



June 6, 2025

Krysia Kubiak, City Solicitor

City of Pittsburgh
414 Grant Street
Pittsburgh, PA 15219

Dear Ms. Kubiak

Re: Waiver

1. **COMPANY:** Performance Protocol
PROJECT: Professional Development

ORDINANCE 177.06A– Waiver

The City of Pittsburgh's Equal Opportunity Review Commission Department finds it satisfactory to approve the Waiver Request for Performance Protocol. Performance Protocol is committed to providing personal and professional development opportunities for all ranks in law enforcement, from patrol officers to executive leaders, through our team of highly qualified coaches and tailored programs.

Sincerely,

A handwritten signature in black ink that reads "Chuck Durham".

Chuck Durham
Business Diversity Manager
Office of Mayor Ed Gainey

Cc: Cameron Crowe
Fiona Kelman

