

Exhibit III.E.2

CERTIFICATION OF SUBSTANTIAL COMPLIANCE

After due inquiry, based upon the information and documents that I have reviewed and the knowledge that I possess as the Assessor/Assessor's Chief of Human Resources, I believe that the Assessor of Cook County (the "Assessor") is in substantial compliance as required by the Assessor Consent Decree and Agreed Order as evidenced by the fact that I certify, under penalty of perjury as provided by law, that, to the best of my knowledge:

1. The Assessor has implemented a New Employment Plan, including procedures designed to ensure compliance with the New Employment Plan and identify instances of non-compliance;
2. The Assessor has acted in good faith to remedy instances of non-compliance that have been identified, and prevent a recurrence;
3. The Assessor does not have a policy, custom or practice of making employment decisions based on political reasons or factors except for Exempt Positions;
4. The Assessor does not have a record of material noncompliance which frustrates the Assessor's Consent Decree and the Agreed Order's essential purpose; and
4. The Assessor has implemented procedures intended to effect long-term prevention of the use of impermissible political considerations in connection with employment with the Assessor.

Signature

Printed Name

Date