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**From:** Nik Popli <nik.popli@time.com>  
**Sent:** Tuesday, July 5, 2022 9:00 AM  
**To:** nrotering@cityhpil.com  
**Subject:** TIME Magazine Inquiry

[EXTERNAL EMAIL]

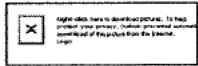
Hi Mayor Rotering,

I'm reaching out from TIME Magazine to see if you have a few minutes today for an interview by phone to discuss how you and your community are responding to yesterday's tragic shooting. We would like to ask you about Highland Park and what you hope to see next. Please let me know. My cell is [REDACTED]

Our thoughts and prayers are with your community and the victims.

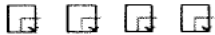
Thank you,  
Nik Popli

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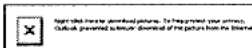


**Nik Popli**  
*Reporter*

[REDACTED] - (202) 836-2353



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**From:** Druker, Bonnie <bonnie.druker@warnermedia.com>  
**Sent:** Tuesday, July 5, 2022 9:00 AM  
**To:** ljogmen@cityhpil.com  
**Subject:** CNN Request 9PM Tonight  
**Attachments:** Outlook-1s0u3ky3.png

[EXTERNAL EMAIL]

Good Morning Chief Jogmen,  
I am a producer on the 9pm show at CNN and our anchor tonight is Kasie Hunt from DC.  
Might you be available to join us this evening to discuss guns and the shooting in Highland Park.  
Please advise and many thanks,

**Bonnie Druker**  
Mobile: [REDACTED]



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**From:** e-Subscription@Illinois.gov  
**Sent:** Tuesday, July 05, 2022 9:01 AM  
**To:** nrotering@cityhpil.com  
**Subject:** Gov. Pritzker Addresses This Morning's Mass Shooting in Highland Park

[EXTERNAL EMAIL]

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## Illinois e-News Release

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**FOR IMMEDIATE RELEASE**

Tuesday, July 4, 2022

**CONTACT**

[GovernorsOffice@illinois.gov](mailto:GovernorsOffice@illinois.gov)

### **Gov. Pritzker Addresses This Morning's Mass Shooting in Highland Park**

**Monday, July 4th, 2022**

**\*Remarks As Prepared For Delivery\***

Video of the Governor's remarks will be available for download [here](#).

Good afternoon. I want to begin by honoring the heroic actions of law enforcement who ran toward the gunshots they heard today. In particular, lives were saved because the Highland Park Police courageously protected and served their community.

I also want to thank our Illinois State Police who have been coordinating on the ground since this morning with Highland Park PD, neighboring police forces, the County Task force, FBI and ATF. Our troopers will continue the investigation and search until the job is done.

To the residents of Highland Park and surrounding communities: This murderer will be brought to justice. But until that happens, please follow instructions from local authorities on how best to keep you and your family safe. And please know that every resource at the state's disposal will be available to you in the days and weeks ahead as you recover from this horrific tragedy.

A little while ago, I spoke with President Biden who pledged all support the White House can provide. The President agrees with me: This madness must stop.

This morning a gunman opened fire on a July Fourth parade in Highland Park, taking 6 innocent lives, leaving 24 people in the hospital, traumatizing countless children and families, and shattering the peace of this community.

The families of 6 individuals woke up today to join a community celebration of our nation's independence. They will go to bed tonight less than whole.

There are no words for the kind of evil that shows up at a public celebration of freedom, hides on a roof and shoots innocent people with an assault rifle. There are no words I can offer to lessen the pain of those families who will no longer associate the 4th of July with celebration, but instead with grief. Please know that our state grieves with you, that MK and I and our family grieve with you.

It is devastating that a celebration of America was ripped apart by our uniquely American plague. A day dedicated to freedom has put into stark relief the one freedom we as a nation refuse to uphold – the freedom of our fellow citizens to live without the daily fear of gun violence.

You know what I love about the 4th of July? We celebrate the founding of this wonderful nation by gathering with family and friends, and enjoying parades and fireworks. Our cameras on days like this are filled with messy faces and reckless smiles and pretty sunsets – an effort to bottle up that unique feeling of sun-filled joy.

That's what evil took from us today. That's what gun violence robs us of — no matter the neighborhood or city it erupts in.

If you are angry today, I'm here to tell you to be angry. I'm furious. I'm furious that yet more innocent lives were taken by gun violence. I'm furious that their loved ones are forever broken by what took place today. I'm furious that children and their families have been traumatized. I'm furious that this is happening in communities all across Illinois and America. I'm furious because it does not have to be this way and yet we as a nation, well, we continue to allow this to happen. While we celebrate the 4th of July just once a year, mass shootings have become our weekly – yes, weekly – American tradition.

There are going to be people who say that today is not the day, that now is not the time, to talk about guns. I'm telling you there is no better day and no better time than right here and right now.

It's the 4th of July - a day for reflection on our freedoms. Our founders carried muskets, not assault weapons. And I don't think a single one of them would have said you have a constitutional right to an assault weapon with a high capacity magazine — or that that is more important than the right of the people who attended this parade today to live.

So yes, I'm angry. We as a nation deserve better.

May the memory of those we lost today be a blessing – and a call to action.

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**From:** Fuschetto, Hania <HFuschetto@northshore.org>  
**Sent:** Tuesday, July 5, 2022 9:03 AM  
**To:** Neukirch, Ghida  
**Subject:** RE: Employee Counseling Service Available Tuesday, July 5th  
**Attachments:** image006.jpg; image008.png; image009.png; image010.png; image011.png; image012.png; image013.png; imagebbc98d.PNG

[EXTERNAL EMAIL]

Ghida,

Both Senator Morrison and a community stakeholder reached out as to whether there will be a blood drive. Administration states that HPH is in a good position and does not need blood. I would like to know your thoughts if this would be something that the City and/or HPFD may want engage in an effort to allow community members to give back and get a sense of comfort. Would appreciate your thoughts.....

Hania

***Hania Fuschetto, MS | Community Relations***

Glenbrook & Highland Park Hospitals


[hfuschetto@northshore.org](mailto:hfuschetto@northshore.org)

p. 847.480.2630

f. 847.480.3974

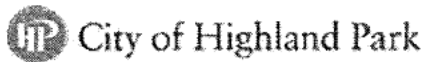
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**From:** Neukirch, Ghida <gneukirch@cityhpil.com>  
**Sent:** Tuesday, July 5, 2022 7:14 AM  
**To:** Fuschetto, Hania <HFuschetto@northshore.org>  
**Subject:** FW: Employee Counseling Service Available Tuesday, July 5th

	<b>ALERT</b> <b>THIS EMAIL IS FROM AN EXTERNAL SENDER</b> <b>DO NOT</b> click links, open attachments, or provide sensitive information if the sender is
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Hania,  
Pls see below and attached. You are welcome to share with your team too.

Ghida S. Neukirch, CM  
City Manager



1707 St. Johns Avenue  
Highland Park, Illinois 60035

Direct: 847.926.1003  
[gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com)



---

**From:** Neukirch, Ghida  
**Sent:** Monday, July 4, 2022 9:28 PM  
**To:** [allusers@cityhpil.com](mailto:allusers@cityhpil.com)  
**Subject:** Employee Counseling Service Available Tuesday, July 5th

Good evening colleagues,

Today has been an incredibly tragic day in our community. Whether you were on site or watching the news unfold at home, we understand how traumatic the events of today have been on our City of Highland Park family. I am in awe and incredibly appreciative of the swift work that our emergency responders undertook when shots were fired in the business district. Police, Fire, Public Works, Admin and other employees as well as the community quickly worked to provide aide to individuals on the scene and police personnel immediately began the investigation which has now led the person of interest in custody. We are grateful to the immediate and on-going support from the FBI, Lake County Major Crimes Task Force, State, area law enforcement agencies and numerous other agencies and organizations.

***First Responders Wellness Center will be on site at West Ridge Center, 636 Ridge Road at 10 AM, July 5*** to provide trauma support and counseling to City Staff and the City Council as well as for our Government Partners. ***All team members are welcome and encouraged to attend if comfortable.*** Please note that the opening session at 10 AM is designed specifically for those that were on the scene today. Attached are three handouts for reference and below is the schedule for services.

- ***10am, West Ridge Center – All team member who were at the Parade***
- ***11:30am, West Ridge Center - All team members who were in Highland Park today***
- ***12:30pm, West Ridge Center – All team members who would like additional support are encouraged to meet individually with a counselor from First Responders Wellness Center***

Additionally, communitywide counseling services will be taking place at the High School in a joint effort by the City, Park District, and School District 112 and 113 from 9:00 to 2:00. No appointment is necessary, but only the Vine Street entrance will be open. Anyone who is not a current District 113 student or staff member who wishes to take advantage of counseling services will need to have valid State identification to be cleared to enter the school, which is the school's standard procedure for visitors.

Human Resources will be sending out information on additional support options in the coming days.

Ghida S. Neukirch, CM  
City Manager



1707 St Johns Avenue  
Highland Park, Illinois 60035

Direct: 847.926.1003  
[gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com)



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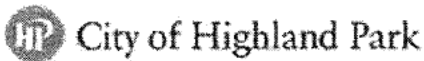
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**From:** acivitello@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:03 AM  
**To:** nrotering@cityhpil.com  
**Subject:** FW: MSNBC Interview Request for Mayor Rotering - 12pm CT hour

FYI below --

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St. Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Suminski, Sarah (NBCUniversal) <Sarah.Suminski@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 8:27 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>; Rotering, Nancy (contact) <[REDACTED]>; Rotering, Nancy <nrotering@cityhpil.com>  
**Subject:** Re: MSNBC Interview Request for Mayor Rotering - 12pm CT hour

[EXTERNAL EMAIL]

Hi again Amanda,

Thanks again for working with us today – we're grateful to have Mayor Rotering on the show with Michael Steele today.

Here's the plan for her segment:

**HIT TIME:** 12:00pm CT

**\*\*Please login to Zoom 10 minutes ahead of time**

**ZOOM LINK:**

Join Zoom Meeting

<https://us02web.zoom.us/j/6225619463?pwd=RXU1YWVvUWmIEU2pNOHdUVGsvTXRRUT09>

Meeting ID: [REDACTED]

Passcode: [REDACTED]



**TOPIC:** Mass shooting at Highland Park's 4<sup>th</sup> of July parade; what is Mayor Rotering's take on gun control legislation?

Please let me know if you have any questions and thanks so much again for working with us.

Best,  
Sarah  
717-602-4190

---

**From:** Suminski, Sarah (NBCUniversal) <[Sarah.Suminski@nbcuni.com](mailto:Sarah.Suminski@nbcuni.com)>  
**Date:** Tuesday, July 5, 2022 at 8:34 AM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>, Rotering, Nancy (contact) <[REDACTED]>, Rotering, Nancy <[nrotering@cityhpil.com](mailto:nrotering@cityhpil.com)>  
**Subject:** Re: MSNBC Interview Request for Mayor Rotering - 12pm CT hour

Hi Amanda,

We are so grateful to have Mayor Rotering on the show with us today – we know this is a difficult time and we truly appreciate it.

Yes, I will absolutely send over the Zoom link – I should have it in about an hour or so, along with all other details for the interview.

Best,  
Sarah

---

**From:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Date:** Monday, July 4, 2022 at 11:05 PM  
**To:** Suminski, Sarah (NBCUniversal) <[Sarah.Suminski@nbcuni.com](mailto:Sarah.Suminski@nbcuni.com)>, Rotering, Nancy (contact) <[REDACTED]>, Rotering, Nancy <[nrotering@cityhpil.com](mailto:nrotering@cityhpil.com)>  
**Subject:** [EXTERNAL] RE: MSNBC Interview Request for Mayor Rotering - 12pm CT hour

Hi Sarah,

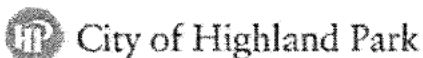
Thank you so much for your kind words of support for our community. It is greatly appreciated.

I spoke with Mayor Rotering today and she would be able to join you tomorrow, July 5, at 12:00 PM Central for an interview with Michael Steele.

Would you be so kind as to send the Zoom link to me and Mayor Rotering?

Thank you,

**Amanda Civitello**  
Communications Manager  
she / her / hers



City of Highland Park

1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

acivitello@cityhpil.com  
cityhpil.com



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**From:** Suminski, Sarah (NBCUniversal) <Sarah.Suminski@nbcuni.com>

**Sent:** Monday, July 4, 2022 5:11 PM

**To:** Rotering, Nancy (contact) [REDACTED]; Rotering, Nancy <nrotering@cityhpil.com>; Civitello, Amanda <acivitello@cityhpil.com>

**Subject:** MSNBC Interview Request for Mayor Rotering - 12pm CT hour

[EXTERNAL EMAIL]

Hello Mayor Rotering,

I send my heartfelt condolences for the atrocious shooting in Highland Park today -- I hope that you and your loved ones are safe and I'm thinking of your community in the midst of this horrible tragedy.

I am reaching out to see if you are available to join Michael Steele on MSNBC for Peacock tomorrow during the 12pm CT hour to talk about the shooting? This would be remote via Skype/Zoom/FaceTime. Please let me know when you can and thank you for your consideration.

All the best,  
Sarah  
717-602-4190

---

**From:** e-Subscription@Illinois.gov  
**Sent:** Tuesday, July 5, 2022 9:03 AM  
**To:** rbannon@cityhpil.com  
**Subject:** Gov. Pritzker Addresses This Morning's Mass Shooting in Highland Park

[EXTERNAL EMAIL]

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## Illinois e-News Release

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**FOR IMMEDIATE RELEASE**

Tuesday, July 4, 2022

**CONTACT**

[GovernorsOffice@illinois.gov](mailto:GovernorsOffice@illinois.gov)

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**From:** Jennifer Tobergte <jent@accgi.com >  
**Sent:** Tuesday, July 5, 2022 9:05 AM  
**To:** Gomez, Emmanuel; Joves, Edgar; Milanesio, Ronald  
**Subject:** Condolences  
**Attachments:** image003.jpg; image002.png

*[EXTERNAL EMAIL]*

Good morning, Manny, Edgar, and Ron!

The senseless shooting that took place yesterday is still hard for me to believe. We wanted you to know that we are here for you if you need anything.

Sincerely,  
Jen

**Jennifer Tobergte, PE**  
Transportation Manager



**Accurate Group, Inc.**

**MBE/DBE Certified**

101 Schelter Rd., Suite B200; Lincolnshire, IL 60069

Email: [jent@accgi.com](mailto:jent@accgi.com)

Phone: (847) 613-1100 x 507

[www.accgi.com](http://www.accgi.com)

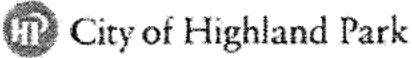


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**From:** ahyndman@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:05 AM  
**To:** cplazas@cityhpil.com; scurran@cityhpil.com  
**Subject:** RE: Updated 4th of July Event Volunteers

Thank you Cynthia!! You are the best.

**Amy Hyndman**  
District 112 School Resource Officer  
CERT Coordinator



1677 Old Deerfield Rd  
Highland Park, Illinois 60035

Office: 847-926-1122  
Fax: 847-432-2024

[ahyndman@cityhpil.com](mailto:ahyndman@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Plazas, Cynthia <cplazas@cityhpil.com>  
**Sent:** Tuesday, July 5, 2022 12:02 AM  
**To:** Hyndman, Amy <ahyndman@cityhpil.com>; Curran, Sean <scurran@cityhpil.com>  
**Subject:** Fwd: Updated 4th of July Event Volunteers

This evening a handful of CERT team members met in our PD training room where I assigned one of our local PD social workers (Katarina Deerfield PD) to sit and debrief with the group. According to everyone in attendance, it went very well. I had about 5 area PD social workers helping out today in different capacities - all who are more than happy to continue to provide assistance as needed as the week goes by-

Hope you guys are doing okay- let me know if there's anything else needed for CERT-  
Have a good night.

I'll be back at 7:30-8am tomorrow.

Cynthia Plazas, Ph.D., CCTP-II  
Police Social Services Worker

Highland Park Police Department  
1677 Old Deerfield Road  
Highland Park, IL 60035  
Direct: (847) 926-1754

Begin forwarded message:

From: "Curran, Sean" <[scurran@cityhpil.com](mailto:scurran@cityhpil.com)>

Date: July 4, 2022 at 8:00:10 PM CDT

To: "Hyndman, Amy" <[ahyndman@cityhpil.com](mailto:ahyndman@cityhpil.com)>, Anne Violanti <[REDACTED]>, Barbara Rosenthal <[REDACTED]>, Brad Kramer <[REDACTED]>, Bruce Rosenberg <[REDACTED]>, Carolyn Cerf <[REDACTED]>, Cheryl Busscher <[REDACTED]>, Chick Stern <[REDACTED]>, Dan Bricker <[REDACTED]>, Daniel Lidawer <[REDACTED]>, Dave Rothschild <[REDACTED]>, Ducarmel Albana <[REDACTED]>, Earl Slavin <[REDACTED]>, Eddie Litke <[REDACTED]>, Eddie Rush <[REDACTED]>, Gary Greenberg <[REDACTED]>, George Slominski <[REDACTED]>, Jamie Santucci <[REDACTED]>, Jason Sims <[REDACTED]>, Jay DeGarmo <[REDACTED]>, Jeff Wyke <[REDACTED]>, Jeffrey Pine <[REDACTED]>, Jerry Aufox <[REDACTED]>, John Doherty <[REDACTED]>, John Theodosakis <[REDACTED]>, Josh Chaet <[REDACTED]>, Josh Olian <[REDACTED]>, Kathy LaMorte <[REDACTED]>, Katie Faletti <[REDACTED]>, Kris Byrnes <[REDACTED]>, Leslie Neilan <[REDACTED]>, Lou Shapiro <[REDACTED]>, Marc Rush <[REDACTED]>, Marvin Sabido <[REDACTED]>, Merle Branner <[REDACTED]>, Michael Baim <[REDACTED]>, Nancy McEntee <[REDACTED]>, Norman Greenberg <[REDACTED]>, Rachel Heyman <[REDACTED]>, Reynold Tung <[REDACTED]>, Richard Nelson <[REDACTED]>, Roy Filinson <[REDACTED]>, Ryan Werner <[REDACTED]>, Shane Selig <[REDACTED]>, Steve Amiel <[REDACTED]>, Steve Rachman <[REDACTED]>, Thomas Ochs <[REDACTED]>, Thomas Perrella <[REDACTED]>, Tim Benton <[REDACTED]>, William Roth <[REDACTED]>, Duke Wang <[REDACTED]>, Gurv Anand <[REDACTED]>, [REDACTED], [REDACTED], "Cameron, Gerald" <[gcameron@cityhpil.com](mailto:gcameron@cityhpil.com)>, [REDACTED]

Cc: "Plazas, Cynthia" <[cplazas@cityhpil.com](mailto:cplazas@cityhpil.com)>

Subject: RE: Updated 4th of July Event Volunteers

Hi everyone,

I don't even know what to write to you all at this point, but I am incredibly proud of everyone and happy you are all safe. When this occurred, I was walking in the parade, stopping at all of our CERT posts. I immediately was in full swing into locating the offender and was responsible for leading the investigation by HP and a liaison to the FBI and Lake County Major Crime Task Force. I talked with David throughout the day and informed him he would have to take charge, and he did a great job.

I understand this is a traumatic event, and I will plan a debriefing soon. I don't know when because this is a massive investigation. But I will stay in touch; please don't hesitate to use the before-mentioned resources.

Sean

---

From: Hyndman, Amy <[ahyndman@cityhpil.com](mailto:ahyndman@cityhpil.com)>

Sent: Monday, July 4, 2022 6:46 PM

To: Curran, Sean <[scurran@cityhpil.com](mailto:scurran@cityhpil.com)>; 'Anne Violanti' <[REDACTED]>; 'Barbara Rosenthal' <[REDACTED]>; 'Brad Kramer' <[REDACTED]>; 'Bruce Rosenberg' <[REDACTED]>; 'Carolyn Cerf' <[REDACTED]>; 'Cheryl Busscher' <[REDACTED]>; 'Chick Stern' <[REDACTED]>; 'Dan Bricker' <[REDACTED]>; 'Daniel Lidawer' <[REDACTED]>; 'Dave Rothschild' <[REDACTED]>; 'Ducarmel Albana' <[REDACTED]>; 'Earl Slavin' <[REDACTED]>; 'Eddie Litke' <[REDACTED]>; 'Eddie Rush' <[REDACTED]>; 'Gary Greenberg' <[REDACTED]>; 'George Slominski' <[REDACTED]>; 'Jamie Santucci' <[REDACTED]>; 'Jason Sims' <[REDACTED]>

[REDACTED]; 'Jay DeGarmo' [REDACTED]; 'Jeff Wyke'  
[REDACTED]; 'Jeffrey Pine' [REDACTED]; 'Jerry Aufox' [REDACTED]; 'John  
Doherty' [REDACTED]; 'John Theodosakis' [REDACTED]; 'Josh Chaet'  
[REDACTED]; 'Josh Olian' [REDACTED]; 'Kathy LaMorte' [REDACTED]; 'Katie  
Faletti' [REDACTED]; 'Kris Byrnes' [REDACTED]; 'Leslie Neilan'  
[REDACTED]; 'Lou Shapiro' [REDACTED]; 'Marc Rush' [REDACTED];  
'Marvin Sabido' [REDACTED]; 'Merle Branner' [REDACTED]; 'Michael Baim'  
[REDACTED]; 'Nancy McEntee' [REDACTED]; 'Norman Greenberg'  
[REDACTED]; 'Rachel Heyman' [REDACTED]; 'Reynold Tung' [REDACTED];  
'Richard Nelson' [REDACTED]; 'Roy Filinson' [REDACTED]; 'Ryan Werner'  
[REDACTED]; 'Shane Selig' [REDACTED]; 'Steve Amiel' [REDACTED];  
'Steve Rachman' [REDACTED]; 'Thomas Ochs' [REDACTED];  
'Thomas Perrella' [REDACTED]; 'Tim Benton' [REDACTED]; 'William Roth'  
[REDACTED]; 'Duke Wang' [REDACTED]; 'Gurv Anand'  
[REDACTED]; [REDACTED]; [REDACTED];  
[REDACTED]; [REDACTED]; Cameron, Gerald [REDACTED]  
[REDACTED]

Cc: Plazas, Cynthia <cplazas@cityhpil.com>  
Subject: Re: Updated 4th of July Event Volunteers

Hi everyone,

Today's tragic event has shaken us all. You are all part of the HPPD family and I want you to know we have resources if you need them. Cynthia Plazas is our PD Social Worker and is available if you need someone to talk to.

Please reach out to Sean and/or I if you need anything. We also have a peer support team and resources that have a crisis line of members all over the country if you need that as well.

Sincerely,

Amy

Amy Hyndman 122

Police Officer p  
Highland Park Police Department  
1677 Old Deerfield Rd  
Highland Park, IL 60035  
847-432-7730

---

**From:** Curran, Sean  
**Sent:** Thursday, June 30, 2022 1:27:47 PM  
**To:** 'Anne Violanti'; 'Barbara Rosenthal'; 'Brad Kramer'; 'Bruce Rosenberg'; 'Carolyn Cerf'; 'Cheryl Busscher'; 'Chick Stern'; 'Dan Bricker'; 'Daniel Lidawer'; 'Dave Rothschild'; 'Ducarmel Albana'; 'Earl Slavin'; 'Eddie Litke'; 'Eddie Rush'; 'Gary Greenberg'; 'George Slominski'; 'Jamie Santucci'; 'Jason Sims'; 'Jay DeGarmo'; 'Jeff Wyke'; 'Jeffrey Pine'; 'Jerry Aufox'; 'John Doherty'; 'John Theodosakis'; 'Josh Chaet'; 'Josh Olian'; 'Kathy LaMorte'; 'Katie Faletti'; 'Kris Byrnes'; 'Leslie Neilan'; 'Lou Shapiro'; 'Marc Rush'; 'Marvin Sabido'; 'Merle Branner'; 'Michael Baim'; 'Nancy McEntee'; 'Norman Greenberg'; 'Rachel Heyman'; 'Reynold Tung'; 'Richard Nelson'; 'Roy Filinson'; 'Ryan Werner'; 'Shane Selig'; 'Steve Amiel'; 'Steve Rachman'; 'Thomas Ochs'; 'Thomas Perrella'; 'Tim Benton'; 'William Roth'; 'Duke Wang'; 'Gurv Anand'; [REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]; Hyndman, Amy; Cameron, Gerald;  
[REDACTED]



Cc: Hyndman, Amy; Cameron, Gerald; O'Neill, Chris; Gallagher, Sean  
Subject: Updated 4th of July Event Volunteers

Hi everyone thank you very much for volunteering, attached are the 4<sup>th</sup> of July event assignments.

**Parade:**

George will bring IRV to library for our roll call at 9AM  
George will hand out radios  
Steve Rachman will be the parade incident commander  
Quick roll call and respond to assignments by 9:15AM  
George will bring IRV to Sunset Woods Park where he will be in charge of radio communication and will have a HPPD radio to transmit pertinent information between CERT and HPPD  
At the conclusion of the parade Jeff Pine will assign two bicycle team members (please have backpacks) to retrieve radios from our CERTS at traffic posts – Nancy & Steve will await their radios to be picked up at Central and First and Norm & John at Central & McGovern.  
Radios will be returned to George at the IRV at Sunset Park

**4<sup>th</sup> Fest, Sunset Park 10:30AM to 2PM**

Meet at IRV at 10:30 and retrieve radios  
Bruce Rosenberg will be the incident commander for this 4<sup>th</sup> Fest  
Dave will relieve George at noon  
At 2PM return radios to IRV  
Dave will return IRV to HPPD

**Fireworks, HPPD Roll Call Room at 7PM (gate code is [REDACTED])**

Dave Rothchild will be incident commander and deploy IRV  
Attend briefing and retrieve your radio  
Dave will be in charge of communication and have a HPPD radio  
Incident Commander will assign team to assist with traffic, patrol, and parking lot assignments  
Dave return IRV to HPPD

**Please drink plenty of water, we will have water and ice on the IRV for each event.**

---

**From:** Curran, Sean

**Sent:** Thursday, June 30, 2022 11:02 AM

**To:** 'Anne Violanti' [REDACTED]; 'Barbara Rosenthal' [REDACTED]; 'Brad Kramer' [REDACTED]; 'Bruce Rosenberg' [REDACTED]; 'Carolyn Cerf' [REDACTED]; 'Cheryl Busscher' [REDACTED]; 'Chick Stern' [REDACTED]; 'Dan Bricker' [REDACTED]; 'Daniel Lidawer' [REDACTED]; 'Dave Rothschild' [REDACTED]; 'Ducarmel Albana' [REDACTED]; 'Earl Slavin' [REDACTED]; 'Eddie Litke' [REDACTED]; 'Eddie Rush' [REDACTED]; 'Gary Greenberg' [REDACTED]; 'George Slominski' [REDACTED]; 'Jamie Santucci' [REDACTED]; 'Jason Sims' [REDACTED]; 'Jay DeGarmo' [REDACTED]; 'Jeff Wyke' [REDACTED]; 'Jeffrey Pine' [REDACTED]; 'Jerry Aufox' [REDACTED]; 'John Doherty' [REDACTED]; 'John Theodosakis' [REDACTED]; 'Josh Chaet' [REDACTED]; 'Josh Olian' [REDACTED]; 'Kathy LaMorte' [REDACTED]; 'Katie Faletti' [REDACTED]; 'Kris Byrnes' [REDACTED]; 'Leslie Neilan' [REDACTED]; 'Lou Shapiro' [REDACTED]; 'Marc Rush' [REDACTED]; 'Marvin Sabido' [REDACTED]; 'Merle Branner' [REDACTED]; 'Michael Baim' [REDACTED]; 'Nancy McEntee' [REDACTED]; 'Norman Greenberg' [REDACTED]

[REDACTED]; 'Rachel Heyman' [REDACTED]; 'Reynold Tung' [REDACTED];  
'Richard Nelson' [REDACTED]; 'Roy Filinson' [REDACTED]; 'Ryan Werner'  
[REDACTED]; 'Shane Selig' [REDACTED]; 'Steve Amiel' [REDACTED];  
'Steve Rachman' [REDACTED]; 'Thomas Ochs' [REDACTED];  
'Thomas Perrella' [REDACTED]; 'Tim Benton' [REDACTED]; 'William Roth'  
[REDACTED]; 'Duke Wang' [REDACTED]; 'Gurv Anand'  
[REDACTED]; [REDACTED]; [REDACTED];  
[REDACTED]; [REDACTED]; [REDACTED]; [REDACTED]; Hyndman,  
Amy [REDACTED]; Cameron, Gerald [REDACTED]; [REDACTED]; [REDACTED]

**Cc:** Hyndman, Amy <ahyndman@cityhpil.com>; Cameron, Gerald <gcameron@cityhpil.com>; O'Neill, Chris <CONeill@cityhpil.com>; Gallagher, Sean <sgallagher@cityhpil.com>

**Subject:** 4th of July

Hi everyone thank you very much for volunteering, attached are the 4<sup>th</sup> of July event assignments.

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Dave return IRV to HPPD

**Please drink plenty of water, we will have water and ice on the IRV for each event.**

**Sean Curran**

Investigations Sergeant



City of Highland Park

Police Department

1677 Old Deerfield Rd  
Highland Park, Illinois 60035

Main: 847.432.7730

Direct: 847.926.1119

Fax: 847.433.0180

[surran@cityhpil.com](mailto:surran@cityhpil.com)

[cityhpil.com](http://cityhpil.com)



---

**From:** e-Subscription@Illinois.gov  
**Sent:** Tuesday, July 5, 2022 9:05 AM  
**To:** rsabo@cityhpil.com  
**Subject:** Gov. Pritzker Addresses This Morning's Mass Shooting in Highland Park

[EXTERNAL EMAIL]

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## Illinois e-News Release

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**FOR IMMEDIATE RELEASE**

Tuesday, July 4, 2022

**CONTACT**

[GovernorsOffice@illinois.gov](mailto:GovernorsOffice@illinois.gov)

### **Gov. Pritzker Addresses This Morning's Mass Shooting in Highland Park**

**Monday, July 4th, 2022**

**\*Remarks As Prepared For Delivery\***

Video of the Governor's remarks will be available for download [here](#).

Good afternoon. I want to begin by honoring the heroic actions of law enforcement who ran toward the gunshots they heard today. In particular, lives were saved because the Highland Park Police courageously protected and served their community.

I also want to thank our Illinois State Police who have been coordinating on the ground since this morning with Highland Park PD, neighboring police forces, the County Task force, FBI and ATF. Our troopers will continue the investigation and search until the job is done.

To the residents of Highland Park and surrounding communities: This murderer will be brought to justice. But until that happens, please follow instructions from local authorities on how best to keep you and your family safe. And please know that every resource at the state's disposal will be available to you in the days and weeks ahead as you recover from this horrific tragedy.

A little while ago, I spoke with President Biden who pledged all support the White House can provide. The President agrees with me: This madness must stop.

This morning a gunman opened fire on a July Fourth parade in Highland Park, taking 6 innocent lives, leaving 24 people in the hospital, traumatizing countless children and families, and shattering the peace of this community.

The families of 6 individuals woke up today to join a community celebration of our nation's independence. They will go to bed tonight less than whole.

There are no words for the kind of evil that shows up at a public celebration of freedom, hides on a roof and shoots innocent people with an assault rifle. There are no words I can offer to lessen the pain of those families who will no longer associate the 4th of July with celebration, but instead with grief. Please know that our state grieves with you, that MK and I and our family grieve with you.

It is devastating that a celebration of America was ripped apart by our uniquely American plague. A day dedicated to freedom has put into stark relief the one freedom we as a nation refuse to uphold – the freedom of our fellow citizens to live without the daily fear of gun violence.

You know what I love about the 4th of July? We celebrate the founding of this wonderful nation by gathering with family and friends, and enjoying parades and fireworks. Our cameras on days like this are filled with messy faces and reckless smiles and pretty sunsets – an effort to bottle up that unique feeling of sun-filled joy.

That's what evil took from us today. That's what gun violence robs us of — no matter the neighborhood or city it erupts in.

If you are angry today, I'm here to tell you to be angry. I'm furious. I'm furious that yet more innocent lives were taken by gun violence. I'm furious that their loved ones are forever broken by what took place today. I'm furious that children and their families have been traumatized. I'm furious that this is happening in communities all across Illinois and America. I'm furious because it does not have to be this way and yet we as a nation, well, we continue to allow this to happen. While we celebrate the 4th of July just once a year, mass shootings have become our weekly – yes, weekly – American tradition.

There are going to be people who say that today is not the day, that now is not the time, to talk about guns. I'm telling you there is no better day and no better time than right here and right now.

It's the 4th of July - a day for reflection on our freedoms. Our founders carried muskets, not assault weapons. And I don't think a single one of them would have said you have a constitutional right to an assault weapon with a high capacity magazine — or that that is more important than the right of the people who attended this parade today to live.

So yes, I'm angry. We as a nation deserve better.

May the memory of those we lost today be a blessing – and a call to action.

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---

**From:** Riess, Rebekah <rebekah.riess@warnermedia.com>  
**Sent:** Tuesday, July 05, 2022 9:06 AM  
**To:** acivitello@cityhpil.com  
**Cc:** ljogmen@cityhpil.com; Sutton, Joe  
**Subject:** CNN Inquiry - RE: Gun purchased with father's assistance?

*[EXTERNAL EMAIL]*

Good morning,

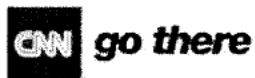
Reaching out to see if you can confirm for us what Mayor Rotering told us this morning regarding Crimo possibly having had some assistance from his father in purchasing the weapon used in yesterday's shooting?

The mayor also told us charges against Crimo are expected to be filed today, is that something you can confirm? Will his father be charged as well?

For planning purposes - when can we expect a news conference today?

Thank you for your help,

**Rebekah Riess** – CNN News Editor – 404-884-1249



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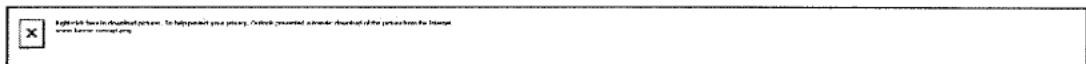
**From:** Susan Thompson [REDACTED]  
**Sent:** Tuesday, July 5, 2022 9:06 AM  
**To:** cityhp@cityhpil.com  
**Subject:** Re: Special eNews: Message from Mayor Rotering

[EXTERNAL EMAIL]

Not to worry. Read it on line!

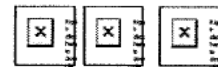
Sent from my iPad

On Jul 4, 2022, at 8:48 PM, City of Highland Park <cityhp@cityhpil.com> wrote:



[View as Webpage](#)

July 4, 2022



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## Message from Mayor Rotering

Today was the bloodiest day that we have ever experienced in Highland Park. This morning at approximately 10:14 AM a shooter opened fire with an assault weapon on a crowd attending our 4th of July parade. We know at this time that six individuals lost their lives and at least 24 were injured. Our hearts go out to the victims, families, and our community.

The attack prompted an immediate and well-coordinated response from multiple law enforcement agencies at the Federal, State, County, and local levels. A suspect, Robert "Bobby" Crimo III (age 22 of Highwood, Ill.) was identified and a massive manhunt ensued.

At approximately 6:30 p.m., the suspect was apprehended on Route 41 at Westleigh Road. He was taken into custody without incident and is currently being processed through the Highland Park Police Department.

Throughout the day we have received offers of support and resources from public officials and agencies including President Biden. Fellow mayors have reached out from across the country, many who lead communities that have experienced this pain and tragedy. We thank Governor J.B. Pritzker, Senator Richard Durbin, Senator Tammy Duckworth, Congressman Brad Schneider, Illinois State Senator Julie Morrison, and Illinois State Representative Bob Morgan for coming to support our community and for providing every available resource.

I want to thank our first responders for their bravery and extraordinary efforts today. Our police and firefighters saved countless lives with their responses – running into danger and taking immediate action to save others. We are grateful for these selfless acts. We know there were members of our community who rendered aid and assistance as well, and we thank each and every one of you for those efforts.

I also want to acknowledge and thank numerous agencies for their support including American Red Cross, World Central Kitchen, Lakeshore Country Club, Northmoor Country Club, Soul and Smoke food truck, Catering by Michaels, Northern Illinois Critical Incident Stress Management, local clergy and many other individuals and agencies have stepped up to provide food and support for our first responders. We are grateful for their generosity.

Our community, like so many before us, is devastated. It's impossible to imagine the pain of this kind of tragedy until it happens in your backyard. Gun violence - a mass shooting such as this casts a much wider net of agony than what the public is typically exposed to; it's a crisis that devastates entire families and communities in a single moment and we know will take time to heal.

Tomorrow the President will order our flags to fly at half-mast, and many public programs have been canceled. Please check with your camps and activities to see if they are operating. In the days and weeks ahead we will come together as a community to mourn and begin the path of healing. I will share more information as it is available.

### **Road and Business Closures**

Numerous roads will remain closed in central downtown Highland Park for the FBI investigation, and many businesses will remain closed. The area closure spans Laurel Avenue from First Street to Elm Place and Green Bay Road from First Street to Elm Place (map below). Detours will be established, but please limit your travel only to essential business in Highland Park. The City is reaching out to business owners to share information, and will work with them to reopen as soon as possible.

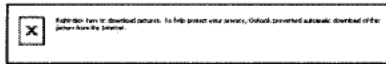




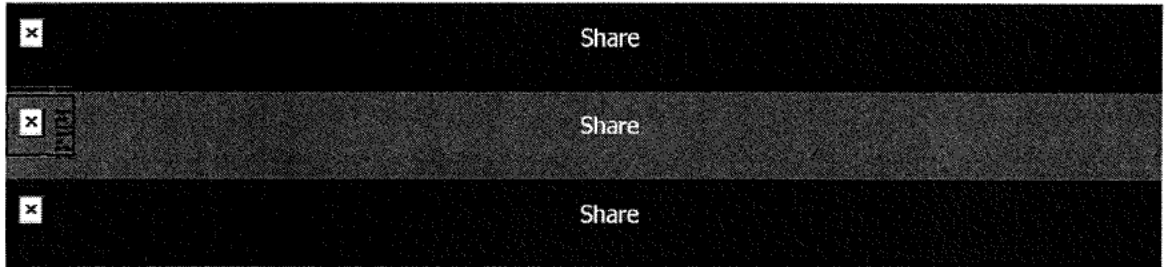
## Counseling Resources

A **coordinated effort** is also being made to provide crisis counseling to anyone in need. The City of Highland Park, District 112, District 113, and the Park District will have counselors available at Highland Park High School, 433 Vine Ave., for community members in need of assistance, tomorrow from 9:00 AM to 2:00 PM. No appointment is necessary. The Vine Ave. entrance will be open and anyone who wishes to take advantage of counseling services will need to have a valid driver's license or student ID to be cleared to enter the school.

The theme of this year's parade was community -- and while we are hurting -- we know that we will come together and support each other, as we always do, in difficult times. We are Highland Park strong.



Nancy R. Rotering, Mayor  
City of Highland Park, IL



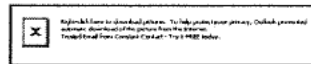
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City of Highland Park | 1707 St. Johns Avenue, Highland Park, IL 60035

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**From:** Maria Cramer <maria.cramer@nytimes.com>  
**Sent:** Tuesday, July 05, 2022 9:07 AM  
**To:** gneukirch@cityhpil.com; cityhp@cityhpil.com  
**Subject:** New York Times confirmation request

*[EXTERNAL EMAIL]*

Good morning,

My name is Maria Cramer and I'm a reporter at the New York Times.

I'm trying to confirm the reports that the person of interest in yesterday's shooting is the son of Robert Crimo Jr., who ran against Mayor Rotering in 2018 or 2019.

Is this information accurate? Thanks so much for your help.

I'm sorry to be reaching out under these terrible circumstances.

Best,

Maria

Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]

---

**From:** Eitel, Dean <[REDACTED]>  
**Sent:** Tuesday, July 5, 2022 9:07 AM  
**To:** Neukirch, Ghida  
**Cc:** Eitel, Dean  
**Subject:** Highland Park Shooting!

*[EXTERNAL EMAIL]*

I know you are going through some difficult times currently at Highland Park. Just hope that you and your family are remaining safe.

All the best in your personal as well as your professional life at this challenging time.

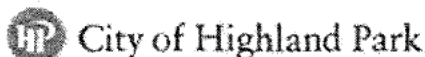
DEAN

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**From:** acivitello@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:08 AM  
**To:** WBonaguidi@cityhpil.com  
**Subject:** FW: CNN Inquiry - RE: Gun purchased with father's assistance?  
**Attachments:** image001.png; image002.png; image003.gif; image004.png; image005.png; image006.png

Not sure what this is reference to as I was not with the Mayor at this appearance (we just don't have comms staff to manage comms, media requests, and attend interviews) although I typically attend. Can you assist?

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Riess, Rebekah <rebekah.riess@warnermedia.com>  
**Sent:** Tuesday, July 5, 2022 9:06 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>  
**Cc:** Jogmen, Lou <ljogmen@cityhpil.com>; Sutton, Joe <joe.sutton@warnermedia.com>  
**Subject:** CNN Inquiry - RE: Gun purchased with father's assistance?

*[EXTERNAL EMAIL]*

Good morning,

Reaching out to see if you can confirm for us what Mayor Rotering told us this morning regarding Crimo possibly having had some assistance from his father in purchasing the weapon used in yesterday's shooting?

The mayor also told us charges against Crimo are expected to be filed today, is that something you can confirm? Will his father be charged as well?

For planning purposes - when can we expect a news conference today?

Thank you for your help,

**Rebekah Riess** -- CNN News Editor -- 404-884-1249

**CNN** *go there*

---

**From:** Zoe Strozewski <z.strozewski@newsweek.com>  
**Sent:** Tuesday, July 5, 2022 9:08 AM  
**To:** ljogmen@cityhpil.com  
**Subject:** Newsweek Inquiry-Robert Crimo

[EXTERNAL EMAIL]

Good Morning,

I hope you're doing well. My name is Zoe Strozewski and I'm a reporter with Newsweek. I apologize for submitting this inquiry over email rather than over the phone, but I was not immediately able to find the extension for a public information officer or reach a receptionist who could direct me to one using the automated directory that came up when I called the 847-432-7730 number (don't hesitate to redirect me to another email/phone number here).

If I can submit a media inquiry this way, I'm reaching out in regard to the [news reports](#) that Robert Crimo III, the person of interest in the deadly Highland Park, Illinois, shooting yesterday, was an amateur rapper who allegedly posted a number of videos on Youtube that contained violent imagery. The Guardian article I linked above, for example, reported that in one animated video titled "Toy Soldier" from Crimo, who went by the stage name "Awake the Rapper," a man purportedly personifying Crimo was seen lying in a pool of blood during a confrontation with law enforcement.

When I attempted to access the Youtube page for a user called "Awake the Rapper," link [here](#), I was directed to a page that told me it was not available.

With this in mind, would Highland Park Police be able to comment on whether it is aware of any concerning Youtube or social media posts from Crimo, and if videos posted by "Awake the Rapper" are being investigated in connection to yesterday's shooting? Additionally, if any videos/posts are being investigated, have they offered any insight on a potential motive for Crimo as a person of interest in the shooting? (Most news reports are still referring to him as a person of interest, but don't hesitate to let me know if he's been updated to a suspect).

Thank you in advance for your time and consideration, and don't hesitate to reach out if you have any questions or concerns. Feel free to contact me via the phone as well if that's more convenient. (8472758384)

Best,

--

Zoe Strozewski | Breaking News Fellow

NEWSWEEK

T | +1 847 275 8384

E | [z.strozewski@newsweek.com](mailto:z.strozewski@newsweek.com)

W | [newsweek.com](http://newsweek.com)

A | 33 Whitehall Street, Floor 9, New York, NY, 10004

**Newsweek**

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**From:** atapia@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:09 AM  
**To:** [REDACTED]  
**Subject:** Fwd: Update  
**Attachments:** Critical Incidents- how to manage for all.pdf; What is trauma Handout All People.pdf; Critical Incidents- Common reactions .pdf

- Andrés

Andrés Tapia  
Highland Park City Councilmember  
Cell + [REDACTED]

---

**From:** Neukirch, Ghida <gneukirch@cityhpil.com>  
**Sent:** Monday, July 4, 2022 9:46 PM  
**To:** Elrod, Steve <Steven.elrod@elrodfriedman.com>  
**Cc:** Mayor and City Council <council@cityhpil.com>  
**Subject:** Update

A few important reports for your information.

***First Responders Wellness Center will be on site at West Ridge Center, 636 Ridge Road at 10 AM, July 5*** to provide trauma support and counseling to City Staff and the City Council as well as for our Government Partners. ***All team members are welcome and encouraged to attend if comfortable.*** Please note that the opening session at 10 AM is designed specifically for those that were on the scene today. Attached are three handouts for reference and below is the schedule for services.

- ***10am, West Ridge Center – All team member who were at the Parade***
- ***11:30am, West Ridge Center - All team members who were in Highland Park today***
- ***12:30pm, West Ridge Center – All team members who would like additional support are encouraged to meet individually with a counselor from First Responders Wellness Center***

Additionally, communitywide counseling services will be taking place at the High School in a joint effort by the City, Park District, and School District 112 and 113 from 9:00 to 2:00. No appointment is necessary, but only the Vine Street entrance will be open. Anyone who is not a current District 113 student or staff member who wishes to take advantage of counseling services will need to have valid State identification to be cleared to enter the school, which is the school's standard procedure for visitors.

Ghida S. Neukirch, CM  
City Manager





# City of Highland Park

1707 St Johns Avenue  
Highland Park, Illinois 60035

Direct: 847.926.1003  
[gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com)





## WELLNESS CENTER

## FIRST RESPONDERS

477 E. Butterfield Rd. Suite 408 Lombard Il 60148  
540 Frontage Rd. #2125 Northfield, Il 60093  
Main: 630-909-9094 Fax: 630-597-2583

### **COPING AFTER A CRITICAL INCIDENT:**

- Try to slowly get back into your normal routine
- Do healthy things for your body (eat fruits, vegetables, whole grain, beans), exercise (30 min. a day), & sleep (8 hours)
- Grounding, practicing being present in the here and now (Use all 5 senses)
- Avoid excesses such as food, alcohol, shopping, gambling, exercise, etc.
- Socialize with others & Talk about your feelings with others you trust
- Try therapy and/or spiritual counselors
- Have fun, read, play, and stay involved in your hobbies
- Volunteer or participate in other community activities to reduce isolation
- Watch comedies or look at [www.sunnyskyz.com](http://www.sunnyskyz.com), a positive upbeat online news media
- Look at [www.common sense media.org](http://www.common sense media.org) for guidance on what movies, TV shows, cartoons, that could be triggering for your situation. Common sense media reports on positive message, positive role models, violence, sex, language, drinking, drugs, and smoking, and consumerism.
- Turn Media off & Take a Break: You may want to know what is happening with your critical incident, but the updates can also add distress. Consider if you truly want to know or not, if so, then give yourself time limits.

### **SIGNS YOU MAY NEED MORE HELP:**

- Having symptoms that are getting worse or staying exactly the same since the incident.
- Difficulties with not thinking about the event and all the “what if’s...”
- Depressive symptoms such as sadness, worthlessness, lack of energy, social withdrawal, low self-esteem, increase/decrease of sleep or appetite, indecisiveness, unresolved grief, and/or poor concentration
- Anxiety Symptoms such as excessive or unrealistic worry, difficulties controlling worry; physical tension (i.e. muscle tension, restlessness, shakiness); autonomic hyperactivity (i.e. heart palpitations, shortness of breath, dry mouth, nausea); hypervigilance (i.e. feeling on edge, difficulties concentrating, trouble falling or staying asleep, irritability), sadness, intrusive memories, poor sleep, anxiety, guilt, etc.
- Trauma Symptoms such as intrusive, distressing thoughts related to the traumatic incident, avoidance of reminders of the incident, detachment, hypervigilance, and arousal and distress when reminded of the incident.

- Symptoms that are negatively impacting your mood, thoughts, or daily functioning
- Having thoughts of death, suicide, or hurting oneself
- Not being able to do your job/school or take care of oneself or significant others
- Substantial decrease or increase of sleep, food, and/or alcohol or other substances

### **COPING STRATEGIES:**

- Tactical breathing: inhale for 3 counts, hold for 3, exhale for 3 counts to reduce stress.
- Use Calm, Headspace, or another phone app to practice guided imagery & meditation.
- Increase and use your support system. You are not alone, everyone suffers.
- Wallpaper: Put happy pictures on your phone of family or vacations for reminders of happy times
- Exercise Regularly: Gym, walk, play with kids, sports, etc.
- Move: Get out of your couch, draw, listen to music, walk around the block, visit a park or a nice view.
- Use scented candles, oils, or other fragrances that are calming at home. Consider a nice smelling air freshener in your office.
- Go to therapy and talk with a trauma counselor.
- Concentrate on what you have & appreciate it.
- Do something nice for someone else: Anything from opening a door to a smile.

### **SLEEP TECHNIQUES:**

- Lie down to sleep only when sleepy.
- Do not use bed for any other activities like TV, reading, listening to music, etc. only for sleeping.
- Get out of bed if sleep doesn't arrive soon after retiring (approx. 30-40 min)
- Try to set a consistent sleep-wake cycle. No napping, when possible.
- Restrict excessive liquid intake prior to bed & Avoid spicy late-night snacks or any late-night eating.
- Exercise daily but not 3-4 hours before bedtime.
- Minimize or avoid caffeine, alcohol, tobacco, and any stimulants.
- Do not use caffeine or any stimulants a minimum of 4-6 hours before going to bed.
- Try to avoid TV 1-2 hours before going to bed and avoid news or other intense material prior to going to bed.
- Make the bedroom colder, use brand new sheets, and darken your room.
- Try Chamomile, Valerian Root, Lavender, or Lemon Balm Teas.
- Eat Melatonin rich foods such as pistachios, tomatoes, tart cherries, walnuts, almonds, spinach, and bananas.



# FIRST RESPONDERS WELLNESS CENTER

477 E. Butterfield Rd Suite 408-10 Lombard, IL 60148  
540 W Frontage Rd. Suite 2125 Northfield, IL 60093

## WHAT IS TRAUMA?

A traumatic incident is when a person is exposed to an actual or threatened death, serious injury, or sexual violence in one of more of the following ways: 1) directly experience, 2) witness it, 3) learn about is occurring to a close family/friend/co-worker, 4) experienced repeated or extreme exposure to aversive details.

### EVENT RISK FACTORS that increase difficulties in handling the trauma:

- 1) Unexpected
- 2) Feeling unprepared or vulnerable
- 3) Unexpected consequences
- 4) Alone or feeling of being alone
- 5) Personal history with victim/offender/witness
- 6) Increased personal/current stressors
- 7) Current substance abuse or mental illness
- 8) Intentional act committed by another
- 9) Being near, highly exposed, and spending a long duration near or in the trauma
- 10) Victim is a child or vulnerable population
- 11) Man-made incident
- 12) Atrocity, brutal, or shocking
- 13) Victim or witness of multiple traumas
- 14) Inability to find any meaning or reason
- 15) Feeling that you did not handle the incident well

### **What you can do:**

- 1) Understand common trauma reactions & that there is not something wrong with you
- 2) Talk with others who are safe/Increase your social support/Be with others
- 3) Name your emotions & acknowledge them
- 4) Expect unwanted emotions (i.e., crying spells, anxiety in crowds)
- 5) Grief can take a long time; give yourself time to recover.
- 6) Do not judge yourself negatively, you survived! Accept that you have feelings—feelings are not wrong, only what you do with your feelings can be wrong. You have a right to feel both negative and positive emotions.
- 7) Do not immerse yourself in the trauma, limit your exposure, when possible, avoid a lot of media and social media.
- 8) Try to get back into your normal routine slowly.
- 9) Use deep breathing, meditation, yoga, or other things that are calming to you.

- 10) Self-care: Eat healthy, prioritize sleep, shower, etc.
- 11) Exercise
- 12) Do what you enjoy, if you are happy that does not suggest you are okay with what occurred.

# **FIRST RESPONDERS WELLNESS CENTER**

## **Critical Incidents- Common Reactions**

Most common distortions of the traumatic event are:

- Distortion of time-(time sped up or slowed down)
- Sensory distortions- (i.e. tunnel vision, hearing changes, etc.)
- Perceptual or Behavioral Distortions- (i.e. Objects change size)
- Sense of helplessness-Limited choices
- “Fight/Flight/Freeze” response
- Disturbance in memory- sometimes our memory gives us “tunnel memory”
- Hyperarousal/Hypoarousal- heightened awareness of our surroundings or constriction of our perception
- Replaying the incident in your head (what ifs)

After a trauma an individual may feel:

- Detached
- Shock and disbelief
- Anxiety, nervousness
- Pre-occupied with thoughts about the incident
- Angry, resentful
- Highly sensitive to others
- Guilt/Guilt for not feeling guilty
- Blaming others
- Hypervigilant, more so in public
- Unexpected emotions
- Relief
- Proud, Happy
- Exhilaration
- Acceptance/Resolution
- Feelings of Isolation
- Feelings that change or may conflict
- Scared/Afraid, particularly in social settings

After traumatic incidents individuals may exhibit increased emotions/bodily sensations such as:

- Changes in appetite and/or sleep
- Nausea and stomachaches
- Anxiety and/or Depression
- Changes in sexual function or libido
- Flashbacks of the incident
- Anger, irritability
- Intrusive memories
- Crying/Unexpected crying
- Headaches
- Weakness/Fatigue
- Muscle Tension/Twitches
- Poor concentration/Forgetfulness
- Daymares/nightmares
- Low frustration tolerance
- Avoiding things related to the incident
- Hypersensitivity & abrupt mood changes

Any emotions or changes can occur and are normal, but they should lessen over time. If your symptoms start to increase and/or impact your day to day living, then please call a mental health professional.

Call FRWC at 1-630-909-9094 or email [info@firstresponderswellnesscenter.com](mailto:info@firstresponderswellnesscenter.com) or find a police and public safety therapist.

---

**From:** David Smiley [REDACTED]  
**Sent:** Tuesday, July 05, 2022 9:10 AM  
**To:** nrotering@cityhpil.com  
**Subject:** Holding social media accountable for mass shootings

[EXTERNAL EMAIL]

Hi Nancy,

As a lifelong HP resident, I am horrified by yesterday's events and I am frustrated by the lack of action from our leaders. While I wish we could ensure only mentally stable people could have access to guns (or that high capacity/semi automatic weapons would be removed altogether), I recognize that is not going to happen in our country in the near future. Instead, I would like to see you and other local leaders focus on another major factor mass shooting suspects have in common: Vulnerable people being radicalized on social media. The shooter yesterday posted disturbing videos more than 6 months ago. How about a law in Illinois requiring social media companies to analyze the feeds of the recent perpetrators and find patterns? There have been enough shootings for them to use the data in aggregate and not infringe on privacy. They can then be forced to be more proactive moving forward, altering their algorithms and even have a way to automatically trigger an alert to authorities when someone's postings or feeds crosses a certain threshold. If my i-phone can predict where I will go when I get in a car, the social media companies certainly have the artificial intelligence capabilities to help reduce mass shootings. I think it is time for Illinois to hold them accountable, just like how we would hold a restaurant accountable if it repeatedly over-served customers who caused drunk driving accidents over and over again.

Thank you for your time.

David Smiley

---

**From:** Michael Weiss <[REDACTED]>  
**Sent:** Tuesday, July 05, 2022 9:10 AM  
**To:** Albarran, Carolina; Mohanchandra, Archana; Alaimo, Fred; Wolff, Horatiu; Burhop, Karl; Fontane, Joel; jschrage@cityhpil.com; Miller, Ben; Roman, Andrew; rkanapareddy@cityhpil.com; Gomez, Emmanuel; Milanesio, Ronald  
**Subject:** 55 St. Johns

*[EXTERNAL EMAIL]*

All,

In light of yesterday's events, I just wanted to reach out and say thank you and hope everyone at the City is doing well.

As a resident myself who was in the middle of the parade yesterday with my 3 little kids, I am still in shock as to what occurred.

I first hand witnessed a number of City first responders and other staff jump into action and for that I am forever grateful.

Thank you!!

Michael Weiss  
[REDACTED]



---

**From:** calbarran@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:13 AM  
**To:** erojas@cityhpil.com  
**Subject:** FW: 55 St. Johns

---

**From:** Michael Weiss [REDACTED]  
**Sent:** Tuesday, July 5, 2022 9:10 AM  
**To:** Albarran, Carolina <calbarran@cityhpil.com>; Mohanchandra, Archana <amohanchandra@cityhpil.com>; Alaimo, Fred <falaimo@cityhpil.com>; Wolff, Horatiu <hwolff@cityhpil.com>; Burhop, Karl <kburhop@cityhpil.com>; Fontane, Joel <jfontane@cityhpil.com>; Schrage, Joe <jschrage@cityhpil.com>; Miller, Ben <bmillier@cityhpil.com>; Roman, Andrew <aroman@cityhpil.com>; Kanapareddy, Ramesh <rkanapareddy@cityhpil.com>; Gomez, Emmanuel <egomez@cityhpil.com>; Milanesio, Ronald <rmilanesio@cityhpil.com>  
**Subject:** 55 St. Johns

[EXTERNAL EMAIL]

All,

In light of yesterday's events, I just wanted to reach out and say thank you and hope everyone at the City is doing well.

As a resident myself who was in the middle of the parade yesterday with my 3 little kids, I am still in shock as to what occurred.

I first hand witnessed a number of City first responders and other staff jump into action and for that I am forever grateful.

Thank you!!

Michael Weiss  
[REDACTED]

---

**From:** Murrey Jacobson <MJacobson@newshour.org>  
**Sent:** Tuesday, July 5, 2022 9:14 AM  
**To:** Civitello, Amanda; Ali Schmitz  
**Subject:** Re: PBS NewsHour Interview Request for Mayor Rotering  
**Attachments:** image002.gif; image003.png; image004.png; image005.png; image006.png

[EXTERNAL EMAIL]

Hi Amanda,

Thank you very much. And our condolences to you and so many people there during this horrible time.

We would very much like to interview her at that time -- 4 pm CST, probably for about 5 or 6 minutes or so. Our anchor, Judy Woodruff, will interview her.

Let's plan on that. I am adding my colleague, Ali Schmitz, who can help sort through the details. We do need to do a Skype check at some point later this AM or early to mid-afternoon that uses both the laptop and the location she will be doing this from so we can check signal strength, picture quality and audio, etc.

The control room will probably connect with her around 3:55 pm CST to make sure all is clear before we record.

Does she have a Skype account/handle? Please send along when you can, along with a number where she can be contacted while we are doing the recording. If she doesn't have a Skype account, we can send a guest link to be used through a Chrome browser. But if she or Highland Park has a Skype account we could use, that would be best.

Thanks so much.

Ali will follow up with more. But do let us know about a couple of these questions when you can, please. I know you are all very busy so we appreciate the time. And again, we are so sorry for the losses and trauma there. I have family there myself who have long lived in the community and they are trying to come to terms with it.

Thank you,

Murrey

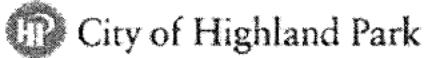
---

**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Sent:** Tuesday, July 5, 2022 9:46 AM  
**To:** Murrey Jacobson <MJacobson@newshour.org>  
**Subject:** RE: PBS NewsHour Interview Request for Mayor Rotering

Hi Murrey,

Thank you for reaching out. Would 4PM CT/5PM ET work?

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



**From:** Murrey Jacobson <MJacobson@newshour.org>  
**Sent:** Tuesday, July 5, 2022 8:38 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>  
**Subject:** PBS NewsHour Interview Request for Mayor Rotering

[EXTERNAL EMAIL]

Hi,

We would like to interview the Mayor this afternoon on the PBS NewsHour about the community's response and efforts to deal with the shooting. We could interview her via Skype.

Please let me know if there's a way we could make it work this afternoon or this evening and I can have someone from my team coordinate on logistics.

I can be reached at this email and on my cell, [REDACTED]

Thank you,

Murrey Jacobson  
Sr. Producer, National Affairs  
PBS NewsHour

(C) [REDACTED]



---

**From:** Szweda, Jakub (Interviews producer) <jakub.szweda2@sky.uk>  
**Sent:** Tuesday, July 5, 2022 9:16 AM  
**To:** Civitello, Amanda  
**Cc:** Purser, Emily (News Editor - Washington)  
**Subject:** RE: [EXTERNAL] Re: Sky News UK  
**Attachments:** image001.png; image002.gif; image003.png; image004.png; image005.png; image006.png

[EXTERNAL EMAIL]

Thank you for getting back to me, Amanda. Yes, we can do the interview over Zoom.

I'm also cc'ing my colleague Emily, who leads our US bureau and is currently in Highland Park.

We are working on a report which will be running on all our programmes this evening and tomorrow. Is there any chance of speaking to the Mayor, on top of the 3:30pm interview, in person for a couple of minutes? Unless there's any chance of doing the interview earlier and we could then aim to do it on camera instead of Zoom?

Let us know what you think.

Best,  
Jakub


---

**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Sent:** 05 July 2022 14:56  
**To:** Szweda, Jakub (Interviews producer) <jakub.szweda2@sky.uk>  
**Subject:** RE: [EXTERNAL] Re: Sky News UK

Hi Jakub –

I think 3:30 PM should work. Would this be via Zoom?

**Amanda Civitello**  
Communications Manager  
she / her / hers

 **City of Highland Park**

1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Szweda, Jakub (Interviews producer) <jakub.szweda2@sky.uk>  
**Sent:** Tuesday, July 5, 2022 8:50 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>  
**Subject:** RE: [EXTERNAL] Re: Sky News UK

[EXTERNAL EMAIL]

Hello Amanda – I appreciate it's still early your time, just wondered if you had any feedback on possible timings? Very keen to make something work.

Best,  
Jakub

---

**From:** Szweda, Jakub (Interviews producer)  
**Sent:** 05 July 2022 12:09  
**To:** Civitello, Amanda <acivitello@cityhpil.com>; Stone, Kim <kstone@cityhpil.com>  
**Subject:** RE: [EXTERNAL] Re: Sky News UK

Thank you, Kim. Hello Amanda – thank you very much for getting back to me, much appreciated.

We are very flexible and happy to work around the Mayor's availability. Would perhaps 1230pm, 1:30pm, 2:30pm or 3:30pm Illinois time be a possibility? More than happy for you to suggest other timings.

I'm also on [REDACTED]

Best,  
Jakub

---

**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Sent:** 05 July 2022 12:03  
**To:** Stone, Kim <kstone@cityhpil.com>; Szweda, Jakub (Interviews producer) <jakub.szweda2@sky.uk>  
**Subject:** [EXTERNAL] Re: Sky News UK

Thank you for forwarding, Kim —

Jakub, thank you for reaching out and for your concern for our community. I am currently scheduling media availability for Mayor Nancy Rotering. What does your availability look like for this afternoon US time/evening UK time?

Thank you —

Get [Outlook for iOS](#)

---

**From:** Stone, Kim <kstone@cityhpil.com>  
**Sent:** Tuesday, July 5, 2022 5:58 AM  
**To:** Szweda, Jakub (Interviews producer) <jakub.szweda2@sky.uk>  
**Cc:** Civitello, Amanda <acivitello@cityhpil.com>  
**Subject:** Re: Sky News UK

Thanks for reaching out. I'm forwarding your request to City communications staff.

Kim Stone  
Highland Park Councilwoman  
[Kstone@cityhpil.com](mailto:Kstone@cityhpil.com)  
(847) 780-7432

On Jul 5, 2022, at 2:48 AM, Szweda, Jakub (Interviews producer) <[jakub.szweda2@sky.uk](mailto:jakub.szweda2@sky.uk)> wrote:

[EXTERNAL EMAIL]

Dear Ms Stone –

Hope you're well. I'm a producer for Sky News.

I was wondering if you might have availability for an interview today, 5th July, on the horrific shooting in Highland Park, IL yesterday, the concerns it raises, necessary measures to help victims?

We can do the interview live remotely, over Skype or Zoom, for 5-10 minutes. One on one.

For background - Sky News is the biggest news and business channel in Europe with three million daily viewers with many global affiliates. Sky News reaches more than 170 million homes across 138 countries.

Happy to discuss in more detail. I'm also on [REDACTED]

Best,  
Jakub

**Jakub Szweda**  
Interviews Producer, Foreign News  
Sky News

[REDACTED] (WhatsApp / Telegram) | [jakub.szweda2@sky.uk](mailto:jakub.szweda2@sky.uk)  
Sky Studios, 2nd Floor, Grant Way, London TW7 5QD



**Watched by 170m people in 138 countries**

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**From:** [REDACTED] >  
**Sent:** Tuesday, July 05, 2022 9:17 AM  
**To:** police@cityhpil.com  
**Subject:** Came across same description suspect LONG ISLAND NY

[EXTERNAL EMAIL]

Hello Commander

My name is [REDACTED] RET Det NYPD

FYI: on Thursday night 730pm in Einsenhower park on Long Island , NY I was approached by guy fitting description of guy in custody (Crimo ) I was on park bench getting ready to play a ballgame 830pm when I was putting on my spikes talking to a teammate when guy same description came right at me and I immediately jumped up in guard position about to take or punch him out. He stopped said a few mumbled words and walked off into another crowd watching games another field.

FYI: could be wrong but I'll say 90plus same look and description, didn't notice tats.

Just thought I'll share so you can pass on to detectives if NY connection. Thanks Sent from my iPhone

Sent from my iPhone



---

**From:** McCarten, James <James.McCarten@thecanadianpress.com>  
**Sent:** Tuesday, July 05, 2022 9:18 AM  
**To:** police@cityhpil.com  
**Subject:** Media inquiry: upcoming press briefings

[EXTERNAL EMAIL]

Hello — James McCarten here from The Canadian Press, Canada's national news agency. I am en route to Chicago to assist in coverage of the Highland Park shooting, and was hoping to get added to any press advisory mailing lists that would be relevant, particularly with regards to any upcoming press briefings.

Thanks very much in advance

James

**JAMES McCARTEN**

*Washington Correspondent*

*Stylebook Editor*

MOBILE [REDACTED]

TWITTER @CdnPressStyle

PORTFOLIO [authority.com/JamesMcCarten](https://authority.com/JamesMcCarten)

[thecanadianpress.com](https://thecanadianpress.com)

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**From:** Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com>  
**Sent:** Tuesday, July 05, 2022 9:18 AM  
**To:** Walker, Hayley (NBCUniversal)  
**Cc:** Goldstein, Julie (NBCUniversal); Civitello, Amanda; Damberg, Chelsea(NBCUniversal)  
**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering

[EXTERNAL EMAIL]

Hi Amanda,

Thank you so much again to you and the mayor for joining us this morning!

Here is a link to the segment that aired: <https://www.today.com/video/highland-park-mayor-speaks-out-after-july-fourth-parade-shooting-143417925526>

We will continue to keep in touch with you for any updates and future interviews with city officials.

We also wanted to keep you posted that our anchor Lester Holt will be meeting with the police chief today. Chief Covelli helped us facilitate that interview. We can send you a link of that story after it airs tonight on Nightly News at 6:30pmET.

Again, thank you so much for everything yesterday!

Sincerely,

Irene

IRENE BYON | BOOKING PRODUCER |  NBC NEWS | C: 

On Jul 5, 2022, at 5:50 AM, Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com> wrote:

Thank you! Adding our control room here as well in case there are any tech issues with such a tight turnaround.

---

**From:** Goldstein, Julie (NBCUniversal) <Julie.Goldstein@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 12:59:29 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>; Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com>  
**Cc:** Damberg, Chelsea (NBCUniversal) <Chelsea.Damberg@nbcuni.com>; Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com>  
**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering

Hi Amanda!

Yes, 5:45am CT for the interview. As soon as the Mayor is finished with her first engagement, please call directly in to us. We normally ask that guests check in 10 minutes before, so as soon as the Mayor is able, we will be ready for her.

Thank you again for everything.

Best,  
Julie

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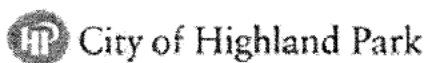
**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Date:** Tuesday, July 5, 2022 at 12:57 AM  
**To:** Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com>

**Cc:** Goldstein, Julie (NBCUniversal) <Julie.Goldstein@nbcuni.com>, Damberg, Chelsea (NBCUniversal) <Chelsea.Damberg@nbcuni.com>, Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com>

**Subject:** RE: [EXTERNAL] Interview w/ Mayor Rotering

Thanks, Irene – just confirming that we said 5:45 AM as the mayor has a 5:30 AM already scheduled with another network.

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St. Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com>

**Sent:** Monday, July 4, 2022 10:07 PM

**To:** Civitello, Amanda <acivitello@cityhpil.com>

**Cc:** Goldstein, Julie (NBCUniversal) <Julie.Goldstein@nbcuni.com>; Damberg, Chelsea (NBCUniversal) <Chelsea.Damberg@nbcuni.com>; Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com>

**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering

[EXTERNAL EMAIL]

Hi Amanda,  
Here is the zoom link:

Topic: NBC Today Show / Mayor Nancy Rotering  
Time: Jul 5, 2022 06:30 AM Eastern Time (US and Canada)

Join Zoom Meeting  
<https://nbcumv.zoom.us/j/96156576776>

Meeting ID: 961 5657 6776  
Passcode: [REDACTED]

IRENE BYON | BOOKING PRODUCER | Error! Filename not specified. NBC NEWS | C: [REDACTED]

On Jul 4, 2022, at 7:53 PM, Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com> wrote:

Thank you so much, Amanda!  
Yes, we would love to have the mayor on with us for a pre tape at 5:45amCT/6:45amET.

I'm also cc'ing my colleagues Julie and Hayley who will help with any logistics of the interview overnight leading up to tomorrow morning.  
We will send you the zoom link as soon as it is ready!  
Also just wanted to double check if there's any chance mayor Rotering would be able to join us in person near the crime site for the pre tape? We totally understand it's so early in the morning and she's had an exhausting day.  
Thank you again.

Sincerely,  
Irene

IRENE BYON | BOOKING PRODUCER | Error! Filename not specified. NBC NEWS | C: [REDACTED]

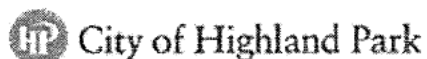
On Jul 4, 2022, at 7:49 PM, Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)> wrote:

Hi Irene --

Can Mayor Rotering do 5:45 AM for the Today Show via Zoom?

Let me know, thanks!

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Byon, Irene (NBCUniversal) <[irene.byon@nbcuni.com](mailto:irene.byon@nbcuni.com)>  
**Sent:** Monday, July 4, 2022 8:01 PM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Subject:** RE: Media Release: Highland Park Strong: Grieving Together as a Community

[EXTERNAL EMAIL]

Thank you so much Amanda!

IRENE BYON | BOOKING PRODUCER | NBC NEWS | C: [REDACTED]

**From:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Sent:** Monday, July 4, 2022 8:56 PM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Subject:** [EXTERNAL] Media Release: Highland Park Strong: Grieving Together as a Community

Good evening,

Together, the City of Highland Park, the Park District of Highland Park, Highland Park High School / Township High School District 113, and North Shore School District 112 are grieving for the victims and the families of the horrific shooting today at what should have been a happy and joyous celebration. Counseling professionals will be available tomorrow for students, staff and community members at Highland Park High School (433 Vine Ave.) from 9:00 to 2:00. No appointment is necessary. Further details are available in the attached press release, which I have copied below for your convenience.

As always, please don't hesitate to reach out with any questions you might have. Thank you for your care and concern for our community.

Sincerely,  
Amanda Civitello  
Communications Manager  
City of Highland Park, IL  
[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com) / [REDACTED]

## **Highland Park Strong: Grieving Together as a Community**

**Highland Park, Illinois** – Together, the City of Highland Park, the Park District of Highland Park, Highland Park High School / Township High School District 113, and North Shore School District 112 are grieving for the victims and the families of the horrific shooting today at what should have been a happy and joyous celebration.

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Counseling professionals will be available tomorrow for students, staff and community members at Highland Park High School (433 Vine Ave.) from 9:00 to 2:00. No appointment is necessary, but only the Vine Street entrance will be open. Anyone who is not a current District 113 student or staff member who wishes to take advantage of counseling services will need to have a valid driver's

license to be cleared to enter the school, which is the school's standard procedure for visitors to the school.

**Amanda Civitello**  
Communications Manager  
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[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Damberg, Chelsea (NBCUniversal) <Chelsea.Damberg@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 9:20 AM  
**To:** Byon, Irene (NBCUniversal); Walker, Hayley(NBCUniversal)  
**Cc:** Goldstein, Julie (NBCUniversal); Civitello, Amanda  
**Subject:** RE: [EXTERNAL] Interview w/ Mayor Rotering  
**Attachments:** image001.png; image002.gif; image003.png; image004.png; image005.png; image006.png

*[EXTERNAL EMAIL]*

Sorry Amanda – we certainly do not have the Chief confirmed yet, but would very much love the chance to have Lester Holt speak with him around 4:30 PM CT.

We so appreciate the chance to have Mayor Rotering join us today.

Thank you for considering us,  
Chelsea

**From:** Byon, Irene (NBCUniversal) <irene.byon@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 10:18 AM  
**To:** Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com>  
**Cc:** Goldstein, Julie (NBCUniversal) <Julie.Goldstein@nbcuni.com>; Civitello, Amanda <acivitello@cityhpil.com>; Damberg, Chelsea (NBCUniversal) <Chelsea.Damberg@nbcuni.com>  
**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering

Hi Amanda,

Thank you so much again to you and the mayor for joining us this morning!

Here is a link to the segment that aired: <https://www.today.com/video/highland-park-mayor-speaks-out-after-july-fourth-parade-shooting-143417925526>

We will continue to keep in touch with you for any updates and future interviews with city officials.

We also wanted to keep you posted that our anchor Lester Holt will be meeting with the police chief today. Chief Covelli helped us facilitate that interview. We can send you a link of that story after it airs tonight on Nightly News at 6:30pmET.

Again, thank you so much for everything yesterday!

Sincerely,

Irene

IRENE BYON | BOOKING PRODUCER | NBC NEWS | C: [REDACTED]

On Jul 5, 2022, at 5:50 AM, Walker, Hayley (NBCUniversal) <Hayley.Walker@nbcuni.com> wrote:

Thank you! Adding our control room here as well in case there are any tech issues with such a tight turnaround.

---

**From:** Goldstein, Julie (NBCUniversal) <[Julie.Goldstein@nbcuni.com](mailto:Julie.Goldstein@nbcuni.com)>  
**Sent:** Tuesday, July 5, 2022 12:59:29 AM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>; Byon, Irene (NBCUniversal) <[irene.byon@nbcuni.com](mailto:irene.byon@nbcuni.com)>  
**Cc:** Damberg, Chelsea (NBCUniversal) <[Chelsea.Damberg@nbcuni.com](mailto:Chelsea.Damberg@nbcuni.com)>; Walker, Hayley (NBCUniversal) <[Hayley.Walker@nbcuni.com](mailto:Hayley.Walker@nbcuni.com)>  
**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering

Hi Amanda!

Yes, 5:45am CT for the interview. As soon as the Mayor is finished with her first engagement, please call directly in to us. We normally ask that guests check in 10 minutes before, so as soon as the Mayor is able, we will be ready for her.

Thank you again for everything.  
Best,  
Julie

---

**From:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Date:** Tuesday, July 5, 2022 at 12:57 AM  
**To:** Byon, Irene (NBCUniversal) <[irene.byon@nbcuni.com](mailto:irene.byon@nbcuni.com)>  
**Cc:** Goldstein, Julie (NBCUniversal) <[Julie.Goldstein@nbcuni.com](mailto:Julie.Goldstein@nbcuni.com)>, Damberg, Chelsea (NBCUniversal) <[Chelsea.Damberg@nbcuni.com](mailto:Chelsea.Damberg@nbcuni.com)>, Walker, Hayley (NBCUniversal) <[Hayley.Walker@nbcuni.com](mailto:Hayley.Walker@nbcuni.com)>  
**Subject:** RE: [EXTERNAL] Interview w/ Mayor Rotering

Thanks, Irene – just confirming that we said 5:45 AM as the mayor has a 5:30 AM already scheduled with another network.

**Amanda Civitello**  
Communications Manager  
she / her / hers



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847.926.1043

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**From:** Byon, Irene (NBCUniversal) <[irene.byon@nbcuni.com](mailto:irene.byon@nbcuni.com)>  
**Sent:** Monday, July 4, 2022 10:07 PM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Cc:** Goldstein, Julie (NBCUniversal) <[Julie.Goldstein@nbcuni.com](mailto:Julie.Goldstein@nbcuni.com)>; Damberg, Chelsea (NBCUniversal) <[Chelsea.Damberg@nbcuni.com](mailto:Chelsea.Damberg@nbcuni.com)>; Walker, Hayley (NBCUniversal) <[Hayley.Walker@nbcuni.com](mailto:Hayley.Walker@nbcuni.com)>  
**Subject:** Re: [EXTERNAL] Interview w/ Mayor Rotering



[EXTERNAL EMAIL]

Hi Amanda,  
Here is the zoom link:

Topic: NBC Today Show / Mayor Nancy Rotering  
Time: Jul 5, 2022 06:30 AM Eastern Time (US and Canada)

Join Zoom Meeting  
<https://nbcumv.zoom.us/j/96156576776>

Meeting ID: 961 5657 6776  
Passcode: [REDACTED]

IRENE BYON | BOOKING PRODUCER | Error! Filename not specified. NBC NEWS | C: [REDACTED]

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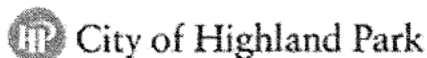
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**Subject:** RE: Media Release: Highland Park Strong: Grieving Together as a Community

*[EXTERNAL EMAIL]*

Thank you so much Amanda!

IRENE BYON | BOOKING PRODUCER | 📺 NBC NEWS | C. [REDACTED]

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## Highland Park Strong: Grieving Together as a Community

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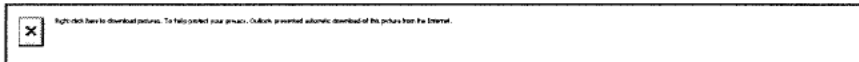
---

**From:** Curt Varone <curtvarone@firelawgroup.com>  
**Sent:** Tuesday, July 5, 2022 9:21 AM  
**To:** tjarosz@cityhpil.com  
**Subject:** Fire Law News July 5, 2022

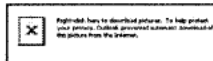
[EXTERNAL EMAIL]

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# Fire Law News



**July 5, 2022**



## Florida Amends Firefighters' Bill of Rights

The Florida legislature has amended the Firefighters' Bill of Rights to clarify several provisions that for years have created confusion for firefighters, unions, fire department investigators, and fire chiefs. The amended law goes into effect Friday, July 1, 2022.

One of the big concerns under the old Bill of Rights pertained to the definition of formal investigation, and its impact on protections under the act. The previous definition of formal investigation stated:

*"Formal investigation" means the process of investigation ordered by supervisory personnel, **after** the supervisory personnel **have previously determined** that the firefighter **shall be** reprimanded, suspended, or removed, during which the questioning of a firefighter is conducted for the purpose of gathering evidence of misconduct.*

Under this definition, it would appear that a formal investigation begins AFTER a firefighter has been found guilty. That would appear to be rather pointless, but...

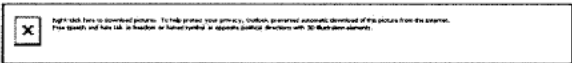
**MORE INCLUDING A COPY OF THE FLORIDA FF BILL OF RIGHTS**

*Also, check out this week's Fire Law Roundup where we discuss the amendments to Florida Firefighters' Bill of Rights in more detail.*

**Drafting & Implementing an Effective Social Media Policy**

**\*\* Live Webinar \*\***

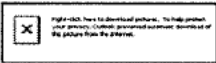
**July 13, 2022 - 1:00 PM Eastern**



Social media has been both a blessing and a curse for the fire service, but one thing is undeniable: social media with all its problems is here to stay. The law that applies to social media has been evolving with new cases arising daily. Emerging are important principles that fire service leaders & firefighters can use to avoid the pitfalls that can lead to firefighters being terminated or social media policies being struck down.

This program will review the latest social media cases affecting the fire service & the important lessons learned. These lessons will then be connected to recommended policy language for an effective & legally defensible social media policy.

**Webinar - July 13, 2022**



**Illinois Chief Challenges Termination As Violating ADA and FMLA**

An Illinois fire chief who was terminated in 2021 has filed suit claiming the fire district violated the Americans with Disabilities Act and the Family Medical Leave Act. John R. Nixon served as fire chief for the Fox River and Countryside Fire Rescue District (FRCFRD) from 2016 til his dismissal on August 23, 2021.

Chief Nixon was under a three-year employment agreement that expired on April 30, 2023. He had suffered from several medical conditions that caused him to lose time from work, including a vehicle accident precipitated by his passing out (April, 2019), a diagnosis of T Cell Large Granular Lymphocyte

Leukemia (April, 2019); pneumonia compounded by the leukemia (May, 2019); and COVID19 (November, 2020). On each occasion an interim acting chief was appointed while Chief Nixon recuperated. The chief would regularly consult with the interim acting chief to address matters that arose.

However, things began to change in May, 2021. According to the complaint: ...

**MORE INCLUDING A COPY OF THE COMPLAINT**

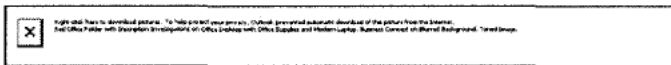
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## **Managing Disciplinary Challenges in the Fire Service**

**\*\*\* Live Webinar \*\*\***

**June 28-30, 2022 EZ Schedule**

**Next Session: October 18-20, 2022**



This program is intended for chiefs and fire officers who may have to investigate misconduct by firefighters, as well as union representatives who may need to advise members during an internal investigation. It looks at the causes for disciplinary problems and explains proven methods for conducting a fair and impartial investigation. Attendees learn how to organize and conduct an investigation, interview witnesses, preserve evidence, and find the truth while respecting the honorable service that firefighters provide.

The course will also look at strategic steps that fire service leaders need to consider when addressing disciplinary issues. Due process, *Weingarten*, *Garrity* and firefighter bill of rights laws are thoroughly covered. The program uses numerous case studies pulled from today's headlines.

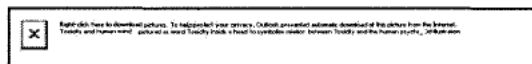
**Webinar - October 18-20, 2022**

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## **Advanced Disciplinary Issues: Toxic Employees**

**\*\* Live Webinar \*\***

**July 20, 2022 - 1:00 PM Eastern**



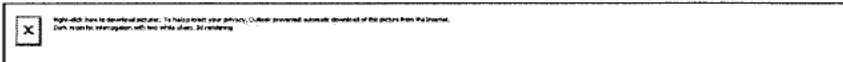
**Webinar - July 20, 2022**

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## Advanced *Garrity* Issues: Firefighters and the Right to Remain Silent

**\*\* Live Webinar \*\***

**August 3, 2022 - 1:00 PM Eastern**



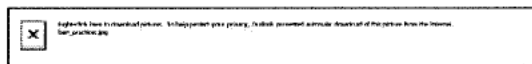
**Webinar - August 3, 2022**

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## Drafting & Implementing Effective Fire Department Policies & Procedures

**\*\* Live Webinar \*\***

**August 16-18, 2022 - EZ Schedule**



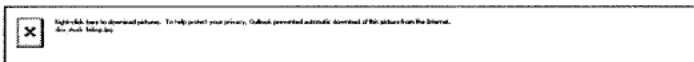
**Webinar - August 16-18, 2022**

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## FLSA Bootcamp for Volunteer and Combination Fire Departments

**\*\* Live Webinar \*\***

**August 31, 2022 - 1:00 PM Eastern**



**Webinar - August 31, 2022**


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## FMLA, Sick Leave Abuse & the Fire Service

**September 7, 2022 – Live Webinar**

**11am-4:00pm Eastern**

**Lead: Brad Pinsky, Esq., (Fire Chief, ret.)**

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.


**Webinar September 7, 2022**

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**Advanced FLSA: Calculating Regular Rate for  
Firefighters and other First Responders**

**\*\* Live Webinar \*\***

**September 15, 2022 - 1:00 PM Eastern**

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.


**Webinar September 15, 2022**

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**Advanced Disciplinary Issues: Credibility  
Determinations**

**\*\* Live Webinar \*\***

**September 21, 2022 - 1:00 PM Eastern**

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

**Webinar - September 21, 2022**

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**Advanced FLSA: Executive Exemption - Fire  
Officers and Overtime**

**\*\* Live Webinar \*\***

**October 5, 2022 - 1:00 PM Eastern**

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

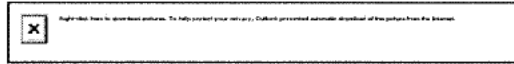
**Webinar - October 5, 2022**



# Drafting and Implementing an Effective Digital Imagery Policy

**\*\* Live Webinar \*\***

**October 27, 2022 - 1:00 PM Eastern**

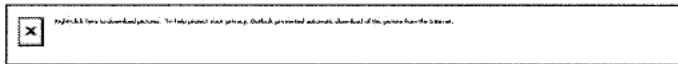


**Webinar - October 27, 2022**

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## Fair Labor Standards Act (FLSA) for Fire Departments

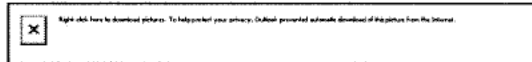
**No other law impacts fire department operations nor costs local governments more than the FLSA.**



**Live Webinar - December 6, 8, 13, 15, 2022**

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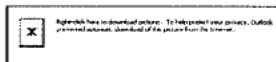
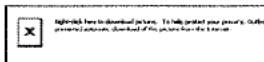
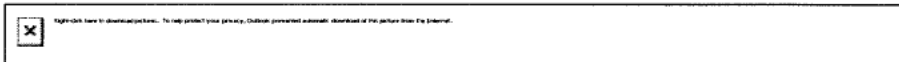
### Webinars save you money!!!



Live webinars on a range of fire law topics are now available. Get the training you need at prices you can afford through online classes.

Now booking dates in 2023 for live-in-person classes on a contract basis.

**Details**



## Curt Varone

Curt Varone has over 40 years of experience in the fire service. He served twenty-nine years with the Providence, Rhode Island, Fire Department, retiring as a Deputy Assistant Chief (shift-commander). He has been a practicing attorney for over thirty years licensed in both Rhode Island and Maine. He previously served as the Director of the Public Fire Protection Division at the National Fire Protection Association. Curt has written two books, *Legal Considerations for Fire and Emergency Services*, and *Fire Officer's Legal Handbook*. He is a contributing editor for *Firehouse Magazine* writing the Fire Law column and remains active as a deputy chief with the Exeter (RI) Fire Department.

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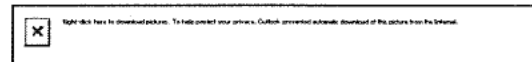
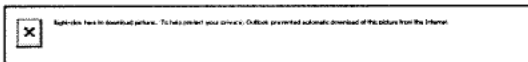
---

## More Fire Law News

- Fire Law Roundup for July 4, 2022: Florida Firefighters' Bill of Rights Amended
  - NJ Firefighter Terminated in 2015 Reinstated
  - Court Dissolves Chicago Fire Department's 42-Year-Old Consent Decree
  - Texas Firefighter's Termination Upheld
- 

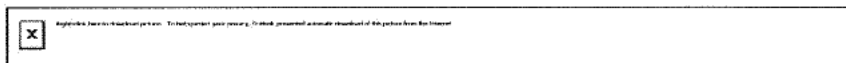
## Fire Law News Fireground Photos

A big **thank you** is in order to **Ken LaBelle** of **[NRIFIREPHOTOS.com](http://NRIFIREPHOTOS.com)** for supplying a new fireground photo each week for Fire Law News. For those not familiar with Ken's work, please visit his web site.



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## Beyond the Blog

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- Woman Ordered to Arbitrate More of Sexual Harassment Case

- South Florida Ex-Firefighter Facing 30 Charges Following DUI Crash
  - Fire marshal's office suspends fireworks for parts of Alaska
  - 'Absolutely Astounding': N.C. Wife Charged with Murder After Allegedly Claiming Firefighter Husband Killed Himself
  - Searsport fire chief charged in connection with alleged embezzlement
  - Lancaster County fire chief charged with indecent contact with junior firefighter
  - Ex-Whiteland firefighter sentenced to work release for arson
  - Final Discipline Is In Regarding Absecon, NJ Deputy Fire Chief
- 
- 

## **Upcoming Classes**

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### **Managing Disciplinary Challenges in the Fire Service**

**June 28-30, 2022 - Live Webinar - EZ Schedule - [Details/Register](#)**

---

### **Drafting & Implementing an Effective Social Media Policy**

**July 13, 2022 - Live Webinar - [Details/Register](#)**

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**July 20, 2022 - Live Webinar - [Details/Register](#)**

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**August 3, 2022 - Live Webinar - [Details/Register](#)**

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### **FLSA Bootcamp for Volunteer & Combination Fire**

## Departments

August 31, 2022 - Live Webinar [Details/Register](#)

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September 7, 2022 - Live Webinar - Lead: Brad Pinsky, Esq.  
[Details/Register](#)

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### **Advanced FLSA: Executive Exemption - Fire Officers and Overtime**

October 5, 2022 - Live Webinar [Details/Register](#)

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### **Managing Disciplinary Challenges in the Fire Service**

October 18-20, 2022 - Live Webinar - EZ Schedule - [Details/Register](#)

---

### **Drafting & Implementing an Effective Digital Imagery Policy**

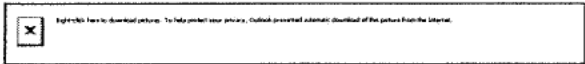
October 27, 2022 - Live Webinar - [Details/Register](#)

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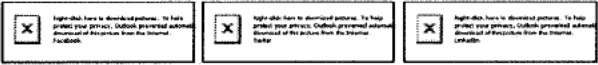
### **FLSA for Fire Departments**

December 6, 8, 13, 15, 2022 - Live Webinar - [Details/Register](#)

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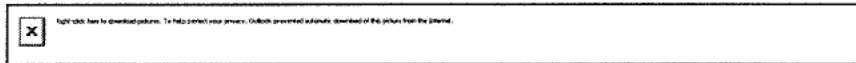
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**From:** Curt Varone <curtvarone@firelawgroup.com>  
**Sent:** Tuesday, July 5, 2022 9:21 AM  
**To:** fire@cityhpil.com  
**Subject:** Fire Law News July 5, 2022

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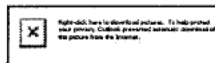
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# Fire Law News



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**July 5, 2022**



## Florida Amends Firefighters' Bill of Rights

The Florida legislature has amended the Firefighters' Bill of Rights to clarify several provisions that for years have created confusion for firefighters, unions, fire department investigators, and fire chiefs. The amended law goes into effect Friday, July 1, 2022.

One of the big concerns under the old Bill of Rights pertained to the definition of formal investigation, and its impact on protections under the act. The previous definition of formal investigation stated:

*"Formal investigation" means the process of investigation ordered by supervisory personnel, **after** the supervisory personnel **have previously determined** that the firefighter **shall be** reprimanded, suspended, or removed, during which the questioning of a firefighter is conducted for the purpose of gathering evidence of misconduct.*

Under this definition, it would appear that a formal investigation begins AFTER a firefighter has been found guilty. That would appear to be rather pointless, but...

## MORE INCLUDING A COPY OF THE FLORIDA FF BILL OF RIGHTS

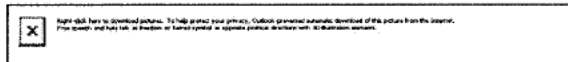
*Also, check out this week's Fire Law Roundup where we discuss the amendments to Florida Firefighters' Bill of Rights in more detail.*

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## Drafting & Implementing an Effective Social Media Policy

**\*\* Live Webinar \*\***

**July 13, 2022 - 1:00 PM Eastern**

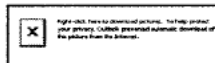


Social media has been both a blessing and a curse for the fire service, but one thing is undeniable: social media with all its problems is here to stay. The law that applies to social media has been evolving with new cases arising daily. Emerging are important principles that fire service leaders & firefighters can use to avoid the pitfalls that can lead to firefighters being terminated or social media policies being struck down.

This program will review the latest social media cases affecting the fire service & the important lessons learned. These lessons will then be connected to recommended policy language for an effective & legally defensible social media policy.

**Webinar - July 13, 2022**

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## Illinois Chief Challenges Termination As Violating ADA and FMLA

An Illinois fire chief who was terminated in 2021 has filed suit claiming the fire district violated the Americans with Disabilities Act and the Family Medical Leave Act. John R. Nixon served as fire chief for the Fox River and Countryside Fire Rescue District (FRCFRD) from 2016 til his dismissal on August 23, 2021.

Chief Nixon was under a three-year employment agreement that expired on April 30, 2023. He had suffered from several medical conditions that caused him to lose time from work, including a vehicle accident precipitated by his passing out (April, 2019), a diagnosis of T Cell Large Granular Lymphocyte

Leukemia (April, 2019); pneumonia compounded by the leukemia (May, 2019); and COVID19 (November, 2020). On each occasion an interim acting chief was appointed while Chief Nixon recuperated. The chief would regularly consult with the interim acting chief to address matters that arose.

However, things began to change in May, 2021. According to the complaint: ...

**MORE INCLUDING A COPY OF THE COMPLAINT**

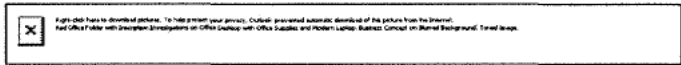
---

## Managing Disciplinary Challenges in the Fire Service

**\*\*\* Live Webinar \*\*\***

**June 28-30, 2022 EZ Schedule**

**Next Session: October 18-20, 2022**



This program is intended for chiefs and fire officers who may have to investigate misconduct by firefighters, as well as union representatives who may need to advise members during an internal investigation. It looks at the causes for disciplinary problems and explains proven methods for conducting a fair and impartial investigation. Attendees learn how to organize and conduct an investigation, interview witnesses, preserve evidence, and find the truth while respecting the honorable service that firefighters provide.

The course will also look at strategic steps that fire service leaders need to consider when addressing disciplinary issues. Due process, *Weingarten*, *Garrity* and firefighter bill of rights laws are thoroughly covered. The program uses numerous case studies pulled from today's headlines.

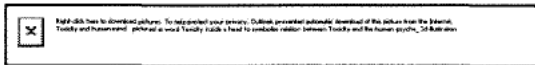
**Webinar - October 18-20, 2022**

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## Advanced Disciplinary Issues: Toxic Employees

**\*\* Live Webinar \*\***

**July 20, 2022 - 1:00 PM Eastern**



**Webinar - July 20, 2022**

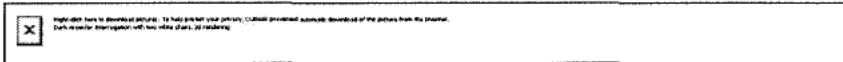


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## **Advanced Garrity Issues: Firefighters and the Right to Remain Silent**

**\*\* Live Webinar \*\***

**August 3, 2022 - 1:00 PM Eastern**



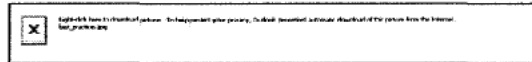
**Webinar - August 3, 2022**

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**August 16-18, 2022 - EZ Schedule**



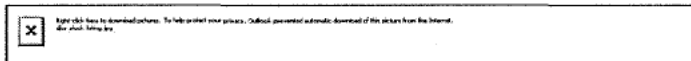
**Webinar - August 16-18, 2022**

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**August 31, 2022 - 1:00 PM Eastern**



**Webinar - August 31, 2022**

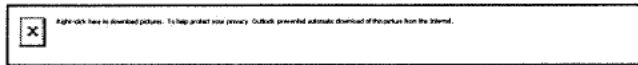
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## **FMLA, Sick Leave Abuse & the Fire Service**

**September 7, 2022 – Live Webinar**

**11am-4:00pm Eastern**

**Lead: Brad Pinsky, Esq., (Fire Chief, ret.)**



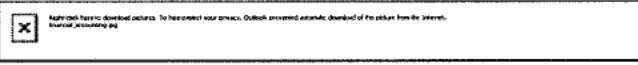
**Webinar September 7, 2022**

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**Advanced FLSA: Calculating Regular Rate for Firefighters and other First Responders**

**\*\* Live Webinar \*\***

**September 15, 2022 - 1:00 PM Eastern**



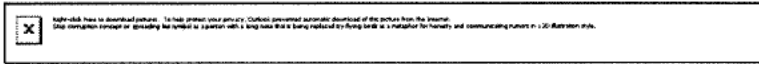
**Webinar September 15, 2022**

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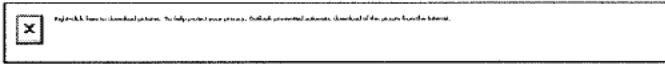
**Webinar - September 21, 2022**

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**Advanced FLSA: Executive Exemption - Fire Officers and Overtime**

**\*\* Live Webinar \*\***

**October 5, 2022 - 1:00 PM Eastern**



**Webinar - October 5, 2022**

# Drafting and Implementing an Effective Digital Imagery Policy

**\*\* Live Webinar \*\***

**October 27, 2022 - 1:00 PM Eastern**

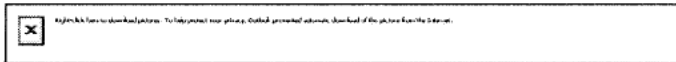


**Webinar - October 27, 2022**

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## Fair Labor Standards Act (FLSA) for Fire Departments

**No other law impacts fire department operations nor costs local governments more than the FLSA.**



**Live Webinar - December 6, 8, 13, 15, 2022**

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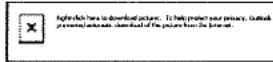
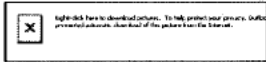
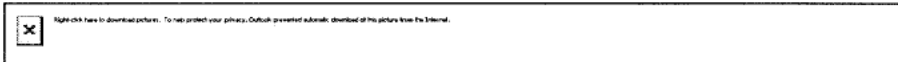
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**Details**



## Curt Varone

Curt Varone has over 40 years of experience in the fire service. He served twenty-nine years with the Providence, Rhode Island, Fire Department, retiring as a Deputy Assistant Chief (shift-commander). He has been a practicing attorney for over thirty years licensed in both Rhode Island and Maine. He previously served as the Director of the Public Fire Protection Division at the National Fire Protection Association. Curt has written two books, *Legal Considerations for Fire and Emergency Services*, and *Fire Officer's Legal Handbook*. He is a contributing editor for *Firehouse Magazine* writing the Fire Law column and remains active as a deputy chief with the Exeter (RI) Fire Department.

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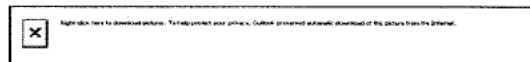
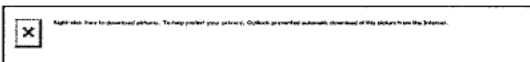
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## More Fire Law News

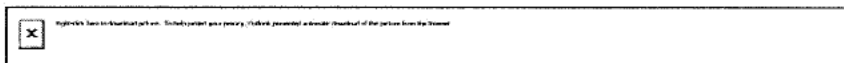
- Fire Law Roundup for July 4, 2022: Florida Firefighters' Bill of Rights Amended
  - NJ Firefighter Terminated in 2015 Reinstated
  - Court Dissolves Chicago Fire Department's 42-Year-Old Consent Decree
  - Texas Firefighter's Termination Upheld
- 

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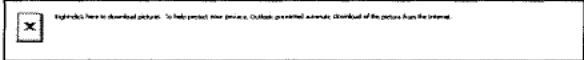
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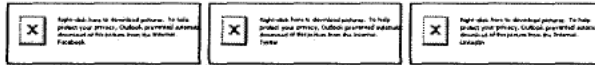
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**From:** mholleman@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:21 AM  
**To:** acivitello@cityhpil.com; nrotering@cityhpil.com; gneukirch@cityhpil.com  
**Subject:** Fwd: New York Times interview request

Begin forwarded message:

**From:** Maria Cramer <[maria.cramer@nytimes.com](mailto:maria.cramer@nytimes.com)>  
**Date:** July 5, 2022 at 8:51:05 AM CDT  
**To:** "Holleman, Michelle" <[mholleman@cityhpil.com](mailto:mholleman@cityhpil.com)>  
**Subject:** New York Times interview request

*[EXTERNAL EMAIL]*

Good morning Councilor Holleman,

My name is Maria Cramer and I'm a reporter at the New York Times. I'm helping with coverage of the shooting in Highland Park yesterday and was hoping for your help. Could you please call me at your earliest convenience this morning?  
Thanks so much.

Best,  
Maria

Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]



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**From:** Daniel Shaw <dan.shaw@calea.org>  
**Sent:** Tuesday, July 5, 2022 9:21 AM  
**To:** Lou Jogmen (ljogmen@cityhpil.com)  
**Subject:** Thoughts and Prayers  
**Attachments:** image395966.jpg; image039500.png; image381588.png; image720629.png

*[EXTERNAL EMAIL]*

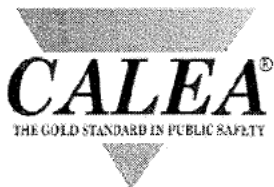
Chief Jogmen,

Shock is not an appropriate word to describe my reaction to yesterday's horrific news out of your City. I'm so sorry that you, your staff and your community experienced this situation.

After watching some of the media coverage, I was struck by one video of the shooting - An officer in a reflective vest running towards the sound of gunfire while others were frantically fleeing. That was true heroism and professionalism on display.

My thoughts and prayers are with the families of those killed, the injured, and you and your staff.

Dan



**Daniel Shaw** | Regional Program Manager  
dan.shaw@calea.org | (703) 352-4225 ext. 153 | Direct (231) 683-4544  
Tu-F 8:00am-3:30pm | 13575 Heathcote Blvd, Suite 160, Gainesville, VA 20155



---

**From:** Mary Anne Glowacz <mglowacz@deerfield.il.us>  
**Sent:** Tuesday, July 5, 2022 9:22 AM  
**To:** Jogmen, Lou  
**Subject:** Prayers  
**Attachments:** image001.jpg; image002.jpg; image003.jpg; image004.jpg; 0.jpg; 1.jpg; 2.jpg; 3.jpg

[EXTERNAL EMAIL]

Chief,

My prayers are with you. Please let me know if we can help.

God bless,  
Mary Anne



**Mary Anne Glowacz**

Communications Director | [Deerfield Police Department](#)

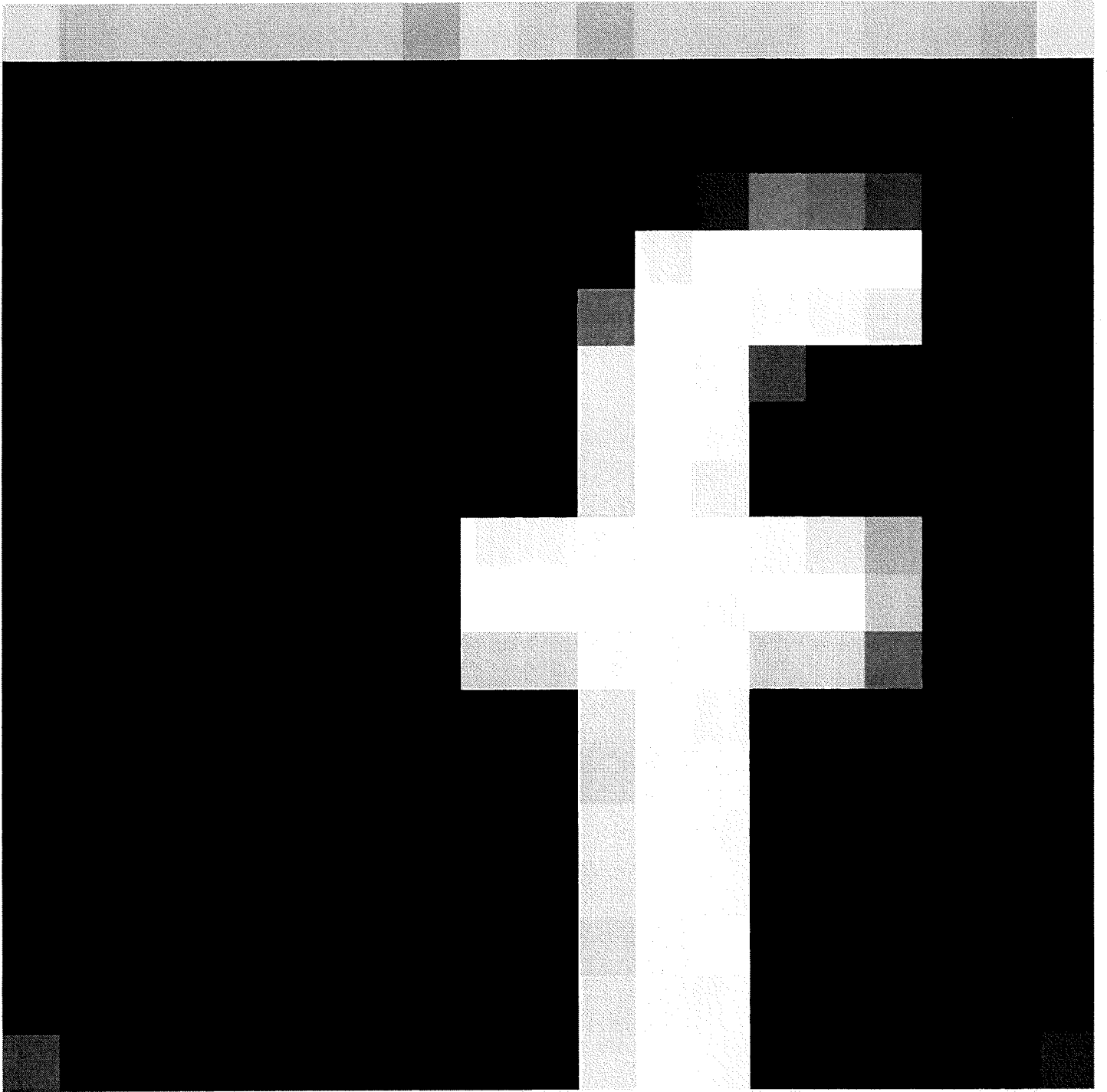
850 Waukegan Rd | Deerfield, IL 60015

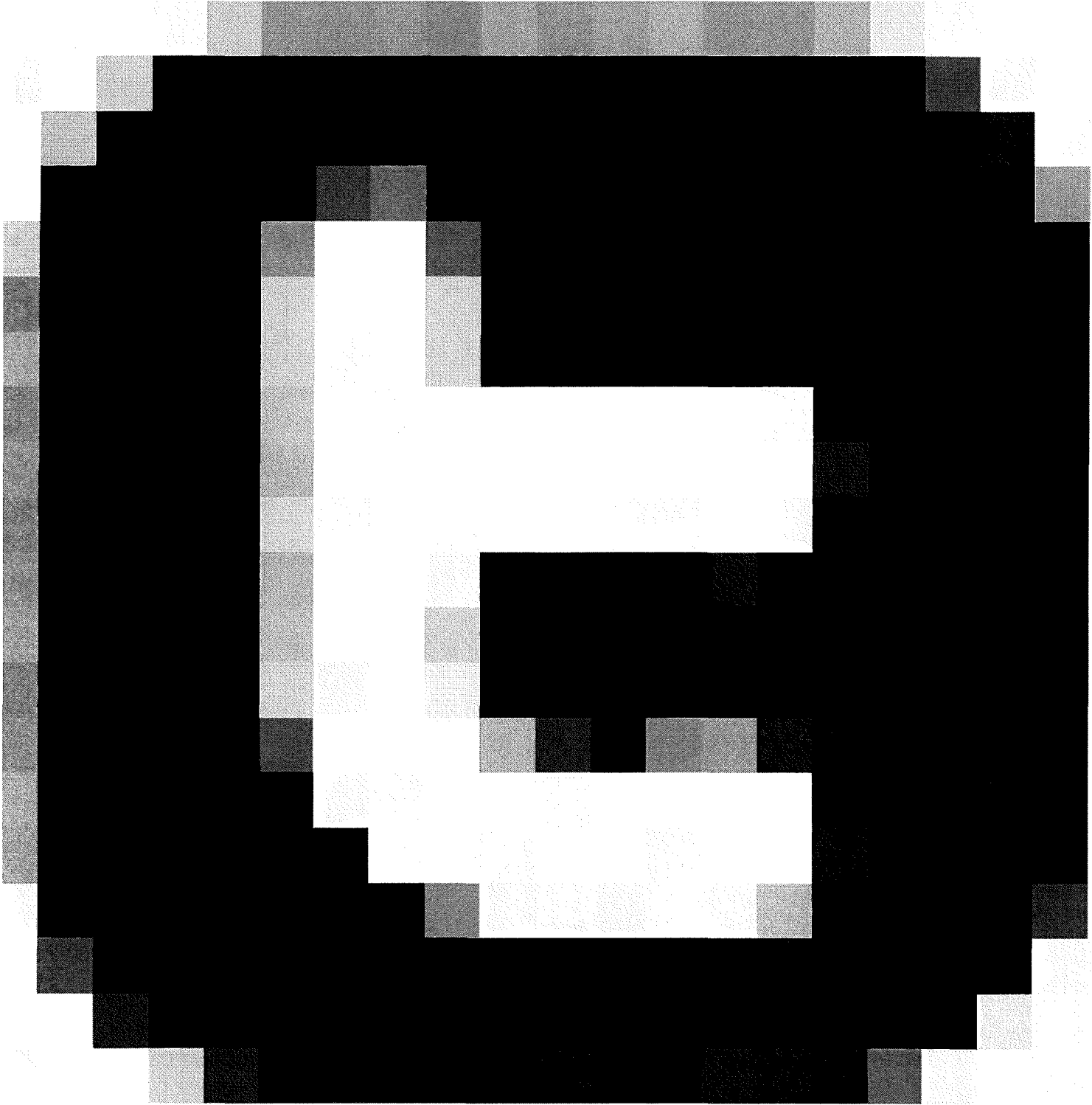
24/7 Non-Emergency Dispatch: 847.945.8636

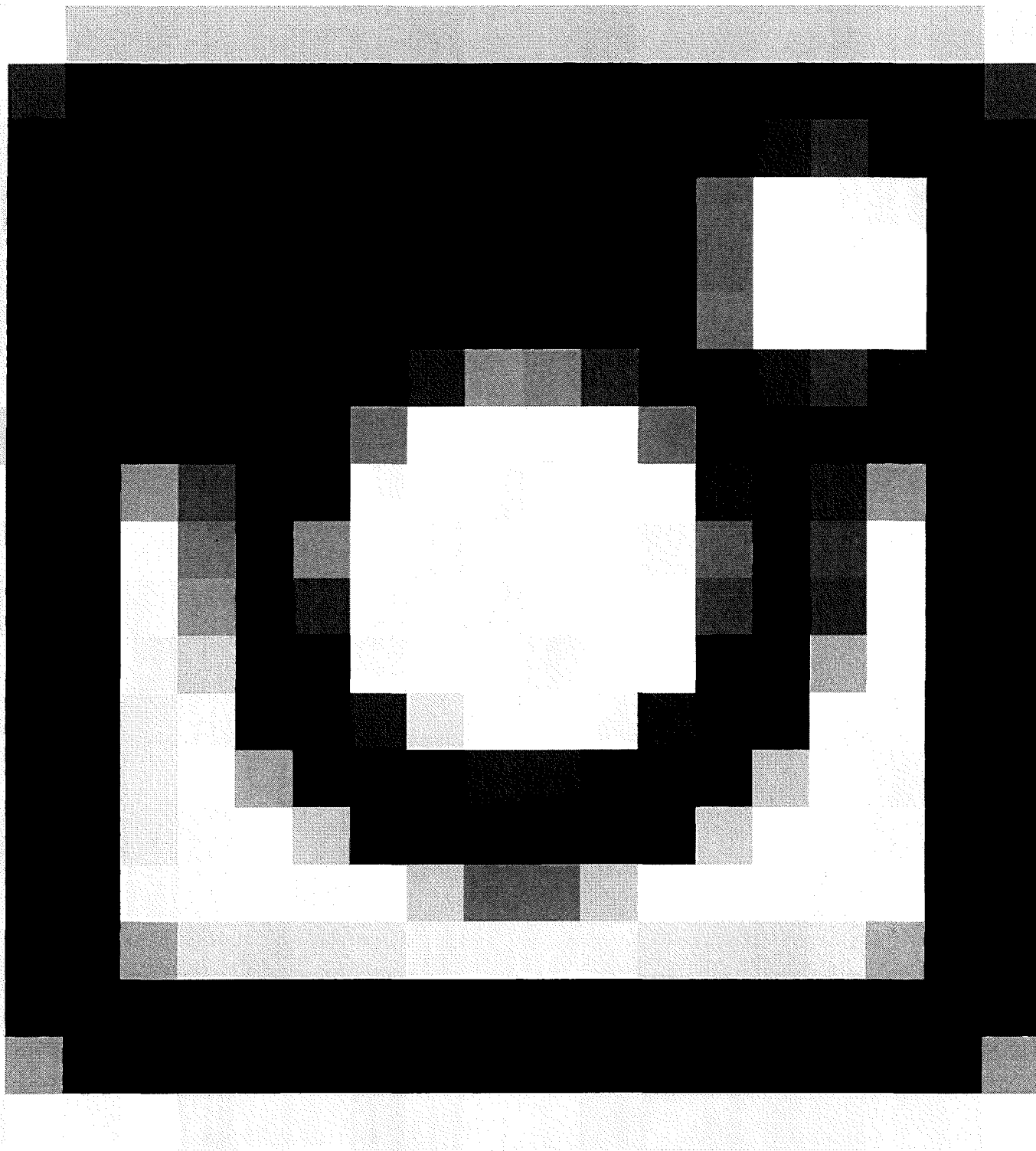
Direct: 847.794.7501

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**From:** Ayres, Tara <Tara.Ayres@newsy.com>  
**Sent:** Tuesday, July 05, 2022 9:22 AM  
**To:** nrotering@cityhpil.com; [REDACTED]  
**Subject:** Newsy: Primetime Interview Request  
**Attachments:** Newsy\_One Sheet.pdf

[EXTERNAL EMAIL]

Hi Mayor Rotering,

First of all, my deepest condolences for the horrific shooting yesterday.

Would you be able to **pretape** with Newsy's primetime show "Newsy Tonight with Chance Seales" **today any time between 2pm-4:30pm CT?**

We can do this via **Skype or Zoom**, and it would only take 10 minutes of your time.

I appreciate you considering.

Kind regards,  
Tara



**Tara Ayres**

Lead Booking Producer

*Specials & "Newsy Tonight with Chance Seales"*

m: [REDACTED]

e: [Tara.Ayres@newsy.com](mailto:Tara.Ayres@newsy.com)

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**From:** rcamacho@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:22 AM  
**To:** apalbitska@cityhpil.com  
**Subject:** RE: Voice Message from Palbitska, Ashley Tel: 1034  
**Attachments:** image001.png; image002.png

Hi Ashley,

I got your call, will forward any inquiries on yesterday's incident to you.

Thanks,

**Ruby M. Camacho**

Executive Assistant



Department of Community Development  
1150 Half Day Road  
Highland Park, Illinois 60035

847.926.1854  
847.432.0964 fax

[rcamacho@cityhpil.com](mailto:rcamacho@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)

*Effective February 3, 2020 all new submittals received on or after this date must comply with new adopted building codes. Codes can be viewed at:*

*[https://www.cityhpil.com/government/city\\_departments/community\\_development/building/index.php](https://www.cityhpil.com/government/city_departments/community_development/building/index.php)*

**From:** Palbitska, Ashley  
**Sent:** Tuesday, July 5, 2022 8:25 AM  
**To:** Camacho, Ruby <rcamacho@cityhpil.com>  
**Subject:** Voice Message from Palbitska, Ashley Tel: 1034

Sender's comments are located in WAV file at end of message.

---

**From:** amohanchandra@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:27 AM  
**To:** [REDACTED]  
**Subject:** RE: 55 St. Johns

Hello Michael,

Thank you for reaching out and glad to hear that you and your family are well.

Everyone in the City was marked safe and definitely a bizarre and shocking event still trying to recover from what happened yesterday.

I appreciate your kind words and wishing you and your family the best.

Take care!

Archana

**Archana Mohanchandra**  
Building Division Manager



City of Highland Park

Community Development  
1150 Half Day Road  
Highland Park, Illinois 60035  
847.926.1173  
[amohanchandra@cityhpil.com](mailto:amohanchandra@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



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**From:** Michael Weiss <[REDACTED]>  
**Sent:** Tuesday, July 5, 2022 9:10 AM  
**To:** Albarran, Carolina <[calbarran@cityhpil.com](mailto:calbarran@cityhpil.com)>; Mohanchandra, Archana <[amohanchandra@cityhpil.com](mailto:amohanchandra@cityhpil.com)>; Alaimo, Fred <[falaimo@cityhpil.com](mailto:falaimo@cityhpil.com)>; Wolff, Horatiu <[hwolff@cityhpil.com](mailto:hwolff@cityhpil.com)>; Burhop, Karl <[kburhop@cityhpil.com](mailto:kburhop@cityhpil.com)>; Fontane, Joel <[jfontane@cityhpil.com](mailto:jfontane@cityhpil.com)>; Schrage, Joe <[jschrage@cityhpil.com](mailto:jschrage@cityhpil.com)>; Miller, Ben <[bmiller@cityhpil.com](mailto:bmiller@cityhpil.com)>; Roman, Andrew <[aroman@cityhpil.com](mailto:aroman@cityhpil.com)>; Kanapareddy, Ramesh <[rkanapareddy@cityhpil.com](mailto:rkanapareddy@cityhpil.com)>; Gomez, Emmanuel <[egomez@cityhpil.com](mailto:egomez@cityhpil.com)>; Milanesio, Ronald <[rmilanesio@cityhpil.com](mailto:rmilanesio@cityhpil.com)>  
**Subject:** 55 St. Johns

[EXTERNAL EMAIL]

All,

In light of yesterday's events, I just wanted to reach out and say thank you and hope everyone at the City is doing well.

As a resident myself who was in the middle of the parade yesterday with my 3 little kids, I am still in shock as to what occurred.

I first hand witnessed a number of City first responders and other staff jump into action and for that I am forever grateful.

Thank you!!

Michael Weiss



---

**From:** Cindy Zichal <Cindy\_Zichal@rpadmin.com>  
**Sent:** Tuesday, July 5, 2022 9:27 AM  
**To:** Taub, Emily; Smith, Aaron  
**Cc:** Dave Cook; Sandy Mikel; Kaitie Tiede (ktiede@ipbchealth.org)  
**Subject:** FW: City of Highland Park  
**Attachments:** image001.png; Managing Traumatic Stress-Tips for recovering from disasters and other traumatic events (Spanish).pdf; Managing Traumatic Stress - Tips for recovering from disasters and other traumatic events English.pdf; Traumatic Events Care Tips (English).pdf; Traumatic Events Care Tips (Spanish).pdf; 1709009-After A Disaster Guide Booklet.pdf

[EXTERNAL EMAIL]

Hi Emily and Aaron, attached is some information for the EAP that Kris from The Standard sent over for you.

Please let me know if you have any questions, I am happy to assist in any way I can.

Thank you.

**Cindy Zichal**  
Sr. Benefits Consultant, Public Sector Practice

Upcoming Out of Office: July 12 – July 23



P: 847.378.5850 | M: [REDACTED] | Email: [cindy\\_zichal@RPAdmin.com](mailto:cindy_zichal@RPAdmin.com)

2850 W. Golf Road  
Rolling Meadows, IL 60008

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**From:** Kris McCourt <Kristine.McCourt@standard.com>  
**Sent:** Tuesday, July 5, 2022 9:17 AM  
**To:** Cindy Zichal <Cindy\_Zichal@ajg.com>; Angie Moscato <Angie\_Moscato@ajg.com>  
**Cc:** Joyce Janu <joyce\_janu@rpadmin.com>; Dan Parker <Dan\_Parker@ajg.com>; Shannon McHugh <Shannon\_McHugh@ajg.com>; Jennifer Lamz <Jennifer\_Lamz@rpadmin.com>; Jennifer Warp <Jennifer\_Warp@rpadmin.com>; Karen Williams <Karen\_Williams2@ajg.com>  
**Subject:** City of Highland Park

[EXTERNAL]

Good morning Cindy and Angie,

I sincerely hope that you and your loved ones are safe and are not impacted by the tragic event that occurred at the Highland Park Parade yesterday. Our thoughts are with those who may be impacted by this traumatic event. Attached are some materials and information you may want to share with City of Highland Park as they have the EAP with Standard/Health Advocate. Traumatic events can trigger overwhelming emotional responses. People are affected in their hearts and minds which can undermine healthy communities and social relationships at home and at work.

Please find the attached support resources to help assist City of Highland Park. **Remember that immediate and confidential EAP services are accessible 24/7/365.**

- ✓ Materials to support this traumatic event titled:
  - A Disaster Recovery Guide – What You Should Know
  - Managing Traumatic Stress: Tips for recovering from disasters and other traumatic events. (English & Spanish versions)
  - Traumatic Event Care Tips (English & Spanish versions)
  
- ✓ Onsite Services Request
  - Critical Incident Stress Management/Disruptive Event Management
  - Benefits/HR Call 888-293-6948
  
- ✓ Session Model Employee and Manager Flyer Links
  - EAP Employee Flyer - 3 Sessions - <https://www.standard.com/eforms/17201.pdf>
  - EAP Employee Flyer - 3 Sessions – Spanish - <https://www.standard.com/eforms/17201spu.pdf>
  - EAP Management Crisis Support Employer Flyer - 3 Sessions - <https://www.standard.com/eforms/17205.pdf>

Please feel free to share this with the City. I'm also sharing this with the entire team in the event that neighboring members need EAP support as well. Thank you, all!

Take care, Kris

*I am here to support you and create an excellent experience in doing business with The Standard. Please [click here](#) to take a quick 2 to 3 minute survey to let me know how I am doing.*

**Kris McCourt | Account Manager**  
**The Standard**  
Standard Insurance Company  
10 N. Martingale Road, Suite 540 | Schaumburg, IL 60173  
Office (847) 517-9456 | Cell [REDACTED]  
Kristine.McCourt@standard.com | www.standard.com

## Manejar el estrés traumático: Consejos para recuperarse de desastres y otros acontecimientos traumáticos

Los desastres son a menudo inesperados, repentinos y abrumadores. En algunos casos, no hay ninguna señal exterior visible de lesiones físicas, pero existe un costo emocional grave. Es común que las personas que han experimentado situaciones traumáticas tengan reacciones emocionales muy fuertes. Entender las respuestas normales a estos sucesos anormales puede ayudar a lidiar eficazmente con sus sentimientos, pensamientos y comportamientos, y ayudarle a avanzar en el camino a la recuperación.

### ¿Qué le pasa a la gente después de un desastre u otro acontecimiento traumático?

- El shock y la negación son respuestas típicas a eventos traumáticos y desastres, especialmente poco después del acontecimiento. Tanto el shock como la negación son reacciones normales de protección.
- El shock es una perturbación súbita y a menudo intensa de su estado emocional que puede dejarlo sintiéndose aturdido o atontado. La negación implica no reconocer que ha sucedido algo muy estresante, o no experimentar plenamente la intensidad del suceso. Puede sentirse temporalmente insensible o desconectado de la vida.
- A medida que mengua el shock inicial, las reacciones varían de una persona a otra. Las siguientes, sin embargo, son respuestas normales ante un evento traumático:
- Los sentimientos se hacen intensos y a veces son impredecibles. Es posible que se vuelva más irritable que de costumbre, y su estado de ánimo podría alternar drásticamente. Puede sentirse especialmente ansioso o nervioso, o incluso deprimirse.
- Los pensamientos y los patrones de conducta están afectados por el trauma. Puede tener memorias repetidas y vívidas del suceso. Estas retrospectivas pueden ocurrir sin razón aparente, y pueden llevar a reacciones físicas como una taquicardia o sudoración. Puede hallar difícil concentrarse o tomar decisiones, o confundirse más fácilmente. Los patrones de sueño y alimentación también pueden verse perturbados.

- Las reacciones emocionales recurrentes son comunes. Los aniversarios del acontecimiento, como el de un mes o un año, pueden desencadenar recuerdos inquietantes de la experiencia traumática. Estos desencadenantes pueden verse acompañados de temores de que el suceso estresante se repita.
- Las relaciones interpersonales con frecuencia se ven sujetas a tensiones. Es común que haya más conflictos, como el tener discusiones más frecuentes con familiares y compañeros de trabajo. Por otro lado, podría volverse retraído y aislado, y evitar sus actividades habituales.
- Hay síntomas físicos que pueden acompañar el estrés extremo. Por ejemplo, pueden producirse dolores de cabeza, náuseas y dolor en el pecho, y pueden necesitar atención médica. Los trastornos médicos preexistentes pueden empeorar debido al estrés.

### ¿Cómo responden las personas de modo diferente al paso del tiempo?

Es importante que usted se haga consciente de que no hay un patrón estándar de reacción al estrés extremo de las experiencias traumáticas. Algunas personas responden inmediatamente, mientras que otras tienen reacciones retardadas a veces meses o incluso años más tarde. Algunos sufren efectos adversos durante un largo periodo de tiempo, mientras que otros se recuperan más rápidamente.

continúa en la siguiente página >>

## Manejo de sucesos desestabilizadores

Y las reacciones pueden cambiar al paso del tiempo. Algunos que han sufrido de traumas se ven energizados inicialmente por el acontecimiento para ayudarles con el reto de afrontarlo, sólo para más tarde verse desalentados o deprimidos.

Diversos factores tienden a afectar la longitud de tiempo requerida para la recuperación, entre ellos

- El grado de intensidad y pérdida — Los acontecimientos que duran más tiempo y representan una amenaza mayor, que implican la pérdida de vidas o importantes pérdidas materiales, a menudo tardan más tiempo en resolverse.
- La capacidad general de una persona para sobrellevar situaciones emocionalmente difíciles → Las personas que han afrontado otras circunstancias difíciles y estresantes bien pueden hallar más fácil lidiar con el trauma.
- Otros acontecimientos estresantes anteriores a la experiencia traumática — Las personas enfrentadas a otras situaciones emocionalmente desafiantes, tales como graves problemas de salud o dificultades relacionadas con la familia, pueden tener reacciones más intensas ante el nuevo acontecimiento estresante y necesitan más tiempo para recuperarse.

### ¿Cómo debo ayudarnos a mí y a mi familia?

Hay varios pasos que puede dar para ayudar a restaurar el bienestar emocional y una sensación de control después de un desastre u otra experiencia traumática, entre ellos:

- Reconocer que éste es un momento difícil, pero que puede trabajar para manejarlo. Ha enfrentado dificultades en otras ocasiones de su vida. Aproveche las habilidades que usó para superar los desafíos anteriores.
- Permítase llorar las pérdidas que ha experimentado. Trate de ser paciente con los cambios que haya en su estado emocional.
- Pida apoyo a las personas que se preocupan por usted y que están dispuestas a escuchar y empatizar con su situación. Pero, tenga presente que su sistema de apoyo habitual puede verse debilitado si las personas que están cerca de usted también han experimentado o presenciado el trauma.
- Comunique su experiencia de cualquier forma en que se sienta cómodo, por ejemplo, hablando con parientes o amigos cercanos, o llevando un diario.

- Averigüe sobre grupos locales de apoyo que están a menudo disponibles, como los dedicados a quienes han sufrido desastres naturales o a las mujeres que son víctimas de violación. Tales grupos pueden ser especialmente útiles para individuos con sistemas limitados de apoyo personal.
- Participe en comportamientos saludables para mejorar su capacidad de hacer frente al estrés excesivo. Consuma comidas bien equilibradas y descanse mucho. Si experimenta dificultades continuas con el sueño, quizás pueda encontrar algún alivio a través de técnicas de relajación. Evite el alcohol y las drogas.
- Establezca o restaure rutinas como hacer sus comidas a horas regulares y seguir un programa de ejercicios. Tómese un tiempo libre de las demandas de la vida cotidiana dedicándose a pasatiempos u otras actividades agradables.
- Evite decisiones importantes de la vida como cambiar de carrera o de puesto de trabajo, de ser posible, porque estas actividades tienden a ser muy estresantes.

### ¿Cuándo debo buscar ayuda profesional?

Las personas con reacciones prolongadas que perturban su funcionamiento diario deben consultar a un profesional de salud mental capacitado y experimentado. Los psicólogos y otros proveedores de salud mental pertinentes ayudan a educar a gente sobre las respuestas normales a la tensión extrema. Estos profesionales trabajan con personas afectadas por el trauma para ayudarles a encontrar maneras constructivas de afrontar el impacto emocional.

En el caso de niños, los arrebatos emocionales continuos y agresivos, los problemas graves en la escuela, la preocupación por el evento traumático, el aislamiento continuado y extremo, y otros signos de ansiedad intensa o dificultades emocionales son todos indicativos de la necesidad de una asistencia profesional. Un profesional de la salud mental cualificado puede ayudar a tales niños y a sus padres a comprender y lidiar con los pensamientos, sentimientos y comportamientos que resultan del trauma.

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# Managing Traumatic Stress: Tips for recovering from disasters and other traumatic events

Disasters are often unexpected, sudden, and overwhelming. In some cases, there are no outwardly visible signs of physical injury, but there is nonetheless a serious emotional toll. It is common for people who have experienced traumatic situations to have very strong emotional reactions. Understanding normal responses to these abnormal events can aid you in coping effectively with your feelings, thoughts, and behaviors, and help you along the path to recovery.

## What happens to people after a disaster or other traumatic event?

- Shock and denial are typical responses to traumatic events and disasters, especially shortly after the event. Both shock and denial are normal protective reactions.
- Shock is a sudden and often intense disturbance of your emotional state that may leave you feeling stunned or dazed. Denial involves your not acknowledging that something very stressful has happened, or not experiencing fully the intensity of the event. You may temporarily feel numb or disconnected from life.
- As the initial shock subsides, reactions vary from one person to another. The following, however, are normal responses to a traumatic event:
- Feelings become intense and sometimes are unpredictable. You may become more irritable than usual, and your mood may change back and forth dramatically. You might be especially anxious or nervous, or even become depressed.
- Thoughts and behavior patterns are affected by the trauma. You might have repeated and vivid memories of the event. These flashbacks may occur for no apparent reason and may lead to physical reactions such as rapid

heartbeat or sweating. You may find it difficult to concentrate or make decisions, or become more easily confused. Sleep and eating patterns also may be disrupted.

- Recurring emotional reactions are common. Anniversaries of the event, such as at one month or one year, can trigger upsetting memories of the traumatic experience. These triggers may be accompanied by fears that the stressful event will be repeated.
- Interpersonal relationships often become strained. Greater conflict, such as more frequent arguments with family members and coworkers, is common. On the other hand, you might become withdrawn and isolated and avoid your usual activities.
- Physical symptoms may accompany the extreme stress. For example, headaches, nausea, and chest pain may result and may require medical attention. Preexisting medical conditions may worsen due to the stress.

## How do people respond differently over time?

It is important for you to realize that there is not one standard pattern of reaction to the extreme stress of traumatic experiences. Some people respond immediately, while others have delayed reactions sometimes months or even years later. Some have adverse effects for a long period of time, while others recover rather quickly.

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## Disruptive Event Management

And reactions can change over time. Some who have suffered from trauma are energized initially by the event to help them with the challenge of coping, only to later become discouraged or depressed.

A number of factors tend to affect the length of time required for recovery, including

- The degree of intensity and loss—Events that last longer and pose a greater threat, and where loss of life or substantial loss of property is involved, often take longer to resolve.
- A person's general ability to cope with emotionally challenging situations—Individuals who have handled other difficult, stressful circumstances well may find it easier to cope with the trauma.
- Other stressful events preceding the traumatic experience—Individuals faced with other emotionally challenging situations, such as serious health problems or family-related difficulties, may have more intense reactions to the new stressful event and need more time to recover.

### How should I help myself and my family?

There are a number of steps you can take to help restore emotional wellbeing and a sense of control following a disaster or other traumatic experience, including the following:

- Recognize that this is a challenging time but one that you can work to manage. You've tackled hardships at other times in your life. Tap into the skills you used to get through past challenges.
- Allow yourself to mourn the losses you have experienced. Try to be patient with changes in your emotional state.
- Ask for support from people who care about you and who will listen and empathize with your situation. But keep in mind that your typical support system may be weakened if those who are close to you also have experienced or witnessed the trauma.
- Communicate your experience in whatever ways feel comfortable to you such as by talking with family or close friends, or keeping a diary.

- Find out about local support groups that often are available such as for those who have suffered from natural disasters, or for women who are victims of rape. These can be especially helpful for people with limited personal support systems.
- Engage in healthy behaviors to enhance your ability to cope with excessive stress. Eat well-balanced meals and get plenty of rest. If you experience ongoing difficulties with sleep, you may be able to find some relief through relaxation techniques. Avoid alcohol and drugs.
- Establish or reestablish routines such as eating meals at regular times and following an exercise program. Take some time off from the demands of daily life by pursuing hobbies or other enjoyable activities.
- Avoid major life decisions such as switching careers or jobs if possible because these activities tend to be highly stressful.

### When should I seek professional help?

Individuals with prolonged reactions that disrupt their daily functioning should consult with a trained and experienced mental health professional. Psychologists and other appropriate mental health providers help educate people about normal responses to extreme stress. These professionals work with individuals affected by trauma to help them find constructive ways of dealing with the emotional impact.

With children, continual and aggressive emotional outbursts, serious problems at school, preoccupation with the traumatic event, continued and extreme withdrawal, and other signs of intense anxiety or emotional difficulties all point to the need for professional assistance. A qualified mental health professional can help such children and their parents understand and deal with thoughts, feelings, and behaviors that result from trauma.

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# Traumatic Event Care Tips

## Understanding Disaster Events

- No one who sees or experiences a traumatic event is untouched by it.
- It is normal to feel anxious about you and your family's safety and future.
- Profound sadness, grief and anger are normal reactions to an abnormal event.
- Acknowledging your feelings helps you recover.
- Focusing on your strengths and abilities will help you heal.
- Accepting help from community programs and resources, as well as the EAP, is healthy.
- We each have different needs and different ways of coping.
- It is common to want to strike back at people who have caused great pain. However, nothing good is accomplished by hateful language or actions.

## Warning Signs of Stress

- Difficulty communicating thoughts
- Difficulty sleeping
- Difficulty maintaining emotional balance
- Increased use of drugs/alcohol
- Limited attention span, difficulty concentrating
- Poor work performance, easily frustrated
- Headaches/stomach problems
- Tunnel vision/muffled hearing
- Colds or flu-like symptoms
- Disorientation or confusion

- Reluctance to leave home
- Depression, sadness, feelings of hopelessness
- Mood swings, crying easily
- Overwhelming guilt and self-doubt
- Fear of crowds, strangers or being alone
- Constantly focusing on the event

## Ways to Ease the Stress

- Consider talking to a professional.
- Don't hold yourself responsible.
- Take steps to promote your own physical and emotional healing (i.e., healthy eating, rest, exercise, relaxation, meditation).
- Maintain a normal daily routine, limiting demanding responsibilities of yourself and your family.
- Spend time with family and friends.
- Participate in memorials and rituals.
- Use existing support groups: family, friends and religious.

## When to Seek Help

If self-help strategies are not helping or you find that you are using drugs/alcohol in order to cope, you may wish to seek outside or professional assistance with your stress symptoms.

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# Consejos de cuidado para **un suceso traumático**

## Comprender los eventos desastrosos

- Nadie que vea o experimente un hecho traumático sale inmune de ello.
- Es normal sentirse ansioso acerca de su seguridad y futuro, y los de su familia.
- La tristeza profunda, el dolor y la rabia son reacciones normales a un suceso anormal.
- Reconocer sus sentimientos le ayuda a recuperarse.
- Centrarse en sus fortalezas y capacidades le ayudará a curarse.
- Es saludable aceptar ayuda de los programas y recursos comunitarios, así como de EAP.
- Cada uno de nosotros tiene diferentes necesidades y diferentes formas de hacer frente al dolor.
- Es común querer devolver el golpe a las personas que han causado un gran dolor. Sin embargo, no se logra nada bueno con un lenguaje o acciones que expresen odio.

## Señales de alerta de estrés

- Dificultad para comunicar los pensamientos
- Dificultad para dormir
- Dificultad para mantener el equilibrio emocional
- Incremento del uso de drogas o alcohol
- Capacidad de atención limitada, dificultad para concentrarse
- Mal rendimiento en el trabajo, se frustra fácilmente
- Dolores de cabeza o problemas de estómago
- Visión de túnel/audición reducida
- Síntomas similares a resfriados y gripe

- Desorientación o confusión
- Renuncia a salir de casa
- Depresión, tristeza, sentimientos de desesperanza
- Cambios de humor, llorar fácilmente
- Culpa abrumadora y desconfianza en uno mismo
- Miedo a las multitudes, extraños o estar a solas
- Centrarse constantemente en el suceso

## Maneras de aliviar el estrés

- Plántese hablar con un profesional.
- No se responsabilice.
- Tome medidas para promover su propia curación física y emocional (es decir, comer sano, descansar, hacer ejercicio, relajación, meditación).
- Mantenga una rutina diaria normal, y limite las responsabilidades exigentes para usted mismo o su familia.
- Pase tiempo con familiares y amigos.
- Participe en las conmemoraciones y rituales.
- Utilice los grupos de apoyo ya existentes: familia, amigos y religiosos.

## Cuándo es momento de buscar ayuda

Si las estrategias de autoayuda no le sirven o se da cuenta de que está usando drogas o alcohol para hacer frente a su dolor, puede buscar ayuda exterior o profesional para los síntomas del estrés.

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**Disaster Recovery Guide**

# What You Should Know

**HealthAdvocate™**

Experiencing a natural disaster of any type or degree can be a devastating threat to your—and your family’s—physical, mental and emotional well-being. Recovery is usually a slow and gradual process, and starts with accessing the right resources to keep you safe. Then, you can begin taking steps toward getting your life, your home and community back to normal.

This guide offers general information to help you and your family get started on the recovery process in the aftermath of a disaster. Here, you’ll find practical tips, resources and where to find the support you need, including through your Health Advocate benefit offered by your employer or plan sponsor.



## First Steps: What to Do Immediately After a Disaster

Your first concern after a disaster is to protect your family’s health and safety. Always follow specific instructions from your local authorities. Here are additional steps to take:

- **Tune in to the radio** for information about shelters, safety, evacuation and travel advisories. Listen to find out if there is a federal disaster hotline set up to assist in recovery efforts.
- **Find a local Red Cross for emergency food, shelter and other services.** Visit [Redcross.org](http://Redcross.org) or call the **FEMA** hotline 800-621-3362 (Federal Emergency Management Agency).
- **Register at the Red Cross** to let your family and friends know you are safe.
- **Be aware of safety issues created by the disaster.** Watch for washed-out roads and bridges, contaminated buildings, contaminated water, gas leaks, broken glass, damaged electrical wiring and other potentially unsafe situations.
- **Inform local authorities** about potential hazards in the area. This includes chemical spills, downed power lines, smoldering insulation and dead animals.
- **Steer clear of damaged buildings.** Don’t attempt to return to your home until authorities signal that it is safe to do so.





## Returning Home

Returning home to a house in an area affected by a natural disaster can be physically and mentally challenging. Above all, use caution. Do not return to your home before the area is declared safe by local officials. As you return, remember to watch for fallen objects, downed electrical wires, and weakened walls, bridges, roads and sidewalks in your area.

- **Do not enter your home if:**
  - You smell gas.
  - Floodwater remains around the building.
  - Your home was damaged by fire and the authorities have not declared it safe.
- **Inspect your home carefully before entering.** Walk around the outside and check for loose power lines, gas leaks and structural damage. If you have any doubts about safety, have your residence inspected by a qualified building inspector or structural engineer before entering.
- **Keep a battery-powered radio** with you to listen for emergency updates and news reports.
- **Use a battery-powered flashlight** to inspect the damaged home. Note: The flashlight should be turned on outside before entering—the battery may produce a spark that could ignite leaking gas, if present.
- **Do not smoke or use oil, gas lanterns, candles or torches** for lighting inside a damaged home until you are sure there is no leaking gas or other flammable materials present.
- **If it's okay to enter your home, check for damage.** Look for roof, foundation and chimney cracks. If it looks like the building may collapse, leave immediately. Be aware of loose boards and slippery floors.
- **Once inside, if you smell gas** or hear a hissing or blowing sound, open a window and leave immediately. Turn off the main gas valve from the outside, if you can. Call the gas company from a neighbor's residence.
- **Open cabinets carefully.** Be alert for objects that may fall.
- **Throw out all food and other supplies** that you suspect may have become contaminated or come into contact with floodwater.
- **Watch out for animals** that have taken refuge in your home, especially poisonous snakes. Use a stick to poke through debris. Do not corner wild animals or try to rescue them, or attempt to move a dead animal. Call your local animal control office or wildlife resource office. If bitten by an animal, seek immediate medical attention.
- **Call your insurance agent.** Take pictures of damages. Keep good records of repair costs.



**Learn what to do** about wet appliances, a seeping ceiling, flooded basement, damaged electrical wires or water pipes, chemical spills, raw sewage, or how to confront wild animals in your home or salvage items. Visit: <https://www.ready.gov/returning-home>

## Coping with a Disaster

Disasters are upsetting experiences for everyone involved. Children, senior citizens, people with disabilities and people for whom English is not their first language are especially at risk and are likely to need extra care and help. Even individuals who experience a disaster “second hand” through exposure to extensive media coverage can be affected.

People experiencing a disaster or other stressful life events can have a variety of reactions, all of which can be common responses to difficult situations. These reactions can include:

- **Feeling physically** and mentally drained
- **Having difficulty** making decisions or staying focused
- **Becoming easily frustrated**
- **Arguing more** with family and friends
- **Feeling tired**, sad, numb, lonely or worried
- **Experiencing changes** in appetite or sleep pattern

.....

## Recovery Takes Time

Most of these reactions are temporary and will go away over time. Look for ways to take one step at a time and focus on taking care of your disaster-related needs and those of your family. Here are some tips to keep in mind:

- **Stay connected** with family and friends. Giving and getting support is one of the most important things you can do. Try to do something as a family that you have all enjoyed in the past.
- **Get back into a routine.** This can take time.
- **Limit your exposure** to the sights and sounds of disaster, especially on television, the radio, online and in the newspapers.
- **Get some rest.** Giving your body and mind a break can boost your ability to cope with the stress you may be experiencing.
- **Be patient with yourself** and with those around you. Recognize that everyone is stressed and may need some time to put their feelings and thoughts in order.
- **Set priorities.** Tackle tasks in small steps.
- **Gather information** about assistance and resources.
- **Stay positive.** Remind yourself of how you’ve successfully gotten through difficult times in the past.



### Get Support

If you or a family member are experiencing disaster-related stress lasting two weeks or longer, it may be time to seek help. Reach out to your Employee Assistance Program (EAP) for support.



## Helping Children Cope with Disasters

When a disaster strikes, a child's view of the world as a safe and predictable place is temporarily lost and children can feel frightened, confused, and insecure. In general, their biggest fears are that they will be injured, killed, left alone or separated from family and friends. Some children who only hear news coverage of the disaster or overhear adults discussing it may experience distress.

Here's what you need to know and do to help your children feel safe and reassured:

- **Children may act out their stress**, fears and sadness in different ways.
- **Younger children may** return to earlier behavior patterns, such as bedwetting, sleep problems, and separation anxiety. Older kids may display anger, aggression, problems in school, or withdrawal.
- **In most cases, distressing responses are temporary.** Those who were directly exposed to a severe threat to life, injury, loss of loved ones, or secondary problems such as loss of home or moves, may experience distress for longer periods.
- **Children look to parents** and other adults as role models. Adults who develop a healthy coping style in reaction to emergencies can help make disasters less traumatic for children. Stay calm. Help your child see you are taking care of them and that you are looking ahead.
- **Build and use** your own social support systems. Reach out to family, friends and community organizations.
- **Calmly provide factual information** about the disaster. Explain to your kids what has happened and the steps that are being taken to keep them safe. Make sure the information you provide will be understood for their age and coping style.
- **Share your feelings** and encourage your children to talk about their feelings. Ask them what they've heard, helping to correct any misinformation.
- **Let kids know it's okay to cry**, feel sad or be afraid. Hug and touch your children affectionately—personal contact is reassuring.
- **Take extra time for family activities.** This will help build pleasant memories and counter fearful ones. Spend a bit more time with kids at bedtime.
- **Re-establish your daily routine** for work, school, play, meals, and rest. Daily routines help children feel safe.
- **Involve your children** by giving them specific chores. This will help them feel that they are helping to restore family and community life.
- **Limit or avoid news** coverage of crisis events, especially for younger children. For older children watching TV coverage, watch along with them. Use it as an opportunity to discuss what is being seen and how it makes them feel.

### Getting Help

If you have concerns about your child's behavior, contact your pediatrician, other primary care provider, or a qualified mental health professional. You can also talk to your (EAP) Professional for confidential guidance and support.





## Financial Recovery

Following a disaster, you may face many financial challenges in the days, weeks and even months or years ahead. Here are practical steps you can take to help recover your financial well-being.

### Filing Insurance Claims

- **Contact your insurance agent**, broker or insurance company as soon as you can. Report how, when, and where the damage occurred. Provide a general description of the damage.
- **Prepare a list** of damaged or lost items and provide receipts if possible. Consider photographing or videotaping the damage where it occurred for further documentation to support your claim.
- **If possible, keep damaged items** or portions of those items until the claims adjuster has visited your home.
- **Keep receipts** for all additional expenses incurred. This may include lodging, repairs or supplies.
- **Make copies of all documents** and pictures given to your claims adjuster or insurance company. Besides insurance, this may be helpful for answering the many questions related to taxes, expenses and determining just how you will recover from financial losses.

### FEMA Disaster Relief Assistance

FEMA (the Federal Emergency Management Agency) provides financial or direct assistance to individuals and families whose property has been damaged or destroyed as a result of a federally-declared disaster, and whose losses are not covered by insurance.

#### Here's what you need to know:

- FEMA assistance is provided in the form of low-interest loans administered through the Small Business Administration.
- The FEMA loan is meant to help with critical expenses that cannot be covered in other ways. It is not intended to restore your damaged property to its condition before the disaster.
- For information about registering for FEMA assistance, eligibility requirements, and what other forms of assistance are offered through the Federal government:
  - Visit: [www.disasterassistance.gov](http://www.disasterassistance.gov)  
or [www.fema.gov/what-disaster-assistance](http://www.fema.gov/what-disaster-assistance)
  - Or call the FEMA hotline 800-621-3362
  - You can also register in person at a Disaster Recovery Center listed at [www.fema.gov/DRC](http://www.fema.gov/DRC)



#### Have financial questions?

Health Advocate can connect you with financial consultants who can assist with questions related to navigating disaster assistance, insurance, taxes, and how to recover from financial loss.



## Resources

### Emergency Preparedness and Response

#### **American Red Cross**

1-866-438-4636

[www.redcross.org](http://www.redcross.org)

#### **FEMA**

1-800-621-3362

[www.fema.gov](http://www.fema.gov)

#### **CDC: Emergency Preparedness & Response**

[www.emergency.cdc.gov/](http://www.emergency.cdc.gov/)

#### **InciWeb – Incident Information System**

[inciweb.nwccg.gov](http://inciweb.nwccg.gov)

InciWeb is an interagency all-risk incident information management system. Official announcements include evacuations, road closures, news releases, maps, photographs, and basic information and current situation about the incident.

#### **Recovering from Disaster**

[www.ready.gov/recovering-disaster](http://www.ready.gov/recovering-disaster)

Information and tips about health and safety, coping with disaster, helping others, returning home.

### Financial Help

#### **Disaster Relief Assistance**

[www.disasterassistance.gov](http://www.disasterassistance.gov)

#### **FEMA**

1-800-621-3362

[www.fema.gov](http://www.fema.gov)

#### **Disaster Unemployment Assistance (DUA)**

[www.benefits.gov/benefits/benefit-details/597](http://www.benefits.gov/benefits/benefit-details/597)

Or [workforcesecurity.doleta.gov/unemploy/disaster.asp](http://workforcesecurity.doleta.gov/unemploy/disaster.asp)

1-877-872-5627

Disaster Unemployment Assistance provides financial assistance to individuals whose employment or self-employment has been lost or interrupted as a direct result of a major disaster and who are not eligible for regular unemployment insurance benefits.

#### **Cleaning Up the Damage**

[www.disasterassistance.gov/information/moving-forward](http://www.disasterassistance.gov/information/moving-forward)

Comprehensive information about post-disaster topics, including dealing with debris and damaged buildings, flood cleanup and the air quality in your home, procedures after a fire, saving family treasures, salvage procedures, replacing official documents and more.

## Health Advocate Is Here to Help 24/7

Whenever a disaster or crisis situation strikes, the Health Advocate Employee Assistance Program (EAP) team is here to help you get the confidential support and information you and your family members need to cope and begin the process of recovery. We provide:

### Emotional Support

- Talk to a Licensed Clinician to develop strategies to help you and your family adjust
- Help with anxiety, stress, how to talk with your kids
- Tips to stay positive and productive

### Information and Resources

- Find government relief organizations to assist with finding temporary and permanent housing
- Access local, state and federal agencies
- Help navigating the disaster relief and assistance process, including with FEMA claims



You can also access the **EAP+Work/Life** website or download the mobile app for resources and up-to-date information.

**We're not an insurance company.** Health Advocate is not a direct healthcare provider, and is not affiliated with any insurance company or third party provider.

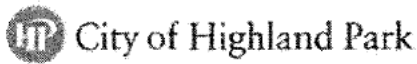
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---

**From:** egomez@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:30 AM  
**To:** jent@accgi.com  
**Cc:** EJoves@cityhpil.com; rmilanesio@cityhpil.com  
**Subject:** RE: Condolences  
**Attachments:** image013.png; image014.jpg; image002.png; image003.png; image015.png; image016.png; image017.png

Thank you Jen.

Emmanuel Gomez, P.E.  
City Engineer



Department of Public Works  
1150 Half Day Road  
Highland Park, Illinois 60035

847.926.1145 Direct  
847.432.0807 Main  
847.432.9907 Fax

[egomez@cityhpil.com](mailto:egomez@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Jennifer Tobergte <jent@accgi.com>  
**Sent:** Tuesday, July 5, 2022 9:05 AM  
**To:** Gomez, Emmanuel <egomez@cityhpil.com>; Joves, Edgar <EJoves@cityhpil.com>; Milanesio, Ronald <rmilanesio@cityhpil.com>  
**Subject:** Condolences

*[EXTERNAL EMAIL]*

Good morning, Manny, Edgar, and Ron!

The senseless shooting that took place yesterday is still hard for me to believe. We wanted you to know that we are here for you if you need anything.

Sincerely,  
Jen

**Jennifer Tobergte, PE**  
Transportation Manager



**Accurate Group, Inc.**

**MBE/DBE Certified**

101 Schelter Rd., Suite B200; Lincolnshire, IL 60069

Email: [jent@accgi.com](mailto:jent@accgi.com)

Phone: (847) 613-1100 x 507

[www.accgi.com](http://www.accgi.com)



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**From:** Robinson, Aileen M. <Aileen.Robinson@chicagopolice.org>  
**Sent:** Tuesday, July 05, 2022 9:30 AM  
**To:** cplazas@cityhpil.com  
**Subject:** Fw: Crime Victim Assistance

[EXTERNAL EMAIL]

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**From:** Robinson, Aileen M.  
**Sent:** Tuesday, July 5, 2022 9:28 AM  
**To:** [cplaza@cityhpil.com](mailto:cplaza@cityhpil.com) <[cplaza@cityhpil.com](mailto:cplaza@cityhpil.com)>  
**Cc:** Townsell, William H. <[William.Townsell@chicagopolice.org](mailto:William.Townsell@chicagopolice.org)>  
**Subject:** Crime Victim Assistance

Good morning Cynthia,

I received your contact information from my colleague William Townsell. First let me express my grief and heartache for all of Highland Park. I did have family at the parade. Growing up I spent several summers with my cousins in Highland Park, the community holds a special place in my heart.

I am writing to see if there is some support my Crime Victim Advocates can provide.. I know the need for information and support must be great and I don't know how deep the bench is for your team. I am not sure what is needed but if there is a need please let us me know.

When we are looking at mass incidents one of the challenges is informing victims/witness their right and filling out crime victim compensation paperwork. We have looked at a model where we staff our station for a number of hours and invite victims/witnesses to come in (open house style) to give them information, referrals and complete paperwork. I thought I would offer this as a way that we might be able to assist if there is a need.

Please contact me on my personal phone if needed, [REDACTED]

Our thoughts and prayers are with you and the whole community.

Aileen  
Aileen Robinson  
Assistant Director  
Crime Victim Services  
Chicago Police Department  
3510 S. Michigan  
Chicago, IL 60653  
office: 312-745-6340  
cell: [REDACTED]

---

**From:** Claude Bourque <claude.bourque@lifeworks.com>  
**Sent:** Tuesday, July 5, 2022 9:30 AM  
**To:** Jennifer Bonnewell; Dave Cook  
**Cc:** etaub@cityhpil.com; Patrick Burt; Kaitie Tiede; Harwinder Ahluwalia  
**Subject:** RE: Highland Park, IL  
**Attachments:** image001.png; image002.png

[EXTERNAL EMAIL]

Good morning folks,

Emily, I want to make sure I did miss your reply/

On standby for any question /comment

Claude

**From:** Claude Bourque  
**Sent:** Monday, July 04, 2022 4:20 PM  
**To:** Jennifer Bonnewell <jennifer.bonnewell@lifeworks.com>; Dave Cook <davec@ipbchealth.org>  
**Cc:** etaub@cityhpil.com; Patrick Burt <patrick.burt@lifeworks.com>; Kaitie Tiede <ktiede@ipbchealth.org>; Harwinder Ahluwalia <harwinder.ahluwalia@lifeworks.com>  
**Subject:** RE: Highland Park, IL

Hello folks,

Thank you Dave for taking my call just now.

It was with a heavy heart that I heard about the news of tragedy. Good to meet you Emily.

If you could complete the following it would be helpful as we look to coordinate support

If a call is easier for you, please let me know and a member of the Critical Incident team can assist in supporting your decision making

On standby

<b>*Organization</b>	Highland Park
<b>*Requestor full name</b> <b>*Position</b> <b>*Best phone number</b> <b>*Email</b>	   <a href="mailto:etaub@cityhpil.com">etaub@cityhpil.com</a>
<b>*Type of incident</b>	
<b>*Description of incident</b>	
<b>*Number of employees affected</b>	
<b>*Date of intervention</b>	
<b>*Arrival time</b>	

*Start time of intervention	
*End time of intervention	
Modality	
Special instructions	
*Address of intervention	
*Language of service	English
*Dedicated EAP #	LIFEWORKS .promotion of current Eap
*Contact person name *Position *Best phone number *Email	
Additional information	

Claude Bourque  
 Director First Access Services  
 M: [REDACTED]



LifeWorks employees work flexible hours. I look forward to your response during your working hours.

**From:** Jennifer Bonnewell <jennifer.bonnewell@lifeworks.com>  
**Sent:** Monday, July 04, 2022 4:07 PM  
**To:** Dave Cook <davec@ipbchealth.org>; Claude Bourque <claud.bourque@lifeworks.com>  
**Cc:** etaub@cityhpil.com; Patrick Burt <patrick.burt@lifeworks.com>; Kaitie Tiede <ktiede@ipbchealth.org>; Harwinder Ahluwalia <harwinder.ahluwalia@lifeworks.com>  
**Subject:** Re: Highland Park, IL

Hi Dave,

I'm looping In Claude Bourque, CC'd in this email. He is a part of our First Access Trauma Support Team. @Claude Bourque see his email below.

Per Dave " I am sure you have heard about the mass shooting in Highland Park and Dave is looking to see what resources Lifeworks can provide to the Highland Park staff and the community. If you can contact me at your earliest possible time to discuss, it would be greatly appreciated. I have copied Emily Taub from Highland Park who is coordinating the response from an EAP perspective."

Could you please connect with Dave as soon as possible.

Thank you.



**Jennifer Bonnewell**

Director, Enterprise Business Development

LifeWorks

[jennifer.bonnewell@lifeworks.com](mailto:jennifer.bonnewell@lifeworks.com)

C: [REDACTED]



---

**From:** Dave Cook <[davec@ipbchealth.org](mailto:davec@ipbchealth.org)>

**Sent:** Monday, July 4, 2022 2:31 PM

**To:** Patrick Burt <[patrick.burt@lifeworks.com](mailto:patrick.burt@lifeworks.com)>; Kaitie Tiede <[ktiede@ipbchealth.org](mailto:ktiede@ipbchealth.org)>; Harwinder Ahluwalia <[harwinder.ahluwalia@lifeworks.com](mailto:harwinder.ahluwalia@lifeworks.com)>; Jennifer Bonnewell <[jennifer.bonnewell@lifeworks.com](mailto:jennifer.bonnewell@lifeworks.com)>

**Cc:** [etaub@cityhpil.com](mailto:etaub@cityhpil.com) <[etaub@cityhpil.com](mailto:etaub@cityhpil.com)>

**Subject:** Highland Park, IL

**\*\*\* Exercise caution. This is an EXTERNAL email. DO NOT open attachments or click links from unknown senders or unexpected email. \*\*\***

Patrick & Jennifer,

I am sure you have heard about the mass shooting in Highland Park and looking to see what resources Lifeworks can provide to the Highland Park staff and the community. If you can contact me at your earliest possible time to discuss, it would be greatly appreciated. I have copied Emily Taub from Highland Park who is coordinating the response from an EAP perspective.

Thanks

Dave



**David Cook**

**IPBC Executive Director**

19482 W Grand Ave, Lake Villa, IL 60046-7519

[davec@ipbchealth.org](mailto:davec@ipbchealth.org)

Cell: [REDACTED]

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**From:** William G. Schur [REDACTED]  
**Sent:** Tuesday, July 05, 2022 9:33 AM  
**To:** Roterling, Nancy  
**Cc:** anthony.j.corey.mil@us.navy.mil; nathan.a.fontaine.mil@us.navy.mil;  
elizabeth.r.tamayo.mil@us.navy.mil; Jennifer Dotson  
**Subject:** Re: All hands safe amidst unspeakable tragedy.

[EXTERNAL EMAIL]

Nancy:

You are welcome. We are all still shocked and saddened beyond belief.

Everyone should know that the sailors conducted themselves at all times with discipline, clear thinking and extraordinary courage.

No one could have anticipated this horror. The sailors were a beacon of strength for us all. I thank them and the Navy for their cool headed bravery.

Very respectfully,

Bill

William G. Schur  
Attorney at Law  
426 Park Avenue East  
Highland Park, Illinois  
60035

[REDACTED] Phone  
[REDACTED]

[www.schurlaw.com](http://www.schurlaw.com)

On Jul 4, 2022, at 23:08, Roterling, Nancy <[nrotering@cityhpil.com](mailto:nrotering@cityhpil.com)> wrote:

Unbelievable. Thank you, Bill.

On Jul 4, 2022, at 8:34 PM, William G. Schur [REDACTED] wrote:

[EXTERNAL EMAIL]

It took the help of Almighty God and several hours after the shooting to secure the safety of the sailors. We had

been split up after the shooting began, but with the help of these Highland Park residents, another sailor and I were able to reunite with the rest of the Navy Color Guard. They are safe tonight at Naval Station Great Lakes.

Bill

<Resized\_Resized\_20220704\_174157.JPEG>

Sent from my iPhone

William G. Schur  
Attorney at Law  
426 Park Avenue East  
Highland Park, Illinois  
60035

Phone

[https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.schurlaw.com&c=E,1,b-ht8JaTiM8peGikshKnJyvowlaXIqJuCAjLB9REzXS5djCROWOdb4s9p0USqQA0qYNm-ePf-qUi6k\\_6h-Bzp8LCprXX2uvBM73DfnDwDRzvyQDW350z71Tr&typo=1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.schurlaw.com&c=E,1,b-ht8JaTiM8peGikshKnJyvowlaXIqJuCAjLB9REzXS5djCROWOdb4s9p0USqQA0qYNm-ePf-qUi6k_6h-Bzp8LCprXX2uvBM73DfnDwDRzvyQDW350z71Tr&typo=1)

---

**From:** asmith@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:34 AM  
**To:** Cindy\_Zichal@rpadmin.com; etaub@cityhpil.com  
**Cc:** davec@ipbchealth.org; smikel@ipbchealth.org; ktiede@ipbchealth.org  
**Subject:** RE: City of Highland Park  
**Attachments:** image001.png

Thanks Cindy, this information is much appreciated.

- Aaron

---

**From:** Cindy Zichal [mailto:Cindy\_Zichal@rpadmin.com]  
**Sent:** Tuesday, July 5, 2022 9:27 AM  
**To:** Taub, Emily <etaub@cityhpil.com>; Smith, Aaron <asmith@cityhpil.com>  
**Cc:** Dave Cook <davec@ipbchealth.org>; Sandy Mikel <smikel@ipbchealth.org>; Kaitie Tiede (ktiede@ipbchealth.org) <ktiede@ipbchealth.org>  
**Subject:** FW: City of Highland Park

[EXTERNAL EMAIL]

Hi Emily and Aaron, attached is some information for the EAP that Kris from The Standard sent over for you.

Please let me know if you have any questions, I am happy to assist in any way I can.

Thank you.

**Cindy Zichal**  
Sr. Benefits Consultant, Public Sector Practice

Upcoming Out of Office: July 12 – July 23



P: 847.378.5850 | M: [REDACTED] | Email: [cindy\\_zichal@RPAdmin.com](mailto:cindy_zichal@RPAdmin.com)

2850 W. Golf Road  
Rolling Meadows, IL 60008

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**From:** Kris McCourt <[Kristine.McCourt@standard.com](mailto:Kristine.McCourt@standard.com)>  
**Sent:** Tuesday, July 5, 2022 9:17 AM  
**To:** Cindy Zichal <[Cindy\\_Zichal@ajg.com](mailto:Cindy_Zichal@ajg.com)>; Angie Moscato <[Angie\\_Moscato@ajg.com](mailto:Angie_Moscato@ajg.com)>

Cc: Joyce Janu <joyce\_janu@rpadmin.com>; Dan Parker <Dan\_Parker@ajg.com>; Shannon McHugh <Shannon\_McHugh@ajg.com>; Jennifer Lamz <Jennifer\_Lamz@rpadmin.com>; Jennifer Warp <Jennifer\_Warp@rpadmin.com>; Karen Williams <Karen\_Williams2@ajg.com>

Subject: City of Highland Park

[EXTERNAL]

Good morning Cindy and Angie,

I sincerely hope that you and your loved ones are safe and are not impacted by the tragic event that occurred at the Highland Park Parade yesterday. Our thoughts are with those who may be impacted by this traumatic event. Attached are some materials and information you may want to share with City of Highland Park as they have the EAP with Standard/Health Advocate. Traumatic events can trigger overwhelming emotional responses. People are affected in their hearts and minds which can undermine healthy communities and social relationships at home and at work.

Please find the attached support resources to help assist City of Highland Park. Remember that immediate and confidential EAP services are accessible 24/7/365.

- ✓ Materials to support this traumatic event titled:
  - A Disaster Recovery Guide – What You Should Know
  - Managing Traumatic Stress: Tips for recovering from disasters and other traumatic events. (English & Spanish versions)
  - Traumatic Event Care Tips (English & Spanish versions)
  
- ✓ Onsite Services Request
  - Critical Incident Stress Management/Disruptive Event Management
  - Benefits/HR Call 888-293-6948
  
- ✓ Session Model Employee and Manager Flyer Links
  - EAP Employee Flyer - 3 Sessions - <https://www.standard.com/eforms/17201.pdf>
  - EAP Employee Flyer - 3 Sessions – Spanish - <https://www.standard.com/eforms/17201spu.pdf>
  - EAP Management Crisis Support Employer Flyer - 3 Sessions - <https://www.standard.com/eforms/17205.pdf>

Please feel free to share this with the City. I'm also sharing this with the entire team in the event that neighboring members need EAP support as well. Thank you, all!

Take care, Kris

*I am here to support you and create an excellent experience in doing business with The Standard. Please [click here](#) to take a quick 2 to 3 minute survey to let me know how I am doing.*

Kris McCourt | Account Manager  
The Standard  
Standard Insurance Company  
10 N. Martingale Road, Suite 540 | Schaumburg, IL 60173  
Office (847) 517-9456 | Cell [REDACTED]  
Kristine.McCourt@standard.com | www.standard.com

---

**From:** Mike McCaulou [REDACTED]  
**Sent:** Tuesday, July 05, 2022 9:36 AM  
**To:** McCaulou, Kristi  
**Subject:** Re: Special eNews: Message from Mayor Rotering

[EXTERNAL EMAIL]

Just sad!!!

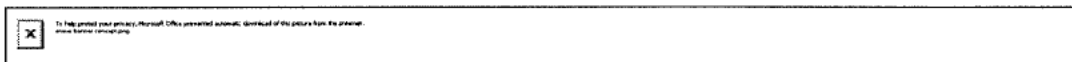
On Jul 4, 2022, at 9:23 PM, McCaulou, Kristi <kmccaulou@cityhpil.com> wrote:

Sent from my iPhone

Begin forwarded message:

**From:** City of Highland Park <cityhp@cityhpil.com>  
**Date:** July 4, 2022 at 8:49:07 PM CDT  
**To:** "McCaulou, Kristi" <kmccaulou@cityhpil.com>  
**Subject:** Special eNews: Message from Mayor Rotering  
**Reply-To:** cityhp@cityhpil.com

[EXTERNAL EMAIL]



[View as Webpage](#)

July 4, 2022



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## Message from Mayor Rotering

Today was the bloodiest day that we have ever experienced in Highland Park. This morning at approximately 10:14 AM a shooter opened fire with an assault weapon on a crowd attending our 4th of July parade. We know at this time that

six individuals lost their lives and at least 24 were injured. Our hearts go out to the victims, families, and our community.

The attack prompted an immediate and well-coordinated response from multiple law enforcement agencies at the Federal, State, County, and local levels. A suspect, Robert "Bobby" Crimo III (age 22 of Highwood, Ill.) was identified and a massive manhunt ensued.

At approximately 6:30 p.m., the suspect was apprehended on Route 41 at Westleigh Road. He was taken into custody without incident and is currently being processed through the Highland Park Police Department.

Throughout the day we have received offers of support and resources from public officials and agencies including President Biden. Fellow mayors have reached out from across the country, many who lead communities that have experienced this pain and tragedy. We thank Governor J.B. Pritzker, Senator Richard Durbin, Senator Tammy Duckworth, Congressman Brad Schneider, Illinois State Senator Julie Morrison, and Illinois State Representative Bob Morgan for coming to support our community and for providing every available resource.

I want to thank our first responders for their bravery and extraordinary efforts today. Our police and firefighters saved countless lives with their responses – running into danger and taking immediate action to save others. We are grateful for these selfless acts. We know there were members of our community who rendered aid and assistance as well, and we thank each and every one of you for those efforts.

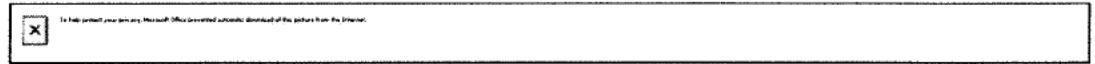
I also want to acknowledge and thank numerous agencies for their support including American Red Cross, World Central Kitchen, Lakeshore Country Club, Northmoor Country Club, Soul and Smoke food truck, Catering by Michaels, Northern Illinois Critical Incident Stress Management, local clergy and many other individuals and agencies have stepped up to provide food and support for our first responders. We are grateful for their generosity.

Our community, like so many before us, is devastated. It's impossible to imagine the pain of this kind of tragedy until it happens in your backyard. Gun violence - a mass shooting such as this casts a much wider net of agony than what the public is typically exposed to; it's a crisis that devastates entire families and communities in a single moment and we know will take time to heal.

Tomorrow the President will order our flags to fly at half-mast, and many public programs have been canceled. Please check with your camps and activities to see if they are operating. In the days and weeks ahead we will come together as a community to mourn and begin the path of healing. I will share more information as it is available.

### **Road and Business Closures**

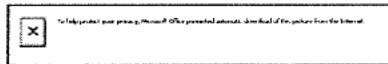
Numerous roads will remain closed in central downtown Highland Park for the FBI investigation, and many businesses will remain closed. The area closure spans Laurel Avenue from First Street to Elm Place and Green Bay Road from First Street to Elm Place (map below). Detours will be established, but please limit your travel only to essential business in Highland Park. The City is reaching out to business owners to share information, and will work with them to reopen as soon as possible.



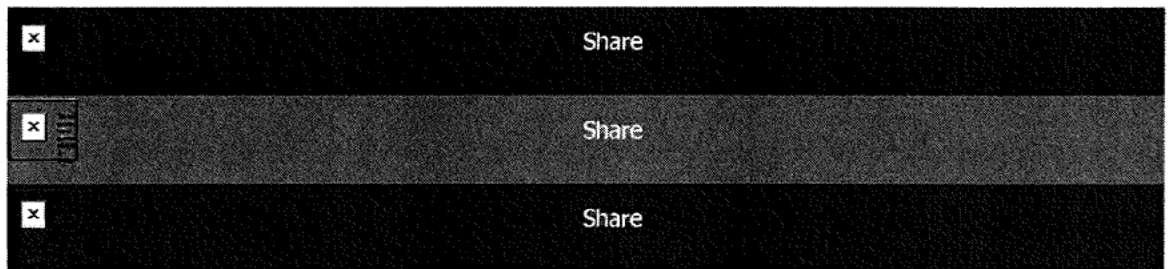
### Counseling Resources

A **coordinated effort** is also being made to provide crisis counseling to anyone in need. The City of Highland Park, District 112, District 113, and the Park District will have counselors available at Highland Park High School, 433 Vine Ave., for community members in need of assistance, tomorrow from 9:00 AM to 2:00 PM. No appointment is necessary. The Vine Ave. entrance will be open and anyone who wishes to take advantage of counseling services will need to have a valid driver's license or student ID to be cleared to enter the school.

The theme of this year's parade was community -- and while we are hurting -- we know that we will come together and support each other, as we always do, in difficult times. We are Highland Park strong.



Nancy R. Rotering, Mayor  
City of Highland Park, IL



---

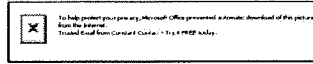
City of Highland Park | 1707 St. Johns Avenue, Highland Park, IL 60035

[Unsubscribe kmccaulou@cityhpil.com](mailto:kmccaulou@cityhpil.com)



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---

**From:** jlogan@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:36 AM  
**To:** kmccaulou@cityhpil.com; llukasik@cityhpil.com; rboyko@cityhpil.com;  
alevinstein@cityhpil.com  
**Subject:** Incident Update  
**Attachments:** attachment.ics; 7-5-2022 July 4 Post Incident Senior Staff Mtg Agenda.docx

If I am late, I am still in the Senior Staff Incident Update.

**Subject:** Incident Update

**Location:** Conference Room Lower-Level (Cityhall)

**Start:** 7/5/2022 10:00 AM

**End:** 7/5/2022 11:00 AM

**Show Time As:** Tentative

**Recurrence:** (none)

**Meeting Status:** Not yet responded

**Organizer:** jlogan@cityhpil.com

**Required Attendees:** jlogan@cityhpil.com; kmccaulou@cityhpil.com; llukasik@cityhpil.com;  
rboyko@cityhpil.com; alevinstein@cityhpil.com

**Resources:** llconferenceCH@cityhpil.com

If I am late, I am still in the Senior Staff Incident Update.

CID:D35D4DA3C31AFE4D91428981ADCB1957@CITYHPIL.COM



# City of Highland Park

## SENIOR STAFF MEETING AGENDA

EOC

---

5 July 2022; 8:30 AM

1. Thank you Team
2. Investigations Update
  - Announcement of charges
3. Crisis Counseling – public/employees
  - 10am, West Ridge Center – All team member who were at the Parade
  - 11:30am, West Ridge Center - All team members who were in Highland Park today
  - 12:30pm, West Ridge Center – All team members who would like additional support are encouraged to meet individually with a counselor from First Responders Wellness Center
  - Requests for assistance
4. Communications
  - Requests for information
  - FOIAs
  - Interviews
  - Communication modalities
  - Government Partners/Hospital
5. Community Healing/Victims First
  - Highland Park Presbyterian Church, Trinity Episcopal, and other area faith leaders will hold a community prayer vigil, Tuesday July 5 at 7 p.m. in Memorial Park (Laurel and Linden).
  - The Community Church of Lake Bluff will hold a prayer service, Tuesday, July 5 at 12:00 noon. The service will include prayer and music at Christ Church on the corner of Route 60 and Waukegan, LF.
  - GoFund Me Page(s)
  - Victim Support Assistance
    - a. List of deceased from Coronor
    - b. Outreach – Mayor/Manager
    - c. General assistance
  - Human Relations Advisory Group
6. Finances
  - Julie primary contact. Send information including expenses, in-kind donations
7. Logistics
  - Emily primary contact
  - Victim
  - What do departments need?

8. Personnel

9. How can we help?

10. Council Meeting Prep, 7/11/2022 Council Meeting

Adjourn

---

**From:** llconferenceCH@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:36 AM  
**To:** jlogan@cityhpil.com  
**Subject:** Accepted: Incident Update  
**Attachments:** attachment.ics

**Your request was accepted.**

---

Sent by Microsoft Exchange Server

**Subject:** Accepted: Incident Update

**Location:** Conference Room Lower-Level (Cityhall)

**Start:** 7/5/2022 10:00 AM

**End:** 7/5/2022 11:00 AM

**Show Time As:** Busy

**Recurrence:** (none)

**Organizer:** UNKNOWN

**Required Attendees:** lconferenceCH@cityhpil.com

Your request was accepted.

---

Sent by Microsoft Exchange Server



**From:** SmartBrief on Leadership <leadership@smartbrief.com>  
**Sent:** Tuesday, July 5, 2022 9:37 AM  
**To:** gneukirch@cityhpil.com  
**Subject:** 4 tips to deliver feedback with candor

[EXTERNAL EMAIL]

Created for [gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com) | City Manager at City of Highland Park  
For more relevant content - [Update Your Profile](#) | [Web Version](#)

July 5, 2022

CONNECT WITH SMARTBRIEF   

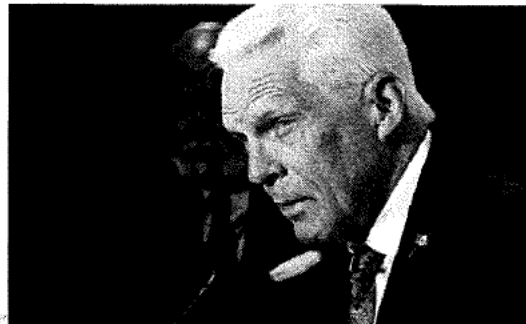
# SmartBrief *on* LEADERSHIP

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### LEADING EDGE

## Good leaders seek to solve frustration, not cause it

Leaders with character seek to fix their team's frustrations and acknowledge they may be the source of frustration when they reject feedback or don't practice the values they espouse, writes Mark Murphy, founder of LeadershipIQ. "Most leaders wouldn't admit to

getting defensive or shooting the messenger, yet it happens every day," Murphy writes.

**Full Story:** Forbes (tiered subscription model) (6/30)



## How data can help you keep your best employees

The pandemic has traumatized much of the workforce, causing many people to seek other jobs, writes John Borland, CEO of data analytics firm Perceptyx, who offers a four-step plan to implement an employee listening program to uncover and address pain points to boost engagement and satisfaction. "As executives who care about their employees' well-being, the best thing we can do is to make sure our ears are open and our leaders are ready to act," Borland writes.

**Full Story:** Chief Executive (6/30)



---

### STRATEGIC MANAGEMENT

## Go back to the basics to handle inflationary pressures

Inflationary pressures are forcing companies to consider issues ranging from salaries to supplier relationships, but CEOs also need to remember the basics, writes Katy Davies, the managing director of manufacturing company Camden Boss. "Great gains can be made by looking at all your costs and ensuring that services and products contracted are being received to your required spec and that there are no cash leaks or sloppy cost management," Davies writes.

**Full Story:** Institute of Chartered Accountants in England and Wales (6/27)



---

### SMARTER COMMUNICATION

## 4 tips to deliver feedback with candor

Leaders who make candor a core value will be honest with others and be ready to confront even difficult issues, writes Axios co-founder and CEO Jim VandeHei, who offers several tips, including writing down what you want to say first and allowing others to respond. "Think of candor as a disinfectant for all the game-playing, difficult-decision-avoiding nonsense most of us hate at work -- and in life," VandeHei writes.

**Full Story:** Axios (6/30)



## Remote meetings teach valuable leadership lessons

Seemingly endless months of remote meetings have demonstrated several lessons, including the value of being prepared as well as engaging everyone in discussion and giving participants breathing room when needed, writes Scott Cochrane. "You may find yourself in fewer Zoom meetings than before, but if you've been paying attention, the lessons from this season can enhance your leadership," Cochrane writes.

**Full Story:** Scott Cochrane (7/1)



---

### FREE EBOOKS AND RESOURCES

Free eBooks and resources brought to you by our partners

- **8-Step Guide: How to Overcome Laziness and Start taking Action**
- **How Technology Can help You Get a Good Night's Sleep**
- **Effective Leadership Primer**
- **Quick Reference Guide – Time Management**
- **Quick Reference Guide – Office 365 Essentials**

---

### SMARTPULSE

## How much do social issues affect your workplace?

Significantly: We make major business decisions based on social issues

18.50%

Somewhat: We act on major social issues that directly affect our business

39.00%

Not much: Only in extreme cases do social issues affect our business actions

31.00%

Not at all: Social issues have no place in our workplace

11.50%

**Socially active companies.** Nearly 60% of you report being significantly or somewhat active when it comes to tying business decisions to social issues. About 40% are less likely to engage directly with social issues. It's a challenging space to enter because by reacting to social issues, your company is taking a position. That position likely won't make all stakeholders happy. Some employees and customers will be happy with your position and others won't. And even for the ones you make happy, they'll feel you haven't gone far enough. These dynamics likely lead the 40% of you to opt out of dealing with those issues and keep a "work is for work" mindset and take a neutral approach. Here's the challenge: We live in society and increasingly social policy is influenced by corporate positions. Corporate positions are influenced by employees and customers. And leadership means doing the right thing rather than the comfortable thing. So ask yourself: Are you willing to step up and lead or are you OK passively sitting on the sidelines and avoiding controversy?

-- **Mike Figliuolo** is managing director of thoughtLEADERS, which includes TITAN -- the firm's e-learning platform. Previously, he worked at McKinsey & Co., Capital One and Scotts Miracle-Gro. He is a West Point graduate and author of three leadership books: "One Piece of Paper," "Lead Inside the Box" and "The Elegant Pitch."



#### **POLL QUESTION:**

**Does your leader give you enough of their time and attention?**

- Absolutely! I get everything I need from them
- Mostly. Sometimes I wish I got more
- Not really. I feel like a bit of an afterthought
- Not at all. It's like I don't even exist

---

#### **IN THEIR OWN WORDS**

**How this finance executive is opening doors for women**

Luvleen Sidhu, chair, CEO and founder of BMTX, formerly known as BankMobile, is

working to open more doors for women in finance. Sidhu says she's focusing on issues such as equal pay, mentoring and bringing more women into leadership roles.

**Full Story:** Tearsheet (7/1)



---

## DAILY DIVERSION

### **Mall wall hides abandoned, intact fast food joint**

A wall at a Wilmington, Del., mall hid a sort of time capsule, as a vendor recently discovered a vintage, intact Burger King restaurant, accessible only with a key. A photo of the preserved restaurant has gone viral, and mall managers say they are hoping to attract another eatery as a tenant for the space.

**Full Story:** WPVI-TV (Philadelphia) (6/30)



---

## MOST READ BY CEOS

The most-clicked stories of the past week by SmartBrief on Leadership readers

- **Strategies to turn around a toxic culture**  
SmartBrief/Leadership
- **3 ways to leverage your leadership strengths**  
Eblin Group
- **This bike looks broken, but wait until it rolls**  
My Modern Metropolis
- **4 steps to solve perplexing problems**  
Chatsworth Consulting Group
- **5 strategies for mentoring a veteran employee**  
SmartBrief/Leadership

---

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John Quincy Adams,  
statesman, diplomat, lawyer, sixth US president



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---

**From:** Lambrecht@LaurelIndustries.com  
**Sent:** Tuesday, July 05, 2022 9:39 AM  
**To:** parishmanager@icparish.org; NANCY THORNER; Marty Zeidman; LakeCampaign; Skip; 2. Bryan D. Brim; 2. Carl R. Lambrecht Jr.; 2. Frederick P. Johnston Jr.; 2. Mark Bert Meng; Jeffrey Cohen; Peggy Siebert; 2. Peter E. Yastrow; Lisa Roti; Alma Castro; Steven Kriss; Bonnie Quirke; Hector Salas; Gene Meltser; 9. Herb LeMee; John Jansen; Julie Nichols; 'U.S. Chamber of Commerce'; Julie Morrison; Bob Morgan; John Scholz; Brad Cote; 2. Bryan D. Brim; Congressman Brad Schneider; Father Michael McMahon; Roger Grabowski; 'Republican Jewish Coalition'; 'Eric Scheidler'; David Wender; Father Anderson; Father Mitch Pacwa; Father Valdir Lima; Father Vince; Jolyn; Nancy Rotering; 1. Michelle Holleman; Kim Stone; 1. Daniel A. Kaufman; 1. Anthony E. Blumberg; 1. Alyssa Knobel; 1. Adam Stolberg; Frank Pavone; Neukirch, Ghida  
**Cc:** Cecily Routman  
**Subject:** RE: Immaculate Conception/St. James July 5 Mass Update

[EXTERNAL EMAIL]

Clearly life is precious.

Highland Park lost many lives this 4<sup>th</sup> of July 2022.

This proves we need to protect the lives of the Born and Unborn in Highland Park.

Highland Park needs to be a sanctuary city for the unborn.


Page 32 of the 2020 Democratic Party Platform needs to be removed.

Reproductive Rights equals the killing by the cruel, painful death of dismemberment abortion needs to stop in Illinois.

Governor Pritzker is calling Julie Morrison and Bob Morgan to vote on more legislation on Killing the Unborn in Illinois.

Ask them to stop the killing.

Ora Et Labora

Carl Lambrecht 

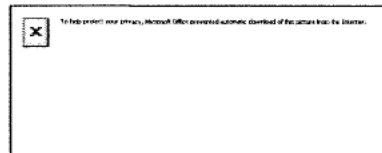
---

**From:** Immaculate Conception Parish <parishmanager@icparish.org>

**Sent:** Monday, July 4, 2022 9:20 PM

**To:** lambrecht@laurelindustries.com

**Subject:** Immaculate Conception/St. James July 5 Mass Update





The Tuesday July 5th morning Mass at St. James has been cancelled due to the tragic events at the Highland Park parade on the 4th of July.

---

**Please plan to join us for a bilingual Mass of Peace and Healing at 7pm on Tuesday, July 5th at**

**Immaculate Conception Church.**

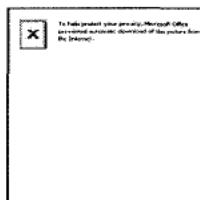
**This Mass will be celebrated by**

**Cardinal Blase J. Cupich,**

**Bishop Jeffrey Grob**

**and Father Hernan Cuevas.**

---



May the Lord of mercy embrace in love those who have died, bring healing to the wounded, comfort to their loved ones, and courage to all of us, so that we may respond to this tragedy united as God's children to build a path to safety and peace.

- Cardinal Blase J. Cupich

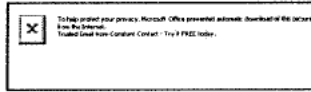
Archbishop of Chicago

---

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---

**From:** Katie Anthony <kanthony@insider.com>  
**Sent:** Tuesday, July 05, 2022 9:39 AM  
**To:** police@cityhpil.com  
**Subject:** Highland Park Shooter charges

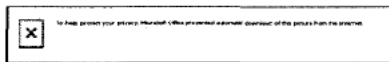
[EXTERNAL EMAIL]

Hi there,

I'm a reporter with Business Insider. Checking in to see if you're aware of when charges for Robert Crimo III will be announced - let me know if there are any developments/updates. I appreciate your help.

Katie Anthony

--  
**Katie Anthony**  
Breaking News Fellow



[Business](#) - [Life](#) - [News](#)

**C:** [REDACTED]  
One Liberty Plaza, 8th FL, New York, NY 10006


**From:** Dickinson Hall <purteilt@cityoflakeforest.com>  
**Sent:** Tuesday, July 5, 2022 9:42 AM  
**To:** rsabo@cityhpil.com  
**Subject:** Love on a Leash & Music Appreciation

[EXTERNAL EMAIL]


 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

## The Week of July 4, 2022

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

**Dickinson Hall will be closed Monday, July 4 in observance of Independence Day, come see us at the Lake Bluff Parade!**

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

### Love on a Leash

**Wednesday, July 6, 3:00 pm**

Stop by Dickinson Hall to meet Piper and Lily! These two are your new furry friends that are here to make you smile! Piper and Lily are certified therapy dogs. Come to pet, watch them work for some treats and tell the group your favorite pet stories. Therapy dogs are known to reduce stress and promote a calming mood...something we can all benefit from!

 Right-click here to download pictures. To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

## Music Appreciation

Wednesday, July 13, 10:00 am, \$5/\$10 Non-Members  
Presenter: Jim Kendros, Music researcher and composer  
Musical Portraits of Freedom

Join Jim Kendros for a musical celebration of our great nation's Birthday! Jim highlights the remarkable music of Gershwin, Bernstein, Copland and Barber. Enjoy American music by some of the greatest musical geniuses America has ever produced! Copland's highly stirring Fanfare for the Common Man, Gershwin's wonderfully colorful Three Preludes and the second movement from Barber's violin concerto will be highlighted.

**Generously sponsored by Whitehall of Deerfield**

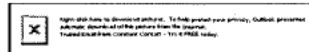
Dickinson Hall 100 E. Old Mill Rd. Lake Forest IL 60045 | 847-234-2209

The City of Lake Forest | Dickinson Hall, 100 E. Old Mill Road, Lake Forest, IL 60045  
8478104676

[Unsubscribe rsabo@cityhpil.com](mailto:rsabo@cityhpil.com)

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**From:** kstone@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:43 AM  
**To:** maria.cramer@nytimes.com  
**Cc:** acivitello@cityhpil.com  
**Subject:** Re: New York Times interview request

Thanks for contacting me. All media requests are being handled by Amanda, copied here.

Kim Stone  
Highland Park Councilwoman  
[Kstone@cityhpil.com](mailto:Kstone@cityhpil.com)  
(847) 780-7432

On Jul 5, 2022, at 8:56 AM, Maria Cramer <[maria.cramer@nytimes.com](mailto:maria.cramer@nytimes.com)> wrote:

*[EXTERNAL EMAIL]*

Good morning Councilor Stolberg,

My name is Maria Cramer and I'm a reporter at the New York Times.  
I'm helping with coverage of the shooting in Highland Park yesterday and was hoping for your help.  
Could you please call me at your earliest convenience this morning?  
Thanks so much.

Best,  
Maria

Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]

---

**From:** Maria Cramer <maria.cramer@nytimes.com>  
**Sent:** Tuesday, July 05, 2022 9:44 AM  
**To:** acivitello@cityhpil.com  
**Subject:** New York Times interview request

[EXTERNAL EMAIL]

Good morning,

My name is Maria Cramer and I'm a reporter at the New York Times.

I was reaching out in the hopes that I might be able to speak with Mayor Rotering this morning for a few minutes.

I'm also trying to confirm that the father of the suspect, Robert Crimo III, ran unsuccessfully against Mayor Rotering in 2019. I've seen various reports of this but no actual confirmation and was hoping Mayor Rotering or someone in her office could verify that this is a fact.

I look forward to hearing from you and I'm very sorry to be reaching out under these horrible circumstances.

Best,

Maria

Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]

---

**From:** Maria Cramer <maria.cramer@nytimes.com>  
**Sent:** Tuesday, July 05, 2022 9:45 AM  
**To:** Stone, Kim  
**Cc:** Civitello, Amanda  
**Subject:** Re: New York Times interview request

[EXTERNAL EMAIL]

Thanks for your reply, Kim.  
I've sent a separate email to Amanda.  
I'm so sorry about what your city is going through this morning,  
Best,  
Maria

Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]

On Tue, Jul 5, 2022 at 10:43 AM Stone, Kim <kstone@cityhpil.com> wrote:  
Thanks for contacting me. All media requests are being handled by Amanda, copied here.

Kim Stone  
Highland Park Councilwoman  
[kstone@cityhpil.com](mailto:kstone@cityhpil.com)  
(847) 780-7432

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[EXTERNAL EMAIL]

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Best,  
Maria

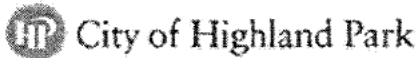
Maria Cramer  
Breaking News Reporter, Express Desk  
The New York Times  
m: [REDACTED]

---

**From:** kmccaulou@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:45 AM  
**To:** jlogan@cityhpil.com  
**Subject:** RE: Incident Update  
**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image008.jpg; image009.png

Julie,  
Should we invite the rest of the Finance staff to the update? I spoke to them this morning, but it might be nice for you to also brief them. I think they would appreciate it coming from you☺ They may have questions that are good for the whole group as the Specialists will be answering the phones, possibly dealing with the donations at the counter, etc..

Thank you,  
**Kristi McCaulou**  
Deputy Finance Director



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1021 Office Phone  
847.432.2617 Fax

[kmccaulou@cityhpil.com](mailto:kmccaulou@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



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-----Original Appointment-----

**From:** Logan, Julie <jlogan@cityhpil.com>  
**Sent:** Tuesday, May 10, 2022 10:49 AM  
**To:** Logan, Julie; McCaulou, Kristi; Lukasik, Lara; Boyko, Roman; Levinstein, Adam  
**Subject:** Incident Update  
**When:** Tuesday, July 5, 2022 10:00 AM-11:00 AM (UTC-06:00) Central Time (US & Canada).  
**Where:** Conference Room Lower-Level (Cityhall)

If I am late, I am still in the Senior Staff Incident Update.

---

**From:** rboyko@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:45 AM  
**To:** jlogan@cityhpil.com  
**Subject:** Accepted: Incident Update  
**Attachments:** attachment.ics

**Subject:** Accepted: Incident Update

**Location:** Conference Room Lower-Level (Cityhall)

**Start:** 7/5/2022 10:00 AM

**End:** 7/5/2022 11:00 AM

**Show Time As:** Busy

**Recurrence:** Weekly

**Recurrence Pattern:** every Tuesday from 10:00 AM to 11:00 AM

**Organizer:** UNKNOWN

**Required Attendees:** rboyko@cityhpil.com

**Subject:** Accepted: FW: Incident Update

**Location:** EOC at Fire HQ

**Start:** 7/5/2022 8:30 AM

**End:** 7/5/2022 9:30 AM

**Show Time As:** Busy

**Recurrence:** (none)

**Meeting Status:** Not yet responded

**Organizer:** gneukirch@cityhpil.com

**Required Attendees:** gneukirch@cityhpil.com; clater@cityhpil.com

---

**From:** clater@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:45 AM  
**To:** gneukirch@cityhpil.com  
**Subject:** Accepted: FW: Incident Update  
**Attachments:** attachment.ics

**Subject:** Accepted: FW: Incident Update

**Location:** EOC at Fire HQ

**Start:** 7/5/2022 8:30 AM

**End:** 7/5/2022 9:30 AM

**Show Time As:** Busy

**Recurrence:** (none)

**Organizer:** UNKNOWN

**Required Attendees:** [clater@cityhpil.com](mailto:clater@cityhpil.com)

---

**From:** Drew2, Brian (NBCUniversal) <Brian.Drew2@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 9:46 AM  
**To:** Civitello, Amanda; nrotering@cityhpil.com  
**Subject:** Re: MSNBC Request 2pm CT Tuesday  
**Attachments:** image001.png; image002.gif; image003.png; image004.png; image005.png

[EXTERNAL EMAIL]

Hi Amanda and Mayor Roterling,

Thanks so much for making the time to come on today. Hallie appreciates you taking the time to speak to you.

We have you set to be on with her one-on-one about 2:15 pm CT/3:15 pm ET.

I'll have a zoom link shortly. Just wanted to give a timing update.

Thank you,

Brian Drew  
MSNBC Booking Producer  
Hallie Jackson Reports (3pm)  
202 294 3936

---

**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Date:** Monday, July 4, 2022 at 11:07 PM  
**To:** Drew2, Brian (NBCUniversal) <Brian.Drew2@nbcuni.com>  
**Subject:** [EXTERNAL] RE: MSNBC Request 2pm CT Tuesday

Hi Brian,

Thank you so much for your kind words of support for our community.

Mayor Nancy Roterling would be able to meet with you at 2 PM tomorrow, Tuesday, July 5 via Zoom. Would you be so kind as to send the Zoom link to me and Nancy at [nrotering@cityhpil.com](mailto:nrotering@cityhpil.com)?

Thank you,

**Amanda Civitello**  
Communications Manager  
she / her / hers

 **City of Highland Park**  
1707 St Johns Avenue



Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)

[cityhpil.com](http://cityhpil.com)



---

**From:** Drew2, Brian (NBCUniversal) <Brian.Drew2@nbcuni.com>

**Sent:** Monday, July 4, 2022 5:27 PM

**To:** Civitello, Amanda <acivitello@cityhpil.com>

**Subject:** MSNBC Request 2pm CT Tuesday

*[EXTERNAL EMAIL]*

Hi Amanda,

I hope you and your loved ones are doing okay after today. Is there any chance somebody from the city is available to come on MSNBC in the 3pm ET/2pm CT hour on Tuesday to talk about the investigation, how the city is doing, what it needs after today's shooting. It'd be a live interview with Hallie Jackson. We could do it from Skype, Facetime or Zoom.

Thank you,

Brian Drew

MSNBC Booking Producer

Hallie Jackson Reports (3pm)

202 294 3936

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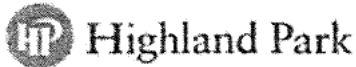
**From:** clater@cityhpil.com  
**Sent:** Tuesday, July 5, 2022 9:47 AM  
**To:** rcamacho@cityhpil.com  
**Subject:** FW: Project Number - Parade Incident  
**Attachments:** image001.png; image002.png; image003.png; image004.png; image005.png; image006.png; image007.png

I already sent to Archana, Fred and Joel.

**Charmain Later**  
Deputy Director

*Effective February 3, 2020 all new submittals received on or after this date must comply with new adopted building codes. Codes can be viewed at:*

[https://www.cityhpil.com/government/city\\_departments/community\\_development/building/index.php](https://www.cityhpil.com/government/city_departments/community_development/building/index.php)



Department of Community Development  
1150 Half Day Road  
Highland Park, Illinois 60035

847.926.1611

[clater@cityhpil.com](mailto:clater@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)

**From:** Boyko, Roman <rboyko@cityhpil.com>  
**Sent:** Tuesday, July 5, 2022 8:10 AM  
**To:** Later, Charmain <clater@cityhpil.com>  
**Cc:** McCaulou, Kristi <kmccaulou@cityhpil.com>  
**Subject:** Project Number - Parade Incident

Good morning,

A new project number was created to capture any labor/OT or other expenditures related to yesterday's parade incident.

The project number is 07042022 – Parade Incident.

- To record labor/OT costs, please use project number and phase **07042022.050 – Parade Incident-Labor**
- To record other related costs, please use project number and phase **07042022.999 – Parade Incident-Other**

Kindly forward the project number information to any other individuals who may need to use it.

Should you have any questions, please let me know.

Thanks,

**Roman Boyko**  
Accounting Supervisor



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1019

[rboyko@cityhpil.com](mailto:rboyko@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)

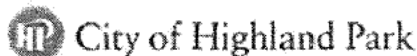


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**From:** rcamacho@cityhpil.com  
**Sent:** Tuesday, July 05, 2022 9:48 AM  
**To:** clater@cityhpil.com  
**Subject:** RE: Project Number - Parade Incident

Ok, thanks!

**Ruby M. Camacho**  
Executive Assistant



Department of Community Development  
1150 Half Day Road  
Highland Park, Illinois 60035

847.926.1854  
847.432.0964 fax

[rcamacho@cityhpil.com](mailto:rcamacho@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)

*Effective February 3, 2020 all new submittals received on or after this date must comply with new adopted building codes. Codes can be viewed at:*

[https://www.cityhpil.com/government/city\\_departments/community\\_development/building/index.php](https://www.cityhpil.com/government/city_departments/community_development/building/index.php)

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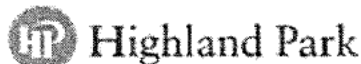
**From:** Later, Charmain  
**Sent:** Tuesday, July 5, 2022 9:47 AM  
**To:** Camacho, Ruby <[rcamacho@cityhpil.com](mailto:rcamacho@cityhpil.com)>  
**Subject:** FW: Project Number - Parade Incident

I already sent to Archana, Fred and Joel.

**Charmain Later**  
Deputy Director

*Effective February 3, 2020 all new submittals received on or after this date must comply with new adopted building codes. Codes can be viewed at:*

[https://www.cityhpil.com/government/city\\_departments/community\\_development/building/index.php](https://www.cityhpil.com/government/city_departments/community_development/building/index.php)



Department of Community Development  
1150 Half Day Road  
Highland Park, Illinois 60035

847.926.1611

[clater@cityhpil.com](mailto:clater@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)

**From:** Boyko, Roman <[rboyko@cityhpil.com](mailto:rboyko@cityhpil.com)>  
**Sent:** Tuesday, July 5, 2022 8:10 AM  
**To:** Later, Charmain <[clater@cityhpil.com](mailto:clater@cityhpil.com)>  
**Cc:** McCaulou, Kristi <[kmccaulou@cityhpil.com](mailto:kmccaulou@cityhpil.com)>  
**Subject:** Project Number - Parade Incident

Good morning,

A new project number was created to capture any labor/OT or other expenditures related to yesterday's parade incident.

The project number is 07042022 – Parade Incident.

- To record labor/OT costs, please use project number and phase **07042022.050 – Parade Incident-Labor**
- To record other related costs, please use project number and phase **07042022.999 – Parade Incident-Other**

Kindly forward the project number information to any other individuals who may need to use it.

Should you have any questions, please let me know.

Thanks,

**Roman Boyko**  
Accounting Supervisor



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1019

[rboyko@cityhpil.com](mailto:rboyko@cityhpil.com)

[cityhpil.com](http://cityhpil.com)



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**From:** Claiborne, Taisje (NBCUniversal) <Taisje.Claiborne@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 9:50 AM  
**To:** Civitello, Amanda; gneukirch@cityhpil.com  
**Subject:** RE: Meet The Press NOW Interview Request For Today, Tues. July 5th at 4pm ET  
**Attachments:** image001.png; image002.gif; image003.png; image004.png; image005.png; image006.jpg

[EXTERNAL EMAIL]

Hello Amanda,

I just wanted to confirm you received my confirmation email for **Mayor Rotering to join us on Meet The Press NOW today, Tuesday, July 5<sup>th</sup> during the 4pm ET hour.**

We will need to **connect with Mayor Rotering around 3:50pm ET / 2:50pm CDT via Zoom.**

I will have a Zoom link early afternoon.

If you could confirm you received this message and that we are good to go, that would be great.

Thank you!

---

**From:** Claiborne, Taisje (NBCUniversal) <Taisje.Claiborne@nbcuni.com>  
**Sent:** Tuesday, July 5, 2022 7:42 AM  
**To:** Civitello, Amanda <acivitello@cityhpil.com>  
**Subject:** Re: Meet The Press NOW Interview Request For Tomorrow, Tues. July 5th at 4pm ET

Hello Amanda,

Thank you for the email! I just want to confirm you know this hit is for the 4pm ET / 3pm CDT hour.

I will have a zoom link and an exact hit time soon.

Thank you!

Get [Outlook for iOS](#)

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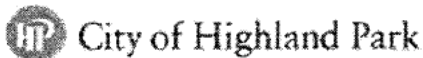
**From:** Civitello, Amanda <acivitello@cityhpil.com>  
**Sent:** Monday, July 4, 2022 11:11:18 PM  
**To:** Claiborne, Taisje (NBCUniversal) <Taisje.Claiborne@nbcuni.com>  
**Subject:** [EXTERNAL] RE: Meet The Press NOW Interview Request For Tomorrow, Tues. July 5th at 4pm ET

Hi Taisje,

I spoke with Mayor Rotering and she would be able to meet with you tomorrow, Tuesday, July 5, during the 3:00 hour as suggested. Would you be able to send a Zoom link to me and [nrotering@cityhpil.com](mailto:nrotering@cityhpil.com)?

Thank you,

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)  
[cityhpil.com](http://cityhpil.com)



---

**From:** Claiborne, Taisje (NBCUniversal) <[Taisje.Claiborne@nbcuni.com](mailto:Taisje.Claiborne@nbcuni.com)>  
**Sent:** Monday, July 4, 2022 5:00 PM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Cc:** Neukirch, Ghida <[gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com)>  
**Subject:** Re: Meet The Press NOW Interview Request For Tomorrow, Tues. July 5th at 4pm ET

*[EXTERNAL EMAIL]*

Thank you for the response Amanda. I will check-in tomorrow and the coming days about a possible interview.

[Get Outlook for iOS](#)

---

**From:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Sent:** Monday, July 4, 2022 5:13:02 PM  
**To:** Claiborne, Taisje (NBCUniversal) <[Taisje.Claiborne@nbcuni.com](mailto:Taisje.Claiborne@nbcuni.com)>  
**Cc:** Neukirch, Ghida <[gneukirch@cityhpil.com](mailto:gneukirch@cityhpil.com)>  
**Subject:** [EXTERNAL] RE: Meet The Press NOW Interview Request For Tomorrow, Tues. July 5th at 4pm ET

Hi Taisje,

Thank you for reaching out.

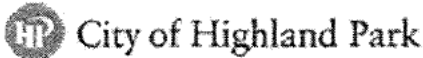
At this time, the City is focused on providing regular updates through media briefings, and will not be able to schedule one-on-one interviews during an active incident.

Please don't hesitate to check in over the next few days. I will be sure to add you to our press list so that you receive our updates regarding this tragic incident.

If you would like to discuss, please feel free to contact me at [REDACTED]

Sincerely,

**Amanda Civitello**  
Communications Manager  
she / her / hers



1707 St Johns Avenue  
Highland Park, Illinois 60035

847.926.1043

[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)

[cityhpil.com](http://cityhpil.com)



---

**From:** Claiborne, Taisje (NBCUniversal) <[Taisje.Claiborne@nbcuni.com](mailto:Taisje.Claiborne@nbcuni.com)>  
**Sent:** Monday, July 4, 2022 3:53 PM  
**To:** Civitello, Amanda <[acivitello@cityhpil.com](mailto:acivitello@cityhpil.com)>  
**Subject:** Meet The Press NOW Interview Request For Tomorrow, Tues. July 5th at 4pm ET

[EXTERNAL EMAIL]

Hello Amanda,

I am reaching out on behalf of Meet The Press NOW on NBC NEWS NOW. I know this is busy time for you all but I wanted to see if Mayor Rotering has any availability to join Peter Alexander on Meet The Press NOW tomorrow, Tuesday, July 5<sup>th</sup> during the 4pm ET hour to discuss the shooting we saw take place today.

Does **Mayor Rotering have any availability to join Meet The Press NOW Tuesday, July 5<sup>th</sup> during the 4pm ET hour?** I would love to set it up if her schedule allows.

Just a note - Meet The Press NOW currently airs on NBC News NOW. On the NBC NOW platform, Meet The Press NOW will continue to discuss important political and public policy news while reaching an even broader audience on the platform.

Thank you for your consideration

Sincerely,

---

Taisje Claiborne  
Associate Booking Producer, Meet The Press NOW

C: [REDACTED]

**NBC NEWS NOW**



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**From:** ALICE SOLOVY [REDACTED]  
**Sent:** Tuesday, July 5, 2022 9:52 AM  
**To:** Frey, Laura  
**Subject:** Re: Highland Park Senior Center Update - Tragedy, Resources, and Schedule  
**Attachments:** image002.png

[EXTERNAL EMAIL]

Dear Laura, The shooting yesterday was awful. During the pandemic I wrote a lot of poetry. Yesterday my response to this terrible event was to write another poem. It will be read at the end of my Synagogue's Friday night Service later this week. The gist of it is that at this sad time we need extra strength and courage by remembering who we are and by doing the right thing. At a time like this it's also important to remember how many good people came to the aid of the victims. There is more good than bad in the world. Best wishes always, Love, Alice Solovy

On 07/04/2022 10:18 PM Frey, Laura <lfrey@cityhpil.com> wrote:

Dear Members and Friends,

On behalf of the Senior Center staff, we are devastated and heart-broken over the senseless act of violence against our community, that occurred during today's 4<sup>th</sup> of July parade. Our hearts go out to those who lost their lives and those who were injured - and to their families and loved ones as well.

After thoughtful consideration, we have decided that the Senior Center will be open tomorrow, and that all classes and activities will be held as scheduled. We hope this decision will allow us to grieve together and just maybe we can begin to heal together as well.

As a life-long resident of Highland Park who lives and works in this beloved community – the pain is palpable – and we are experiencing this pain together. The outpouring of love and support our community has shown – is one of the reasons I love Highland Park. Together, we will get through this.

If you are seeking support after today's tragic events, you are invited to participate in a coordinated effort to provide crisis counseling to anyone in need. The City of Highland Park,

District 112, District 113, and the Park District will have counselors available for community members in need of support. Counseling will be available at the Highland Park High School, 433 Vine Avenue tomorrow (Tuesday) from 9:00 AM to 2:00 PM; please enter through the Vine Avenue entrance. Anyone who wishes to take advantage of counseling services, will need to present a valid driver's license or student ID to be cleared to enter the school; no appointments are necessary.

### **Message from Mayor Rotering**

Today was the bloodiest day that we have ever experienced in Highland Park. This morning at approximately 10:14 AM a shooter opened fire with an assault weapon on a crowd attending our 4th of July parade. We know at this time that six individuals lost their lives and at least 24 were injured. Our hearts go out to the victims, families, and our community.

The attack prompted an immediate and well-coordinated response from multiple law enforcement agencies at the Federal, State, County, and local levels. A suspect, Robert "Bobby" Crimo III (age 22 of Highwood, Ill.) was identified and a massive manhunt ensued.

At approximately 6:30 p.m., the suspect was apprehended on Route 41 at Westleigh Road. He was taken into custody without incident and is currently being processed through the Highland Park Police Department.

Throughout the day we have received offers of support and resources from public officials and agencies including President Biden. Fellow mayors have reached out from across the country, many who lead communities that have experienced this pain and tragedy. We thank Governor J.B. Pritzker, Senator Richard Durbin, Senator Tammy Duckworth, Congressman Brad Schneider, Illinois State Senator Julie Morrison, and Illinois State Representative Bob Morgan for coming to support our community and for providing every available resource.

I want to thank our first responders for their bravery and extraordinary efforts today. Our police and firefighters saved countless lives with their responses -- running into danger and taking immediate action to save others. We are grateful for these selfless acts. We know there were members of our community who rendered aid and assistance as well, and we thank each and every one of you for those efforts.

I also want to acknowledge and thank numerous agencies for their support including American Red Cross, World Central Kitchen, Lakeshore Country Club, Northmoor Country Club, Soul and Smoke food truck, Catering by Michaels, Northern Illinois Critical Incident Stress Management, local clergy and many other individuals and agencies have stepped up to provide food and support for our first responders. We are grateful for their generosity.

Our community, like so many before us, is devastated. It's impossible to imagine the pain of this kind of tragedy until it happens in your backyard. Gun violence - a mass shooting such as this casts a much wider net of agony than what the public is typically exposed to; it's a crisis that devastates entire families and communities in a single moment and we know will take time to heal.

Tomorrow the President will order our flags to fly at half-mast, and many public programs have been canceled. Please check with your camps and activities to see if they are operating. In the days and weeks ahead we will come together as a community to mourn and begin the path of healing. I will share more information as it is available.

### **Road and Business Closures**

Numerous roads will remain closed in central downtown Highland Park for the FBI investigation, and many businesses will remain closed. The area closure spans Laurel Avenue from First Street to Elm Place and Green Bay Road from First Street to Elm Place (map below). Detours will be established, but please limit your travel only to essential business in Highland Park. The City is reaching out to business owners to share information, and will work with them to reopen as soon as possible.

### **Counseling Resources**

A coordinated effort is also being made to provide crisis counseling to anyone in need. The City of Highland Park, District 112, District 113, and the Park District will have counselors available at Highland Park High School, 433 Vine Ave., for community members in need of assistance, tomorrow from 9:00 AM to 2:00 PM. No appointment is necessary. The Vine Ave. entrance will be open and anyone who wishes to take

advantage of counseling services will need to have a valid driver's license or student ID to be cleared to enter the school.

The theme of this year's parade was community -- and while we are hurting -- we know that we will come together and support each other, as we always do, in difficult times. We are Highland Park strong.

Nancy R. Rotering, Mayor

City of Highland Park, IL

Sincerely,

**Laura Frey, CPRP**

Manager of Senior Services

847.432.4110

[www.cityhpil.com](http://www.cityhpil.com)

**Highland Park Senior Center**

1201 Park Avenue West – Highland Park





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**From:** Bob Irvin <[REDACTED]>  
**Sent:** Tuesday, July 05, 2022 9:53 AM  
**To:** Ghida Neukirch  
**Subject:** Thinking of you

*[EXTERNAL EMAIL]*

Hi Ghida,

Only a few minutes into watching our Lake Bluff parade, my wife leans over to tell me there had been a shooting at the parade in Highland Park. I was in disbelief that something like this could happen in our area.

I'll be brief as I know you have a lot going on, but I wanted to let you know that I am thinking about you at this difficult time. Our thoughts and prayers are with all who have been impacted by this terrible event.

Bob Irvin  
Retired - Class of 2021

---

**From:** Illinois Holocaust Museum <webmaster@ilhmec.org>  
**Sent:** Tuesday, July 05, 2022 9:53 AM  
**To:** gneukirch@cityhpil.com  
**Subject:** Illinois Holocaust Museum & Education Center Responds to Mass Shooting in Highland Park

[EXTERNAL EMAIL]



To help protect your privacy, Outlook prevented automatic download of this picture from the Internet.

## From the leaders of Illinois Holocaust Museum

To the Museum Community,

Like you, we are horrified by the senseless violence that occurred in Highland Park on the fourth of July. We are heartbroken over those killed and wounded and grieve for their families, friends, and the entire community.

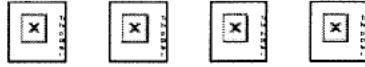
Many of our volunteers, staff, and supporters are from the city or the surrounding area, and as such we spent much of the late morning reaching out to our colleagues and museum family, making sure everyone was safe and accounted for.

Events like the Highland Park Fourth of July Parade are special moments, where families and friends gather to celebrate their community and our great country. An attack on such an event is more than an act of violence, but one of terrorism, attempting to strike fear at a moment when we are standing together in unity. That the person of interest was a part of the Highland Park community makes this moment even more incomprehensible. But we must remain clear-eyed and understand that no matter the assailant's motives or goals, it is by standing with each other that we persevere. As with any tragedy, there are many stories of Upstanders who took friends and strangers alike into their homes while Highland Park waited under the stay-in-place order, and of others taking in children to reunite them with family.

From the entire Museum staff and Board, we wish you comfort in this terrible moment. [WBEZ has collected resources for those affected by this atrocity](#), and we urge you to share them. In the meantime, the Museum will open its doors as usual on Wednesday, July sixth, committed to our mission to teach the world to stand and speak out.

In solidarity,

Ken Cooper - SVP Development  
Kelley Szany - SVP Education & Exhibitions



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Illinois Holocaust Museum & Education Center  
9603 Woods Drive, Skokie, Illinois 60077  
847.967.4800  
[iholocaustmuseum.org](http://iholocaustmuseum.org)

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