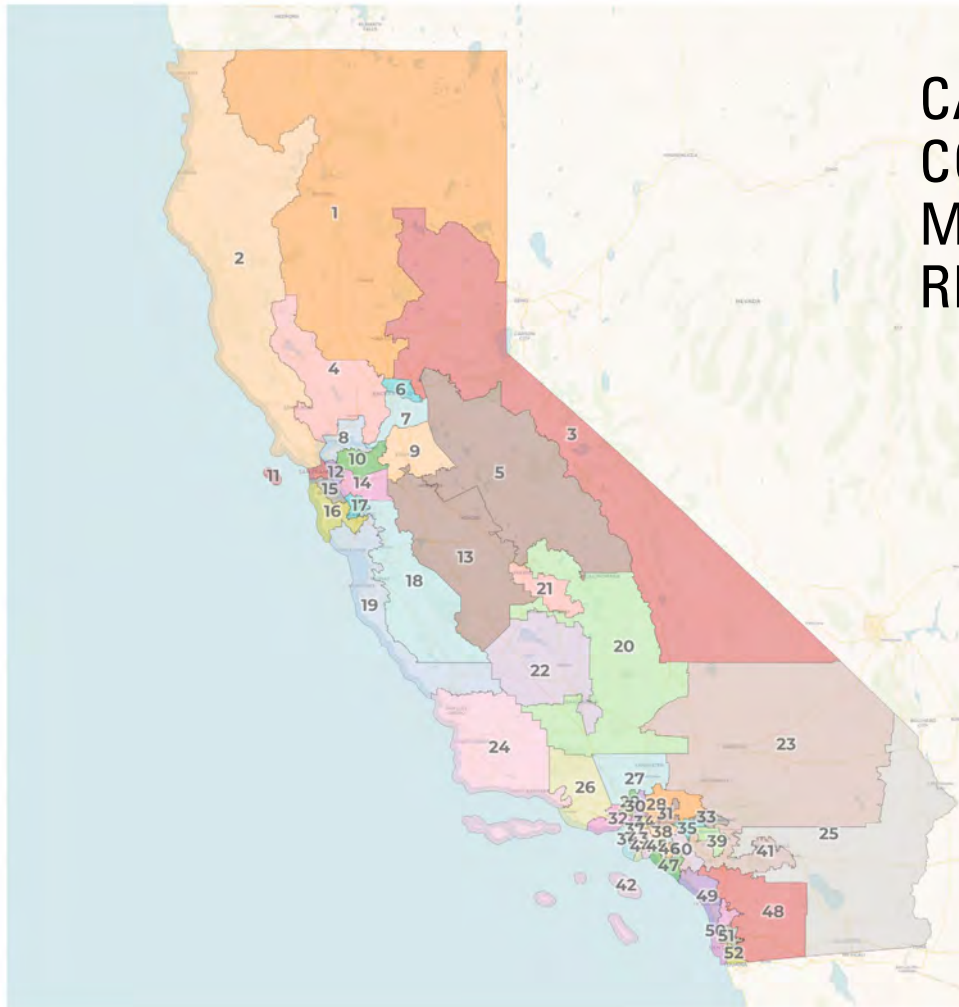


California Congressional
Adopted 2021 - 2025 Data

REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

CA MID-DECADE REDISTRICTING

The effort undertaken to adjust the Congressional District Boundaries adopted by the California Citizens Redistricting Commission keeps fidelity with the 2021 Process

- **US Constitutional / Federal Law** – Equal Population / VRA
- **Contiguity** – literal and functional criteria
- **Communities of Interest** - Must preserve identified communities of interest when possible.
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CA MID-DECADE REDISTRICTING

Adjustments to the California Congressional Districts are built from multiple sources.

- Actual 2021 CRC Commissioner testimony on draft maps or instructions for mapping options given to staff
- Public maps presented to the commission
- Public testimony to the commission
- Draft or completed 2021 or 2011 Commission maps.

STRONG METRICS

This map is a reflection of state and federal requirements and California values. This is not a twitter map or an over-reach.

- This plan currently splits only 57 cities, which is fewer than the commission drawn plan.
- Using Polsby Popper as a metric for compactness, the minimum and maximum values are better in the public submission than the current commission plan. In other metrics, including Reock, Schwarzberg and Alternate Schwarzberg, the plan's least-compact districts are more compact than the commission plan.

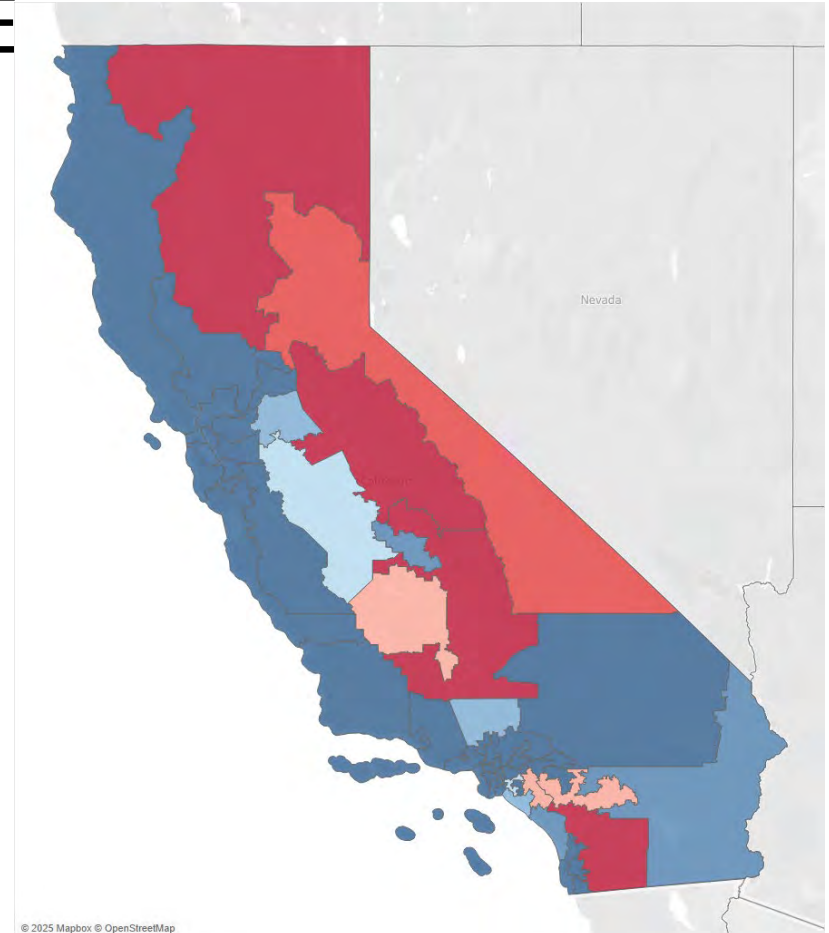
MINIMIZE DISRUPTION

These maps are an ADJUSTMENT of the existing Citizens Redistricting Commission drawn maps.

- 8 districts are not touched at all, another 20 have less than 10% change.
- No changes were made to the map that were not consistent with the goals set forward by the delegation – pushing back on the mid-decade redistricting plans from Texas and other states.

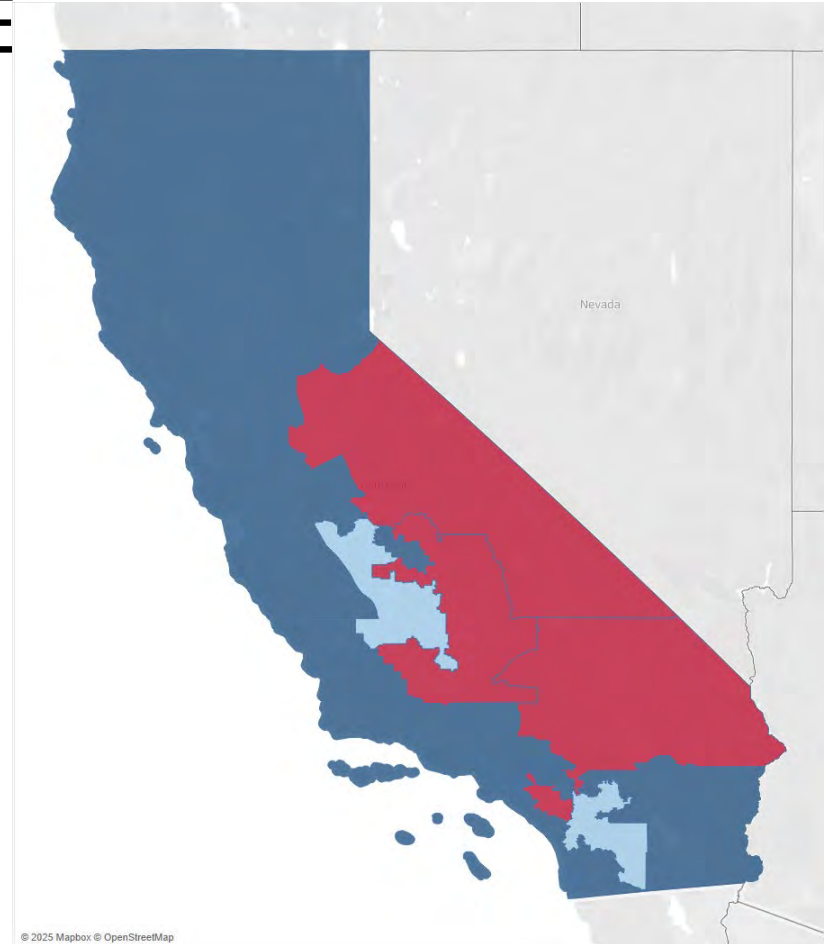
ELECTORAL PERFORMANCE

- The old map had several swing, likely and lean Democratic contests, with seven seats that Democrats won in 2018 and have fought to hold and/or win back in subsequent elections.



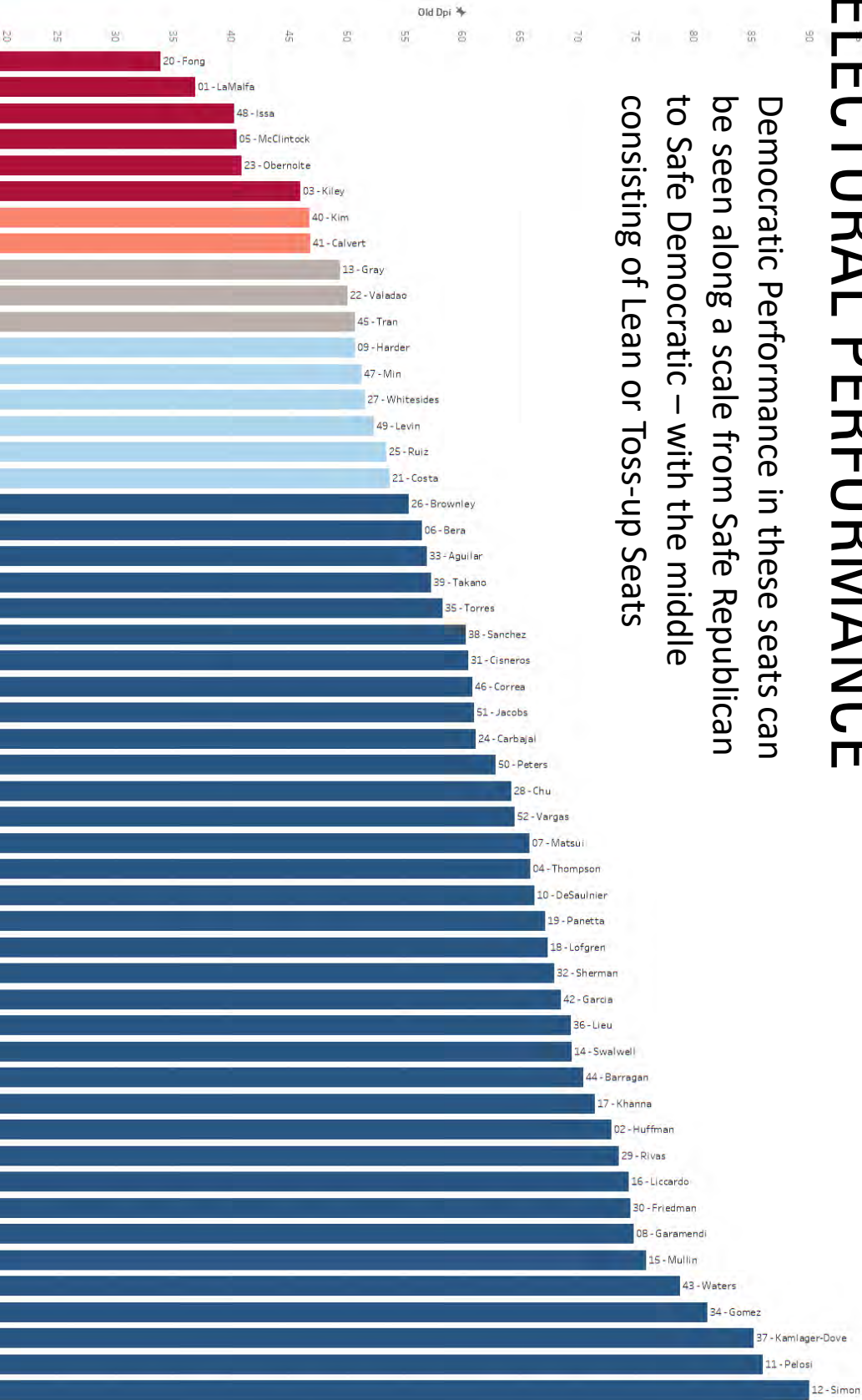
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- The new map puts California on track to win 48 Democratic seats in 2026



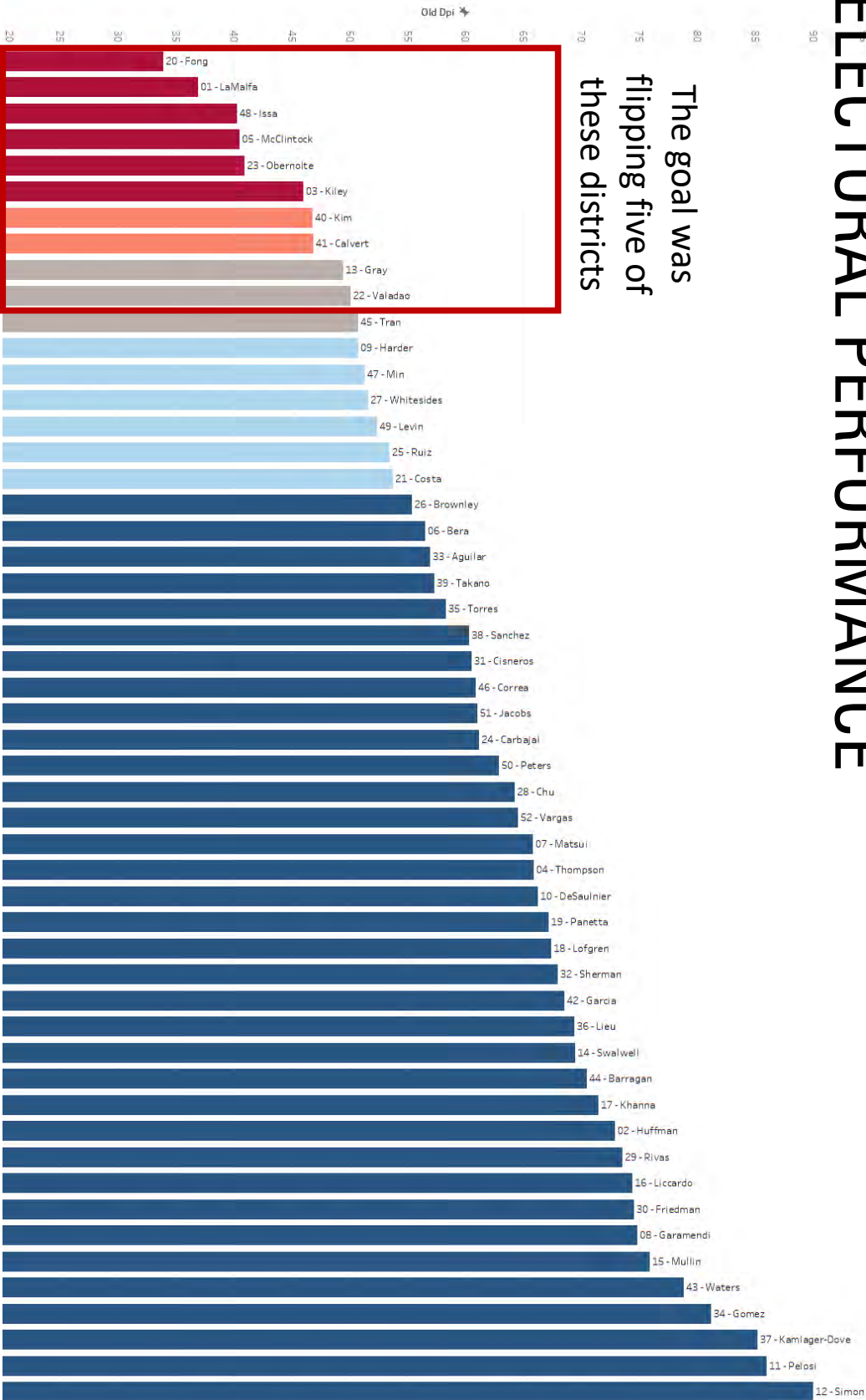
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Democratic Performance in these seats can be seen along a scale from Safe Republican to Safe Democratic – with the middle consisting of Lean or Toss-up Seats



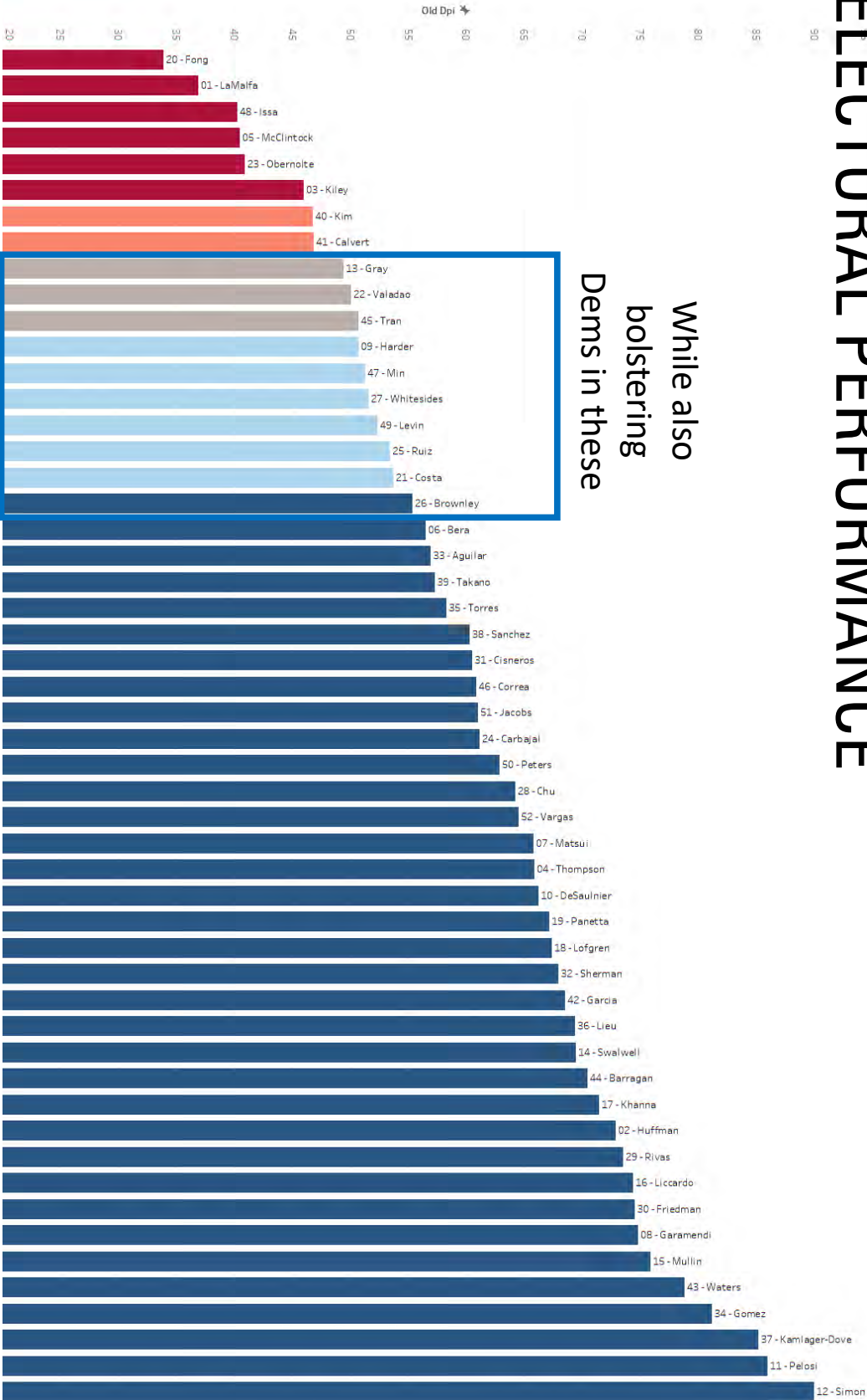
ELECTORAL PERFORMANCE

The goal was
flipping five of
these districts



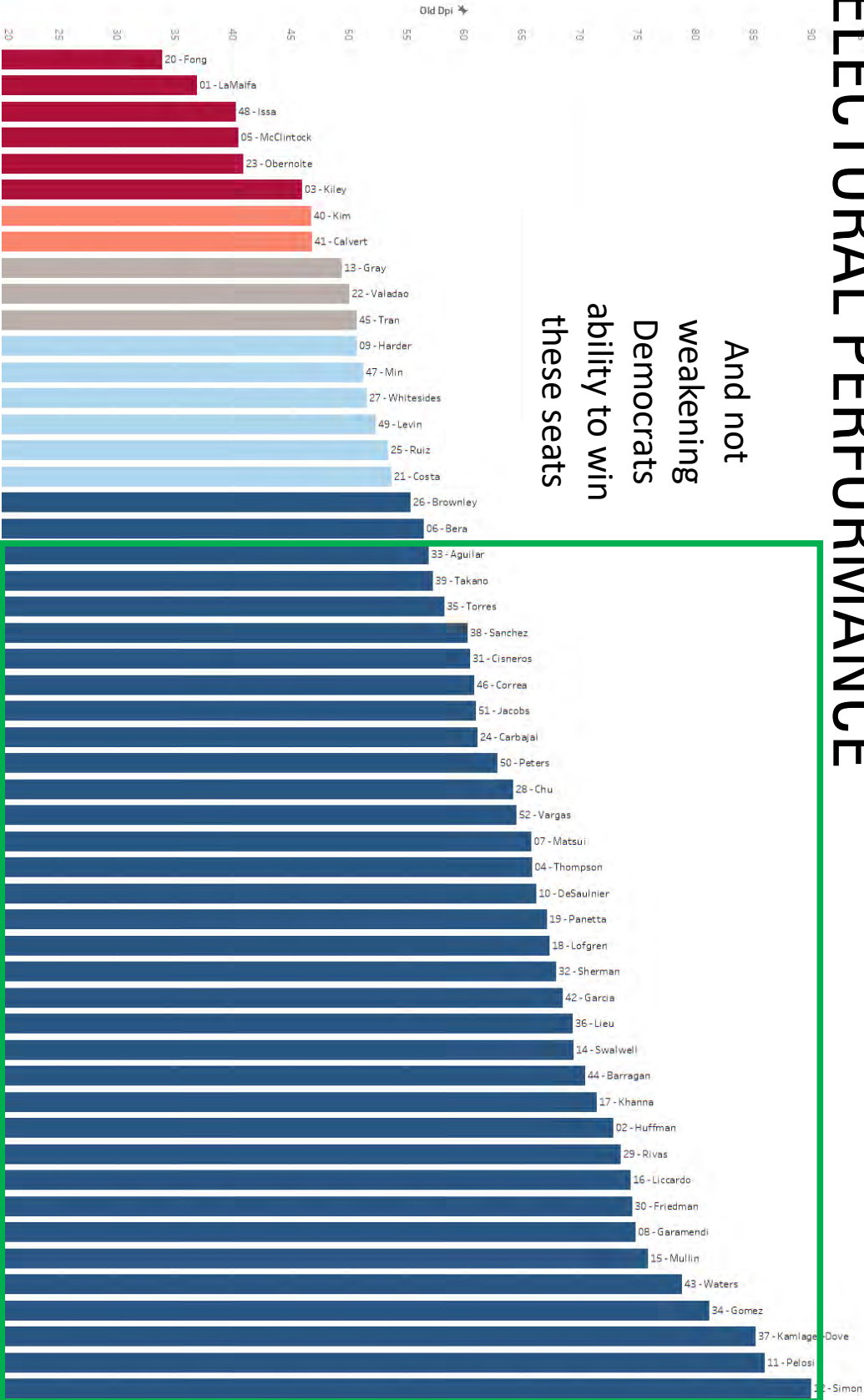
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While also
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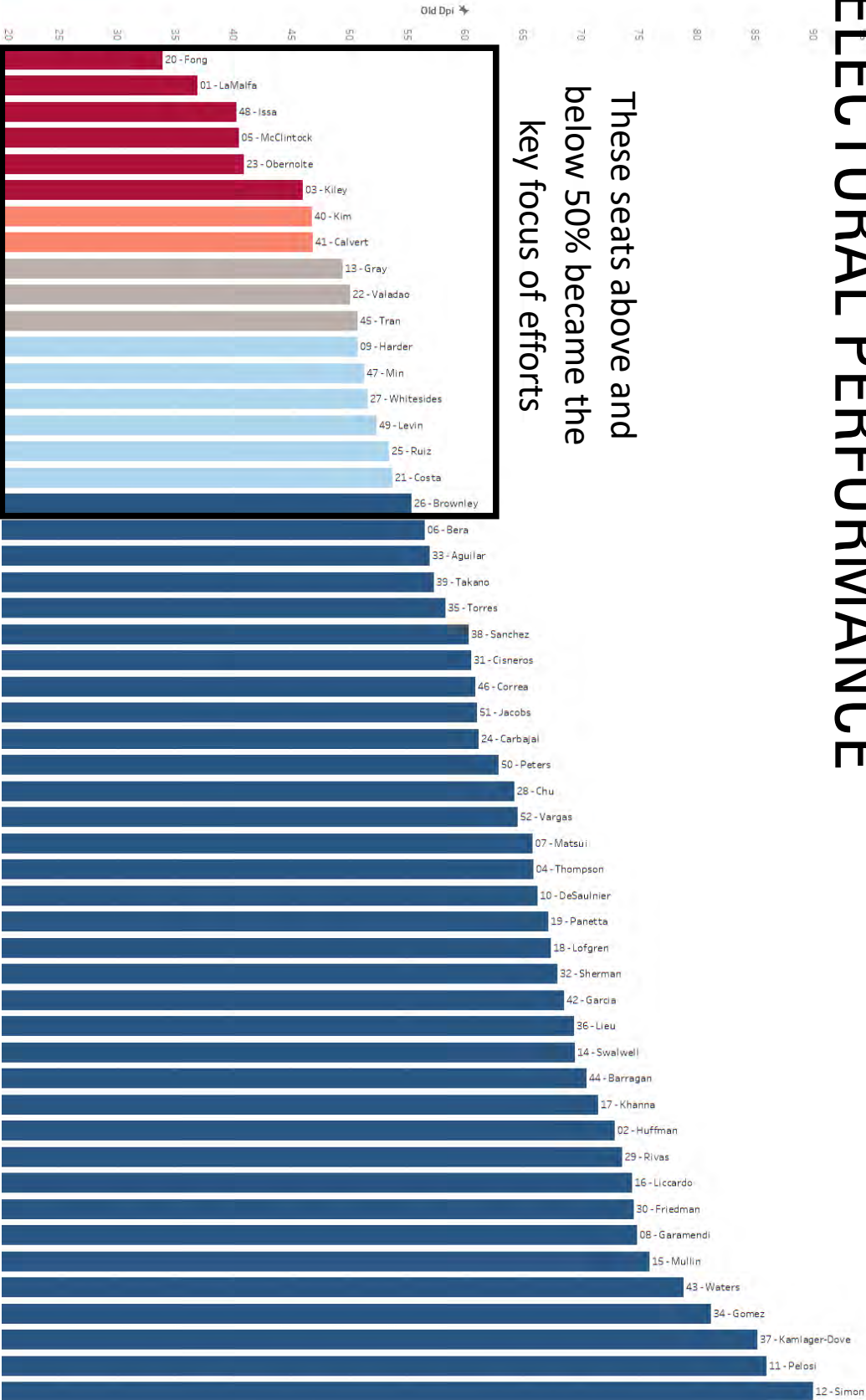
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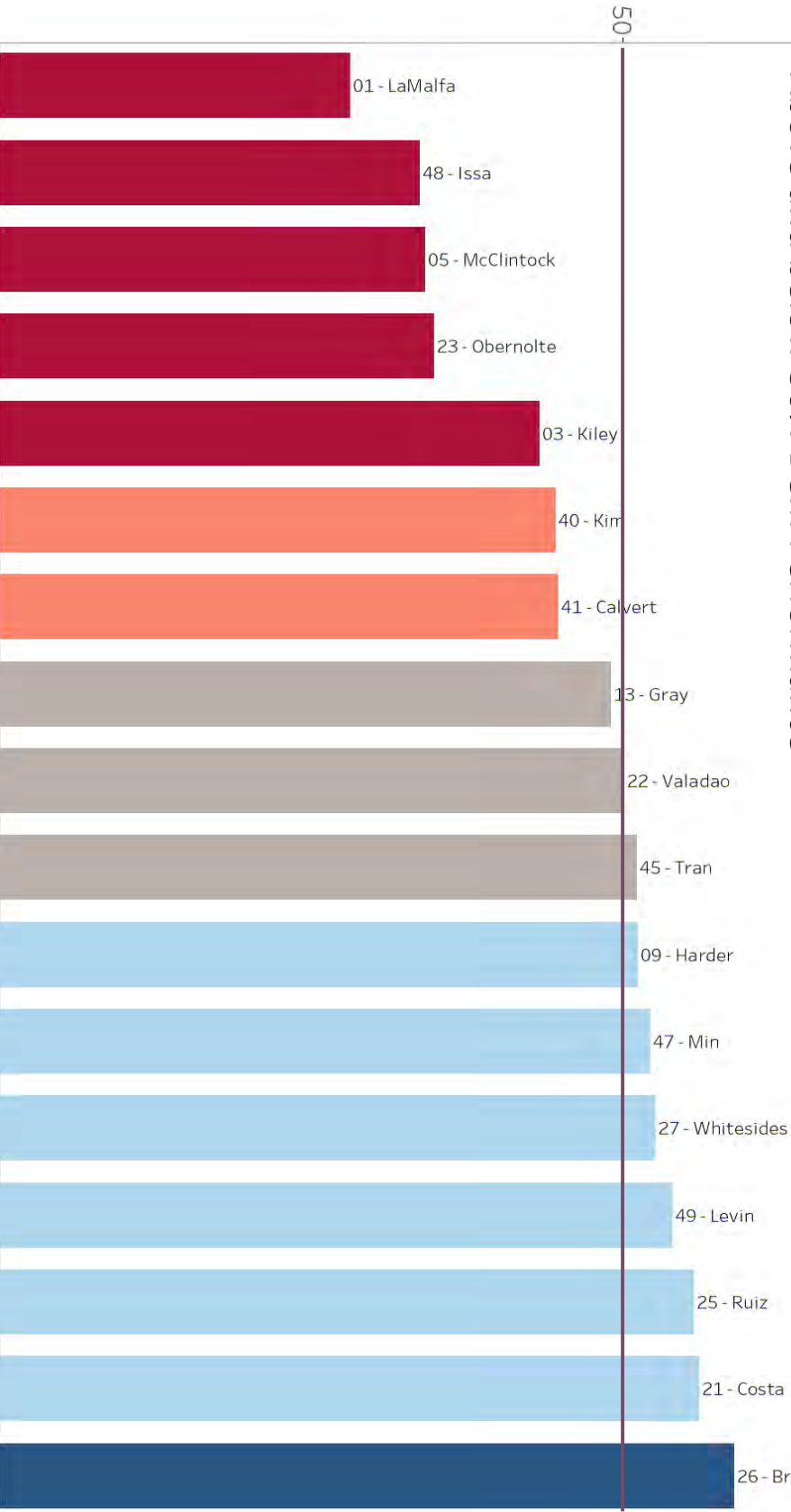
ELECTORAL PERFORMANCE

These seats above and below 50% became the key focus of efforts



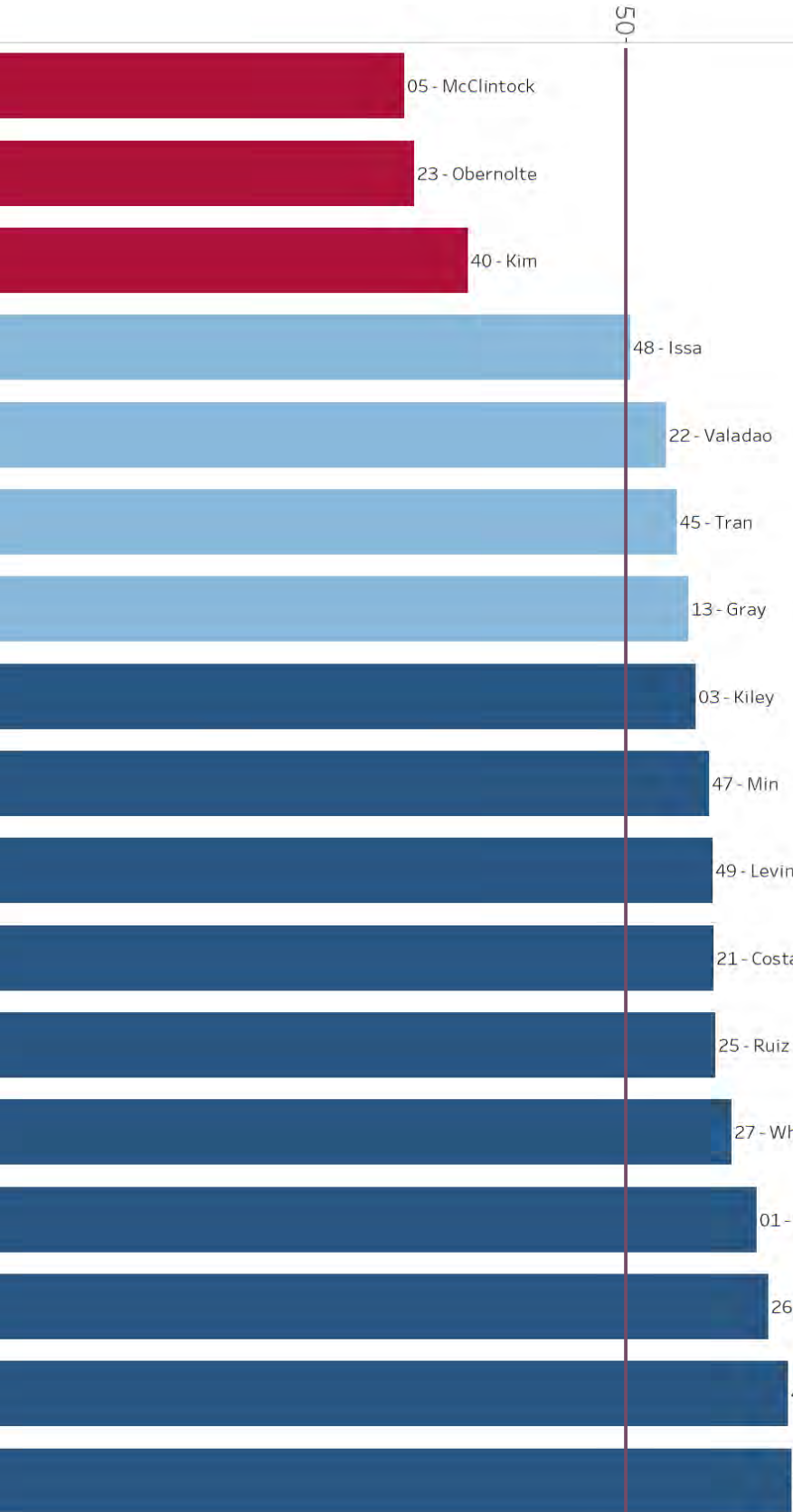
ELECTORAL PERFORMANCE

Focus on Rep and Swing seats
Above and below 50% Dem Performance

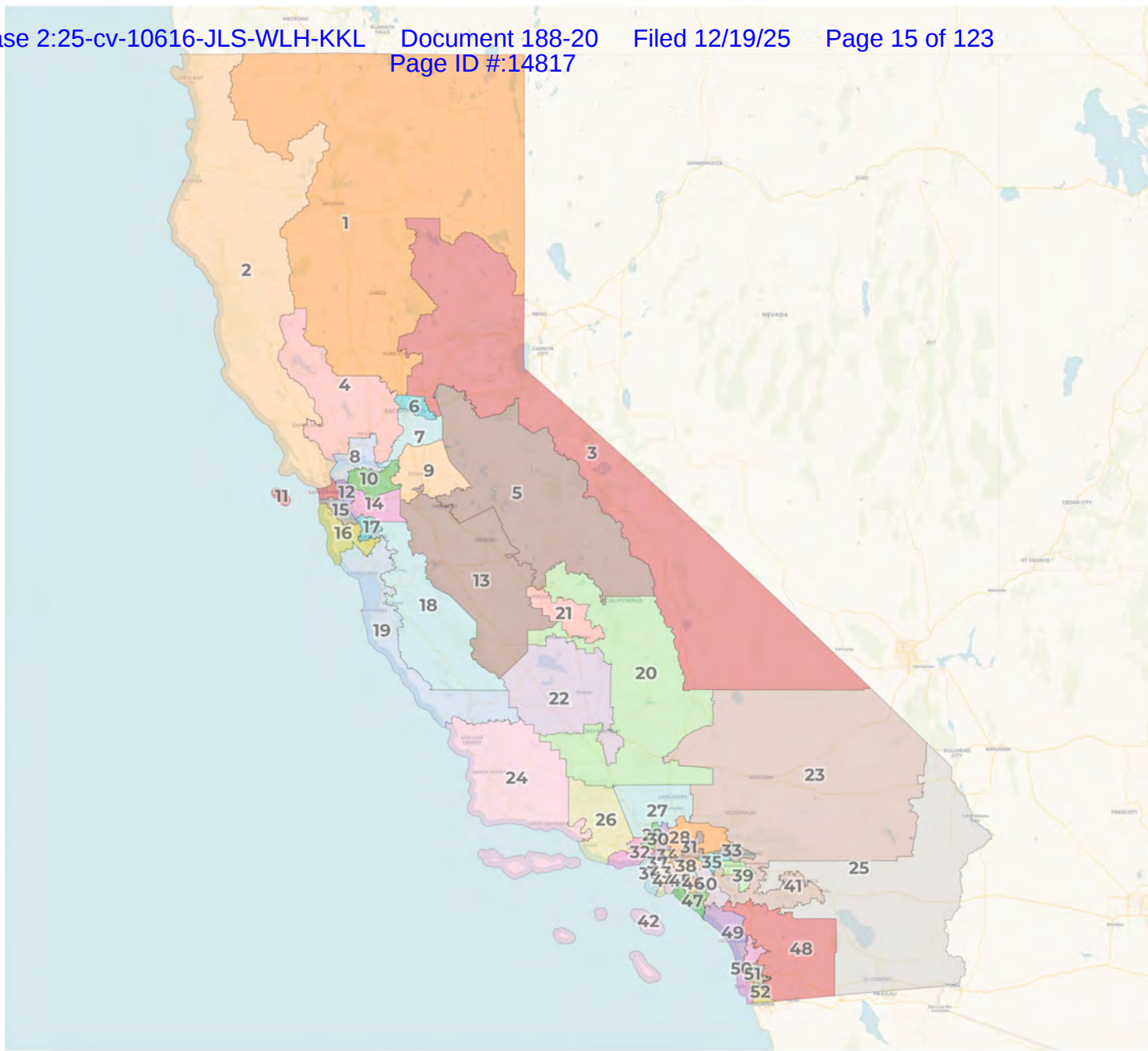


ELECTORAL PERFORMANCE

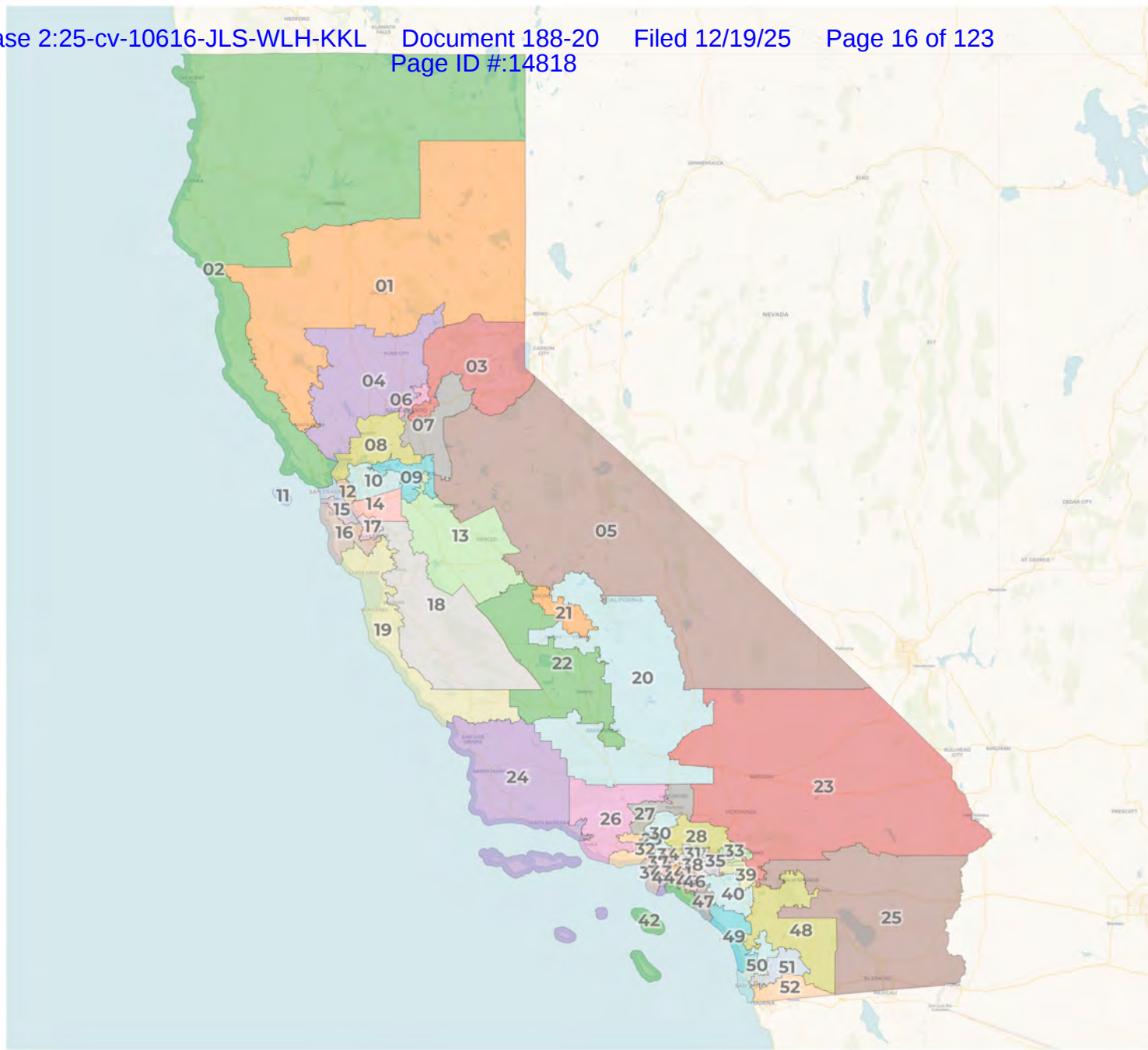
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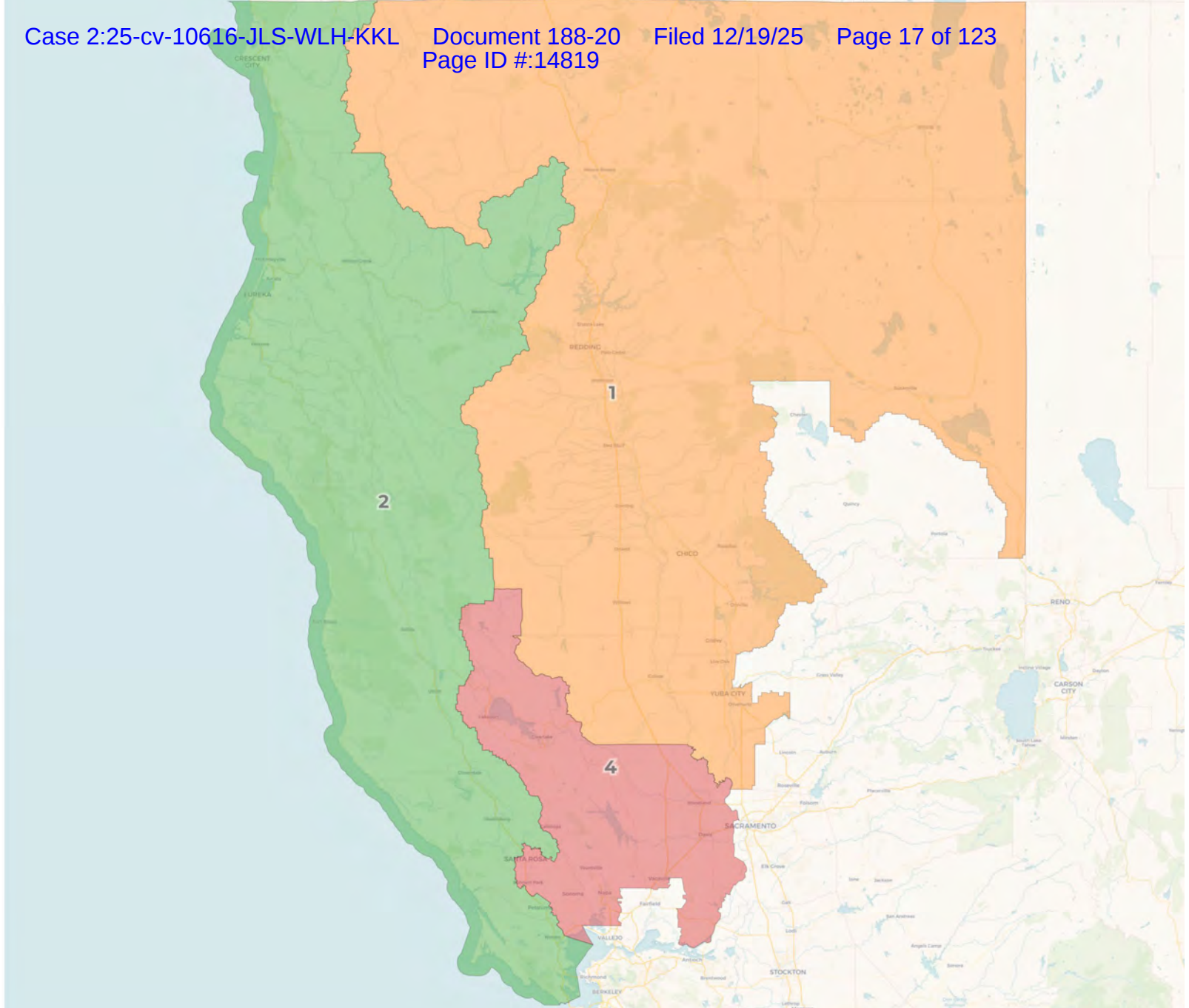


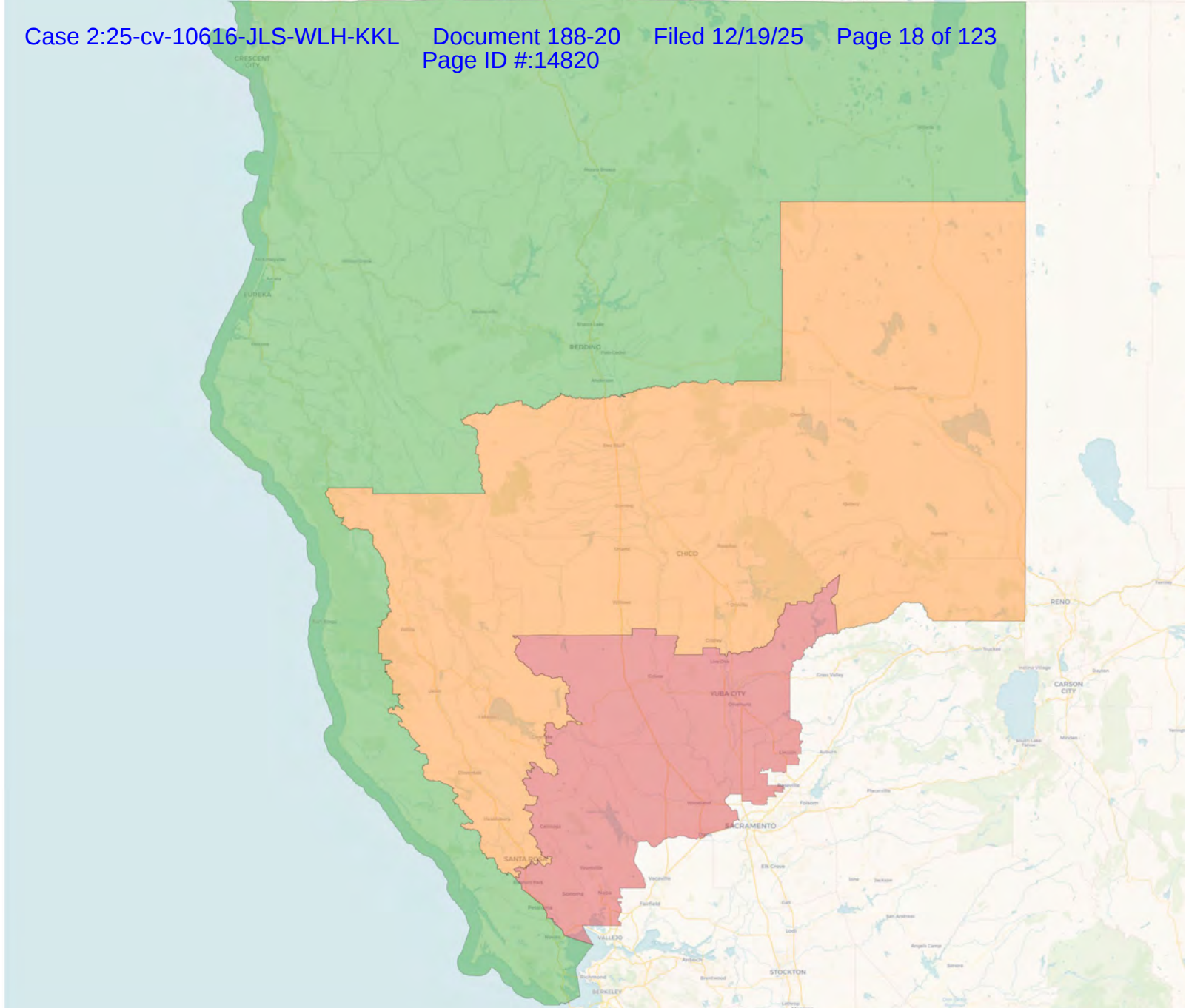
California Congressional
2021 Adopted Plan

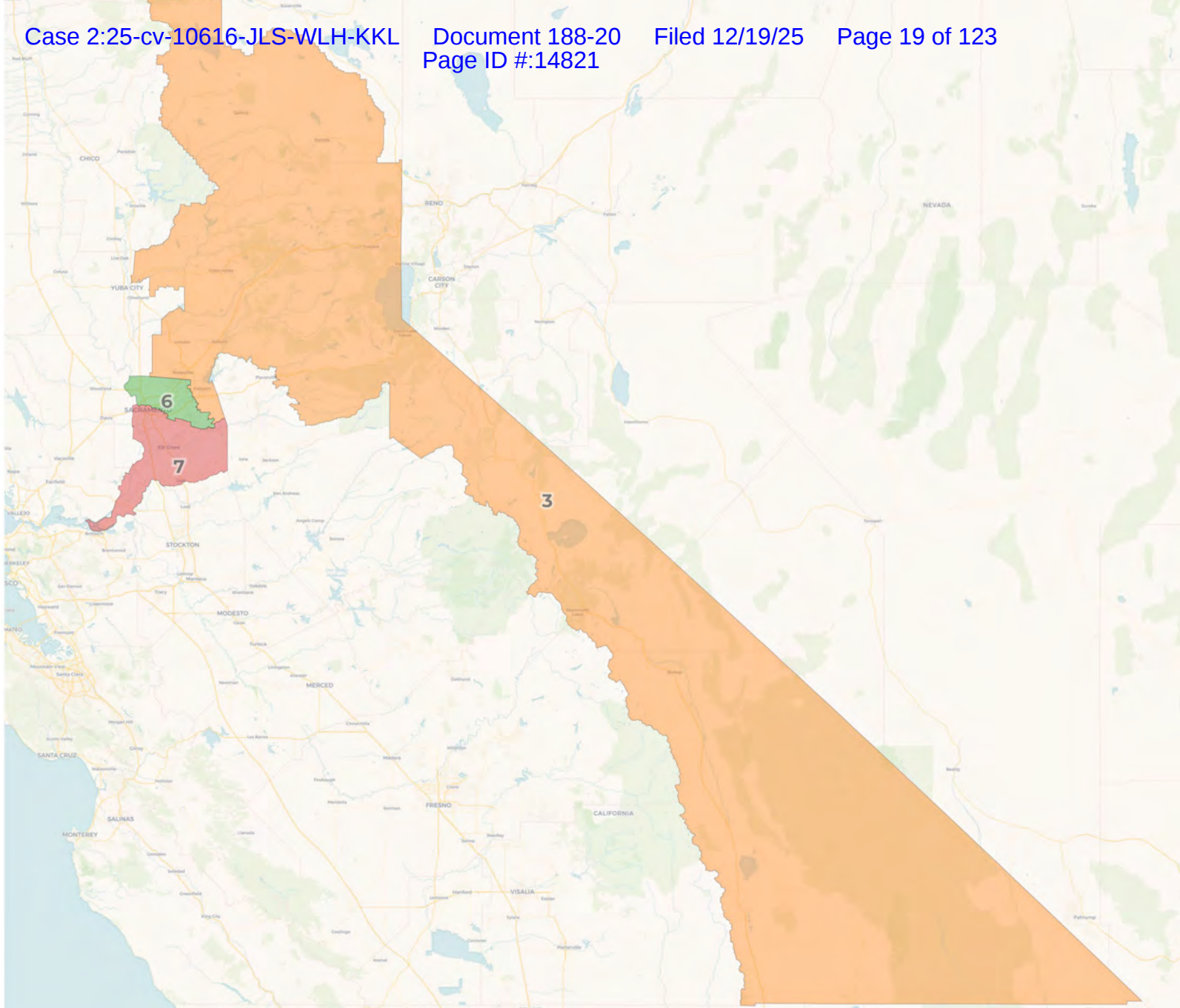


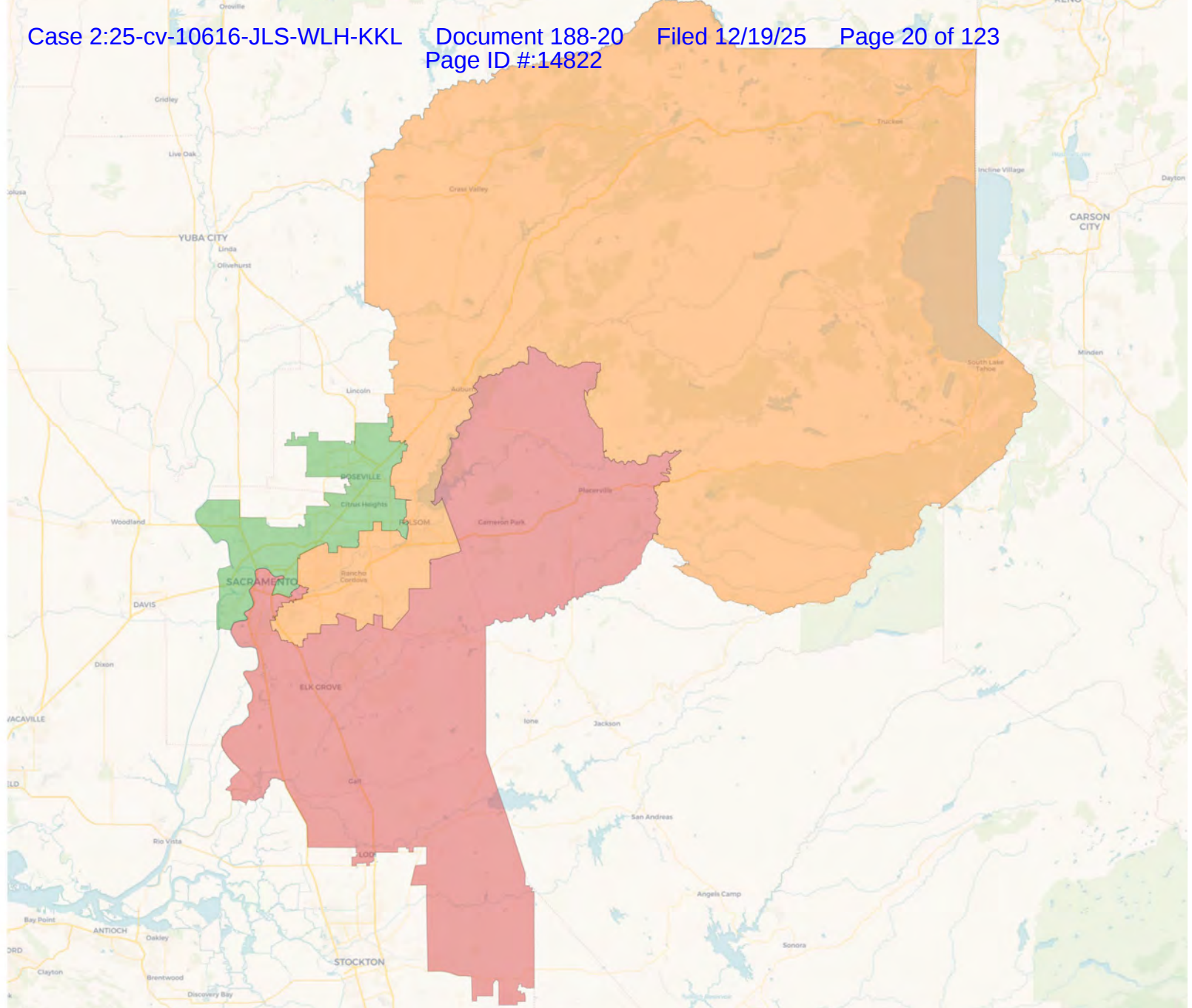
California Congressional
Public Submission









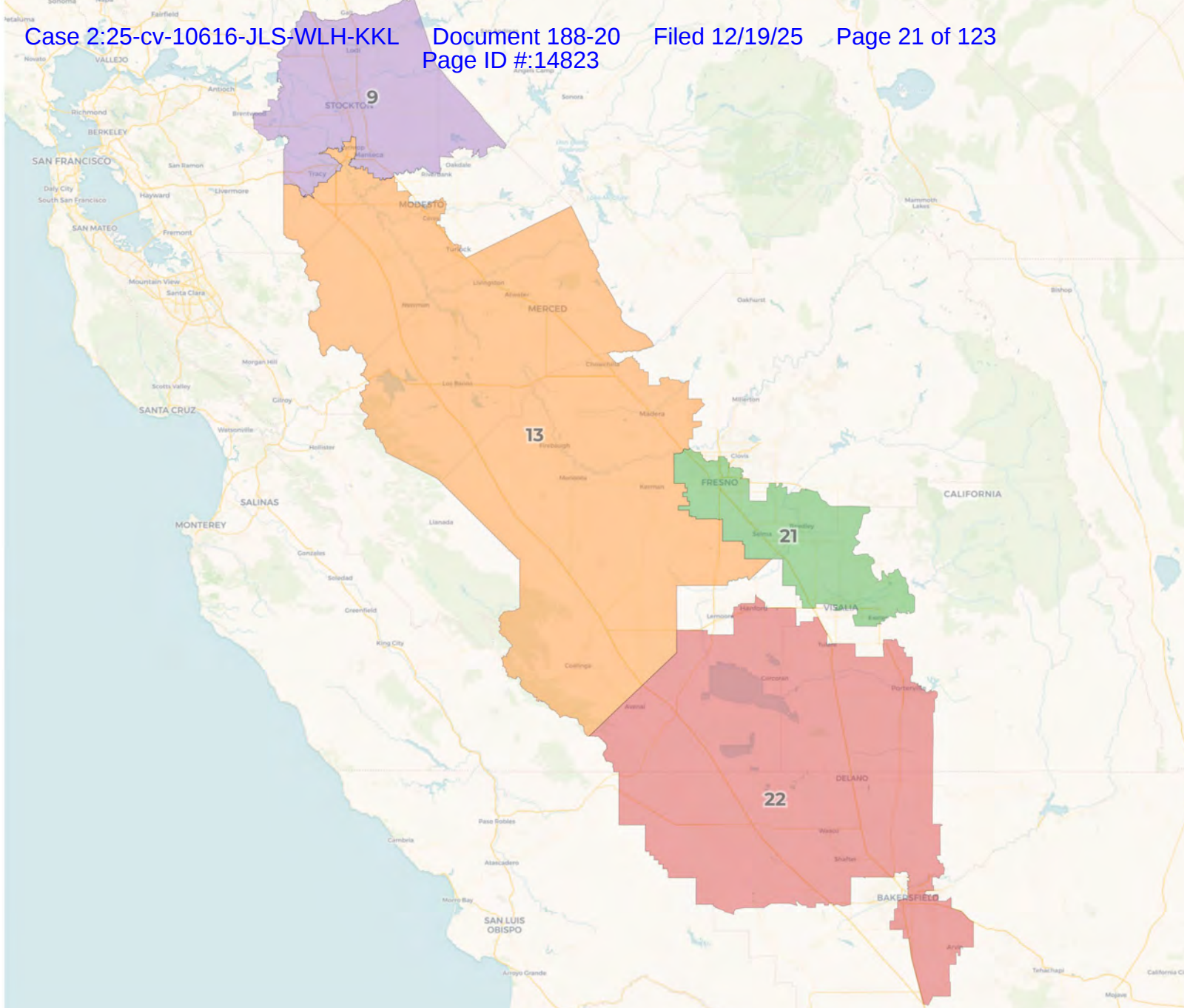


CA Congressional

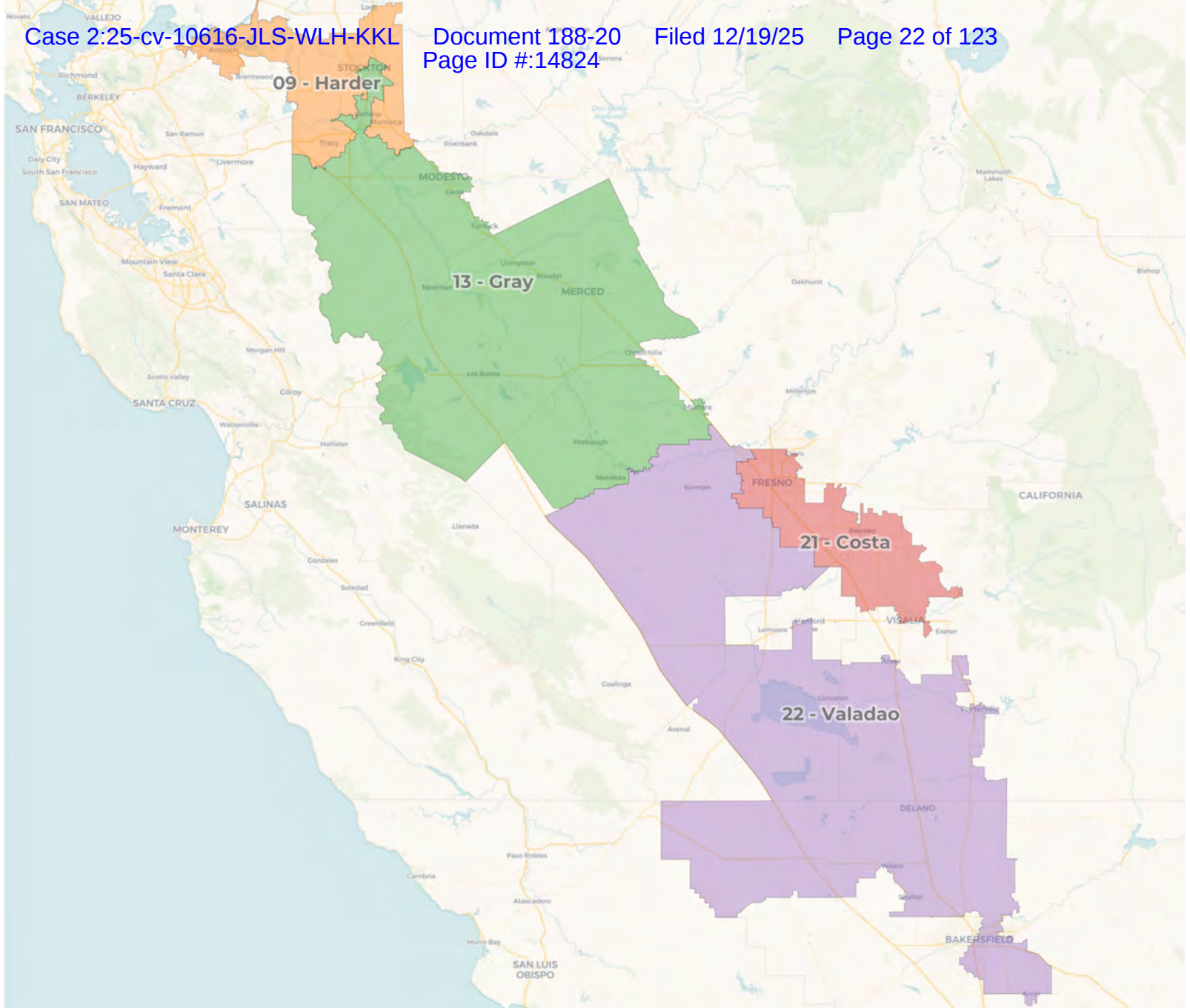
2021 CRC Lines - Central Valley

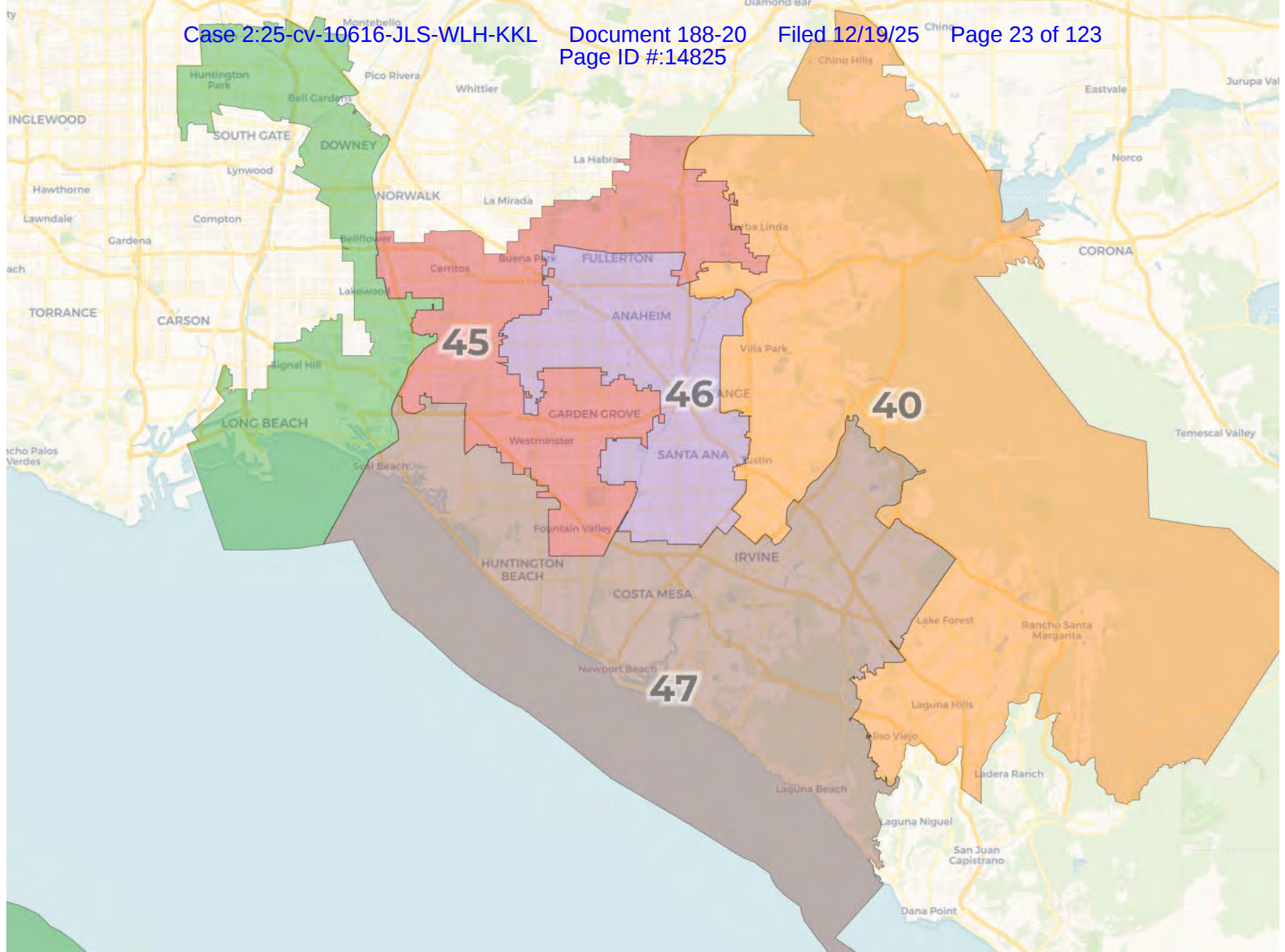


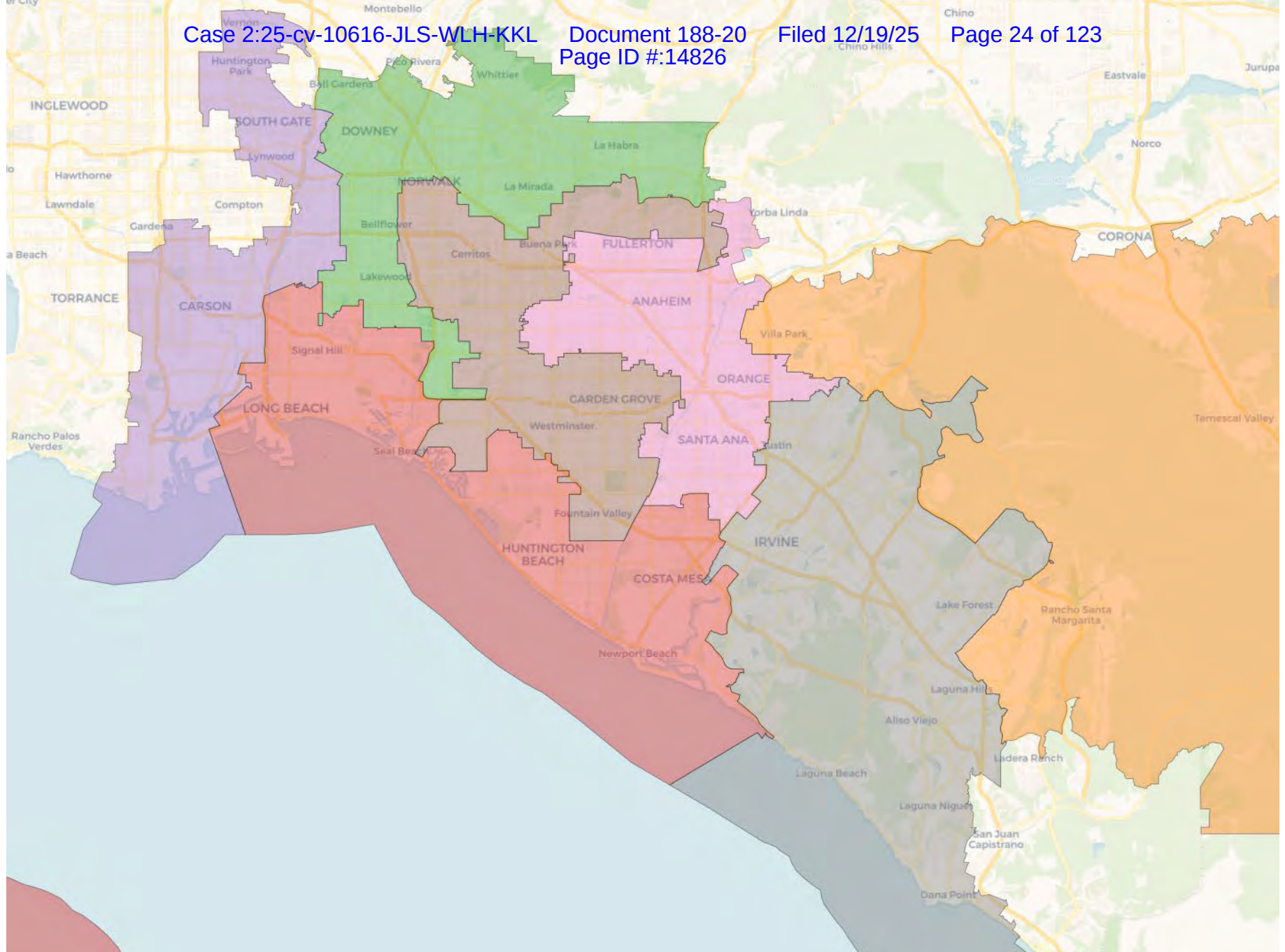
**REDISTRICTING
PARTNERS**



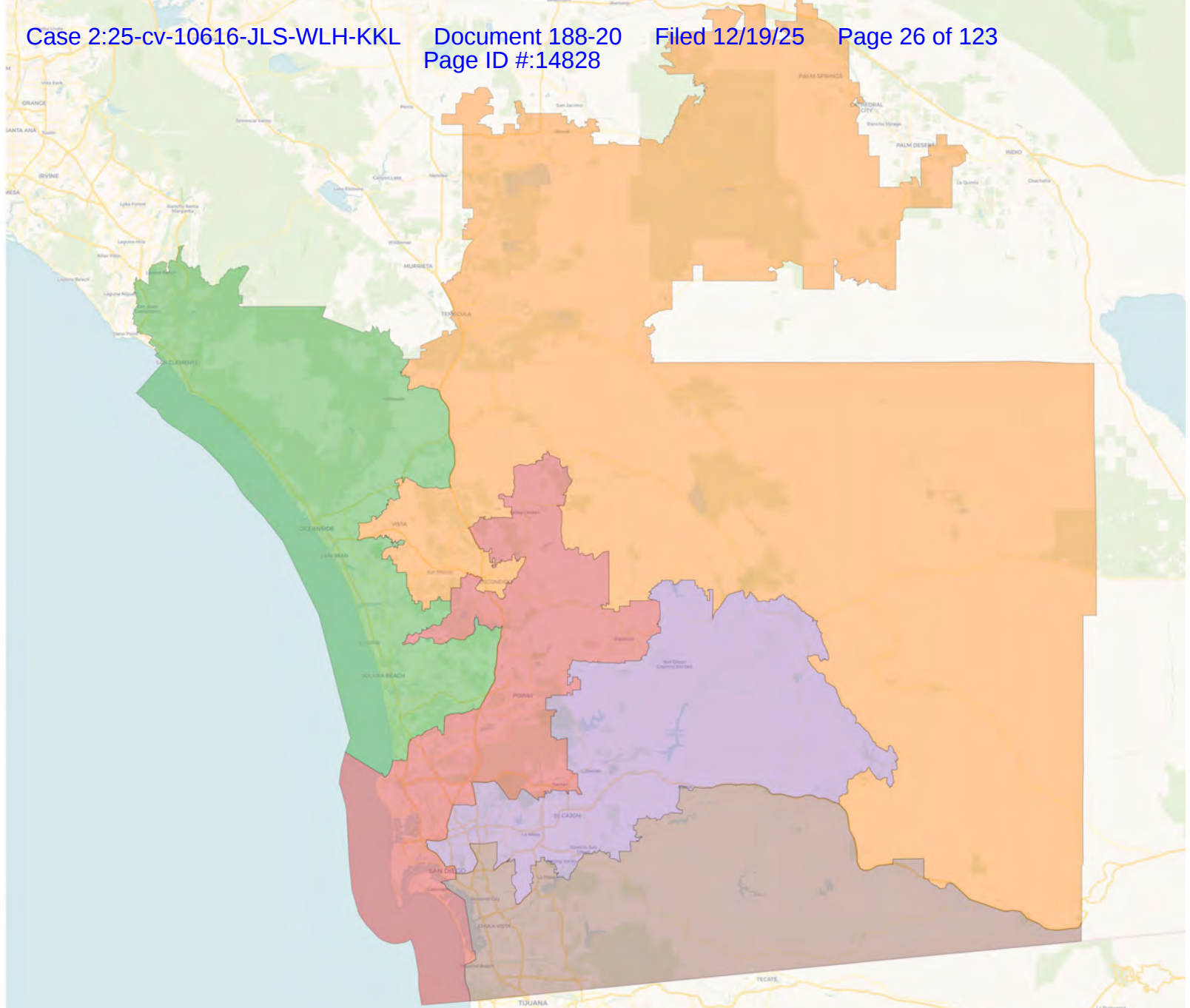
California Congressional
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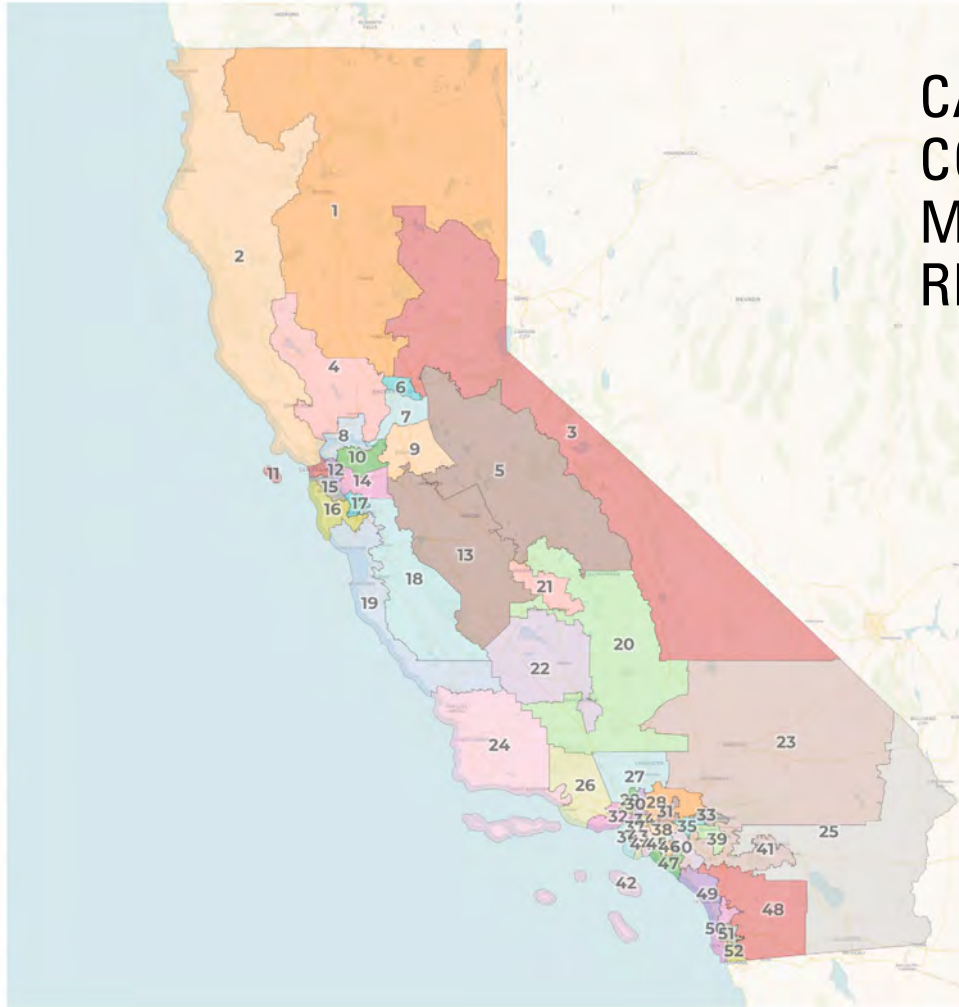






California Congressional
Adopted 2021 - 2025 Data

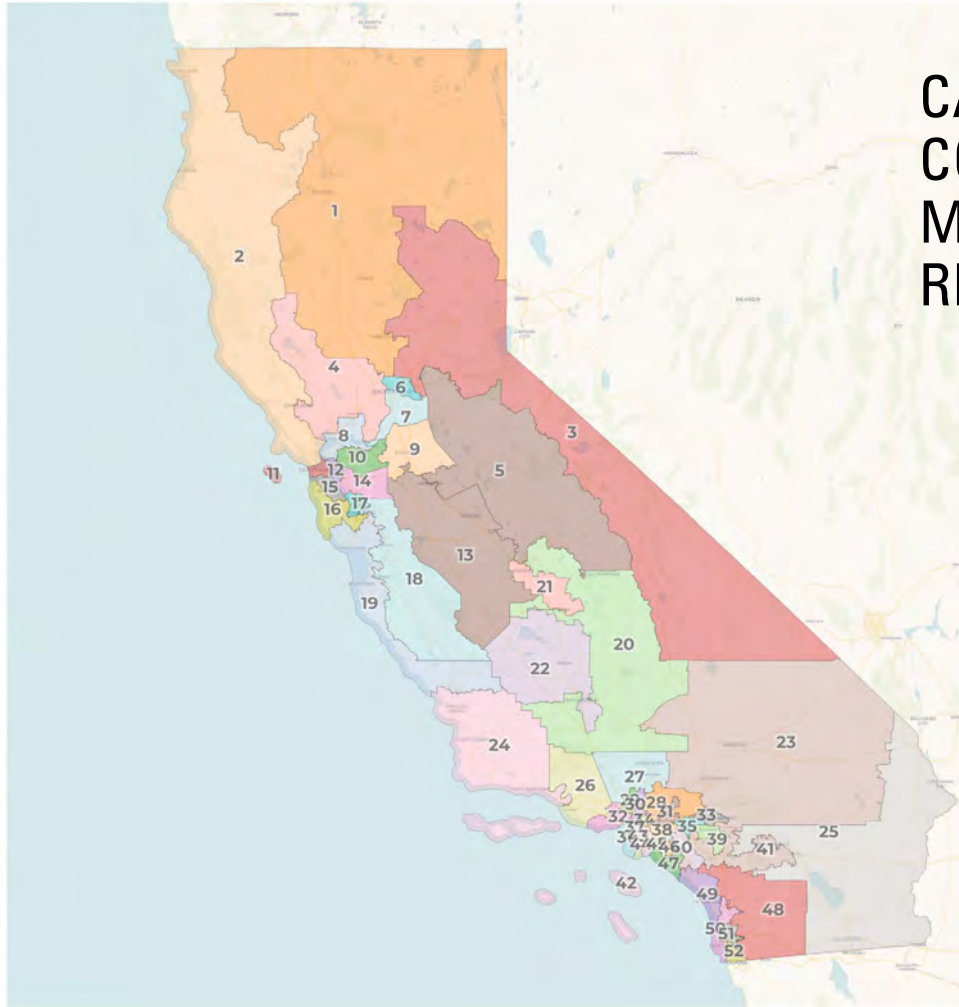
REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

California Congressional
Adopted 2021 - 2025 Data

REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

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CA MID-DECADE REDISTRICTING

Adjustments to the California Congressional Districts will be supported by multiple types of evidence:

- Actual 2021 CRC Commissioner testimony on draft maps or instructions for mapping options given to staff
- Public maps presented to the commission
- Public testimony to the commission
- Draft or completed 2021 or 2011 Commission maps.

MINIMIZE DISRUPTION

These maps are an ADJUSTMENT of the existing Citizens Redistricting Commission drawn maps.

- 10 districts are not touched at all, another 12 have less than 5% change.
- There are no changes to any of the historic black districts in Los Angeles or Oakland.
- No changes were made to the map that were not consistent with the goals set forward by the delegation – pushing back on the mid-decade redistricting plans from Texas and other states.

MINIMIZE DISRUPTION

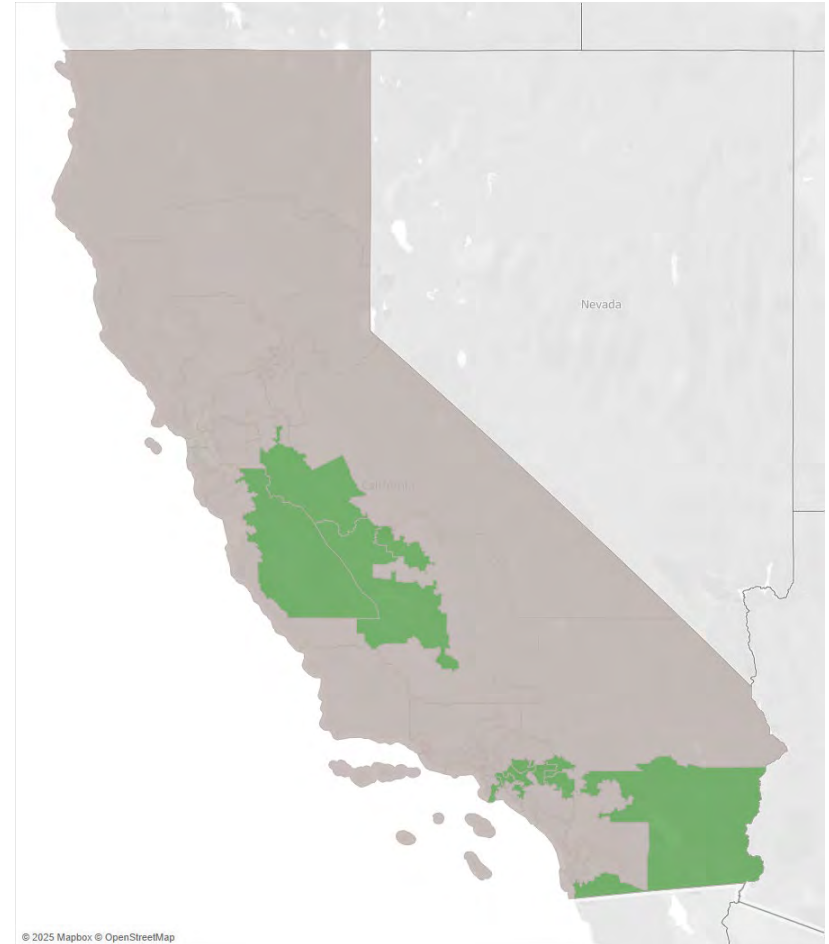
These maps are an ADJUSTMENT of the existing Citizens Redistricting Commission drawn maps.

- The three districts with highest Asian CVAP are preserved and work was done in CA45 to improve that community of interest, we have received data from the Asian Law Caucus to assist in these efforts.
- For purposes partisan impact we considered performance of Latinos in Democratic seats and used Harris/Trump in concert with other metrics to make sure there was not a new Latino voter trend that could be masked by using older data.

VOTING RIGHTS ACT

We are taking the Voting Rights Act seriously, ensuring that our work does not create any violations of federal law.

- We have contracted with Dr. Christian Grose of the University of Southern California, where he directs the Democracy and Fair Elections Lab and Dr. José J. Alcocer is an expert in voting rights and statistical methodology and a data scientist from Harvard Law School.



VOTING RIGHTS ACT

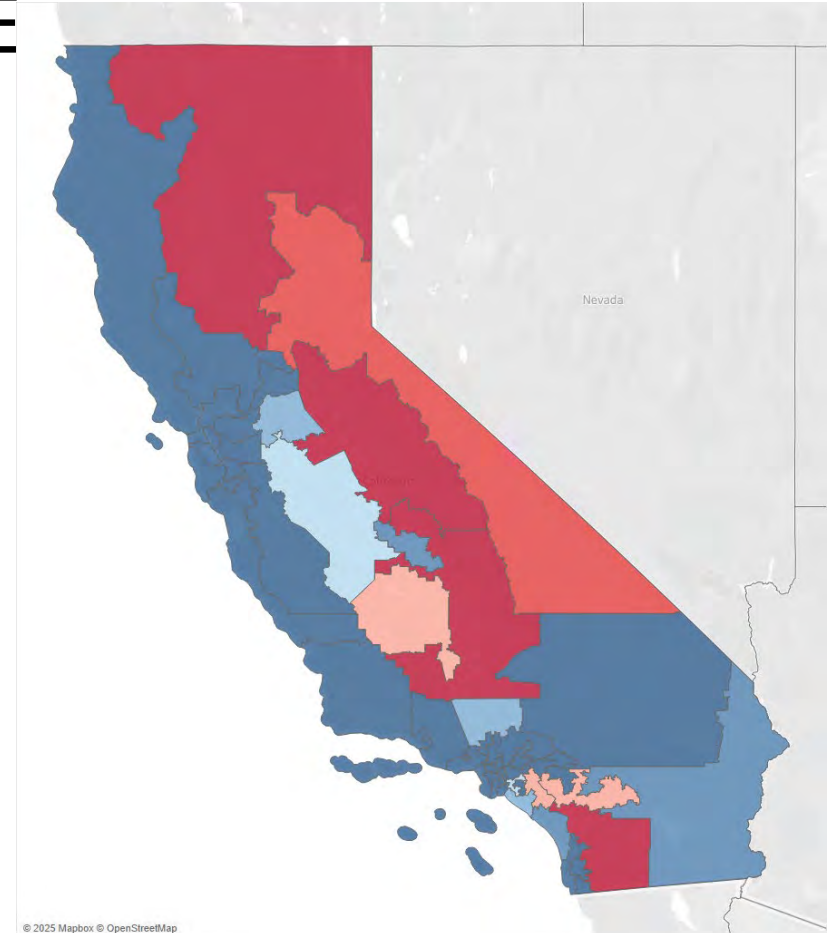
Based on Preliminary analysis from Christian Grose:

- *“The empirical evidence shows that [public submission] improves the opportunity for Latino voters to elect candidates of choice in more districts vis-a-vis the enacted 2021 map.”*
- The conversion of Calvert seat into a Safe Democratic seat in Los Angeles also resulted in increases in opportunities for Latinos, and the shifted CA 42 (Garcia) will re-elect a Latino.



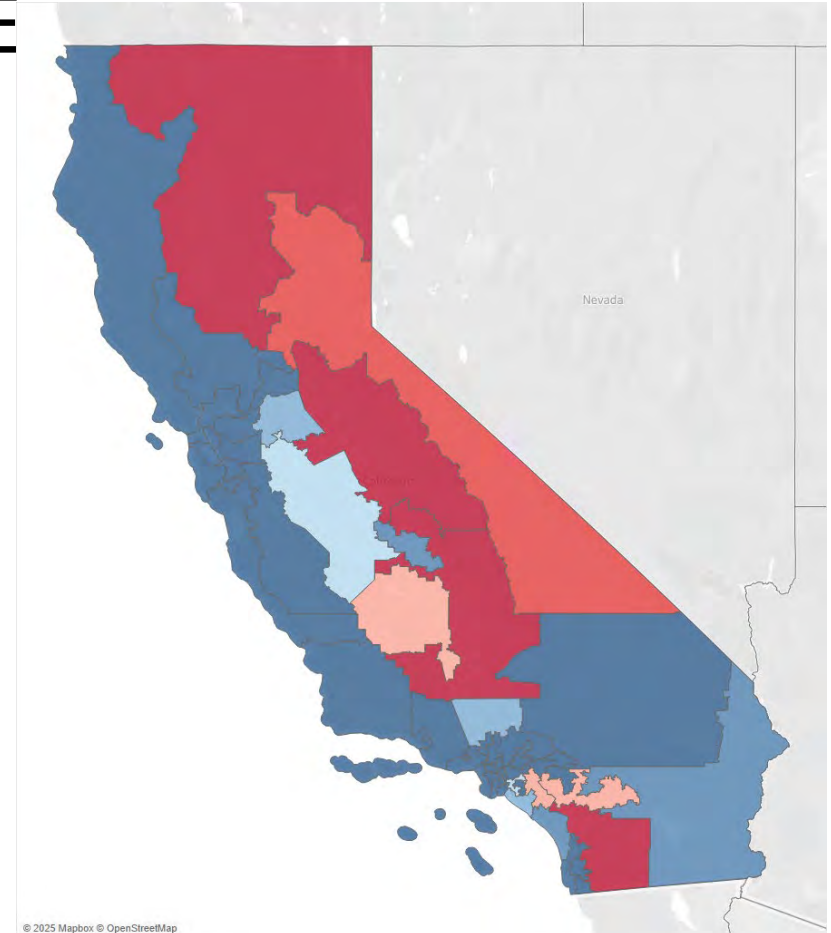
ELECTORAL PERFORMANCE

- The current map has several swing, likely and lean Democratic contests, with seven seats that Democrats won in 2018 and have fought to hold and/or win back in subsequent elections.



ELECTORAL PERFORMANCE

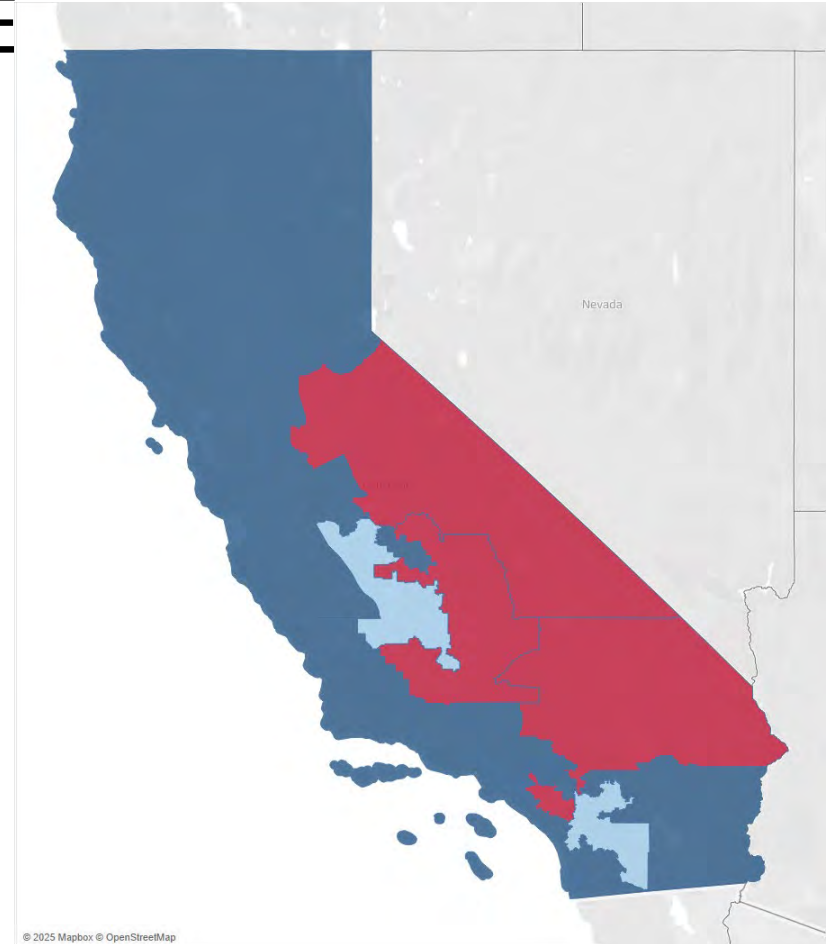
- There have been proposals to create a 52-0 map, or a 50-2 Map. But these are not possible within the constraints we have.
 - Follow the VRA
 - Protect Communities
 - Approval by Legislature
 - Approval by Voters





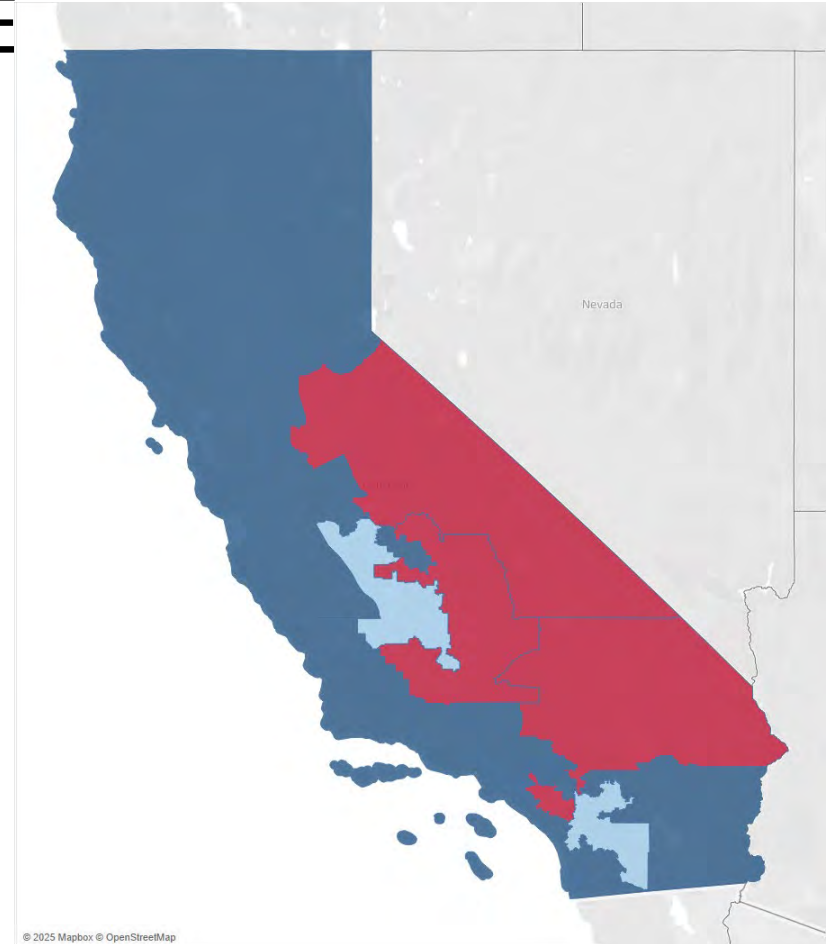
ELECTORAL PERFORMANCE

- The existing map had five seats needing significant resources to defend, with real vulnerability for frontliners and only one or two chances for a pickup in 2026
- It is possible to create a map that puts California on track to win 48 Democratic seats in 2026



ELECTORAL PERFORMANCE

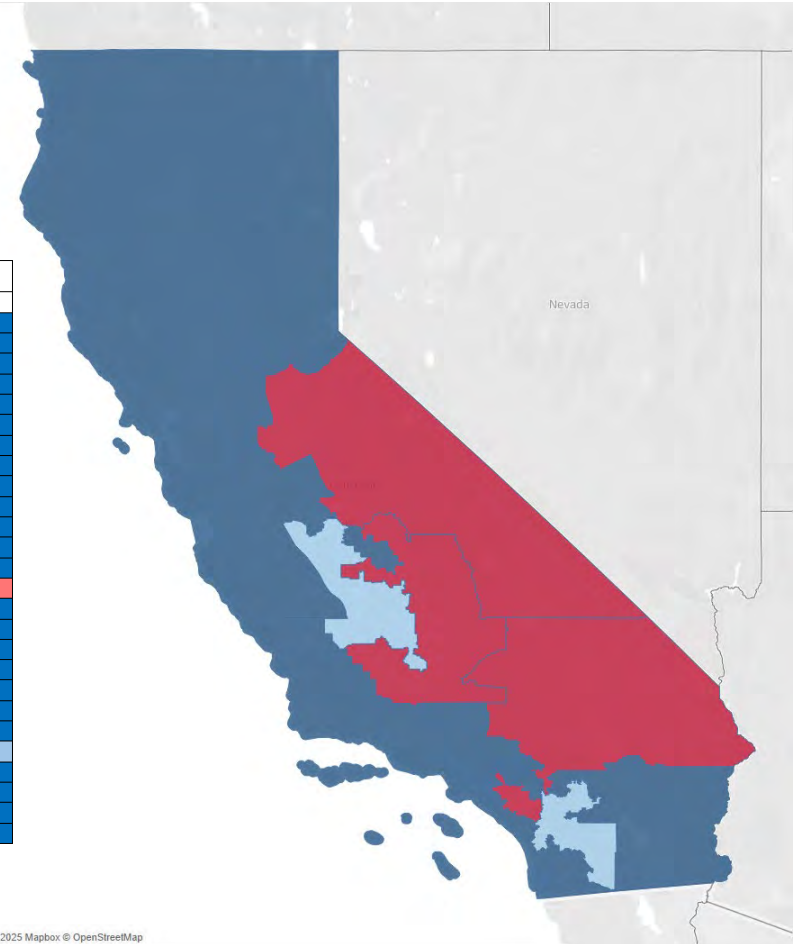
- The five Republican seats that can be targeted include LaMalfa, Kiley, Valadao, Calvert and Issa
- Pickups have different flavors – Lean Dem, Solid Dem, and *Absolutely Disappeared*.
- A new map can also bolster frontline Democrats, moving five seats in a stronger position going into 2026, moving two seats that Trump won into Harris Victories.



PARTISAN IMPROVEMENTS

Statewide Partisan Lean		
District	Current	Submission
1	Safe Republican	Safe Democratic
2	Safe Democratic	Safe Democratic
3	Safe Republican	Safe Democratic
4	Safe Democratic	Safe Democratic
5	Safe Republican	Safe Republican
6	Safe Democratic	Safe Democratic
7	Safe Democratic	Safe Democratic
8	Safe Democratic	Safe Democratic
9	Lean Democratic	Safe Democratic
10	Safe Democratic	Safe Democratic
11	Safe Democratic	Safe Democratic
12	Safe Democratic	Safe Democratic
13	Lean Republican	Safe Democratic
14	Safe Democratic	Safe Democratic
15	Safe Democratic	Safe Democratic
16	Safe Democratic	Safe Democratic
17	Safe Democratic	Safe Democratic
18	Safe Democratic	Safe Democratic
19	Safe Democratic	Safe Democratic
20	Safe Republican	Safe Republican
21	Safe Democratic	Safe Democratic
22	Lean Democratic	Lean Democratic
23	Safe Republican	Safe Republican
24	Safe Democratic	Safe Democratic
25	Safe Democratic	Safe Democratic
26	Safe Democratic	Safe Democratic

Statewide Partisan Lean		
District	Current	Submission
27	Lean Democratic	Safe Democratic
28	Safe Democratic	Safe Democratic
29	Safe Democratic	Safe Democratic
30	Safe Democratic	Safe Democratic
31	Safe Democratic	Safe Democratic
32	Safe Democratic	Safe Democratic
33	Safe Democratic	Safe Democratic
34	Safe Democratic	Safe Democratic
35	Safe Democratic	Safe Democratic
36	Safe Democratic	Safe Democratic
37	Safe Democratic	Safe Democratic
38	Safe Democratic	Safe Democratic
39	Safe Democratic	Safe Democratic
40	Safe Republican	Safe Republican
41	Safe Republican	Safe Democratic
42	Safe Democratic	Safe Democratic
43	Safe Democratic	Safe Democratic
44	Safe Democratic	Safe Democratic
45	Lean Democratic	Safe Democratic
46	Safe Democratic	Safe Democratic
47	Lean Democratic	Safe Democratic
48	Safe Republican	Lean Democratic
49	Safe Democratic	Safe Democratic
50	Safe Democratic	Safe Democratic
51	Safe Democratic	Safe Democratic
52	Safe Democratic	Safe Democratic

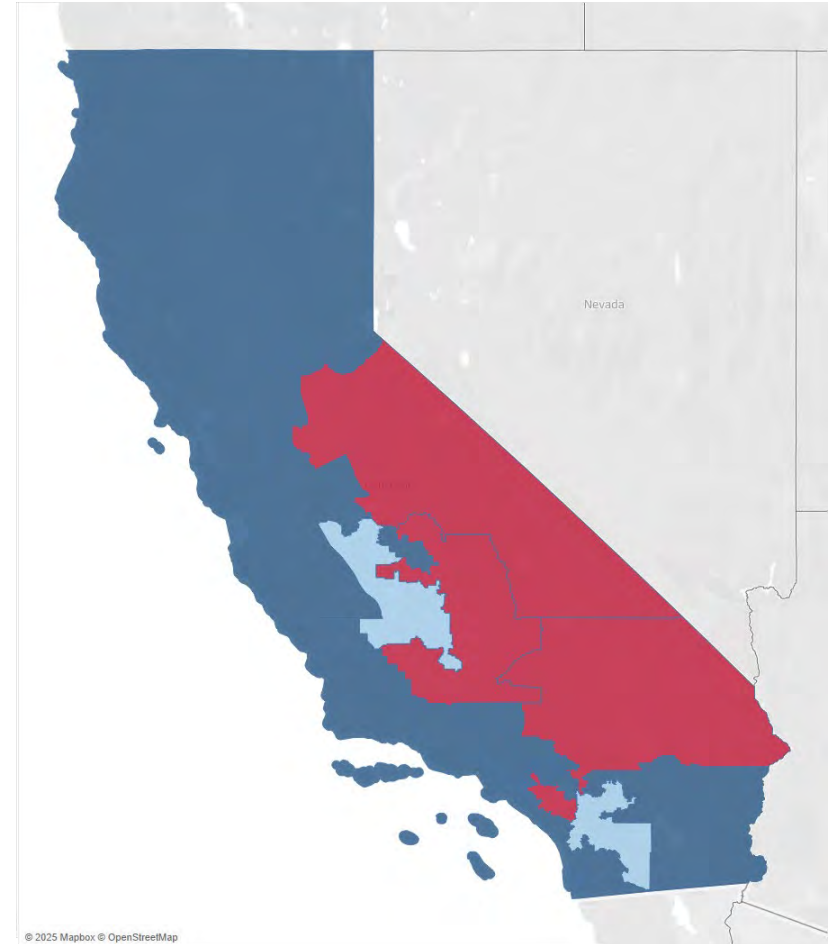


Statewide Partisan Lean		
District	Current	Submission
1	Safe Republican	Safe Democratic
2	Safe Democratic	Safe Democratic
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47	Lean Democratic	Safe Democratic
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NOT EASY

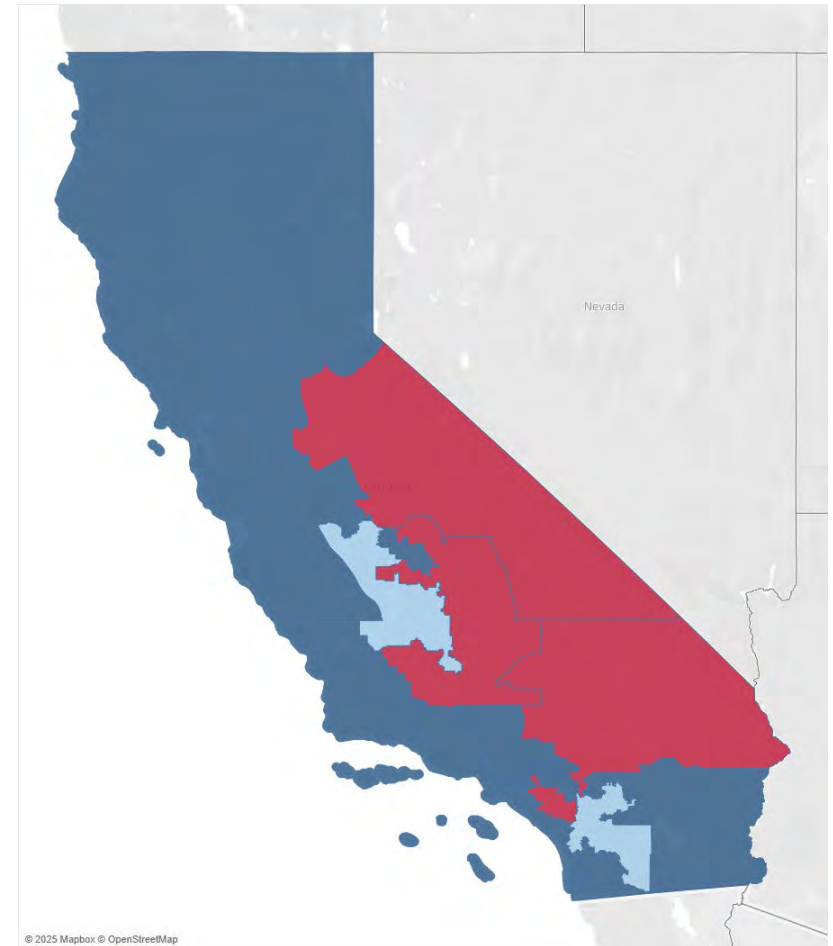
- Can be done without becoming a dummymander, but won't work if members of Congress aren't willing to give something up.
- Several districts would need to lose 40% or more of their current voter population to make this work
- Several members would have to be moved out of their "Home Base" and will be learning new communities.



KEY REGIONS

For the purposes of achieving the partisan goals, we focused on specific parts of the state that create opportunities.

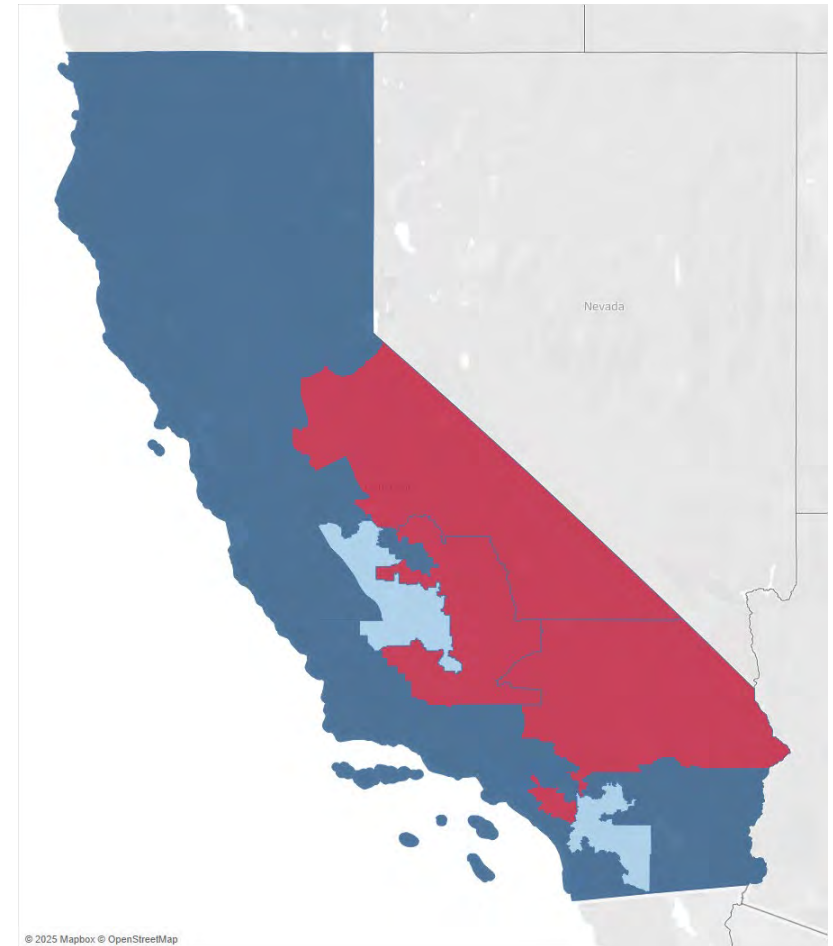
- Northern California
- Sacramento Region
- Central Valley
- Los Angeles
- Orange County
- Inland Empire
- San Diego



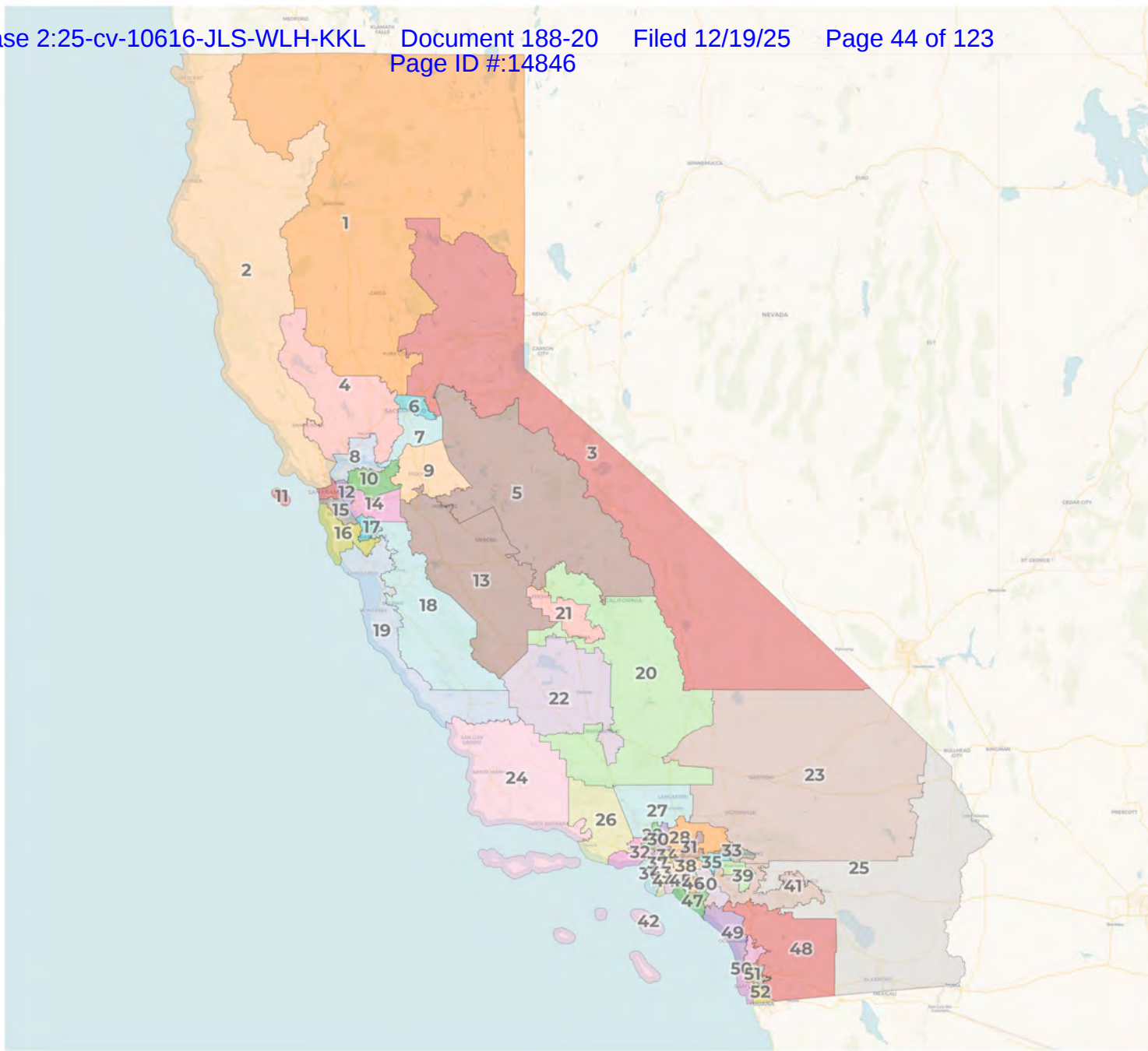
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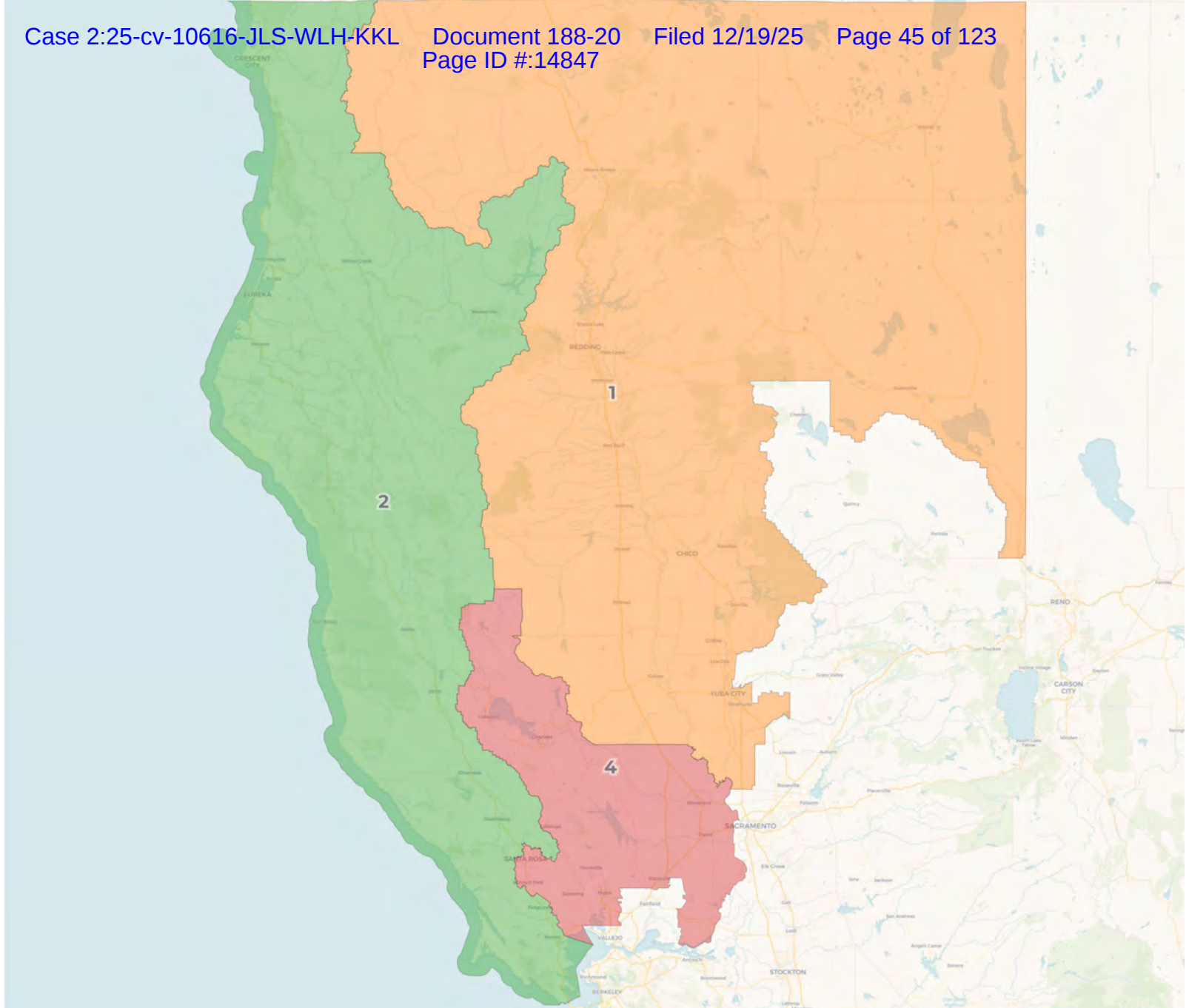
For the purposes of achieving the partisan goals, a focus can be on specific parts of the state that create opportunities, and some can be untouched

- Most of Central Coast – Democrats are just too far away from targeted Republicans.
- No Historic Black seats need to be touched.
- API coalition districts can be preserved.



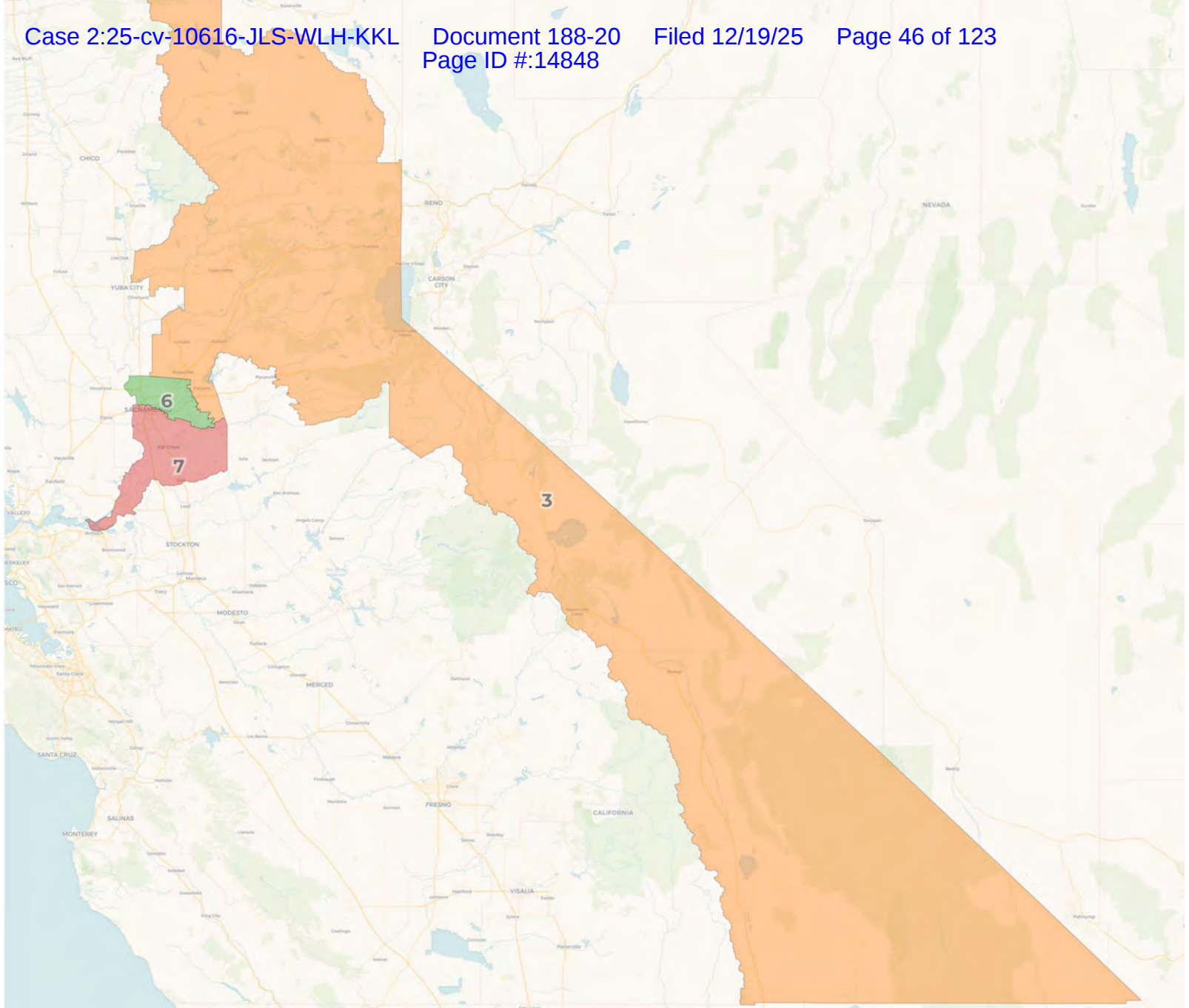
California Congressional
2021 Adopted Plan





CA Congressional
2021 CRC Lines - Sa

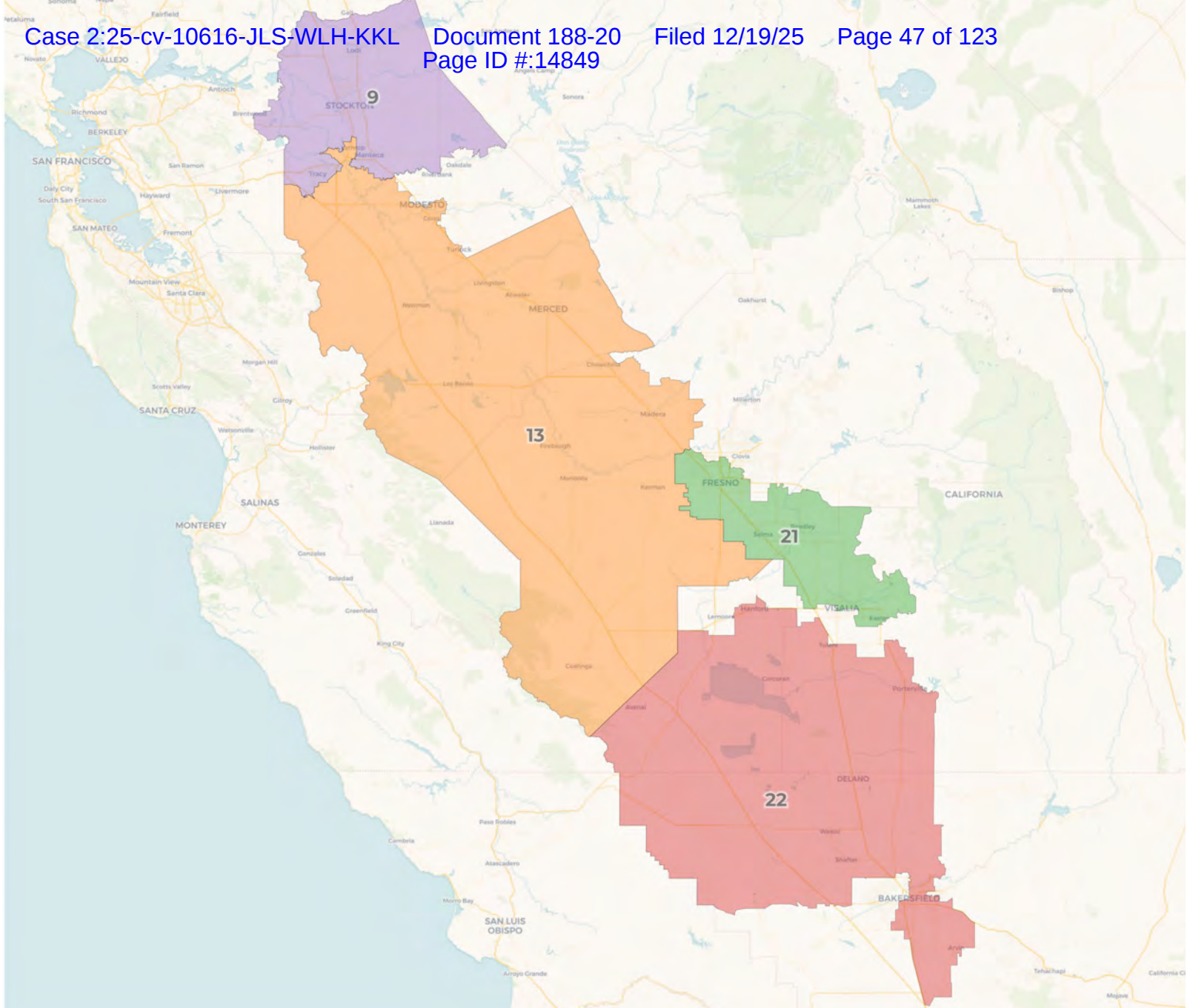
REDISTRICTING
PARTNERS

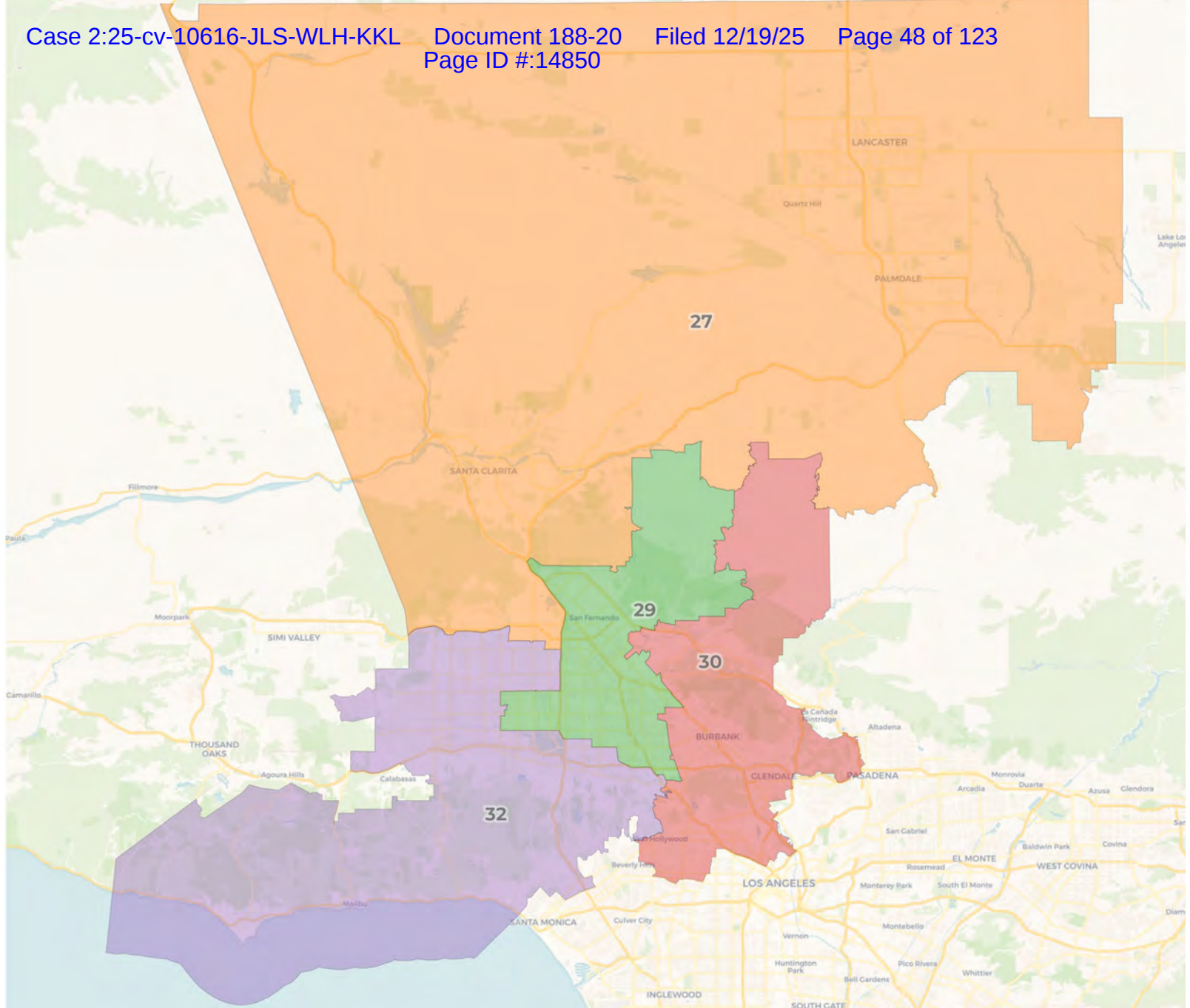


CA Congressional

2021 CRC Lines - Central Valley

REDISTRICTING
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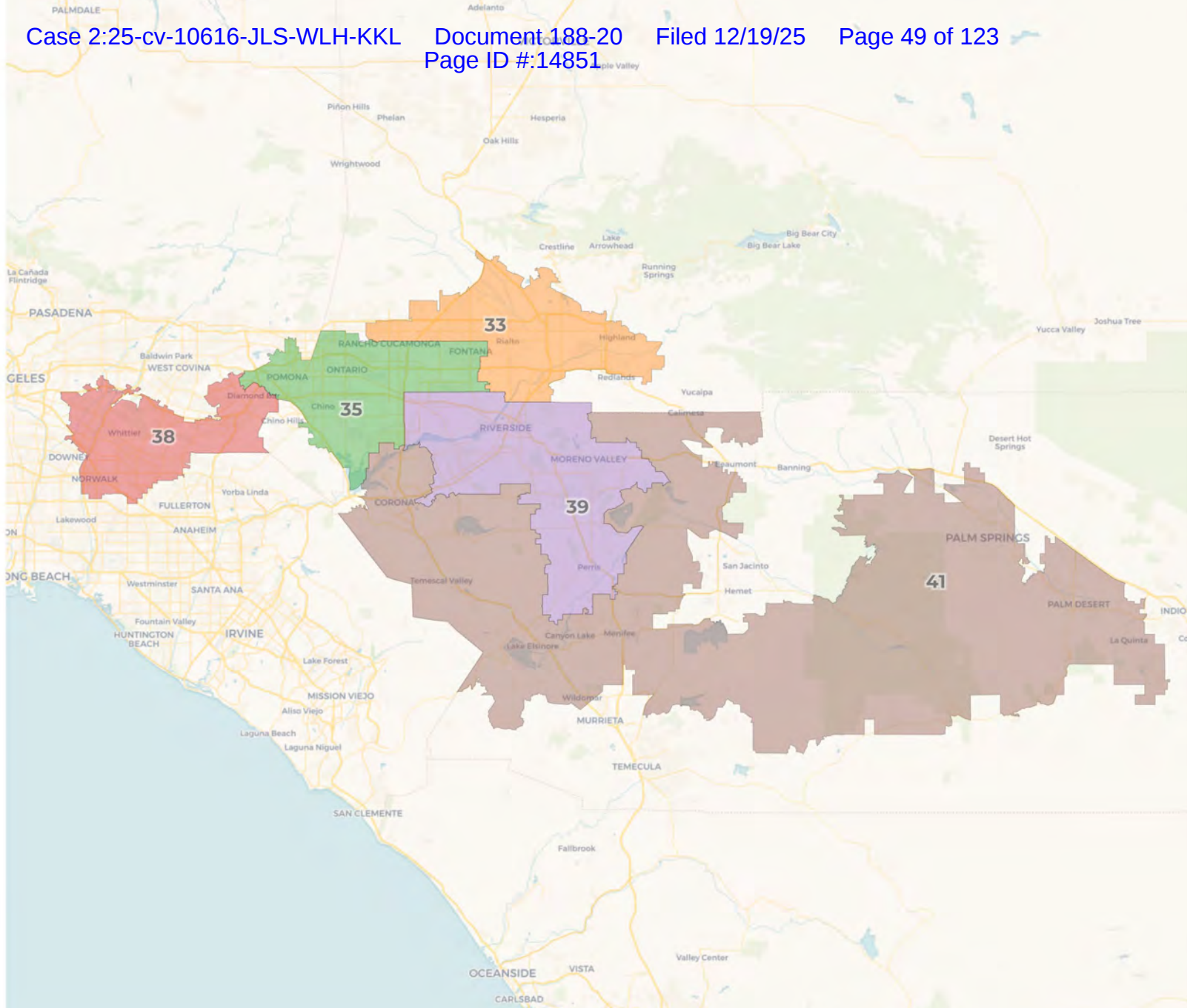


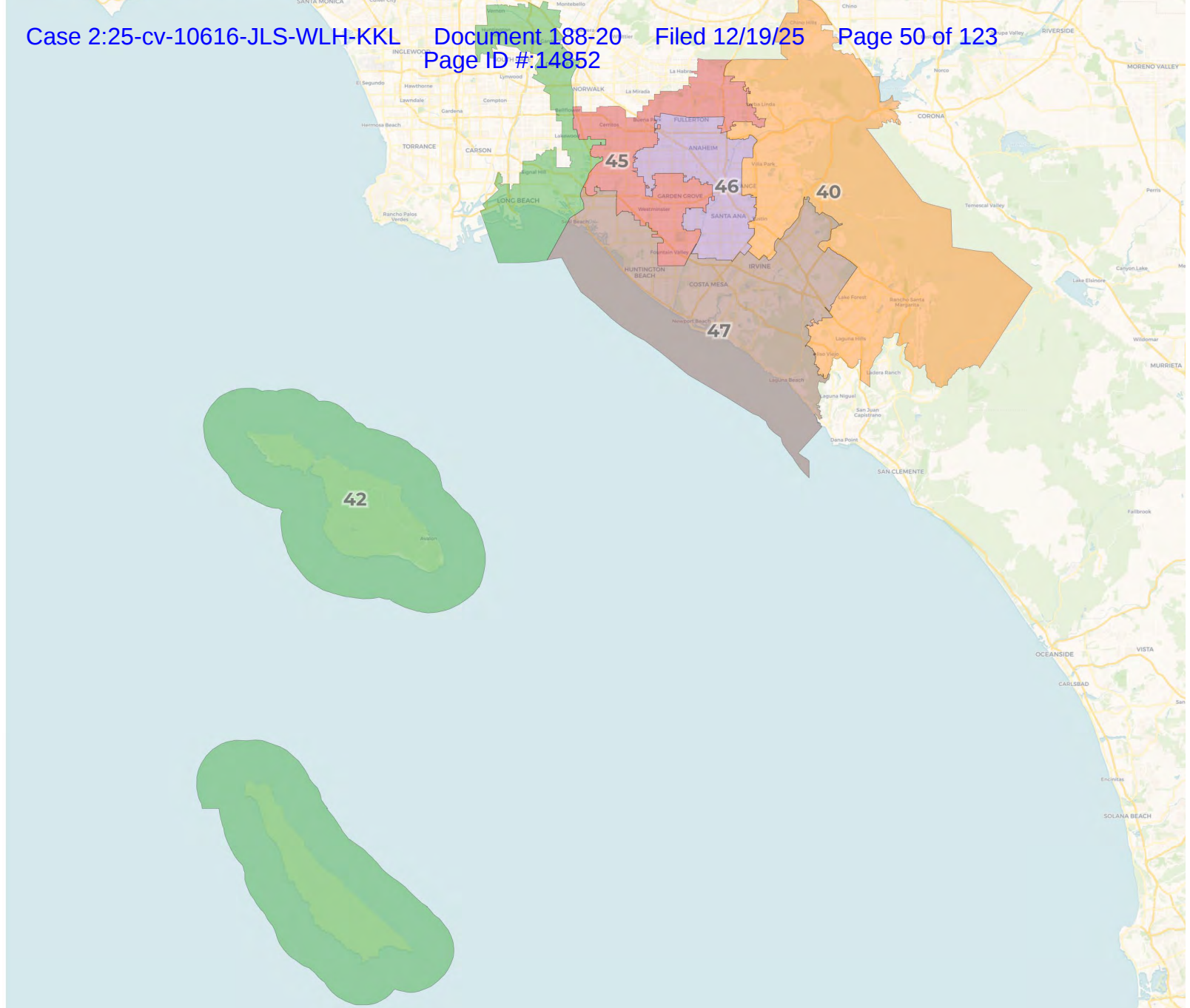


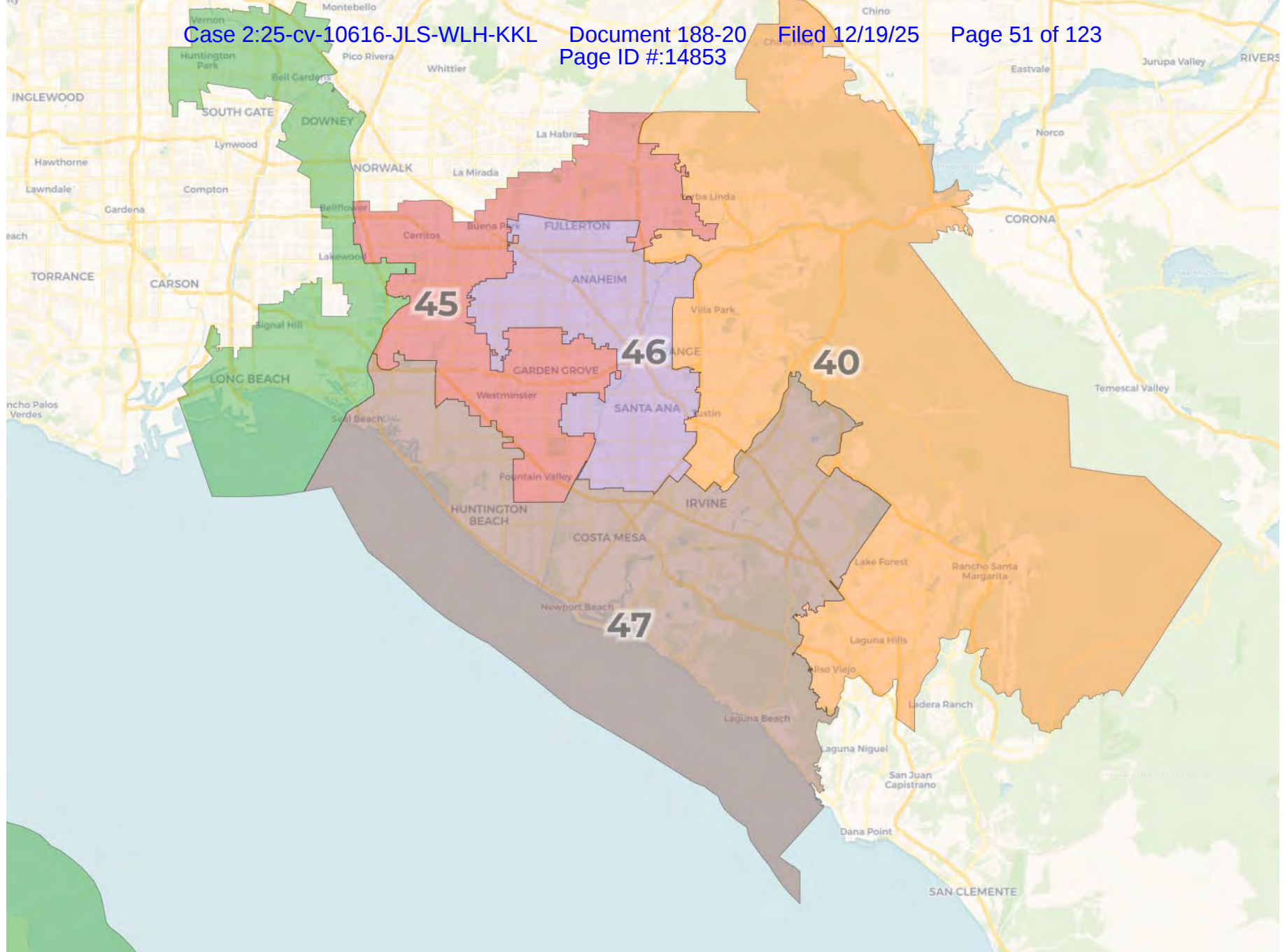
2021 CRC Lines - Inland Empire/Los Angeles



REDISTRICTING
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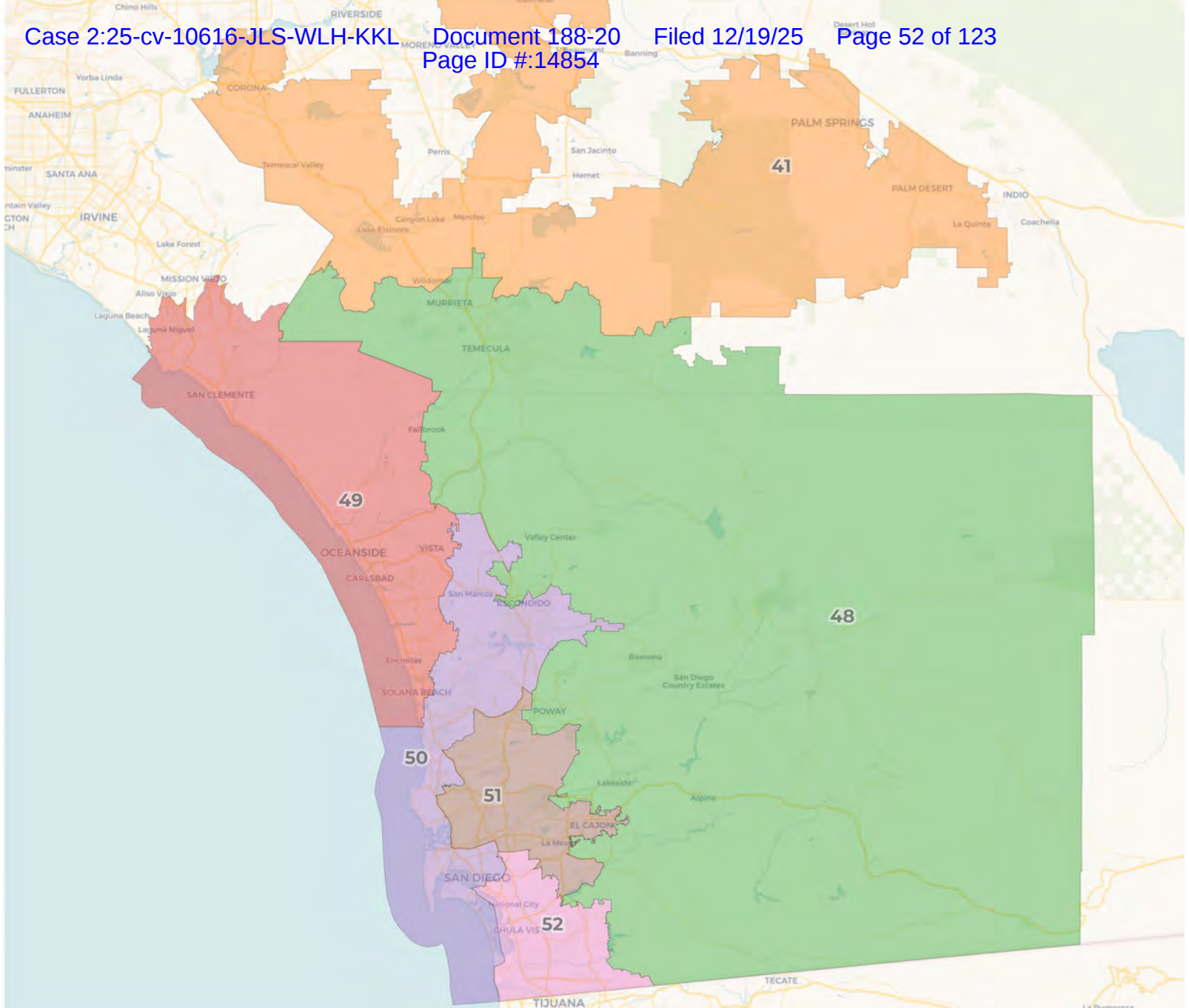






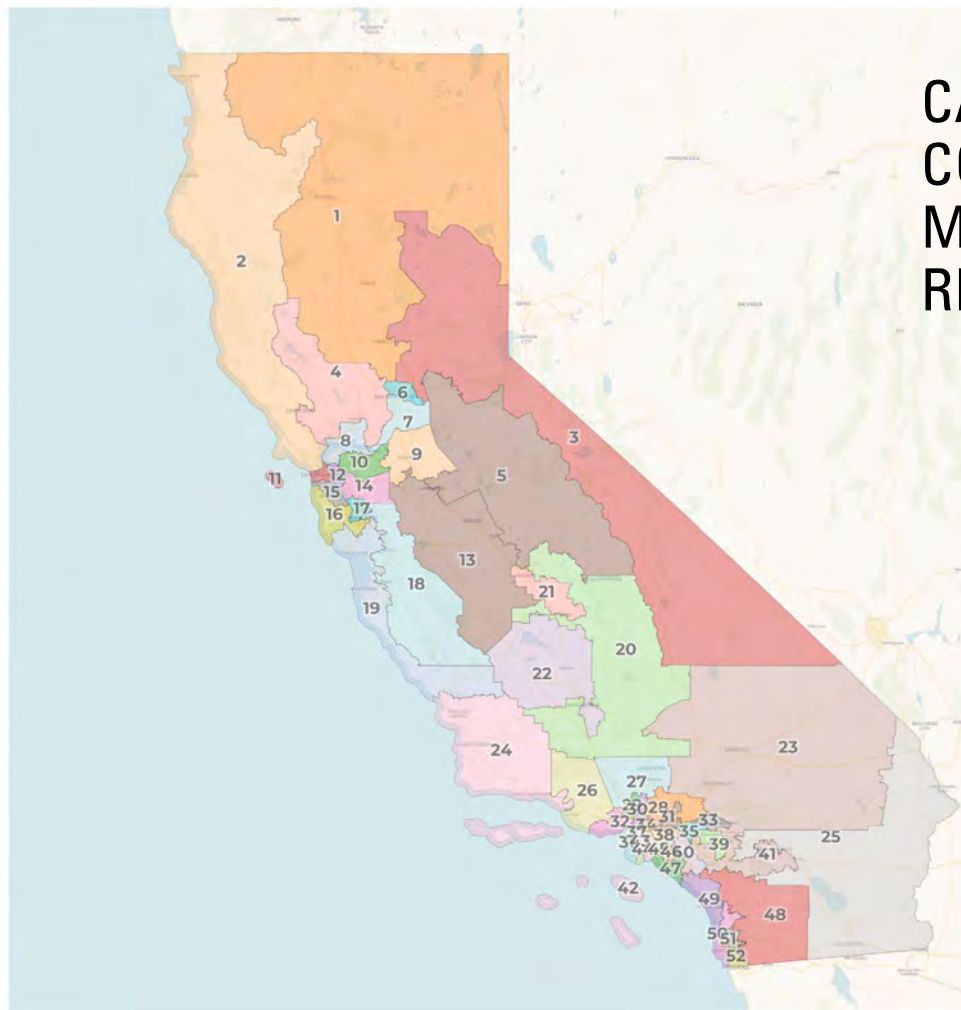
CA Congressional

2021 CRC Lines - San Diego/Riverside



California Congressional
Adopted 2021 - 2025 Data

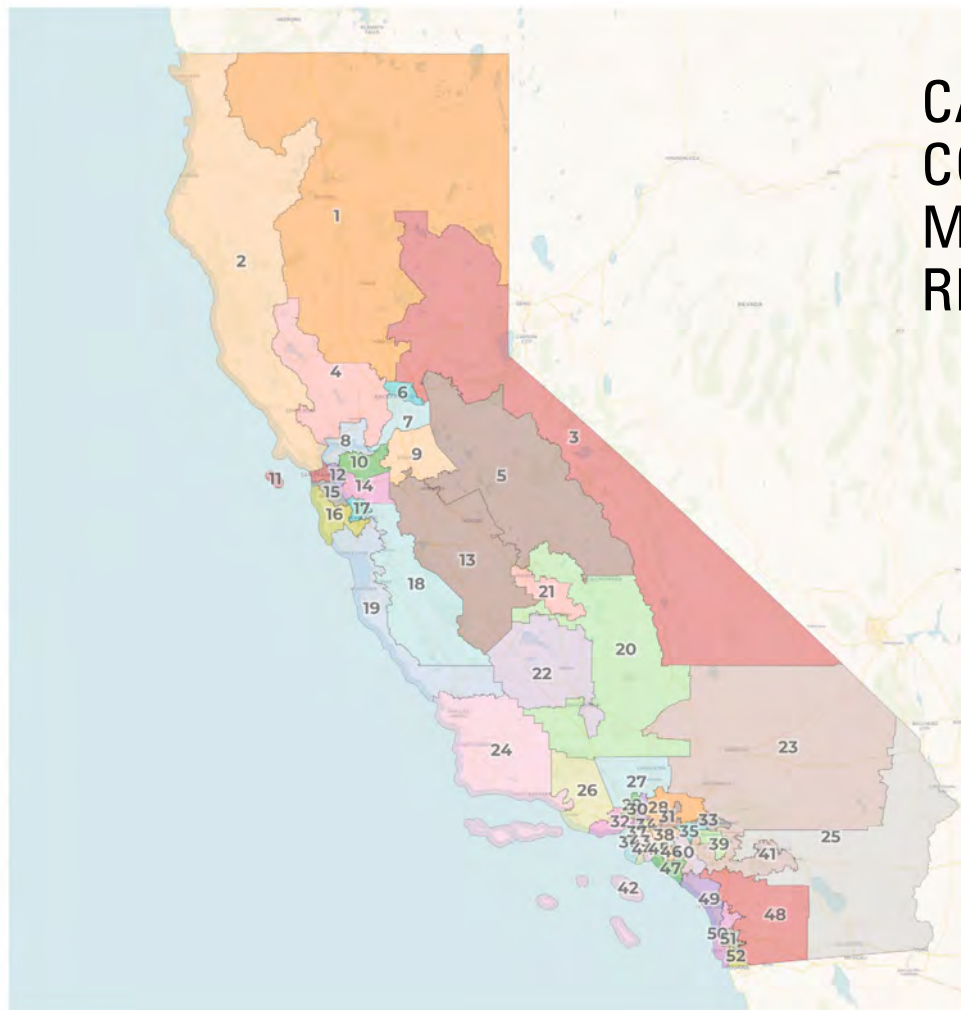
REDISTRICTING
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CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

California Congressional
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REDISTRICTING
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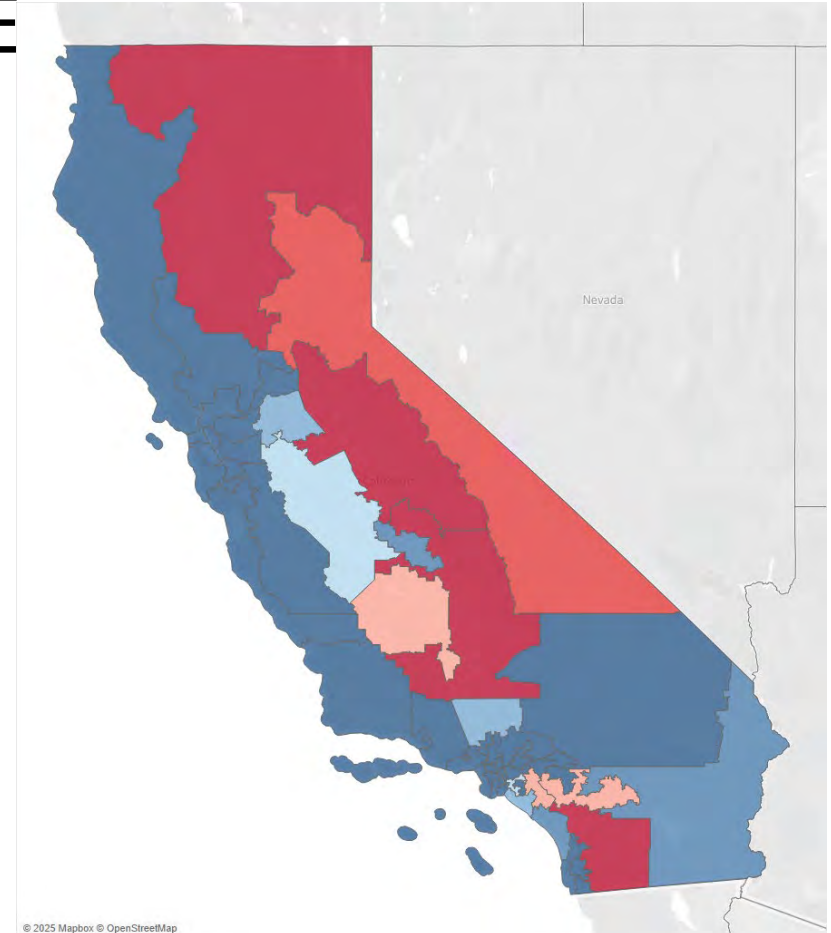


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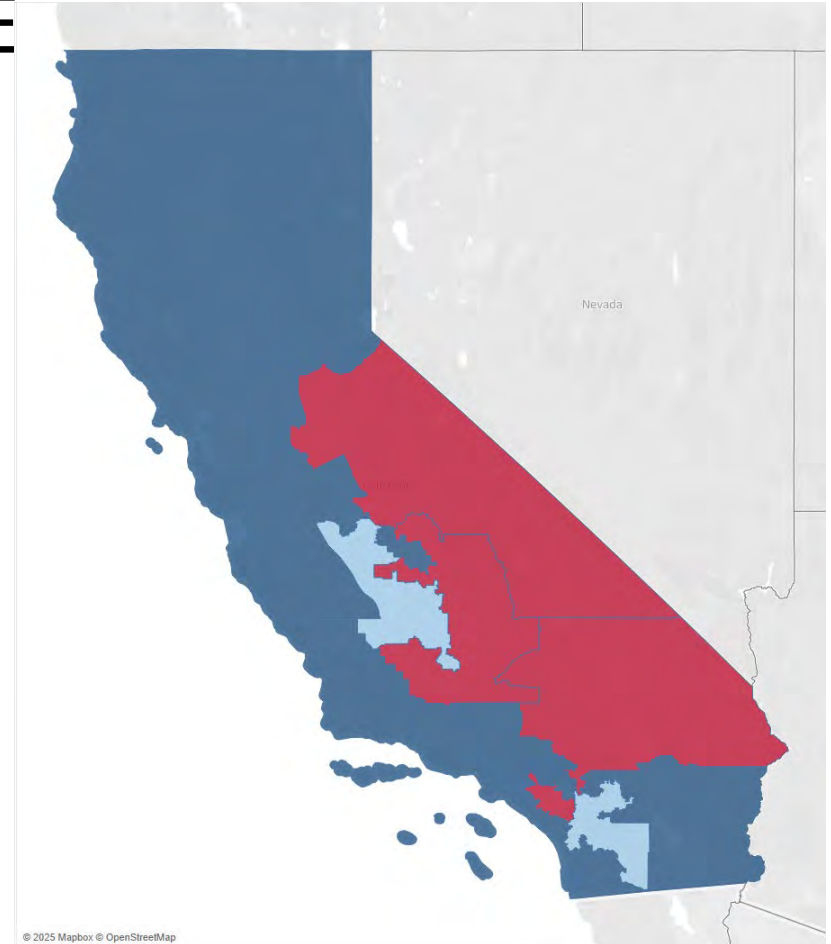
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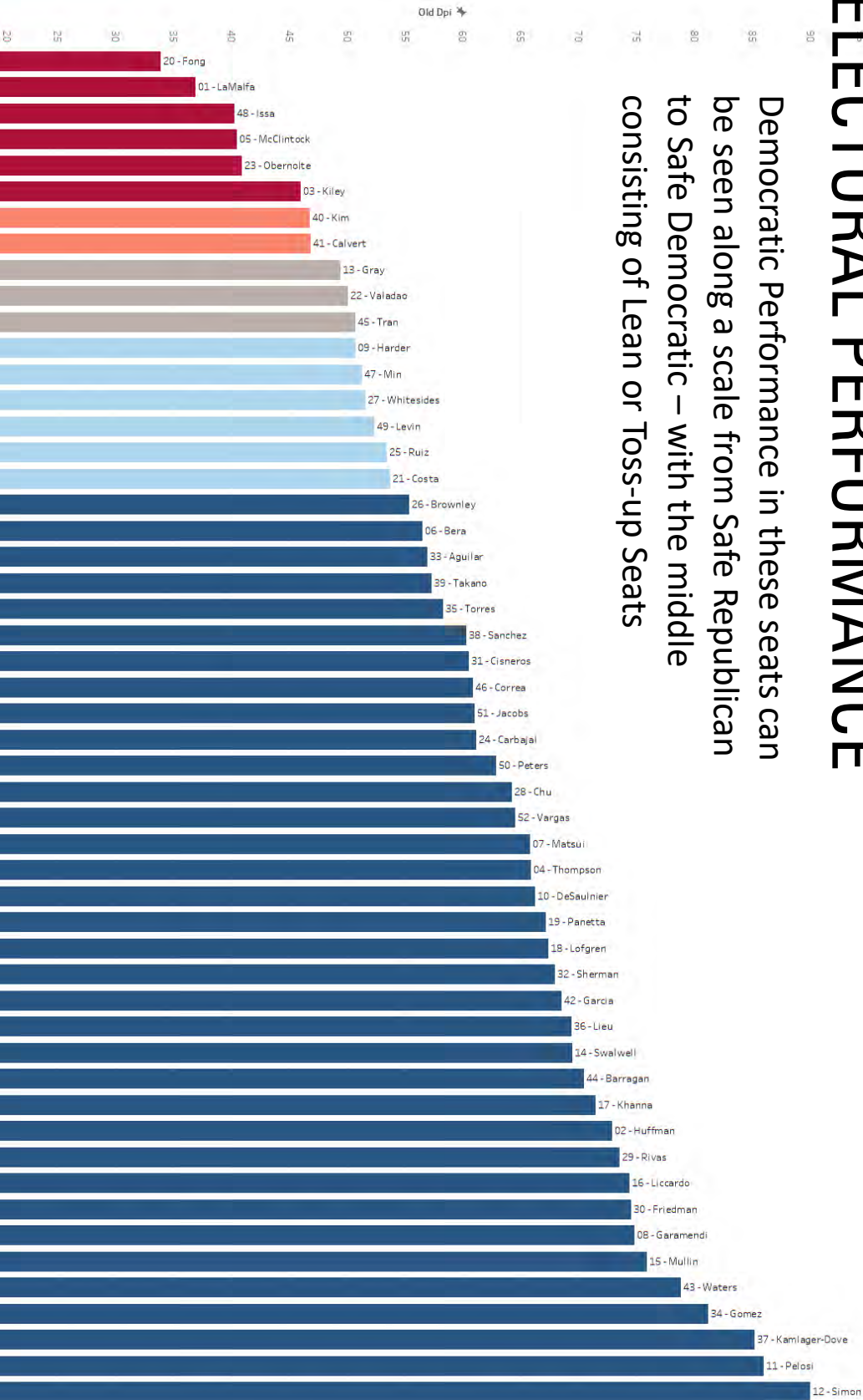
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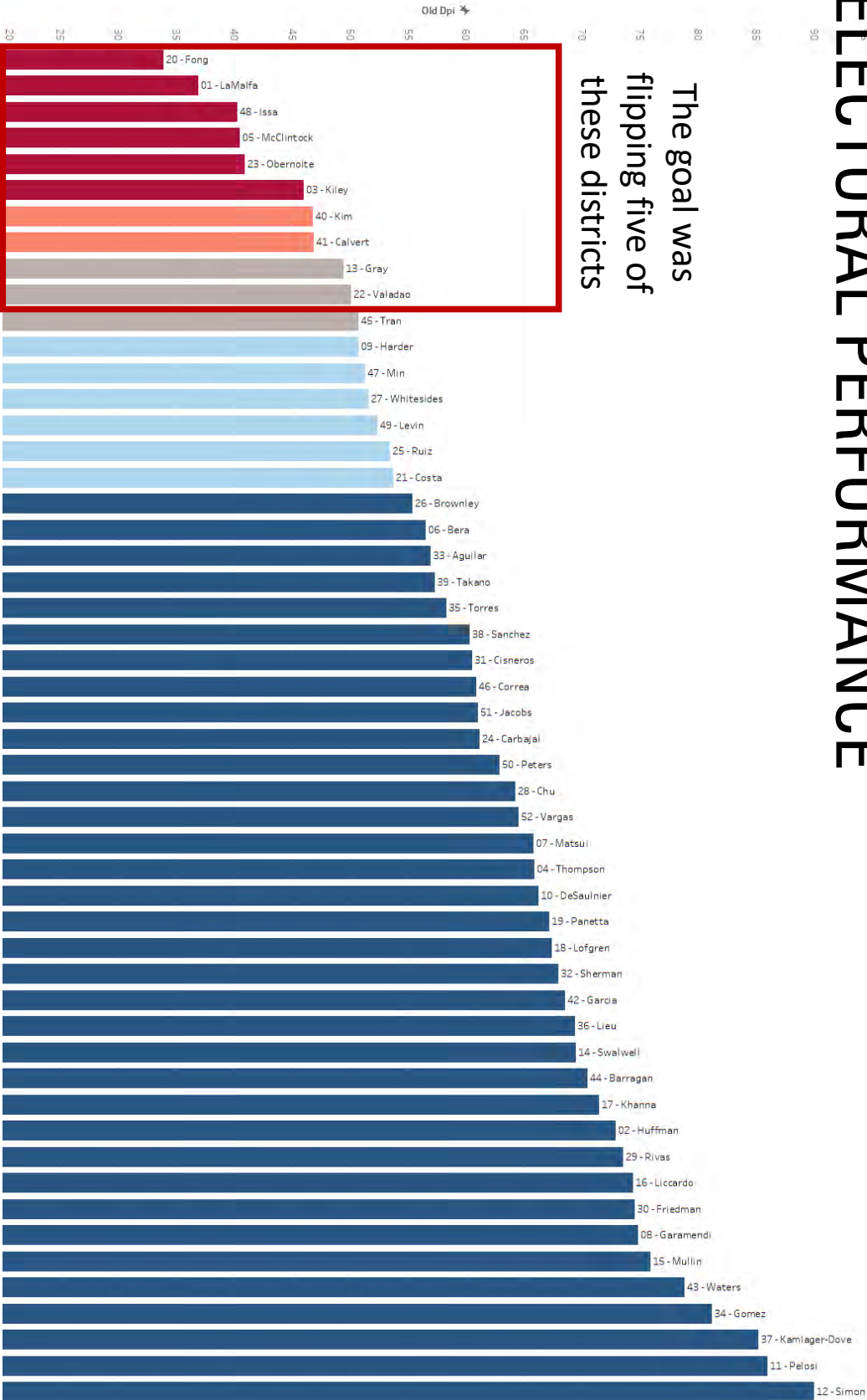
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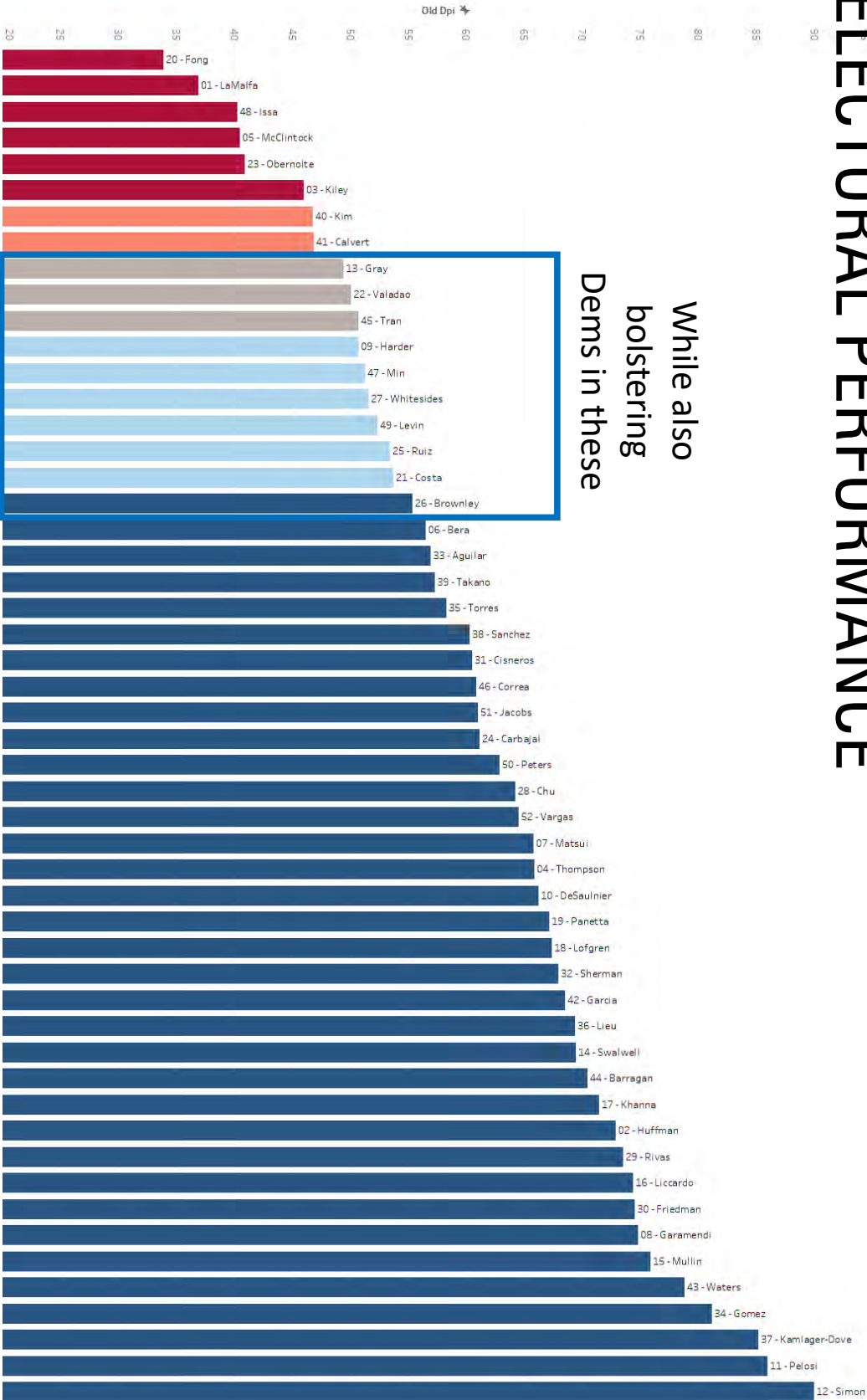
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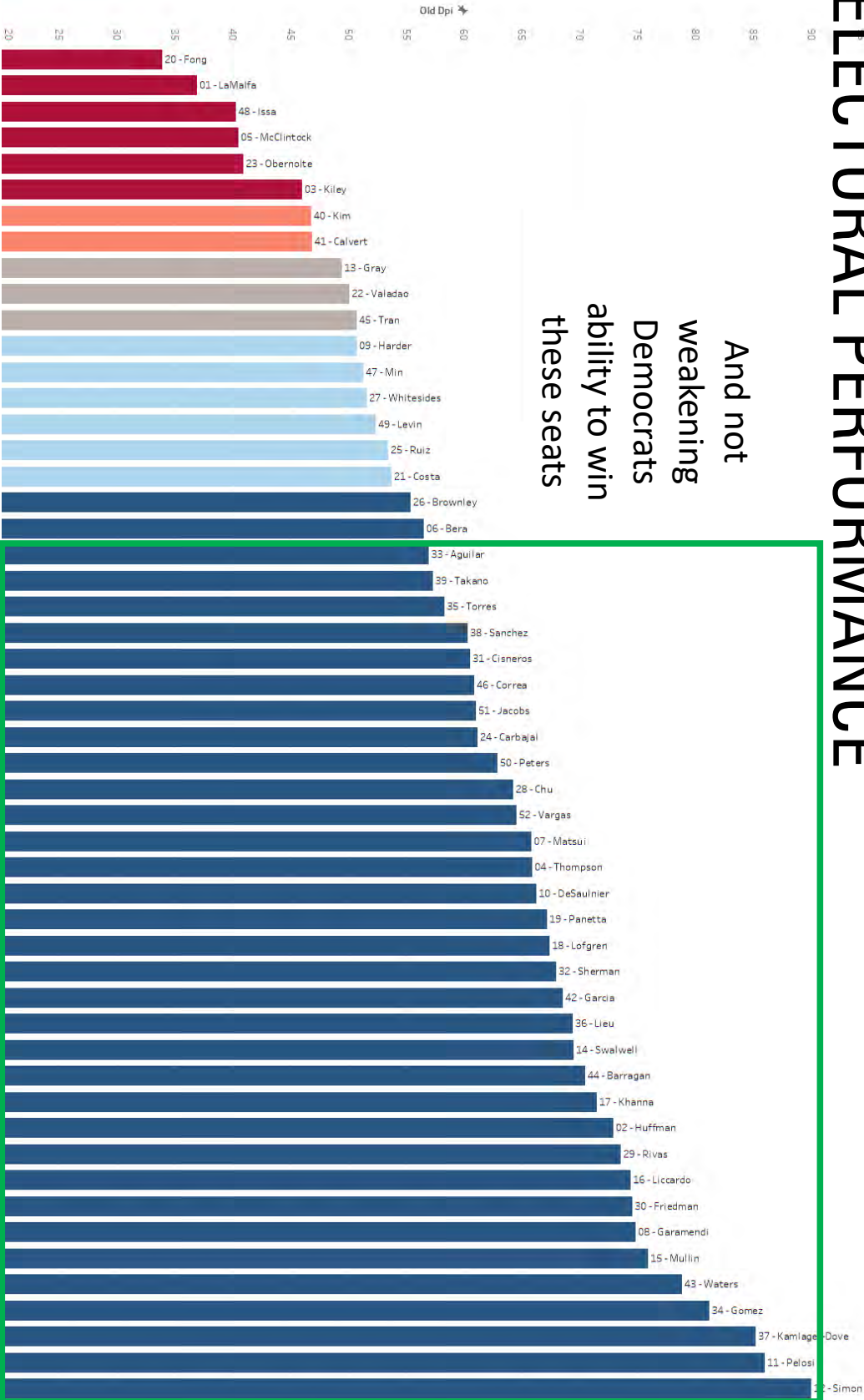
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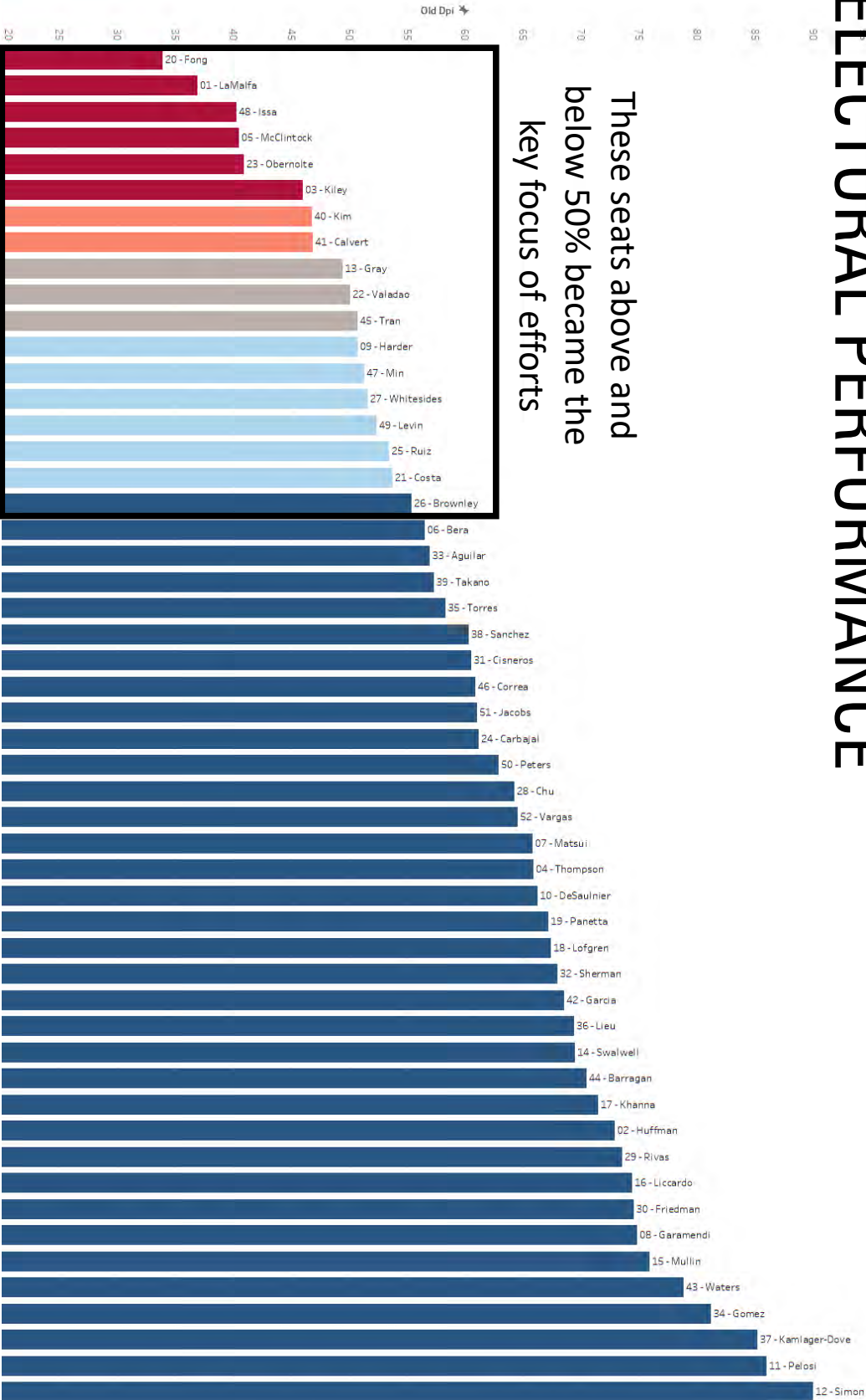
ELECTORAL PERFORMANCE

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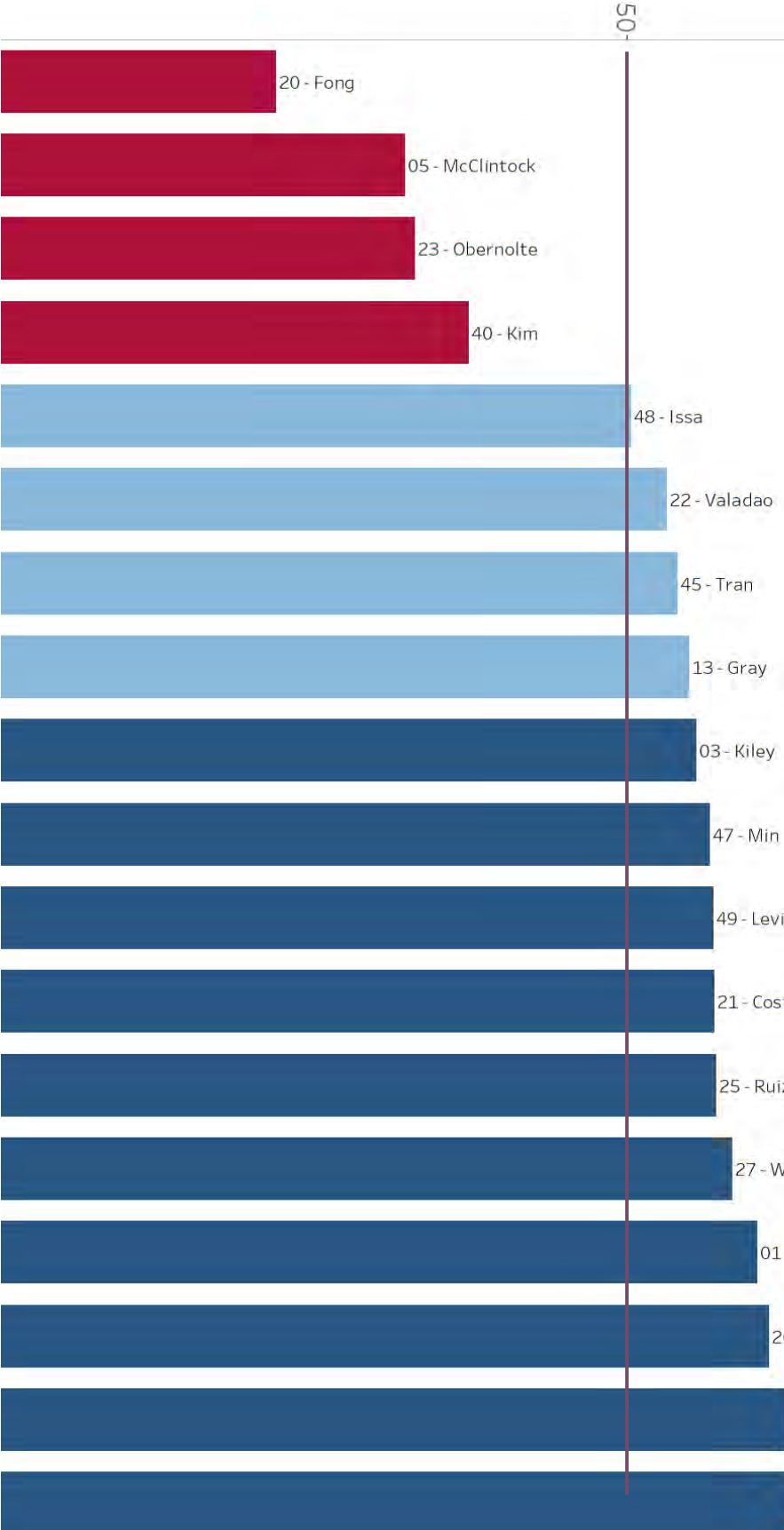
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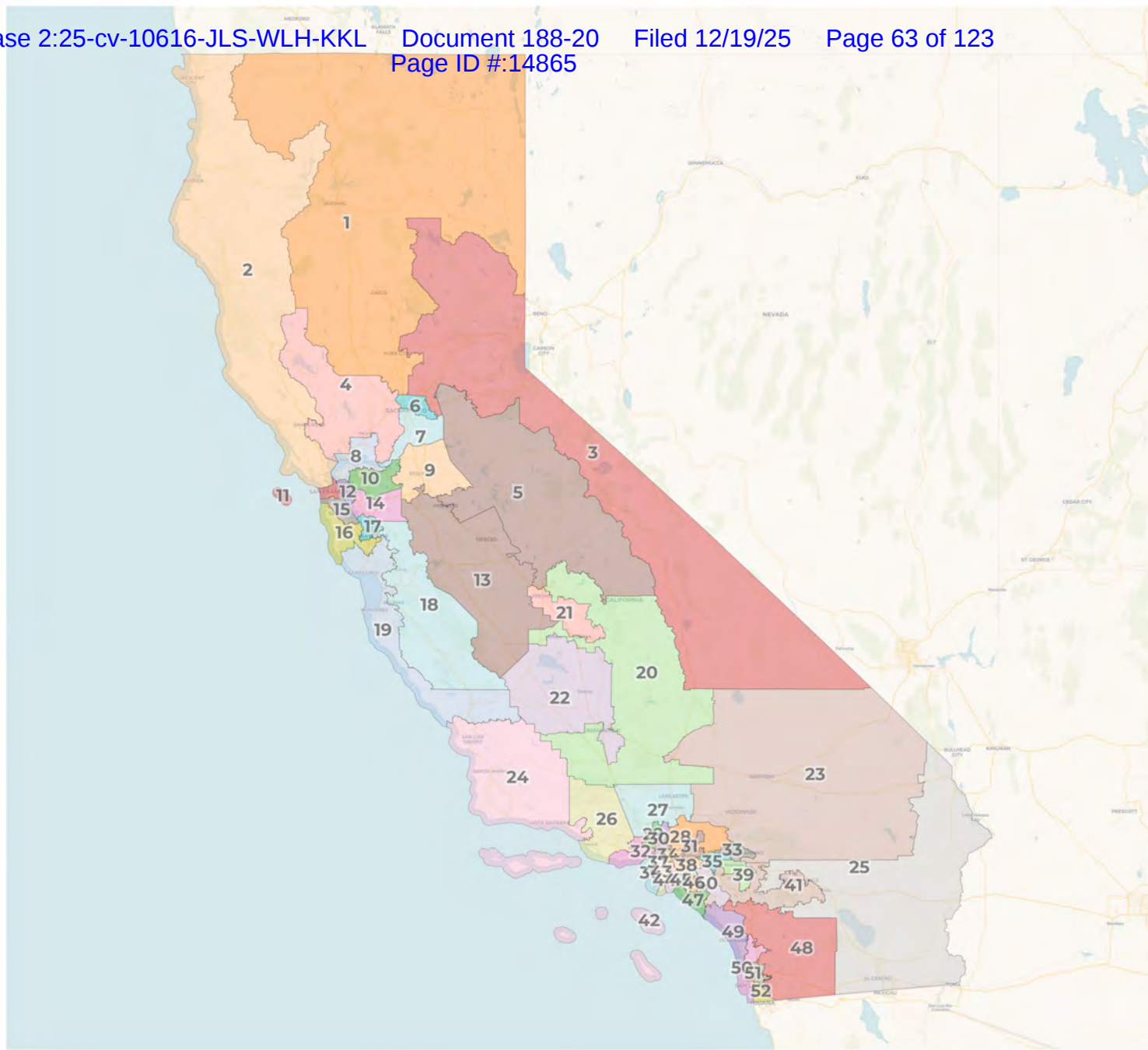
ELECTORAL PERFORMANCE

Focus on Rep and Swing seats

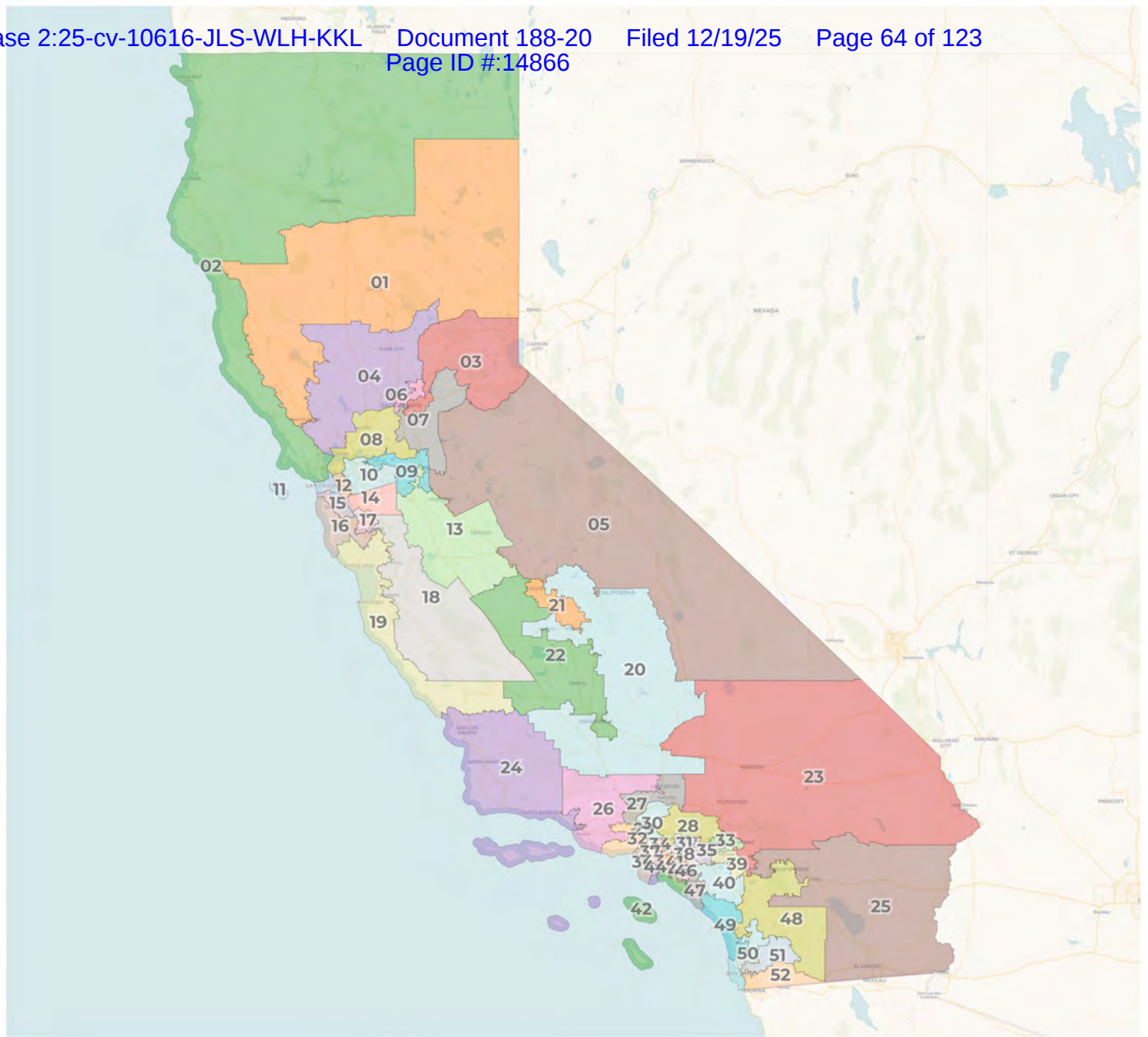
Above and below 50% Dem Performance

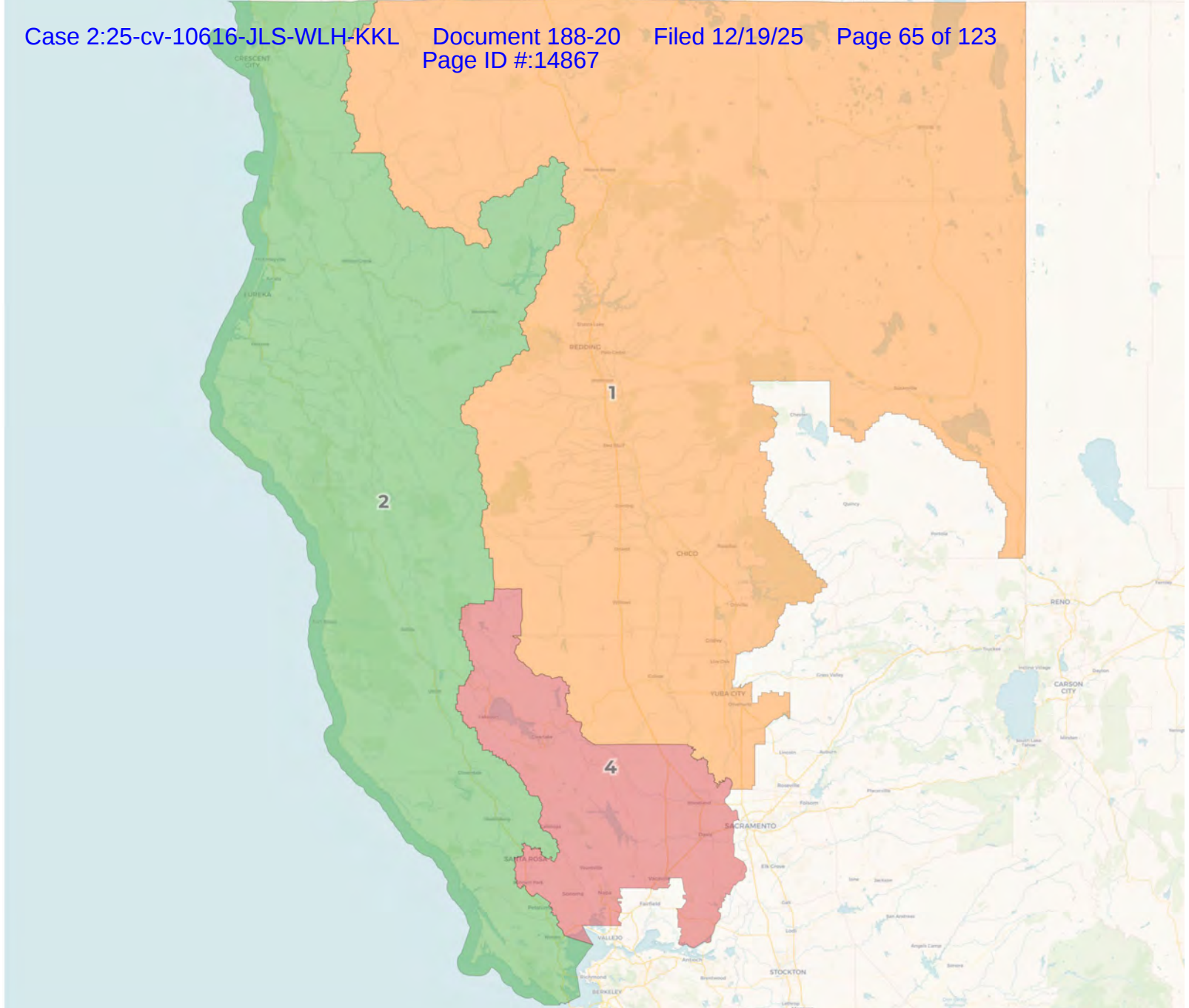


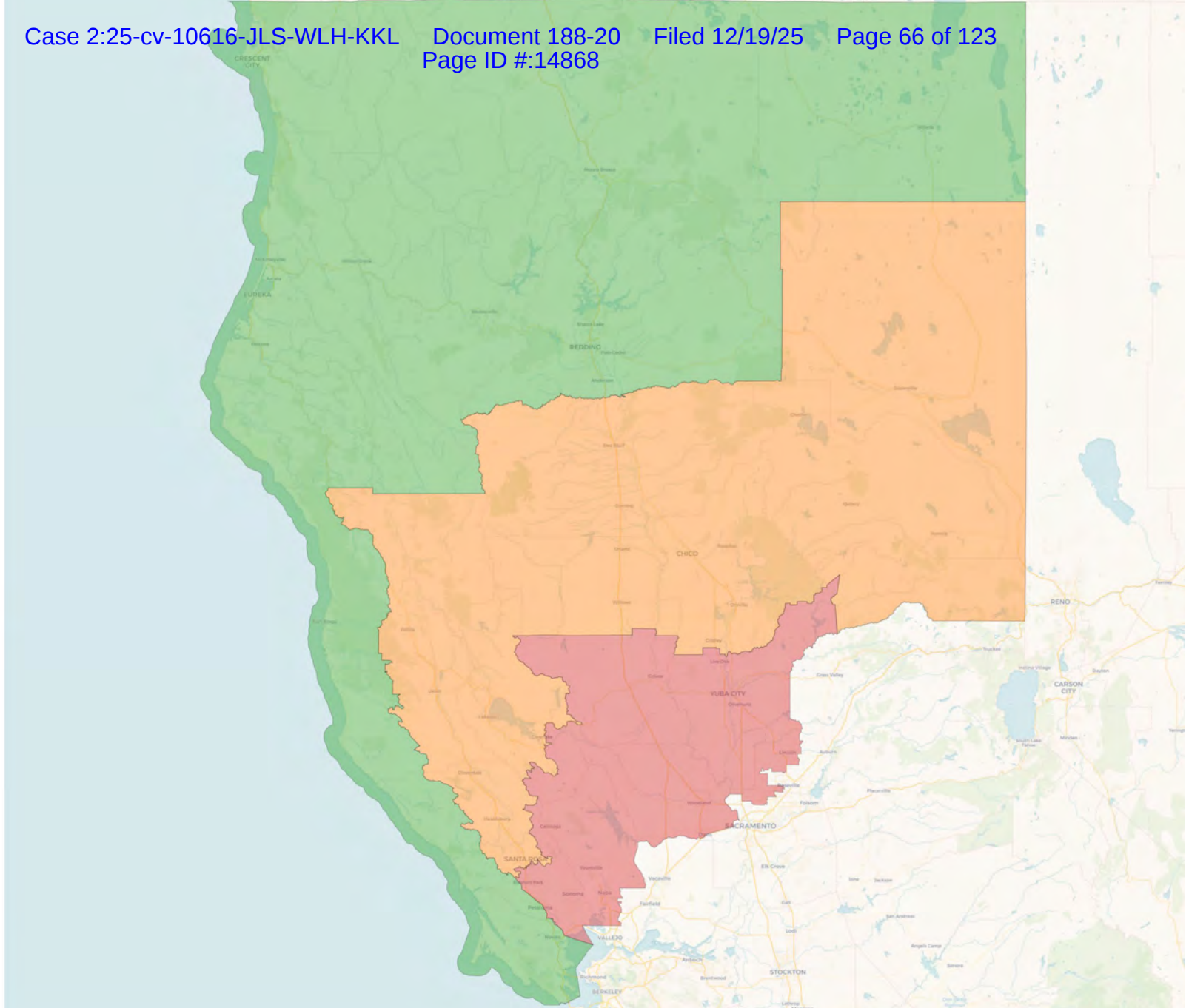
California Congressional
2021 Adopted Plan



California Congressional
Public Submission

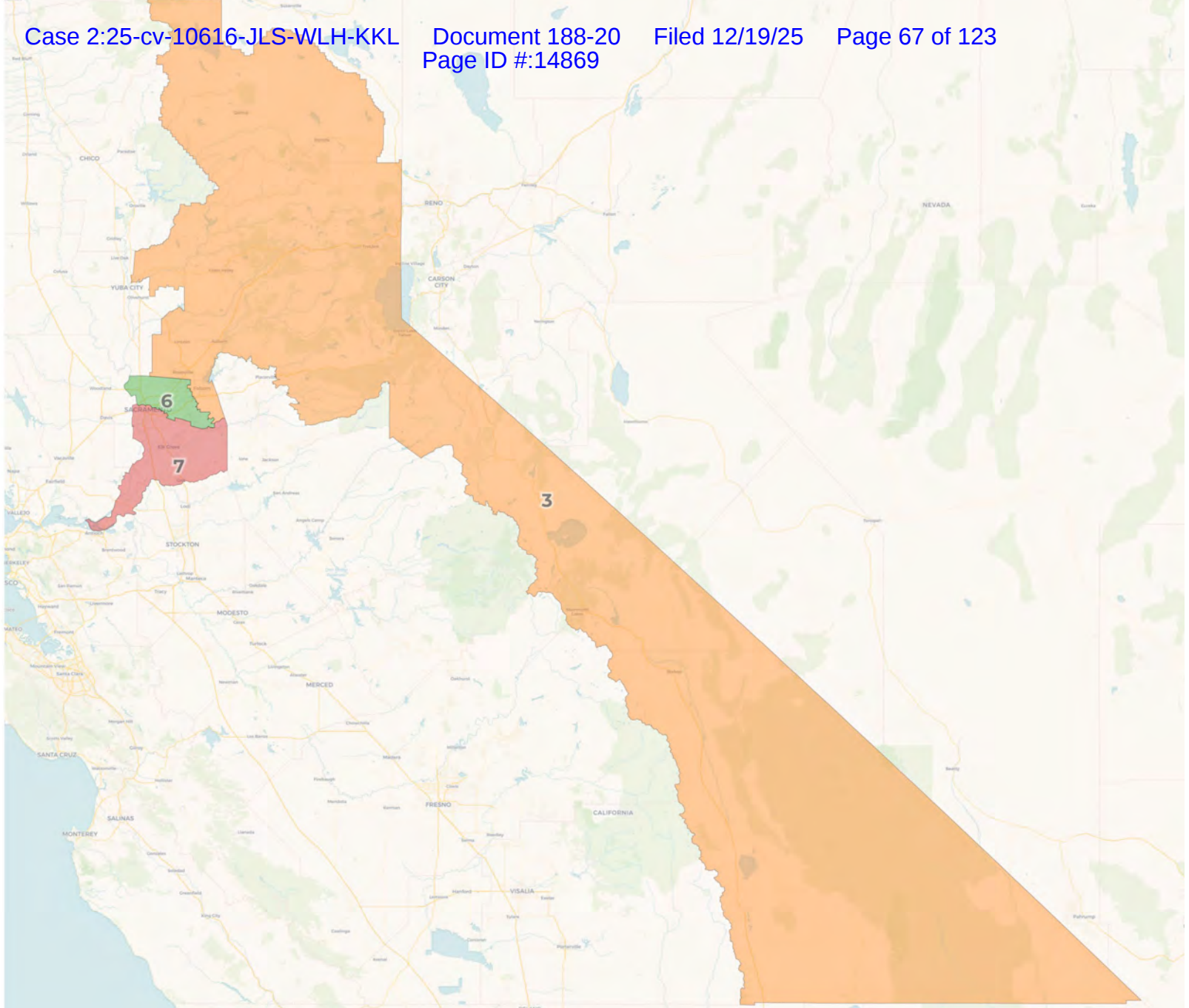


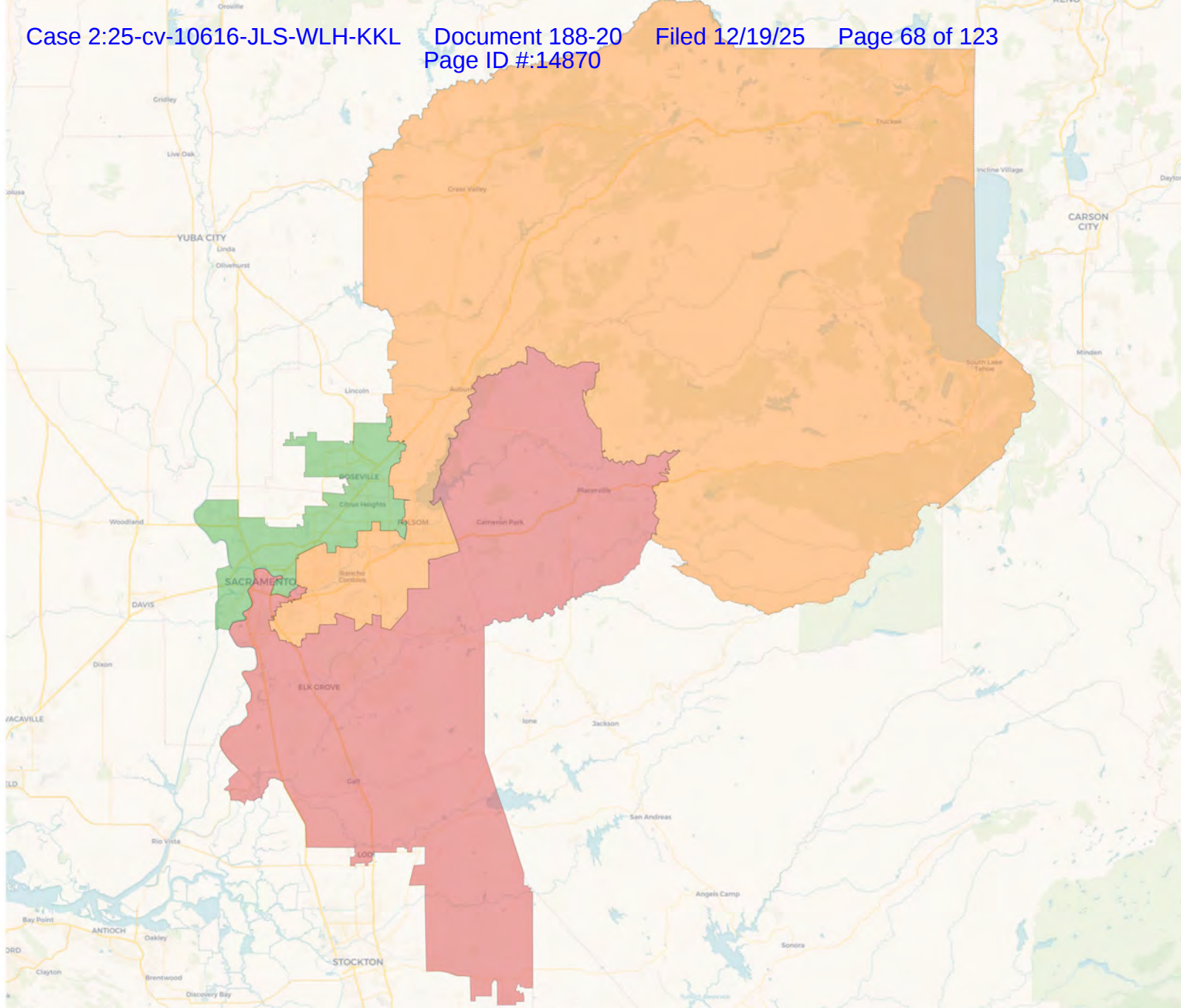


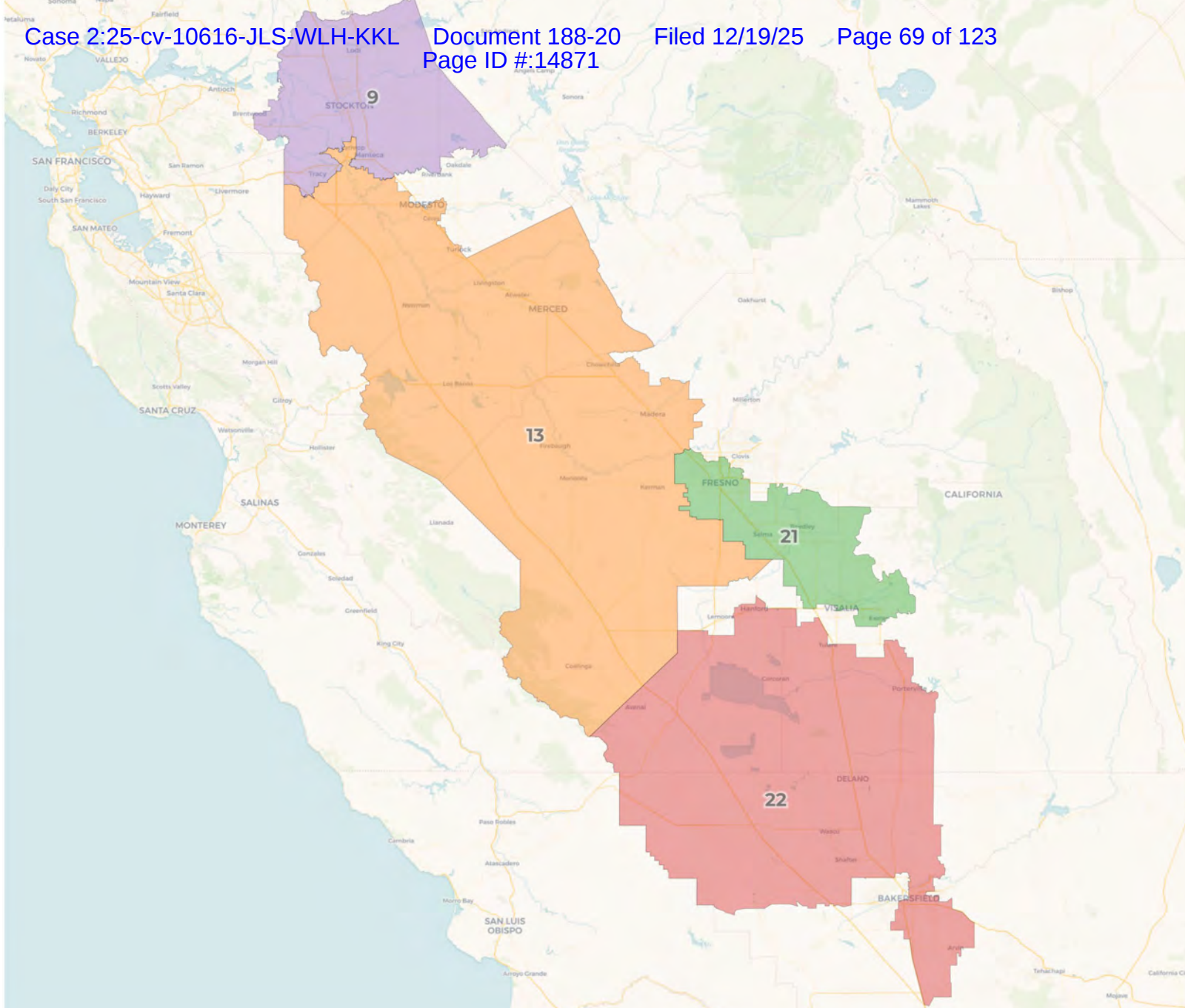


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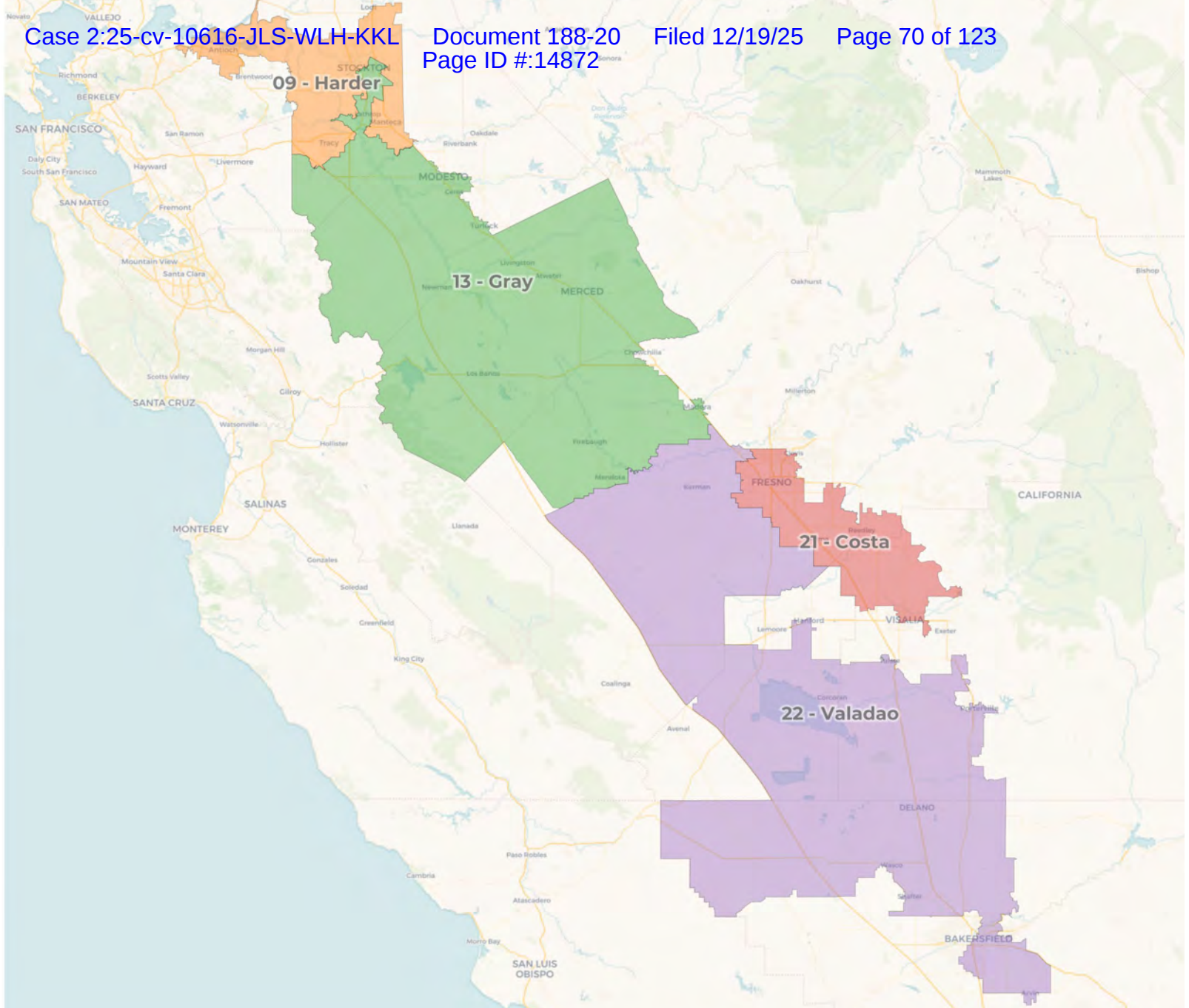
REDISTRICTING
PARTNERS

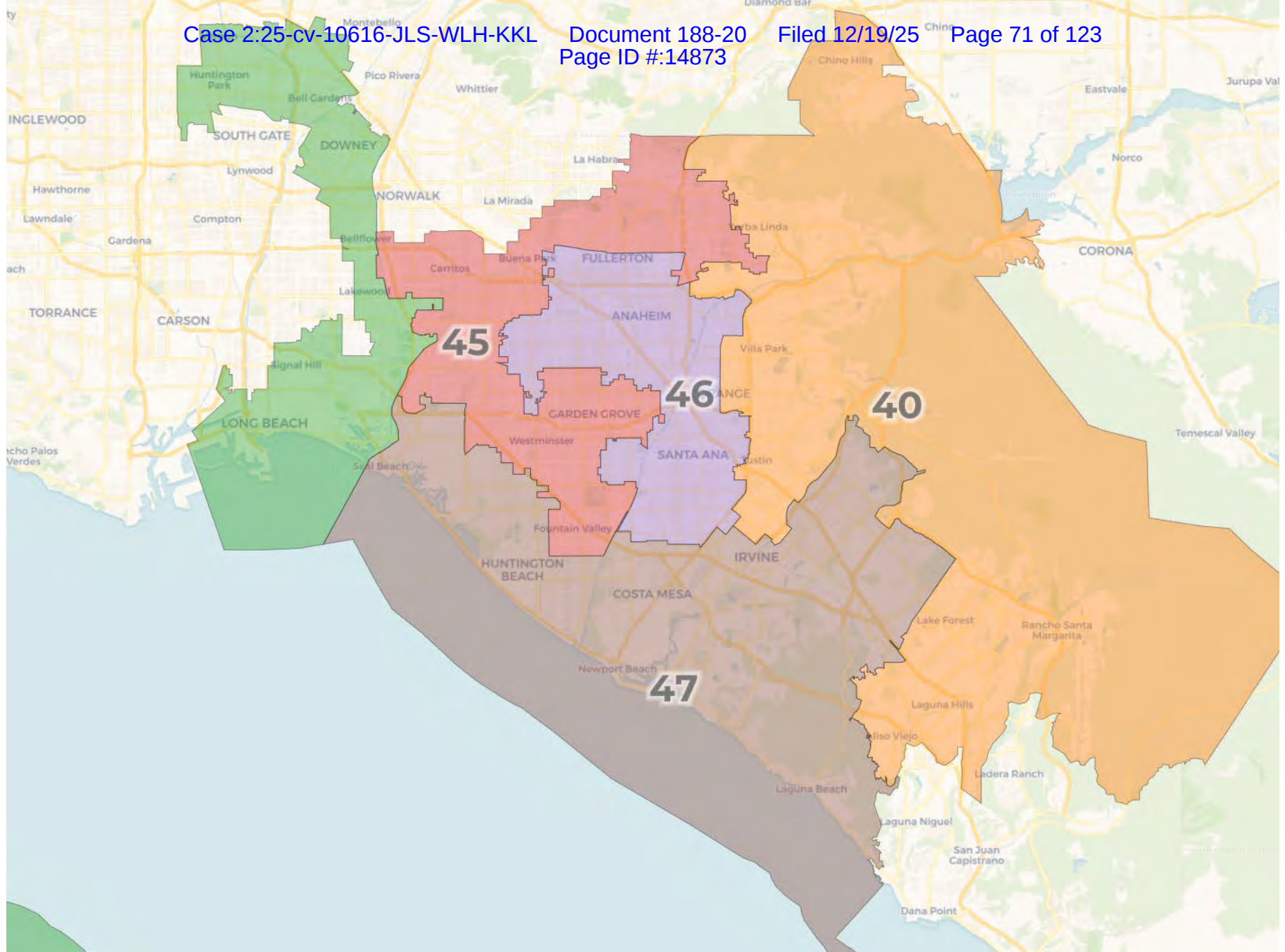


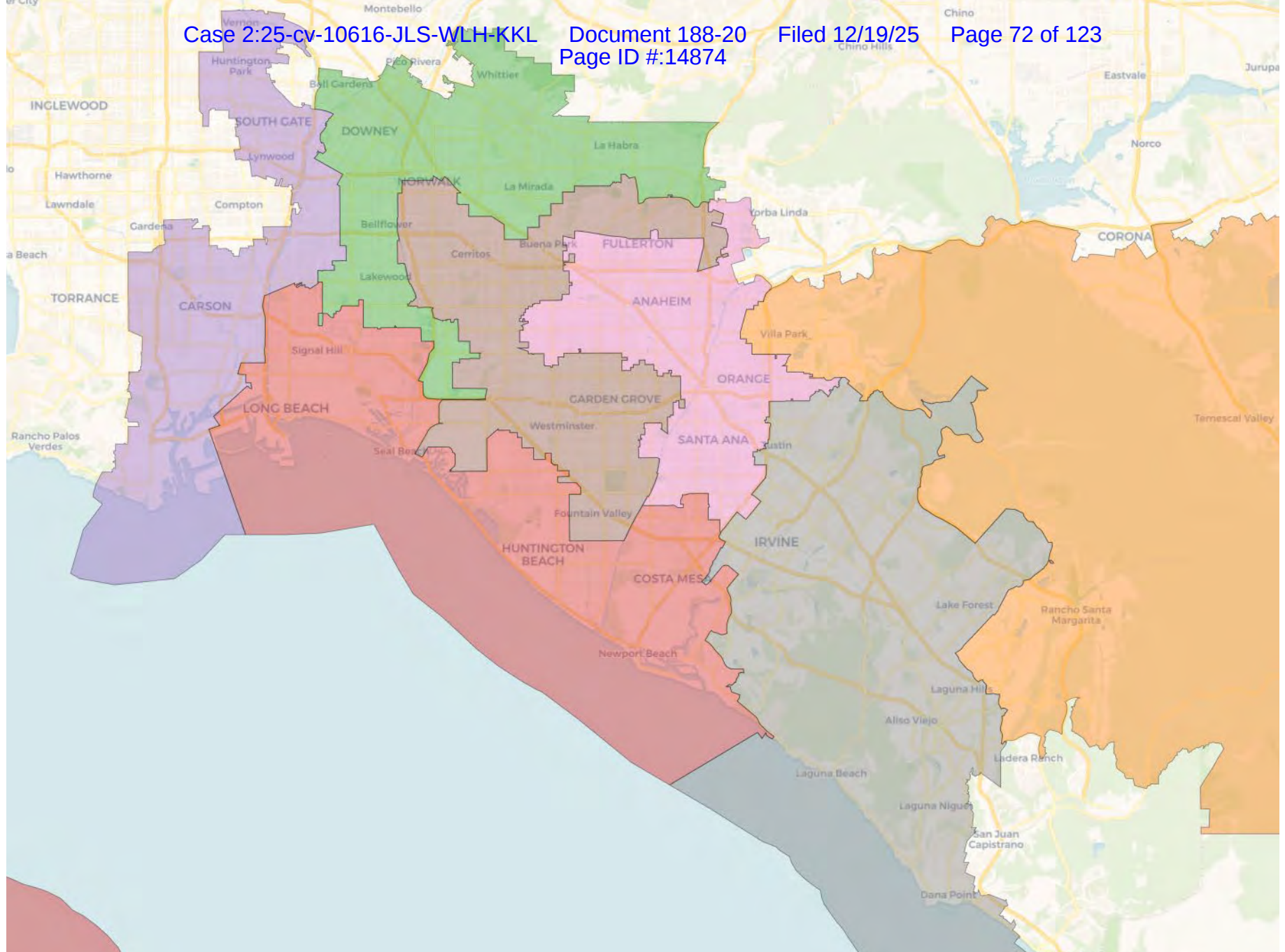




California Congressional
Public Submission - Central Valley

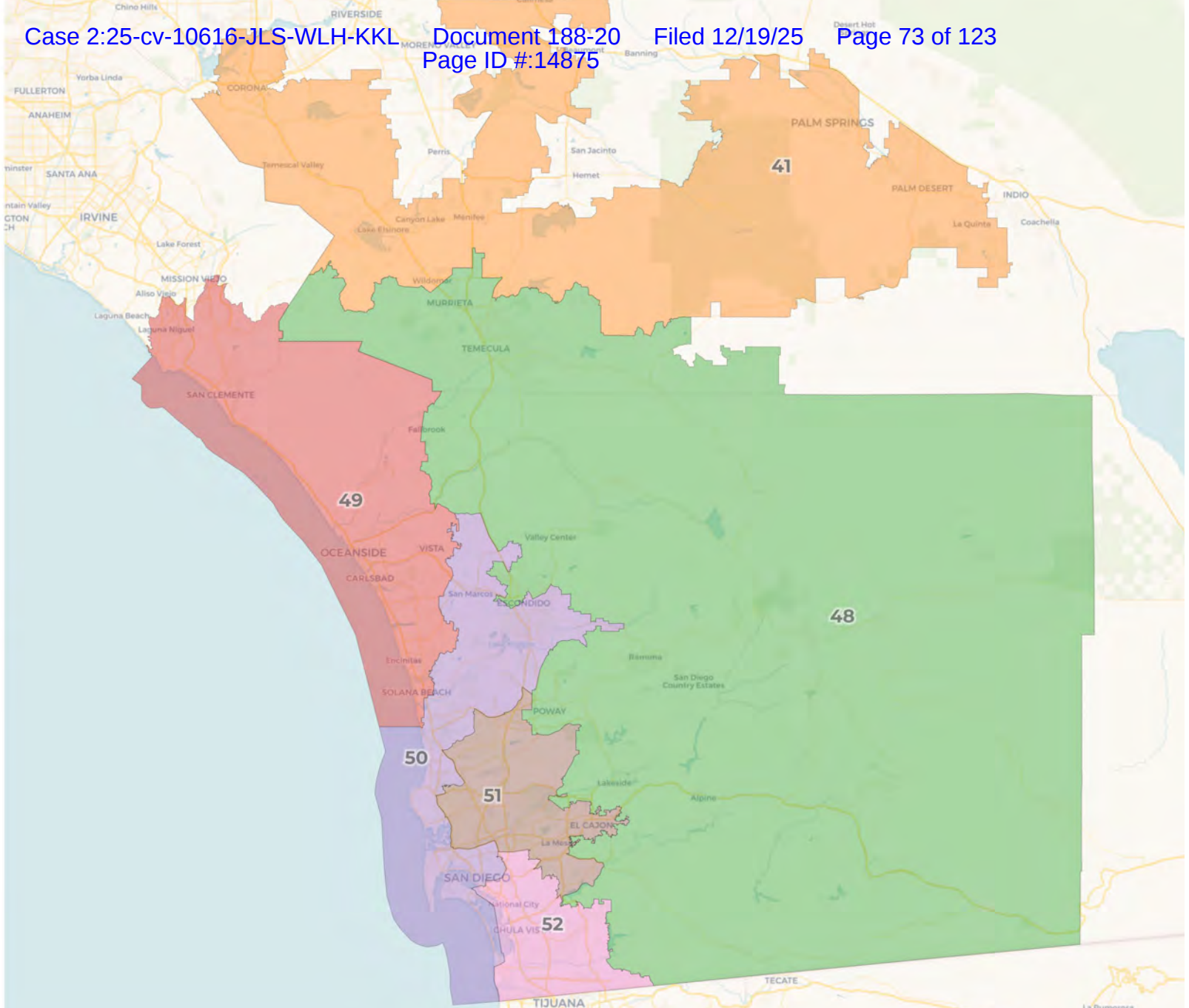


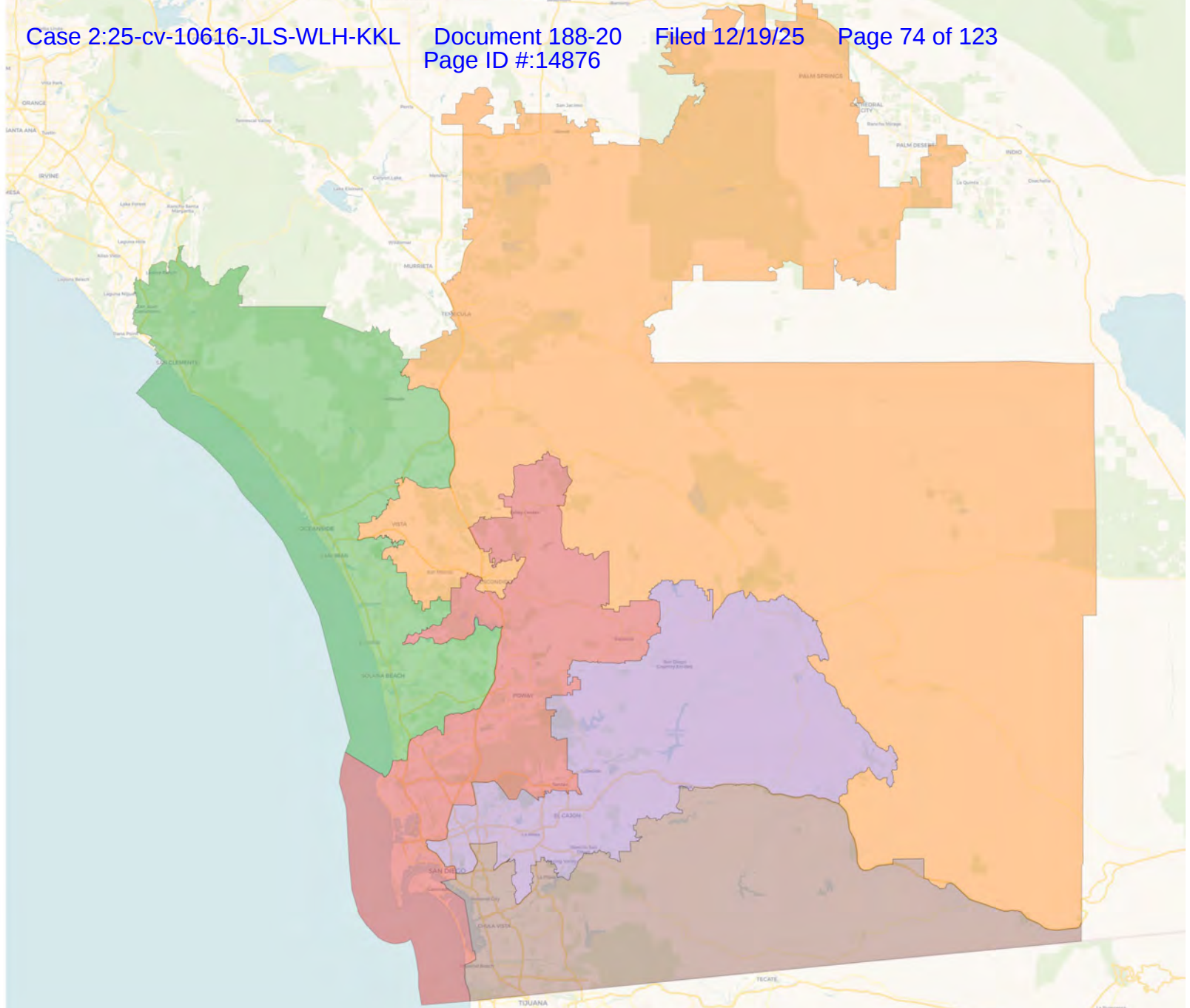




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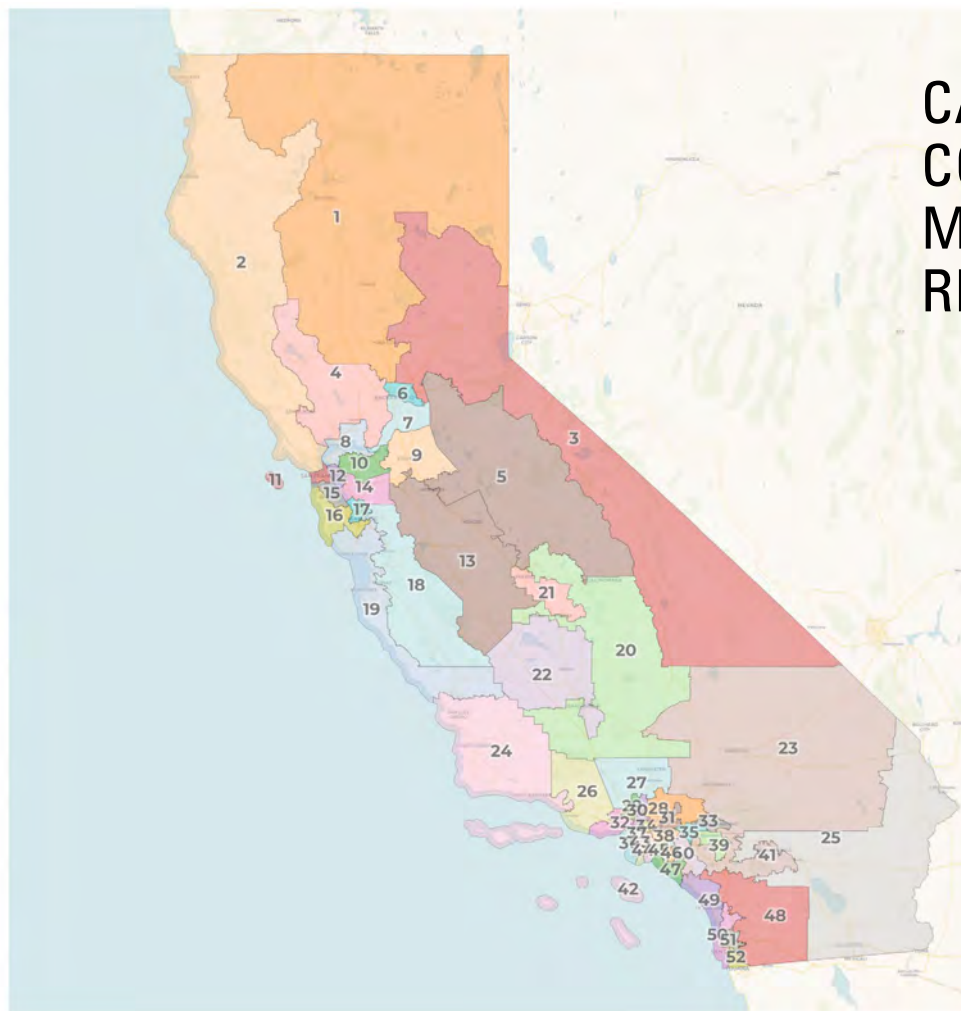
2021 CRC Lines - San Diego/Riverside





California Congressional
Adopted 2021 - 2025 Data

REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

EXECUTIVE SUMMARY

In June of this year, President Donald Trump called Texas Governor Greg Abbott and told him he wanted five more Republican districts. This started a mid-decade redistricting arms race that has the potential to give Republicans enough new seats to decide control of Congress after the 2026 election.

A month later, Governor Gavin Newsom told Jon Favreau and Tommy Vietor of Pod Save America that while he supported independent redistricting, he also knew he needed to fight back – to fight fire with fire. This started a movement in California that has led to today's submission of a potential redistricting map to the State of California Assembly Speaker and Senate Pro Tempore, for their consideration.

The attached public submission meets Texas seat-for-seat. If they are going to perform a mid-decade redistricting to put five Democratically held seats into the Republican column, we can target five Republican seats in return.

At the same time, we have the ability to do something that Texas does not – we can create partisan improvements for current Democratic officeholders, protecting these seats for 2026 and future elections.

Texas has already done a partisan gerrymander in 2021 when their plan received an “F” grade for fairness from the nonpartisan Gerrymandering Project. So, they have already pushed for partisan gain, and they are now attempting to squeeze out more Republican seats. At some point, this strategy will fail as they weaken their current Republican office holders in order to flip Democratic seats.

The last time California did a partisan redistricting was in 1991. As a result, using a partisanship criteria, we have many more opportunities to bolster the Democratic share of the vote in current Democratically held seats in addition to flipping Republican-held seats. As this plan will show, California can match or improve over Texas and can do it following the highest standards in redistricting criteria.

While this map is a response to Texas and other states that are doing some of the most egregious gerrymandering in the country, this map is reflective of how California does redistricting – with values – protecting the Voting Rights Act, preserving county, city and neighborhood boundaries, protecting communities of interest, and creating shapes that are compact.

This plan splits fewer cities than Texas' plan, and even fewer cities than the Citizen's Redistricting Commission (CRC) plan it replaces. It also is more compact than either the Texas plan or the 2021 CRC Plan.

While the compactness criteria used in California is

Who Drew the Lines

Our firm, California-based Redistricting Partners, has been active in redistricting in California, and nationwide. The Redistricting Partners staff that put together this submission, have done over 100 non-partisan redistrictings in California, including 14 Counties, 38 Cities, and dozens of other school, community college and other special district boards. We have also served as staff to the New York State and New York City independent redistricting commissions and have consulted on redistricting in 14 other states. We advised the New Mexico Ethics Commission and foundations on that state's inaugural redistricting commission. In addition to municipal and state redistricting, we have worked for non-profit and community-based organizations, including Common Cause, the American Civil Liberties Union, Advancement Project, Irvine Foundation, and other foundations exploring redistricting, voting rights and elections issues.

The final map has benefited from over 20 years of experience working worked on redistricting and election data in counties ranging from Humboldt County in the North to Imperial County in the south, within the state's most urban core to most rural regions, in some of the highest and lowest income communities, and within diverse Black, Asian and Latino populations,

The Criteria Used

From the beginning of this process, all involved in were committed to the values of Californians expressed through their legislature when they passed the state's FAIRMAPS Act for municipalities, voters when they implemented the Citizens Redistricting Commission (CRC) in 2008, and an even stronger vote for extending these responsibilities to congress in 2010.

The required criteria includes the following:

- Equal Population
- Federal Voting Rights Act.

- Contiguity
- Preserving Communities of Interest
- Geographic Integrity, reducing city and county splits
- Compactness

For **equal population** we stayed with the traditional one-person deviation common in congressional redistricting. This was based on the whole person count of the 2020 US Census as adjusted by the state for prison population.

The Voting Rights Act was utilized in a manner consistent with Citizen’s Redistricting Commission, with experts involved from the beginning of the process.

Contiguity was central to the creation of these districts, and we considered both the actual contiguity – areas that were touching, and functional contiguity, as, for example, where the Commission sought to draw Catalina Island with CA42 because it includes the points of departure for ferries that take residents and visitors to the island.

In state law a **Community of Interest** is defined as “a contiguous population which shares common social and economic interests that should be included within a single district for purposes of its effective and fair representation.”

We focus on communities of interest in all our local municipal redistricting, and we have conducted this work in nearly every county of the state, and in every region. And, as such, we bring to our short process a long history of working at the local level and hearing the concerns of residents as they approach the redistricting process.

In the CRC’s final report they state:

“Public input is critical to respecting the geographic integrity of communities of interest, so the Commission launched the innovative public engagement tool, described above, that allowed Californians to tell the Commission about their communities, draw them on a map, and submit their comments directly to the Commission.”

This means that the commissioners had access to information that was provided by an online portal to help guide their line drawing. This online portal is still available and was a valuable resource in our line drawing.

Throughout this process, we utilized actual commission testimony, public submissions, and resources from the CRC website at <https://wedrawthelines.ca.gov/data-dashboard>. In addition, we had members of the team who had spent hundreds of hours watching commission meetings over the past two redistricting cycles – giving them an expertise in

the communities throughout the state who have been involved in the process. The document that follows this summary outlines the communities of interest within each district that we changed and quotes actual 2021 public testimony that supports the changes we made.

The commission's **Geographic Integrity** criteria is important, and it is an easily understood metric. The law states that:

“The geographic integrity of any city, county, city and county, local neighborhood, or local community of interest shall be respected in a manner that minimizes their division to the extent possible without violating the requirements of any of the preceding subdivisions.”

Our plan has 59 split cities, two fewer than the CRC in 2021. Some of these splits are zero-population but caused by so-called “islands” where a city may have a non-contiguous portion that is sometime miles away from the city core itself. There were some areas where we could fix a city split but didn't because we were not making any changes in that district, and to make one small adjustment could be an undue burden for a local registrar who is otherwise not having any changes in their county.

Within cities, we sought to preserve neighborhoods. So, splits in San Jose, Sacramento, Los Angeles – all cities that were split by the commission, we followed neighborhood boundaries and/or city council district lines to ensure as much geographic integrity and protection of communities of interest in the map.

For **compactness** we considered the criteria utilized by the redistricting commission:

“districts shall be drawn to encourage geographical compactness such that nearby areas of population are not bypassed for more distant population.”

This is the lowest ranked commission criteria, and so, appropriately, it was not a priority focus in our efforts. If there was a justification in any of the other criteria for a non-compact shape, we allowed ourselves to consider it, but when all choices were even, we would seek to adopt the most compact option.

While the state requirement is to have compactness based on a qualitative criterion, many who engage in redistricting may evaluate these maps based on quantitative metrics which are predominantly used around the country. And on these metrics the public submission performs well,

[TABLE]

In addition to these criteria, we used **partisanship** to achieve the stated goals of this redistricting. In measuring partisanship we utilized three main datasets, the election results from the recent 2024 Presidential General Election, the 2022 Gubernatorial General, and Party registration in public voter files. These data points allowed us to determine the potential effectiveness of new seats as we considered different options.

Oftentimes, the process was to use the partisanship criteria as a rationale for a single shift of lines, but then in all the subsequent shifts we would utilize the traditional criteria. And we also refused to make some versions of districts that could improve partisan performance if to do so caused a major encroachment of the traditional criteria.

Respect for the 2021 Lines

The CRC is the gold standard for redistricting nationally. Over two successive decades the commission has utilized months of hearings, tens of thousands of public comments, and a fully transparent process to develop plans that were extremely effective in reflecting the population of the state. Maps passed by the commission have been successful in fending off multiple legal challenges and the 2021 plan was passed on a unanimous vote by five Democrats, five Republicans and four non-partisan commissioners.

In trying to combat the mid-decade redistricting in Republican states, including Texas and others, we sought to adjust the lines created by the CRC. This was not a complete redraw of the state. We retained the general structure of the plan passed by the commission in 2021, leaving most districts completely untouched or adjusted less than 10%.

Throughout the process we utilized commission testimony, community of interest submissions and draft maps created by the commission to justify changes. As will be seen in the following district-by-district summary, for all districts we changed, we identified public comments which support the changes.

Measuring Democratic Performance

We utilized multiple measures to determine Democratic performance in these districts. The three main factors we looked at were partisan registration, the most recent presidential election between Donald Trump (R) and Kamala Harris (D), the 2022 gubernatorial contest between Gavin Newsom (D) and Brian Dahle (R) and voter registration files that identified partisanship.

Using these metrics we determined that the commission plan had eight solid Republican seats with current Republican office holders, one Republican-leaning seat with a current Democratic office holder, five lean-Democratic seats with four Democrats and one Republican officeholder, and 39 solid Democratic seats. In the public submission map we find four solid Republican seats, two lean-Democratic seats, and 46 safe Democratic seats. The plan significantly increases opportunities for Democratic candidates going into the 2026 mid-term elections.

	Commission Lines	Public Submission		Commission Lines	Public Submission
1	Safe Republican	Safe Democratic	27	Lean Democratic	Safe Democratic
2	Safe Democratic	Safe Democratic	28	Safe Democratic	Safe Democratic
3	Safe Republican	Safe Democratic	29	Safe Democratic	Safe Democratic
4	Safe Democratic	Safe Democratic	30	Safe Democratic	Safe Democratic
5	Safe Republican	Safe Republican	31	Safe Democratic	Safe Democratic
6	Safe Democratic	Safe Democratic	32	Safe Democratic	Safe Democratic
7	Safe Democratic	Safe Democratic	33	Safe Democratic	Safe Democratic
8	Safe Democratic	Safe Democratic	34	Safe Democratic	Safe Democratic
9	Lean Democratic	Safe Democratic	35	Safe Democratic	Safe Democratic
10	Safe Democratic	Safe Democratic	36	Safe Democratic	Safe Democratic
11	Safe Democratic	Safe Democratic	37	Safe Democratic	Safe Democratic
12	Safe Democratic	Safe Democratic	38	Safe Democratic	Safe Democratic
13	Lean Republican	Safe Democratic	39	Safe Democratic	Safe Democratic
14	Safe Democratic	Safe Democratic	40	Safe Republican	Safe Republican
15	Safe Democratic	Safe Democratic	41	Safe Republican	Safe Democratic
16	Safe Democratic	Safe Democratic	42	Safe Democratic	Safe Democratic
17	Safe Democratic	Safe Democratic	43	Safe Democratic	Safe Democratic
18	Safe Democratic	Safe Democratic	44	Safe Democratic	Safe Democratic
19	Safe Democratic	Safe Democratic	45	Lean Democratic	Safe Democratic
20	Safe Republican	Safe Republican	46	Safe Democratic	Safe Democratic
21	Safe Democratic	Safe Democratic	47	Lean Democratic	Safe Democratic
22	Lean Democratic	Lean Democratic	48	Safe Republican	Lean Democratic
23	Safe Republican	Safe Republican	49	Safe Democratic	Safe Democratic
24	Safe Democratic	Safe Democratic	50	Safe Democratic	Safe Democratic
25	Safe Democratic	Safe Democratic	51	Safe Democratic	Safe Democratic
26	Safe Democratic	Safe Democratic	52	Safe Democratic	Safe Democratic

POLITICAL CONSULTING AGREEMENT

This Political Consulting Agreement (this “**Agreement**”), by and between Redistricting Partners (“**Consultant**”) and DCCC, HMP, and Jeffries for Congress (collectively “**Client**”), is entered into effective as of July 15, 2025 (the “Effective Date”). Client and Consultant shall sometimes be referred to herein collectively as the “Parties” and individually as a “Party.”

Client desires to avail itself of the expertise and consulting services of Consultant and Consultant desires to make Consultant’s expertise and consulting services available to Client upon the terms and conditions set forth. In consideration of the agreements herein contained, the Parties agree as follows:

1. CONSULTING SERVICES.

a) Consultant hereby agrees to perform, at Client’s request and for the benefit of Client, map drawing services (the “Services”) during the Term of this Agreement.

b) Consultant represents and warrants that Consultant will use its best efforts during the performance of the Services to promote the interests of Client and to devote such portion of Consultant’s time and energies as is necessary to perform such Services. Consultant shall perform such Services in an efficient, expeditious, professional and skillful manner in keeping with the standards imposed on professionals in Consultant’s industry. Except as otherwise approved in advance and in writing by Client, Consultant shall cause all the Services under this Agreement to be performed by Paul Mitchell.

c) Consultant represents and warrants that, in performing the Services, it will at all times comply at its own expense with all federal, state, and local laws, ordinances, rules, regulations, orders, licenses, permits and other governmental requirements applicable to the Services including, but not limited to, any such requirements imposed upon Client with respect to the Services. Consultant shall adopt appropriate employment practices and policies in compliance with these legal obligations including, but not limited to, an equal employment opportunity and harassment policy.

2. TERM OF AGREEMENT AND TERMINATION.

a) The “Term” of this Agreement shall commence as of the Effective Date, and shall terminate on the earliest of the following: (i) December 31, 2025; (ii) the date on which Consultant ceases to perform the Services set forth above; or (iii) the date on which the Agreement is terminated in accordance with Section 2(b).

b) Client may terminate this Agreement at any time, without cause and without penalty, effective upon written notice to Consultant. Notwithstanding the foregoing, in the event that Consultant breaches this Agreement, Client may terminate this Agreement immediately.

Consultant expressly waives any right to suspend its performance under, or terminate, this Agreement with or without cause, except for Client's breach of the payment provisions of this Agreement on ten (10) days' prior written notice, provided that Consultant must give Client the ability to cure such breach within the ten (10) day notice period. In the event of any termination, Client's sole liability and Consultant's exclusive remedy is limited to reimbursement of costs and expenses incurred prior to the date of termination in accordance with Section 3(b) and payment of the fees earned by Consultant in accordance with Section 3(a).

3. FEES; EXPENSES; INVOICES.

a) Rate of Compensation. Consultant shall receive as sole compensation for the Services a total fee of \$325,000. The fee may be paid in separate installments by DCCC, HMP, and Jeffries for Congress. In the event that any fees were pre-paid, Consultant shall promptly reimburse Client for the pro-rata share of fees that reflect the Services that were not performed.

b) Expenses. Unless otherwise specified in this Agreement, Consultant shall be responsible for payment of all ordinary expenses incurred in the performance of the Services, including telephone, fax, internet connection, computer paper, printer ink, etc. Consultant must obtain pre-approval from Client for all extraordinary prior to incurring or invoicing any such expenses, and all travel in connection with the Services must be arranged in compliance with any travel policy that Client shall put in place and provides to Consultant. When incurring any extraordinary expenses, Consultant shall always select the lowest reasonable cost alternative. Reimbursement of extraordinary will not be made unless and until receipts and documentation corresponding to such expenses are provided to Client.

c) Invoices. In order to receive payment, Consultant shall submit an invoice setting forth Consultant's fee and any extraordinary expenses incurred. Each of Consultant's invoices must be itemized as reasonably specified by Client. Client shall have no responsibility to pay for any extraordinary expenses that are not incurred in compliance with this Section 3 or for which Consultant does not provide an acceptable receipt. Receipts must be attached for all extraordinary expenses. Extraordinary expenses will only be reimbursed if submitted with the next invoice following Consultant's receipt of expenses.

d) Exclusivity of Compensation. Consultant may not enter into any fee sharing arrangements or accept payment, kickbacks, referral fees, or any other form of compensation from any entity or individual other than Client in connection with the Services performed pursuant to this Agreement.

e) Third Party Resources. Excluding the use of sub-contractors as governed by Section 15, to the extent that any equipment, support services or other resources are used in connection with the Services that are owned or paid for by a third party entity, including but not limited to office space, related utilities and overhead, office supplies, secretarial or other support staff time, travel expenses, and the like ("**Third Party Resources**"), the fair market

value of the use of Third Party Resources shall be paid for in advance by Client to such entity. Consultant shall prepare an itemized invoice of any Third Party Resources that Consultant anticipates using in advance, and submit such invoice to Client for approval, which Client may withhold in its sole discretion. Client shall pay for all approved itemized Third Party Resources before Consultant uses any Third Party Resources in connection with the Services. Consultant shall not employ or otherwise use any Third Party Resources in connection with the provision of the Services if such employment or other use would result in Client being deemed to have received a contribution under the Federal Election Campaign Act of 1971, as amended (the “Act”).

4. COORDINATION; PRESS; PROMOTIONAL RESTRICTIONS.

a) Coordination. Consultant shall coordinate all activities as instructed by Client or Client’s authorized representatives.

b) Press. Consultant agrees that it is not, under any circumstances, authorized to communicate with any member of the press regarding any aspect of this Agreement, the Services, or any knowledge or information relating to Client or its activities, without express, prior approval of Client or Client’s authorized representative. Consultant shall refer promptly all queries from the press, in whatever form or circumstances they are made, to Client or Client’s authorized representative.

c) Promotional Restrictions. Unless otherwise agreed upon in writing in advance by the Chief Operating Officer or their designee of Client, Consultant shall not (i) issue any press releases or other communications identifying Consultant as providing the Services to Client; or (ii) use Client’s name, service marks, trademarks or logos in press releases or other public communications, except that Consultant may list Client as a client on its website. Notwithstanding the above, Consultant shall remain subject to and shall comply with the nondisclosure and confidentiality provisions of Section 6.

5. MATERIALS.

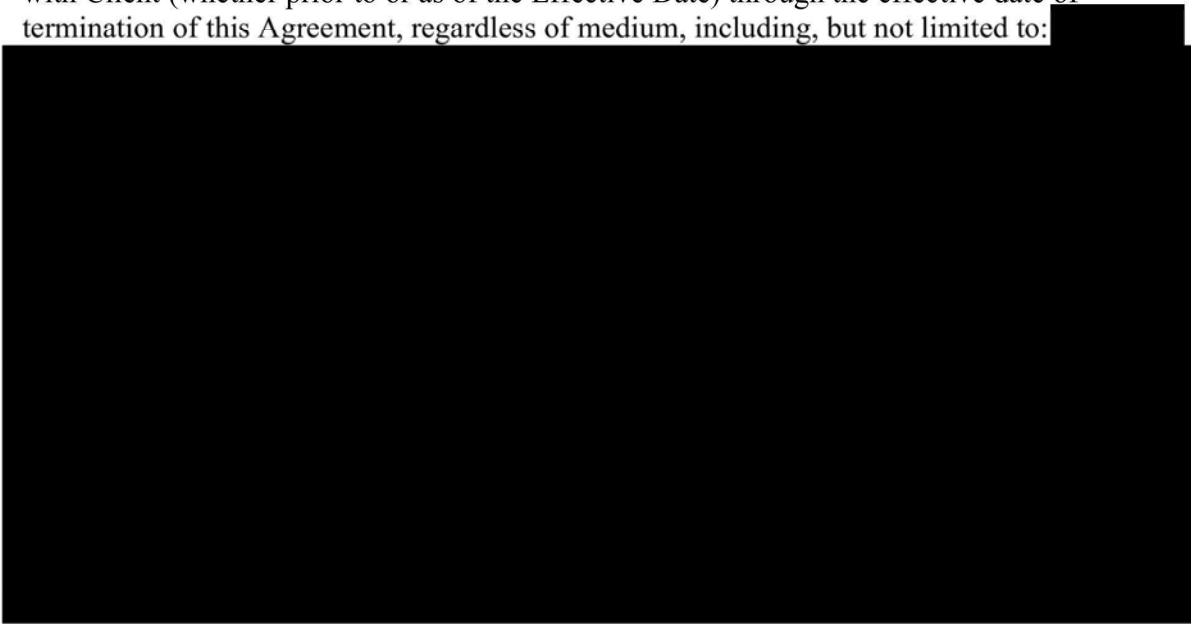
a) Public Materials: Consultant shall provide Client the opportunity to review in advance all content of any kind to be used in the performance of the Services that will be in any way distributed, posted or disseminated to persons other than Client or Consultant (“**Public Materials**”). Consultant agrees that Client maintains final decision-making authority over the content of all Public Materials. Consultant agrees that all such Public Materials shall not contravene any term of this Agreement. Consultant shall work with Client to ensure that all such Public Materials comply with the requirements of federal and state law and regulations, including any disclaimer requirements.

6. NONDISCLOSURE & CONFIDENTIALITY; DATA SECURITY

a) Consultant may not, directly or indirectly, at any time during the Term of this Agreement or thereafter, and without regard to when or for what reason this Agreement shall

terminate, divulge, sell, lease, transfer, furnish, make accessible, or permit the disclosure to anyone (other than Client or other persons employed or designated by Client) any Confidential Information. Consultant may collect, store, access, use, process and maintain Confidential Information only for the purpose of performing the Services. Nothing herein shall limit any other non-disclosure of confidentiality agreements entered into between Consultant and Client.

b) The term “**Confidential Information**” means any knowledge or information disclosed by Client to Consultant, Consultant to Client, or otherwise learned or acquired by Consultant during the period beginning on the first day of Consultant’s service relationship with Client (whether prior to or as of the Effective Date) through the effective date of termination of this Agreement, regardless of medium, including, but not limited to:



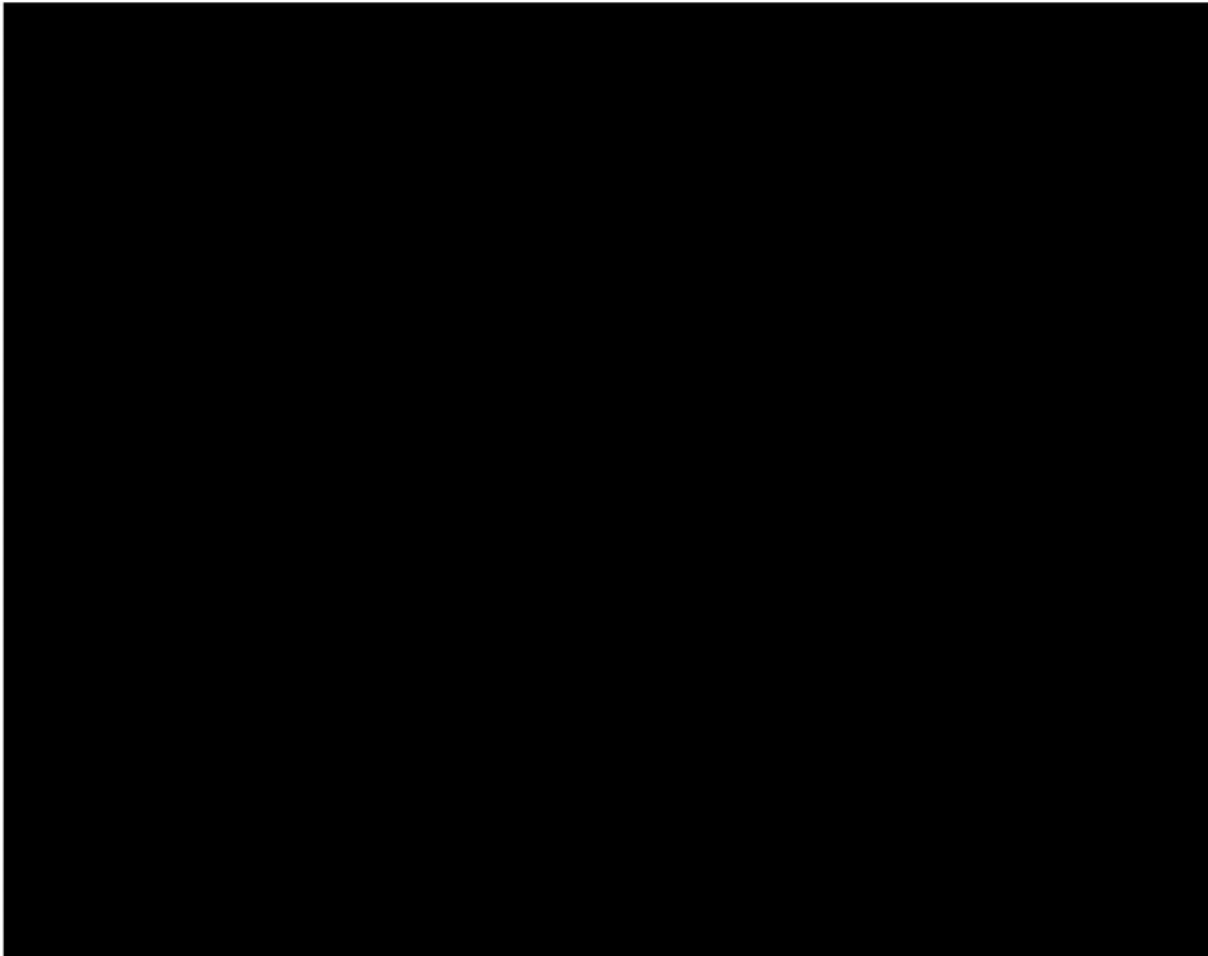
Notwithstanding the foregoing, Confidential Information will not include any information which is (i) generally available in the public domain through no action or inaction of Consultant; (ii) already in the possession of Consultant at the time of disclosure by Client to Consultant as shown by Consultant’s records prior to the time of disclosure; (iii) obtained, generated, produced or otherwise acquired during the course of the Services by Consultant from a third party without a breach of such third party’s obligations of confidentiality; (iv) disseminated to the public by Consultant with Client’s prior written consent or (v) independently developed by Consultant without use of or reference to Client’s Confidential Information, as shown by Consultant’s records. Information shall be deemed to be Confidential Information even if no legal protection has been obtained or sought for such information and whether or not Consultant has been notified that such information is Confidential Information.

c) Consultant shall refer promptly to Client all queries from third parties regarding Client. Consultant shall be permitted to disclose Confidential Information solely to those

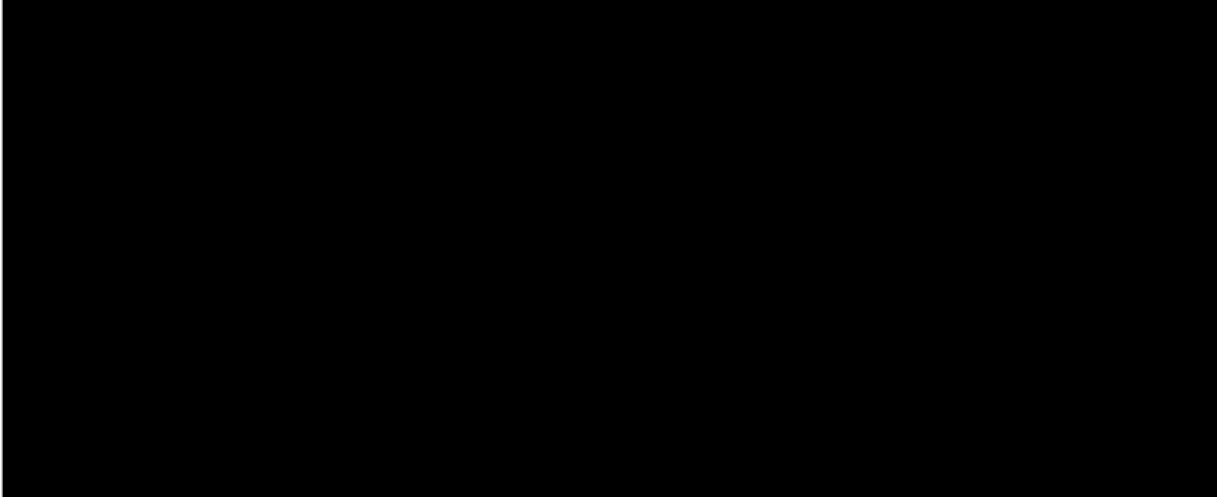
employees, permitted subcontractors, counsel, and other professional advisors of Consultant on a “need-to-know” basis to perform the Services and meet Consultant’s obligations under this Agreement; provided, however, that all such persons shall be subject to non-disclosure and confidentiality obligations to Consultant substantially similar to the obligations of Consultant set forth in this Section 6, and provided further that Consultant shall be liable to Client for any unauthorized use or disclosure of Confidential Information by any such persons.

d) Consultant shall not be liable for disclosure of Confidential Information if such disclosure is pursuant to judicial action or other lawfully compelled disclosure, provided that Consultant notifies Client, by email and with a copy by registered mail, of the need for such disclosure within two (2) days after such need becomes known and gives Client a reasonable opportunity to contest such disclosure or seek other appropriate relief.

e) Upon expiration or termination of this Agreement for whatever reason or upon written request by Client and notwithstanding any ongoing dispute of any kind, Consultant shall return or destroy, at Client’s election, all Confidential Information to Client, regardless of the form in which Confidential Information appears or is stored.



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i) Consultant will ensure that all Confidential Information resides in, and may be accessed only from within, the United States, unless approved in writing in advance by Client. Consultant shall also ensure that all persons who have access to Confidential Information (if any are so permitted pursuant to the terms of this Agreement) are citizens or lawfully admitted permanent residents of the United States.


7. ASSISTANCE WITH GOVERNMENT INQUIRY. Consultant agrees to provide, in a timely manner, and at no additional cost to Client, all documents and services, including reasonable personal services, necessary to assist Client in connection with any matter, audit, inquiry or investigation of Client by the Federal Election Commission or by any other government entity.


8. OTHER CONSULTING SERVICES. Consultant, including its employees and principals, may provide independent consulting services to other individuals or entities, provided, however, that any such services must strictly comply with the provisions of this Agreement, including, without limitation, the following:

a) Such other independent consulting services shall in no way impair Consultant's ability to provide the Services or present a conflict with the interests of Client.

b) In providing services to its other clients, Consultant must observe in full the confidentiality requirements of this Agreement and, without limiting the foregoing, may not use any Client resources, or use or convey any information about the plans, projects, activities, or needs of Client. Consultant may not use or convey any client-specific information used previously by Consultant in providing services to Client.

c) Notwithstanding the restrictions set forth in this Section 8, nothing shall prevent Consultant from using or conveying information obtained from a publicly available source, in providing services to its other clients.






9. BREACH BY CONSULTANT. Each Party recognizes that the Services are special, unique and extraordinary in character, and that in the event of breach by Consultant of the terms and conditions of this Agreement to be performed by Consultant, Client shall be entitled, if it so elects, to institute and prosecute proceedings in any court of competent jurisdiction, either in law or in equity, to seek damages, obtain an injunction or enforce the specific performance of this Agreement.

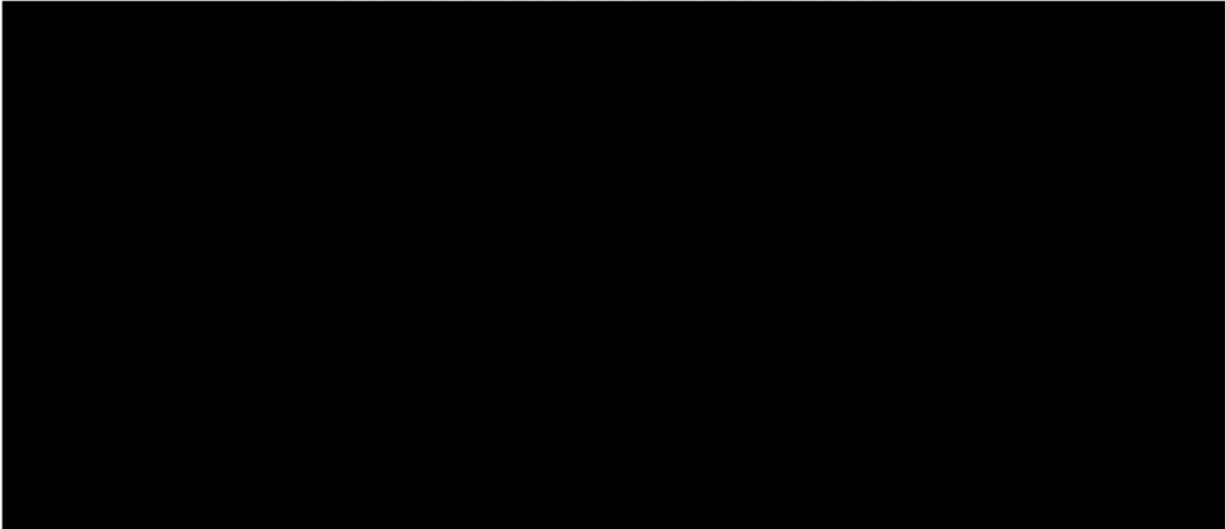
10. INDEMNIFICATION; LITIGATION BY THIRD PARTIES.

a) Consultant agrees to indemnify and hold harmless Client against any and all losses, liabilities, damages, demands, settlements, judgments, costs and expenses, including reasonable attorneys' fees, sustained as a result of (i) any claim or action arising from or in connection with any Services performed by Consultant pursuant to this Agreement (ii) Consultant's breach of any of the obligations, representations, warranties or covenants set forth in this Agreement, or (iii) any Security Incident.

b) If Consultant is a party to litigation, an audit, a document request, a subpoena, an investigation, an inquiry, an administrative proceeding, or any other legal proceeding, which is related to any work performed under this Agreement or related to Client, Consultant must provide Client with prompt notice and copies of all related documents. Client may, at its discretion, pay for the response or defense of such action provided that Client shall be given sole control of the defense and/or settlement, including choice of legal counsel, and Consultant shall cooperate with Client in responding, defending, or settling such proceedings.

11. INDEPENDENT CONTRACTOR. Consultant shall perform the Services as an independent contractor with respect to Client, and nothing in this Agreement shall create, or be deemed to create, any relationship of employer and employee between Client and Consultant. As an independent contractor, Consultant is responsible for payment of all applicable obligations to state and/or federal governmental agencies including workers' compensation, income tax, unemployment tax, business registration fees, etc.





13. ASSIGNMENT. Except as specifically set forth in this Agreement, the rights and interests of Consultant in this Agreement may not be sold, transferred, assigned, pledged or hypothecated. Any assignment in violation of the foregoing shall be deemed null and void. In the event of any attempted assignment or transfer of rights hereunder contrary to the provisions hereof, Client shall have no further obligations or liability for payments hereunder. Client may assign the Agreement, and any and all of its rights and interests in the Agreement by providing Consultant with written notice of such assignment.

14. MAINTENANCE OF RECORDS. Consultant shall maintain adequate books and records in a manner consistent with the accounting and professional standards ordinarily followed within Consultant's industry, except as Consultant may be otherwise directed by Client. All books and records shall be maintained for up to thirty-six (36) months after expiration or termination of this Agreement and open to inspection and copying by Client. Consultant shall reimburse Client for any additional costs incurred by Client in reviewing, updating, supplementing or otherwise correcting the books and records of Consultant in connection with any breach of its obligation under this Section 14, if, after demand by Client, Consultant shall fail to promptly correct the breach. Consultant shall maintain a complete record of all contracts or other agreements for the work relating to the Services.

15. USE OF SUB-CONTRACTORS. Except as otherwise approved in advance in writing by Client, all Services shall be performed on behalf of Client by Consultant. Consultant is not permitted to hire or utilize sub-contractors to provide Services pursuant to this Agreement unless such sub-contractor is specifically approved in writing by Client and such sub-contractors agree to comply with all applicable terms of this Agreement. Consultant is fully responsible and liable for full compliance with this Agreement by any of its subcontractors as if the act or omission had been performed by Consultant. A sub-contractor hired to provide the Services may not accept, or solicit, any kickbacks, referral fees, or fee sharing for its work to provide the Services. A sub-contractor hired to provide Services may not accept any compensation for Services from any entity or individual other than Client or

Consultant. Consultant may not markup the fee charged by any sub-contractor performing Services. Notwithstanding any use of sub-contractors, all materials or goods procured or produced pursuant to this Agreement must be made in the United States, unless prior written approval is obtained from Client. All Services must be performed in the United States.

[REDACTED]

16. GOVERNING LAW; CAPTIONS. This Agreement contains the entire agreement between the Parties and shall be governed by the laws of the District of Columbia. Any action or litigation concerning this Agreement shall take place exclusively in the courts located in the District of Columbia, and the parties expressly consent to the jurisdiction of, and venue in such courts. Section headings are for convenience of reference only and shall not be considered a part of this Agreement.

17. PRIOR AGREEMENTS. This Agreement supersedes and terminates all prior agreements between the Parties relating to the subject matter herein addressed with the exception of non-disclosure agreements.

18. NOTICES; APPROVAL. Any notice or other communication shall be in writing and shall be deemed effective when: (i) delivered in person; (ii) if emailed (in the case of Consultant [REDACTED]

[REDACTED] (iii) if mailed, on the date of deposit in the mail, postage prepaid, addressed, in the case of Consultant, to: 925 University Ave., Sacramento, CA 95828 and in the case of Client, to: DCCC, Attn: Chief Operating Officer, 430 S. Capitol Street SE, Washington, D.C., 20003; HMP, Attn: Marisa Mormile, 1029 Vermont Ave NW, Suite 300, Washington, D.C., 20005; Jeffries for Congress, PO Box 65322, Washington, D.C., 20035 with a copy to: Elias Law Group LLP, Attn: Rachel Jacobs, 250 Massachusetts Ave. NW Suite 400, Washington, DC 20001. Unless otherwise specified herein, where Consultant is required to get Client's prior, written approval, approval via email shall suffice. In the case of email notice, a hard copy shall also be provided in person or by mail.

19. SURVIVAL. The parties hereby agree that those provisions that by their nature are intended to survive the termination of this agreement, including indemnification and confidentiality provisions, shall survive the termination notwithstanding the cause of termination of this agreement.

[Signature Page Follows.]

IN WITNESS WHEREOF, Client and Consultant each has caused this Agreement to be signed by its duly authorized representative as of the day and year first above written.

DCCC

By: _____

Name: _____

Title: _____

HMP

By: _____

Name: _____

Title: _____

JEFFRIES FOR CONGRESS

By: _____

Name: _____

Title: _____

REDISTRICTING PARTNERS

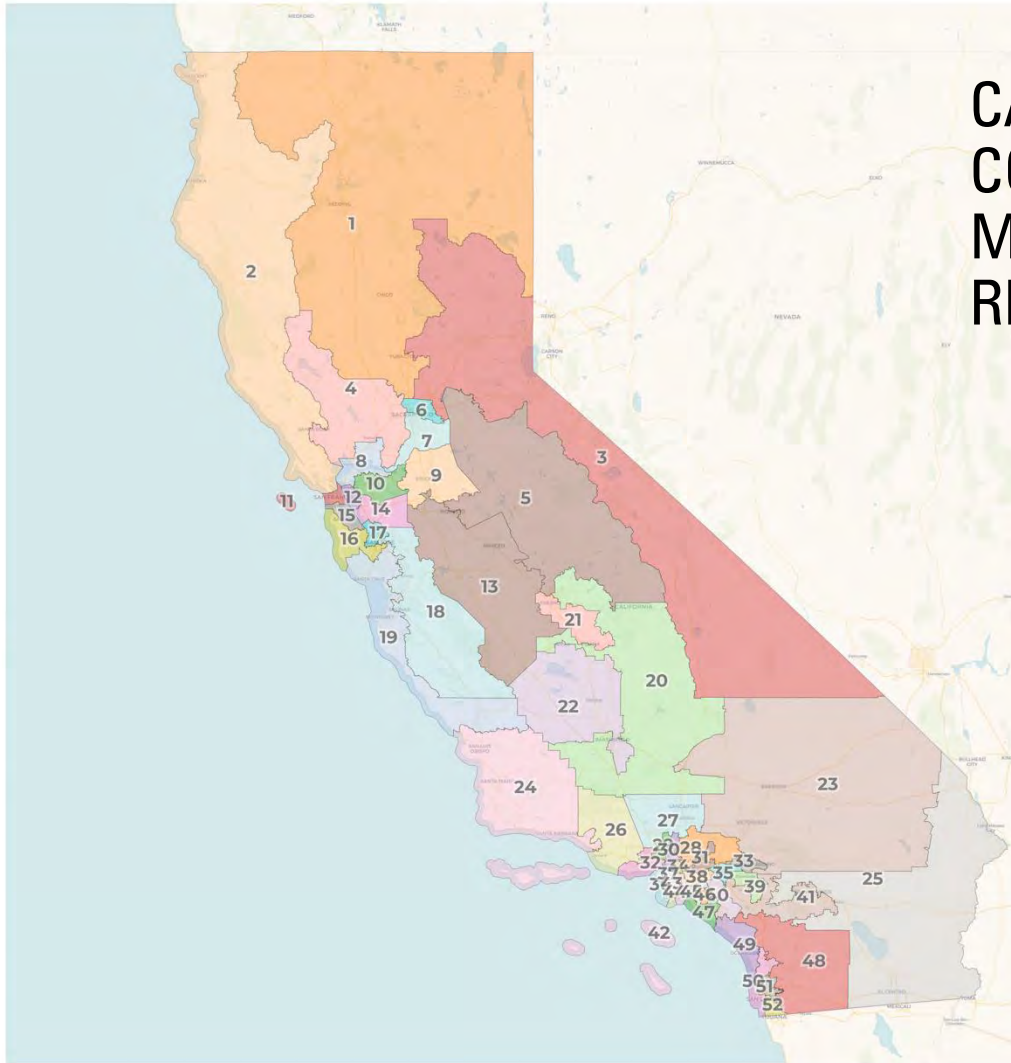
By: _____

Name: _____

Title: _____

California Congressional
Adopted 2021 - 2025 Data

REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING

CA MID-DECADE REDISTRICTING

The effort undertaken to adjust the Congressional District Boundaries adopted by the California Citizens Redistricting Commission keeps fidelity with the 2021 Process

- **US Constitutional / Federal Law** – Equal Population / VRA
- **Contiguity** – literal and functional criteria
- **Communities of Interest** - Must preserve identified communities of interest when possible.
- **Cities and Counties** - Respect city and county boundaries
- **Compactness** - Districts should not bypass nearby populations to grab distant ones.

CA MID-DECADE REDISTRICTING

Adjustments to the California Congressional Districts will be supported by multiple types of evidence:

- Actual 2021 CRC Commissioner testimony on draft maps or instructions for mapping options given to staff
- Public maps presented to the commission
- Public testimony to the commission
- Draft or completed 2021 or 2011 Commission maps.

MINIMIZE DISRUPTION

These maps are an ADJUSTMENT of the existing Citizens Redistricting Commission drawn maps.

- 10 districts are not touched at all, another 12 have less than 5% change.
- There are no changes to any of the historic black districts in Los Angeles or Oakland.
- No changes were made to the map that were not consistent with the goals set forward by the delegation – pushing back on the mid-decade redistricting plans from Texas and other states.

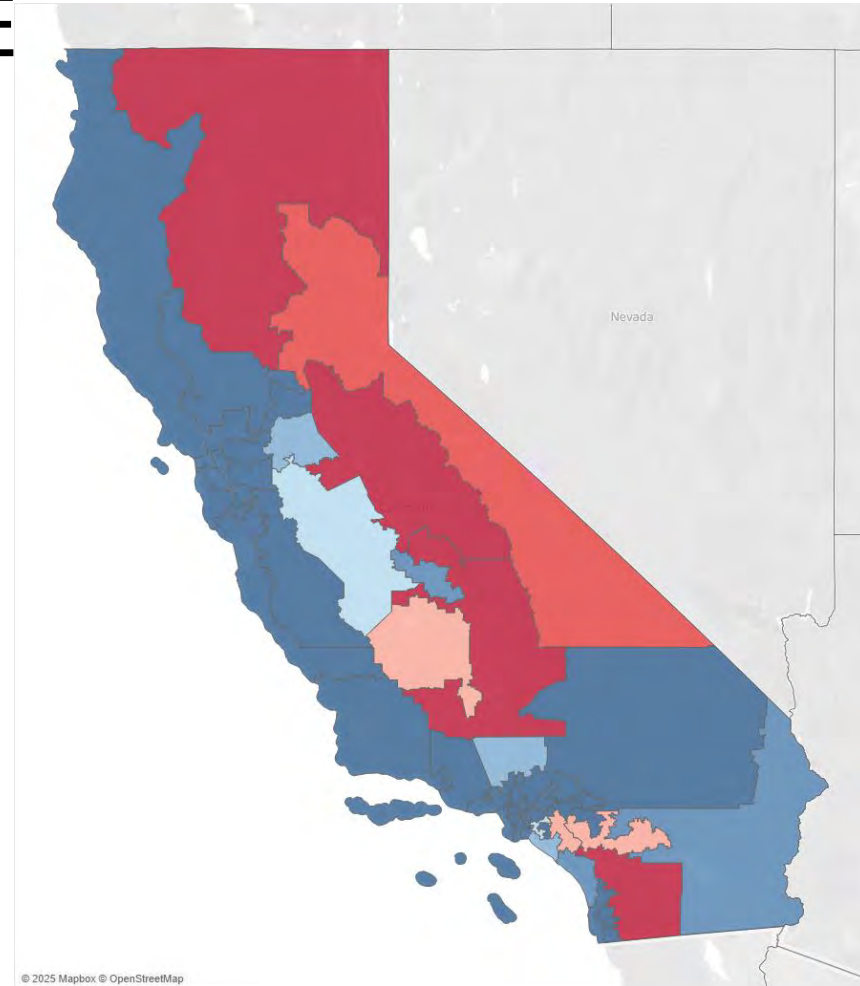
MINIMIZE DISRUPTION

These maps are an ADJUSTMENT of the existing Citizens Redistricting Commission drawn maps.

- The three districts with highest Asian CVAP are preserved and work was done in CA45 to improve that community of interest, we have received data from the Asian Law Caucus to assist in these efforts.
- For purposes partisan impact we considered performance of Latinos in Democratic seats and used Harris/Trump in concert with other metrics to make sure there was not a new Latino voter trend that could be masked by using older data.

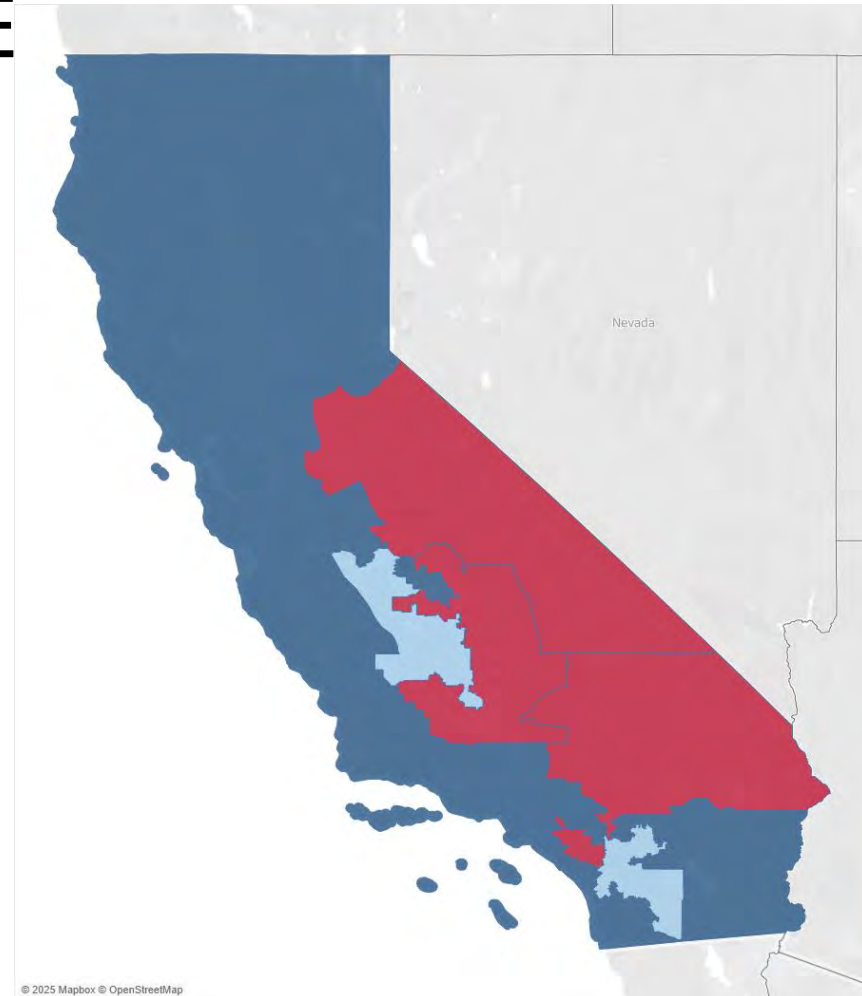
ELECTORAL PERFORMANCE

- The current map has several swing, likely and lean Democratic contests, with seven seats that Democrats won in 2018 and have fought to hold and/or win back in subsequent elections.



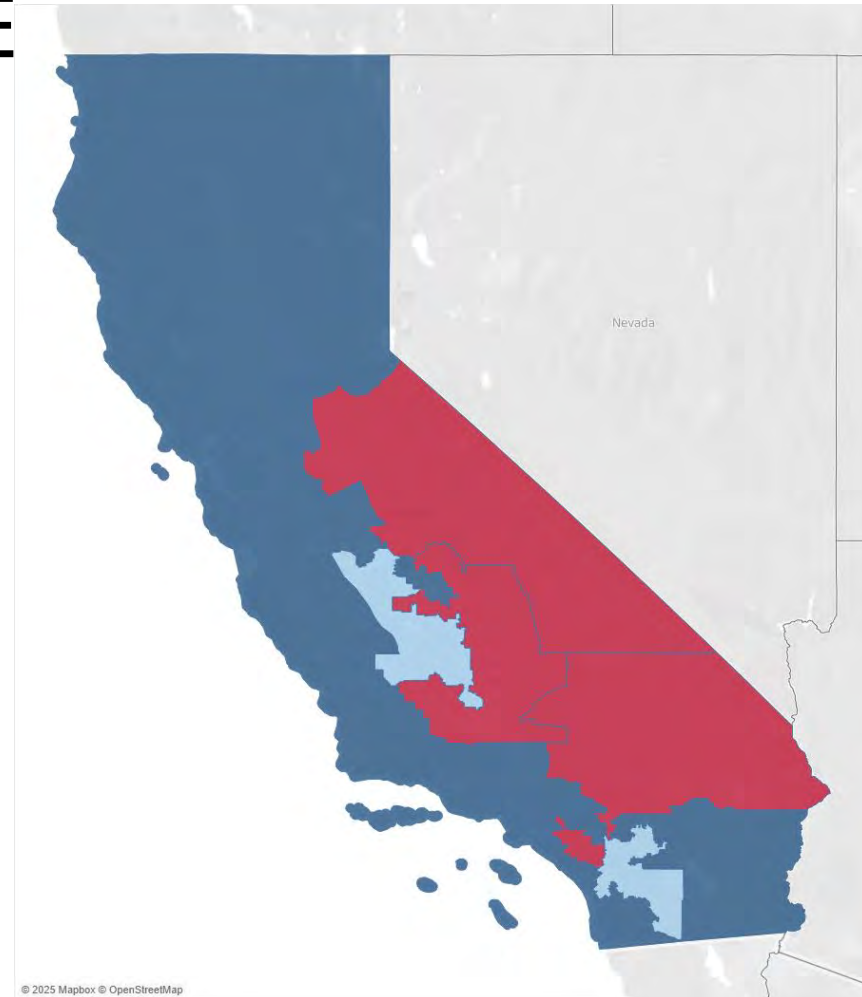
ELECTORAL PERFORMANCE

- The existing map had five seats needing significant resources to defend, with real vulnerability for frontliners and only one or two chances for a pickup in 2026
- Into one that puts California on track to win 48 Democratic seats in 2026



ELECTORAL PERFORMANCE

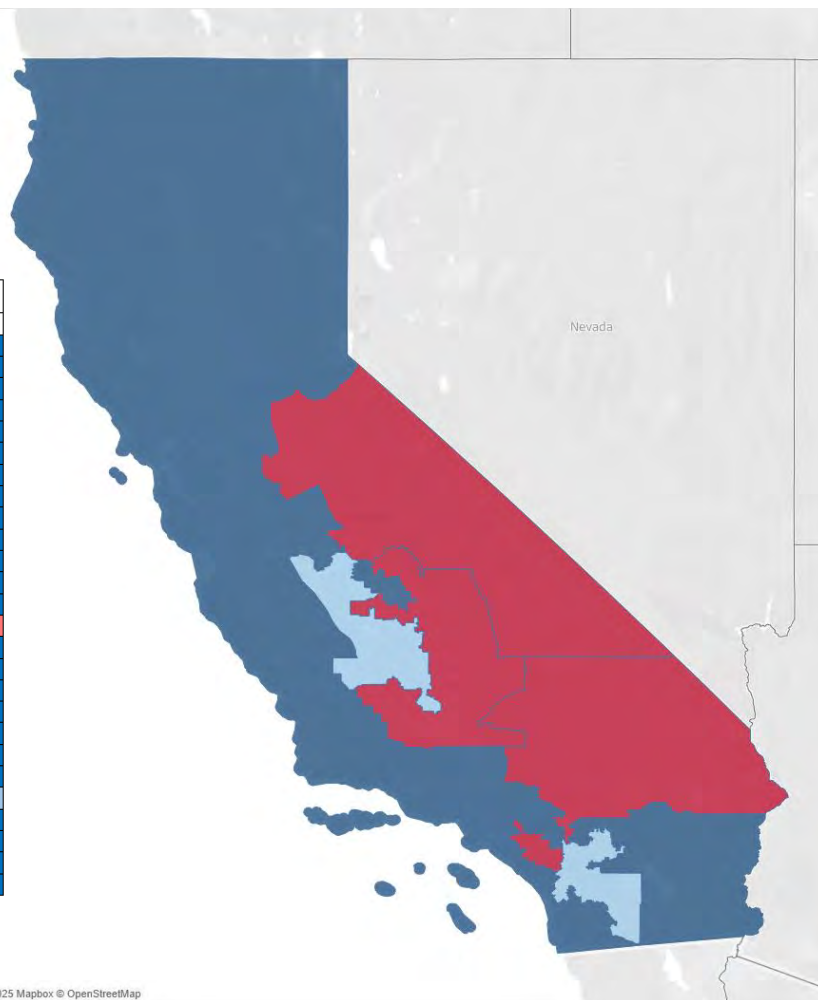
- The new map creates FIVE new Democratic pickup opportunities, including one district that is moved entirely from conservative Riverside County to the most Latino communities in Los Angeles (Calvert)
- This new map can also bolster frontline Democrats, moving five seats in a stronger position going into 2026, moving two seats that Trump won into Harris Victories.



PARTISAN IMPROVEMENTS

Statewide Partisan Lean		
District	Current	Submission
1	Safe Republican	Safe Democratic
2	Safe Democratic	Safe Democratic
3	Safe Republican	Safe Democratic
4	Safe Democratic	Safe Democratic
5	Safe Republican	Safe Republican
6	Safe Democratic	Safe Democratic
7	Safe Democratic	Safe Democratic
8	Safe Democratic	Safe Democratic
9	Lean Democratic	Safe Democratic
10	Safe Democratic	Safe Democratic
11	Safe Democratic	Safe Democratic
12	Safe Democratic	Safe Democratic
13	Lean Republican	Safe Democratic
14	Safe Democratic	Safe Democratic
15	Safe Democratic	Safe Democratic
16	Safe Democratic	Safe Democratic
17	Safe Democratic	Safe Democratic
18	Safe Democratic	Safe Democratic
19	Safe Democratic	Safe Democratic
20	Safe Republican	Safe Republican
21	Safe Democratic	Safe Democratic
22	Lean Democratic	Lean Democratic
23	Safe Republican	Safe Republican
24	Safe Democratic	Safe Democratic
25	Safe Democratic	Safe Democratic
26	Safe Democratic	Safe Democratic

Statewide Partisan Lean		
District	Current	Submission
27	Lean Democratic	Safe Democratic
28	Safe Democratic	Safe Democratic
29	Safe Democratic	Safe Democratic
30	Safe Democratic	Safe Democratic
31	Safe Democratic	Safe Democratic
32	Safe Democratic	Safe Democratic
33	Safe Democratic	Safe Democratic
34	Safe Democratic	Safe Democratic
35	Safe Democratic	Safe Democratic
36	Safe Democratic	Safe Democratic
37	Safe Democratic	Safe Democratic
38	Safe Democratic	Safe Democratic
39	Safe Democratic	Safe Democratic
40	Safe Republican	Safe Republican
41	Safe Republican	Safe Democratic
42	Safe Democratic	Safe Democratic
43	Safe Democratic	Safe Democratic
44	Safe Democratic	Safe Democratic
45	Lean Democratic	Safe Democratic
46	Safe Democratic	Safe Democratic
47	Lean Democratic	Safe Democratic
48	Safe Republican	Lean Democratic
49	Safe Democratic	Safe Democratic
50	Safe Democratic	Safe Democratic
51	Safe Democratic	Safe Democratic
52	Safe Democratic	Safe Democratic



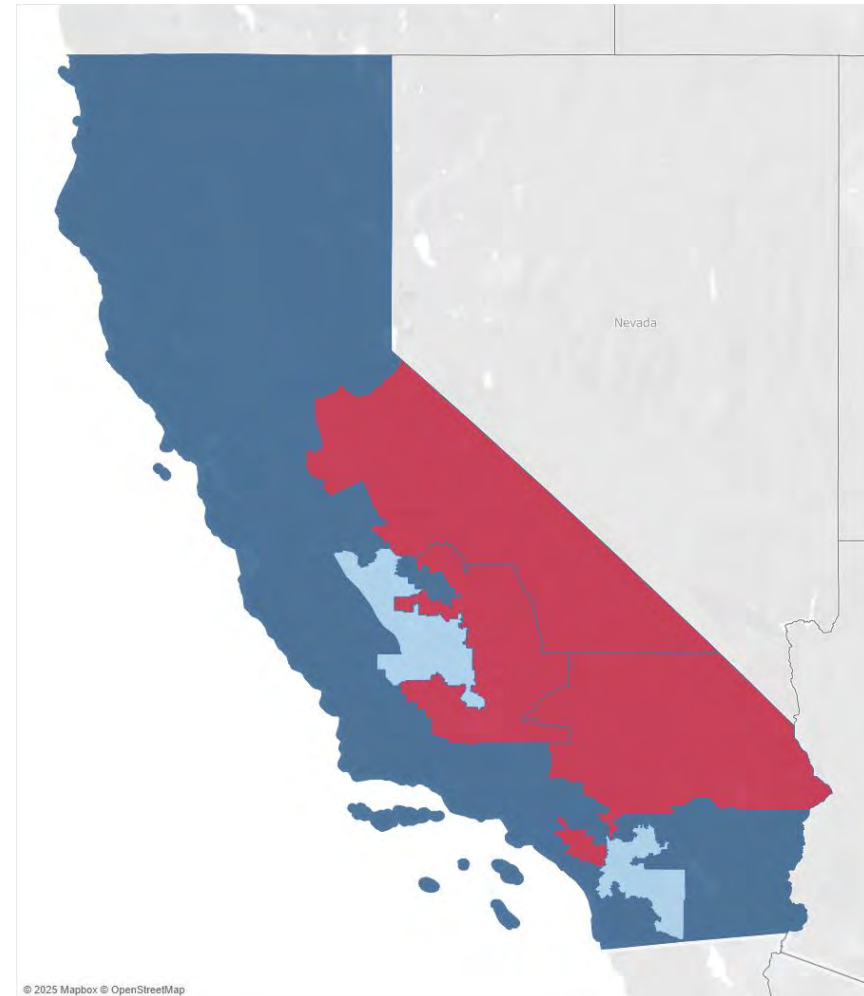
© 2025 Mapbox © OpenStreetMap

Statewide Partisan Lean		
District	Current	Submission
1	Safe Republican	Safe Democratic
2	Safe Democratic	Safe Democratic
3	Safe Republican	Safe Democratic
4	Safe Democratic	Safe Democratic
5	Safe Republican	Safe Republican
6	Safe Democratic	Safe Democratic
7	Safe Democratic	Safe Democratic
8	Safe Democratic	Safe Democratic
9	Lean Democratic	Safe Democratic
10	Safe Democratic	Safe Democratic
11	Safe Democratic	Safe Democratic
12	Safe Democratic	Safe Democratic
13	Lean Republican	Safe Democratic
14	Safe Democratic	Safe Democratic
15	Safe Democratic	Safe Democratic
16	Safe Democratic	Safe Democratic
17	Safe Democratic	Safe Democratic
18	Safe Democratic	Safe Democratic
19	Safe Democratic	Safe Democratic
20	Safe Republican	Safe Republican
21	Safe Democratic	Safe Democratic
22	Lean Democratic	Lean Democratic
23	Safe Republican	Safe Republican
24	Safe Democratic	Safe Democratic
25	Safe Democratic	Safe Democratic
26	Safe Democratic	Safe Democratic

Statewide Partisan Lean		
District	Current	Submission
27	Lean Democratic	Safe Democratic
28	Safe Democratic	Safe Democratic
29	Safe Democratic	Safe Democratic
30	Safe Democratic	Safe Democratic
31	Safe Democratic	Safe Democratic
32	Safe Democratic	Safe Democratic
33	Safe Democratic	Safe Democratic
34	Safe Democratic	Safe Democratic
35	Safe Democratic	Safe Democratic
36	Safe Democratic	Safe Democratic
37	Safe Democratic	Safe Democratic
38	Safe Democratic	Safe Democratic
39	Safe Democratic	Safe Democratic
40	Safe Republican	Safe Republican
41	Safe Republican	Safe Democratic
42	Safe Democratic	Safe Democratic
43	Safe Democratic	Safe Democratic
44	Safe Democratic	Safe Democratic
45	Lean Democratic	Safe Democratic
46	Safe Democratic	Safe Democratic
47	Lean Democratic	Safe Democratic
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49	Safe Democratic	Safe Democratic
50	Safe Democratic	Safe Democratic
51	Safe Democratic	Safe Democratic
52	Safe Democratic	Safe Democratic

TEAM EFFORT

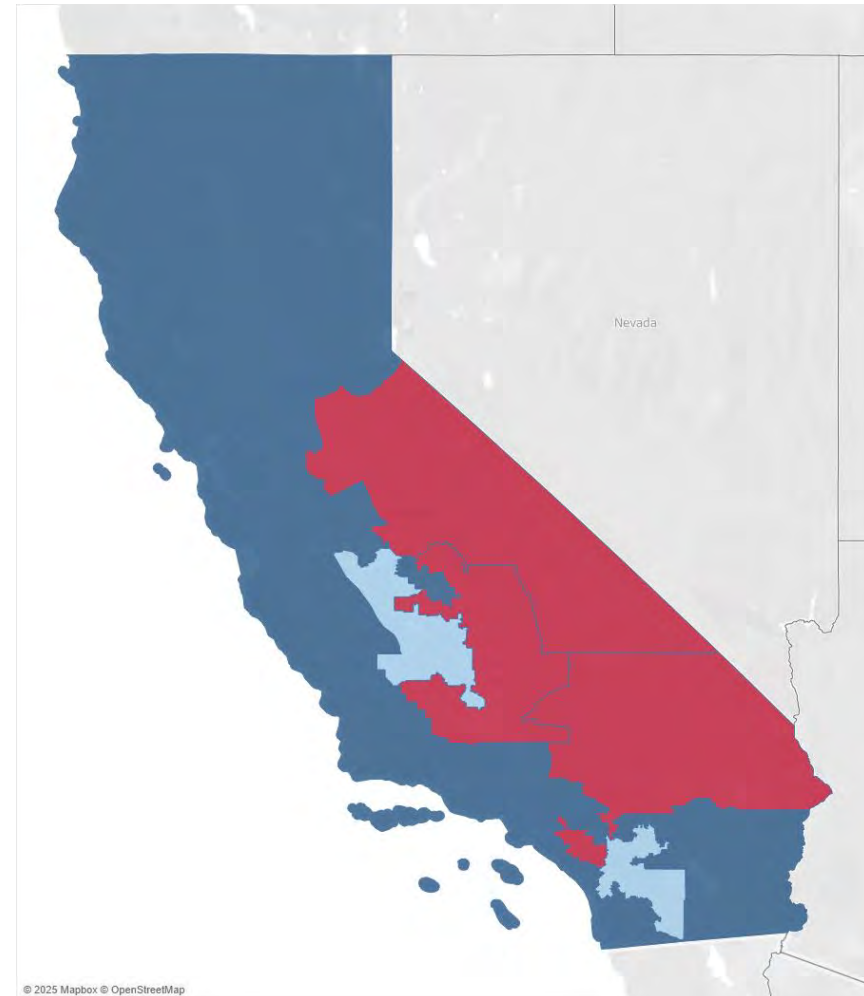
- No current member of Congress is being placed at risk as a result of this redistricting effort, as that would not support goals. But this is not an incumbent preference gerrymander.
- A number of districts made significant changes with over 40% of their current voter population used to support this effort.
- Several members were moved out of their “Home Base” and will be learning new communities.



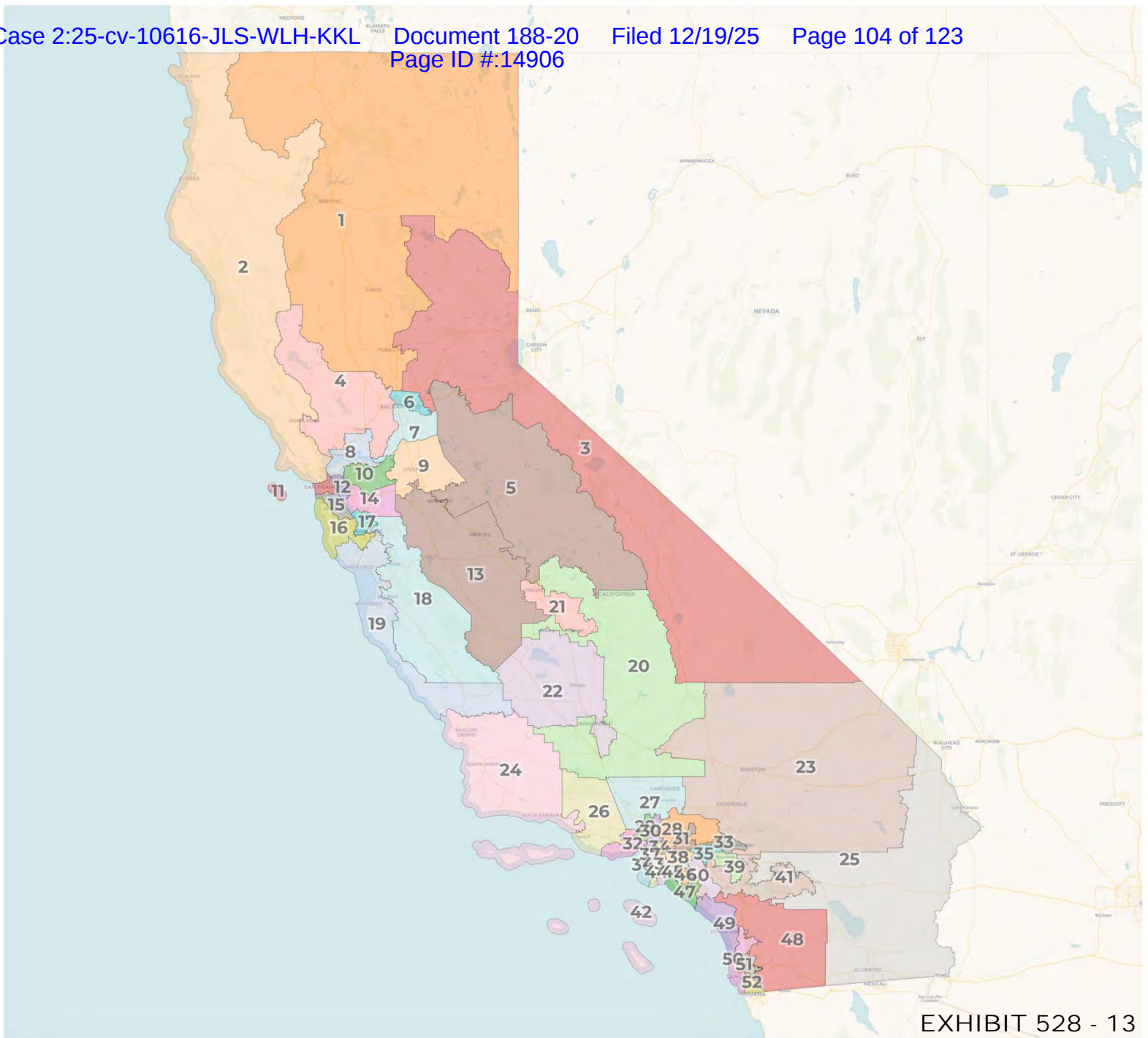
KEY REGIONS

For the purposes of achieving the partisan goals, we focused on specific parts of the state that create opportunities.

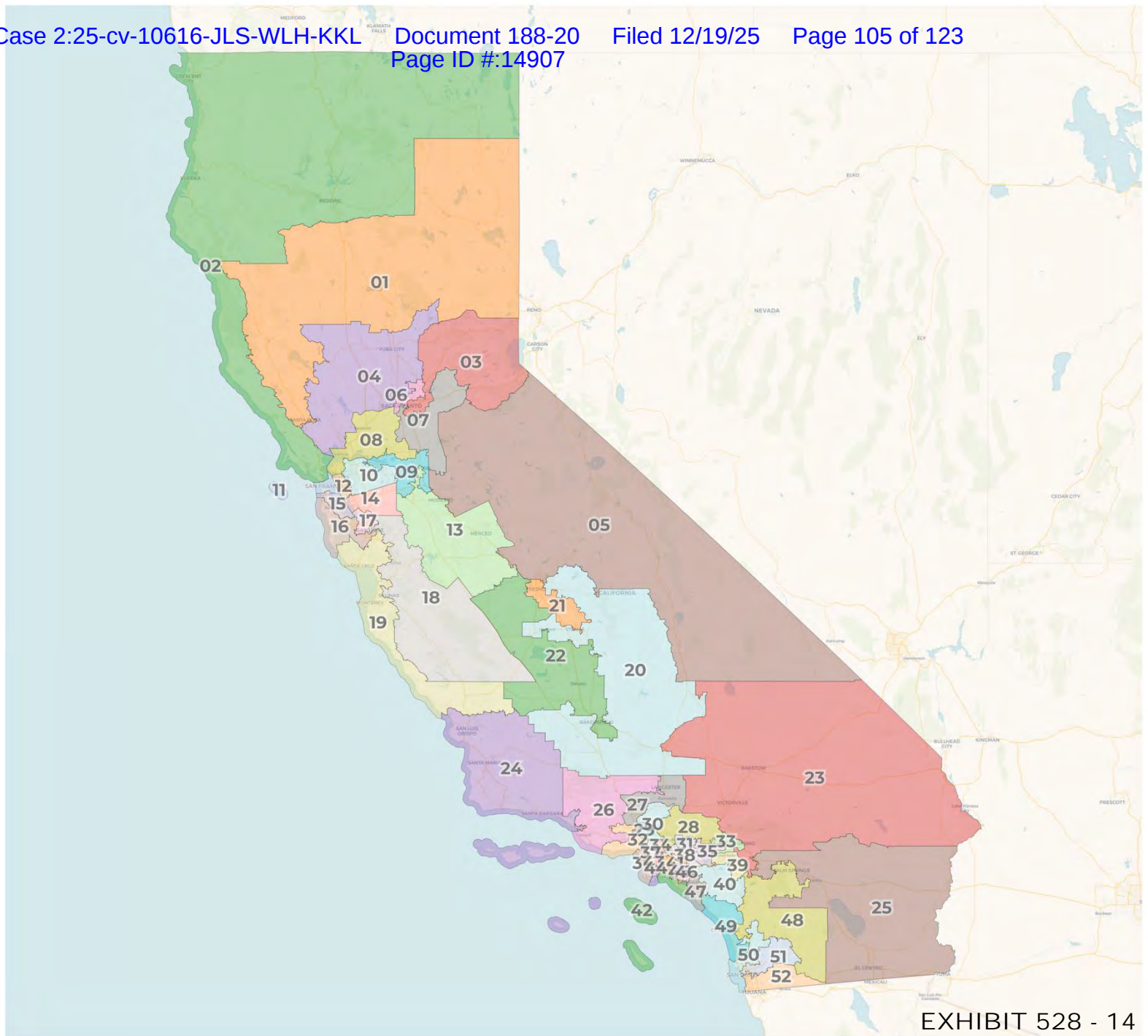
- Northern California
- Sacramento Region
- Central Valley
- Los Angeles
- Orange County
- Inland Empire
- San Diego

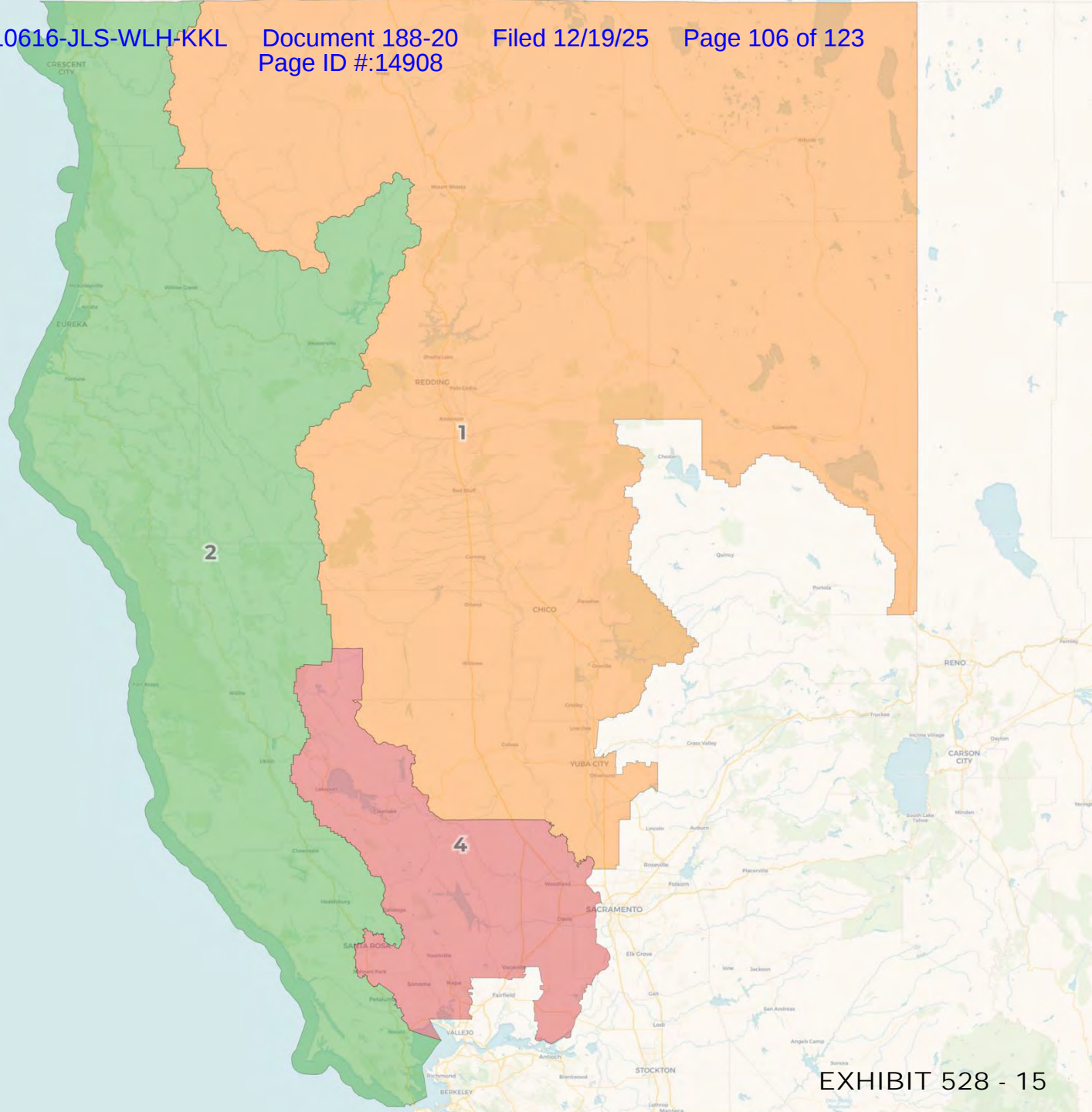


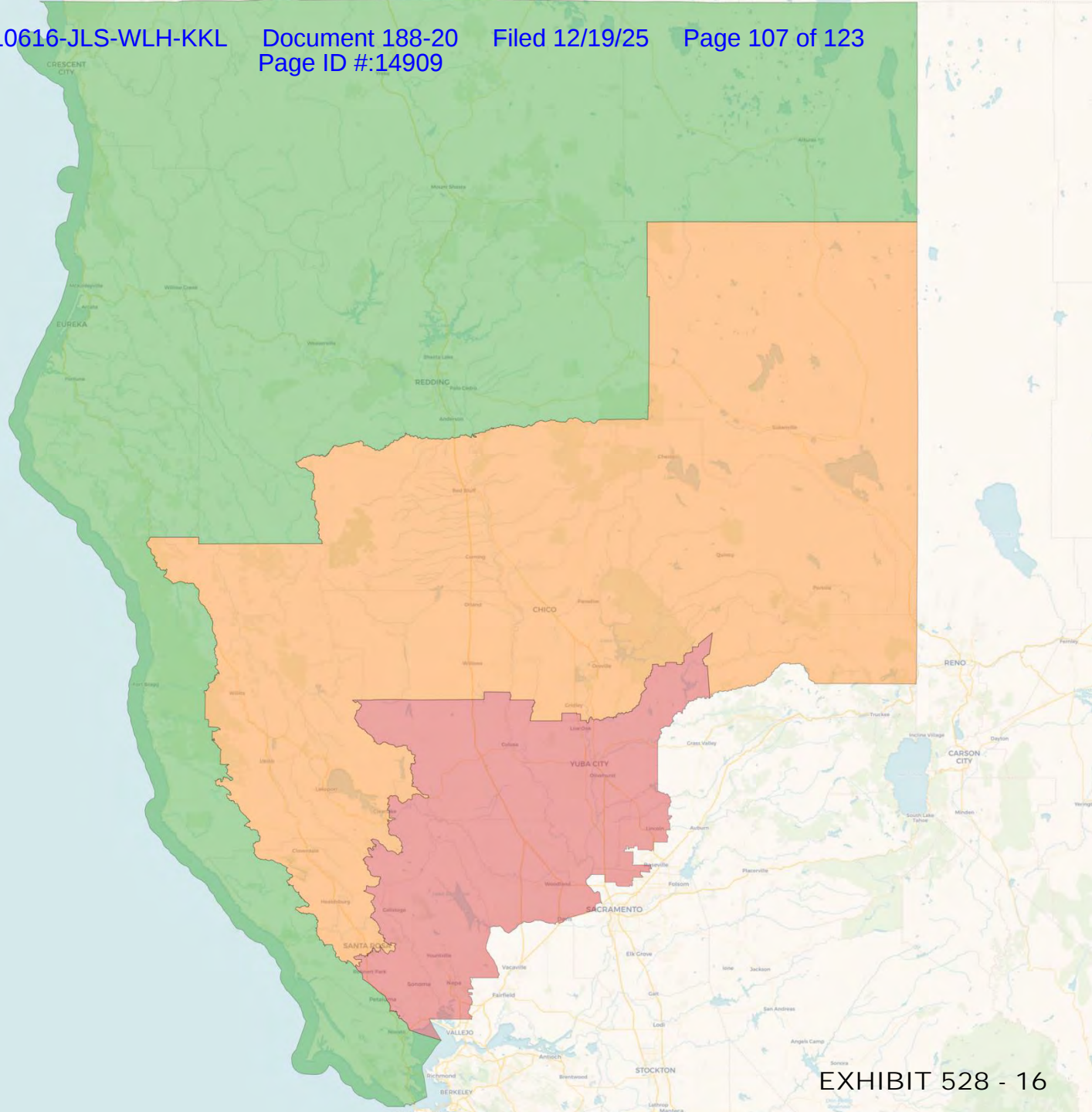
California Congressional
2021 Adopted Plan

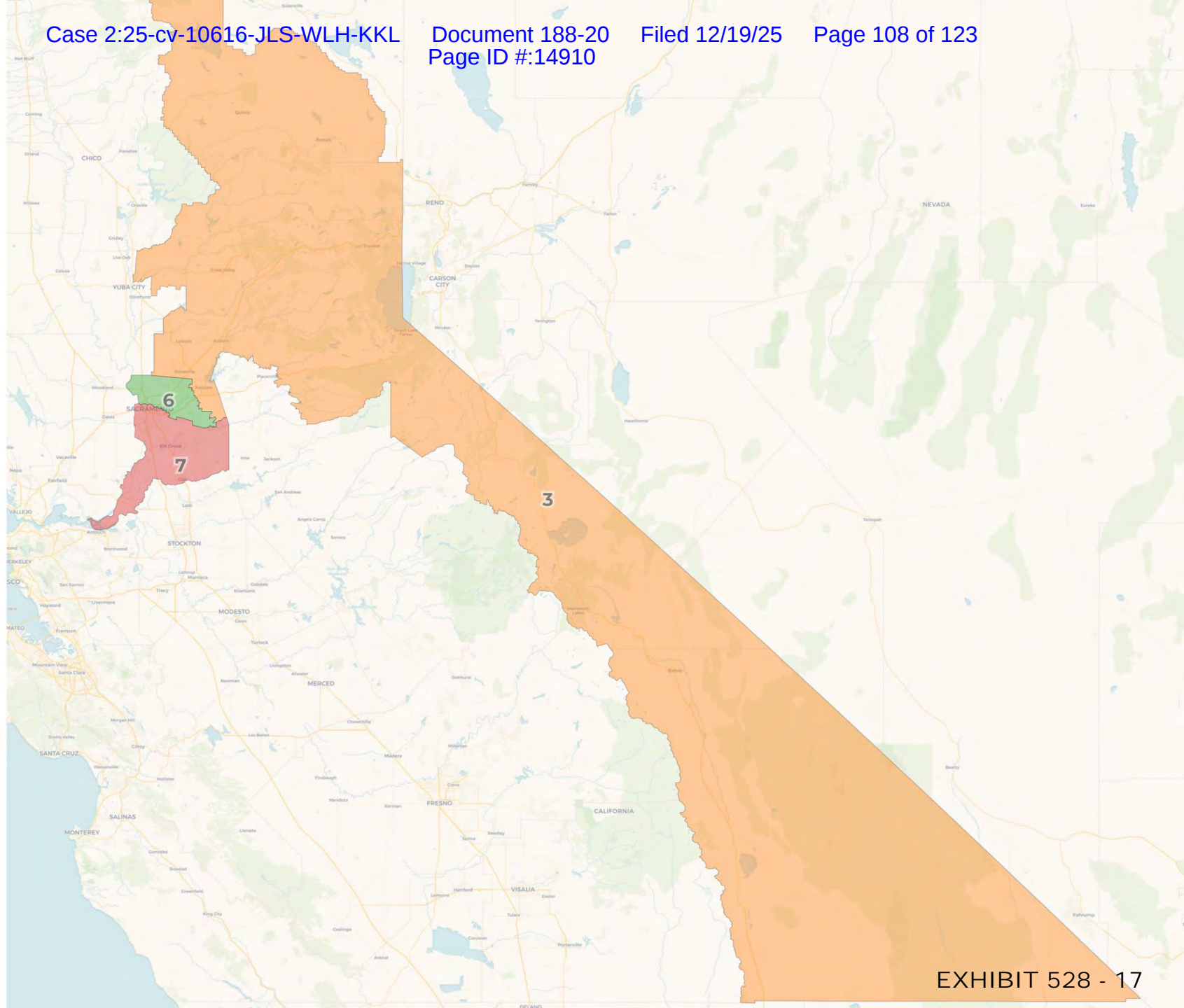


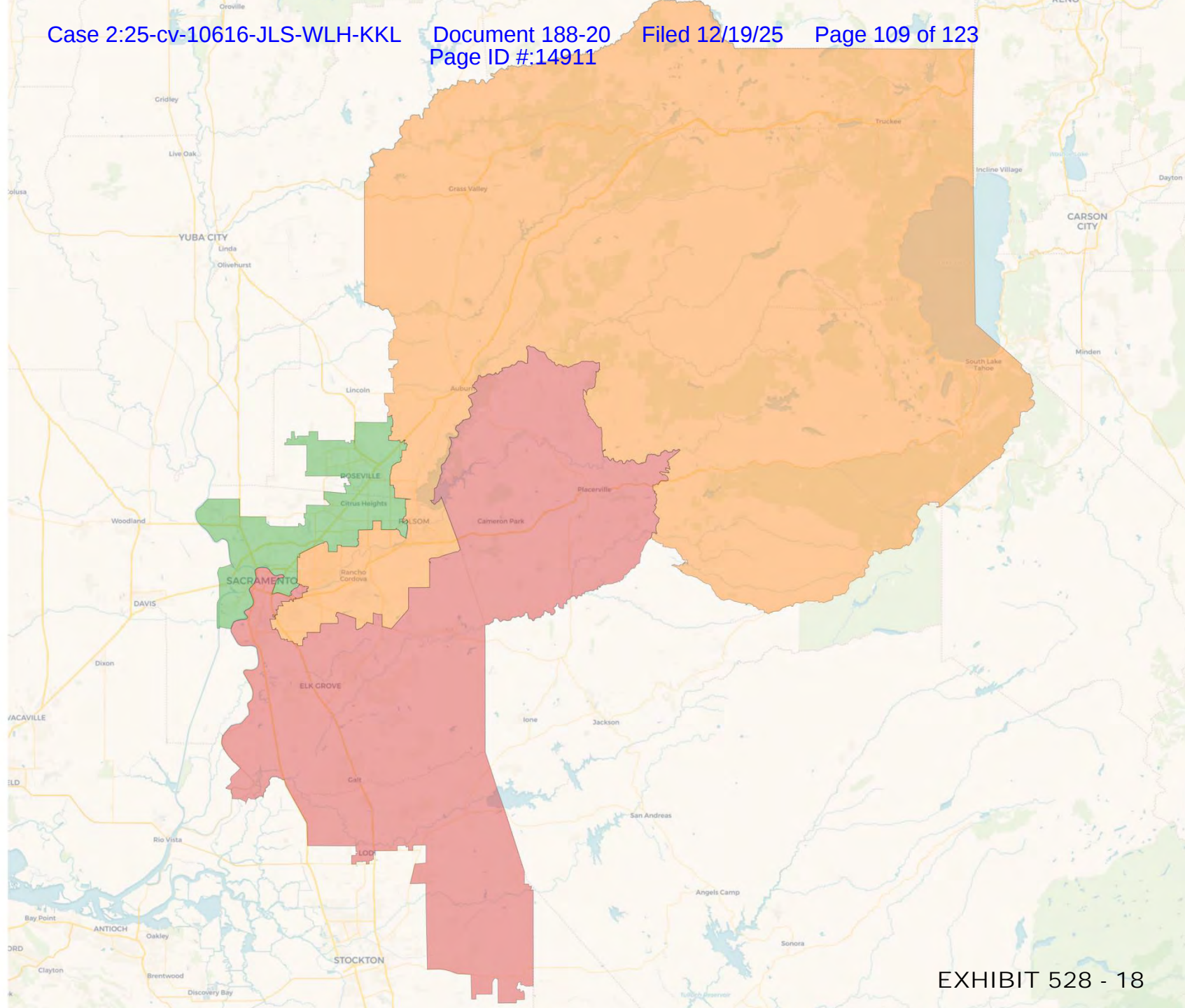
California Congressional
Public Submission

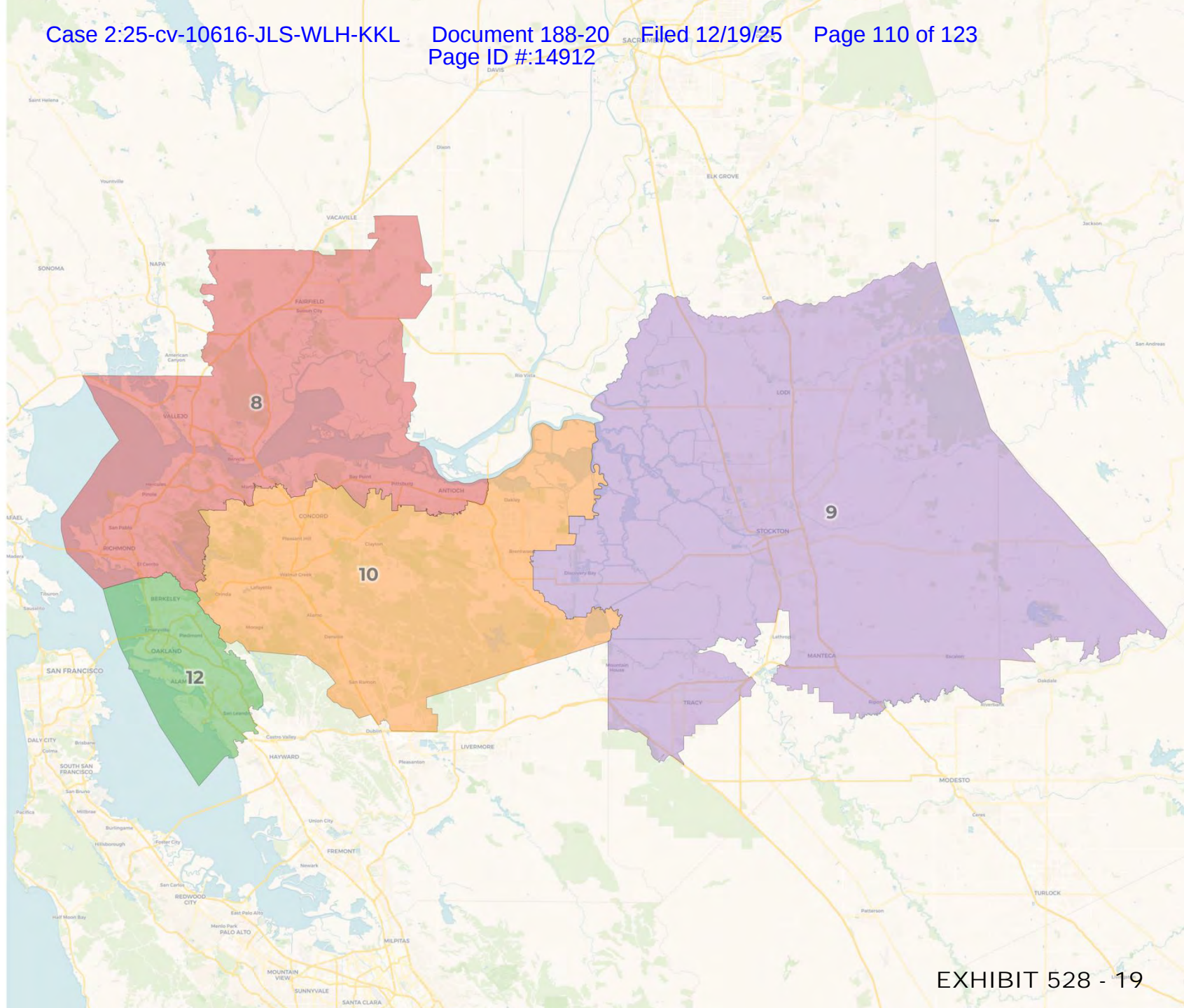


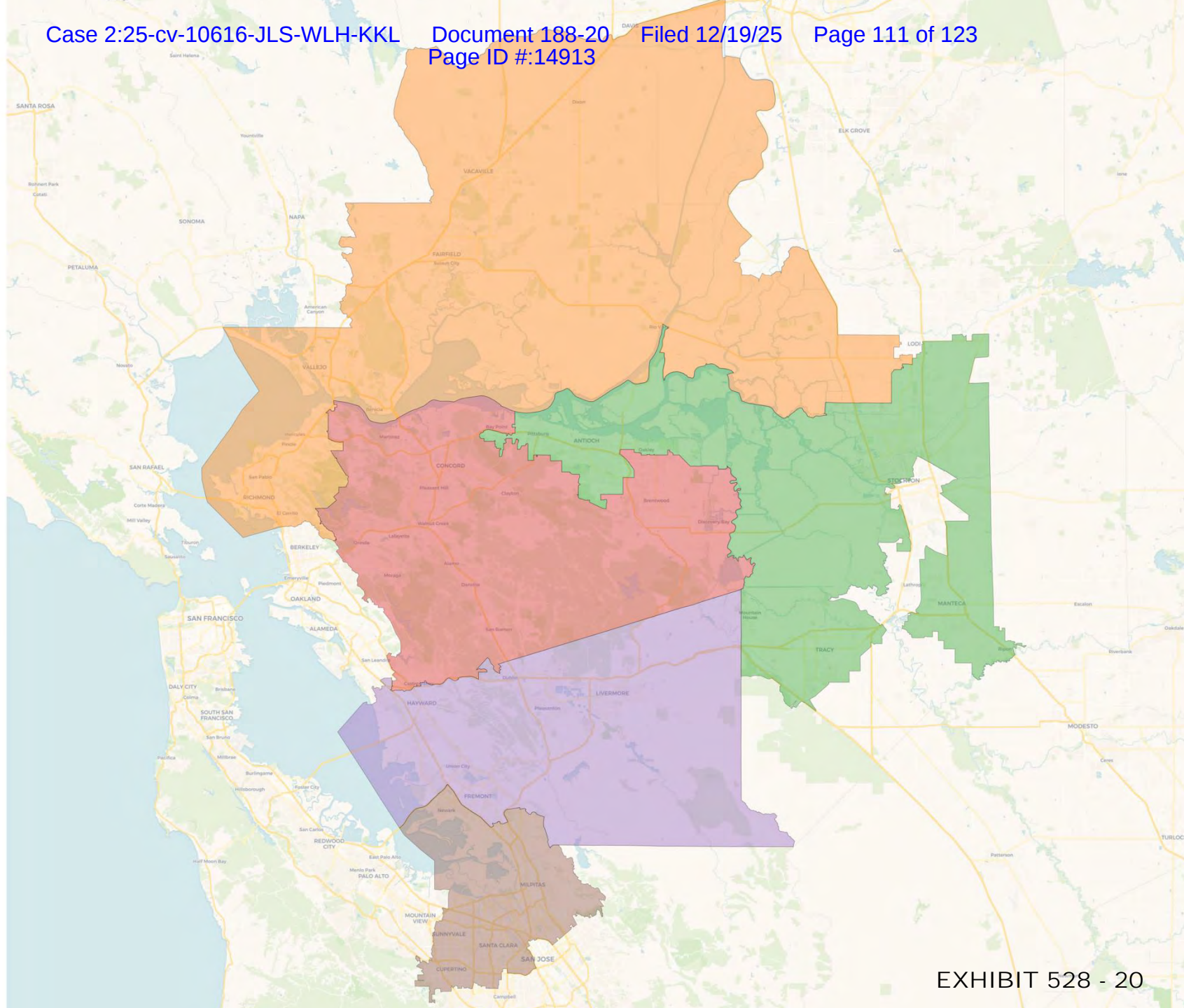


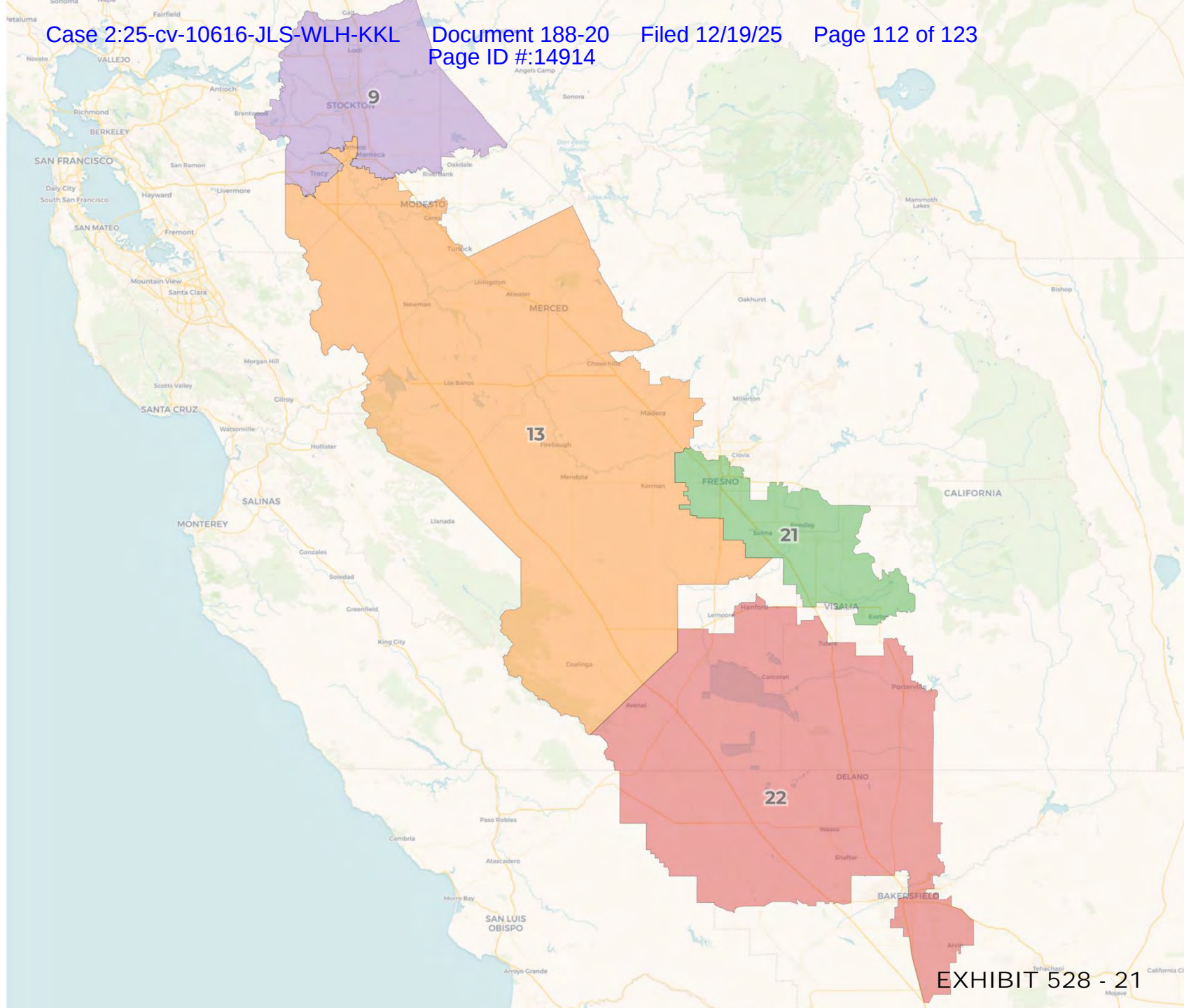


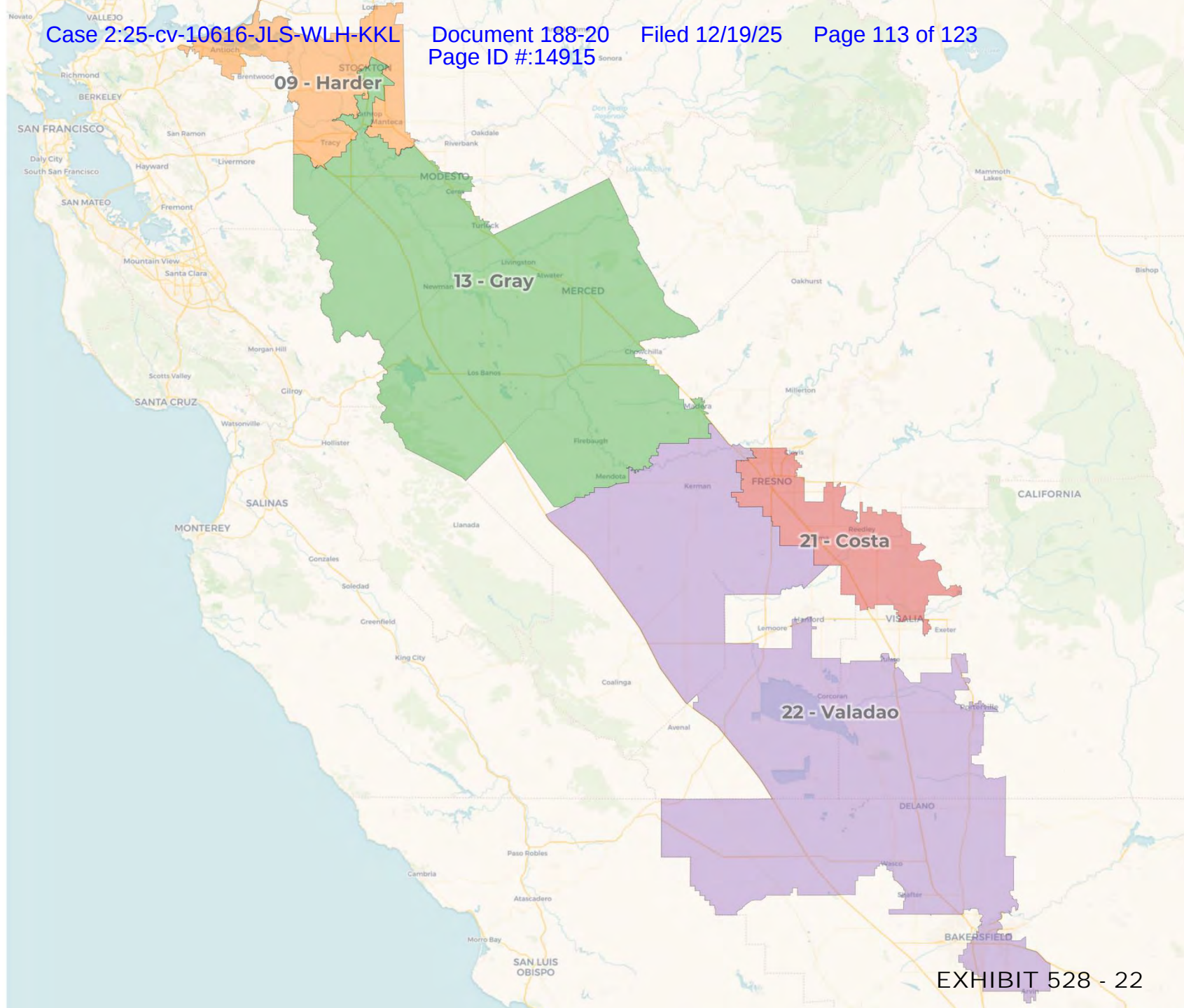


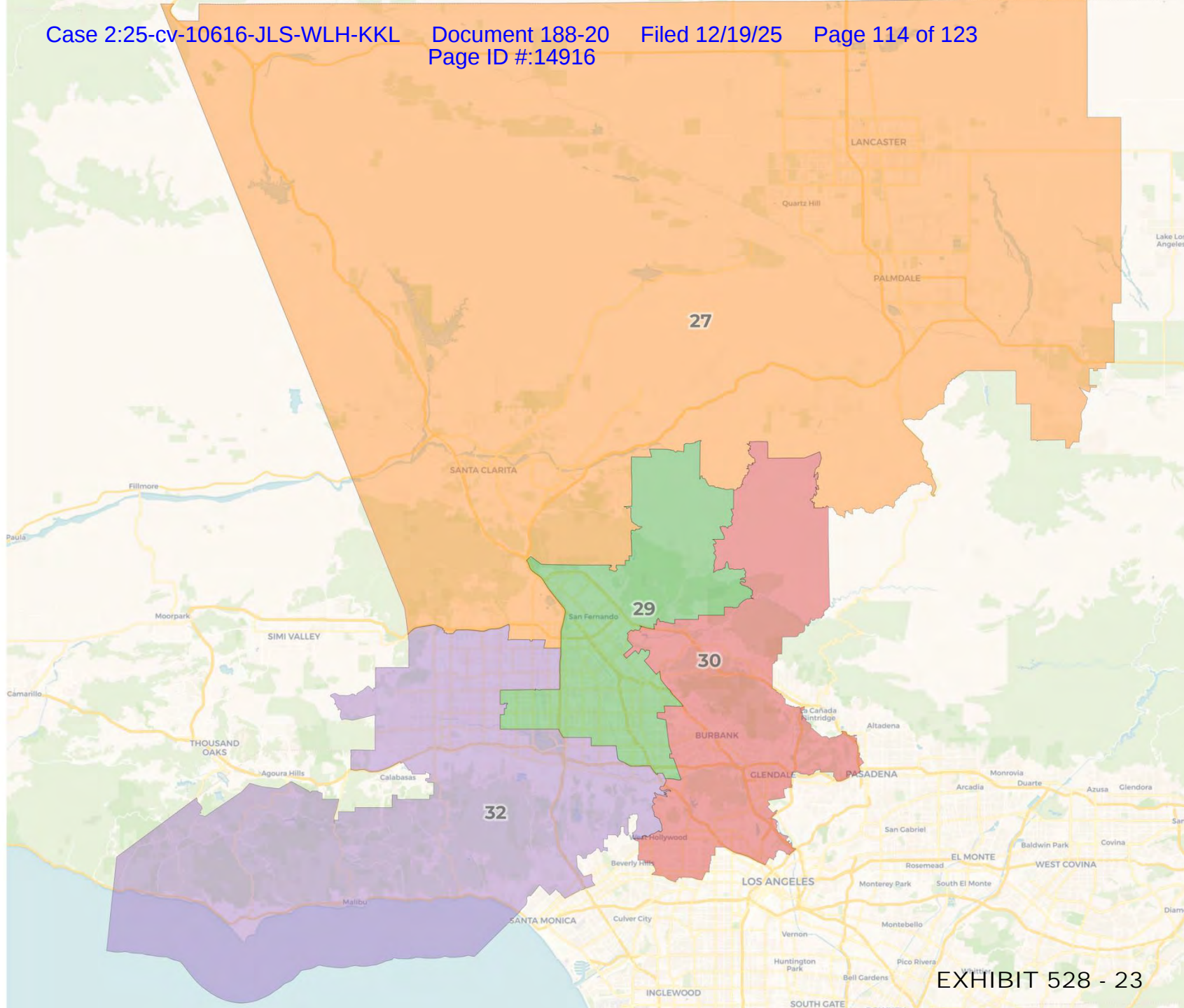


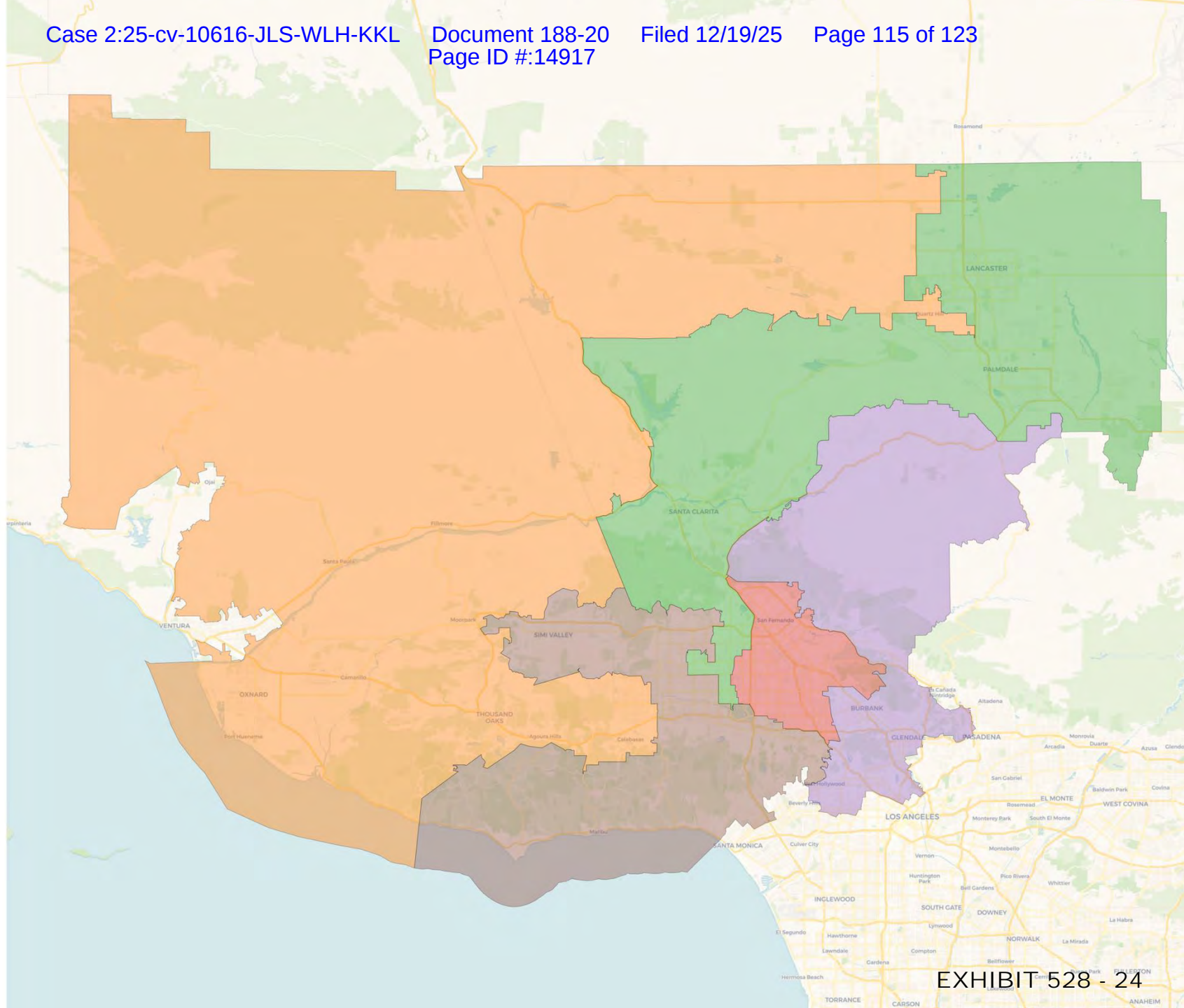


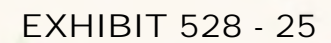


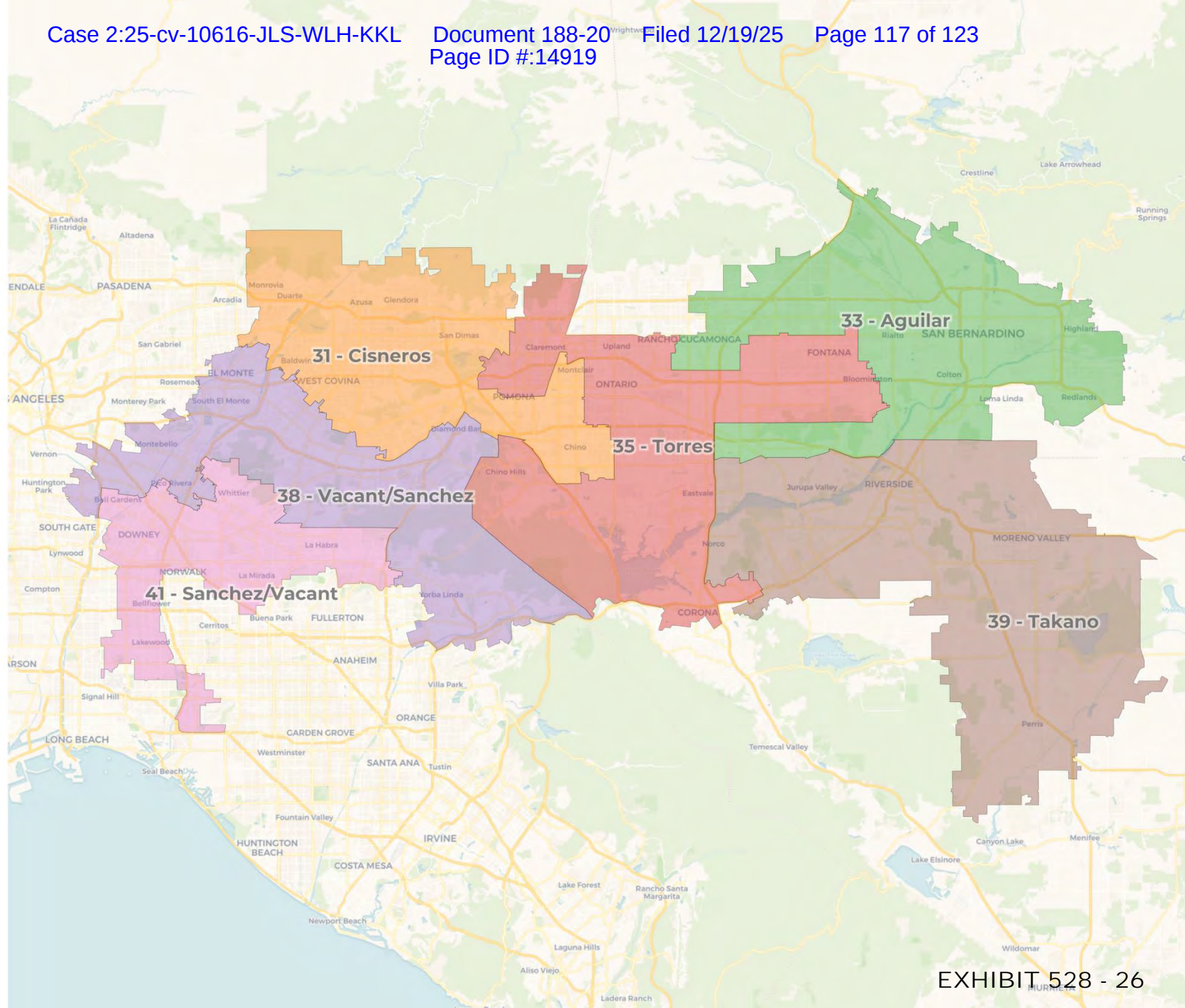


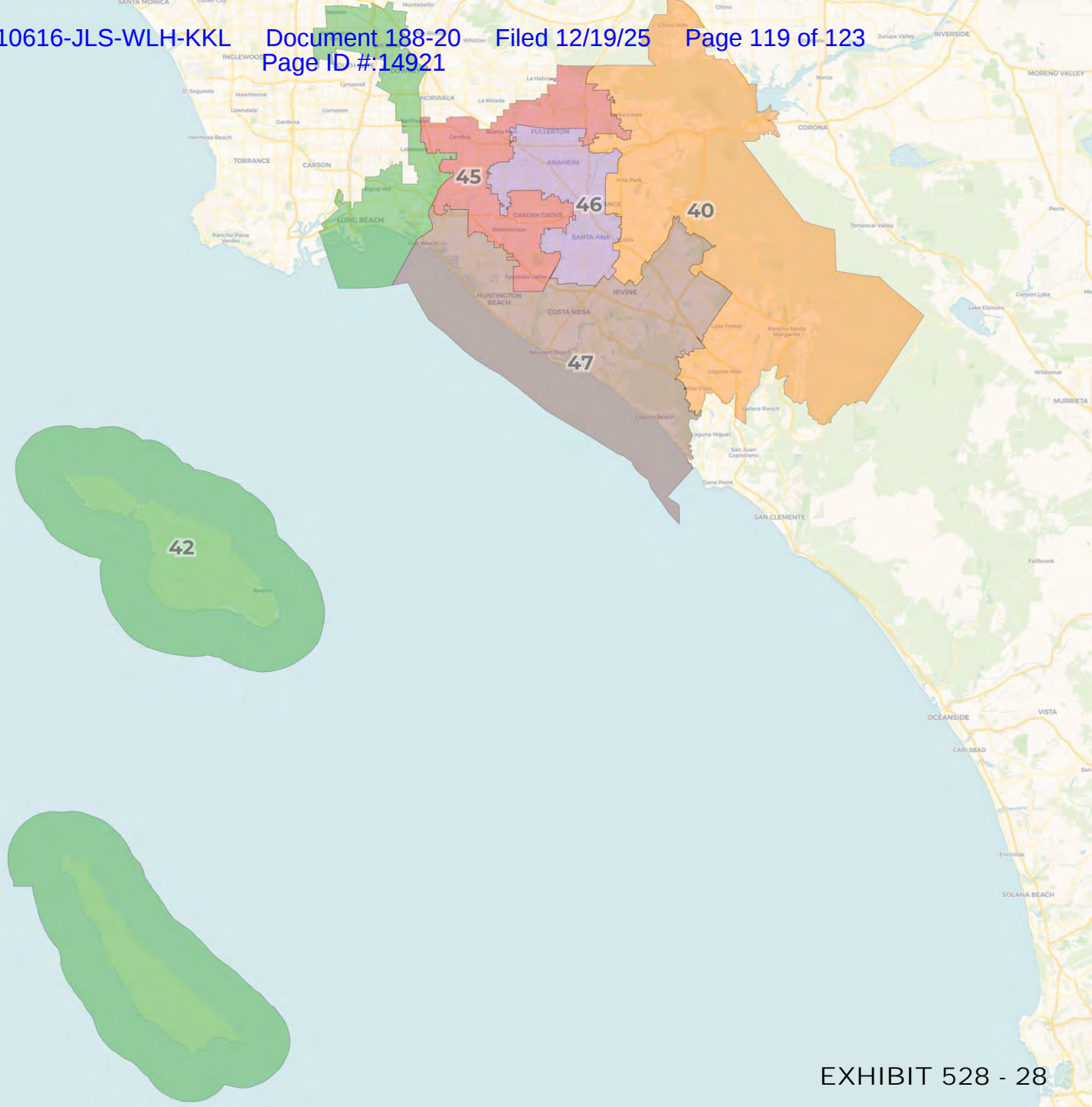


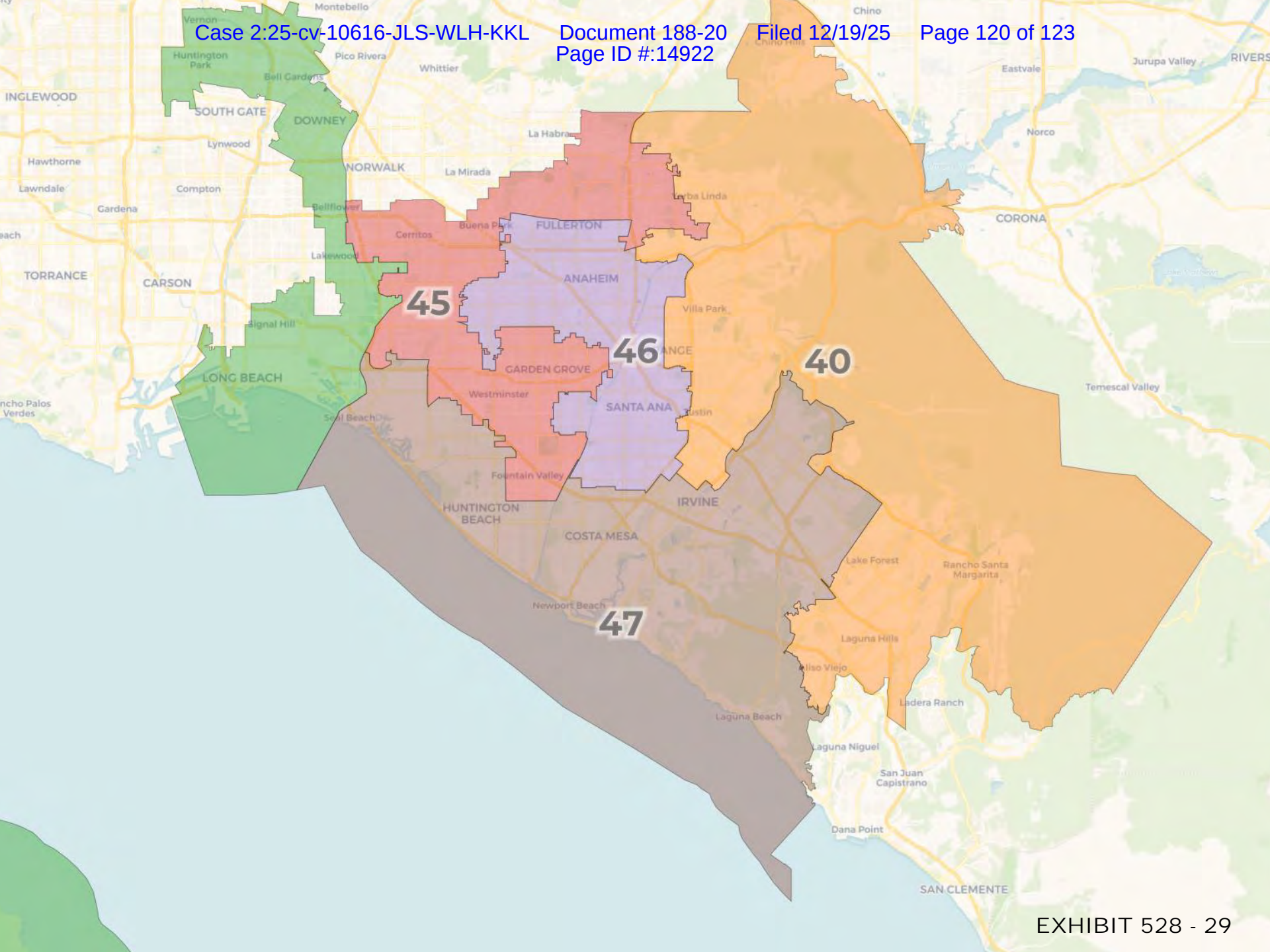


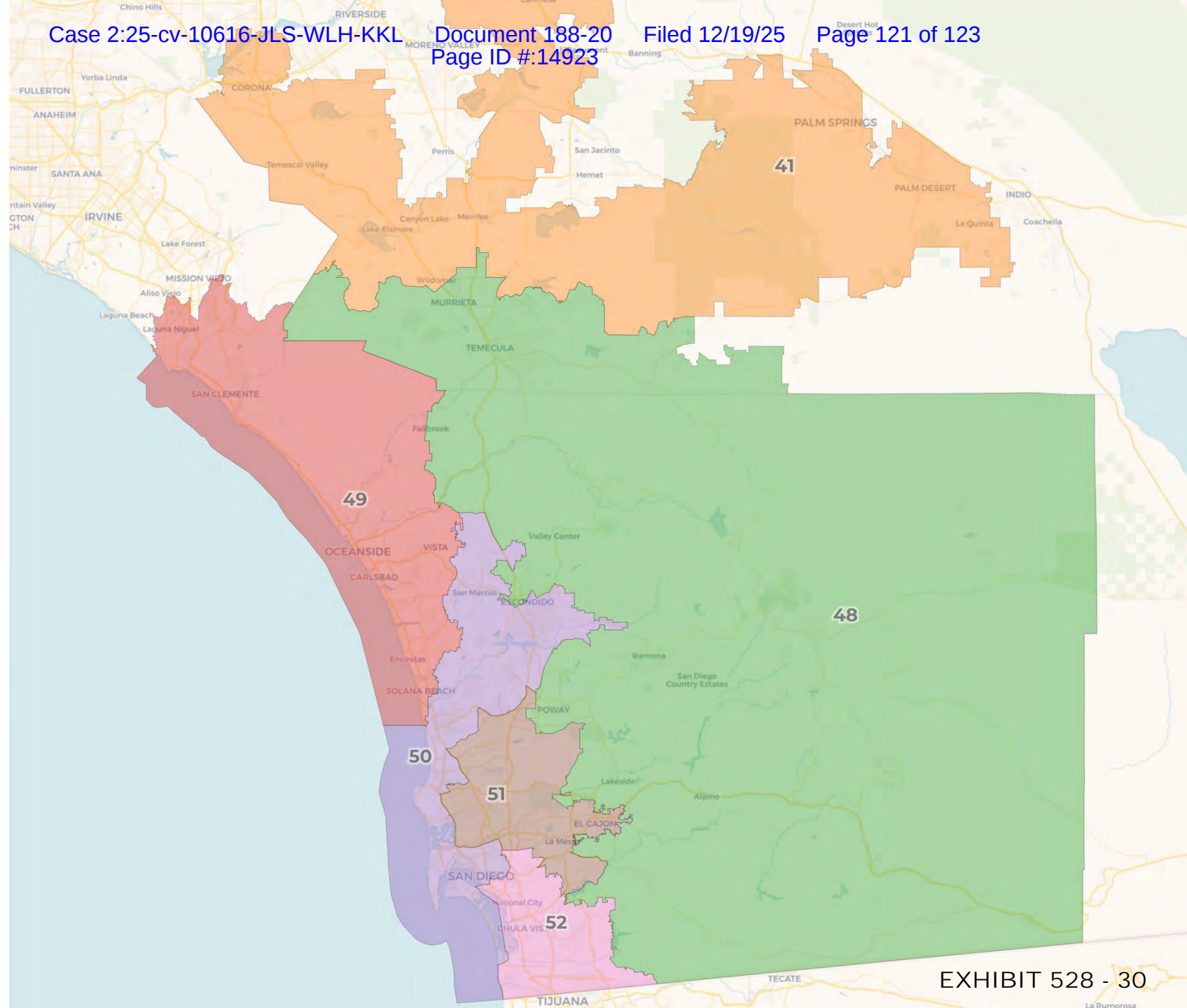


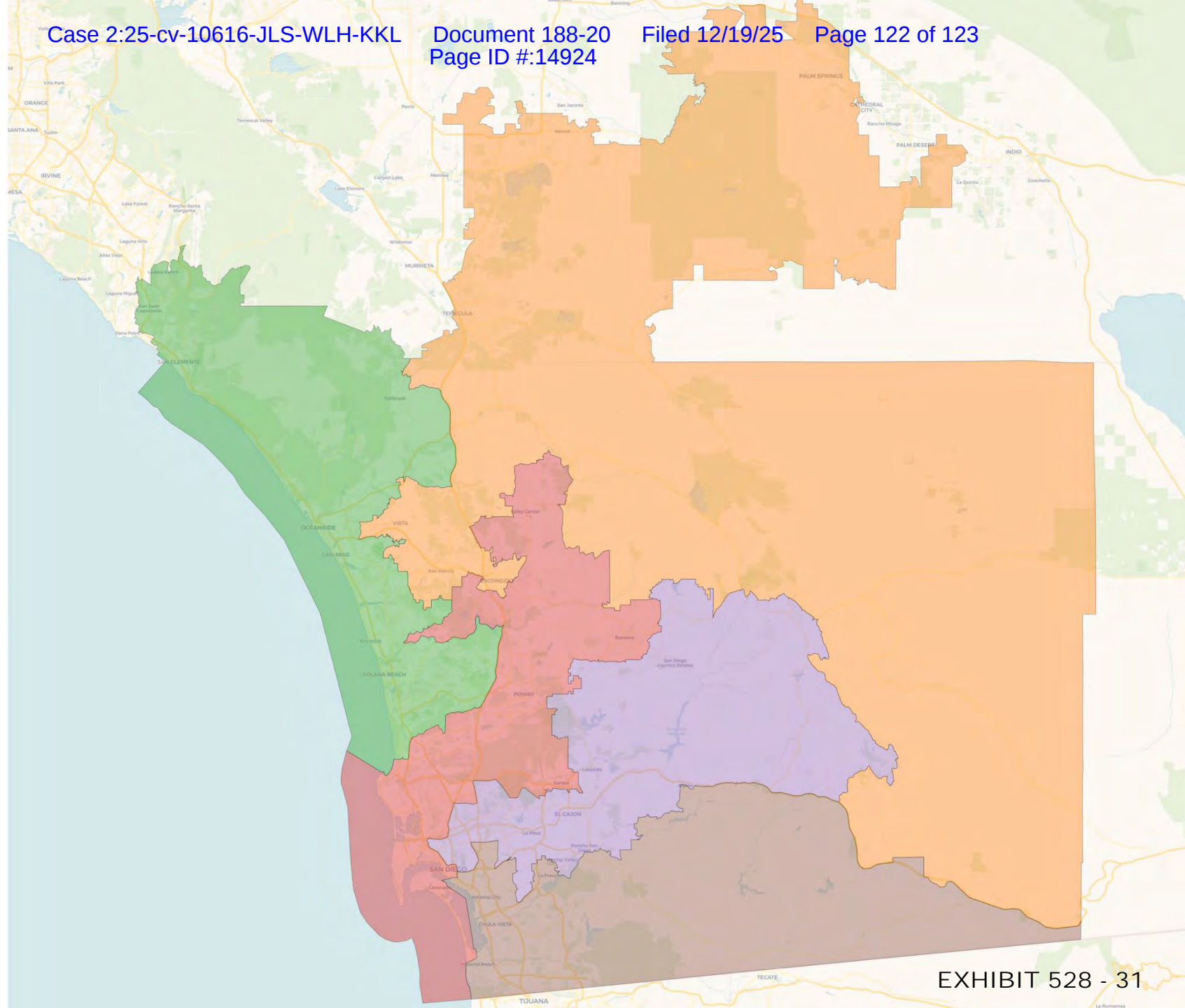






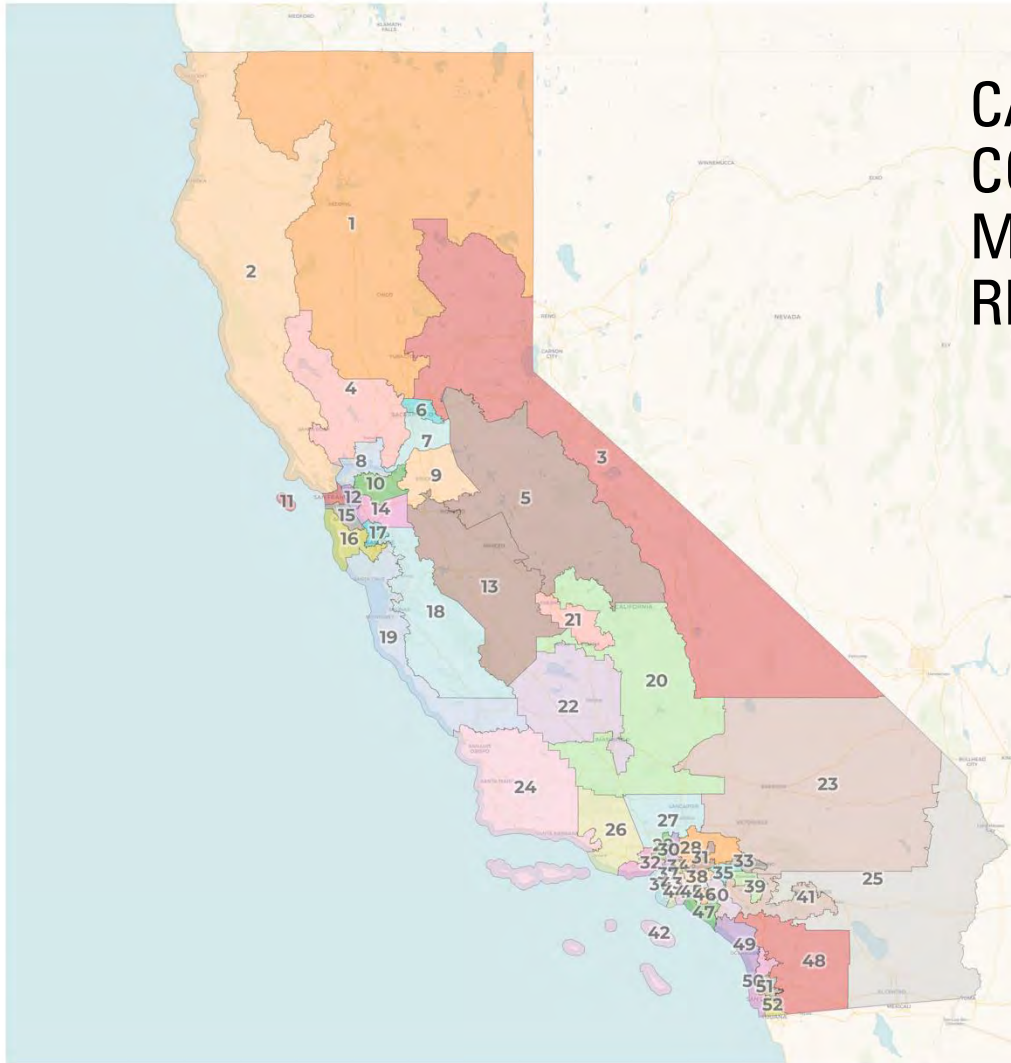






California Congressional
Adopted 2021 - 2025 Data

REDISTRICTING
PARTNERS



CALIFORNIA CONGRESSIONAL MID-DECADE REDISTRICTING