

FRANCZEK RADELET

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PERSONAL AND CONFIDENTIAL / ATTORNEY-CLIENT PRIVILEGED

Invoice Date: December 19, 2016

Invoice No. 171473

Matter No. 02334.116002

Jerry D. Blakemore
Vice President & General Counsel
Northern Illinois University
Altgeld Hall 330
DeKalb, IL 60115-2825
NIU PO/Ref: 152228

FOR PROFESSIONAL FEES AND EXPENSES INCURRED THROUGH 09/30/16:

<u>Matter No.</u>	<u>Description</u>	<u>Fees</u>	<u>Expenses</u>	<u>Total</u>
02334.116002	Board Investigation	\$38,912.50	\$391.42	\$39,303.92
Total		\$38,912.50	\$391.42	\$39,303.92

Fees	\$38,912.50
Costs Advanced and Expenses Incurred	\$391.42
CURRENT INVOICE DUE	<u>\$39,303.92</u>

PROFESSIONAL FEES INCURRED THROUGH 09/30/16:

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
09/01/16	S Warner	Prepare for, attend meeting with M. Strauss, J. Blakemore to discuss legal issues; confer with E. Babbitt.	4.70	\$275.00	\$1,292.50
09/01/16	S Warner	Initial review of preliminary 140/7 (1) investigation materials.	1.10	\$275.00	\$302.50
09/01/16	E Babbitt	Meeting with M. Strauss, J. Blakemore and S. Warner regarding completion of investigation, OEIG report response, and legal issues.	1.40	\$275.00	\$385.00
09/01/16	E Babbitt	Review, edit outline for today's meeting with M. Strauss and J. Blakemore; conference with S. Warner regarding legal issues.	1.20	\$275.00	\$330.00
09/01/16	E Babbitt	Review scope of work; forward to S. Warner.	0.30	\$0.00	\$0.00
09/02/16	E Babbitt	E-mails with S. Warner, P. DePoy regarding research.	0.40	\$275.00	\$110.00
09/02/16	E Babbitt	Review prior communications regarding investigation; e-mails with J. Blakemore, S. Warner about investigation.	0.60	\$275.00	\$165.00
09/02/16	E Babbitt	Telephone conference with J. Blakemore regarding investigation.	0.60	\$275.00	\$165.00
09/02/16	E Babbitt	Telephone conference with G. Brady regarding interviews.	0.30	\$275.00	\$82.50
09/02/16	S Warner	Continue reviewing, analyzing 140/7 (1) report; begin reviewing exhibits; research legal issues.	2.90	\$275.00	\$797.50
09/03/16	E Babbitt	Review 140/7 (1) preliminary interviews; review document and exhibit binder regarding same; outline investigation strategy, documents.	4.70	\$275.00	\$1,292.50
09/04/16	E Babbitt	Review memoranda regarding legal issues and other background information; also review documentation.	1.70	\$275.00	\$467.50
09/04/16	E Babbitt	Outline investigation strategy.	1.10	\$275.00	\$302.50
09/05/16	E Babbitt	Continue reviewing, analyzing OEIG findings and investigation to date; review selected documentation.	2.10	\$275.00	\$577.50

Client No. 02334 Northern Illinois University
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<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
09/06/16	E Babbitt	Conference with S. Warner regarding Board meeting, legal issues.	0.80	\$275.00	\$220.00
09/06/16	E Babbitt	Conference with M. Strauss.	0.40	\$275.00	\$110.00
09/06/16	S Warner	Review, analyze 140/7 (1)(m) 140 confer with E. Babbitt.	1.10	\$275.00	\$302.50
09/06/16	S Warner	Review research, analyze law and agency procedures ; confer with M. Hernandez, confer with E. Babbitt.	1.10	\$275.00	\$302.50
09/06/16	MJ Hernandez	Conference with S. Warner.	0.40	\$0.00	\$0.00
09/07/16	PM DePoy	Review relevant documents regarding OEIG report and conduct research.	1.00	\$275.00	\$275.00
09/07/16	S Warner	Draft proposed communications; confer with E. Babbitt regarding legal issues.	0.30	\$0.00	\$0.00
09/07/16	S Warner	Review, analyze law, research; confer with P. DePoy regarding same.	0.60	\$275.00	\$165.00
09/07/16	E Babbitt	E-mails regarding investigation, legal issues.	0.40	\$275.00	\$110.00
09/07/16	E Babbitt	Draft proposed letters; forward to M. Strauss with legal analysis.	0.90	\$275.00	\$247.50
09/07/16	E Babbitt	Review research results; conference with S. Warner.	0.80	\$275.00	\$220.00
09/08/16	E Babbitt	E-mails seeking interviews regarding 140/7 (1) investigation.	0.70	\$275.00	\$192.50
09/08/16	E Babbitt	Review other State of IL actions.	0.60	\$275.00	\$165.00
09/08/16	S Warner	Outline questions for interviews of witnesses, investigation strategy.	0.40	\$275.00	\$110.00
09/08/16	S Warner	Review next steps in preparation for interviews and BOT meeting; telephone conference with M. Strauss.	1.60	\$275.00	\$440.00
09/08/16	PM DePoy	Draft e-mail memorandum regarding research results.	2.80	\$275.00	\$770.00
09/08/16	E Babbitt	Review 140/7 (1)(m)	0.40	\$0.00	\$0.00
09/08/16	E Babbitt	E-mails regarding 140/7 (1)(m)	0.40	\$275.00	\$110.00
09/08/16	E Babbitt	Telephone conference clarifying deadlines and discussing recommendations.	0.60	\$275.00	\$165.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
09/09/16	E Babbitt	Revise proposed letters; e-mails with M. Strauss.	0.70	\$275.00	\$192.50
09/09/16	E Babbitt	Extended telephone interview regarding 140/7 (1) investigation.	2.10	\$275.00	\$577.50
09/09/16	E Babbitt	Review witness list in 140/7 (1) matter.	0.40	\$0.00	\$0.00
09/09/16	E Babbitt	Prepare outline for conference regarding witness interviews; conference with S. Warner.	0.80	\$275.00	\$220.00
09/09/16	E Babbitt	Voicemails, telephone conference with M. Strauss, S. Warner regarding Board meeting and pending matters.	0.50	\$275.00	\$137.50
09/09/16	S Warner	Prepare for, attend telephone conference regarding witness interviews; follow-up conference with E. Babbitt; review research results.	3.20	\$275.00	\$880.00
09/09/16	PM DePoy	Complete research, summarize research results.	2.10	\$275.00	\$577.50
09/09/16	S Warner	Telephone conference with M. Strauss regarding Board meeting and pending matters; confer with E. Babbitt.	0.60	\$275.00	\$165.00
09/10/16	E Babbitt	Prepare outline for interviews, incorporating results of document review, meetings, and legal analysis.	2.90	\$275.00	\$797.50
09/12/16	S Warner	Review, analyze results of legal research; e-mails and conferences with E. Babbitt and P. DePoy; research regarding 140/7 (1)(m)	2.20	\$275.00	\$605.00
09/12/16	PM DePoy	Additional legal research, legal analysis.	0.80	\$275.00	\$220.00
09/12/16	S Warner	Review 140/7 (1)(m)	0.80	\$275.00	\$220.00
09/12/16	E Babbitt	Review research results, prepare for Board meeting.	0.60	\$0.00	\$0.00
09/12/16	E Babbitt	Review voicemail from M. Strauss regarding Board meeting.	0.40	\$0.00	\$0.00
09/12/16	E Babbitt	E-mails regarding review, procedures, and legal analysis.	0.40	\$0.00	\$0.00
09/12/16	E Babbitt	General research regarding agency procedures and past decisions.	1.90	\$275.00	\$522.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
09/13/16	E Babbitt	Review relevant policies, analyze scope of e-mails for review; conference with S. Warner.	0.50	\$275.00	\$137.50
09/13/16	E Babbitt	Analyze e-mail review, procedures for reviewing; conferences regarding same.	0.60	\$275.00	\$165.00
09/13/16	E Babbitt	Review contract, bylaws, and other documents; conferences with S. Warner regarding same.	1.80	\$275.00	\$495.00
09/13/16	S Warner	Review, analyze court decisions, statutes and policies, and contract; identify issues for Board discussion; confer with E. Babbitt regarding same.	2.80	\$275.00	\$770.00
09/14/16	S Warner	Confer with M. Strauss and E. Babbitt; prepare outlines, review research; review and analyze various legal issues; assemble and review documents in preparation for Board meeting.	6.10	\$275.00	\$1,677.50
09/14/16	PM DePoy	E-mail summarizing research results and further research needed.	1.70	\$275.00	\$467.50
09/14/16	S Warner	Review reports and witness summaries in preparation for meeting; outline issues for meeting.	1.60	\$275.00	\$440.00
09/14/16	E Babbitt	E-mails with J. Blakemore regarding legal analysis.	0.60	\$275.00	\$165.00
09/14/16	E Babbitt	Review agenda; forward agenda and outline to M. Strauss.	0.90	\$275.00	\$247.50
09/14/16	E Babbitt	Several telephone conferences with M. Strauss.	0.90	\$275.00	\$247.50
09/14/16	E Babbitt	Meeting with S. Warner to organize remarks, information for Board meeting.	0.70	\$0.00	\$0.00
09/15/16	S Warner	Prepare for, attend BOT meeting to provide legal advice; post-meeting conference with M. Strauss, J. Butler; conferences with E. Babbitt; travel to, from DeKalb.	13.40	\$275.00	\$3,685.00
09/15/16	E Babbitt	Meeting in closed session with NIU Board of Trustees; provide legal advice.	6.50	\$275.00	\$1,787.50
09/15/16	E Babbitt	Individual conferences with M. Strauss, J. Butler, and J. Blakemore.	1.80	\$275.00	\$495.00
09/15/16	E Babbitt	Conferences with S. Warner in preparation and after Board meeting.	1.00	\$275.00	\$275.00

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09/16/16	RF Vazquez	General communications with S. Warner regarding Board meeting and next steps.	0.50	\$0.00	\$0.00
09/16/16	S Warner	Confer with R. Vazquez regarding legal issues; telephone conference with J. Blakemore regarding logistics; prepare information for document review; outline potential corrective actions.	1.10	\$275.00	\$302.50
09/16/16	E Babbitt	Telephone conference with J. Blakemore, S. Warner regarding investigation.	0.50	\$0.00	\$0.00
09/18/16	E Babbitt	Review witness remarks, documents provided to Board.	1.00	\$275.00	\$275.00
09/19/16	E Babbitt	Conference with M. Strauss regarding status; e-mails with S. Warner.	0.60	\$275.00	\$165.00
09/19/16	E Babbitt	E-mail to J. Guagliardo regarding NIU 140/7 (1)(m)	0.30	\$275.00	\$82.50
09/19/16	E Babbitt	Continue review of documents, notes, and other investigative materials.	1.70	\$275.00	\$467.50
09/19/16	E Babbitt	Review e-mail from R. Cotton (counsel for witness).	0.30	\$275.00	\$82.50
09/19/16	S Warner	Review emails documents to identify further document review; e-mail to E. Babbitt regarding same; review e-mail from attorney for witness; e-mails with E. Babbitt.	1.00	\$275.00	\$275.00
09/20/16	S Warner	Review, analyze contract, Bylaws, Regulations, and other documents; confer with E. Babbitt regarding next steps, document review, and investigation process.	1.70	\$275.00	\$467.50
09/20/16	E Babbitt	Meeting with S. Warner regarding document review process.	0.40	\$275.00	\$110.00
09/20/16	E Babbitt	Review remarks from Board meeting.	0.40	\$0.00	\$0.00
09/20/16	E Babbitt	Conference with S. Warner regarding planning issues regarding scheduling of interviews, completion of investigation.	0.70	\$275.00	\$192.50
09/20/16	E Babbitt	Review NIU form and policies.	0.30	\$0.00	\$0.00
09/21/16	E Babbitt	Review e-mail from witness's counsel; update to M. Strauss regarding document review and planning.	1.10	\$275.00	\$302.50

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09/21/16	S Warner	Telephone conference with NIU personnel regarding document review; e-mails with E. Babbitt regarding next steps; e-mail to M. Strauss with update regarding various issues; e-mail to G. Brady.	0.80	\$275.00	\$220.00
09/21/16	S Warner	Review examples of other institutional policies; revise policy.	1.90	\$275.00	\$522.50
09/22/16	S Warner	Prepare for, attend telephone conference with G. Brady regarding legal issues.	1.10	\$275.00	\$302.50
09/22/16	E Babbitt	Draft e-mail to R. Cotton (counsel for witness) regarding interview; revise e-mail, confer with S. Warner.	0.70	\$275.00	\$192.50
09/22/16	E Babbitt	Conference with G. Brady, S. Warner regarding legal issues.	0.70	\$275.00	\$192.50
09/23/16	E Babbitt	Conference with S. Warner regarding preparation of outlines for investigative interviews, review of documents.	0.90	\$275.00	\$247.50
09/23/16	E Babbitt	Draft e-mails to M. Strauss regarding legal issues; conference with S. Warner regarding same.	0.80	\$275.00	\$220.00
09/23/16	S Warner	Further review, analysis of legal issues; confer with E. Babbitt regarding same; e-mail to and telephone conference with M. Strauss.	2.20	\$275.00	\$605.00
09/24/16	E Babbitt	Internet research regarding witnesses.	0.80	\$0.00	\$0.00
09/24/16	E Babbitt	Send additional request for external witness interview.	0.40	\$275.00	\$110.00
09/25/16	E Babbitt	Prepare chronology of significant events and communications in preparation for interviews, investigation. *	4.40	\$275.00	\$1,210.00
09/25/16	S Warner	Internet research regarding witnesses.	0.50	\$275.00	\$137.50
09/26/16	S Warner	Summarize witness remarks to Board agency, further review, analysis of documents.	5.20	\$275.00	\$1,430.00
09/26/16	E Babbitt	E-mail to J. Blakemore, G. Brady regarding legal issues; follow-up conferences with M. Strauss, S. Warner.	0.70	\$275.00	\$192.50
09/26/16	E Babbitt	Review witness remarks in preparation for upcoming interview.	0.60	\$0.00	\$0.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
09/27/16	E Babbitt	Draft search form; review NIU policies regarding same.	1.10	\$275.00	\$302.50
09/27/16	E Babbitt	Review first draft of revised policy; note issues for discussion.	0.70	\$275.00	\$192.50
09/27/16	E Babbitt	Circulate draft form to clients; incorporate changes into revised draft.	0.90	\$275.00	\$247.50
09/27/16	E Babbitt	Follow-up communications with witness's attorney.	0.40	\$275.00	\$110.00
09/27/16	S Warner	Revise draft form and e-mails with E. Babbitt regarding same; review e-mail and attachments from G. Brady.	1.20	\$275.00	\$330.00
09/27/16	S Warner	Continue drafting proposed policy; e-mail to E. Babbitt.	1.10	\$275.00	\$302.50
09/27/16	S Warner	Confer with E. Babbitt regarding upcoming interview, additional information required to prepare for same.	0.60	\$275.00	\$165.00
09/27/16	S Warner	Draft e-mail to M. Strauss regarding review of documents, continuing legal analysis.	0.70	\$275.00	\$192.50
09/28/16	S Warner	Locate six 140/7 (1) contracts for transmittal to witness's counsel; revise policy documents.	1.60	\$275.00	\$440.00
09/28/16	E Babbitt	Telephone conference with G. Brady regarding legal issues.	0.40	\$275.00	\$110.00
09/28/16	E Babbitt	Forward authorization form to M. Strauss.	0.70	\$275.00	\$192.50
09/28/16	E Babbitt	E-mail to J. Guagliardo requesting selected documents; follow-up conference with J. Blakemore and J. Guagliardo regarding same.	0.90	\$275.00	\$247.50
09/28/16	E Babbitt	Edit draft policy; e-mails with M. Strauss, S. Warner regarding same.	1.00	\$275.00	\$275.00
09/28/16	E Babbitt	Review authorizations for document search.	0.40	\$0.00	\$0.00
09/28/16	E Babbitt	Review additional agency letter; brief conference with M. Strauss regarding legal issues.	0.60	\$275.00	\$165.00
09/29/16	E Babbitt	Forward draft policy to M. Strauss, J. Blakemore; review M. Strauss comments.	1.00	\$275.00	\$275.00

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09/29/16	E Babbitt	Several conferences with M. Strauss about additional investigation issue and other pending legal analyses.	0.90	\$275.00	\$247.50
09/29/16	S Warner	Review additional investigation issue; e-mails with E. Babbitt regarding investigation.	0.50	\$275.00	\$137.50
09/30/16	S Warner	Review Bylaws; e-mail to E. Babbitt regarding legal issues.	0.30	\$275.00	\$82.50
09/30/16	E Babbitt	E-mails regarding legal issues, investigation.	0.90	\$275.00	\$247.50
Total Professional Fees For This Matter			148.90		\$38,912.50

COSTS ADVANCED AND EXPENSES INCURRED THROUGH 09/30/16:

<u>Description</u>	<u>Total</u>
Photocopying	\$56.70
Computer Research	\$334.72
Total Costs Advanced And Expenses Incurred For This Matter	\$391.42
Fees	\$38,912.50
Costs Advanced and Expenses Incurred	\$391.42
CURRENT INVOICE DUE	\$39,303.92

FRANCZEK RADELET

ATTORNEYS & COUNSELORS

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PERSONAL AND CONFIDENTIAL / ATTORNEY-CLIENT PRIVILEGED

Invoice Date: November 18, 2016

Invoice No. 172080

Matter No. 02334.116002

Jerry D. Blakemore
Vice President & General Counsel
Northern Illinois University
Altgeld Hall 330
DeKalb, IL 60115-2825
NIU PO/Ref: 152228

FOR PROFESSIONAL FEES AND EXPENSES INCURRED THROUGH 10/31/16:

<u>Matter No.</u>	<u>Description</u>	<u>Fees</u>	<u>Expenses</u>	<u>Total</u>
02334.116002	Board Investigation	\$36,252.50	\$236.10	\$36,488.60
Total		\$36,252.50	\$236.10	\$36,488.60

Fees	\$36,252.50
Costs Advanced and Expenses Incurred	\$236.10
CURRENT INVOICE DUE	<u>\$36,488.60</u>

PROFESSIONAL FEES INCURRED THROUGH 10/31/16:

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/01/16	E Babbitt	Assemble, review various authorities; outline additional opinion on Presidential legal services.	0.70	\$275.00	\$192.50
10/02/16	E Babbitt	Review prior opinions from General Counsel's office, J. Butler memorandum, and other commitments and opinions by NIU; incorporate into outline regarding Presidential legal services.	0.80	\$275.00	\$220.00
10/03/16	E Babbitt	E-mail to J. Guagliardo regarding receipt of documents for review.	0.80	\$0.00	\$0.00
10/03/16	E Babbitt	Emails with R. Cotton (counsel for D. Baker) seeking to schedule interview with President and forwarding six contracts; review response and email about scheduling call.	0.90	\$275.00	\$247.50
10/03/16	E Babbitt	Email to M. Strauss reporting status of contacts with counsel and other pending issues.	0.40	\$275.00	\$110.00
10/03/16	S Warner	Review recent e-mails regarding BOT Bylaws, draft 140/7 (1)(m) and additional documents forwarded by NIU.	0.40	\$275.00	\$110.00
10/03/16	S Warner	Review documents forwarded by NIU.	1.40	\$275.00	\$385.00
10/03/16	J McNamara	Review client documents; organize same for Summation database.	2.20	\$200.00	\$440.00
10/04/16	J McNamara	Organize files and upload same into Summation database for attorney legal review; review and summarize contents of .pst files received from client; conference regarding same.	2.80	\$200.00	\$560.00
10/04/16	S Warner	Telephone conference with J. Blakemore, G. Brady regarding draft 140/7 (1)(m) telephone conference with R. Cotton's office; confer with E. Babbitt regarding next steps; e-mails regarding documents obtained from NIU; confer with J. McNamara regarding same.	1.70	\$275.00	\$467.50
10/04/16	S Warner	Revise draft 140/7 (1)(m)	0.60	\$275.00	\$165.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/04/16	E Babbitt	Conference with J. Blakemore, G. Brady, and S. Warner regarding potential changes and reorganization of draft 140/7 (1)(m) conference with J. Blakemore.	1.10	\$275.00	\$302.50
10/04/16	E Babbitt	Conference with S. Warner regarding e-mail review, logistics.	0.30	\$275.00	\$82.50
10/04/16	E Babbitt	Continue analyzing Presidential legal services, documents.	0.60	\$275.00	\$165.00
10/05/16	E Babbitt	Draft supplemental legal memorandum to M. Strauss discussing Presidential legal services; incorporate S. Warner revisions into draft; forward final opinion to M. Strauss.	1.90	\$275.00	\$522.50
10/05/16	E Babbitt	Telephone conference with R. Cotton, T. Thomas, and S. Warner regarding date for interview, scope, and plans for going forward; brief update to M. Strauss regarding scheduling of interview.	0.90	\$275.00	\$247.50
10/05/16	E Babbitt	Telephone conference with M. Strauss regarding October 20 agenda and status of investigation.	0.30	\$275.00	\$82.50
10/05/16	E Babbitt	Emails with NIU regarding receipt of first set of documents; conference with S. Warner regarding additional documents needed.	0.60	\$275.00	\$165.00
10/05/16	S Warner	Review, analyze results of e-mail searches; consider strategy for reviewing data and refining certain searches; e-mails and conferences with E. Babbitt and J. McNamara regarding same; confer with E. Babbitt regarding upcoming October 20 Board meeting.	1.20	\$275.00	\$330.00
10/05/16	S Warner	Revise legal memorandum to M. Strauss regarding Presidential legal services.	0.50	\$275.00	\$137.50
10/05/16	S Warner	Prepare for, attend telephone conference with R. Cotton; confer with E. Babbitt regarding next steps.	0.70	\$275.00	\$192.50
10/05/16	J McNamara	Organize selected .pst files for uploading into Summation database; organize e-mail items for attorney legal review; conference regarding same.	2.50	\$200.00	\$500.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/06/16	J McNamara	Organize e-mails forwarded by NIU for attorney legal review; upload selected pst files and run productions to save PDF's for review.	1.20	\$200.00	\$240.00
10/06/16	S Warner	E-mails with E. Babbitt regarding action items for October 20 Board meeting; conference with R. Vazquez.	0.50	\$275.00	\$137.50
10/06/16	S Warner	Begin outline of topics/questions for interview of President.	1.00	\$275.00	\$275.00
10/06/16	S Warner	Review additional e-mails obtained from NIU regarding investigation.	1.80	\$275.00	\$495.00
10/06/16	E Babbitt	Review first draft of outline for President's interview; review documents regarding same.	0.90	\$275.00	\$247.50
10/06/16	RF Vazquez	Communications with S. Warner regarding 140/7 (1)(m)	0.60	\$275.00	\$165.00
10/07/16	E Babbitt	Emails with S. Warner regarding internal audit, agenda for 10.20 meeting, and status.	0.60	\$275.00	\$165.00
10/07/16	E Babbitt	Review, identify documents for potential use during upcoming interview of President.	2.60	\$275.00	\$715.00
10/07/16	S Warner	Continue reviewing documents in preparation for next week's interview of President Baker; confer with E. Babbitt regarding legal issues and investigation results to date.	1.80	\$275.00	\$495.00
10/07/16	S Warner	Telephone conference with M. Strauss regarding upcoming Board meeting.	0.30	\$275.00	\$82.50
10/07/16	J McNamara	Continue organization of e-mail items for attorney legal review.	1.70	\$200.00	\$340.00
10/09/16	E Babbitt	Continue reviewing, marking documents in preparation for upcoming interviews.	2.20	\$275.00	\$605.00
10/10/16	S Warner	Continue reviewing e-mails in preparation for interview of President; confer with J. McNamara regarding documents; e-mails with E. Babbitt regarding same.	4.30	\$275.00	\$1,182.50
10/10/16	S Warner	Begin working on list of suggested process improvements based upon investigation to date.	0.60	\$275.00	\$165.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/10/16	E Babbitt	Continue reviewing documents in preparation for interview, identifying potential documents to discuss with President during interview, and editing outline.	2.20	\$275.00	\$605.00
10/10/16	E Babbitt	Conference with S. Warner regarding review of documents, forwarding of Board complaint and relevant documents to President's counsel, and other preparation details.	0.60	\$275.00	\$165.00
10/11/16	E Babbitt	Extensive review of emails forwarded by NIU in preparation for upcoming interview and completion of investigation; emails, conference with S. Warner regarding same and next steps in preparation.	2.90	\$275.00	\$797.50
10/11/16	J McNamara	Continue organizing materials, electronic and other for attorney legal review in preparation for interview.	0.60	\$200.00	\$120.00
10/12/16	J McNamara	Organize files for attorney legal review in preparation for interview.	1.00	\$200.00	\$200.00
10/12/16	S Warner	Review key documents in preparation for interview of President Baker; note questions to raise during interview.	0.80	\$275.00	\$220.00
10/12/16	E Babbitt	Voicemails, brief call with M. Strauss regarding next steps in completing investigation and legal advice.	0.60	\$275.00	\$165.00
10/12/16	E Babbitt	Conference with S. Warner regarding set of documents to be forwarded to President's counsel in advance of interview.	1.10	\$275.00	\$302.50
10/12/16	S Warner	Continuing reviewing documents in preparation for interview of President.	1.60	\$275.00	\$440.00
10/13/16	E Babbitt	Revise current draft of 140/7 (1)(m) also revise and supplement outline for interview of President; emails with S. Warner regarding additional changes and revisions to drafts.	1.90	\$275.00	\$522.50
10/13/16	E Babbitt	Review, forward to President's counsel documents to be used in interview, transcript from Board complaint, and example of administrative rights form.	0.90	\$275.00	\$247.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/13/16	E Babbitt	Review, edit interview outline, supplement outline and reorganize selected portions; conferences with S. Warner regarding same.	1.60	\$275.00	\$440.00
10/13/16	E Babbitt	Update emails with M. Strauss regarding plans for interview and agenda for October 20 meeting, including process improvements and 140/7 (1)(m)	0.60	\$275.00	\$165.00
10/13/16	S Warner	Review documents, confer with E. Babbitt, identify documents to use during President's interview, and update outline in preparation for interview of President; telephone conference with M. Strauss regarding status of pending issues; review revised draft 140/7 (1)(m)	4.30	\$275.00	\$1,182.50
10/14/16	S Warner	Prepare for, attend interview; confer with E. Babbitt regarding next steps and upcoming Board of Trustees meeting; review notes of interview of president.	6.40	\$275.00	\$1,760.00
10/14/16	E Babbitt	Travel to and from DeKalb, Illinois; attend interview; conferences with S. Warner regarding next steps.	5.10	\$275.00	\$1,402.50
10/14/16	E Babbitt	Edit, forward to clients edited version of draft 140/7 (1)(m) incorporating changes suggested by client.	0.70	\$275.00	\$192.50
10/14/16	E Babbitt	Brief update to M. Strauss about interview of President and next steps.	0.40	\$275.00	\$110.00
10/15/16	E Babbitt	Analyze information obtained from President's interview, significance, and next steps.	0.40	\$275.00	\$110.00
10/15/16	E Babbitt	Review, edit proposed list of process improvements; emails with S. Warner regarding changes and next steps.	0.70	\$275.00	\$192.50
10/15/16	S Warner	Draft summary of interview of President Baker; draft list of potential process improvements.	3.10	\$275.00	\$852.50
10/16/16	E Babbitt	Compile notes from President's interview, forward to S. Warner; review S. Warner notes and prepare summary for submission to President.	1.00	\$275.00	\$275.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/17/16	S Warner	Revise list of recommended process improvements; e-mails with M. Strauss regarding same; confer with E. Babbitt regarding next steps in interview process; telephone conference with M. Strauss.	2.20	\$275.00	\$605.00
10/17/16	E Babbitt	Continue editing process improvement list and 140/7 (1)(m) for discussion with Board.	0.80	\$275.00	\$220.00
10/17/16	E Babbitt	Transmit to counsel for President copy of requested email.	0.30	\$0.00	\$0.00
10/17/16	E Babbitt	Prepare, edit summary of President's interview; forward to S. Warner and incorporate S. Warner revisions regarding same.	0.70	\$275.00	\$192.50
10/17/16	E Babbitt	Meeting with S. Warner regarding current investigative findings, additional legal analysis warranted, and next steps.	1.10	\$275.00	\$302.50
10/18/16	E Babbitt	Review proposed changes to 140/7 (1)(m) draft; incorporate changes into revised version for circulation to Board.	0.90	\$275.00	\$247.50
10/18/16	E Babbitt	Complete, forward to T. Thomas draft summary of President's interview.	0.90	\$275.00	\$247.50
10/18/16	E Babbitt	Multiple emails, voicemails with M. Strauss and S. Warner regarding agenda for 10.20 Board meeting, planned discussion of process improvements, and investigation.	0.80	\$275.00	\$220.00
10/18/16	S Warner	Revise 140/7 (1)(m) telephone conference with J. Blakemore and J. Guagliardo regarding same; further revisions to policy and e-mail to M. Strauss regarding same.	0.80	\$275.00	\$220.00
10/18/16	E Babbitt	Conference call with J. Blakemore, J. Buagliardo regarding proposed revisions to 140/7 (1)(m) also conference with M. Strauss, S. Warner regarding Board meeting.	0.90	\$275.00	\$247.50
10/19/16	E Babbitt	Forward process improvement list, 140/7 (1)(m) for circulation to Board.	0.80	\$0.00	\$0.00
10/19/16	E Babbitt	Email correspondence with J. Blakemore, G. Brady regarding 140/7 (1)(m)	0.90	\$275.00	\$247.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/19/16	E Babbitt	Prepare outline of interim OEIG response, and remarks for Board meeting; conferences with S. Warner, M. Strauss regarding agenda and Board meeting.	1.90	\$275.00	\$522.50
10/19/16	S Warner	Gather and review materials in preparation for October 20 Board of Trustees meeting; confer with E. Babbitt regarding same.	1.70	\$275.00	\$467.50
10/19/16	S Warner	Review draft of report to OEIG regarding interim action steps; e-mails with E. Babbitt regarding same; prepare outline of questions in preparation for interview of NIU employee.	1.10	\$275.00	\$302.50
10/19/16	S Warner	Review memoranda and correspondence regarding issues to be addressed during tomorrow's Board of Trustees meeting; outline issues.	0.90	\$275.00	\$247.50
10/20/16	S Warner	Prepare for, attend interview of employee involved in 140/7 (1)(m) confer with E. Babbitt regarding information obtained during interview and possible next steps in investigation.	3.00	\$275.00	\$825.00
10/20/16	S Warner	Review OEIG interview summaries, indemnification memorandum, and other materials in preparation for BOT closed session; confer with E. Babbitt in preparation for BOT closed session; attend BOT closed session; confer with E. Babbitt regarding next steps in investigation and issues to review further.	7.00	\$275.00	\$1,925.00
10/20/16	E Babbitt	Travel to and from DeKalb, Illinois (no charge); attend closed session of Board meeting; conferences with NIU, S. Warner regarding same.	4.90	\$275.00	\$1,347.50
10/20/16	E Babbitt	Interview witness regarding 140/7 (1) issues; conferences with S. Warner regarding same and regarding follow-up to recent interviews.	3.00	\$275.00	\$825.00
10/21/16	E Babbitt	Draft, slightly revise, and forward revised process improvements, and 140/7 (1)(m) to M. Strauss for action by President.	0.40	\$275.00	\$110.00
10/21/16	E Babbitt	Email to J. Guagliardo and J. Blakemore seeking follow-up information regarding 140/7 (1)(m).	0.80	\$275.00	\$220.00

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172080
Invoice Date: November 18, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/21/16	E Babbitt	Forward to S. Warner copies of document analyzing interviews with NIU personnel.	0.20	\$0.00	\$0.00
10/22/16	E Babbitt	Review witness interview notes; draft summary for witness's review and signature; forward draft to S. Warner.	1.90	\$275.00	\$522.50
10/23/16	E Babbitt	Review notes, prepare list of research tasks, next steps in investigation, and open issues for response by Board.	1.10	\$275.00	\$302.50
10/23/16	E Babbitt	Incorporate additional information from S. Warner's notes into summary of witness interview; locate form signed by witness.	0.70	\$275.00	\$192.50
10/23/16	S Warner	Review draft action item list to complete investigation; edit draft summary of witness interview; e-mails with E. Babbitt.	1.00	\$275.00	\$275.00
10/24/16	E Babbitt	Review status of delivery of process improvement and 140/7 (1)(m) drafts to President.	0.20	\$0.00	\$0.00
10/24/16	E Babbitt	Complete summary of interview; forward, with copy of approval form, to witness for review and signature.	0.90	\$275.00	\$247.50
10/24/16	E Babbitt	E-mails with S. Warner regarding next steps in completing investigation.	0.60	\$0.00	\$0.00
10/24/16	E Babbitt	Review 140/7 (1)(m) [REDACTED]	0.70	\$275.00	\$192.50
10/25/16	S Warner	Review President's revisions to interview summary; e-mail to E. Babbitt regarding same.	0.30	\$275.00	\$82.50
10/25/16	E Babbitt	Review revised interview notes from President Baker; notes for further review in preparation for upcoming interviews of 140/7 (1)(m) [REDACTED]	0.90	\$0.00	\$0.00
10/26/16	S Warner	Review August 23, 2016 OEIG recommendations; draft interim letter to OEIG regarding status of response to those recommendations.	0.70	\$275.00	\$192.50
10/26/16	E Babbitt	Emails with NIU representatives regarding securing extension from OEIG and interim response letter.	0.60	\$275.00	\$165.00

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
10/26/16	E Babbitt	Edit proposed Interim Response Letter for OEIG regarding affiliated employee report; circulate to clients, incorporate final revisions.	0.90	\$275.00	\$247.50
10/28/16	E Babbitt	Forward to witness a duplicate copy of interview summary.	0.30	\$0.00	\$0.00
10/28/16	E Babbitt	Telephone conference with J. Guagliardo regarding OEIG communications and extensions; email with M. Strauss regarding same.	0.70	\$275.00	\$192.50
10/28/16	S Warner	E-mails to additional witnesses seeking interviews; review witness interview summary as revised by witness; review, analyze 140/7 (1)(m) [REDACTED] [REDACTED].	1.20	\$275.00	\$330.00
10/31/16	S Warner	Further review and analysis of 140/7 (1)(m) [REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED]	1.00	\$275.00	\$275.00
10/31/16	E Babbitt	Conference with S. Warner regarding next steps in completing investigation, documents and questions for 140/7 (1)(m) [REDACTED] [REDACTED]	1.00	\$275.00	\$275.00
10/31/16	E Babbitt	Review documents and notes from witness interviews, in preparation for completing additional investigation; note additional issues for discussion with 140/7 (1)(m) [REDACTED] [REDACTED]	3.20	\$275.00	\$880.00
10/31/16	S Warner	Review items on to-do list and confer with E. Babbitt regarding next steps in investigation and interviews; continue preparing outline of questions for two witnesses; e-mails with both witnesses regarding interviews.	1.50	\$275.00	\$412.50
10/31/16	S Warner	Continue preparing for interview of NIU 140/7 (1)(m) [REDACTED] revise outline of questions.	0.80	\$275.00	\$220.00
10/31/16	S Warner	Review notes of prior interviews in preparation for 140/7 (1)(m) [REDACTED] interviews.	1.10	\$275.00	\$302.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172080
Invoice Date: November 18, 2016

Total Professional Fees For This Matter	139.20	\$36,252.50
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COSTS ADVANCED AND EXPENSES INCURRED THROUGH 10/31/16:

<u>Description</u>	<u>Total</u>
Photocopying	\$236.10
Total Costs Advanced And Expenses Incurred For This Matter	\$236.10

Fees	\$36,252.50
Costs Advanced and Expenses Incurred	\$236.10

CURRENT INVOICE DUE	\$36,488.60
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Summary of Accounts Receivable:

Invoice No. 171473, dated 11/09/16	\$39,303.92
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TOTAL AMOUNT DUE UPON RECEIPT	\$75,792.52
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FRANCZEK RADELET

ATTORNEYS & COUNSELORS

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PERSONAL AND CONFIDENTIAL / ATTORNEY-CLIENT PRIVILEGED

Invoice Date: December 21, 2016

Invoice No. 172741

Matter No. 02334.116002

Jerry D. Blakemore
Vice President & General Counsel
Northern Illinois University
Altgeld Hall 330
DeKalb, IL 60115-2825
NIU PO/Ref: 152228

FOR PROFESSIONAL FEES AND EXPENSES INCURRED THROUGH 11/30/16:

<u>Matter No.</u>	<u>Description</u>	<u>Fees</u>	<u>Expenses</u>	<u>Total</u>
02334.116002	Board Investigation	\$48,525.00	\$998.11	\$49,523.11
Total		\$48,525.00	\$998.11	\$49,523.11

Fees	\$48,525.00
Costs Advanced and Expenses Incurred	\$998.11
CURRENT INVOICE DUE	<u>\$49,523.11</u>

PROFESSIONAL FEES INCURRED THROUGH 11/30/16:

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/01/16	S Warner	Continue reviewing notes of prior interviews.	0.80	\$275.00	\$220.00
11/01/16	S Warner	Prepare for, attend witness interview; post-interview conference with E. Babbitt regarding same and regarding next steps.	2.10	\$275.00	\$577.50
11/01/16	S Warner	Continue reviewing witness interview summaries.	0.70	\$275.00	\$192.50
11/01/16	E Babbitt	Interview with NIU employee witness regarding 140/7 (1)(m)	1.60	\$275.00	\$440.00
11/01/16	E Babbitt	Email to witness's counsel regarding status.	0.30	\$275.00	\$82.50
11/01/16	E Babbitt	Conference with S. Warner regarding status, next steps in completing investigation and report.	0.60	\$275.00	\$165.00
11/02/16	S Warner	Meeting with E. Babbitt to review investigation results and develop findings; identify additional research items; prepare witness questions.	2.20	\$275.00	\$605.00
11/02/16	E Babbitt	Extended meeting with S. Warner to analyze interview results and next steps.	0.90	\$275.00	\$247.50
11/03/16	E Babbitt	Review outline for upcoming witness interview and documents to be discussed with witness; emails with S. Warner regarding strategy.	0.90	\$275.00	\$247.50
11/03/16	E Babbitt	Conference with S. Warner, K. Courtheoux about preliminary findings regarding additional research needed.	0.90	\$275.00	\$247.50
11/03/16	E Babbitt	Telephone conference with M. Strauss, S. Warner regarding status.	0.60	\$275.00	\$165.00
11/03/16	S Warner	Further review and analysis of information from investigation; confer with E. Babbitt regarding findings and issues; telephone conference with M. Strauss regarding Executive Committee meeting and issues.	2.10	\$275.00	\$577.50
11/03/16	S Warner	Prepare summary of witness interview; conference with E. Babbitt, K. Courtheoux regarding legal research; telephone conference with S. Cliffe regarding witness interview.	1.90	\$275.00	\$522.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172741
Invoice Date: December 21, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/03/16	KL Courtheoux	Review, analyze legal research in preparation for findings and conclusions.	1.30	\$275.00	\$357.50
11/04/16	S Warner	Review documents to send to witness; send documents to witness in advance of today's phone interview.	0.20	\$275.00	\$55.00
11/04/16	S Warner	Further review, preparation of outline for today's witness interview; conduct phone interview of witness; confer with E. Babbitt.	2.60	\$275.00	\$715.00
11/04/16	E Babbitt	Interview witness; follow-up conference with S. Warner regarding next steps.	1.90	\$275.00	\$522.50
11/04/16	E Babbitt	Emails with S. Warner regarding agenda items.	0.60	\$275.00	\$165.00
11/07/16	S Warner	Review recent correspondence to OEIG; review completed witness acknowledgement form; e-mails with witness regarding request for further discussion.	0.30	\$275.00	\$82.50
11/07/16	KL Courtheoux	Conduct legal research regarding Illinois Law.	5.50	\$275.00	\$1,512.50
11/08/16	KL Courtheoux	Conduct further research regarding Illinois law.	4.60	\$275.00	\$1,265.00
11/08/16	MI Padilla	Analyze and organize client documents for attorney review.	0.10	\$200.00	\$20.00
11/08/16	S Warner	Review notes of interview of witness; draft summary of interview.	2.30	\$275.00	\$632.50
11/08/16	S Warner	Review status of legal research; confer with K. Courtheoux regarding same.	0.60	\$275.00	\$165.00
11/08/16	S Warner	Further review and analysis of legal issues relevant to investigation; confer with E. Babbitt regarding review of additional documents provided by NIU.	0.80	\$275.00	\$220.00
11/08/16	E Babbitt	Analyze newest production of documents, method and timing of review.	0.40	\$275.00	\$110.00
11/09/16	E Babbitt	Emails with S. Warner regarding next steps in investigation and recommendations.	0.60	\$275.00	\$165.00
11/09/16	S Warner	Review revised interview summary of recent witness interview; e-mails with witness.	0.20	\$275.00	\$55.00

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172741
Invoice Date: December 21, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/09/16	S Warner	Revise summary of witness interview; e-mails with E. Babbitt.	1.40	\$275.00	\$385.00
11/09/16	KL Courtheoux	Conduct legal research on Illinois law relevant to investigation findings and conclusions.	1.10	\$275.00	\$302.50
11/10/16	MI Padilla	Review and process 140/7 received from NIU.	0.50	\$200.00	\$100.00
11/10/16	S Warner	Begin drafting supplemental investigation report.	2.20	\$275.00	\$605.00
11/10/16	KL Courtheoux	Further legal research on Illinois law relevant to investigation findings and conclusions.	0.60	\$275.00	\$165.00
11/11/16	S Warner	Continue drafting supplemental investigation report; confer with K. Courtheoux.	2.80	\$275.00	\$770.00
11/11/16	KL Courtheoux	Research, review of documents forwarded by NIU.	7.50	\$275.00	\$2,062.50
11/11/16	E Babbitt	Review research summary; emails with S. Warner, K. Courtheoux regarding document review, draft report, and recommendations.	0.90	\$275.00	\$247.50
11/12/16	S Warner	Continue drafting supplemental investigation report.	3.50	\$275.00	\$962.50
11/13/16	S Warner	Review e-mail from M. Strauss; review legal research summary; continue drafting supplemental investigation report.	2.80	\$275.00	\$770.00
11/13/16	E Babbitt	Edit summary of witness interview; edit draft report.	2.60	\$275.00	\$715.00
11/14/16	E Babbitt	Complete witness interview summary and forward to witness with acknowledgment form.	0.90	\$275.00	\$247.50
11/14/16	E Babbitt	Conference with S. Warner regarding investigation, recommendations to Board.	0.60	\$275.00	\$165.00
11/14/16	E Babbitt	Conference with S. Warner regarding investigation, recommendations.	0.70	\$275.00	\$192.50
11/14/16	E Babbitt	Telephone conference with M. Strauss, S. Warner regarding upcoming status.	0.70	\$275.00	\$192.50
11/14/16	KL Courtheoux	Additional legal research, review of documents.	2.00	\$275.00	\$550.00

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172741
Invoice Date: December 21, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/14/16	S Warner	Prepare for, attend telephone conference with M. Strauss; confer with E. Babbitt.	1.20	\$275.00	\$330.00
11/14/16	KL Courtheoux	Review and analyze documents collected from University.	0.40	\$275.00	\$110.00
11/15/16	S Warner	Confer with E. Babbitt regarding supplemental investigation report; outline of recommendation for Board.	2.60	\$275.00	\$715.00
11/15/16	S Warner	Confer with E. Babbitt regarding investigative findings and recommendations to Board.	0.80	\$275.00	\$220.00
11/15/16	S Warner	Revise summary of supplemental findings.	0.70	\$275.00	\$192.50
11/15/16	KL Courtheoux	Review and analyze draft report.	0.90	\$275.00	\$247.50
11/15/16	KL Courtheoux	Conduct legal research.	4.50	\$275.00	\$1,237.50
11/15/16	E Babbitt	Review research results regarding selected issues.	0.90	\$275.00	\$247.50
11/15/16	E Babbitt	Several conferences with S. Warner regarding draft and recommendations to Board.	1.60	\$275.00	\$440.00
11/15/16	E Babbitt	Draft short outline of recommendations for Board.	0.90	\$275.00	\$247.50
11/15/16	E Babbitt	Telephone conference with J. Blakemore, J. Guagliardo.	0.80	\$275.00	\$220.00
11/15/16	MI Padilla	Analyze and review electronically stored information.	0.30	\$200.00	\$60.00
11/16/16	E Babbitt	Telephone conference with M. Strauss, S. Warner.	0.60	\$275.00	\$165.00
11/16/16	E Babbitt	Conferences with S. Warner; draft, edit outline of recommendations; prepare documents.	2.20	\$275.00	\$605.00
11/16/16	E Babbitt	Review, edit minutes; forward to M. Strauss.	0.40	\$275.00	\$110.00
11/16/16	KL Courtheoux	Review and analyze documents collected from university.	3.40	\$275.00	\$935.00
11/16/16	KL Courtheoux	Review, edit and analyze outline of investigation findings.	0.90	\$275.00	\$247.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/16/16	S Warner	Prepare for, attend telephone conference with M. Strauss; revise outline; prepare findings; gather and review materials.	1.80	\$275.00	\$495.00
11/16/16	S Warner	Review and prepare documents for Board meeting.	0.40	\$275.00	\$110.00
11/17/16	KL Courtheoux	Review and analyze documents collected from key university custodians.	1.30	\$275.00	\$357.50
11/17/16	E Babbitt	Conference with S. Warner regarding investigation results, agenda.	0.70	\$275.00	\$192.50
11/17/16	E Babbitt	Attend Board meeting.	2.00	\$275.00	\$550.00
11/17/16	E Babbitt	Review meeting minutes; forward recommendations.	0.40	\$275.00	\$110.00
11/17/16	S Warner	Review outline of findings and related materials; confer with E. Babbitt; attend BOT meeting.	5.90	\$275.00	\$1,622.50
11/18/16	S Warner	Review notes from meeting; identify tasks to be completed; confer with E. Babbitt and K. Courtheoux regarding same.	0.70	\$275.00	\$192.50
11/18/16	E Babbitt	Review prior emails; draft public statement; e-mails with J. Butler.	0.60	\$275.00	\$165.00
11/18/16	E Babbitt	Conference with S. Warner, K. Courtheoux regarding findings, additional document review.	0.90	\$275.00	\$247.50
11/18/16	KL Courtheoux	Determine next steps, "to do" list.	0.80	\$275.00	\$220.00
11/18/16	KL Courtheoux	Review and analyze documents collected from university custodians.	0.20	\$275.00	\$55.00
11/20/16	E Babbitt	Review notes, letter reporting investigation results.	1.90	\$275.00	\$522.50
11/21/16	KL Courtheoux	Review documents collected from University custodians.	7.20	\$275.00	\$1,980.00
11/21/16	E Babbitt	Draft letter reporting results of investigation; review outline, notes regarding same; outline public statement.	1.90	\$275.00	\$522.50
11/21/16	S Warner	Review additional e-mails collected from University.	1.00	\$275.00	\$275.00
11/22/16	S Warner	Continue reviewing additional documents provided by NIU's IT department.	1.10	\$275.00	\$302.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172741
Invoice Date: December 21, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/22/16	E Babbitt	Continue drafting response letter, related public statement; review interview notes, documents.	2.20	\$275.00	\$605.00
11/22/16	E Babbitt	Review additional documents identified as potentially relevant, analyze significance to findings.	0.70	\$275.00	\$192.50
11/22/16	E Babbitt	Conference with K. Courtheoux regarding status of review of supplemental documents, draft, and other planning issues.	0.60	\$275.00	\$165.00
11/22/16	KL Courtheoux	Continue reviewing and analyzing documents collected from University custodians.	6.60	\$275.00	\$1,815.00
11/23/16	E Babbitt	Continue drafting, editing response; circulate draft to S. Warner and K. Courtheoux.	2.10	\$275.00	\$577.50
11/23/16	E Babbitt	Review additional NIU documents identified and forwarded by K. Courtheoux.	0.40	\$0.00	\$0.00
11/23/16	KL Courtheoux	Revise draft response letter, edit.	1.60	\$275.00	\$440.00
11/23/16	KL Courtheoux	Review documents collected from University custodians.	7.30	\$275.00	\$2,007.50
11/23/16	KL Courtheoux	Conduct supplemental legal research.	2.40	\$275.00	\$660.00
11/27/16	E Babbitt	Edit Board minutes; forward revisions.	0.40	\$275.00	\$110.00
11/27/16	E Babbitt	Edit public statement; forward to S. Warner and K. Courtheoux; review, incorporate S. Warner and K. Courtheoux comments.	2.80	\$275.00	\$770.00
11/27/16	E Babbitt	Emails with S. Warner regarding legal issues.	0.60	\$275.00	\$165.00
11/27/16	S Warner	Revise response letter; revise draft public statement; revise; forward drafts.	1.60	\$275.00	\$440.00
11/27/16	KL Courtheoux	Conduct additional research.	4.50	\$275.00	\$1,237.50
11/27/16	KL Courtheoux	Revise draft public statement.	0.50	\$275.00	\$137.50
11/28/16	E Babbitt	Edit, forward draft statement to M. Strauss, J. Butler.	1.00	\$275.00	\$275.00
11/28/16	E Babbitt	Telephone conference with J. Blakemore,, G. Brady regarding process details; follow-up emails to M. Strauss, GC personnel.	0.70	\$275.00	\$192.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/28/16	E Babbitt	Conference with M. Strauss.	0.40	\$275.00	\$110.00
11/28/16	E Babbitt	Draft recommendation to Board, review other details regarding completion of investigation.	0.90	\$275.00	\$247.50
11/28/16	E Babbitt	Extensive editing of response letter; conferences with S. Warner, K. Courtheoux regarding document review, research revisions.	2.40	\$275.00	\$660.00
11/28/16	S Warner	Analyze legal issues; confer with E. Babbitt regarding same.	0.20	\$275.00	\$55.00
11/28/16	S Warner	Review previous e-mails with witness and send follow-up e-mail regarding interview summary acknowledgement form.	0.10	\$275.00	\$27.50
11/28/16	S Warner	E-mails regarding deadline and extension; confer with E. Babbitt.	0.20	\$275.00	\$55.00
11/28/16	S Warner	Confer with E. Babbitt regarding response letter and minutes.	0.20	\$275.00	\$55.00
11/28/16	S Warner	Review e-mails provided by IT department.	2.10	\$275.00	\$577.50
11/28/16	S Warner	Review revisions to interview summary proposed by witness; further revisions to draft letter.	0.90	\$275.00	\$247.50
11/28/16	KL Courtheoux	Review and analyze University email documents collected in the course of pending investigation.	0.70	\$275.00	\$192.50
11/28/16	KL Courtheoux	Revise response letter.	2.00	\$275.00	\$550.00
11/29/16	KL Courtheoux	Revise draft response; review and analyze relevant emails collected from University custodians.	1.40	\$275.00	\$385.00
11/29/16	KL Courtheoux	Conduct legal research.	2.30	\$275.00	\$632.50
11/29/16	S Warner	Further review of e-mails provided by IT department; e-mail to E. Babbitt and K. Courtheoux.	0.40	\$275.00	\$110.00
11/29/16	S Warner	Review and analysis of proposed revisions to summary of interview.	0.20	\$275.00	\$55.00
11/29/16	E Babbitt	Draft audit response letter.	0.90	\$275.00	\$247.50
11/29/16	E Babbitt	Emails with M. Strauss, J. Guagliardo.	0.70	\$275.00	\$192.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 172741
Invoice Date: December 21, 2016

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/30/16	KL Courtheoux	Review and analyze legal issues; revise draft response; conduct additional research.	1.40	\$275.00	\$385.00
11/30/16	S Warner	Further analysis of issues to be addressed in response; confer with E. Babbitt, K. Courtheoux regarding same.	1.10	\$275.00	\$302.50
11/30/16	E Babbitt	Revise draft minutes; e-mails with T. Struthers.	0.60	\$275.00	\$165.00
11/30/16	E Babbitt	Email to J. Butler, M. Strauss regarding status, issues, and schedule.	0.40	\$275.00	\$110.00
11/30/16	E Babbitt	Conference with S. Warner, K. Courtheoux.	0.90	\$275.00	\$247.50
11/30/16	S Warner	Review, edit minutes; e-mail to witness regarding revised interview summary.	0.40	\$275.00	\$110.00
Total Professional Fees For This Matter			177.10		\$48,525.00

COSTS ADVANCED AND EXPENSES INCURRED THROUGH 11/30/16:

<u>Description</u>	<u>Total</u>
Photocopying	\$32.55
Computer Research	\$944.56
Local Travel Cabfare	\$21.00

Total Costs Advanced And Expenses Incurred For This Matter **\$998.11**

Fees \$48,525.00
Costs Advanced and Expenses Incurred \$998.11

CURRENT INVOICE DUE **\$49,523.11**

Summary of Accounts Receivable:

Invoice No. 171473, dated 12/19/16 \$39,303.92
Invoice No. 172080, dated 12/20/16 \$36,488.60

TOTAL AMOUNT DUE UPON RECEIPT **\$125,315.63**

FRANCZEK RADELET

ATTORNEYS & COUNSELORS

300 SOUTH WACKER DRIVE, SUITE 3400 | CHICAGO, IL 60606

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ELLEN M. BABBITT

312.786.6520

emb@franczek.com

Confidential

February 7, 2017

VIA ELECTRONIC MAIL

John Butler
Chair, Board of Trustees
Northern Illinois University
1425 West Lincoln Hwy.
DeKalb, Illinois 60115

Re: Invoice for December, 2016 professional services

Dear John:

Enclosed is our firm's invoice for professional services rendered during December of 2016 on behalf of Northern Illinois University in the Board Investigation matter. This invoice reflects a continuing, brisk level of work, in that we drafted and completed several written reports during December and also met with the Board during its December meeting. The level of detail is consistent with legal requirements and with considerations of attorney-client privilege (and is, furthermore, prepared using the format and detail level of prior invoices submitted to Marc and Greg last fall).

Please contact me if you have any questions or would like to discuss these invoices or this matter.

Very truly yours,

140/7 (1)(b)

Ellen M. Babbitt

Enclosure

cc: Gregory Brady

FRANCZEKRADELET

ATTORNEYS & COUNSELORS

300 SOUTH WACKER DRIVE, SUITE 3400 | CHICAGO, IL 60606

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PERSONAL AND CONFIDENTIAL / ATTORNEY-CLIENT PRIVILEGED

Invoice Date: January 24, 2017

Invoice No. 173193

Matter No. 02334.116002

Gregory Brady
Acting Vice President and General Counsel
Northern Illinois University
Altgeld Hall 330
DeKalb, IL 60115-2825
NIU PO/Ref: 152228

FOR PROFESSIONAL FEES AND EXPENSES INCURRED THROUGH 12/31/16:

<u>Matter No.</u>	<u>Description</u>	<u>Fees</u>	<u>Expenses</u>	<u>Total</u>
02334.116002	Board Investigation	\$22,632.50	\$689.93	\$23,322.43
Total		\$22,632.50	\$689.93	\$23,322.43

Fees	\$22,632.50
Costs Advanced and Expenses Incurred	\$689.93
CURRENT INVOICE DUE	<u>\$23,322.43</u>

PROFESSIONAL FEES INCURRED THROUGH 12/31/16:

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
11/30/16	KL Courtheoux	Conduct research pertinent to internal controls investigation.	3.10	\$275.00	\$852.50
12/01/16	KL Courtheoux	Revise and cite-check letter response to OEIG.	0.90	\$275.00	\$247.50
12/01/16	S Warner	Review analysis of 140/7 (1)(m); e-mails regarding same.	0.20	\$275.00	\$55.00
12/01/16	E Babbitt	Review K. Courtheoux research results; conferences with K. Courtheoux, S. Warner.	0.70	\$275.00	\$192.50
12/02/16	E Babbitt	Emails with T. Struthers, S. Warner regarding Board minutes.	0.40	\$275.00	\$110.00
12/02/16	E Babbitt	Review, edit draft letter to OEIG to incorporate cite-check and other revisions; forward first draft of OEIG letter to M. Strauss with recommendations.	2.10	\$275.00	\$577.50
12/02/16	S Warner	Revise draft letter to OEIG regarding results of 140/7 (1)(m)	0.60	\$275.00	\$165.00
12/02/16	KL Courtheoux	Revise, cite check response letter to OEIG.	1.50	\$275.00	\$412.50
12/05/16	E Babbitt	Telephone conference with M. Strauss regarding OEIG letter, OEIG exhibits, and related topics; second telephone conference with M. Strauss regarding clarifications, revisions to OEIG letter.	0.90	\$275.00	\$247.50
12/05/16	E Babbitt	Emails with T. Struthers regarding Board minutes.	0.40	\$275.00	\$110.00
12/05/16	E Babbitt	Conference with S. Warner regarding investigation results, report to OEIG, and other pending matters.	0.60	\$275.00	\$165.00
12/06/16	E Babbitt	Extensive revision to OEIG letter to incorporate additional information, revisions; forward revised letter to M. Strauss.	1.90	\$275.00	\$522.50
12/06/16	E Babbitt	Meetings with K. Courtheoux, S. Warner regarding full investigation report, investigation results, and open questions prior to finalizing both.	0.90	\$275.00	\$247.50
12/06/16	KL Courtheoux	Prepare exhibits supporting letter response to OEIG 140/7 (1)(m)	0.70	\$275.00	\$192.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 173193
Invoice Date: January 24, 2017

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
12/06/16	KL Courtheoux	Screen for privilege proposed exhibits supporting letter response to OEIG referral.	3.30	\$275.00	\$907.50
12/06/16	KL Courtheoux	Determine, outline next steps for letter response to OEIG referral, final report to Board.	1.10	\$275.00	\$302.50
12/06/16	S Warner	Confer with E. Babbitt and K. Courtheoux regarding letter to OEIG; review documents to provide to OEIG; revise letter to OEIG.	1.10	\$275.00	\$302.50
12/07/16	S Warner	Telephone conference with M. Strauss regarding letter to OEIG; e-mails regarding exhibits to same.	0.70	\$275.00	\$192.50
12/07/16	S Warner	Review draft presidential statement.	0.20	\$275.00	\$55.00
12/07/16	KL Courtheoux	Mark, prepare exhibits supporting letter response to OEIG referral.	1.90	\$275.00	\$522.50
12/07/16	E Babbitt	Extended telephone conference with M. Strauss, S. Warner regarding OEIG letter, next steps in completing investigative and corrective action process.	0.80	\$275.00	\$220.00
12/08/16	E Babbitt	Draft, edit, and forward talking points to M. Strauss; correct, forward new version of OEIG letter draft to M. Strauss.	2.10	\$275.00	\$577.50
12/08/16	E Babbitt	Multiple email exchanges with M. Strauss, J. Butler, and S. Warner regarding revisions to statement and to OEIG letter; incorporate proposed changes from Board, S. Warner, and K. Courtheoux into several versions of drafts.	2.40	\$275.00	\$660.00
12/08/16	KL Courtheoux	Review, edit draft statement.	0.20	\$275.00	\$55.00
12/08/16	S Warner	Draft talking points for informal meeting regarding investigation results.	0.90	\$275.00	\$247.50
12/09/16	S Warner	Review, final edits to talking points sent to M. Strauss and J. Butler.	0.20	\$275.00	\$55.00
12/09/16	E Babbitt	Multiple email exchanges with M. Strauss, S. Warner regarding revisions to talking points and plans for upcoming informal conference with President.	0.80	\$275.00	\$220.00
12/09/16	E Babbitt	Conference with M. Strauss about December board meeting, other details regarding completion of investigation and corrective action process.	0.70	\$275.00	\$192.50

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
12/11/16	E Babbitt	Review, edit current draft of OEIG letter; also review full report and begin preparing outline for 12.15 Board meeting.	1.40	\$275.00	\$385.00
12/12/16	E Babbitt	Emails with S. Warner regarding status.	0.40	\$275.00	\$110.00
12/12/16	S Warner	Revise full privileged investigation report.	2.90	\$275.00	\$797.50
12/13/16	S Warner	Telephone conference with M. Strauss regarding recent informal meeting with President Baker; e-mail to E. Babbitt regarding same.	0.10	\$275.00	\$27.50
12/13/16	S Warner	Draft, revise full 140/7 (1)(m) investigation report.	0.80	\$275.00	\$220.00
12/13/16	E Babbitt	Several emails with S. Warner regarding status, informal conference with President, and next steps in completing investigation report and corrective actions.	0.70	\$275.00	\$192.50
12/14/16	E Babbitt	Prepare documents, outline, and remarks for Board meeting on 12.15; conferences with S. Warner, M. Strauss regarding same.	2.90	\$275.00	\$797.50
12/14/16	S Warner	Continue drafting full 140/7 (1)(m) investigation report.	1.20	\$275.00	\$330.00
12/14/16	S Warner	Review materials in preparation for tomorrow's Board meeting.	0.90	\$275.00	\$247.50
12/14/16	KL Courtheoux	Revise final report on 140/7 (1)(m) investigation.	0.10	\$275.00	\$27.50
12/15/16	E Babbitt	Attend NIU closed session board meeting.	2.10	\$275.00	\$577.50
12/15/16	E Babbitt	Travel to, from NIU Board meeting.	3.00	\$0.00	\$0.00
12/15/16	E Babbitt	Multiple, brief conferences with M. Strauss, J. Butler, S. Warner regarding investigation, next steps.	1.10	\$275.00	\$302.50
12/15/16	S Warner	Prepare for, attend Board meeting; confer with E. Babbitt regarding next steps.	6.50	\$275.00	\$1,787.50
12/16/16	KL Courtheoux	Revise full version of final report on 140/7 (1)(m) investigation.	0.60	\$275.00	\$165.00
12/16/16	E Babbitt	Emails, telephone conference with M. Strauss regarding talking points, today's conference, and planned report on result of investigation; multiple conferences with S. Warner regarding same and next steps.	1.40	\$275.00	\$385.00

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 173193
Invoice Date: January 24, 2017

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
12/17/16	E Babbitt	Review emails from President; draft, multiple revisions to proposed presidential statement; forward to S. Warner for review.	1.20	\$275.00	\$330.00
12/18/16	E Babbitt	Revise presidential statement draft; review Baker emails regarding same.	0.70	\$275.00	\$192.50
12/18/16	KL Courtheoux	Revise draft full investigation report to incorporate citations, exhibits.	0.80	\$275.00	\$220.00
12/19/16	E Babbitt	Telephone conference with M. Strauss regarding final submission to OEIG, details and decisions regarding same, and mechanics of delivery to agency.	0.40	\$275.00	\$110.00
12/19/16	E Babbitt	Review President's changes to statement; emails with M. Strauss, J. Butler, and S. Warner regarding same.	0.70	\$275.00	\$192.50
12/19/16	E Babbitt	Multiple emails and revisions to proposed statement and draft OEIG report; emails, conferences with S. Warner, K. Courtheoux regarding same.	1.10	\$275.00	\$302.50
12/19/16	KL Courtheoux	Finalize response letter to OEIG with exhibits.	1.20	\$275.00	\$330.00
12/19/16	KL Courtheoux	Revise final investigation report.	2.50	\$275.00	\$687.50
12/19/16	S Warner	Review revised statement from president; confer with E. Babbitt regarding same and regarding next steps.	0.40	\$275.00	\$110.00
12/19/16	S Warner	Additional revisions to investigation report.	1.10	\$275.00	\$302.50
12/20/16	S Warner	Review status regarding presidential statement and letter to OEIG; confer with E. Babbitt regarding same.	0.40	\$275.00	\$110.00
12/20/16	E Babbitt	Telephone conference with M. Strauss regarding final version of report to OEIG, draft statement, and other relevant issues.	0.40	\$275.00	\$110.00
12/20/16	E Babbitt	Conference with G. Brady regarding legal issues.	0.60	\$275.00	\$165.00
12/20/16	E Babbitt	Emails with J. Guagliardo regarding manner of communicating with OEIG.	0.40	\$275.00	\$110.00
12/20/16	E Babbitt	Emails with M. Strauss regarding President's changes to statement.	0.70	\$275.00	\$192.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 173193
Invoice Date: January 24, 2017

<u>Date</u>	<u>Timekeeper</u>	<u>Description</u>	<u>Hours</u>	<u>Rate</u>	<u>Amount</u>
12/21/16	E Babbitt	Extensive edit of first half of investigation report; conferences with S. Warner regarding process and schedule for completion.	2.70	\$275.00	\$742.50
12/21/16	E Babbitt	Conference with S. Warner about timing and schedule for completion of process.	0.40	\$275.00	\$110.00
12/21/16	S Warner	Review and finalize exhibits to letter to OEIG.	0.80	\$275.00	\$220.00
12/21/16	S Warner	Review and finalize exhibits to privileged investigation report.	0.90	\$275.00	\$247.50
12/22/16	S Warner	Finalize letter from M. Strauss to OEIG and exhibits to same; telephone conference with M. Strauss regarding same; revise and finalize investigation report and exhibits.	5.10	\$275.00	\$1,402.50
12/22/16	E Babbitt	Emails with S. Warner, G. Brady regarding statement, developments.	0.60	\$275.00	\$165.00
12/22/16	E Babbitt	Review final version of Baker Report, including presidential statement.	0.40	\$275.00	\$110.00
12/22/16	E Babbitt	Complete edit of full Investigation Report; forward to S. Warner with edits and comments.	1.90	\$275.00	\$522.50
12/28/16	S Warner	E-mails with M. Strauss, E. Babbitt, and G. Brady; telephone conference with M. Strauss.	0.70	\$275.00	\$192.50
12/28/16	E Babbitt	Emails with S. Warner regarding submission of final report, discussions with G. Brady, and other issues; review emails regarding same.	0.90	\$275.00	\$247.50
12/28/16	E Babbitt	Multiple e-mail exchanges with S. Warner, M. Strauss, G. Brady regarding statement, final report, and legal issues.	0.90	\$275.00	\$247.50
Total Professional Fees For This Matter			85.30		\$22,632.50

COSTS ADVANCED AND EXPENSES INCURRED THROUGH 12/31/16:

<u>Description</u>	<u>Total</u>
Photocopying	\$587.55
Binding	\$13.50

Client No. 02334 Northern Illinois University
Matter No. 02334.116002

Invoice No. 173193
Invoice Date: January 24, 2017

Outside Messenger	\$16.52
Travel - Mileage	\$72.36

Total Costs Advanced And Expenses Incurred For This Matter	\$689.93
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Fees	\$22,632.50
Costs Advanced and Expenses Incurred	\$689.93

CURRENT INVOICE DUE	\$23,322.43
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Summary of Accounts Receivable:

Invoice No. 171473, dated 12/19/16	\$39,303.92
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Invoice No. 172080, dated 12/20/16	\$36,488.60
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Invoice No. 172741, dated 12/21/16	\$49,523.11
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TOTAL AMOUNT DUE UPON RECEIPT	<u>\$148,638.06</u>
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FRANCZEKRADELET

ATTORNEYS & COUNSELORS

300 SOUTH WACKER DRIVE, SUITE 3400 | CHICAGO, IL 60606

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FEIN 36-3924177

PERSONAL AND CONFIDENTIAL / ATTORNEY-CLIENT PRIVILEGED

Invoice Date: January 24, 2017

Invoice No. 173193

Client No. 02334
Matter No. 02334.116002

Gregory Brady
Acting Vice President and General Counsel
Northern Illinois University
Altgeld Hall 330
DeKalb, IL 60115-2825
NIU PO/Ref: 152228

For Professional Services Rendered Through December 31, 2016

Total Professional Fees	\$22,632.50
Total Costs Advanced and Expenses Incurred	\$689.93
CURRENT INVOICE DUE	\$23,322.43
Summary of Accounts Receivable:	
Invoice No. 171473, dated 12/19/16	\$39,303.92
Invoice No. 172080, dated 12/20/16	\$36,488.60
Invoice No. 172741, dated 12/21/16	\$49,523.11
TOTAL AMOUNT DUE UPON RECEIPT	<u>\$148,638.06</u>

THIS INVOICE IS PAYABLE UPON RECEIPT.

PLEASE RETURN THIS PAGE WITH YOUR REMITTANCE.