditing, investigative, or other similar skills, designated by a public agency to help the agency monitor the activity of specified agency vendors as well as help the vendors reform their business practices so they can be considered for agency contracts in the future, or continue with a contract in progress).

I certify the above to be true

2. The Disclosing Party and its Affiliated Entities are not delinquent in the payment of any fine, fee, tax or other source of indebtedness owed to the City of Chicago, including, but not limited to, water and sewer charges, license fees, parking tickets, property taxes and sales taxes, nor is the Disclosing Party delinquent in the payment of any tax administered by the Illinois Department of Revenue.

I certify the above to be true

3. The Disclosing Party and, if the Disclosing Party is a legal entity, all of those persons or entities identified in Section II(B)(1) of this EDS:

- a. are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from any transactions by any federal, state or local unit of government;
- b. have not, during the 5 years before the date of this EDS, been convicted of a criminal offense, adjudged guilty, or had a civil judgment rendered against them in connection with: obtaining, attempting to obtain, or performing a public (federal, state or local) transaction or contract under a public transaction; a violation of federal or state antitrust statutes; fraud; embezzlement; theft; forgery; bribery; falsification or destruction of records; making false statements; or receiving stolen property;
- c. are not presently indicted for, or criminally or civilly charged by, a governmental entity (federal, state or local) with committing any of the offenses set forth in subparagraph (b) above;
- d. have not, during the 5 years before the date of this EDS, had one or more public transactions (federal, state or local) terminated for cause or default; and

- e. have not, during the 5 years before the date of this EDS, been convicted, adjudged guilty, or found liable in a civil proceeding, or in any criminal or civil action, including actions concerning environmental violations, instituted by the City or by the federal government, any state, or any other unit of local government.

I certify the above to be true

4. The Disclosing Party understands and shall comply with the applicable requirements of MCC [Chapter 2-56 \(Inspector General\)](#) and [Chapter 2-156 \(Governmental Ethics\)](#).

I certify the above to be true

5. Neither the Disclosing Party, nor any [Contractor](#), nor any [Affiliated Entity](#) of either the Disclosing Party or any [Contractor](#), nor any [Agents](#) have, during the 5 years before the date of this EDS, or, with respect to a [Contractor](#), an [Affiliated Entity](#), or an [Affiliated Entity](#) of a [Contractor](#) during the 5 years before the date of such [Contractor's](#) or [Affiliated Entity's](#) contract or engagement in connection with the Matter:

- a. bribed or attempted to bribe, or been convicted or adjudged guilty of bribery or attempting to bribe, a public officer or employee of the City, the State of Illinois, or any agency of the federal government or of any state or local government in the United States of America, in that officer's or employee's official capacity;
- b. agreed or colluded with other bidders or prospective bidders, or been a party to any such agreement, or been convicted or adjudged guilty of agreement or collusion among bidders or prospective bidders, in restraint of freedom of competition by agreement to bid a fixed price or otherwise; or
- c. made an admission of such conduct described in subparagraph (a) or (b) above that is a matter of record, but have not been prosecuted for such conduct; or
- d. violated the provisions referenced in [MCC Subsection 2-92-320\(a\)\(4\)\(Contracts Requiring a Base Wage\)](#); [\(a\)\(5\)\(Debarment Regulations\)](#); or [\(a\)\(6\)\(Minimum Wage Ordinance\)](#).

I certify the above to be true

6. Neither the Disclosing Party, nor any [Affiliated Entity](#) or [Contractor](#), or any of their employees, officials, [agents](#) or partners, is barred from contracting with any unit of state or local government as a result of engaging in or being convicted of

- bid-rigging in violation of [720 ILCS 5/33E-3](#);
- bid-rotating in violation of [720 ILCS 5/33E-4](#); or
- any similar offense of any state or of the United States of America that contains the same elements as the offense of bid-rigging or bid-rotating.

I certify the above to be true

7. Neither the Disclosing Party nor any [Affiliated Entity](#) is listed on a Sanctions List maintained by the United States Department of Commerce, State, or Treasury, or any successor federal agency.

I certify the above to be true

8. [FOR APPLICANT ONLY]

- i. Neither the Applicant nor any "controlling person" [[see MCC Chapter 1-23, Article I](#) for applicability and defined terms] of the Applicant is currently indicted or charged with, or has admitted guilt of, or has ever been convicted of, or placed under supervision for, any criminal offense involving actual, attempted, or conspiracy to commit bribery, theft, fraud, forgery, perjury, dishonesty or deceit against an officer or employee of the City or any "sister agency" ; and
- ii. the Applicant understands and acknowledges that compliance with Article I is a continuing requirement for doing business with the City.

NOTE: If [MCC Chapter 1-23, Article I](#) applies to the Applicant, that Article's permanent compliance timeframe supersedes 5-year compliance timeframes in this Section V.

I certify the above to be true

9. [FOR APPLICANT ONLY] The Applicant and its Affiliated Entities will not use, nor permit their subcontractors to use, any facility listed as having an active exclusion by the U.S. EPA on the [federal System for Award Management](#) ("SAM")

I certify the above to be true

10. [FOR APPLICANT ONLY] The Applicant will obtain from any contractors/ subcontractors hired or to be hired in connection with the Matter certifications equal in form and substance to those in Certifications (2) and (9) above and will not, without the prior written consent of the City, use any such contractor/subcontractor that does not provide such certifications or that the Applicant has reason to believe has not provided or cannot provide truthful certifications.

I certify the above to be true

11. To the best of the Disclosing Party's knowledge after reasonable inquiry, the following is a complete list of all current employees of the Disclosing Party who were, at any time during the 12-month period preceding the date of this EDS, an employee, or elected or appointed official, of the City of Chicago.

None

12. To the best of the Disclosing Party's knowledge after reasonable inquiry, the following is a complete list of all gifts that the Disclosing Party has given or caused to be given, at any time during the 12-month period preceding the execution date of this EDS,

to an employee, or elected or appointed official, of the City of Chicago. For purposes of this statement, a "gift" does not include: (i) anything made generally available to City employees or to the general public, or (ii) food or drink provided in the course of official City business and having a retail value of less than \$25 per recipient, or (iii) a political contribution otherwise duly reported as required by law.

None

#### C. CERTIFICATION OF STATUS AS FINANCIAL INSTITUTION

The Disclosing Party certifies, as defined in [MCC Section 2-32-455\(b\)](#), the Disclosing Party

is not a "financial institution"

#### D. CERTIFICATION REGARDING FINANCIAL INTEREST IN CITY BUSINESS

Any words or terms defined in [MCC Chapter 2-156](#) have the same meanings if used in this Part D.

1. In accordance with [MCC Section 2-156-110](#): To the best of the Disclosing Party's knowledge after reasonable inquiry, does any official or employee of the City have a financial interest in his or her own name or in the name of any other person or entity in the Matter?

No

#### E. CERTIFICATION REGARDING SLAVERY ERA BUSINESS

If the Disclosing Party cannot make this verification, the Disclosing Party must disclose all required information in the space provided below or in an attachment in the "Additional Info" tab. Failure to comply with these disclosure requirements may make any contract entered into with the City in connection with the Matter voidable by the City.

The Disclosing Party verifies that the Disclosing Party has searched any and all records of the Disclosing Party and any and all predecessor entities regarding records of investments or profits from slavery or slaveholder insurance policies during the slavery era (including insurance policies issued to slaveholders that provided coverage for damage to or injury or death of their slaves), and the Disclosing Party has found no such records.

I can make the above verification

## **SECTION VI -- CERTIFICATIONS FOR FEDERALLY FUNDED MATTERS**

Is the Matter federally funded? For the purposes of this Section VI, tax credits allocated by the City and proceeds of debt obligations of the City are not federal funding.

No

## **SECTION VII - FURTHER ACKNOWLEDGMENTS AND CERTIFICATION**

The Disclosing Party understands and agrees that:

- A. The certifications, disclosures, and acknowledgments contained in this EDS will become part of any contract or other agreement between the Applicant and the City in connection with the Matter, whether procurement, City assistance, or other City action, and are material inducements to the City's execution of any contract or taking other action with respect to the Matter. The Disclosing Party understands that it must comply with all statutes, ordinances, and regulations on which this EDS is based.
- B. The City's Governmental Ethics Ordinance, [MCC Chapter 2-156](#), imposes certain duties and obligations on persons or entities seeking City contracts, work, business, or transactions. The full text of this ordinance and a training program is available on line at [www.cityofchicago.org/Ethics](http://www.cityofchicago.org/Ethics), and may also be obtained from the City's Board of Ethics, 740 N. Sedgwick St., Suite 500, Chicago, IL 60610, (312) 744-9660. The Disclosing Party must comply fully with this ordinance.

I acknowledge and consent to the above

The Disclosing Party understands and agrees that:

- C. If the City determines that any information provided in this EDS is false, incomplete or inaccurate, any contract or other agreement in connection with which it is submitted may be rescinded or be void or voidable, and the City may pursue any remedies under the contract or agreement (if not rescinded or void), at law, or in equity, including terminating the Disclosing Party's participation in the Matter and/or declining to allow the Disclosing Party to participate in other City transactions. Remedies at law for a false statement of material fact may include incarceration and an award to the City of treble damages.
- D. It is the City's policy to make this document available to the public on its Internet site and/or upon request. Some or all of the information provided in, and appended to, this EDS may be made publicly available on the Internet, in response to a Freedom of Information Act request, or otherwise. By completing and signing this EDS, the Disclosing Party waives and releases any possible rights or claims which it may have against the City in connection with the public release of information

contained in this EDS and also authorizes the City to verify the accuracy of any information submitted in this EDS.

- E. The information provided in this EDS must be kept current. In the event of changes, the Disclosing Party must supplement this EDS up to the time the City takes action on the Matter. If the Matter is a contract being handled by the City's Department of Procurement Services, the Disclosing Party must update this EDS as the contract requires. NOTE: With respect to Matters subject to MCC [Chapter 1-23](#), Article I (imposing PERMANENT INELIGIBILITY for certain specified offenses), the information provided herein regarding eligibility must be kept current for a longer period, as required by [MCC Chapter 1-23](#) and [Section 2-154-020](#).

I acknowledge and consent to the above

## **APPENDIX A - FAMILIAL RELATIONSHIPS WITH ELECTED CITY OFFICIALS AND DEPARTMENT HEADS**

This Appendix is to be completed only by (a) the Applicant, and (b) any legal entity which has a direct ownership interest in the Applicant exceeding 7.5%. It is not to be completed by any legal entity which has only an indirect ownership interest in the Applicant.

Under [MCC Section 2-154-015](#), the Disclosing Party must disclose whether such Disclosing Party or any "Applicable Party" or any Spouse or Domestic Partner thereof currently has a "familial relationship" with any elected city official or department head. A "familial relationship" exists if, as of the date this EDS is signed, the Disclosing Party or any "Applicable Party" or any Spouse or Domestic Partner thereof is related to the mayor, any alderman, the city clerk, the city treasurer or any city department head as spouse or domestic partner or as any of the following, whether by blood or adoption: parent, child, brother or sister, aunt or uncle, niece or nephew, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepfather or stepmother, stepson or stepdaughter, stepbrother or stepsister or half-brother or half-sister.

"Applicable Party" means (1) all executive officers of the Disclosing Party listed in Section II.B.1.a, if the Disclosing Party is a corporation; all partners of the Disclosing Party, if the Disclosing Party is a general partnership; all general partners and limited partners of the Disclosing Party, if the Disclosing Party is a limited partnership; all managers, managing members and members of the Disclosing Party, if the Disclosing Party is a limited liability company; (2) all principal officers of the Disclosing Party; and (3) any person having more than a 7.5% ownership interest in the Disclosing Party. "Principal officers" means the president, chief operating officer, executive director, chief financial officer, treasurer or secretary of a legal entity or any person exercising similar authority.

Does the Disclosing Party or any "Applicable Party" or any Spouse or Domestic Partner thereof currently have a "familial relationship" with an elected city official or department head?

No

## **APPENDIX B - BUILDING CODE SCOFFLAW/PROBLEM LANDLORD CERTIFICATION**

This Appendix is to be completed only by (a) the Applicant, and (b) any legal entity which has a direct ownership interest in the Applicant exceeding 7.5% (an "Owner"). It is not to be completed by any legal entity which has only an indirect ownership interest in the Applicant.

1. Pursuant to [MCC Section 2-154-010](#), is the Applicant or any Owner identified as a building code scofflaw or problem landlord pursuant to [MCC Section 2-92-416??](#)

No

## **APPENDIX C-PROHIBITION ON WAGE & SALARY HISTORY SCREENING**

This Appendix is to be completed only by an Applicant that is completing this EDS as a "contractor" as defined in [MCC Section 2-92-385](#). That section, which should be consulted ([www.amlegal.com](http://www.amlegal.com)), generally covers a party to any agreement pursuant to which they: (i) receive City of Chicago funds in consideration for services, work or goods provided (including for legal or other professional services), or (ii) pay the City money for a license, grant or concession allowing them to conduct a business on City premises.

On behalf of an Applicant that is a contractor pursuant to [MCC Section 2-92-385](#), I hereby certify that the Applicant is in compliance with [MCC Section 2-92-385\(b\)\(1\)](#) and (2), which prohibit: (i) screening job applicants based on their wage or salary history, or (ii) seeking job applicants' wage or salary history from current or former employers. I also certify that the Applicant has adopted a policy that includes those prohibitions.

This certification shall serve as the affidavit required by [MCC Section 2-92-385\(c\)\(1\)](#).

N/A - I am not an Applicant that is a "contractor" as defined in MCC Section 2-92-385.

## **ADDITIONAL INFO**

Please add any additional explanatory information here. If explanation is longer than 1000 characters, you may add an attachment below. Please note that your EDS, including all attachments, becomes available for public viewing upon contract award.

Your attachments will be viewable "as is" without manual redaction by the City. You are responsible for redacting any non-public information from your documents before uploading.

List of vendor attachments uploaded by City staff

None.

List of attachments uploaded by vendor

None.

### **CERTIFICATION**

Under penalty of perjury, the person signing below: (1) warrants that he/she is authorized to execute this EDS, and all applicable appendices, on behalf of the Disclosing Party, and (2) warrants that all certifications and statements contained in this EDS, and all applicable appendices, are true, accurate and complete as of the date furnished to the City. Submission of this form constitutes making the oath associated with notarization.

/s/ 06/12/2025  
Jessica Nepomiachi  
Managing Director  
IFF

This is a printed copy of the Economic Disclosure Statement, the original of which is filed electronically with the City of Chicago. Any alterations must be made electronically, alterations on this printed copy are void and of no effect.