

SRO OPT-OUT REQUEST PROCEDURES
Pursuant to the
SUPPLEMENTAL RELIEF ORDER (SRO)
Entered in *Shakman, et al, v. Democratic Organization of Cook County, et al.*
(the Shakman Case)

OPT-OUT REQUEST FORMS (Form 1) MUST BE RECEIVED
BY THE SHERIFF'S COMPLIANCE ADMINISTRATOR
BY FEBRUARY 27, 2009

If you believe that you have been subjected to unlawful political discrimination in connection with hiring, promotion, overtime or any other term or aspect of employment with the Sheriff of Cook County prior to October 30, 2008, you may have a claim for damages and/or injunctive relief against the Cook County Sheriff.

The SRO creates a new claim process for anyone who believes that s/he was subjected to unlawful political discrimination between June 1, 2006 and October 30, 2008 (the date of final approval of the SRO). For details regarding the SRO Claim process, please review Section IV of the SRO and the SRO Claim Procedures, which are posted on the Sheriff's website www.cookcountysheriff.gov.

Not all class members are eligible to submit an SRO Claim under Section IV of the SRO. The remedy provided in the SRO shall be the exclusive remedy for Class Members who fail to opt out seeking remedies for claims of political discrimination based on events occurring prior to the final approval of this SRO. Individuals who opt out of the SRO may not pursue claims based on the SRO or the Sheriff's Consent Decrees for political discrimination occurring prior to the final approval of the SRO. If you are in one of the groups described below and would like to pursue any claim of unlawful political discrimination you may have against the Sheriff of Cook County, you must submit an Opt-Out Request Form (Form 1) or your claim will be waived.

1. If your Claim involves alleged unlawful political discrimination that took place ***before*** June 1, 2006.
2. Relief under the Claim Process is limited to monetary awards. No injunctive relief, such as reinstatement or promotion, is available through the SRO Claim Process. Such injunctive relief may be available through a legal action filed in a court of law. If you would like to pursue injunctive relief, you must submit an Opt-Out Request Form (Form 1) to the Sheriff's Compliance Administrator *before* February 27, 2009.

The Court will exclude from the classes any Class Member who requests exclusion. If you want to be excluded from the classes, you must give written notice of your intent to opt out of the classes by submitting an SRO Opt-Out Request Form (Form 1) to the Sheriff's Compliance Administrator. If you elect to pursue a remedy outside of the SRO you should act quickly to protect whatever rights you may have.

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If your claim involves alleged unlawful political discrimination that took place after October 30, 2008, you do **not** need to submit an Opt-Out Request Form to preserve your rights. Complaints based on conduct occurring after October 30, 2008 are addressed in Section V of the SRO. If you would like to submit an SRO Complaint Form to the Sheriff's Office of Professional Review, you must do so within 180 days of when you knew or should have known that the alleged unlawful conduct occurred to pursue your claims. Please review Section V of the SRO and the SRO Complaint Procedures for further information about your rights under the SRO for violations occurring after October 30, 2008.

To facilitate negotiations, the parties agreed that the running of any statutory time limitations periods and other legal or equitable time-based defenses and doctrines for violations of federal and state law and court orders entered in this case based on claims of political discrimination in connection with any term or aspect of governmental employment with the Sheriff or defenses thereto were stayed and tolled as of December 13, 2006. The tolling will be lifted at Final Approval but will not affect any claims which may have expired between the date of Final Approval and the date of Opt Out. A member of the Settlement Classes who elects to pursue a remedy outside of the SRO should act quickly to protect whatever rights she or he may have.

Completed Opt-Out Forms (Form 1) must be received by the Sheriff's Compliance Administrator by February 27, 2009 (the Opt-Out Deadline).

Send completed Opt-Out Request Forms to either one of the following, but not both:

Sheriff's Compliance Administrator c/o Brian Hays Locke Lord Bissell & Liddell LLP 111 S. Wacker Drive, Suite 4100 Chicago, Illinois 60606	Sheriff's Compliance Administrator CLIFFORD L. MEACHAM 69 West Washington Street, Suite 1416 Chicago, IL 60602 312-603-8910
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These statements should not be construed as legal advice. You may consult with a lawyer of your choice about what decisions to make in this area. Neither the Sheriff's Compliance Administrator nor Class Counsel in the *Shakman* Case (that is, the lawyers who represent the named plaintiffs and classes of plaintiffs in this case) are able to provide legal advice about whether an individual should pursue any remedies under the SRO or in a court of law.

Class Counsel recommend that you send you completed Opt-Out Request Form to the Sheriff's Compliance Administrator via certified mail, return receipt requested, and keep a copy of the Opt-Out Request Form.

Sheriff SRO Form 1

Important Dates:

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| October 30, 2008 | Court Hearing for Final Approval of the SRO |
| February 27, 2009 | Opt-Out Deadline (The Opt-Out Deadline is the date by which a person must inform the Court in the <i>Shakman</i> Case in writing that she or he elects to be excluded from the settlement and claims procedure described in this document.) |
| February 27, 2009 | SRO Claim Form Deadline |
| May 28, 2009 | Sheriff's Compliance Administrator Sends Notice of Determination to Claimants |
| July 28, 2009 | Deadline for Cook County to Pay Claim Awards |

Sheriff SRO Form 1