

CERTIFICATION TO SAFEGUARD PERSONNEL DATA

Pursuant to North Carolina Personnel Privacy Law, North Carolina General Statutes Article 160A-168(c2), BEWorks Inc. (“BEWorks”), through the undersigned authorized professional representative, agrees to the following limitations, required by the City of Charlotte, North Carolina through its City Council, permitting access to the Charlotte-Mecklenburg Police Department (“CMPD”) Personnel Data:

1. BEWorks, through the undersigned, certifies it is a research institution that will be provided access to anonymized CMPD personnel data.
2. BEWorks, through the undersigned, certified the CMPD data will be used for research and statistical analyses related to SAFE Charlotte Recommendation #6 to:
 - Develop recommendations to enhance CMPD recruitment efforts and develop a program to provide additional residency incentives to officers living in priority areas.
3. BEWorks, through the undersigned, certifies the access to the CMPD data will be supervised by Dhushan Thevarajah, as the Chief Strategy Officer overseeing BEWorks’ SAFE Charlotte analyses.
4. Dhushan Thevarajah, Chief Strategy Officer at BEWorks, certifies that BEWorks will not release CMPD data and the information provided by CMPD will be solely used for statistical and research purposes.
5. BEWorks, through the undersigned, certifies that all BEWorks employees, volunteers, representatives or agents who will have access to the CMPD data will agree to abide by the confidentiality requirements set forth in this Certification and the Contract, including all exhibits attached hereto.
6. At the termination of the Contract, the undersigned, on behalf of BEWorks, agrees to provide written verification of the return, destruction and/or erasure of all CMPD data as required by the Contract.
7. This Certification shall be retained by the City of Charlotte as long as the CMPD data is retained by BEWorks.

Sworn to and subscribed before me:

Dhushan Thevarajah
Chief Strategy Officer
BEWorks Inc.