

Complaint # _____
(office use only)

Name of accused: Steven DeVougas

Status of accused: (check one)

_____ Elected city official

_____ Candidate for city elective office

Member of a Board/Commission

_____ City employee

Alleged violation (including the section of Ch. 303, Milw. Code of Ordinances, which has been violated. The Code can be found online at www.milwaukee.gov):

See attached documents

* A packet of documents will be sent registered mail

Witnesses:

Your Name: Dale BORMANN Jr. President

Address: Milwaukee Police Association
6310w Bluemound Rd., Milwaukee WI 53213

E-Mail: BORMANN@Milwaukeecops.org

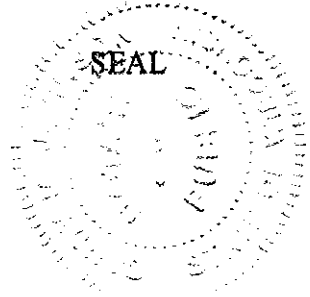
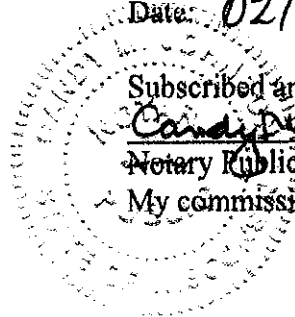
Telephone number:

Signature: _____ 

Date: 02/25/2020

Subscribed and sworn before me on this 25th day of Feb, 2020.

Candy Johnson
Notary Public, Milwaukee Co., Wisconsin
My commission expires 3-28-2020



1) August 14, 2019 – Mr. Devougas represented Kalan R. Haywood, a suspect in a sexual assault complaint, in a criminal investigative interview conducted by the MPD. The interview was somehow conducted at the Soujourner Family Peace Center, a building that prohibits suspects from being interviewed there and contrary to MPD norms. As an FPC Commissioner, Devougas, who does not claim to be a criminal defense attorney on his law firm's website, should not represent clients in criminal matters where the MPD is investigating. The reason is simple. As Devougas has authority over the entire MPD, his mere presence/involvement in an MPD criminal investigation presents a clear conflict of interest. Devougas' representation of Haywood appears to have been done to influence/intimidate MPD investigators and to provide his client with a benefit the average person could not get (e.g., interviewed in a place where he shouldn't have been allowed). Why else would a non-criminal defense attorney accompany Haywood in an interview for a serious criminal allegation that could result in substantial prison time? One would think that a suspect with means, like Haywood, would surely hire an experienced criminal defense attorney and not a self-described real estate attorney to represent him in such a serious matter. Devougas' involvement in that investigation is not only unseemly, it undermines the public's trust and gives the blatant appearance of impropriety.

The Detective in the matter was clearly concerned over the fact that the FPC Chair was the representing attorney, as there was conversation regarding it prior or during the interview and it apparently is on video.

Devougas, at the time, was an attorney for Haywood's business, Haywood Group LLC, and later claimed in the media that he was unaware that there were sexual assault allegations on Haywood

prior to the interview. He stated he was only there representing the Haywood Group's business interests, despite reported contradicting MPD video where Devougas and Haywood were apparently recorded on tape discussing MPD's sexual assault policy prior to the interview. If accurate, it would be clear that the Chairman of the FPC lied and that was done so publicly to the media, undermining any faith in Devougas' integrity that the public had in their FPC Chairman.

If we are to believe that Devougas was actually representing the Haywood Group's business/financial interests, as Devougas has stated to the media, and was employed by the Haywood Group, then Devougas would have arguably been representing his own financial interests when appearing on Hayward's behalf with respect to the MPD's criminal investigation. After all, if the owner of the Haywood Group eventually went to prison on the sexual assault complaint, then his company would have a substantial possibility of folding, or at least not thriving as it had in the past; something that could negatively impact Devougas personally if he lost his income stream. One would certainly hope that Devougas was not actually working to obtain a financial advantage for himself when he represented Hayward in the MPD's criminal investigation.

Devougas' conduct was clearly a violation of the public's trust, misuse and abuse of his public position, and an attempt to obtain personal gain for himself and privileges for Haywood.

The above appear to constitute violations of Milwaukee Code of Ethics, Chapter 303-5(1&2), 303-5(5), 303-7 (a), and 303-7(b).

- 2) On or about December 16, 2019 – Devougas went on WNOV radio, along with FPC Commissioner Cocroft, and spoke about FPC business on air. Devougas and Cocroft at the time sat on multiple

FPC committees together and therefore were prohibited from conducting FPC business without proper public notice, in accordance with state law. This arguably may have constituted an unlawful quorum, contrary to the state's open meetings laws. As an experienced attorney and long-time FPC Commissioner, Devougas certainly knew what he was doing, yet appears to have violated the open meetings law anyway.

The city's people cannot tolerate FPC commissioners and its Chair to openly violate state laws and FPC rules and still expect that the public maintain confidence and faith in Devougas to legally, fairly, and impartially carry out his duties as an FPC commissioner.

The above arguably constitutes a violation of Milwaukee Code of Ethics, Chapter 303-1 where it states that the intent of the ordinance is to "promote and strengthen the faith and confidence of the people of Milwaukee in their public officials..."

It is worth noting that this same type of conduct was uncovered about a year ago in Mequon where several of their FPC commissioners were involved in similar open meetings violations. As a result, three of their commissioners were forced to step down. The same should apply here. Anything less implies that Mequon takes state laws seriously and expects that their FPC commissioners abide by them, but compliance with the law is not necessary for Milwaukee's FPC commissioners.

- 3) The annual Milwaukee Statement of Economic Interests that all commissioners must file is to provide the public transparency into an FPC commissioner's income, investments, creditors, gifts, and

associations which the commissioner represents and/or is associated with, so as to reveal any conflicts of interest and to accurately educate the public on the background of their public officials, including to whom they may be beholden.

On Devougas' statements dated March 12, 2018 and an undated statement from 2019, the only income sources that he listed were: City of Milwaukee & Quarles & Brady and City of Milwaukee and Devougas Law Group, respectively. Yet, on the Haywood Group's website, Devougas had his photo and bio listed and it stated that he "...joined the Haywood Group in July 2017" and is responsible for advising and assisting with legal matters as they arise throughout the entire real estate development process. Unless Devougas performed all work for free, he failed to list income from the Haywood Group on the form. We also must not forget that Devougas, to his own admittance to the media, stated that he represented the Haywood Group's business interests during the August 14, 2019 criminal interview of Haywood.

Not only did Devougas not list the Haywood Group as a source of income on his 2018 and 2019 statements, but he hasn't listed the Haywood Group as an association (as required in part 6 of the forms), as of January 1, 2020. The associations section mandates that Devougas list any associations in which he was associated or which he represented. Clearly, Devougas failed to list the Haywood Group, which he has admitted to representing, in this section as well.

The information that Devougas failed to provide appears to violate Milwaukee Code of Ethics Chapter 303-11 and 303-13(1), which mandates that certain specific information/data be identified.

The failure to list the Haywood Group as an income source AND/OR an associate also appears intentional which, if correct, could constitute lying by omission on the Statement of Economic Interests forms. It's contrary to common sense to believe that Devougas worked for years for the Haywood Group, represented him/his firm at the August 14, 2019 interview, and is listed as a staff attorney on the Haywood Group's own website, yet it never crossed Devougas' mind to list the Haywood Group as income or an association with which he was affiliated.

It should be noted that failure to disclose to the public any connection to the Haywood Group LLC or Haywood himself is further concerning given that Haywood is significantly connected to City Hall, the Mayor, several aldermen, and is well-known in the community. Haywood has not only given campaign dollars to several aldermen, but has received millions of dollars in loans and benefits from the City for his real estate developments, despite a lengthy history of failing to meet his financial obligations that resulted in numerous civil lawsuits against him/his firm (per CCAP), including lawsuits filed against him from the City itself. Haywood is also a convicted felon. Haywood has been the subject of significant prior negative media attention with regard to his ability to continue to obtain millions of dollars in loans from the City for his business dealings, given his criminal conviction.

Certainly, the public has the right to know Devougas' connection to Haywood and his firm. Those types of connections are EXACTLY what the economic interest statements are intended to reveal to the public. As Devougas surely knew such to be the case, failure to identify those connections appears to have been intentional.

- 4) The complainant is concerned about the financial connection between Devougas and the Haywood Group, LLC. Given his public statements as to being employed by the Haywood Group, coupled with his Statements of Economic Interest, Devougas should clarify whether or not he holds a financial interest in the Haywood Group, LLC. (i.e., was his reference to "Vanguard" in his annual Statement on Economic Interest since February 22, 2016 meant to be "Vanguard," or "Vanguard LLC" – the predecessor of The Haywood Group, LLC.)

Fire and police commissioner accused of conflict of interest after sitting in on police interview with a corporate client

Ashley Luthern and Gina Barton, Milwaukee Journal Sentinel Published 4:50 p.m. CT Dec. 17, 2019 | Updated 7:13 p.m. CT Dec. 17, 2019

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Fire and Police Commission Chairman Steven DeVougas cast the tie-breaking vote, choosing Capt. Alfonso Morales as interim police chief over Inspector Michael Brunson. (Photo: Rick Wood / Milwaukee Journal Sentinel)

The man with the power to decide whether Milwaukee's police chief will keep his job may have violated ethics guidelines by accompanying corporate client Kalan Haywood Sr. to a meeting with a Milwaukee detective investigating a sexual assault, according to the Milwaukee Police Association.

The detective told the attorney, Fire and Police Commission Chairman Steven DeVougas, that it was "odd" and was like questioning "the chiefs," according to police video obtained by the Journal Sentinel.

The commission is in the midst of deciding whether to give Police Chief Alfonso Morales a full term. As a commissioner, DeVougas is essentially among the police chief's bosses and helps decide officers' discipline, hiring and promotion.

The police union on Tuesday called for DeVougas to resign.

"How can the MPD detective or any supervisor overseeing that investigation not feel intimidated by DeVougas when he literally has the power (and) influence to discipline them, including termination?" union president Shawn C. Lauda asked in a news release.

Morales was appointed to complete Chief Edward Flynn's term, which ends Jan. 7.

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DeVougas has single-handedly held up a commission vote on whether Morales should continue as chief by canceling a meeting earlier this month and refusing to put the item on the agenda for Wednesday's meeting ([/story/news/crime/2019/12/16/board-not-vote-milwaukee-police-chief-alfonso-morales-contract/2669817001/](https://www.wisconsinnews.com/story/news/crime/2019/12/16/board-not-vote-milwaukee-police-chief-alfonso-morales-contract/2669817001/)). Late Tuesday, the commission announced it would hold a special meeting at 8:30 p.m. Wednesday to take up the reappointment of Morales.

DeVougas said Monday that the board still has too many questions to take a vote. If the commission does not vote to re-appoint Morales by the time his contract expires, Morales could continue on an interim basis.

A 1977 [ethics opinion from the Wisconsin State Bar \(https://www.documentcloud.org/documents/6582258-Ethics-opinions.html\)](https://www.documentcloud.org/documents/6582258-Ethics-opinions.html) says it is unethical for a commissioner to serve as an attorney in a criminal or traffic case involving the agency he or she oversees.

The opinion notes: "The attorney could find himself in opposition to the very policemen over whom he exercises substantial control." An attorney found guilty of ethics violations in Wisconsin can face penalties ranging from a reprimand to a suspended law license.

DeVougas said the opinion doesn't necessarily apply to his situation.

In an interview, DeVougas told the Journal Sentinel he was not representing Haywood, who runs the Haywood Group, where DeVougas practices real estate law. He said he was simply sitting in on the questioning and taking notes because a police matter involving Haywood could affect the company's business.

The video shows DeVougas told the detective he wasn't there in his capacity as Fire and Police Commission chairman.

"There was no conflict of interest in that regard," he told the Journal Sentinel.

In a statement, Morales said DeVougas' presence was a problem:

"When a member of our oversight commission provides criminal defense in a matter being investigated by our department, it places our members in an extremely difficult position and risks compromising the integrity of that investigation."

Milwaukee Mayor Tom Barrett, who appointed DeVougas to the commission, indicated he had questions about the situation.

"I think there are common sense rules that an individual who is a member of the (Fire and Police Commission) should be very careful to avoid a conflict of interest," Barrett said.

Reporters requested that Barrett review the part of the video in which Haywood was questioned, but the mayor declined to do so Monday or Tuesday. By late Tuesday, Barrett had viewed the video and was consulting with the City Attorney's Office, a spokeswoman for his office said.

The mayor, who wants the commission to renew Morales' contract, said it was too soon to say whether DeVougas should resign.

"I need to know more information as to what the concerns are, so I'm not jumping to any conclusions about anything."

Milwaukee County Deputy District Attorney Kent Lovern said his office would have no comment on the pending investigation.

He added: "The release of evidence like this video while our case review is pending is entirely inappropriate. It is unfair to the victim, unfair to the person who is the subject of the investigation, and can negatively impact the integrity of the investigation."

'You actually are, like, oversight over me'

Haywood was questioned by Milwaukee police in August about allegations of a 2014 sexual assault a woman made against him. He was not under arrest and gave a voluntary statement. He has not been charged in the matter.

Haywood told the Journal Sentinel he has never sexually assaulted anyone.

"I have no motive. I have no reason to do that to anybody," he said.

The Journal Sentinel is using his name because he has been [publicly identified by the Milwaukee Police Association \(https://www.facebook.com/permalink.php?story_fbid=2799021270156947&id=132543110138123&_tn_ =K-R\)](https://www.facebook.com/permalink.php?story_fbid=2799021270156947&id=132543110138123&_tn_ =K-R), he sits on numerous civic boards, and he has received city funding for real estate projects.

In May, the Common Council and Barrett approved a \$4 million loan to help Haywood begin his planned redevelopment of a former Sears store, 2100 West Milwaukee, into the 80-room Ikon Hotel and a conference center. **99¢ per month for 3 months. Save 90%.**

[A second loan of \\$5 million \(/story/money/real-estate/commercial/2019/09/17/5-million-second-loan-milwaukee-north-side-ikon-hotel-advances/2350318001/\)](#), was approved in September. That loan cannot be used until the project's other financing sources have been tapped.

Haywood's other projects include the conversion of the historic Germania Building, 135 West Wells Street, into the 90-unit Germania Apartments, and the construction of City Place, a 51-unit affordable apartments development at 506 West Walnut Street.

The video obtained by Journal Sentinel shows the police interview, which lasted about an hour and 40 minutes.

Detective Steve Wells recognized DeVougas as a member of the commission.

"Yeah," DeVougas said. "I'm the chair."

"You're the chair," Wells said. "Um, it just seemed a little odd that, you know, I mean, you actually are like oversight over me, you know, so."

DeVougas interjected: "But I'm not in that capacity."

"I know you're not but it's still —," Wells said.

"Weird, I know," DeVougas said.

"Very weird, it's like, um, me sitting here interviewing the chiefs, you know, or something like that, you know, it's like — so I just wanted to get that — get that out," Wells said.

Before Wells entered the room, DeVougas told Haywood he had heard the department's standard operating procedure was to arrest anyone accused of sexual assault.

"I'll get the SOP on that," DeVougas said, using department shorthand to refer to the policy. In his role on the commission, DeVougas has the power to review, approve and order changes to that procedure.

"That's a lawsuit waiting to happen," he said of quickly arresting sexual assault suspects: "That's some Central Park Five type (expletive). So, note to self. ... It's innocent until proven guilty."

DeVougas was referring to an infamous case involving five black and Latino teens who were arrested and gave false confessions after hours of interrogation about the beating and rape of a white female jogger in Central Park in 1989. All five were exonerated and later received a \$41 million settlement in a civil rights lawsuit. A convicted serial rapist and murderer confessed to the crime in 2002.

But despite he and Haywood discussing the department's sexual assault policy on video before the interview with the detective began, DeVougas said, in his interview with the Journal Sentinel, that he wasn't aware of the nature of the investigation regarding Haywood until well into the questioning.

"Once I found out the nature of the charges, I advised him he would have to have outside counsel," DeVougas said.

Haywood is now represented by attorney James Toran.

In an email, Morales said the department doesn't immediately arrest anyone accused of sexual assault.

"The Milwaukee Police Department makes arrests based on the facts and circumstances related to that investigation," Morales said.

Conflict of interest?

During an interview Monday, DeVougas pointed out that other commissioners in Milwaukee and elsewhere have represented criminal defendants.

He told reporters one of them was M. Nicol Padway, who served on the commission from 1988 to 1994. Reached Tuesday, Padway said that wasn't accurate.

"When I was on the commission, I did not get involved in cases involving the Milwaukee Police Department," he said. "My brother did most of the criminal defense work for our firm once I was on the commission. We kind of kept a wall between us."

He was concerned about how it might look to have a commissioner working for a criminal defendant, he said. Padway also wanted to make sure he wasn't representing clients in cases involving excessive force claims or officers up for promotion that might later come before the commission.

"It would be creating essentially a conflicting situation," he said.
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He did continue to represent criminal defendants in the suburbs, Padway said.

Wendy J. Muchman, senior lecturer at the Northwestern University Pritzker School of Law, said, in general, conflicts of interest rest on a specific set of facts.

"What conversation was exchanged between the attorney and the person with whom the lawyer is appearing? What's the setting? How did the attorney identify him or herself? What is the understanding of the other parties about what the attorney is doing here," she said.

Dean Dietrich, an attorney based in Wausau and past chair of the State Bar Professional Ethics Committee, called the 1977 opinion dated.

"In the size of a city of Milwaukee, I would find it really unusual to suggest that because this lawyer serves on the Police and Fire Commission that he would unduly influence the police officers doing the investigation," he said.

"As a person that works in the lawyer ethics realm, I'm not that concerned," Dietrich added.

Turmoil at the commission

The commission has come under fire in recent weeks for its lack of transparency and failure to solicit more public input in the chief's reappointment process.

Aldermen recently grilled the commission's executive director — a city staffer who assists DeVougas and the other five part-time board members — about a series of high-profile resignations, staff turnover and allegations of mismanagement.

Commissioners are appointed by Barrett and must be confirmed by the Common Council.

The commission's responsibilities — particularly hiring, promoting and investigating complaints — require it to function like other city departments with a full-time staff, which includes the executive director, Griselda Aldrete. The commission can have up to 28 employees; it currently has 14 open positions.

Aldrete has a powerful role but does not get to vote on issues before the commission. Since she took over in September, the commission's operations manager abruptly resigned and a longtime investigator resigned, saying staffers were being treated with mistrust and suspicion. Aldrete, who gained some [negative publicity of her own recently for padding her resume \(https://www.wjinc.org/blog/fpc-exec-directors-resume-includes-false-information-about-her-matc-teaching-history\)](https://www.wjinc.org/blog/fpc-exec-directors-resume-includes-false-information-about-her-matc-teaching-history), also has fired three employees.

Commissioners serve overlapping five-year terms and receive an annual salary of \$6,600. The commission can have up to nine members, but typically has had seven.

A seventh commissioner, Raymond Robakowski, was confirmed Tuesday by the Common Council. Critics had urged the council to vote against him because Robakowski is a retired city officer and his son is a current Milwaukee police officer, which could lead to conflicts of interest.

Tom Daykin of the Journal Sentinel staff contributed to this report.

Contact Gina Barton at (414) 224-2125 or gbaron@gannett.com. Follow her on Twitter at [@writerbarton](https://twitter.com/writerbarton).

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CONSULTING (/CONSULTING)
OUR PROJECTS (/OUR-PROJECTS)
NEWS (/NEWS)

CONTACT (/CONTACT)



STEVEN DEVOUGAS

Steven DeVougas joined the Haywood Group in July 2017. He is responsible for advising and assisting with legal matters as they arise throughout the entire real estate development process.

Prior to joining Haywood Group, Steven worked at Quarles & Brady, LLP and Hinshaw & Culbertson, LLP. Before earning his law degree, he worked in the financial services industry with Marshall & Ilsley Corporation (M&I Bank), now BMO Harris Bank.

Steven DeVougas focused his practice in the areas of litigation, product liability, and toxic tort. His litigation strategies have resulted in favorable settlements, obtaining judgment, and winning decisions at the state and federal court level.

Steven served as second chair for the medical malpractice trial *Parker v. Ward*, M.D. (Milwaukee County, defense verdict). He also briefed the motion to dismiss, resulting in the dismissal of 100 plaintiffs from the lawsuit

with claims of increased risk of contracting cancer, which was affirmed by the Wisconsin Court of Appeals.

A rising star, Steven was selected for inclusion in Wisconsin Super Lawyers®—Rising Stars Editions 2015–2016 (Pl – Products: Defense); State Bar of Wisconsin – Pro Bono Honor Society (2015); elected to a one year term as Chair of the City of Milwaukee Fire and Police Commission; named to Lawyers of Color Inaugural Hot List (2013); and named Wisconsin Law Journal "Up and Coming Lawyer" (2011).

Throughout his career, he has remained committed to his Milwaukee roots and the community. He dedicates his time to the Marquette Volunteer Legal Clinic, the Milwaukee Justice Center and the Sojourner Family Peace Center.

Steven is actively involved in a number of professional and civic activities including dedicating his time to the Marquette Volunteer Legal Clinic, the Milwaukee Justice Center, the YMCA Youth Leadership Academy and the Sojourner Family Peace Center.

Steven is chairman of the Milwaukee Fire & Police Commission, and serves on the board of AssetBuilders, an organization that promotes financial literacy and education.

Steven graduated with his Bachelor of Arts degree in English/Economics/Accounting from the University of Michigan in 2004 and his Juris Doctorate from Marquette University Law School in 2007.

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gallery-block-slideshow,.collection-type-index.has-promoted-gallery .promoted-gallery-wrapper  
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Entity ID D060463
Registered Effective Date 10/17/2017
Period of Existence PER
Status Organized [Request a Certificate of Status](#)
Status Date 10/17/2017
Entity Type Domestic Limited Liability Company
Annual Report Requirements Limited Liability Companies are required to file an Annual Report under s. 183.0120, WI Statutes.

Addresses

Registered Agent Office STEVEN DEVOUGAS
135 W WELLS ST
STE TWO
MILWAUKEE , WI 53203-1830
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Principal Office 135 W WELLS ST
STE TWO
MILWAUKEE , WI 53203-1830

Historical Information

Annual Reports

Year	Reel	Image	Filed By	Stored On
2018	000	0000	online	database

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Certificates of Newly-elected Officers/Directors None

Old Names None

Chronology

Effective Date	Transaction	Filed Date	Description
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10/17/2017	Organized	10/17/2017	E-Form
01/02/2019	Change of Registered Agent	01/02/2019	OnlineForm 5

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CONTACT (/CONTACT-1)

Attorneys

DENISE C. CHANDLER
(/DENISE-CHANDLER)

STEVEN M. DEVOUGAS
(/STEVEN-DEVOUGAS)



STEVEN M. DEVOUGAS

Steven M. DeVougas focuses his practice in the areas of commercial real estate, transactional business law and business litigation.

Steven has spent over a decade representing clients in disputes involving business and contract matters, pre- and post-judgment collections, construction defect, employment, insurance coverage, medical malpractice, legal malpractice, personal injury and toxic torts.

Given Mr. DeVougas' unique and broad range of experience, he is regularly called upon to provide risk management counsel to business owners, nonprofits and entrepreneurs, often serving as outside general counsel.

Prior to forming the DeVougas Law Group, Mr. DeVougas was an attorney with Quarles & Brady, LLP, as well as Hinshaw & Culbertson, LLP.

Representative Experience

Commercial Real Estate: Represented developer in the purchase of a multi-million dollar catalytic project.

Litigation: Defended developer in breach of

contract matter. Defended and obtained dismissal of subcontractor in construction design defect case.

General Counsel: Handles day-to-day legal issues for commercial real estate and investment company.

Lease Negotiation: Represented and negotiated commercial leases for small business owners.

Entity Formation: Worked with entrepreneurs in new venture formation, drafting of operating agreements and entity structure.

Contract Drafting: Prepare service contracts and memoranda of understanding for joint venture agreements.

Professional Background

Prior to his legal career, Mr. DeVogas worked in the financial services industry. He started with Marshall & Ilsley Corporation (now BMO Harris Bank), as a retail sales banker and ultimately a retail investment sales associate.

In 2017, the Milwaukee Business Journal recognized Mr. DeVogas as a Milwaukee-area leader under 40, as part of its "40 under 40" awards.

Education

Marquette University Law School (J.D. 2007)

University of Michigan-Ann Arbor (B.A. 2004)

Bar Admissions

Wisconsin
Eastern District of Wisconsin
Western District of Wisconsin

Professional and Civic Activities



Real Estate

Politics

Food & Drink

Arts &

Events

Entertainment

Membership

PERSONNEL FILE

Steven M. DeVougas

Steven DeVougas was formerly attorney in the Quarles & Brady LLP's Product Liability Practice Group. He later served as Haywood Group's general counsel and now leads his own firm DeVougas Law Group.

DeVougas was elected to a one-year term as chair of the City of Milwaukee Fire and Police Commission.

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COMMERCIAL REAL ESTATE

Kalan Haywood's firm thrives in vanguard of city development: Slideshow



By Rich Kirchen
Senior Reporter, Milwaukee Business Journal
Mar 15, 2018, 10:25am CDT
Updated Mar 15, 2018, 3:08pm CDT

**Happier and healthier employees
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Kalan Haywood and his colleagues at HaywoodGroup will soon begin formulating plans for the 1920s-era multistory building and 7 acres of largely vacant surrounding property. During a tour of HaywoodGroup projects, the company's operations director Albert Smith said the Haywood team is as excited about the possibilities for the vacant property near West Fond du Lac and West North avenues as for the old Sears store itself.

But Smith acknowledges the Sears store just east of the St. Ann Center for Intergenerational Care Bucyrus campus is "the big beast" on HaywoodGroup's plate.

"It's going to take a lot of good energy," he said.

Attached is a slideshow of some projects HaywoodGroup and its predecessor company Vanguard Group either led or partnered with other companies. Some projects are complete and others are underway.

Kalan Haywood has applied lots of energy to pulling himself up from the streets of Milwaukee's central city. My cover story in Friday's Milwaukee Business Journal provides an update to his successful business since the Business Journal first profiled him in 2008.

Haywood believes HaywoodGroup is poised for a new era of growth after adding Smith, general counsel Steve

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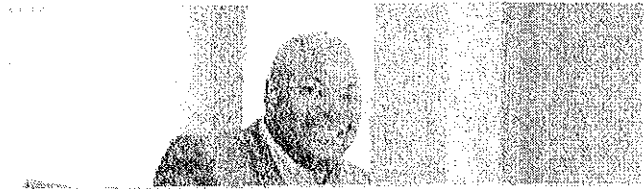
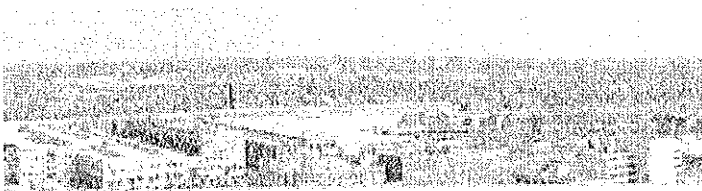
First look at Germania Building renovation: Slideshow

See inside the historic restoration of the downtown Milwaukee Germania building, which is being converted into apartments.



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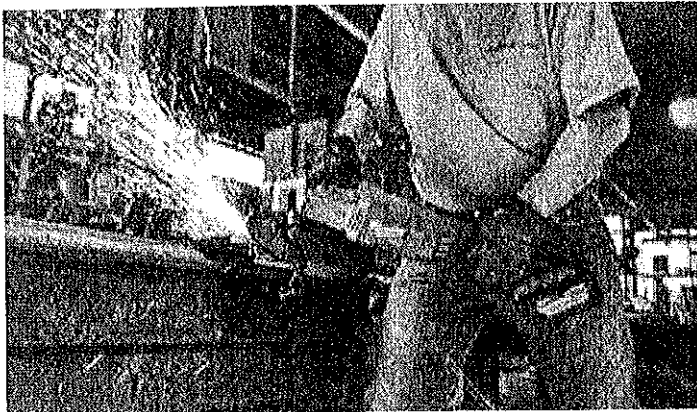
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BY SEAN RYAN



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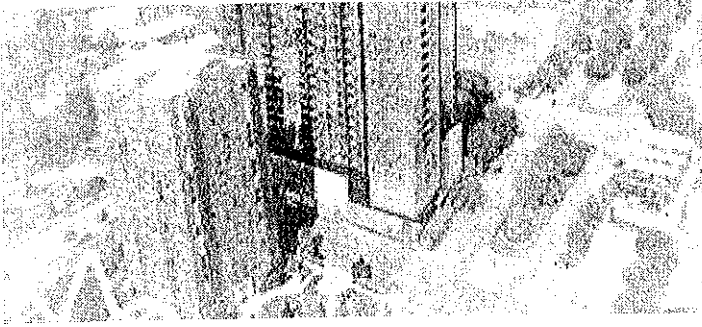
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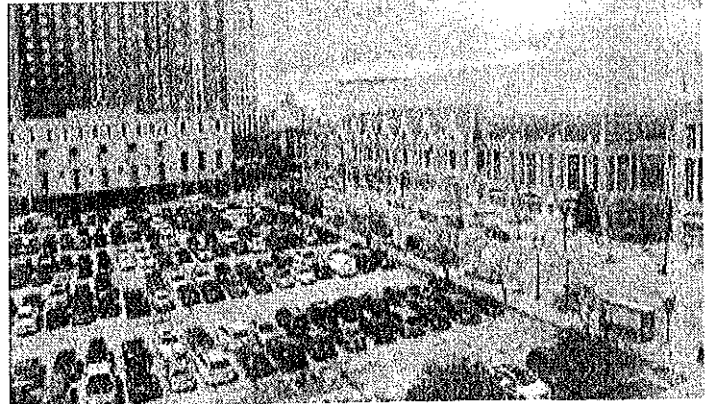
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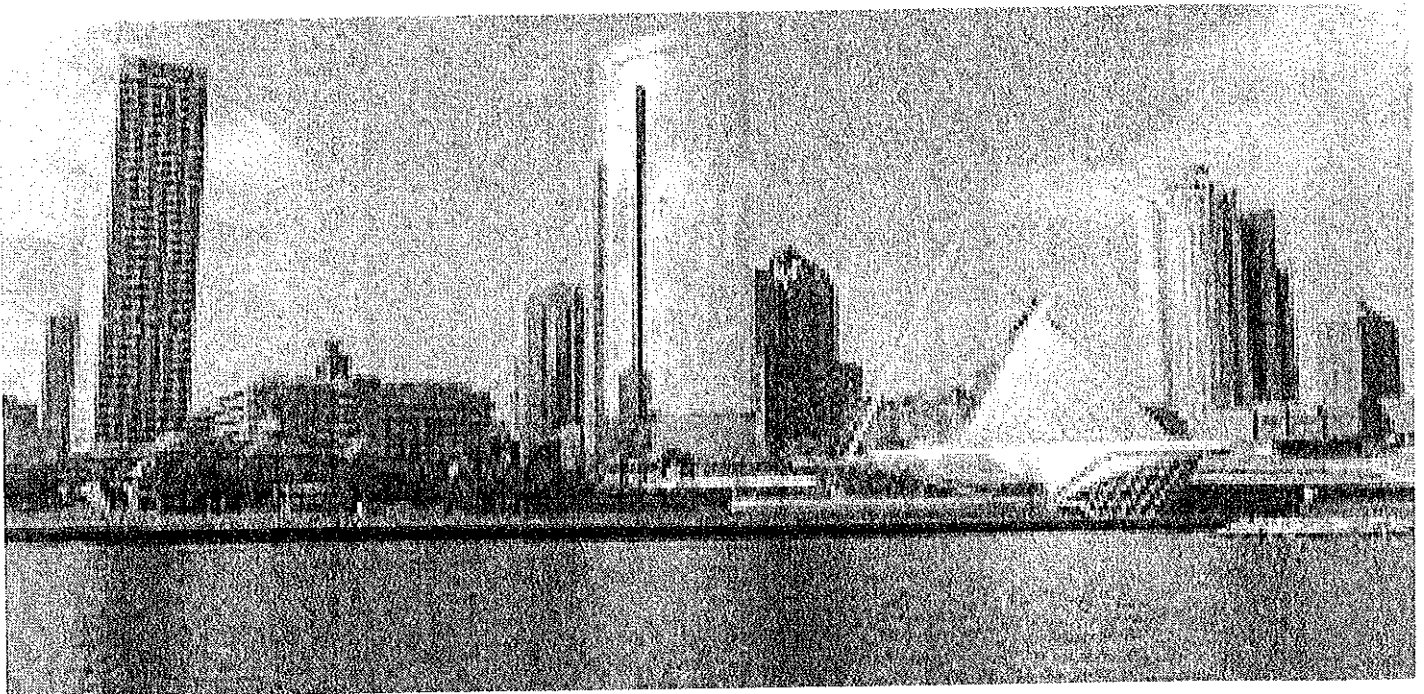
FINANCIAL TIMES



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BY SEAN RYAN

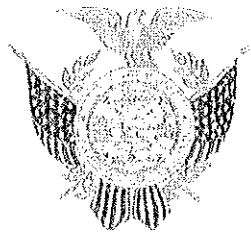
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Martin Matson
Comptroller

Aycha Sawa, CPA, CIA
Deputy Comptroller



Office of the Comptroller

September 11, 2019

Toni Biscobing
Special Deputy Comptroller

Rocklan Wruck, CPA
Special Deputy Comptroller

Members of the Zoning, Neighborhoods
& Development Committee
City of Milwaukee
City Hall, Room 205
Milwaukee, WI 53202

RE: File 190774, TID 98 – The Ikon
Amendment 1

Dear Committee Members:

File 190774 would approve Amendment 1 to the Tax Incremental District (TID) 98 (the District) project plan and term sheet. The Comptroller's office has reviewed the project plan, feasibility study and term sheet, and has had discussions with Department of City Development (DCD) and Assessor's office staff. This analysis is based on the information provided to date, including pro forma net operating income projections and a Field Research Evaluation Report.

The District was created in 2019 to assist in the redevelopment of the former Sears and Milwaukee Mall building into an 80-room boutique hotel, restaurant, retail/commercial space, parking, and adjacent 24,600 square foot conference center (the Project). The Project will be undertaken by HG Sears, LLC (the Developer).

Total costs for the Project are currently estimated to be in excess of \$36,000,000. The original project plan file authorized a \$4,000,000 loan to the Developer and \$15,000 for administrative costs. This file authorizes an additional \$5,000,000 to be added to the loan to the Developer, \$500,000 for commercial corridor programs, \$500,000 for public infrastructure improvements, and \$97,500 for administrative costs. The below table shows the estimated Project costs for the District.

Estimated District Financed Project Costs	
Original Loan to Developer	\$ 4,000,000
Amendment 1 Loan to Developer	5,000,000
Public Infrastructure Improvements	500,000
Commercial Corridor Programs	500,000
Administration (\$7,500 x 15 year)	112,500
Total Estimated Project Costs	\$ 10,112,500



The below table shows the total estimated Project costs for the IKON Hotel.

Estimated Total Project Costs	
Rehab & New Construction	\$ 21,267,050
Developer's Fee/Overhead	3,500,000
Soft Costs	3,466,400
Interim Costs	2,370,000
Land & Buildings	1,900,000
Development Reserves	1,478,289
Site Work	883,500
Architectural	882,800
Syndication Costs	345,000
Financing	240,000
Total Estimated Project Costs	\$ 36,333,039

The additional \$5,000,000 loan to the Developer from Amendment 1 will be the "last in" source of financing and will not be available to the Developer until the remainder of the Developer's funding is secured. The below table shows the total estimated sources of funds for the Project.

Estimated Sources of Funds	
Opportunity Zone	\$ 13,500,000
Tax Increment Financing	9,000,000
Historic Tax Credits	7,000,000
Pace	3,000,000
First Mortgage	2,000,000
Deferred Developer Fee	1,833,039
Total Estimated Sources of Funds	\$ 36,333,039

The Developer is still working to secure Opportunity Zone and First Mortgage funding as of the writing of this letter.

In addition to increasing the funding to the Developer, Amendment 1 would also change the Developer loan terms. The original loan required the Developer to repay the loan to the City at 4.5% interest over the course of 20 years, with the first two years of the loan being interest free, years three to five requiring interest payments only, and principal and interest payments thereafter. This Amendment changes these terms to a 20 year, 0% interest loan. The Developer will only repay the principal on the loan, and such principal payments will be reduced in each year by the amount of increment revenue generated by the District (e.g., if the Developer repayment is \$500,000, and the District generated \$100,000 in incremental tax revenue, the Developer would repay \$400,000 in principal). The Developer payments to the City will be in the following amounts.

Developer Repayment Terms	
Years 1-2	-
Year 3 (includes payment of incremental property taxes)	\$ 250,000
Years 4-5 (includes payment of incremental property taxes)	500,000
Years 6-20 (includes payment of incremental property taxes)	850,000

After the loan payment in year 20 there will be a payoff projection calculated for the District. If the District is projected to pay off by year 23, any remaining loan principal will be forgiven. If the District is not projected to pay off by year 23, Developer repayment will continue at \$850,000 (including incremental property taxes) until the District has satisfied its obligations.

The City is assuming the full risk the Developer will not be able to repay the City's \$9,000,000 loan. If the Developer does not generate sufficient income to repay the loan, the District will not breakeven and the City will take possession of the Property. In the past, for this type of project, the City has utilized a "developer-financed" approach, which would shift the risk of the District not breaking even from the City to the Developer.

Is This Project Likely to Succeed?

From a financial perspective, there is significant risk the District will not breakeven and the City will not recover its \$10,000,000 investment. The recovery of the City's investment hinges on the Developer's ability to repay the \$9,000,000 loan to the City.

DCD's feasibility study, which uses a constant 2.785% property tax rate and 1% inflation rate over the life of the District, forecasts the District will fully recover the project costs, plus interest, after receipt of the 2044 levy (year 26). DCD's feasibility study assumes the Developer will be able to repay the City in full for the \$9,000,000 loan.

The Developer hired a third party consultant, Hospitality Marketers International, Inc., to perform a field research evaluation report. This report included a preliminary operational pro forma analysis which showed the Developer would have sufficient cash flow to repay the City's \$9,000,000 loan.

It should be noted the report is based on several assumptions which were derived from both the consultant's knowledge of the market and discussions with certain community organization leaders. In the view of the Comptroller's office, some of these assumptions are aggressive. The most notable example is the projected food and beverage revenue.

The consultant's report states "It appears that the proposed Full-Service Upscale hotel is projected to perform significantly above the industry average for Full-Service hotels" in regards to food and beverage revenue. The report projects that food and beverage revenue will account for 52.5% of the hotel's overall sales, which is more than double the industry average rate of 25.8%. The consultant reasons that the lower number of hotel rooms and the significant focus on the event space drive this assumption. In fact, the consultant's report assumes 184 events will occur each year at the hotel, which averages to one event every other day. If the industry average rate for food and beverage revenue is used for projecting operating performance, it appears the Developer will not generate sufficient cash flow to repay the City's loan.

The consultant report also identifies the risk that the projections contained in the report will not materialize. From the report: "There is one main area of risk and/or concern regarding the following preliminary projections in this report. As was discussed previously in this report, the location for the proposed... IKON Hotel... is in an area that is reinventing itself. Several area/community organizations are working hard to implement programs/initiatives to improve the area and to attract new businesses as well as residents to 'live, work, and play' in the Lindsay Heights market area. Discussions with the developer and other leaders in the community indicated that this project is viewed as a key piece of this market's rejuvenation. The projections in this report are dependent on the rejuvenation of this overall market area resulting in the continued development of the area to support the hotel operation in this location."

While the third party report indicates the Developer will be able to repay the City's loan, the Comptroller's office believes that some of the operating assumptions in the report are aggressive. In addition, there remains the risk the Developer will not be able to secure the additional funding necessary to complete the Project and the City will take possession of the property. Therefore, the Comptroller's office believes there is significant risk the City will not recover its financial investment in this District.

Is the Proposed Level of City Financial Participation Required to Implement the Project?

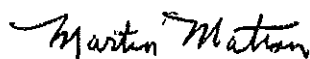
The District allows the City to provide incentive to the Developer to complete the Project. It appears the Project would likely not be completed without the City's financial participation, and without the District, the City would need to find other sources of funding for the commercial corridor programs and public infrastructure improvements. The redevelopment of the property would increase the City's tax base.

Conclusion

The District provides incentive for the Developer to redevelop the former Sears and Milwaukee Mall building, which would increase the City's tax base. A third party consultant performed a field research evaluation report which indicated the Developer would generate enough cash to repay the City's \$9,000,000 loan, and therefore DCD projects the District could payoff by year 26. However, the Comptroller's office believes there is significant risk the City will not recover its \$10,000,000 total investment in the District, and the District will not be able to breakeven from a financial perspective. If the Developer is not able to repay the City's loan, or if they are not able to secure the remaining financing necessary to complete the project, the City could ultimately take possession of the Property.

Should you have any questions regarding this letter, please contact Joshua Benson at extension 2194.

Sincerely,



Martin Matson
Comptroller

CC: Dan Casanova
Lori Lutzka

MM/JB

AMENDMENT NO. 1

**PROJECT PLAN FOR
TAX INCREMENTAL FINANCING DISTRICT NO. 98
(The Ikon)**

CITY OF MILWAUKEE

Public Hearing Held: August 15, 2019

Redevelopment Authority Adopted:

Common Council Adopted:

Joint Review Board Adopted:

**AMENDMENT NO. 1 to the PROJECT PLAN for
TAX INCREMENTAL FINANCING DISTRICT NUMBER 98
CITY OF MILWAUKEE
(THE IKON)**

Introduction

Section 66.1105 (4)(h)(1), Wisconsin Statutes, permits the Redevelopment Authority, subject to the approval of the Common Council, to amend the project plan for a tax incremental financing district.

Section 66.1105 (2)(f) 1.n., permits that amendment to fund projects located outside, but within one half-mile of the district's boundary.

The Common Council created Tax Incremental District No. 98 (the "District") in 2019 for the purpose of providing a \$4,000,000 loan to assist in the redevelopment of the former Sears and Milwaukee Mall building at 2100 West North Avenue into a 80-room boutique hotel, restaurant, retail/commercial space, parking and an adjacent 23,600 SF conference center (the "Hotel Project") called The Ikon.

Amendment No. 1 (the "Amendment"), authorizes an additional \$5,000,000 loan to assist the Hotel Project, \$500,000 for public infrastructure improvements, \$500,000 for commercial corridor improvements and \$112,500 in administrative expenses for a total of \$6,112,500 in new project costs.

Amendments to the Project Plan:

The following amendments are made to the Project Plan. All other sections of the Plan remain unchanged.

I. DESCRIPTION OF THE PROJECT

Sub-Section C, "Proposed Project," is amended by adding the following:

The City is proposing up to a \$5,000,000 loan to the Developer from this District for costs associated with the Hotel Project, per the attached Term Sheet, **Exhibit 7, "The Ikon Loan Term Sheet Amendment No. 1."** In addition, the City is proposing \$500,000 for Commercial Corridor projects and \$500,000 for public infrastructure improvements.

II. PLAN PROPOSALS

Sub-Section A, "Statement of the Kind, Number, and Location of All Proposed Public Works or Improvements," is amended by adding the following:

Amendment No. 1 Loan (\$5,000,000): Provide up to a \$5,000,000 loan to Developer for costs associated with the Hotel Project (the "Loan"), per the attached Term Sheet, **Exhibit 7, "The Ikon Loan Term Sheet Amendment No. 1."**

Public Infrastructure Improvements (\$500,000): Funding for public improvements, infrastructure, engineering and planning, including street paving, streetscaping, traffic signal upgrades, utility work,

public art, lighting improvements, pedestrian amenities and bike amenities, within the District and within a one half-mile radius of the District boundary, per Section 66.1105(2)(f) Stats.

Commercial Corridor Fund (\$500,000). In an effort to attract or retain office and retail tenants in the District and within a one half-mile radius of the District boundary, per Section 66.1105(2)(f) Stats., fund cash grants or loans to be used for tenant improvements, façade improvements, new signage or other expenses. The funds would be administered through the City's existing Commercial Corridors programs.

The number and location of proposed public works and improvements are shown in "Map 3: Amendment No. 1, Proposed Uses and Improvements."

Sub-Section B, "Detailed List of Estimated Project Costs," is deleted and restated as follows:

B. "Detailed List of Estimated Project Costs."

The costs included in this subsection and detailed in Table B which follows are, without limitation because of enumeration, eligible project costs as defined under Section 66.1105(2)(f) and, if appropriate, in any cooperation agreement(s) entered into by and between the City of Milwaukee and eligible designated developer(s), provided further that such expenditures are necessitated by this Project Plan.

These costs and costs estimates are more fully described as follows:

Capital Costs

The City shall fund an estimated \$10,000,000 in the form of TID Capital Project Costs enumerated in further detail in Table A of this Plan.

TABLE A: TID Capital Project Costs	
Original Loan to Developer	\$4,000,000
Amend No. 1 Loan to Developer	\$5,000,000
Public Infrastructure Improvements	\$500,000
Commercial Corridor Programs	\$500,000
TOTAL Capital Project Costs	\$10,000,000

Other Costs

This category of Project Costs includes estimates for administrative, professional, organizational and legal costs.

Financing Costs

Financing costs include estimated gross interest expenses on bonds that will be issued to pay for Project Costs. Estimates of interest are based on interest rates as set forth in the Economic Feasibility Analysis, attached as Exhibit 4, "Feasibility Study for Amendment No. 1."

TABLE B: Lists of Estimated Project Costs

Capital:	
Original Loan to Developer	\$4,000,000

Amend No. 1 Loan to Developer	\$5,000,000
Public Infrastructure Improvements	\$500,000
Commercial Corridor Programs	\$500,000
<u>Other:</u>	
Administration (\$7,500 x 15 years)	\$112,500
Total Estimated Project Costs, excluding financing	\$10,112,500
<u>Financing:</u>	
Interest	\$5,750,000

Sub-Section C, "Description of Timing and Methods of Financing" is deleted and restated, as follows:

All expenditures for the City Project Costs are expected to be incurred during the period from 2019-2029.

The City may proceed to fund any or all Project Costs using general obligation bonds or notes, or Redevelopment Authority revenue bonds to be issued in amounts which can be supported using tax increments in the District.

Sub-Section D, "Economic Feasibility Study", is deleted and restated as follows:

The Economic Feasibility Study for this District is attached to this Project Plan as **Exhibit 4, "Feasibility Study for Amendment No. 1."** The study establishes the dollar value of the Project Costs which, based on certain general assumptions and a reasonable margin of safety, can be financed with the revenues projected to be generated by the District, including payments by the Developer on the Loan.

Based upon the anticipated tax incremental revenue to be generated by the District, the District is financially feasible and is likely to be retired on or before year 2045, the 26th year of the District. Accordingly, the District is determined to be feasible.

Sub-Section F, "Map Showing Proposed Improvements and Uses:" is amended by adding "Map 3: Amendment No. 1, Proposed Improvements and Uses", attached.

Opinion of City Attorney letter is deleted and replaced with the attached letter from the City Attorney.

EXHIBIT 4

ECONOMIC FEASIBILITY STUDY FOR AMENDMENT NO. 1 THE IKON TID (NO. 98)

Background:

The City of Milwaukee is proposing to amend The Ikon Tax Incremental District No. 98 (the "District") to provide an additional \$5,000,000 loan to assist the Hotel Project, \$500,000 for public infrastructure improvements and \$500,000 for commercial corridor improvements.

The additional \$5,000,000 loan would be combined with the previously approved \$4,000,000 loan to the Hotel Project. The combined loan would be paid back under the terms outlined in Exhibit 7, "The Ikon Loan Term Sheet Amendment No. 1."

Current Property Valuation:

The assessment of the Property as of 1/1/2019 (the base year) is estimated at \$1,469,600.

Anticipated Future Value of the District:

Increment generated in the District will come primarily from the redevelopment of the Property into the Hotel Project: an 80-room full-service boutique hotel, 23,600 SF conference center, full-service restaurant, lobby bar and co-working space.

In March of 2019, the feasibility study for the creation of the District was prepared. At that time, there was limited information on the expected financial performance of the Hotel Project. As a result, a comparables approach was used to determine a potential value for the Hotel Project. That analysis concluded that, based on comparables, the Hotel Project would have a stabilized value of \$3,642,800 in 2022.

Since that time, the Developer has provided the City with a hotel market study prepared by Hospitality Marketers International, Inc. which shows likely room rates, food and beverage revenue and typical operating costs. The study estimated a gross profit for the Hotel Project of \$1,500,000-\$2,500,000. The Developer used the results from that study to finalize a proforma for the Hotel Project. Including additional expenses, the Developer is estimating a net operating income of apr. \$1,000,000.

The Hotel Project is projected to have a higher net operating income than some of the comparables that were previously looked at because of the food and beverage offerings and the 23,600 SF conference center at the Hotel Project. No other comparable hotel previously analyzed had those same revenue opportunities as the Hotel Project.

Based on conversations with the City Assessor's Office, hotels are typically valued on an income basis, not a comparable basis. A cap rate of 8% is typically used to determine the assessed values of hotels in the City of Milwaukee.

Using the Developer's projected net operating income of \$1,000,000 and an 8% cap rate would lead to an assessed value of \$12,500,000. However, to be more conservative for the purposes of this feasibility study, a 15% reduction in expected net operating income is applied, resulting in an expected net operating income of \$850,000. At an 8% cap rate, the stabilized value of the Hotel Project would then be \$10,625,000 ($\$850,000 / .08$). It is assumed that the Hotel Project will reach its stabilized value in 2023.

In addition, for the purposes of this feasibility study, it is assumed that no further development or redevelopment occurs in the District. However, a 1% annual appreciation on all Property is assumed.

Anticipated District Cash Flow:

In addition to the incremental tax revenue, the District will receive loan payments from the Developer. The repayment terms for the loan are as follows and explained in more detail in **Exhibit 7, "The Ikon Loan Term Sheet Amendment No. 1"**:

- Years 1-2: No payments of principal or interest
- Years 3-5: Annual payment of \$500,000 (includes payment of incremental property taxes)
- Years 6-20: Annual payment of \$850,000 (includes payment of incremental property taxes)

Attached as Table 1 is a cash flow forecast for the proposed Amendment No. 1 to the District. In addition to the loan repayment, basic parameters of this forecast are:

- Base Value: \$1,469,600
- Tax Rate: 2.785%
- Interest Rate on City Borrowing: 4.75%
- Annual Appreciation: 1.00%
- Project Costs: \$10,000,000 (for the loan, public infrastructure and commercial corridor funds)
- Annual Admin Costs: \$7,500 (15 years)

As shown in the forecast, the District is able to amortize the amended Project Costs in an estimated 26 years. Given this estimate, the proposed District is determined to be feasible and capable of amortizing the Project Costs within the statutory life of the proposed District.

The Ikon TID No. 98 Amendment No. 1 Feasibility

No.	Assessment Year	Budget Year	Base Value	Projected Value	TID Incremental Value	Incremental Revenue	Cumulative Inc. Revenue	Developer Loan Repayment	Total Developer Payment	Debt Service on Project Costs	Cash flow
1	2019	2020	1,469,600	1,469,600	-	-	-	-	-	(485,147)	(485,147)
2	2020	2021	1,469,600	1,469,600	1,186,650	33,048	33,048	216,952	250,000	(485,147)	(485,147)
3	2021	2022	1,469,600	2,656,250	9,155,400	254,978	288,026	245,022	500,000	(485,147)	(235,147)
4	2022	2023	1,469,600	10,625,000	10,731,250	257,937	545,963	242,063	500,000	(1,070,996)	(570,996)
5	2023	2024	1,469,600	10,838,563	9,368,963	260,926	806,889	589,074	850,000	(1,070,996)	(220,996)
6	2024	2025	1,469,600	10,946,948	9,477,348	263,944	1,070,833	586,056	850,000	(1,070,996)	(220,996)
7	2025	2026	1,469,600	11,056,418	9,586,818	266,993	1,337,826	583,007	850,000	(1,070,996)	(220,996)
8	2026	2027	1,469,600	11,166,982	9,697,382	270,072	1,607,898	579,928	850,000	(1,070,996)	(220,996)
9	2027	2028	1,469,600	11,278,652	9,809,052	273,182	1,881,080	576,818	850,000	(1,070,996)	(220,996)
10	2028	2029	1,469,600	11,391,438	9,921,838	276,323	2,157,403	573,677	850,000	(1,070,996)	(220,996)
11	2029	2030	1,469,600	11,505,352	10,035,752	279,496	2,436,899	570,504	850,000	(1,070,996)	(220,996)
12	2030	2031	1,469,600	11,620,406	10,150,806	282,700	2,719,599	567,300	850,000	(1,070,996)	(220,996)
13	2031	2032	1,469,600	11,736,610	10,267,010	285,936	3,005,535	564,064	850,000	(1,070,996)	(220,996)
14	2032	2033	1,469,600	11,853,976	10,384,376	289,205	3,294,740	560,795	850,000	(1,070,996)	(220,996)
15	2033	2034	1,469,600	11,972,516	10,502,916	292,506	3,587,246	557,494	850,000	(1,070,996)	(220,996)
16	2034	2035	1,469,600	12,092,241	10,622,641	295,841	3,883,087	554,159	850,000	(1,070,996)	(220,996)
17	2035	2036	1,469,600	12,213,164	10,743,564	299,208	4,182,295	550,792	850,000	(1,070,996)	(220,996)
18	2036	2037	1,469,600	12,335,295	10,865,695	302,610	4,484,904	547,390	850,000	(1,070,996)	(220,996)
19	2037	2038	1,469,600	12,458,648	10,989,048	306,045	4,790,949	543,955	850,000	(1,070,996)	(220,996)
20	2038	2039	1,469,600	12,583,235	11,113,635	309,515	5,100,464	309,515	309,515	(1,070,996)	309,515
21	2039	2040	1,469,600	12,709,067	11,239,467	313,019	5,413,483	313,019	313,019	(1,070,996)	313,019
22	2040	2041	1,469,600	12,836,158	11,366,558	316,559	5,730,042	316,559	316,559	(1,070,996)	316,559
23	2041	2042	1,469,600	12,964,519	11,494,919	320,133	6,050,175	320,133	320,133	(1,070,996)	320,133
24	2042	2043	1,469,600	13,094,164	11,624,564	323,744	6,373,920	323,744	323,744	(1,070,996)	323,744
25	2043	2044	1,469,600	13,225,106	11,755,506	327,391	6,701,310	327,391	327,391	(1,070,996)	327,391
26	2044	2045	1,469,600	13,357,357	11,887,757	331,074	7,032,384	331,074	331,074	(1,070,996)	331,074
27	2045	2046	1,469,600								
						7,032,384		9,209,051		(15,863,532)	377,903

Annual appreciation	1.010
Interest Rate	4.75%
Base Value	1,469,600
Property Tax rate	2.785%
Issuance Costs	101,125
Project Costs	10,112,500

Project Costs	Value
Loan:	NOI
PI/CC:	Cap Rate
Administration	Stabilized Value
	\$850,000
	8%
	\$10,625,000

EXHIBIT 7
The Ikon Loan Term Sheet Amendment No. 1
(see following pages)

THE IKON LOAN TERM SHEET AMENDMENT NO. 1

(The Ikon – TID 98)

PROJECT

The Ikon project is a mixed-use development proposed on property bounded by West North Avenue, North 24th Street, West Oak Street and West Fond du Lave Avenue (the "Project Site"). The majority of the Project Site, 2100 West North Avenue, is owned by HG Sears, LLC (the "Developer"), or successors and assigns. The Project Site also includes three parcels owned by the City of Milwaukee (the "City") and a few other privately-owned parcels.

The initial project would redevelop the former Sears and Milwaukee Mall building at the corner of West North Avenue and West Fond du Lac Avenue (the "Hotel Property") into a 80-room boutique hotel, restaurant, retail/commercial space, parking and an adjacent 23,600 SF conference center (the "Hotel Project") with a total investment of apr. \$30m. Later phases of development on the remaining portions of the Project Site could include housing, office, a fitness center retail and parking.

City proposes to assist Developer via the creation of a new Tax Incremental District No. 98 (The Ikon) ("the TID") to fund the items below as set forth in the TID Project Plan:

- Loan (\$9,000,000). City will provide up to a \$9,000,000 loan to the Developer (the "Loan") for development costs associated with the Hotel Project, as described in the Loan section below.

APPROXIMATE DEVELOPMENT SCHEDULE

Commence Construction of Hotel Project by December 31, 2019.
Substantial Completion of Hotel Project by December 31, 2022.

DESIGN REVIEW

Plans and specifications for the Overall Project shall be subject to the reasonable review and approval of City's Commissioner of City Development (the "Commissioner"). City and Developer shall cooperate in the design of streetscape elements.

PARTIES

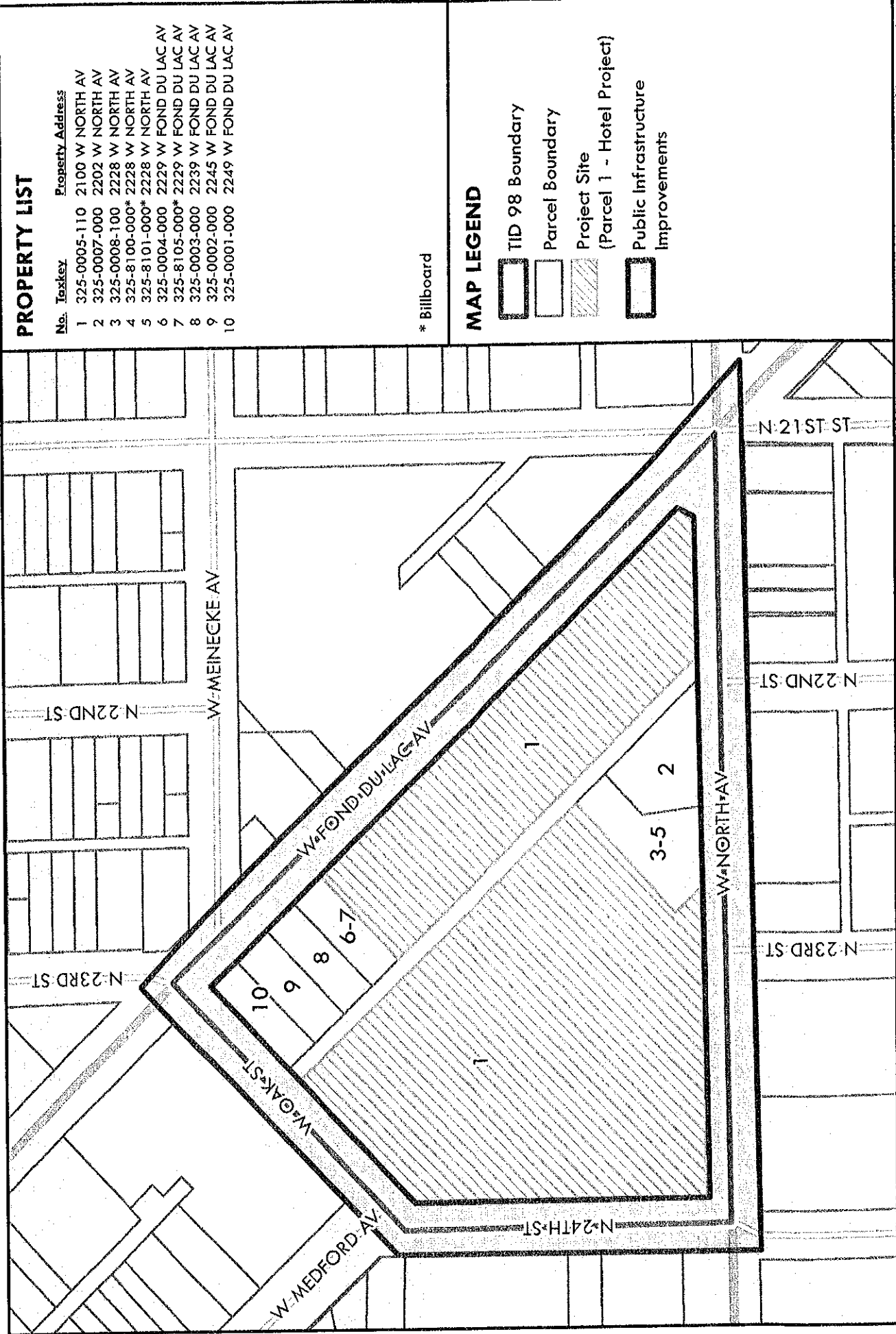
City, Redevelopment Authority of the City of Milwaukee and Developer.

GENERAL

This Term Sheet does not constitute a binding agreement. The terms set forth herein and other provisions customary for a transaction of this sort, shall be incorporated into a Loan Agreement, First Mortgage, Human Resources Agreement, a PILOT Agreement and any other documents, instruments or agreements necessary to accomplish the objectives described above. In recognition that there may be adjustments of the dates and descriptions herein as well as administrative approvals which will require the exercise of reasonable discretion on behalf of City, the Commissioner will be authorized under these agreements to exercise such discretion and grant such approvals.

TID 98 Amendment No.1: THE IKON, MAP 3 PROPOSED USES AND IMPROVEMENTS

Prepared by the Department of City Development Planning Division, 6/26/2019
Source: City of Milwaukee Information Technology Management Division



PROPERTY LIST

No.	Taxkey	Property Address
1	325-0005-110	2100 W NORTH AV
2	325-0007-000	2202 W NORTH AV
3	325-0008-100	2228 W NORTH AV
4	325-8100-000*	2228 W NORTH AV
5	325-8101-000*	2228 W NORTH AV
6	325-0004-000	2229 W FOND DU LAC AV
7	325-8105-000*	2229 W FOND DU LAC AV
8	325-0003-000	2239 W FOND DU LAC AV
9	325-0002-000	2245 W FOND DU LAC AV
10	325-0001-000	2249 W FOND DU LAC AV

* Billboard

MAP LEGEND

- TID 98 Boundary
- Parcel Boundary
- Project Site
(Parcel 1 - Hotel Project)
- Public Infrastructure Improvements



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Milele A. Coggs

All Contributions
 Amount Raised: \$19,854
 Total Contributions: 184
 Total Reports: 7
 Average Contribution: \$108
 Median Contribution: \$10

Date	Name	Amount	Lifetime	Report
Feb 16, 2016	Genyne Edwards	\$60	\$285	2016 - Pre-Election
Aug 16, 2018	Genyne Edwards	\$150	\$285	2019 - January Continuing
Apr 4, 2016	Gerry Howze	\$97	\$97	2016 - July Continuing

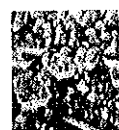
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MTEA Sponsors 2020 Black Lives Matter at School Week of Action by Milwaukee Teachers' Education Association



Milwaukee Alderman Cavalier Johnson endorses David Crowley for Milwaukee County Executive by State Rep. David Crowley

Date	Name	Amount	Lifetime	Report
Feb 13, 2016	Glenda McMiller	\$20	\$20	2016 - Pre-Election
Mar 28, 2016	Habib Manjee	\$250	\$250	2016 - July Continuing
Nov 29, 2015	Izmira Aitch	\$100	\$100	2016 - January Continuing
Nov 30, 2015	J. Allen Stokes	\$50	\$100	2016 - January Continuing
Dec 30, 2015	J. Allen Stokes	\$50	\$100	2016 - January Continuing
Dec 30, 2015	Jalin Phelps	\$67	\$817	2016 - January Continuing
Apr 1, 2016	Jalin Phelps	\$750	\$817	2016 - July Continuing
Nov 30, 2015	James Phelps	\$395	\$785	2016 - January Continuing
Dec 30, 2015	James Phelps	\$65	\$785	2016 - January Continuing
Apr 5, 2016	James Phelps	\$325	\$785	2016 - July Continuing

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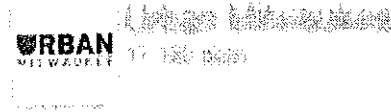
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Apr 5, 2016	<u>Jasmine Johnson</u>	\$150	\$150	<u>2016 - July Continuing</u>
Feb 13, 2016	<u>Jayne Montgomery-Baker</u>	\$40	\$40	<u>2016 - Pre-Election</u>
Feb 13, 2016	<u>Jeffrey Roman</u>	\$60	\$60	<u>2016 - Pre-Election</u>
Dec 30, 2015	<u>John W. Daniels, Jr.</u>	\$100	\$100	<u>2016 - January Continuing</u>
Apr 4, 2016	<u>Johnathan Eder</u>	\$340	\$340	<u>2016 - July Continuing</u>
Dec 30, 2015	<u>Juli Kaufmann</u>	\$20	\$20	<u>2016 - January Continuing</u>
Dec 30, 2015	<u>June Perry</u>	\$60	\$110	<u>2016 - January Continuing</u>
Apr 1, 2016	<u>June Perry</u>	\$50	\$110	<u>2016 - July Continuing</u>
Nov 30, 2015	<u>Kalan Haywood</u>	\$100	\$500	<u>2016 - January Continuing</u>

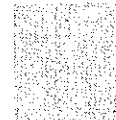
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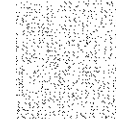
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Aug 16, 2018	Kalan Haywood	\$250	\$500	2019 - January Continuing

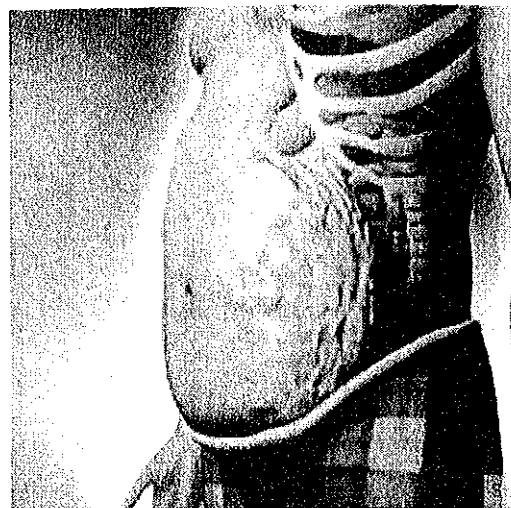
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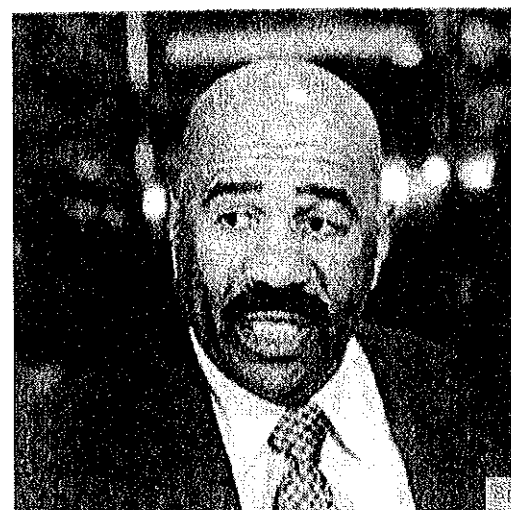
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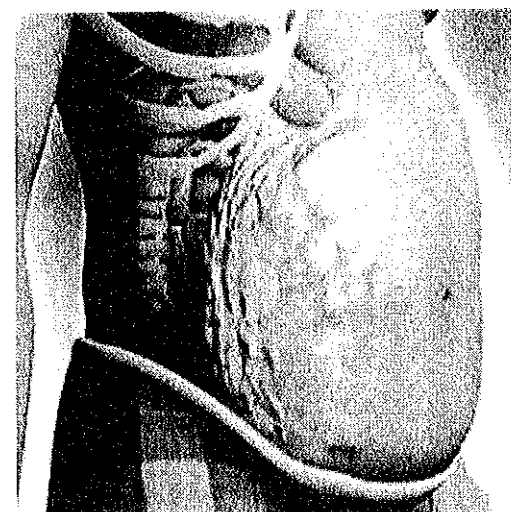
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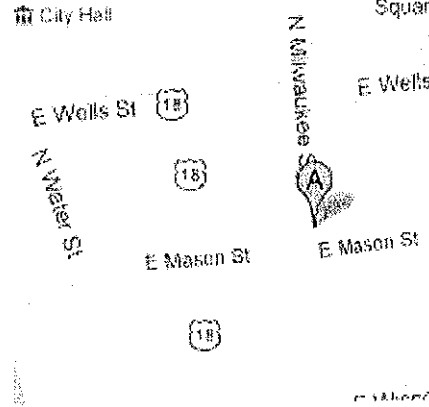
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Khalif Rainey

All Contributions

Amount Raised: \$39,652

Total Contributions: 160

Total Reports: 7

Average Contribution: \$248

Median Contribution: \$801

Date	Name	Amount	Lifetime	Report
Mar 9, 2016	<u>James Hodson</u>	\$100	\$100	<u>2016 - Pre-Election</u>
May 11, 2016	<u>James Phelps</u>	\$750	\$750	<u>2016 - July Continuing</u>
Mar 9, 2016	<u>Jean Kies</u>	\$50	\$50	<u>2016 - Pre-Election</u>
Mar 17, 2016	<u>Jeffery Slavin</u>	\$250	\$250	<u>2016 - Pre-Election</u>
Oct 21, 2015	<u>Jennifer Garry</u>	\$100	\$100	<u>2016 - January Continuing</u>

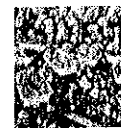
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Press Releases

Date	Name	Amount	Lifetime	Report
Aug 11, 2015	<u>Jennifer Graham</u>	\$400	\$400	<u>2016 - January</u> <u>Continuing</u>
Apr 6, 2016	<u>Jill Schwanda</u>	\$30	\$30	<u>2016 - July</u> <u>Continuing</u>
Aug 24, 2015	<u>Jim Hill</u>	\$45	\$45	<u>2016 - January</u> <u>Continuing</u>
Feb 1, 2016	<u>Joanne Grunau</u>	\$200	\$200	<u>2016 - Pre-Primary</u>
Mar 11, 2016	<u>Joe Crivello</u>	\$801	\$801	<u>2016 - Pre-Election</u>
Feb 20, 2016	<u>John Drew</u>	\$100	\$100	<u>2016 - Pre-Election</u>
Mar 9, 2016	<u>Johnnie Tangle</u>	\$100	\$100	<u>2016 - Pre-Election</u>
Mar 9, 2016	<u>Jonathan Dye</u>	\$40	\$40	<u>2016 - Pre-Election</u>
May 11, 2016	<u>Kahri Phelps</u>	\$750	\$750	<u>2016 - July</u> <u>Continuing</u>
Jul 5, 2016	<u>Kalan Haywood</u>	\$300	\$300	<u>2017 - January</u> <u>Continuing</u>
Apr 6, 2016	<u>Karan Kumar</u>	\$801	\$801	<u>2016 - July</u> <u>Continuing</u>
Apr 6, 2016	<u>Karl Rajani</u>	\$801	\$801	<u>2016 - July</u> <u>Continuing</u>
Aug 24, 2015	<u>Kelly Felder</u>	\$10	\$10	<u>2016 - January</u> <u>Continuing</u>



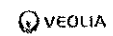
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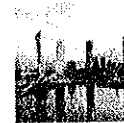
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Aug 24, 2015	<u>Kevin Newell</u>	\$100	\$100	<u>2016 - January Continuing</u>
Mar 9, 2016	<u>Khaled Abidalrahim</u>	\$100	\$100	<u>2016 - Pre-Election</u>
Mar 11, 2016	<u>Kurt Jensen</u>	\$801	\$801	<u>2016 - Pre-Election</u>
Aug 24, 2015	<u>Lanelle Rainey</u>	\$50	\$50	<u>2016 - January Continuing</u>
Mar 9, 2016	<u>Larry Stephens</u>	\$35	\$35	<u>2016 - Pre-Election</u>
Mar 9, 2016	<u>Lawrence Hoffman</u>	\$25	\$25	<u>2016 - Pre-Election</u>

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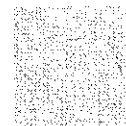
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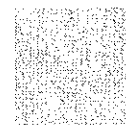
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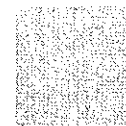
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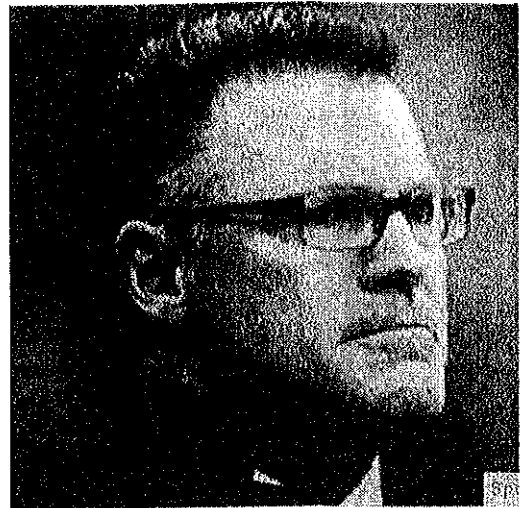
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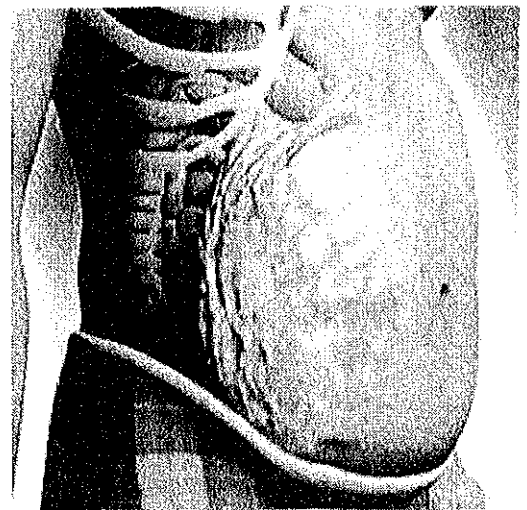
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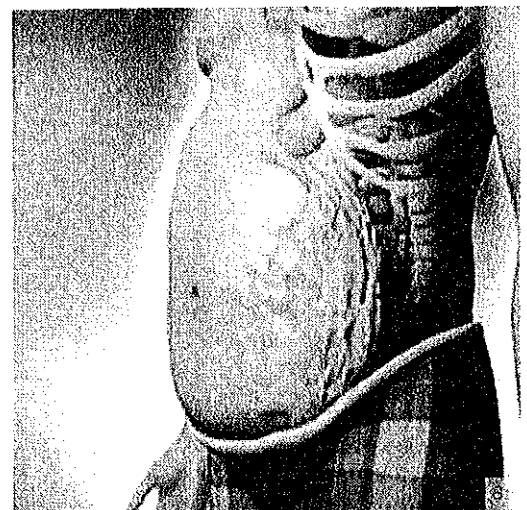
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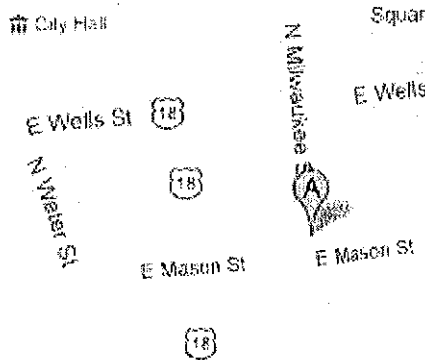
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Cavalier Johnson

All Contributions

Amount Raised: \$41,494

Total Contributions: 368

Total Reports: 7

Average Contribution: \$113

Median Contribution: \$125

Date	Name	↓	Amount	Lifetime	Report
Feb 21, 2016	John Connelly		\$100	\$150	2016 - Pre-Election
Mar 7, 2017	Jorge Franco		\$250	\$250	2017 - July Continuing
Mar 8, 2017	Jose G. Zarate		\$300	\$300	2017 - July Continuing
Nov 30, 2018	Joseph Devorkin		\$100	\$100	2019 - January Continuing
Feb 4, 2016	Joyce Ann Seiser		\$25	\$25	2016 - Pre-Primary

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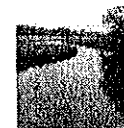
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Date	Name	Amount	Lifetime	Report
Mar 10, 2016	Joyce Seiser	\$25	\$25	2016 - Pre-Election
Sep 23, 2015	<u>Julie Capell</u>	\$50	\$125	2016 - January, Continuing
Oct 15, 2015	<u>Julie Capell</u>	\$50	\$125	2016 - January, Continuing
Mar 5, 2016	<u>Julie Capell</u>	\$25	\$125	2016 - Pre-Election
Aug 23, 2015	<u>Julie Cotter</u>	\$100	\$150	2016 - January, Continuing
Apr 4, 2016	<u>Julie Cotter</u>	\$50	\$150	2016 - July, Continuing
Aug 15, 2015	<u>Julio Guerrero</u>	\$25	\$25	2016 - January, Continuing
May 12, 2016	<u>Kalan Haywood</u>	\$200	\$200	2016 - July, Continuing
Sep 17, 2015	<u>Karen Adams</u>	\$30	\$55	2016 - January, Continuing
Mar 4, 2016	<u>Karen Adams</u>	\$25	\$55	2016 - Pre-Election
May 26, 2017	<u>Karen Gotzler</u>	\$50	\$550	2017 - July, Continuing
Dec 11, 2018	<u>Karen Gotzler</u>	\$250	\$550	2019 - January, Continuing

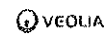
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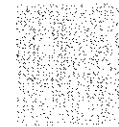
Date	Name	Amount	Lifetime	Report
Dec 11, 2018	<u>Karen Gotzler</u>	\$250	\$550	2019 - <u>January</u> , <u>Continuing</u>
Aug 10, 2015	<u>Karin Smith</u>	\$25	\$25	2016 - <u>January</u> , <u>Continuing</u>
May 6, 2016	<u>Karl Rajani</u>	\$834	\$834	2016 - <u>July</u> , <u>Continuing</u>
Oct 19, 2015	<u>Kathleen Hanrahan</u>	\$25	\$25	2016 - <u>January</u> , <u>Continuing</u>
Aug 11, 2015	<u>Kathy Munson</u>	\$100	\$210	2016 - <u>January</u> , <u>Continuing</u>
Nov 5, 2015	<u>Kathy Munson</u>	\$35	\$210	2016 - <u>January</u> , <u>Continuing</u>
Feb 24, 2016	<u>Kathy Munson</u>	\$50	\$210	2016 - <u>Pre-Election</u>
May 12, 2016	<u>Kathy Munson</u>	\$25	\$210	2016 - <u>July</u> , <u>Continuing</u>



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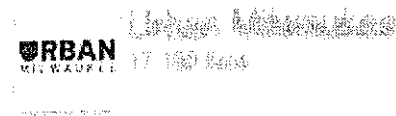
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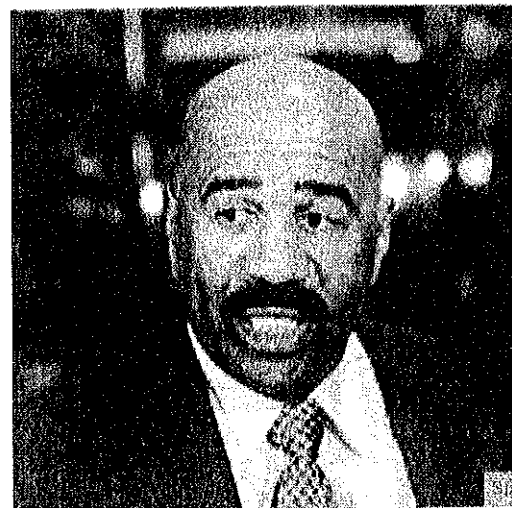
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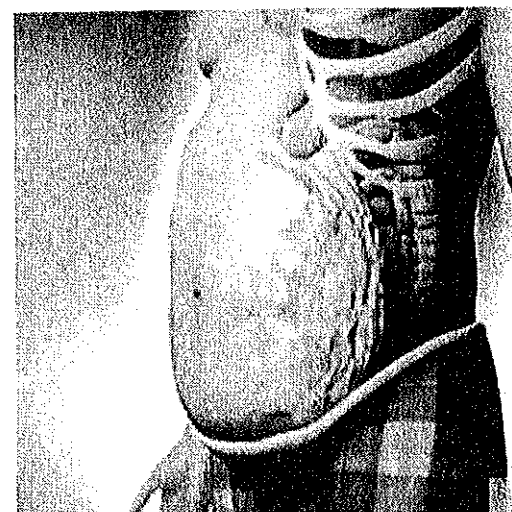
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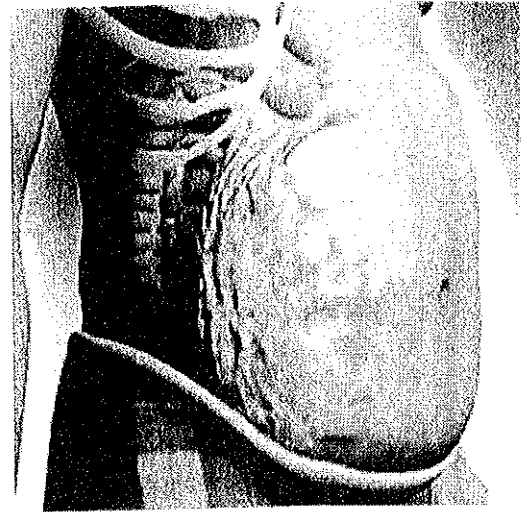
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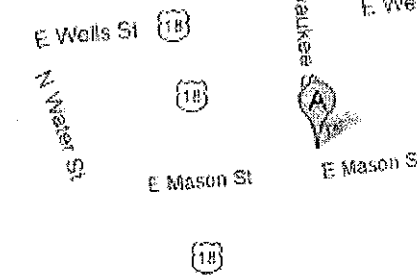
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Political Contributions Tracker



Ashanti Hamilton

All Contributions

Amount Raised: \$90,186

Total Contributions: 369

Total Reports: 8

Average Contribution: \$244

Median Contribution: \$100

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State Supreme Court Candidates Battle at Debate by Shawn Johnson



Friday Photos: Good Hope Commons Opens by Jeramey Jannene



Bipartisan Group of Lawmakers Push \$10M Clean Water Fund by Danielle Kaeding

Date	Name	Amount	Lifetime	Report
Nov 6, 2017	<u>Jonathan Spigel</u>	\$150	\$150	<u>2018 - January Continuing</u>
Sep 3, 2015	<u>Josef Erlich</u>	\$385	\$885	<u>2016 - January Continuing</u>
Mar 19, 2017	<u>Josef Erlich</u>	\$500	\$885	<u>2017 - July Continuing</u>
May 31, 2018	<u>Joseph Alexander</u>	\$700	\$700	<u>2018 - July Continuing</u>

« < ... 6 7 8 9 10 ... > »

2 of 15

Date	Name	Amount	Lifetime	Report
Mar 3, 2016	Joseph Dien	\$100	\$100	2016 - Pre-Election
Jun 27, 2016	Joseph Ladien	\$100	\$100	2016 - July Continuing
Sep 3, 2015	Joseph Modl	\$385	\$385	2016 - January Continuing
Apr 17, 2018	Joyce Stinson	\$50	\$50	2018 - July Continuing
Jan 13, 2016	Juli Kaufmann	\$20	\$20	2016 - Pre-Election
Nov 6, 2017	Juliette Martin-Thomas	\$100	\$100	2018 - January Continuing
Jan 13, 2016	June Perry	\$60	\$60	2016 - Pre-Election
Mar 3, 2016	Kalan Haywood	\$250	\$790	2016 - Pre-Election
Aug 18, 2016	Kalan Haywood	\$250	\$790	2017 - January Continuing
Apr 17, 2018	Kalan Haywood	\$290	\$790	2018 - July Continuing
Aug 25, 2015	Karan Kumar	\$200	\$200	2016 - January Continuing
Feb 8, 2016	Karl Rajani	\$500	\$500	2016 - Pre-Election

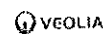
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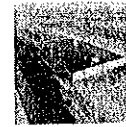
Date	Name	Amount	Lifetime	Report
Aug 18, 2016	<u>Karla Kieffer</u>	\$25	\$25	<u>2017 - January Continuing</u>
Nov 30, 2016	<u>Kathryn Burke</u>	\$500	\$500	<u>2017 - January Continuing</u>
Dec 19, 2018	<u>Keenan Grenell</u>	\$100	\$100	<u>2019 - January Continuing</u>
Dec 18, 2017	<u>Keith Reid</u>	\$250	\$250	<u>2018 - January Continuing</u>
Apr 17, 2018	<u>Keith Stanley</u>	\$48	\$48	<u>2018 - July Continuing</u>
May 31, 2018	<u>Kevin Fletcher</u>	\$100	\$100	<u>2018 - July Continuing</u>
Dec 13, 2017	<u>Kevin Newell</u>	\$743	\$743	<u>2018 - January Continuing</u>
Jan 13, 2016	<u>Kimberly Burns</u>	\$5	\$5	<u>2016 - Pre-Election</u>
Mar 19, 2016	<u>Kulwinder Khara</u>	\$200	\$200	<u>2016 - Pre-Election</u>



Plenty of Horne: UWM to Raze Old Hospital Building
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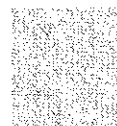
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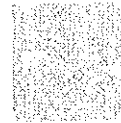
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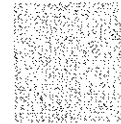
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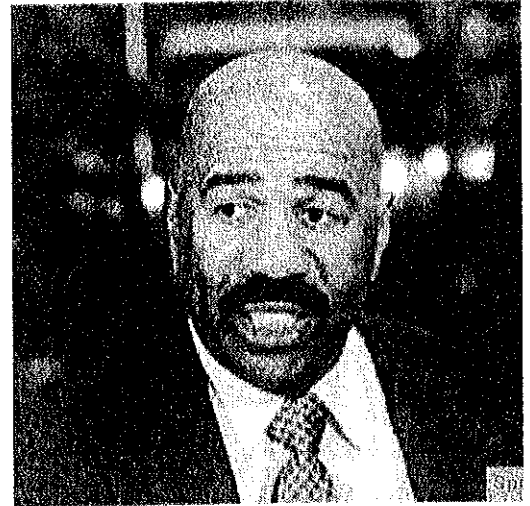
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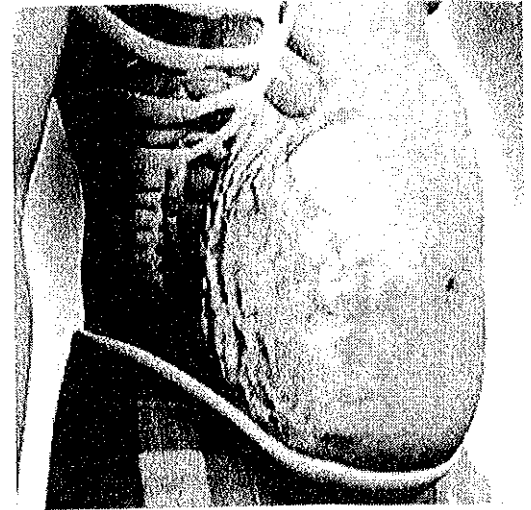
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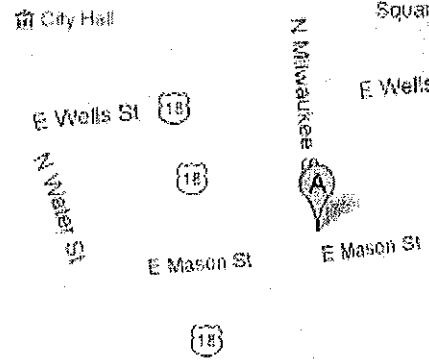
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Political Contributions Tracker



Robert Bauman

All Contributions

Amount Raised: \$86,835

Total Contributions: 516

Total Reports: 10

Average Contribution: \$168

Median Contribution: \$150

Date	Name	Amount	Lifetime	Report
Apr 3, 2017	<u>Thomas J. Griffey</u>	\$50	\$200	<u>2017 - July Continuing</u>
Apr 3, 2017	<u>John Finerty</u>	\$100	\$300	<u>2017 - July Continuing</u>
Apr 17, 2017	<u>Edward Hanrahan</u>	\$100	\$400	<u>2017 - July Continuing</u>
May 23, 2017	<u>Scott Miswald</u>	\$100	\$100	<u>2017 - July Continuing</u>
Jun 7, 2017	<u>Jerry Cohen</u>	\$100	\$800	<u>2017 - July Continuing</u>

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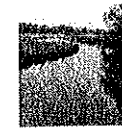
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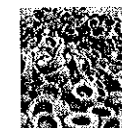
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Friday Photos: Good Hope Commons Opens by Jeramey Jannene



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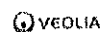


MTEA Sponsors 2020 Black Lives Matter at School Week of Action by Milwaukee Teachers' Education Association

Date	Name	Amount	Lifetime	Report
Nov 12, 2018	<u>Kalan Haywood</u>	\$100	\$350	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Buddy Julius</u>	\$400	\$400	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Gino Fazzari</u>	\$400	\$786	<u>2019 - January</u> <u>Continuing</u>
Aug 4, 2018	<u>Scott Schaefer</u>	\$772	\$772	<u>2019 - January</u> <u>Continuing</u>
Sep 2, 2018	<u>Elias Pagoudis</u>	\$200	\$200	<u>2019 - January</u> <u>Continuing</u>
Oct 25, 2018	<u>Omar Ahmad</u>	\$700	\$700	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Josh Krsnak</u>	\$400	\$400	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Scott Simon</u>	\$100	\$100	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Jason Korb</u>	\$100	\$100	<u>2019 - January</u> <u>Continuing</u>
Nov 12, 2018	<u>Jim Villa</u>	\$100	\$100	<u>2019 - January</u> <u>Continuing</u>



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Date	Name	Amount	Lifetime	Report
Nov 12, 2018	<u>Jeff Bentoff</u>	\$50	\$300	<u>2019 - January Continuing</u>

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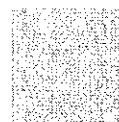
Art on **Eyes on Milwaukee: Public Market Again Posts Record Numbers, How?**

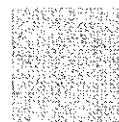
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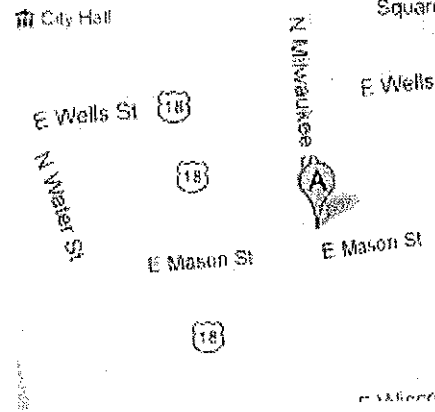
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Political Contributions Tracker



Russell W. Stamper, II

All Contributions

Amount Raised: \$56,731

Total Contributions: 261

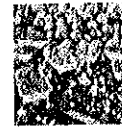
Total Reports: 6

Average Contribution: \$217

Median Contribution: \$50

Date	Name	Amount	Lifetime	Report
Mar 17, 2016	Swaran Multani	\$200	\$200	2016 - Pre-Election
Mar 17, 2016	Charnjit Kaur	\$391	\$391	2016 - Pre-Election
Mar 21, 2016	Mario Higgins	\$25	\$25	2016 - Pre-Election

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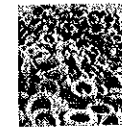
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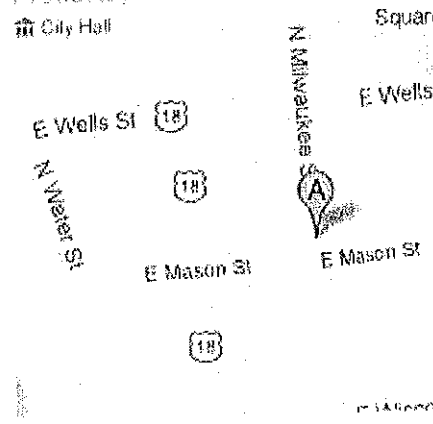
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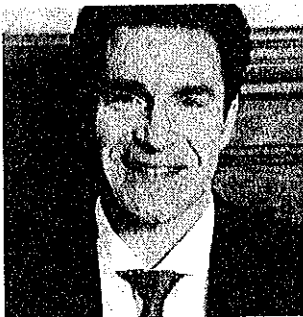
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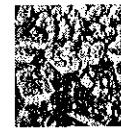
All Contributions
 Amount Raised: \$316,503
 Total Contributions: 615
 Total Reports: 9
 Average Contribution: \$515
 Median Contribution: \$200

Date	Name	Amount	Lifetime	Report
Jun 25, 2018	Joseph Modl	\$3,000	\$6,000	2018 - July Continuing
Oct 26, 2017	Joseph Tubens	\$50	\$50	2018 - January Continuing
Sep 22, 2015	Judy Banta	\$30	\$30	2016 - January Continuing
Sep 22, 2015	Julene Flanagan	\$50	\$50	2016 - January Continuing

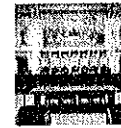
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Bipartisan Group of Lawmakers Push \$10M Clean Water Fund by Danielle Kaeding

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Date	Name	Amount	Lifetime	Report
Oct 13, 2015	<u>Julie Kaplin</u>	\$50	\$50	<u>2016 - January Continuing</u>
Jul 10, 2016	<u>Julio Lopez</u>	\$650	\$1,650	<u>2016 - September Continuing</u>
Jan 17, 2018	<u>Julio Lopez</u>	\$1,000	\$1,650	<u>2018 - July Continuing</u>
Jan 12, 2018	<u>Justin Hanson</u>	\$500	\$500	<u>2018 - July Continuing</u>
Apr 19, 2018	<u>Jyostna Patel</u>	\$200	\$200	<u>2018 - July Continuing</u>
Jun 21, 2016	<u>Kalan Haywood</u>	\$150	\$150	<u>2016 - July Continuing</u>
Jan 25, 2018	<u>Kalim Beg</u>	\$400	\$400	<u>2018 - July Continuing</u>
Jun 12, 2018	<u>Kanwar Vir Singh</u>	\$600	\$600	<u>2018 - July Continuing</u>
Sep 22, 2015	<u>Karemi Jabbar</u>	\$100	\$490	<u>2016 - January Continuing</u>
Apr 13, 2016	<u>Karemi Jabbar</u>	\$390	\$490	<u>2016 - July Continuing</u>
Feb 23, 2017	<u>Karl Rajani</u>	\$790	\$790	<u>2017 - July Continuing</u>
Mar 24, 2018	<u>Kashmir Multani</u>	\$500	\$500	<u>2018 - July Continuing</u>
Jul 10, 2016	<u>Kausar Chattha</u>	\$200	\$200	<u>2016 - September Continuing</u>

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Date	Name	Amount	Lifetime	Report
Apr 17, 2018	Kausar Chattha	\$200	\$200	<u>2018 - July</u> <u>Continuing</u>
Jun 8, 2017	<u>Keith Mardak</u>	\$780	\$780	<u>2017 - July</u> <u>Continuing</u>
May 18, 2018	Keith Mardek	\$5,200	\$5,200	<u>2018 - July</u> <u>Continuing</u>
Sep 22, 2015	<u>Kenneth Kehl</u>	\$50	\$50	<u>2016 - January</u> <u>Continuing</u>
Jan 8, 2017	<u>Khaled Abidrahim</u>	\$100	\$700	<u>2017 - July</u> <u>Continuing</u>
Oct 29, 2017	<u>Khaled Abidrahim</u>	\$100	\$700	<u>2018 - January</u> <u>Continuing</u>
Dec 22, 2017	<u>Khaled Abidrahim</u>	\$300	\$700	<u>2018 - January</u> <u>Continuing</u>
Apr 23, 2018	<u>Khaled Abidrahim</u>	\$200	\$700	<u>2018 - July</u> <u>Continuing</u>



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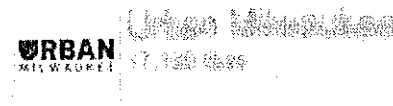
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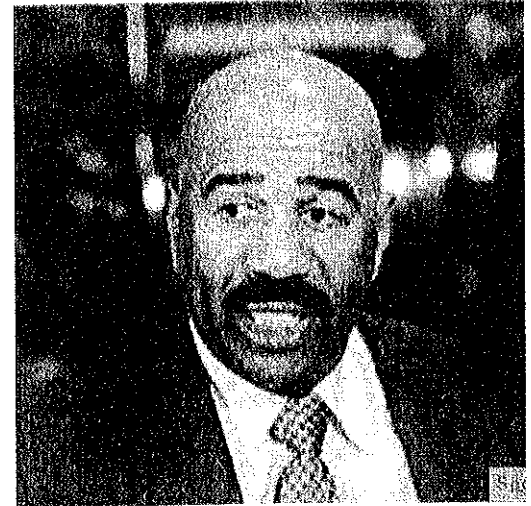
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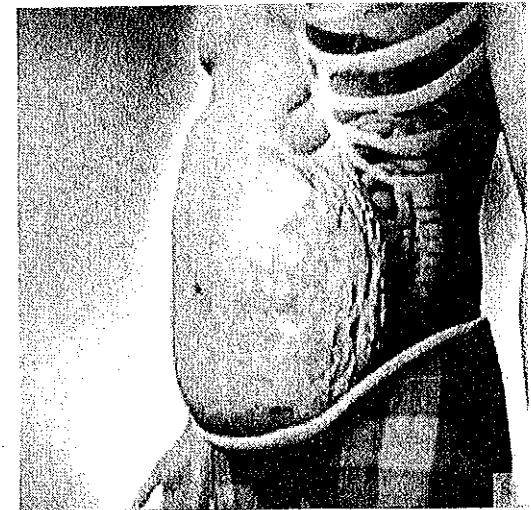
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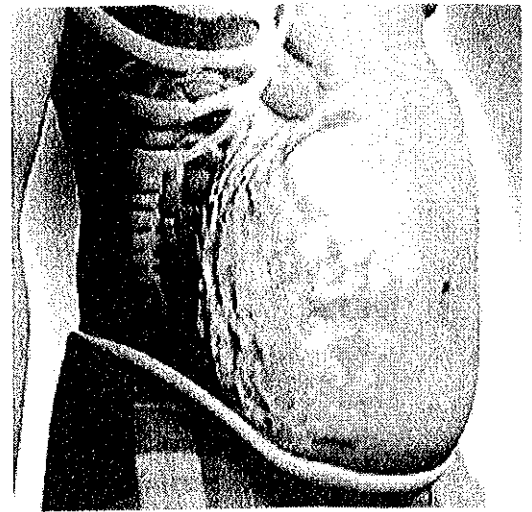
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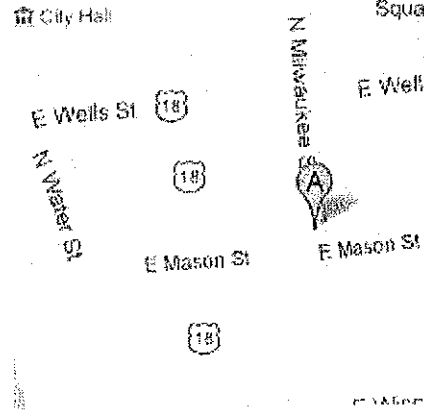
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SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income For calendar year 2013

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2013 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
Hinshaw & Culbertson	Milwaukee WI	LAW FIRM	S
KINDER & CORE	Penook WI	Childcare	F
City of Milwaukee	Milwaukee WI	GOVERNMENT	S

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2013.

Name of Payer	City and State	Nature of Business

Part 2 - Business As of December 31, 2013

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State

Part 3 - Investments As of December 31, 2013

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - " / " ONE				AMOUNT - " / " ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000

Part 4 - Real Estate

As of December 31, 2013

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 - Creditors

As of December 31, 2013

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2013.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input checked="" type="checkbox"/>)	more than \$50,000 (check <input checked="" type="checkbox"/>)
Ballie Mae	Wilkesboro, PA		<input checked="" type="checkbox"/>
U.S. Dept. of Ed AES	Atlanta, GA		<input checked="" type="checkbox"/>
Discover Loans			<input checked="" type="checkbox"/>

Part 6 - Associations

As of December 31, 2013

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
BBB of Wisconsin	Milwaukee, WI	Director
Wisconsin AA Lawyers	Milwaukee, WI	Director

Part 7 - Gifts

During calendar year 2013

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2013.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2013? Yes No

Part 8 - Honoraria and Payment of Expenses

During calendar year 2013

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2013.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2013? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

Signature: Thomas M. DeLeon Date: 2-28-14
 Daytime telephone number: [REDACTED] Is this your home telephone number? Yes No
 E-mail address: [REDACTED] Is this your home e-mail address? Yes No

Submit Form



Statement of Economic Interests

For Office Use Only

CITY OF MILWAUKEE
 FEB 17 P 2:31
 CITY CLERK'S OFFICE

E-MAIL, MAIL OR FAX TO:
 City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202
 ethics@milwaukee.gov • Fax: (414) 286-3456

Due February 28, 2015

Filed in 2015 for Calendar Year 2014 – Print legibly in black ink or type

Name: Steven M. DeVougas Do you live in the City of Milwaukee? Yes No

City Position: Fire and Police Commission-Commissioner
 (Include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income **For calendar year 2014**

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2014 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
Hinshaw & Culbertson, LLP	Milwaukee, WI	Law Firm	S
City of Milwaukee	Milwaukee, WI	Municipality	S
Kindercare Learning Center	Pewaukee, WI	Childcare Center	F

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2014.

Name of Payer	City and State	Nature of Business

Part 2 - Business **As of December 31, 2014**

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State

Part 3 - Investments **As of December 31, 2014**

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - " / " ONE				AMOUNT - " / " ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000

Part 4 - Real Estate

As of December 31, 2014

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 - Creditors

As of December 31, 2014

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2014.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check ✓)	more than \$50,000 (check ✓)
Sallie Mae/Navient	Wilkes Barre Pennsylvania	X	
EdFinancial	Atlanta, GA		X
Discover Student Loans	Des Moines, IA	X	
AES		X	

Part 6 - Associations

As of December 31, 2014

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
Wisconsin Association of African American Lawyers	Milwaukee, WI	Officer
Milwaukee Young Lawyers	Milwaukee, WI	Board Member

Part 7 - Gifts

During calendar year 2014

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2014.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2014? Yes No

Part 8 - Honoraria and Payment of Expenses

During calendar year 2014

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2014.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2014? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

Signature *David W. King*

Date February 20, 2015

Daytime telephone number [REDACTED]

Is this your home telephone number? Yes No

E-mail address [REDACTED]

Is this your home e-mail address? Yes No



Steven M. DeVougas

Associate
100 East Wisconsin Avenue
Suite 2600
Milwaukee, WI 53202
414-225-4814
sdevougas@hinshawlaw.com

Service Areas

Commercial Litigation
Labor & Employment
Litigators for the Profession
Medical Malpractice
Professional Liability

Education

J.D., Marquette University Law School, 2007

- Member, Black Law Students Association

B.A., Economics and English,
University of Michigan, 2004

Admissions

Wisconsin
U.S. District Court for the
Eastern District of Wisconsin
U.S. District Court for the
Western District of Wisconsin

Steven DeVougas is a litigator who assists mid-market manufacturers, law firms, nonprofits and entrepreneurs resolve business and commercial litigation. He has experience representing clients in disputes involving business and contract matters, collections, construction defect, employment, insurance coverage, medical malpractice, personal injuries and toxic torts. Mr. DeVougas also regularly provides risk management counsel to business owners and entrepreneurs to preemptively address potential liability issues.

Professional Background

Mr. DeVougas joined Hinshaw & Culbertson LLP in January 2008.

Prior to his legal career, Mr. DeVougas worked in the financial services industry. He started with Marshall & Ilsley Corporation (M&I Bank), now BMO Harris Bank, as a retail sales banker and then became an accounting associate for M&I Dealer Finance Inc. Finally, from 2004 to 2005, Mr. DeVougas was a retail investment sales associate with M&I Financial Advisors, Inc.

Professional Affiliations

- Wisconsin Association of African American Lawyers', Board of Directors (2009–2010)
- Wisconsin Association of African American Lawyers', President-Elect (2010–2011)
- Wisconsin Association of African American Lawyers', President (2011–2012)
- Wisconsin Association of African American Lawyers', President-Elect (2014–2015)
- State Bar of Wisconsin's Liaison, Board of Governors for (2009–2010)
- American Bar Association
- Wisconsin State Bar Association, Young Lawyers Division
- Milwaukee Young Lawyers Association, Board of Director (2013–Present)

Honors & Awards

- Named by *The Wisconsin Law Journal* to its "Up and Coming Lawyers" list, 2011. This recognition is for lawyers who have been practicing eight years or



less, and who have demonstrated leadership, contributed to their community and successfully achieved legal outcomes early in their career

Presentations

- "The Home Mortgage Disclosure Act," Waterstone Mortgage, Pewaukee, Wisconsin, December 2014.
- "Labor & Employment Law Update," Fox Valley Chapter of the Society for Human Resource Management Annual Program, Kimberly, Wisconsin, October 2013.
- "Labor Law Update," Fox Valley Chapter, Society for Human Resource Management, Appleton, Wisconsin, October 2012.
- "Fair Debt Collection Practices Action and the Tools Available," Lorman Education Services, Brookfield, Wisconsin, April 2010.
- "Personal Bankruptcy and You: Part Overview, Part Cautionary Tale," Milwaukee Public Library System, Milwaukee, Wisconsin, April 2009.

Community/Civic Activities

- City of Milwaukee, Fire and Police Commission, Commissioner (2013–Present)
- Wisconsin Better Business Bureau, Director (2011–2013)
- Marquette Volunteer Legal Clinic Steering Committee (2010–Present)
- Make-A-Difference, Volunteer/Presenter (2010–Present)
- Milwaukee Justice Center, Volunteer Coordinator (2009–Present)
- ACTS Community Development Corporation, Secretary (2008–2011)
- YMCA Sponsor-A-Scholar Mentor



Statement of Economic Interests

Ethics Board

E-MAIL, MAIL OR FAX TO:

City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202

ethics@milwaukee.gov • Fax: (414) 286-3456

Due February 29, 2016

For Office Use Only

CITY OF MILWAUKEE
 2016 FEB 25 11:02
 CITY CLERK'S OFFICE

Filed in 2016 for Calendar Year 2015 - Print legibly in black ink or type

Name: Steven M. DeVougas Do you live in the City of Milwaukee? Yes No

City Position: Commissioner-Fire & Police Commission
 (include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income

For calendar year 2015

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2015 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
Quarles & Brady	Milwaukee, WI	Law Firm	(s)
Ebenezer Childcare	Milwaukee, WI	Childcare Center	(F)

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2015.

Name of Payer	City and State	Nature of Business

Part 2 - Business

As of December 31, 2015

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State
			Wilkes-Barre, PA
			Atlanta, GA
			Des Moines, IA

Part 3 - Investments

As of December 31, 2015

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - <input checked="" type="checkbox"/> ONE				AMOUNT - <input checked="" type="checkbox"/> ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000
Vanguard	✓				✓	

Part 4 - Real Estate

As of December 31, 2015

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 - Creditors

As of December 31, 2015

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2015.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input checked="" type="checkbox"/>)	more than \$50,000 (check <input type="checkbox"/>)
Navient	Wilkes-Barre, PA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
U.S. Dept. of Ed.	Atlanta, GA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Student Loan Corp	Des Moines, IA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
		<input type="checkbox"/>	<input type="checkbox"/>

Part 6 - Associations

As of December 31, 2015

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
Wisconsin Assoc. of African American Lawyers	Milwaukee, WI	Officer

Part 7 - Gifts

During calendar year 2015

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2015.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2015? Yes No

Part 8 - Honoraria and Payment of Expenses


During calendar year 2015

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2015.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2015? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

 Signature Steven M. DeVougas Date 02/22/16

Daytime telephone number [REDACTED] Is this your home telephone number? Yes No

E-mail address [REDACTED] Is this your home e-mail address? Yes No



Statement of Economic Interests

Ethics Board

E-MAIL, MAIL OR FAX TO:

City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202
ethics@milwaukee.gov • Fax: (414) 286-3456

Due February 28, 2017

For Office Use Only

CITY OF MILWAUKEE
2017 MAR - 3 P 12:02

Filed in 2017 for Calendar Year 2016 - Print legibly in black ink or type

Name: Steven M. DeVougas Do you live in the City of Milwaukee? Yes No
 City Position: Fire and Police Commissioner
 (include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income

For calendar year 2016

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2016 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
Quarles & Brady	Milwaukee, WI	Law Firm	(S)
Ebenezer Childcare	Milwaukee, WI	Childcare Center	(F)
City of Milwaukee	Milwaukee, WI	Municipality	(S)

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2016.

Name of Payer	City and State	Nature of Business
Kiss Ultra Lounge	Milwaukee, WI	Lounge/Nightclub

Part 2 - Business

As of December 31, 2016

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State

Part 3 - Investments

As of December 31, 2016

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - <input checked="" type="checkbox"/> ONE				AMOUNT - <input checked="" type="checkbox"/> ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't, Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000
Vanguard				X	X	

Part 4 - Real Estate

As of December 31, 2016

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 - Creditors

As of December 31, 2016

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2016.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input type="checkbox"/>)	more than \$50,000 (check <input type="checkbox"/>)
Navient	Wilkes-Barre, PA		X
U.S. Dept. of Education	Atlanta, GA		X
Lincoln Automotive	St.Louis, MO	X	

Part 6 - Associations

As of December 31, 2016

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
WAAL	Milwaukee, WI	President
Assetbuilders	Milwaukee, WI	Board Member

Part 7 - Gifts

During calendar year 2016

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2016.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2016? Yes No**Part 8 - Honoraria and Payment of Expenses**

During calendar year 2016

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2016.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2016? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

 Signature Steven M. DeVougas Date 2/27/2017

Daytime telephone number [REDACTED] Is this your home telephone number? Yes No

E-mail address [REDACTED] Is this your home e-mail address? Yes No



Statement of Economic Interests

Ethics Board

For Office Use Only

E-MAIL, MAIL OR FAX TO:

City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202
ethics@milwaukee.gov • Fax: (414) 286-3456

Due February 28, 2018

Filed in 2018 for Calendar Year 2017 - Print legibly in black ink or type

Name: Steven M. Dabrowski Do you live in the City of Milwaukee? Yes No

City Position: Commissioner - Fire & Police
(include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income

For calendar year 2017

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2017 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
<u>City of Milwaukee</u>	<u>Milwaukee, WI</u>	<u>Government</u>	<u>S</u>
<u>Douglas S. Brady</u>	<u>Milwaukee, WI</u>	<u>LAW FIRM</u>	<u>S</u>

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2017.

Name of Payer	City and State	Nature of Business

Part 2 - Business

As of December 31, 2017

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State
<u>None</u>			

Part 3 - Investments

As of December 31, 2017

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - <input checked="" type="checkbox"/> ONE				AMOUNT - <input checked="" type="checkbox"/> ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000
<u>VANGUARD</u>				<u>X</u>	<u>X</u>	

As of December 31, 2017

Part 4 - Real Estate

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

As of December 31, 2017

Part 5 - Creditors

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2017.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input checked="" type="checkbox"/>)	more than \$50,000 (check <input checked="" type="checkbox"/>)
PNIC	Pittsburgh, PA	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
SALLIE MAE	Wilkes-Barre, PA		<input checked="" type="checkbox"/>
Dept. of Education	Atlanta, GA		

As of December 31, 2017

Part 6 - Associations

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
PAISM EOC	Milwaukee, WI	Director
WAAL	Milwaukee, WI	Director

During calendar year 2017

Part 7 - Gifts

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2017.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2017? Yes No

Part 8 - Honoraria and Payment of Expenses

During calendar year 2017

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2017.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2017? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

Signature [Handwritten Signature] Date 3-12-18
 Daytime telephone number [Redacted] Is this your home telephone number? Yes No
 E-mail address [Redacted] Is this your home e-mail address? Yes No



Statement of Economic Interests

Ethics Board

For Office Use Only

E-MAIL, MAIL OR FAX TO:

City of Milwaukee Ethics Board, 200 E. Wells Street, Room 205, Milwaukee, WI 53202
 ethics@milwaukee.gov • Fax: (414) 286-3456

Due February 28, 2019

Filed in 2019 for Calendar Year 2018 – Print legibly in black ink or type

Name: Steven M. DeVougas Do you live in the City of Milwaukee? Yes No

City Position: Commissioner-Fire and Police Commission

(include department, title, board, commission, elective office if applicable)

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 – Sources of Income

For calendar year 2018

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more during 2018 (e.g., City of Milw.).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)
DeVougas Law Group	Milwaukee, WI	Legal Services	S
City of Milwaukee	Milwaukee, WI	Government	S

B. List other sources of income from which you or your immediate family received income of \$1,000 or more in 2018.

Name of Payer	City and State	Nature of Business

Part 2 – Business

As of December 31, 2018

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State

Part 3 – Investments

As of December 31, 2018

List stocks, bonds, notes or other investments you and your immediate family held (\$5,000 or more).

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - <input checked="" type="checkbox"/> ONE				AMOUNT - <input checked="" type="checkbox"/> ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000
Vanguard	X				X	

Part 4 – Real Estate

As of December 31, 2018

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 – Creditors

As of December 31, 2018

List each CREDITOR to whom you and your immediate family owed \$5,000 or more on December 31, 2018.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input type="checkbox"/>)	more than \$50,000 (check <input type="checkbox"/>)
Navient	Wilkes Barre, PA	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Dept of Education	Atlanta, GA	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Discover		<input checked="" type="checkbox"/>	<input type="checkbox"/>
PNC	Pittsburgh, PA	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Part 6 – Associations

As of December 31, 2018

List every organization with which you are associated and the nature of your association.

Name of Organization	City and State	Nature of Association (e.g., member, officer, director)
WAAL	Milwaukee, WI	Officer

Part 7 – Gifts

During calendar year 2018

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 in 2018.

Name of Provider	City and State	Description of Gift	Approx. Value

Did you file any separate gift reporting forms in 2018? Yes No

Part 8 – Honoraria and Payment of Expenses

During calendar year 2018

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties, for 2018.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

Did you file any separate honoraria/payment of expense disclosures in 2018? Yes No

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.

Signature /s/Steven M. DeVougas

Date

Daytime telephone number [redacted]Is this your home telephone number? Yes NoE-mail address [redacted]Is this your home e-mail address? Yes No



INSTRUCTIONS

STATEMENT OF ECONOMIC INTERESTS

For: Nominee to City Board, Committee or Commission or Newly Employed or Appointed Persons

Ethics Board

DUE WITHIN 21 DAYS OF BEING NOMINATED, APPOINTED OR EMPLOYED.

General filing information:

- The information sought in this form is required by Chapter 303, Milwaukee Code of Ordinances.
- Attach additional pages if necessary.
- Go to the Ethics Board website at www.milwaukee.gov/ethics for extra forms and instructions.
- Questions?
Email ethics@milwaukee.gov or call (414) 286-8641.

Definitions:

- "Immediate family member" means your spouse, and any child, step-child, parent, or parent-in-law who receives more than one-half his or her support from you or from whom you receive more than one-half of your support.
- "Income" means gross income before deductions and depreciation, from whatever source derived, as defined by the Internal Revenue Code, but excludes dividends and interest.

Part 1 – Sources of Income

A. EMPLOYERS. List each EMPLOYER from which you and your immediate family received \$1,000 or more for the current year up to the date of appointment.

LIST:

- each employer from which you and your immediate family member received \$1,000 or more during the year
- City of Milwaukee if applicable

DO NOT LIST:

- an individual (unless the individual was a lobbyist, your employer, or acting on behalf of a business or organization)

B. OTHER SOURCES OF INCOME. List other sources from which you or your immediate family received income of \$1,000 or more for the current year up to the date of appointment.

LIST:

- any entity from which you or your immediate family has received income of \$1,000
- Social Security payments
- an entity from which you or your family received retirement benefits
- an entity from which you or your family received directors fees

DO NOT LIST:

- the source of dividends or interest
- the source of insurance benefits, inheritances, scholarships (if no teaching or services were required in return)
- a decedent's estate
- a political contribution that has been reported to the Election Commission
- an individual (unless the individual was a lobbyist, your employer, or acting on behalf of a business or organization)

Part 2 – Business

For any BUSINESS that is a partnership, limited liability company, Subchapter S, or Subchapter C corporation in which you or your immediate family, directly or indirectly, separately or together, owned or controlled at least 10% interest and from which you or your immediate family has received \$1,000 or more during the current year up to the date of appointment, list the name of the business and identity of each payer of \$1,000 or more to the business.

LIST:

- partnership (general, limited or limited liability)
- corporation (regardless of tax status and including service corporations)
- limited liability company (LLC)

DO NOT LIST:

- an individual (unless the individual was a lobbyist, your employer, or acting on behalf of a business or organization)
- a decedent's estate

Part 5 – Creditors

List each creditor to whom you and your immediate family owed \$5,000 or more for the current year up to the date of appointment.

LIST:

- each creditor (for personal and business debts, including mortgages) if you or a family member was personally liable for the debt
- your portion of any partnership debts

Part 6 – Associations

List every organization with which you are associated and the nature of your association with that organization for the current year up to the date of appointment.

LIST THE NAME OF EACH:

- each business, labor union, association, cooperative, or other organization with which you were associated and the nature of your association (e.g., officer, member, director, authorized representative or agent)
- non-profit social or community service organizations
- bar association

DO NOT LIST:

- charitable organizations (entities to which a contribution is tax deductible, e.g., American Red Cross)
- political organizations (entities whose primary purpose is to influence voting)
- trusts
- federal, state, or local governmental agencies

Part 7 – Gifts

List individuals and organizations that, directly or indirectly, provided you with ENTERTAINMENT or GIFTS totaling more than \$50 for the current year up to the date of appointment.

A "gift" includes any money, property, favor, service, entertainment, travel, or payment furnished without valuable consideration. Includes tickets to sporting or theatrical events, golfing fees, prizes, samples and promotional items, items from sales representatives, or a part of business promotions, and similar items.

A "gift" does not include political contributions reported to the Election Commission, or meals, beverages, items, or lodging that an individual offers as hospitality at his or her own expense, and not as a business expense, for reasons unrelated to your holding a city office or position.

DO NOT LIST:

- gifts from your spouse, child, parent, brother, sister, grandchild, grandparent, aunt, uncle, niece, nephew, fiancé(e), parent-in-law, grandparent-in-law, brother-in-law, or sister-in-law

Part 8 - Honoraria and Payment of Expenses

List sources of HONORARIA and payment of EXPENSES more than \$50 related to your city duties as provided for in Chapter 303-9-2a, MCO, for the current year up to the date of appointment.

LIST :

- each individual or organization from which you received lodging, transportation, meals, expenses, or honoraria having a total value of more than \$50, for attendance at a conference, presentation of a talk, participation in a meeting, or for a published work about issues initiated by or affecting city government or city agencies

DO NOT LIST:

- information about lodging, transportation, meals, money or any other thing of pecuniary value if:
 - you returned it within 30 days
 - you received it from the agency of which your city public office is a part
 - you received it from a source already listed in Part 1 or Part 2
 - you already reported the payment to the Ethics Board as a matter of public record
 - the expense is unrelated to holding public office and did not arise from holding public office



Ethics Board

Mail, email or fax completed form to:

City of Milwaukee Ethics Board
200 East Wells Street, Room 205
Milwaukee, WI 53202

ethics@milwaukee.gov
Fax: (414) 286-3456

Due within 21 days of nomination, employment or appointment.

PLEASE NOTE: Forms filed after the due date may be subject to late filing fees.

If you email the form, you will receive confirmation of receipt. If you do not receive a confirmation, contact the Ethics Board Office at (414) 286-8641.

If you fax the form, keep the original and do not mail it to the Ethics Board.
Keep a copy of your completed form for your records.

For questions regarding the City of Milwaukee Ethics Code contact the City of Milwaukee Ethics Board Office at ethics@milwaukee.gov, (414) 286-8641 or visit our web site at www.milwaukee.gov/ethics.



Statement of Economic Interests

For: Nominee to City Board, Committee or Commission or
Newly Employed or Appointed Persons

For Office Use Only

Ethics Board

DUE WITHIN 21 DAYS OF BEING NOMINATED, APPOINTED OR EMPLOYED.

Print legibly in black ink or type.

Name: _____

City Position sought: _____ Do you live in the City of Milwaukee? Yes No

SEE THE INSTRUCTION SHEET FOR EXPLANATIONS, EXAMPLES AND EXCEPTIONS.

Part 1 - Sources of Income

Current year

A. List each EMPLOYER from which you and your immediate family received \$1,000 or more for the current year up to the date of appointment (e.g., City of Milwaukee).

Name of Payer	City and State	Nature of Business	Self (S) or Family (F)

B. List other sources of income from which you or your immediate family received income of \$1,000 or more for the current year up to the date of appointment.

Name of Payer	City and State	Nature of Business

Part 2 - Business

Current year

For any payer listed above that is a partnership, limited liability company, Subchapter S or Subchapter C corporation in which you or your immediate family has a 10% or greater interest, list the IDENTITY OF EACH PAYER of \$1,000 to such partnership, LLC, Sub-S or Sub-C corporation (see instructions for certain payers which do not have to be listed).

Name of Payer	Name of Business Receiving Payment	Nature of Business	City and State

Part 3 - Investments

Current year

List stocks, bonds, limited partnerships, Wisconsin governmental securities you and your immediate family held (\$5,000 or more) for the current year up to the date of appointment.

Name of each Security or Mutual Fund Sponsor	TYPE OF SECURITY - <input checked="" type="checkbox"/> ONE				AMOUNT - <input checked="" type="checkbox"/> ONE	
	Stock, Options, Futures	Bond, Note	WI Gov't. Sect.	Mutual Funds or Money Market	\$5,000-\$50,000	more than \$50,000

Part 4 - Real Estate

Current year

List specific location of REAL ESTATE in Milwaukee, Ozaukee, Racine, Washington and Waukesha counties (except your principal residence) in which you or your immediate family hold at least 10% interest which is valued at \$5,000 or more.

Street Address	County	Type of Property	Nature of Interest

Part 5 - Creditors

Current year

List each creditor to whom you and your immediate family owed \$5,000 or more for the current year up to the date of appointment.

Creditor (\$5,000 or more)	City and State	\$5,000 - \$50,000 (check <input type="checkbox"/>)	more than \$50,000 (check <input type="checkbox"/>)

Part 6 - Associations

Current year

List every organization with which you are associated and the nature of your association for the current year up to the date of appointment.

Name of Organization	City and State	Nature of Association (i.e. member, officer, director)

Part 7 - Gifts

Current year

List individuals and organizations that provided you with ENTERTAINMENT or GIFTS more than \$50 for the current year up to the date of appointment.

Name of Provider	City and State	Description of Gift	Approx. Value

Part 8 - Honoraria and Payment of Expenses

Current year

List sources of HONORARIA and payment of EXPENSES of more than \$50 related to your city duties for the current year up to the date of appointment.

Payer	Approximate Value of Expenses	Amount of Honorarium	Circumstances of Receipt

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete and correct to the best of my knowledge, information and belief. If any part has been left blank, I have done so intentionally because there is nothing to report. Typing your name on the line below constitutes your signature of this document. Please sign and date your form and list your daytime telephone number and e-mail address. Clearly indicate if your daytime telephone number or e-mail address is your home telephone number or home e-mail address. In the event of a public records request, all information required by law will be released.



Signature _____ Date _____

Daytime telephone number _____ Is this your home telephone number? Yes No

E-mail address _____ Is this your home e-mail address? Yes No