

BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

RECEIVED  
JUL 09 2012

INDIANA  
CIVIL RIGHTS COMMISSION  
PUBLIC MEETING OF JUNE 22, 2012

COPY

PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, Alpha Blackburn,  
Chairperson, taken before me, Lindy L. Meyer,  
Jr., a Notary Public in and for the State of  
Indiana, County of Shelby, at the Indiana  
Government Center South, Conference Center,  
Room A, 402 West Washington Street, Indianapolis,  
Indiana, on Friday, June 22, 2012 at 11:07  
o'clock a.m.

William F. Daniels, RPR/CP CM d/b/a  
ACCURATE REPORTING OF INDIANA  
12922 Brighton Avenue  
Carmel, Indiana 46032  
(317) 848-0088

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Alpha Blackburn, Chairperson  
4 David C. Carter  
5 John E. Garcia  
6 Barry Baynard  
7 Tehiji G. Crenshaw  
8 Steven A. Ramos

9 INDIANA CIVIL RIGHTS COMMISSION  
10 By Jamal Smith, Director/Secretary  
11 & Joshua Brewster, Dep. Director  
12 Indiana Government Center North  
13 100 North Senate Avenue, Room N103  
14 Indianapolis, Indiana 46204  
15 On behalf of the Commission.

16 OTHER COMMISSION STAFF PRESENT:

17 Robert D. Lange  
18 Pamela Cook  
19 Debbie Rincones-Chavez

20 ALSO PRESENT:

21 Shuqin Gao  
22 Gengxin Hu  
23 Ruamu Hu

1 11:07 o'clock a.m.  
2 June 22, 2012

3 - - -

4 CHAIRPERSON BLACKBURN: Good morning.

5 MR. SMITH: Good morning.

6 CHAIRPERSON BLACKBURN: The Indiana  
7 Civil Rights Commission is now in public session,  
8 and a quorum convened. I would ask approval on  
9 adoption of the minutes as you've been provided.  
10 May I have a motion?

11 COMM. CARTER: So moved.

12 COMM. CRENSHAW: Second.

13 CHAIRPERSON BLACKBURN: Thank you  
14 very much. All in favor?

15 COMM. BAYNARD: Aye.

16 COMM. CRENSHAW: Aye.

17 COMM. CARTER: Aye.

18 COMM. RAMOS: Aye.

19 COMM. GARCIA: Aye.

20 CHAIRPERSON BLACKBURN: Anyone  
21 opposed?

22 (No response.)

23 CHAIRPERSON BLACKBURN: Thank you.

You've received the financial report in

1 your packet. Are there any questions or any  
2 comments you'd like to make regarding that  
3 report?

4 MS. COOK: The only thing I'd like to  
5 mention is that, at the release of the report,  
6 that we're right on target to meet our  
7 three-percent reversion this year.

8 CHAIRPERSON BLACKBURN: I see. Thank  
9 you.

10 Any questions from Commissioners?

11 (No response.)

12 CHAIRPERSON BLACKBURN: Hearing none,  
13 may I have a motion to accept the financial  
14 report?

15 COMM. RAMOS: So moved.

16 COMM. CARTER: Second.

17 CHAIRPERSON BLACKBURN: All favor?

18 COMM. BAYNARD: Aye.

19 COMM. CRENSHAW: Aye.

20 COMM. CARTER: Aye.

21 COMM. RAMOS: Aye.

22 COMM. GARCIA: Aye.

23 CHAIRPERSON BLACKBURN: Anyone

1 opposed?

2 (No response.)

3 CHAIRPERSON BLACKBURN: Thank you.  
4 Old Business. We'll report on appeals.  
5 Comm. Crenshaw?

6 COMM. CRENSHAW: On the case of James  
7 Scales versus Boy Scouts -- I'm sorry -- versus  
8 Boys & Girls Club of America, I'd like to make a  
9 motion that we accept the Deputy Director's  
10 finding of no probable cause.

11 CHAIRPERSON BLACKBURN: Thank you.  
12 May I have a motion to accept that  
13 recommendation?

14 COMM. CARTER: So moved.

15 COMM. RAMOS: Second.

16 CHAIRPERSON BLACKBURN: All in favor?

17 COMM. BAYNARD: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. CARTER: Aye.

20 COMM. RAMOS: Aye.

21 COMM. GARCIA: Aye.

22 CHAIRPERSON BLACKBURN: Anyone

23 opposed?

1 (No response.)

2 CHAIRPERSON BLACKBURN: Thank you.

3 Comm. Carter?

4 COMM. CARTER: Yes, Madam Chair. In  
5 the matter of -- excuse me. In the matter of  
6 Michael Adkins versus Nick's Junction, I  
7 recommend that we uphold the no probable cause  
8 finding.

9 CHAIRPERSON BLACKBURN: May I have a  
10 motion to accept that recommendation?

11 COMM. CRENSHAW: So moved.

12 COMM. BAYNARD: Second.

13 CHAIRPERSON BLACKBURN: All in favor?

14 COMM. BAYNARD: Aye.

15 COMM. CRENSHAW: Aye.

16 COMM. CARTER: Aye.

17 COMM. RAMOS: Aye.

18 COMM. GARCIA: Aye.

19 CHAIRPERSON BLACKBURN: Thank you  
20 very much.

21 Comm. Ramos?

22 COMM. RAMOS: Madam Chairman, in the  
23 case of Karey Coleman versus CVS Pharmacy, I

1 recommend that we uphold the decision of no  
2 probable cause.

3 CHAIRPERSON BLACKBURN: May I have a  
4 motion to accept that recommendation?

5 COMM. BAYNARD: So moved.

6 COMM. CARTER: Second.

7 CHAIRPERSON BLACKBURN: All in favor?

8 COMM. BAYNARD: Aye.

9 COMM. CRENSHAW: Aye.

10 COMM. CARTER: Aye.

11 COMM. RAMOS: Aye.

12 COMM. GARCIA: Aye.

13 CHAIRPERSON BLACKBURN: Anyone  
14 opposed?

15 (No response.)

16 CHAIRPERSON BLACKBURN: Thank you  
17 very much.

18 Comm. Garcia?

19 COMM. GARCIA: In the case of Corena  
20 Swain versus Edgewater Woods, I concur with the  
21 Deputy Director's recommendation of no probable  
22 cause and recommend as such to the Commission.

23 CHAIRPERSON BLACKBURN: May I have a

1 motion to accept that recommendation?

2 COMM. CARTER: So moved.

3 COMM. CRENSHAW: Second.

4 CHAIRPERSON BLACKBURN: All in favor?

5 COMM. BAYNARD: Aye.

6 COMM. CRENSHAW: Aye.

7 COMM. CARTER: Aye.

8 COMM. RAMOS: Aye.

9 COMM. GARCIA: Aye.

10 CHAIRPERSON BLACKBURN: Anyone

11 opposed?

12 (No response.)

13 CHAIRPERSON BLACKBURN: Thank you.

14 Comm. Baynard?

15 COMM. BAYNARD: Yes, Madam Chair. In  
16 the case of Dorian Anderson versus Charleston  
17 East Apartments, I would recommend to the  
18 Commission that we uphold the Deputy Director's  
19 finding of no probable cause.

20 CHAIRPERSON BLACKBURN: May I have a  
21 motion to accept?

22 COMM. CRENSHAW: So moved.

23 COMM. RAMOS: Second.



1 CHAIRPERSON BLACKBURN: All in favor?

2 COMM. BAYNARD: Aye.

3 COMM. CRENSHAW: Aye.

4 COMM. CARTER: Aye.

5 COMM. RAMOS: Aye.

6 COMM. GARCIA: Aye.

7 CHAIRPERSON BLACKBURN: Anyone

8 opposed?

9 (No response.)

10 CHAIRPERSON BLACKBURN: Okay. Thank  
11 you.

12 In the case of Beth Spooner versus  
13 Deardorf Property Management, and in the case of  
14 Larry Faucett versus Patricia Helms, I recommend  
15 that we uphold the findings of no probable cause,  
16 and I'd ask for a motion to accept.

17 COMM. RAMOS: So moved.

18 COMM. CRENSHAW: Second.

19 CHAIRPERSON BLACKBURN: All in favor?

20 COMM. BAYNARD: Aye.

21 COMM. CRENSHAW: Aye.

22 COMM. CARTER: Aye.

23 COMM. RAMOS: Aye.

1                   COMM. GARCIA: Aye.

2                   CHAIRPERSON BLACKBURN: Anyone  
3 opposed?

4                                   (No response.)

5                   CHAIRPERSON BLACKBURN: Thank you.

6                   New Business. I'd like to assign cases  
7 for appeal. Before we do that, we do have  
8 speakers in attendance who would like to address  
9 one of the cases, and if you would come to the  
10 podium and introduce yourselves for the record.

11                   MS. HU: So, I need to bring her;  
12 right? It's her case.

13                   CHAIRPERSON BLACKBURN: Yes. If  
14 you'd speak loudly.

15                   MS. HU: Sure.

16                   MR. LANGE: We could move the podium,  
17 if you'd like.

18                   MS. HU: Huh?

19                   MR. LANGE: You could move the  
20 podium, if you'd like.

21                   MS. RINCONES-CHAVEZ: Do you want to  
22 bring it closer?

23                   MS. HU: Bring it closer?

1 (Pause in proceedings.)

2 MS. HU: So, thank you so much for  
3 spending the time in seeing us today. This is my  
4 mother's case. Her name is Shuqin Gao. I drove  
5 from Michigan last night to help her out because  
6 her English is very limited, and we believe, due  
7 to her limited English due to her national  
8 origin, I think her termination process from  
9 Meijer's is definitely, you know, discriminative  
10 in many natures.

11 And I think their first claim when they  
12 came in -- my father and my mother both came in,  
13 and I think, due to their limited English  
14 communication with the investigator at the time,  
15 there was probably some misunderstanding, and so  
16 that's why that we find that, you know, there's  
17 some major points we'd like to bring out to your  
18 attention, address here, for the notice of  
19 finding.

20 And then hopefully, you know, with the  
21 Commissioner assigned to this, we can have --  
22 look into more details and maybe interview more  
23 witness, to hopefully either decide to further

1 investigate or have a more appropriate, I guess,  
2 determination of this case.

3 I don't know how much time you guys have  
4 this morning to go through all of the details, or  
5 can I just bring a few major points up here, or  
6 what do you --

7 CHAIRPERSON BLACKBURN: You -- in  
8 that this is not really a hearing --

9 MS. HU: Yeah.

10 CHAIRPERSON BLACKBURN: -- if you  
11 would merely make the key points that you would  
12 like to address --

13 MS. HU: Okay.

14 CHAIRPERSON BLACKBURN: -- that would  
15 be fine.. You did not say who you are.

16 MS. HU: Oh, I'm sorry. My name is  
17 Ruamu Hu. I'm the daughter of my mother.

18 CHAIRPERSON BLACKBURN: All right.

19 MS. HU: Yes, and I'm here to help  
20 out with language barrier a little bit, too, and,  
21 of course, as my mother, I want to help them to  
22 seek for justification obviously, so --

23 CHAIRPERSON BLACKBURN: Right.

1 MS. HU: So, you know, there's a few  
2 major points, and I don't know if you guys have a  
3 copy of the letter that we wrote, which is Appeal  
4 on Notice of Finding, in front of you or not. If  
5 not, maybe I can just maybe address a few key  
6 points here verbally. Maybe -- should I maybe go  
7 forward with the process of her termination so  
8 that we understand that first?

9 COMM. CARTER: (Nodded head yes.)

10 MS. HU: Yeah?

11 CHAIRPERSON BLACKBURN: I think that  
12 would be included in the appeal that the  
13 Commission will review, so points not made in  
14 that appeal would be what you would want to  
15 address -- I mean in the finding, what's not  
16 already in the finding.

17 MS. HU: Okay. So, I guess a few  
18 things in the finding that we find that maybe is  
19 due to misinterpretation and we'd like to maybe,  
20 you know, bring it to attention again. Maybe I  
21 can --

22 CHAIRPERSON BLACKBURN: Yes.

23 MS. HU: -- make mention of it here.

1 So, basically what happened is that my mother has  
2 been working for Meijer's for 17 years as a  
3 part-time employee. She's probably worked once a  
4 week, sometimes even once a month. She really  
5 enjoys working there as well as communicating  
6 with American society, and then --

7 (Discussion off the record.)

8 MS. HU: So, anyways, so she's been  
9 there for 17 years, and I think what happened is  
10 that she was taking out a coupon from the trash  
11 can right next to the checkout lane, and that she  
12 used the coupon, and then Meijer used that to  
13 terminate her employment; and they're saying  
14 because there's a policy that you're -- the  
15 employees are not allowed to use customer  
16 coupons.

17 So, my mom said she didn't know about that  
18 policy, and they said, "Well, everybody is  
19 trained on it." She said, "Well, maybe because  
20 I'm part-time, maybe because my English is not  
21 bad [sic], but I was never trained on it. Please  
22 verify that with my team leader," because he can  
23 testify that she's never been trained. This

1 could be a warning.

2           They said. "Okay. You know, that's a job  
3 for the store manager. He's not here today. He  
4 definitely will look into it, and we'll get back  
5 with you." And then what we find out later is  
6 that she ended up gotten fired the next day; they  
7 did not do any further investigation.

8           So, she went back and tried to talk to the  
9 store manager, tried to explain the situation to  
10 him again, and he basically says that, "Well, you  
11 already signed the papers admitting that you knew  
12 the policy." She said, "I never did." So, he  
13 looked into the paperwork again, realized that  
14 yeah, she refused to sign, then he called her  
15 team leader to verify whether or not she was  
16 notified of the policy.

17           And we believe that, you know, that he  
18 seemed -- her team leader told this manager that  
19 she was never notified of the policy, so instead  
20 of reversing the decision, the store manager  
21 decided to proceed forward, and then he looked in  
22 the paperwork and said, "You know, picking up  
23 anything from the trash is wrong."

1           And she said, "I don't understand the  
2 question." He says, "You only need to answer yes  
3 or no," and he came out pressuring her to answer  
4 yes or no until -- she was like, "I don't know  
5 what you mean, but let me bring an interpreter."  
6 So, she brought one of her co-workers that speaks  
7 Chinese to come in to talk to him, and he says,  
8 "I only needed her to say yes or no, picking  
9 stuff out from the trash is wrong, yes or no."

10           And she said, "Well, I don't think so,  
11 because other people leave, you know, trash in  
12 front of yard, we would pick up. Wal-Mart has a  
13 bin for people to share coupons with. I don't  
14 think so." He says, "Well, that is not right."  
15 He said, "Over here, there's a policy, so you're  
16 fired." And when she asked for the paperwork for  
17 her termination, he says, "You don't need that."

18           So, this is the simplified version of what  
19 happened. And then so, when we came in to claim  
20 for this case, we basically said that basically  
21 store manager is supposed to follow this inner  
22 process to investigate, to make sure she was  
23 notified of the policy before they make the



1 termination process. He didn't do that. He  
2 didn't do the work at all.

3 And secondly, once he verified that she  
4 did not know -- she was not noticed of the policy  
5 from her team leader, he still proceeded forward  
6 with the different reasoning and keep on, I  
7 think, taking advantage of her limited English to  
8 pressure her yes or no. And without - and he  
9 refused to give her the paperwork to explain to  
10 her why she was fired.

11 In the end, this whole process definitely  
12 is unfair, and I think it's a lot to do with  
13 because of her national origin and limited  
14 English. That's why he was -- he felt like he  
15 could treat her that way.

16 So, therefore we're requesting, you know,  
17 for the Justice Department here to help us out to  
18 seek proper justice and be able to investigate  
19 and then to see it from our point of view, and  
20 then to request Meijer's to revert [sic] their  
21 decision and apologize for the way that she was  
22 treated.

23 So, from the notice of finding, I think a

1 few misunderstanding here. One was on Notice of  
2 Finding, page one, paragraph 5, line 6, it says,  
3 "[The] Complainant did not deny that supervision  
4 told her of the policy, but contended that, even  
5 if they did, it was more than likely that she  
6 could not...[understand] what they told her  
7 because of her limited...English language."

8 That's not true, because she had denied  
9 through the entire process with Meijer's as well  
10 as with -- during her claim that she was not ever  
11 notified of the policy. But during the Meijer's  
12 investigation, when they pulled her in to start  
13 questioning her, one of her co-worker -- she  
14 asked her interpreter to come in and she just --  
15 they said, "Well, unless some cashier overheard  
16 in the past," and she said, "I don't want to  
17 comment on this conversation."

18 The interpreter did say that you -- when  
19 you said -- if you did say something verbally to  
20 her, it's more than likely she wouldn't  
21 understand it because can't understand language,  
22 and one of the investigator felt, "Okay. Write  
23 that down on a piece of paper, and then we can

1 give it to HR Department to review. Maybe they  
2 can treat this case specially because of  
3 limited --" he knew of the language.

4 So, that's why they put that statement in  
5 there, only in the Meijer's investigation for  
6 that. It's really her interpreter adding on top  
7 of reasoning why she was never notified of the  
8 policy. That's one of the major points.

9 The second major point right here, it  
10 says, on paragraph 5, line 5, "It was reasonable  
11 for Respondent to conclude that Complainant knew  
12 about the policy." That's not true, because they  
13 verified that she was never notified of the  
14 policy.

15 The team leader can testify for that, and  
16 actually the team leader's -- his witness  
17 statement stated that he never trained her on  
18 this policy, and the store manager called him on  
19 the spot and was notified that, and then so it  
20 was not reasonable for them to assume that. He  
21 knew that she did not know the policy.

22 No. 3, that's on page 1, paragraph 5,  
23 line 9, the Finding states, "...she also told the

1 store manager that she saw nothing wrong with the  
2 practice of picking up coupon from trash, because  
3 in Chinese culture, items thrown into the trash  
4 are free [for] anyone who wants them." First of  
5 all, I think this is irrelevant to her case,  
6 because she didn't get fired for picking out  
7 something out of the trash to begin with.

8 I think it's the store manager knowing --  
9 after finding out that she didn't know about  
10 policy with coupon, looking for something else to  
11 fire her on and then trying to pressure her into  
12 saying yes or no, and then she was trying to  
13 say -- so, her opinion of picking up things, you  
14 know, from trash, wrong or right, is irrelevant  
15 to this case completely. And I think you further  
16 really showcase the way that she was treated is  
17 totally unfair due to her national origin and  
18 limited English language.

19 No. 4 point, on page 1, paragraph 5,  
20 line 14, the Finding states, "It is probabl[y]  
21 that she gets more discounts this way before a  
22 co-worker informed Respondent [that] was going  
23 on. For these reasons, evidence is insufficient

1 to show that Complainant was meeting Respondent's  
2 legitimate performance expectations."

3 So, from her team leader's statement and  
4 as well as her 17-year performance at Meijer's,  
5 she has always been viewed as a highly productive  
6 performance employee that has provided excellent  
7 work, and also her employee handbook, at the time  
8 when she was hired in, did not have this policy  
9 in, and she had older policy that they have  
10 introduced new since then, had been communicated  
11 to her either via a translator or a hard copy,  
12 which she can bring home for me or my dad to  
13 translate for her.

14 So, she -- you know, because of that, and  
15 especially the statement provided by her team  
16 leader to show that she's a really good employee  
17 in the past, you know, effective communication  
18 has been done through an interpreter or on her  
19 copy, and she has never violated none of those  
20 policies, and she has always provided, you knew,  
21 above, beyond the expectation of the workmanship,  
22 you know, this statement is not true; that she  
23 definitely has met all of the legitimate

1 performance expectations from Meijer's in the  
2 past.

3 No. 5, on page 2, paragraph 6, line 3, the  
4 Finding states, "Respondent has documented the  
5 fact that it did discharge four other store  
6 employees for this offense during the two years  
7 before Complainant's dismissal, and all four of  
8 them were identified as American [descendent].  
9 Based upon the above findings probably cause does  
10 not [exist] to believe...an unlawful  
11 discriminat[ion] practice [has] occurred."

12 On this particular point, you know, we  
13 asked actually further copy of the file, of the  
14 entire investigation file, and we looked into the  
15 files of the four other employees that was  
16 terminated. They were old cashiers, and they  
17 were all, you know, newer employees.

18 And then also, we also looked into the  
19 policy about the coupon. The policy in  
20 particular said the team leaders are to -- for  
21 the coupons that the customer does not want at  
22 the checkout lane, the team members are supposed  
23 to write "void" letter on the coupon and throw it

1 away, and you cannot keep that.

2 So, really, if you read through the  
3 language of the policy, we believe it definitely  
4 stressed to the cashiers, because they're the  
5 ones that interface with the customers, getting  
6 ahold of the coupon, and they're required to  
7 write "void" on the coupon and throw them away  
8 instead of keeping them.

9 So, these four cashiers for sure  
10 definitely has been trained on the policy,  
11 because their job is to write "void" on the  
12 coupons. So, these four employees were  
13 terminated due to using the coupons, very well  
14 known only that this is not allowed to do, and  
15 they're supposed into write "void" on those  
16 coupons instead of using them.

17 So, I request for the Commissioner to  
18 further investigate to make sure that if Meijer's  
19 can prove these four employer -- that these four  
20 employees that had been fired before did not know  
21 the policy, which I believe they cannot produce  
22 the evidence, where my mother had produced the  
23 evidence that she did not know the policy during

1 and after the termination process, when we were  
2 trying to reason with Meijer's. So, therefore,  
3 it is definitely a different situation than what  
4 we're talking about here.

5 Okay. And then actually that's it. So,  
6 those are the four major points. So, all of the  
7 details are written on here, so therefore we just  
8 request for your help really to help out my mom.  
9 Her limited English and her voice is based on  
10 your hands, so --

11 CHAIRPERSON BLACKBURN: Thank you  
12 very much. Is there something your mom would  
13 like to say, in that she came to the podium?

14 MS. HU: Okay. Maybe I can translate  
15 for her if she want to say something.

16 CHAIRPERSON BLACKBURN: Well, as she  
17 would communicate at the store.

18 MS. HU: I'm sorry?

19 CHAIRPERSON BLACKBURN: As she would,  
20 in her voice --

21 MS. HU: Okay.

22 (Communication in Chinese.)

23 MS. HU: She just felt that this is a



1 big dramatic impact on her, for her emotions and  
2 feelings, and that she hope this process can  
3 increase her faith in our legal system to help  
4 her, because she felt this whole policy really is  
5 geared towards cashier to begin with, and they  
6 use that as an excuse to try to fire her.

7           And then even in Meijer's own document,  
8 they stated due to language barrier asking the  
9 store manager to investigate before making a  
10 decision, they did not do that, and then  
11 especially after the fact that she brought to the  
12 attention to try to prove certain points, they  
13 still proceed forward, treating her the way they  
14 did, and that she felt she was definitely  
15 discriminated towards -- you know, because this  
16 is not fair. She would never treat an American  
17 descendent employee the same way that they did  
18 her, so she's really asking for your help to  
19 bring justice for her.

20           CHAIRPERSON BLACKBURN: Thank you so  
21 much.

22           (Communication in Chinese.)

23           MS. HU: She says she had --

1 (Communication in Chinese.)

2 MS. HU: She says that she's worked  
3 for Meijer's for 17 years, and she's worked very  
4 hard, all of the shift nobody wants, all of the  
5 holiday days and all of the weekend Sundays  
6 nobody wants. She's always worked for them,  
7 always produced double the performance of what  
8 they expected.

9 This is so not fair to end her basically,  
10 you know, second family life, because she was  
11 working at Meijer's seeking for that second  
12 American Family, to end her life like that with  
13 17 years of her service for Meijer's. So, she's  
14 felt very unfairly, inside of her heart, and we  
15 really want to ask you guys to help her to really  
16 voice her -- you know, justice for her, really.

17 CHAIRPERSON BLACKBURN: Thank you  
18 very much.

19 COMM. RAMOS: I have a question.

20 MS. HU: Yes.

21 COMM. RAMOS: Did you appeal to the  
22 headquarters of Meijer in your communications?

23 MS. HU: We -- we don't even know

1 what the appeal process really is, because the  
2 guy -- the store manager would not even give her  
3 any paperwork, so our only understanding of the  
4 appealing process is go and talk to the store  
5 manager, or the store director, who is  
6 responsible for the whole thing.

7 And then the way that she was treated in  
8 the office was definitely hostile, forcing her  
9 yes or no about trash, which is unrelated. When  
10 she asked for paperwork to explain how she was  
11 terminated, he would not even give it to her. He  
12 told her, "You don't need it." So, at that point  
13 we didn't even know what the right process is at  
14 that point, and that's why we turned towards you  
15 guys to help.

16 COMM. RAMOS: I would just suggest  
17 you go and look at the Meijer headquarters main  
18 Web page and just go -- I mean that's another  
19 avenue for you --

20 MS. HU: Okay.

21 COMM. RAMOS: -- for consideration,  
22 because you certainly have that opportunity, any  
23 large corporation, to go up that ladder as well.

1 MS. HU: Okay. Okay.

2 COMM. CRENSHAW: I have a -- has she  
3 ever received a company policy or handbook about  
4 their practices and procedures since she's been  
5 there that 17 years?

6 (Communication in Chinese.)

7 MS. HU: No.

8 COMM. CRENSHAW: In the 17 years,  
9 never received --

10 (Communication in Chinese.)

11 MS. HU: She says, you know, she  
12 doesn't remember, but it's possible for her first  
13 time being employed 17 years ago they must have  
14 given her a handbook of everything else as a new  
15 employee, but ever since then, all of the new  
16 policy has been communicated either by hard copy  
17 to her, which she goes home to communicate with  
18 my dad. The necessary policies she has to sign,  
19 which it has to be done with the interpreter, but  
20 there's no new handbooks been given her, ever,  
21 yeah.

22 (Communication in Chinese.)

23 MS. HU: Okay. So, she has also, at

1 the point that -- during the day when they  
2 brought her into the -- you know, after they saw  
3 her pick up the coupon and use it, they brought  
4 her in for investigation. The acting store  
5 manager at the time, he knew my mother  
6 personally. He knew her English if not good.

7 So, that's why he asked her to "write down  
8 your limited English barrier as a statement in  
9 here, and we're going to talk to HR, we're going  
10 to ask the store manager to investigate," because  
11 they feel there definitely is a -- you know,  
12 could be a warning or something that can be done  
13 to it.

14 And that's why they kind of -- you know,  
15 and this was throughout in their own  
16 investigation reports, they never wrote it that  
17 way, but, you know, the store managers chose to  
18 go another way, I guess.

19 CHAIRPERSON BLACKBURN: Okay. Thank  
20 you very much.

21 MS. HU: Thank you so much.

22 CHAIRPERSON BLACKBURN: And thank  
23 your mom.

1 (Communication in Chinese.)

2 MS. HU: Thank you so much, guys. I  
3 know this is a lot of talking myself. So, thank  
4 you so much.

5 CHAIRPERSON BLACKBURN: Thank you.

6 (Communication in Chinese.)

7 MS. HU: And then she says thank you  
8 very much and sorry to bring so much trouble to  
9 you.

10 (Communication in Chinese.)

11 MS. HU: So, your suggestion about  
12 Meijer's headquarter, would that be in parallel  
13 with your investigation as well, or you just put  
14 this on hold as we talk to Meijer's, or --

15 COMM. RAMOS: They're different.

16 There's --

17 MS. HU: Two different things; right?

18 COMM. RAMOS: Yeah.

19 MS. HU: Okay. We'll definitely look  
20 into that.

21 COMM. RAMOS: As opposed to looking  
22 at the discrimination aspects in your claim,  
23 that's another vehicle that you always have

1 access to, which --

2 MS. HU: Sure.

3 COMM. RAMOS: -- you can consider.

4 MS. HU: Sure. Sure.

5 (Communication in Chinese.)

6 MS. HU: She brought coupons from  
7 Meijer's, just like -- these coupons are printed  
8 on paper, as all of the --

9 MS. GAO: I did not mean to use the  
10 coupon. I did -- because of these coupon -- I  
11 only use -- this -- everybody can use it.

12 MS. HU: Okay. Okay.

13 MS. GAO: I never did steal.

14 COMM. CRENSHAW: Can I see one of the  
15 coupons? I'm just curious.

16 MS. HU: I really think the policy is  
17 addressing to the cashier. They're supposed to  
18 write "void" on it.

19 (Discussion off the record.)

20 MS. HU: She's very emotional about  
21 it, obviously.

22 (Communication in Chinese.)

23 MS. HU: What she's trying to say is

1 that really the policy is addressing for the  
2 cashiers, obviously, because instead of giving to  
3 the customer, they keep to themselves, so the  
4 policy is really made for the cashier. That's  
5 why she was never trained on this policy, and  
6 that's why she felt they're really picking on her  
7 by finding something that is not related to her,  
8 try to use that to fire her, even after she's  
9 proven that she was never trained on that, and  
10 then four other examples that Meijer has provided  
11 are all cashiers. They're all cashiers.

12 COMM. CRENSHAW: So, what were her  
13 job de -- what was her job description?

14 MS. HU: Making food trays.

15 COMM. CRENSHAW: I see. So, she was  
16 never --

17 MS. HU: No.

18 COMM. CRENSHAW: -- involved with the  
19 customers?

20 (Communication in Chinese.)

21 MS. HU: She says her policy is --  
22 her leader told her that she can't leave the  
23 produce that she cut. That's the one that --



1 they made her --

2 (Communication in Chinese.)

3 MS. HU: And that they can't mark the  
4 price of things. She is very emotional.

5 (Communication in Chinese.)

6 MS. HU: She says she's seen many  
7 people, other noncashier employees, pick up  
8 coupon from trash all of the time.

9 (Communication in Chinese.)

10 MS. HU: And she thought that --  
11 sometimes she knows someone else have a baby, she  
12 pick up a diaper coupon and she give to her.

13 MS. GAO: Yeah.

14 MS. HU: In her opinion, she's trying  
15 to help people.

16 MS. GAO: I don't know. I don't  
17 know.

18 MS. HU: Thank you so much.

19 CHAIRPERSON BLACKBURN: Thank you.

20 MR. HU: I just -- one thing. You  
21 know, the -- I think the -- trying to help her,  
22 the interpreter speak -- really, you know, chang  
23 is -- the girl is actually interpreting her, then

1 told my wife she very afraid of lose her job.

2 COMM. CRENSHAW: I see.

3 MR. HU: So, when she -- you know,  
4 she was dependent on -- you know, ask they just  
5 say -- you know, don't have any reason to believe  
6 that Respondent terminated Complainant because of  
7 her national origin. Actually, this question,  
8 put it there, really is -- you think racial. You  
9 know, this -- her boss and -- employing her, and  
10 because of her --

11 CHAIRPERSON BLACKBURN: Thank you for  
12 your statement.

13 MR. HU: Yeah.

14 CHAIRPERSON BLACKBURN: The  
15 information --

16 MR. HU: So, this question --

17 CHAIRPERSON BLACKBURN: Right. The  
18 information you are now providing is in the  
19 record for the Commissioners to review in the  
20 appeal, so I'm going to ask that you terminate  
21 your statements before us at this --

22 MR. HU: Okay.

23 CHAIRPERSON BLACKBURN: -- time and

1 let us conclude our meeting. Thank you so much  
2 for being here.

3 MS. HU: Thank you so much.

4 MR. HU: Yeah, I just want to protect  
5 the -- otherwise, the -- her mother tells the  
6 truth.

7 MS. HU: Okay. Thank you so much.  
8 Thank you. Thank you.

9 CHAIRPERSON BLACKBURN: All right.  
10 Comm. Crenshaw, if you would please review Sherry  
11 Ogden versus Patriot Municipal Utilities.

12 Comm. Carter, Shuqin Gao versus Meijer.

13 COMM. CARTER: Okay.

14 CHAIRPERSON BLACKBURN: And  
15 Comm. Baynard, Sherry Ogden versus Patriot  
16 Municipal Utilities.

17 COMM. RAMOS: Do we have two of them?

18 CHAIRPERSON BLACKBURN: There must be  
19 two of those cases.

20 MS. RINCONES-CHAVEZ: They're  
21 separate.

22 COMM. CRENSHAW: There's three.

23 CHAIRPERSON BLACKBURN: Three?

1                   COMM. RAMOS: One for everybody.

2                   CHAIRPERSON BLACKBURN: Okay. So,  
3 Comm. Garcia, you will review the other case of  
4 Sherry Ogden versus Patriot Municipal.  
5 Comm. Ramos, Janet Clark versus the City of  
6 Crawfordsville, and I'll take the last case,  
7 Christina Belanger versus Container Port Group,  
8 and that's all of the cases up for appeal review.

9                   And now I ask that in the Findings of  
10 Fact, Conclusions of Law and Order that is in  
11 your agenda, there are eight of them. May I ask  
12 a motion to accept the findings?

13                   COMM. GARCIA: So moved.

14                   COMM. RAMOS: Second.

15                   CHAIRPERSON BLACKBURN: All in favor?

16                   COMM. BAYNARD: Aye.

17                   COMM. CRENSHAW: Aye.

18                   COMM. CARTER: Aye.

19                   COMM. RAMOS: Aye.

20                   COMM. GARCIA: Aye.

21                   CHAIRPERSON BLACKBURN: Anyone

22 opposed?

23                   (No response.)

1 CHAIRPERSON BLACKBURN: Thank you.

2 There being no Consent Agreements before  
3 us, we'll go now to the Administrative Update.

4 MR. SMITH: I'll be extremely quick  
5 here. I wanted to make note that --

6 MS. HU: We'll see you all. Thank  
7 you.

8 MR. SMITH: -- in light of our  
9 strategic plan that we talked about, getting out  
10 throughout the state, we wanted to establish some  
11 partnerships with organizations that would help  
12 us with our outreach. That is going  
13 exceptionally well. We have set agreements and  
14 MOU's in place with -- for a variety of different  
15 reasons -- with various Human Rights Commissions,  
16 including Terre Haute's, Bloomington's,  
17 Lafayette's, Valparaiso's Tippecanoe's.

18 In talks with a few others, Michigan  
19 City's, for example, non-Human Rights  
20 organizations, but community advocate  
21 organizations like Indiana Parenting Institute in  
22 Gary, as well as the Fair Housing Training Center  
23 here in Indianapolis, and for a variety of

1 different reasons, but the primary purpose is  
2 obviously to help us extend our outreach.

3           So, those are going very well. I wanted  
4 to convey that piece. The focus now is to go  
5 more south. I think the majority of the  
6 organizations we do have agreements with seem to  
7 be from Indianapolis up north. We have  
8 Bloomington, but I think that's as -- and  
9 Columbus, but I think that's as far south as we  
10 go. So, we've got to get back down to Evansville  
11 and some other areas down south, Jeffersonville,  
12 et cetera, to do more there.

13           The other thing is we've got a myriad of  
14 different outreach events planned. I think one  
15 of note that is relatively exciting, we're going  
16 to partner with the Indianapolis Indians, which  
17 is the minor league baseball team here in town,  
18 and have Civil Rights Day in the park, and it  
19 will be in August. They are going to have like  
20 the throwback with the Negro League jerseys,  
21 where the teams are going to put those on;  
22 they're going to have our logo, the ICRC patch,  
23 on the uniforms.

1           And we'll get to throw out the first pitch  
2 of the game, and they're going to give us a block  
3 of tickets, and we want to be able to use those  
4 to kind of incentivize not only our current  
5 partners, but some other folks that are kind of  
6 teetering, to bring them on board and help us  
7 kind of promote civil rights and a lot of our  
8 staple things, equitable education, access to a  
9 quality education, fair housing, equal  
10 employment, so on and so forth.

11           The Indianapolis Indians have been great.  
12 We'll be able to set up a booth and a few other  
13 things and promote that. So, we're doing a lot  
14 of fun things, trying to think outside of the box  
15 and, you know, get people more aware of the  
16 agency as we move forward, so that's a good note.

17           We also did, I'll just mention, just  
18 recently we had family and fun day with Disney.  
19 There's a local Disney component in town, and  
20 they had it out at the park. We had a dunk tank  
21 a lot of the employees took part in. A few  
22 thousand people were in attendance, very, very  
23 diverse crowd, we had Asian couples, white

1 couples, black couples, Latinos, you name it, and  
2 we dunked away discrimination, and so folks would  
3 come up --

4 (Laughter.)

5 MR. SMITH: But a part of what we're  
6 doing, remember our base line metric for our  
7 strategic plan were the surveys that we took out,  
8 that kind of anecdotally measure discrimination  
9 and the feel discrimination, the presence of ICRC  
10 and how people felt that they knew that we even  
11 existed or that they understood what we did, and  
12 we'll take that survey, which is why we struck a  
13 lot of the agreements that we have, and then  
14 we'll do kind of a follow-up after the fact.

15 That turned out well, so you could come  
16 and dunk away discrimination by filling out the  
17 survey, so we had over 200 surveys signed away,  
18 and a lot of our employees got dunked in the  
19 water, so it was --

20 (Laughter.)

21 MR. SMITH: -- it was a fun time.  
22 So, we're moving forward, doing a lot of creative  
23 and fun things, and hopefully the word is getting



1 out.

2 Last note, as mentioned I think in the  
3 previous meeting, we were awarded the grant from  
4 HUD for about a quarter of a million dollars,  
5 which is to do kind of a -- we'll ultimately do  
6 an ad campaign to promote it. We're going to  
7 toss it all into advertising. We're going to do  
8 a lot of print ads, specifically in the local or  
9 public transportation arena, so we're going to do  
10 a lot of that.

11 And we're going to do some more of the  
12 radio, and hopefully we'll be able to team some  
13 of it to do a lot of the TV ads as well, because  
14 we've got the PSA's made. Remember, we struck  
15 the deal with Ball State where they did our  
16 PSA's, our TV PSA's, as well as Butler University  
17 to do our radio PSA's, so we're going to put  
18 those to use as well.

19 So, that's it. I'm done.

20 Any questions?

21 COMM. RAMOS: When is the August  
22 date?

23 MR. SMITH: The August date is -- you

1 asked me too fast. I'll have that send out to --

2 MR. LANGE: 25th.

3 MR. SMITH: I think that was in there  
4 already.

5 MR. LANGE: 25th.

6 MR. SMITH: 25th, August 25th.

7 August 25th be out at the park, Civil Rights Day,  
8 throwback jerseys and uniforms. It should be a  
9 fun day. It should be a great day.

10 COMM. RAMOS: You have to use your  
11 old gloves, too.

12 MR. SMITH: Bring out the old gloves.  
13 So, yeah, we invite everybody to come out.

14 MR. LANGE: As long as they haven't  
15 all disintegrated.

16 MR. SMITH: If it goes well, we --

17 CHAIRPERSON BLACKBURN: Will you send  
18 out a reminder?

19 MR. SMITH: Yes, ma'am.

20 CHAIRPERSON BLACKBURN: E-mail or any  
21 other way.

22 MR. SMITH: We will certainly do

23 so --

1 CHAIRPERSON BLACKBURN: Okay.

2 MR. SMITH: -- to all of the  
3 Commissioners, and we encourage all of you to  
4 come out, obviously, and if you need some  
5 tickets, let us know. We've been able to  
6 negotiate a good number of tickets for folks to  
7 come out and attend.

8 So, there are go. And if it goes well,  
9 there's a few other minor league teams in various  
10 other cities, Fort Wayne and Gary, that hopefully  
11 we'll be able to pilot this and do some things  
12 elsewhere.

13 Is there one Evansville.

14 COMM. CRENSHAW: Evansville, yeah,  
15 it's the Evansville Otters.

16 MR. SMITH: Evansville, too.

17 COMM. CRENSHAW: Uh-huh.

18 MR. SMITH: So, we're -- hopefully we  
19 pilot it here, if it goes well, we'll just spread  
20 out and do some of the similar things in other  
21 cities.

22 COMM. CRENSHAW: We have a hockey  
23 team as well.

1 MR. SMITH: We're actually doing the  
2 same thing with the Indianapolis Ice, so we'll --  
3 it's somewhat similar.

4 COMM. CRENSHAW: Uh-huh.

5 MR. SMITH: So, we'll pilot that and  
6 look to branch out as well. Of course, my  
7 background is in sports, so this is fun for me to  
8 kind of dabble back into what my forte is in,  
9 so --

10 COMM. RAMOS: One of the -- well, I  
11 can go into other business as soon as we get  
12 there.

13 MR. SMITH: So; that concludes the  
14 Executive Director's Report unless there are any  
15 other questions.

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you for  
18 a glowing report.

19 Are there any announcements, any  
20 additional announcements?

21 COMM. RAMOS: Well, like more of a  
22 comment, I guess, or new business. Last Friday  
23 President Obama made a major speech as far as

1 immigration is concerned --

2 MR. SMITH: You're right.

3 COMM. RAMOS: -- and how that affects  
4 the young Latinos that are not documented, and  
5 while we're still trying to figure out what all  
6 of that means --

7 MR. SMITH: Uh-huh.

8 COMM. RAMOS: -- my guess is there  
9 will undoubtedly be some areas that are -- cased  
10 around education, that may pop up. So, just to  
11 anticipate it, properly understand it. We have  
12 Danny Lopez, of course, on your group here, so I  
13 anticipate that he's jumping into that.

14 MR. SMITH: Uh-huh.

15 COMM. RAMOS: But a great opportunity  
16 for the Latinos in the country as well as in the  
17 barrios, but it's something that could also  
18 potentially increase the workload.

19 MR. SMITH: Yes, sir. We -- Danny --  
20 you're correct, we are keeping our eyes and ears  
21 on it, and anticipating some kind of an influx  
22 for the agency, so very well.

23 CHAIRPERSON BLACKBURN: Okay. There

1 being no further business, the meeting is  
2 adjourned.

3

- - -  
Thereupon, the proceedings of  
4 June 22, 2012 were concluded  
at 11:44 o'clock a.m.

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

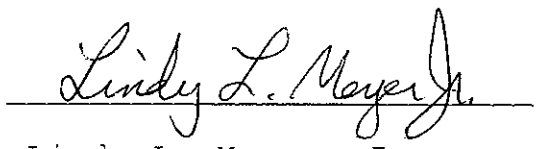
22

23

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23

CERTIFICATE

I, Lindy L. Meyer, Jr., the undersigned Court Reporter and Notary Public residing in the City of Shelbyville, Shelby County, Indiana, do hereby certify that the foregoing is a true and correct transcript of the proceedings taken by me on Friday, June 22, 2012 in this matter and transcribed by me.



Lindy L. Meyer, Jr.,  
Notary Public in and  
for the State of Indiana.

My Commission expires October 27, 2016.

<p style="text-align: center;"><b>1</b></p>	<p style="text-align: center;"><b>A</b></p>	<p><b>APPEARANCES</b> [1] - 2:1</p>	<p><b>bit</b> [1] - 12:20</p>
<p>1 [2] - 19:22, 20:19  <b>100</b> [1] - 2:9  11:07 [2] - 1:16, 3:1  11:44 [1] - 46:4  <b>12922</b> [1] - 1:22  <b>14</b> [1] - 20:20  <b>17</b> [7] - 14:2, 14:9, 26:3,  26:13, 28:5, 28:8, 28:13  <b>17-year</b> [1] - 21:4</p>	<p>a.m. [3] - 1:17, 3:1, 46:4  <b>able</b> [6] - 17:18, 39:3, 39:12,  41:12, 43:5, 43:11  <b>above-captioned</b> [1] - 1:9  <b>accept</b> [9] - 4:13, 5:9, 5:12,  6:10, 7:4, 8:1, 8:21, 9:16,  36:12  <b>access</b> [2] - 31:1, 39:8  <b>ACCURATE</b> [1] - 1:21  <b>acting</b> [1] - 29:4  <b>ad</b> [1] - 41:6  <b>adding</b> [1] - 19:6  <b>additional</b> [1] - 44:20  <b>address</b> [5] - 10:8, 11:18,  12:12, 13:5, 13:15  <b>addressing</b> [2] - 31:17, 32:1  <b>adjourned</b> [1] - 46:2  <b>Adkins</b> [1] - 6:6  <b>Administrative</b> [1] - 37:3  <b>admitting</b> [1] - 15:11  <b>adoption</b> [1] - 3:8  <b>ads</b> [2] - 41:8, 41:13  <b>advantage</b> [1] - 17:7  <b>advertising</b> [1] - 41:7  <b>advocate</b> [1] - 37:20  <b>affects</b> [1] - 45:3  <b>afraid</b> [1] - 34:1  <b>agency</b> [2] - 39:16, 45:22  <b>agenda</b> [1] - 36:11  <b>ago</b> [1] - 28:13  <b>Agreements</b> [1] - 37:2  <b>agreements</b> [3] - 37:13,  38:6, 40:13  <b>ahold</b> [1] - 23:6  <b>allowed</b> [2] - 14:15, 23:14  <b>Alpha</b> [2] - 1:10, 2:3  <b>ALSO</b> [1] - 2:15  <b>America</b> [1] - 5:8  <b>American</b> [4] - 14:6, 22:8,  25:16, 26:12  <b>Anderson</b> [1] - 8:16  <b>anecdotally</b> [1] - 40:8  <b>announcements</b> [2] - 44:19,  44:20  <b>answer</b> [2] - 16:2, 16:3  <b>anticipate</b> [2] - 45:11, 45:13  <b>anticipating</b> [1] - 45:21  <b>anyways</b> [1] - 14:8  <b>Apartments</b> [1] - 8:17  <b>apologize</b> [1] - 17:21  <b>Appeal</b> [1] - 13:3  <b>appeal</b> [7] - 10:7, 13:12,  13:14, 26:21, 27:1, 34:20,  36:8  <b>appealing</b> [1] - 27:4  <b>appeals</b> [1] - 5:4</p>	<p><b>appropriate</b> [1] - 12:1  <b>approval</b> [1] - 3:7  <b>areas</b> [2] - 38:11, 45:9  <b>arena</b> [1] - 41:9  <b>Asian</b> [1] - 39:23  <b>aspects</b> [1] - 30:22  <b>assign</b> [1] - 10:6  <b>assigned</b> [1] - 11:21  <b>assume</b> [1] - 19:20  <b>attend</b> [1] - 43:7  <b>attendance</b> [2] - 10:8, 39:22  <b>attention</b> [3] - 11:18, 13:20,  25:12  <b>August</b> [5] - 38:19, 41:21,  41:23, 42:6, 42:7  <b>avenue</b> [1] - 27:19  <b>Avenue</b> [2] - 1:22, 2:9  <b>awarded</b> [1] - 41:3  <b>aware</b> [1] - 39:15  <b>Aye</b> [45] - 3:14, 3:15, 3:16,  3:17, 3:18, 4:18, 4:19,  4:20, 4:21, 4:22, 5:17,  5:18, 5:19, 5:20, 5:21,  6:14, 6:15, 6:16, 6:17,  6:18, 7:8, 7:9, 7:10, 7:11,  7:12, 8:5, 8:6, 8:7, 8:8, 8:9,  9:2, 9:3, 9:4, 9:5, 9:6, 9:20,  9:21, 9:22, 9:23, 10:1,  36:16, 36:17, 36:18, 36:19,  36:20</p>	<p><b>black</b> [1] - 40:1  <b>Blackburn</b> [2] - 1:10, 2:3  <b>BLACKBURN</b> [66] - 3:3, 3:5,  3:12, 3:19, 3:22, 4:8, 4:12,  4:17, 4:23, 5:3, 5:11, 5:16,  5:22, 6:2, 6:9, 6:13, 6:19,  7:3, 7:7, 7:13, 7:16, 7:23,  8:4, 8:10, 8:13, 8:20, 9:1,  9:7, 9:10, 9:19, 10:2, 10:5,  10:13, 12:7, 12:10, 12:14,  12:18, 12:23, 13:11, 13:22,  24:11, 24:16, 24:19, 25:20,  26:17, 29:19, 29:22, 30:5,  33:19, 34:11, 34:14, 34:17,  34:23, 35:9, 35:14, 35:18,  35:23, 36:2, 36:15, 36:21,  37:1, 42:17, 42:20, 43:1,  44:17, 45:23</p>
<p style="text-align: center;"><b>2</b></p>			
<p>2 [1] - 22:3  <b>200</b> [1] - 40:17  <b>2012</b> [5] - 1:4, 1:16, 3:1, 46:4,  47:7  <b>2016</b> [1] - 47:15  <b>22</b> [5] - 1:4, 1:16, 3:1, 46:4,  47:7  <b>25th</b> [5] - 42:2, 42:5, 42:6,  42:7  <b>27</b> [1] - 47:15</p>			
<p style="text-align: center;"><b>3</b></p>			
<p>3 [2] - 19:22, 22:3  <b>317</b> [1] - 1:23</p>			
<p style="text-align: center;"><b>4</b></p>			
<p>4 [1] - 20:19  <b>402</b> [1] - 1:15  <b>46032</b> [1] - 1:22  <b>46204</b> [1] - 2:9</p>			
<p style="text-align: center;"><b>5</b></p>			
<p>5 [6] - 18:2, 19:10, 19:22,  20:19, 22:3</p>			
<p style="text-align: center;"><b>6</b></p>			
<p>6 [2] - 18:2, 22:3</p>			
<p style="text-align: center;"><b>8</b></p>			
<p>848-0088 [1] - 1:23</p>			
<p style="text-align: center;"><b>9</b></p>			
<p>9 [1] - 19:23</p>			
		<p style="text-align: center;"><b>B</b></p>	
		<p><b>baby</b> [1] - 33:11  <b>background</b> [1] - 44:7  <b>bad</b> [1] - 14:21  <b>Ball</b> [1] - 41:15  <b>barrier</b> [3] - 12:20, 25:8, 29:8  <b>barrios</b> [1] - 45:17  <b>Barry</b> [1] - 2:4  <b>base</b> [1] - 40:6  <b>baseball</b> [1] - 38:17  <b>Based</b> [1] - 22:9  <b>based</b> [1] - 24:9  <b>Baynard</b> [3] - 2:4, 8:14,  35:15  <b>BAYNARD</b> [12] - 3:14, 4:18,  5:17, 6:12, 6:14, 7:5, 7:8,  8:5, 8:15, 9:2, 9:20, 36:16  <b>BEFORE</b> [1] - 1:1  <b>begin</b> [2] - 20:7, 25:5  <b>behalf</b> [1] - 2:10  <b>Belanger</b> [1] - 36:7  <b>believe...an</b> [1] - 22:10  <b>Beth</b> [1] - 9:12  <b>beyond</b> [1] - 21:21  <b>big</b> [1] - 25:1  <b>bin</b> [1] - 16:13</p>	
			<p style="text-align: center;"><b>C</b></p>
			<p><b>campaign</b> [1] - 41:6  <b>cannot</b> [2] - 23:1, 23:21  <b>captioned</b> [1] - 1:9  <b>Carmel</b> [1] - 1:22  <b>Carter</b> [3] - 2:3, 6:3, 35:12  <b>CARTER</b> [17] - 3:10, 3:16,  4:16, 4:20, 5:14, 5:19, 6:4,  6:16, 7:6, 7:10, 8:2, 8:7,  9:4, 9:22, 13:9, 35:13,  36:18  <b>case</b> [15] - 5:6, 6:23, 7:19,  8:16, 9:12, 9:13, 10:12,  11:4, 12:2, 16:20, 19:2,  20:5, 20:15, 36:3, 36:6  <b>cased</b> [1] - 45:9</p>



<p>cases [4] - 10:6, 10:9, 35:19, 36:8</p> <p>cashier [4] - 18:15, 25:5, 31:17, 32:4</p> <p>cashiers [6] - 22:16, 23:4, 23:9, 32:2, 32:11</p> <p>Center [4] - 1:14, 2:8, 37:22</p> <p>certain [1] - 25:12</p> <p>certainly [2] - 27:22, 42:22</p> <p>CERTIFICATE [1] - 47:1</p> <p>certify [1] - 47:5</p> <p>cetera [1] - 38:12</p> <p>Chair [2] - 6:4, 8:15</p> <p>Chairman [1] - 6:22</p> <p>Chairperson [2] - 1:11, 2:3</p> <p>CHAIRPERSON [66] - 3:3, 3:5, 3:12, 3:19, 3:22, 4:8, 4:12, 4:17, 4:23, 5:3, 5:11, 5:16, 5:22, 6:2, 6:9, 6:13, 6:19, 7:3, 7:7, 7:13, 7:16, 7:23, 8:4, 8:10, 8:13, 8:20, 9:1, 9:7, 9:10, 9:19, 10:2, 10:5, 10:13, 12:7, 12:10, 12:14, 12:18, 12:23, 13:11, 13:22, 24:11, 24:16, 24:19, 25:20, 26:17, 29:19, 29:22, 30:5, 33:19, 34:11, 34:14, 34:17, 34:23, 35:9, 35:14, 35:18, 35:23, 36:2, 36:15, 36:21, 37:1, 42:17, 42:20, 43:1, 44:17, 45:23</p> <p>chang [1] - 33:22</p> <p>Charleston [1] - 8:16</p> <p>Chavez [1] - 2:13</p> <p>CHAVEZ [2] - 10:21, 35:20</p> <p>checkout [2] - 14:11, 22:22</p> <p>Chinese [17] - 16:7, 20:3, 24:22, 25:22, 26:1, 28:6, 28:10, 28:22, 30:1, 30:6, 30:10, 31:5, 31:22, 32:20, 33:2, 33:5, 33:9</p> <p>chose [1] - 29:17</p> <p>Christina [1] - 36:7</p> <p>cities [2] - 43:10, 43:21</p> <p>City [2] - 36:5, 47:4</p> <p>City's [1] - 37:19</p> <p>civil [1] - 39:7</p> <p>CIVIL [2] - 1:1, 2:7</p> <p>Civil [4] - 1:10, 3:6, 38:18, 42:7</p> <p>claim [4] - 11:11, 16:19, 18:10, 30:22</p> <p>Clark [1] - 36:5</p> <p>closer [2] - 10:22, 10:23</p> <p>Club [1] - 5:8</p> <p>CM [1] - 1:21</p> <p>co [3] - 16:6, 18:13, 20:22</p> <p>co-worker [2] - 18:13, 20:22</p> <p>co-workers [1] - 16:6</p> <p>Coleman [1] - 6:23</p>	<p>Columbus [1] - 38:9</p> <p>COMM [99] - 3:10, 3:11, 3:14, 3:15, 3:16, 3:17, 3:18, 4:15, 4:16, 4:18, 4:19, 4:20, 4:21, 4:22, 5:6, 5:14, 5:15, 5:17, 5:18, 5:19, 5:20, 5:21, 6:4, 6:11, 6:12, 6:14, 6:15, 6:16, 6:17, 6:18, 6:22, 7:5, 7:6, 7:8, 7:9, 7:10, 7:11, 7:12, 7:19, 8:2, 8:3, 8:5, 8:6, 8:7, 8:8, 8:9, 8:15, 8:22, 8:23, 9:2, 9:3, 9:4, 9:5, 9:6, 9:17, 9:18, 9:20, 9:21, 9:22, 9:23, 10:1, 13:9, 26:19, 26:21, 27:16, 27:21, 28:2, 28:8, 30:15, 30:18, 30:21, 31:3, 31:14, 32:12, 32:15, 32:18, 34:2, 35:13, 35:17, 35:22, 36:1, 36:13, 36:14, 36:16, 36:17, 36:18, 36:19, 36:20, 41:21, 42:10, 43:14, 43:17, 43:22, 44:4, 44:10, 44:21, 45:3, 45:8, 45:15</p> <p>Comm [10] - 5:5, 6:3, 6:21, 7:18, 8:14, 35:10, 35:12, 35:15, 36:3, 36:5</p> <p>comment [2] - 18:17, 44:22</p> <p>comments [1] - 4:2</p> <p>COMMISSION [4] - 1:1, 2:2, 2:7, 2:11</p> <p>Commission [7] - 1:10, 2:10, 3:6, 7:22, 8:18, 13:13, 47:15</p> <p>Commissioner [2] - 11:21, 23:17</p> <p>Commissioners [3] - 4:10, 34:19, 43:3</p> <p>Commissions [1] - 37:15</p> <p>communicate [2] - 24:17, 28:17</p> <p>communicated [2] - 21:10, 28:16</p> <p>communicating [1] - 14:5</p> <p>Communication [15] - 24:22, 25:22, 26:1, 28:6, 28:10, 28:22, 30:1, 30:6, 30:10, 31:5, 31:22, 32:20, 33:2, 33:5, 33:9</p> <p>communication [2] - 11:14, 21:17</p> <p>communications [1] - 26:22</p> <p>community [1] - 37:20</p> <p>company [1] - 28:3</p> <p>Complainant [4] - 18:3, 19:11, 21:1, 34:6</p> <p>Complainant's [1] - 22:7</p> <p>completely [1] - 20:15</p> <p>component [1] - 39:19</p> <p>concerned [1] - 45:1</p>	<p>conclude [2] - 19:11, 35:1</p> <p>concluded [1] - 46:4</p> <p>concludes [1] - 44:13</p> <p>Conclusions [1] - 36:10</p> <p>concur [1] - 7:20</p> <p>Conference [1] - 1:14</p> <p>Consent [1] - 37:2</p> <p>consider [1] - 31:3</p> <p>consideration [1] - 27:21</p> <p>Container [1] - 36:7</p> <p>contended [1] - 18:4</p> <p>convened [1] - 3:7</p> <p>conversation [1] - 18:17</p> <p>convey [1] - 38:4</p> <p>COOK [1] - 4:4</p> <p>Cook [1] - 2:13</p> <p>copy [5] - 13:3, 21:11, 21:19, 22:13, 28:16</p> <p>Corena [1] - 7:19</p> <p>corporation [1] - 27:23</p> <p>correct [2] - 45:20, 47:6</p> <p>country [1] - 45:16</p> <p>County [2] - 1:13, 47:4</p> <p>couples [3] - 39:23, 40:1</p> <p>coupon [13] - 14:10, 14:12, 20:2, 20:10, 22:19, 22:23, 23:6, 23:7, 29:3, 31:10, 33:8, 33:12</p> <p>coupons [9] - 14:16, 16:13, 22:21, 23:12, 23:13, 23:16, 31:6, 31:7, 31:15</p> <p>course [3] - 12:21, 44:6, 45:12</p> <p>Court [1] - 47:3</p> <p>Crawfordsville [1] - 36:6</p> <p>creative [1] - 40:22</p> <p>Crenshaw [3] - 2:5, 5:5, 35:10</p> <p>CRENSHAW [27] - 3:11, 3:15, 4:19, 5:6, 5:18, 6:11, 6:15, 7:9, 8:3, 8:6, 8:22, 9:3, 9:18, 9:21, 28:2, 28:8, 31:14, 32:12, 32:15, 32:18, 34:2, 35:22, 36:17, 43:14, 43:17, 43:22, 44:4</p> <p>crowd [1] - 39:23</p> <p>culture [1] - 20:3</p> <p>curious [1] - 31:15</p> <p>current [1] - 39:4</p> <p>customer [3] - 14:15, 22:21, 32:3</p> <p>customers [2] - 23:5, 32:19</p> <p>cut [1] - 32:23</p> <p>CVS [1] - 6:23</p>	<p>dad [2] - 21:12, 28:18</p> <p>Daniels [1] - 1:21</p> <p>Danny [2] - 45:12, 45:19</p> <p>date [2] - 41:22, 41:23</p> <p>daughter [1] - 12:17</p> <p>David [1] - 2:3</p> <p>days [1] - 26:5</p> <p>de [1] - 32:13</p> <p>deal [1] - 41:15</p> <p>Deardorf [1] - 9:13</p> <p>Debbie [1] - 2:13</p> <p>decide [1] - 11:23</p> <p>decided [1] - 15:21</p> <p>decision [4] - 7:1, 15:20, 17:21, 25:10</p> <p>definitely [11] - 11:9, 15:4, 17:11, 21:23, 23:3, 23:10, 24:3, 25:14, 27:8, 29:11, 30:19</p> <p>denied [1] - 18:8</p> <p>deny [1] - 18:3</p> <p>Dep [1] - 2:8</p> <p>Department [2] - 17:17, 19:1</p> <p>dependent [1] - 34:4</p> <p>Deputy [3] - 5:9, 7:21, 8:18</p> <p>descendent [1] - 25:17</p> <p>descendent [1] - 22:8</p> <p>description [1] - 32:13</p> <p>details [3] - 11:22, 12:4, 24:7</p> <p>determination [1] - 12:2</p> <p>diaper [1] - 33:12</p> <p>different [7] - 17:6, 24:3, 30:15, 30:17, 37:14, 38:1, 38:14</p> <p>Director [1] - 2:8</p> <p>director [1] - 27:5</p> <p>Director's [4] - 5:9, 7:21, 8:18, 44:14</p> <p>Director/Secretary [1] - 2:7</p> <p>discharge [1] - 22:5</p> <p>discounts [1] - 20:21</p> <p>discriminat[ion] [1] - 22:11</p> <p>discriminated [1] - 25:15</p> <p>discrimination [5] - 30:22, 40:2, 40:8, 40:9, 40:16</p> <p>discriminative [1] - 11:9</p> <p>Discussion [2] - 14:7, 31:19</p> <p>disintegrated [1] - 42:15</p> <p>dismissal [1] - 22:7</p> <p>Disney [2] - 39:18, 39:19</p> <p>diverse [1] - 39:23</p> <p>document [1] - 25:7</p> <p>documented [2] - 22:4, 45:4</p> <p>dollars [1] - 41:4</p> <p>done [4] - 21:18, 28:19, 29:12, 41:19</p> <p>Dorian [1] - 8:16</p> <p>double [1] - 26:7</p> <p>down [4] - 18:23, 29:7,</p>
		<b>D</b>	
			<p>d/b/a [1] - 1:21</p> <p>dabble [1] - 44:8</p>

<p>38:10, 38:11  <b>dramatic</b> [1] - 25:1  <b>drove</b> [1] - 11:4  <b>due</b> [7] - 11:6, 11:7, 11:13, 13:19, 20:17, 23:13, 25:8  <b>dunk</b> [2] - 39:20, 40:16  <b>dunked</b> [2] - 40:2, 40:18  <b>during</b> [5] - 18:10, 18:11, 22:6, 23:23, 29:1</p>	<p><b>Executive</b> [1] - 44:14  <b>exist</b> [1] - 22:10  <b>existed</b> [1] - 40:11  <b>expectation</b> [1] - 21:21  <b>expectations</b> [2] - 21:2, 22:1  <b>expected</b> [1] - 26:8  <b>expires</b> [1] - 47:15  <b>explain</b> [3] - 15:9, 17:9, 27:10  <b>extend</b> [1] - 38:2  <b>extremely</b> [1] - 37:4  <b>eyes</b> [1] - 45:20</p>	<p><b>forte</b> [1] - 44:8  <b>forth</b> [1] - 39:10  <b>forward</b> [6] - 13:7, 15:21, 17:5, 25:13, 39:16, 40:22  <b>four</b> [9] - 22:5, 22:7, 22:15, 23:9, 23:12, 23:19, 24:6, 32:10  <b>free</b> [1] - 20:4  <b>Friday</b> [3] - 1:16, 44:22, 47:7  <b>front</b> [2] - 13:4, 16:12  <b>fun</b> [6] - 39:14, 39:18, 40:21, 40:23, 42:9, 44:7</p>	<p><b>help</b> [15] - 11:5, 12:19, 12:21, 17:17, 24:8, 25:3, 25:18, 26:15, 27:15, 33:15, 33:21, 37:11, 38:2, 39:6  <b>hereby</b> [1] - 47:5  <b>highly</b> [1] - 21:5  <b>hired</b> [1] - 21:8  <b>hockey</b> [1] - 43:22  <b>hold</b> [1] - 30:14  <b>holiday</b> [1] - 26:5  <b>home</b> [2] - 21:12, 28:17  <b>hope</b> [1] - 25:2  <b>hopefully</b> [6] - 11:20, 11:23, 40:23, 41:12, 43:10, 43:18  <b>hostile</b> [1] - 27:8  <b>housing</b> [1] - 39:9  <b>Housing</b> [1] - 37:22  <b>HR</b> [2] - 19:1, 29:9  <b>HU</b> [57] - 10:11, 10:15, 10:18, 10:23, 11:2, 12:9, 12:13, 12:16, 12:19, 13:1, 13:10, 13:17, 13:23, 14:8, 24:14, 24:18, 24:21, 24:23, 25:23, 26:2, 26:20, 26:23, 27:20, 28:1, 28:7, 28:11, 28:23, 29:21, 30:2, 30:7, 30:11, 30:17, 30:19, 31:2, 31:4, 31:6, 31:12, 31:16, 31:20, 31:23, 32:14, 32:17, 32:21, 33:3, 33:6, 33:10, 33:14, 33:18, 33:20, 34:3, 34:13, 34:16, 34:22, 35:3, 35:4, 35:7, 37:6  <b>Hu</b> [3] - 2:16, 2:17, 12:17  <b>HUD</b> [1] - 41:4  <b>Human</b> [2] - 37:15, 37:19</p>
<b>E</b>	<b>F</b>	<b>G</b>	
<p><b>E-mail</b> [1] - 42:20  <b>ears</b> [1] - 45:20  <b>East</b> [1] - 8:17  <b>Edgewater</b> [1] - 7:20  <b>education</b> [3] - 39:8, 39:9, 45:10  <b>effective</b> [1] - 21:17  <b>eight</b> [1] - 36:11  <b>either</b> [3] - 11:23, 21:11, 28:16  <b>elsewhere</b> [1] - 43:12  <b>emotional</b> [2] - 31:20, 33:4  <b>emotions</b> [1] - 25:1  <b>employed</b> [1] - 28:13  <b>employee</b> [6] - 14:3, 21:6, 21:7, 21:16, 25:17, 28:15  <b>employees</b> [9] - 14:15, 22:6, 22:15, 22:17, 23:12, 23:20, 33:7, 39:21, 40:18  <b>employer</b> [1] - 23:19  <b>employing</b> [1] - 34:9  <b>employment</b> [2] - 14:13, 39:10  <b>encourage</b> [1] - 43:3  <b>end</b> [3] - 17:11, 26:9, 26:12  <b>ended</b> [1] - 15:6  <b>English</b> [10] - 11:6, 11:7, 11:13, 14:20, 17:7, 17:14, 20:18, 24:9, 29:6, 29:8  <b>enjoys</b> [1] - 14:5  <b>entire</b> [2] - 18:9, 22:14  <b>equal</b> [1] - 39:9  <b>equitable</b> [1] - 39:8  <b>especially</b> [2] - 21:15, 25:11  <b>establish</b> [1] - 37:10  <b>et</b> [1] - 38:12  <b>Evansville</b> [5] - 38:10, 43:13, 43:14, 43:15, 43:16  <b>events</b> [1] - 38:14  <b>evidence</b> [3] - 20:23, 23:22, 23:23  <b>example</b> [1] - 37:19  <b>examples</b> [1] - 32:10  <b>excellent</b> [1] - 21:6  <b>exceptionally</b> [1] - 37:13  <b>exciting</b> [1] - 38:15  <b>excuse</b> [2] - 6:5, 25:6</p>	<p><b>fact</b> [3] - 22:5, 25:11, 40:14  <b>Fact</b> [1] - 36:10  <b>fair</b> [3] - 25:16, 26:9, 39:9  <b>Fair</b> [1] - 37:22  <b>faith</b> [1] - 25:3  <b>family</b> [2] - 26:10, 39:18  <b>Family</b> [1] - 26:12  <b>far</b> [2] - 38:9, 44:23  <b>fast</b> [1] - 42:1  <b>father</b> [1] - 11:12  <b>Faucett</b> [1] - 9:14  <b>favor</b> [9] - 3:13, 4:17, 5:16, 6:13, 7:7, 8:4, 9:1, 9:19, 36:15  <b>feelings</b> [1] - 25:2  <b>felt</b> [8] - 17:14, 18:22, 24:23, 25:4, 25:14, 26:14, 32:6, 40:10  <b>few</b> [9] - 12:5, 13:1, 13:5, 13:17, 18:1, 37:18, 39:12, 39:21, 43:9  <b>figure</b> [1] - 45:5  <b>file</b> [2] - 22:13, 22:14  <b>files</b> [1] - 22:15  <b>filling</b> [1] - 40:16  <b>financial</b> [2] - 3:23, 4:13  <b>findings</b> [3] - 9:15, 22:9, 36:12  <b>Findings</b> [1] - 36:9  <b>fine</b> [1] - 12:15  <b>fire</b> [3] - 20:11, 25:6, 32:8  <b>fired</b> [5] - 15:6, 16:16, 17:10, 20:6, 23:20  <b>first</b> [4] - 11:11, 13:8, 28:12, 39:1  <b>First</b> [1] - 20:4  <b>focus</b> [1] - 38:4  <b>folks</b> [3] - 39:5, 40:2, 43:6  <b>follow</b> [2] - 16:21, 40:14  <b>follow-up</b> [1] - 40:14  <b>food</b> [1] - 32:14  <b>forcing</b> [1] - 27:8  <b>foregoing</b> [1] - 47:5  <b>Fort</b> [1] - 43:10</p>	<p><b>game</b> [1] - 39:2  <b>Gao</b> [3] - 2:16, 11:4, 35:12  <b>GAO</b> [4] - 31:9, 31:13, 33:13, 33:16  <b>Garcia</b> [3] - 2:4, 7:18, 36:3  <b>GARCIA</b> [11] - 3:18, 4:22, 5:21, 6:18, 7:12, 7:19, 8:9, 9:6, 10:1, 36:13, 36:20  <b>Gary</b> [2] - 37:22, 43:10  <b>geared</b> [1] - 25:5  <b>Gengxin</b> [1] - 2:16  <b>girl</b> [1] - 33:23  <b>Girls</b> [1] - 5:8  <b>given</b> [2] - 28:14, 28:20  <b>gloves</b> [2] - 42:11, 42:12  <b>glowing</b> [1] - 44:18  <b>Government</b> [2] - 1:14, 2:8  <b>grant</b> [1] - 41:3  <b>great</b> [3] - 39:11, 42:9, 45:15  <b>Group</b> [1] - 36:7  <b>group</b> [1] - 45:12  <b>guess</b> [5] - 12:1, 13:17, 29:18, 44:22, 45:8  <b>guy</b> [1] - 27:2  <b>guys</b> [5] - 12:3, 13:2, 26:15, 27:15, 30:2</p>	
		<b>H</b>	<b>I</b>
		<p><b>handbook</b> [3] - 21:7, 28:3, 28:14  <b>handbooks</b> [1] - 28:20  <b>hands</b> [1] - 24:10  <b>hard</b> [3] - 21:11, 26:4, 28:16  <b>Haute's</b> [1] - 37:16  <b>head</b> [1] - 13:9  <b>headquarter</b> [1] - 30:12  <b>headquarters</b> [2] - 26:22, 27:17  <b>Hearing</b> [1] - 4:12  <b>hearing</b> [1] - 12:8  <b>heart</b> [1] - 26:14  <b>Helms</b> [1] - 9:14</p>	<p><b>Ice</b> [1] - 44:2  <b>ICRC</b> [2] - 38:22, 40:9  <b>identified</b> [1] - 22:8  <b>immigration</b> [1] - 45:1  <b>impact</b> [1] - 25:1  <b>incentivize</b> [1] - 39:4  <b>included</b> [1] - 13:12  <b>including</b> [1] - 37:16  <b>increase</b> [2] - 25:3, 45:18  <b>INDIANA</b> [3] - 1:1, 1:21, 2:7  <b>Indiana</b> [11] - 1:9, 1:13, 1:16, 1:22, 2:8, 2:9, 3:5, 37:21, 47:4, 47:13  <b>Indianapolis</b> [7] - 1:15, 2:9, 37:23, 38:7, 38:16, 39:11, 44:2  <b>Indians</b> [2] - 38:16, 39:11  <b>influx</b> [1] - 45:21  <b>information</b> [2] - 34:15, 34:18</p>

<p><b>informed</b> [1] - 20:22  <b>inner</b> [1] - 16:21  <b>inside</b> [1] - 26:14  <b>instead</b> [4] - 15:19, 23:8, 23:16, 32:2  <b>Institute</b> [1] - 37:21  <b>insufficient</b> [1] - 20:23  <b>interface</b> [1] - 23:5  <b>interpreter</b> [7] - 16:5, 18:14, 18:18, 19:6, 21:18, 28:19, 33:22  <b>interpreting</b> [1] - 33:23  <b>interview</b> [1] - 11:22  <b>introduce</b> [1] - 10:10  <b>introduced</b> [1] - 21:10  <b>investigate</b> [6] - 12:1, 16:22, 17:18, 23:18, 25:9, 29:10  <b>investigation</b> [7] - 15:7, 18:12, 19:5, 22:14, 29:4, 29:16, 30:13  <b>investigator</b> [2] - 11:14, 18:22  <b>invite</b> [1] - 42:13  <b>involved</b> [1] - 32:18  <b>irrelevant</b> [2] - 20:5, 20:14  <b>items</b> [1] - 20:3</p>	<p><b>knowing</b> [1] - 20:8  <b>known</b> [1] - 23:14  <b>knows</b> [1] - 33:11</p> <p style="text-align: center;"><b>L</b></p> <p><b>ladder</b> [1] - 27:23  <b>Lafayette's</b> [1] - 37:17  <b>lane</b> [2] - 14:11, 22:22  <b>Lange</b> [1] - 2:12  <b>LANGE</b> [5] - 10:16, 10:19, 42:2, 42:5, 42:14  <b>language</b> [7] - 12:20, 18:7, 18:21, 19:3, 20:18, 23:3, 25:8  <b>large</b> [1] - 27:23  <b>Larry</b> [1] - 9:14  <b>Last</b> [2] - 41:2, 44:22  <b>last</b> [2] - 11:5, 36:6  <b>Latinos</b> [3] - 40:1, 45:4, 45:16  <b>Laughter</b> [2] - 40:4, 40:20  <b>Law</b> [1] - 36:10  <b>leader</b> [7] - 14:22, 15:15, 15:18, 17:5, 19:15, 21:16, 32:22  <b>leader's</b> [2] - 19:16, 21:3  <b>leaders</b> [1] - 22:20  <b>league</b> [2] - 38:17, 43:9  <b>League</b> [1] - 38:20  <b>leave</b> [2] - 16:11, 32:22  <b>legal</b> [1] - 25:3  <b>legitimate</b> [2] - 21:2, 21:23  <b>letter</b> [2] - 13:3, 22:23  <b>life</b> [2] - 26:10, 26:12  <b>light</b> [1] - 37:8  <b>likely</b> [2] - 18:5, 18:20  <b>limited</b> [9] - 11:6, 11:7, 11:13, 17:7, 17:13, 19:3, 20:18, 24:9, 29:8  <b>limited...English</b> [1] - 18:7  <b>Lindy</b> [3] - 1:11, 47:2, 47:11  <b>line</b> [6] - 18:2, 19:10, 19:23, 20:20, 22:3, 40:6  <b>local</b> [2] - 39:19, 41:8  <b>logo</b> [1] - 38:22  <b>look</b> [5] - 11:22, 15:4, 27:17, 30:19, 44:6  <b>looked</b> [4] - 15:13, 15:21, 22:14, 22:18  <b>looking</b> [2] - 20:10, 30:21  <b>Lopez</b> [1] - 45:12  <b>lose</b> [1] - 34:1  <b>loudly</b> [1] - 10:14</p>	<p><b>Madam</b> [3] - 6:4, 6:22, 8:15  <b>mail</b> [1] - 42:20  <b>main</b> [1] - 27:17  <b>major</b> [7] - 11:17, 12:5, 13:2, 19:8, 19:9, 24:6, 44:23  <b>majority</b> [1] - 38:5  <b>Management</b> [1] - 9:13  <b>manager</b> [13] - 15:3, 15:9, 15:18, 15:20, 16:21, 19:18, 20:1, 20:8, 25:9, 27:2, 27:5, 29:5, 29:10  <b>managers</b> [1] - 29:17  <b>mark</b> [1] - 33:3  <b>Mart</b> [1] - 16:12  <b>matter</b> [4] - 1:9, 6:5, 47:7  <b>mean</b> [4] - 13:15, 16:5, 27:18, 31:9  <b>means</b> [1] - 45:6  <b>measure</b> [1] - 40:8  <b>meet</b> [1] - 4:6  <b>meeting</b> [4] - 21:1, 35:1, 41:3, 46:1  <b>MEETING</b> [1] - 1:4  <b>Meijer</b> [5] - 14:12, 26:22, 27:17, 32:10, 35:12  <b>Meijer's</b> [17] - 11:9, 14:2, 17:20, 18:9, 18:11, 19:5, 21:4, 22:1, 23:18, 24:2, 25:7, 26:3, 26:11, 26:13, 30:12, 30:14, 31:7  <b>members</b> [1] - 22:22  <b>MEMBERS</b> [1] - 2:2  <b>mention</b> [3] - 4:5, 13:23, 39:17  <b>mentioned</b> [1] - 41:2  <b>merely</b> [1] - 12:11  <b>met</b> [1] - 21:23  <b>metric</b> [1] - 40:6  <b>Meyer</b> [3] - 1:11, 47:2, 47:11  <b>Michael</b> [1] - 6:6  <b>Michigan</b> [2] - 11:5, 37:18  <b>million</b> [1] - 41:4  <b>minor</b> [2] - 38:17, 43:9  <b>minutes</b> [1] - 3:8  <b>misinterpretation</b> [1] - 13:19  <b>misunderstanding</b> [2] - 11:15, 18:1  <b>mom</b> [4] - 14:17, 24:8, 24:12, 29:23  <b>month</b> [1] - 14:4  <b>morning</b> [3] - 3:3, 3:4, 12:4  <b>mother</b> [7] - 11:12, 12:17, 12:21, 14:1, 23:22, 29:5, 35:5  <b>mother's</b> [1] - 11:4  <b>motion</b> [10] - 3:9, 4:13, 5:9, 5:12, 6:10, 7:4, 8:1, 8:21, 9:16, 36:12  <b>MOU's</b> [1] - 37:14</p>	<p><b>move</b> [3] - 10:16, 10:19, 39:16  <b>moved</b> [9] - 3:10, 4:15, 5:14, 6:11, 7:5, 8:2, 8:22, 9:17, 36:13  <b>moving</b> [1] - 40:22  <b>MR</b> [33] - 3:4, 10:16, 10:19, 33:20, 34:3, 34:13, 34:16, 34:22, 35:4, 37:4, 37:8, 40:5, 40:21, 41:23, 42:2, 42:3, 42:5, 42:6, 42:12, 42:14, 42:16, 42:19, 42:22, 43:2, 43:16, 43:18, 44:1, 44:5, 44:13, 45:2, 45:7, 45:14, 45:19  <b>MS</b> [58] - 4:4, 10:11, 10:15, 10:18, 10:21, 10:23, 11:2, 12:9, 12:13, 12:16, 12:19, 13:1, 13:10, 13:17, 13:23, 14:8, 24:14, 24:18, 24:21, 24:23, 25:23, 26:2, 26:20, 26:23, 27:20, 28:1, 28:7, 28:11, 28:23, 29:21, 30:2, 30:7, 30:11, 30:17, 30:19, 31:2, 31:4, 31:6, 31:9, 31:12, 31:13, 31:16, 31:20, 31:23, 32:14, 32:17, 32:21, 33:3, 33:6, 33:10, 33:13, 33:14, 33:16, 33:18, 35:3, 35:7, 35:20, 37:6  <b>Municipal</b> [3] - 35:11, 35:16, 36:4  <b>must</b> [2] - 28:13, 35:18  <b>myriad</b> [1] - 38:13</p>
<b>J</b>			
<p><b>Jamal</b> [1] - 2:7  <b>James</b> [1] - 5:6  <b>Janet</b> [1] - 36:5  <b>Jeffersonville</b> [1] - 38:11  <b>jerseys</b> [2] - 38:20, 42:8  <b>job</b> [5] - 15:2, 23:11, 32:13, 34:1  <b>John</b> [1] - 2:4  <b>Joshua</b> [1] - 2:8  <b>Jr</b> [3] - 1:12, 47:2, 47:11  <b>jumping</b> [1] - 45:13  <b>Junction</b> [1] - 6:6  <b>JUNE</b> [1] - 1:4  <b>June</b> [4] - 1:16, 3:1, 46:4, 47:7  <b>Justice</b> [1] - 17:17  <b>justice</b> [3] - 17:18, 25:19, 26:16  <b>justification</b> [1] - 12:22</p>			
<b>K</b>	<b>M</b>		<b>N</b>
<p><b>Karey</b> [1] - 6:23  <b>keep</b> [3] - 17:6, 23:1, 32:3  <b>keeping</b> [2] - 23:8, 45:20  <b>key</b> [2] - 12:11, 13:5  <b>kind</b> [9] - 29:14, 39:4, 39:5, 39:7, 40:8, 40:14, 41:5, 44:8, 45:21</p>	<p><b>ma'am</b> [1] - 42:19</p>		<p><b>N103</b> [1] - 2:9  <b>name</b> [3] - 11:4, 12:16, 40:1  <b>national</b> [4] - 11:7, 17:13, 20:17, 34:7  <b>natures</b> [1] - 11:10  <b>necessary</b> [1] - 28:18  <b>need</b> [5] - 10:11, 16:2, 16:17, 27:12, 43:4  <b>needed</b> [1] - 16:8  <b>negotiate</b> [1] - 43:6  <b>Negro</b> [1] - 38:20  <b>never</b> [15] - 14:21, 14:23, 15:12, 15:19, 19:7, 19:13, 19:17, 21:19, 25:16, 28:9, 29:16, 31:13, 32:5, 32:9, 32:16  <b>new</b> [5] - 21:10, 28:14, 28:15, 28:20, 44:22  <b>New</b> [1] - 10:6  <b>newer</b> [1] - 22:17  <b>next</b> [2] - 14:11, 15:6  <b>Nick's</b> [1] - 6:6</p>

<p>night [1] - 11:5  nobody [2] - 26:4, 26:6  non [1] - 37:19  non-Human [1] - 37:19  noncashier [1] - 33:7  none [2] - 4:12, 21:19  North [2] - 2:8, 2:9  north [1] - 38:7  not...[understand [1] - 18:6  Notary [3] - 1:12, 47:3, 47:12  note [4] - 37:5, 38:15, 39:16, 41:2  nothing [1] - 20:1  notice [2] - 11:18, 17:23  Notice [2] - 13:4, 18:1  noticed [1] - 17:4  notified [7] - 15:16, 15:19, 16:23, 18:11, 19:7, 19:13, 19:19  number [1] - 43:6</p>	<p>outside [1] - 39:14  overheard [1] - 18:15  own [2] - 25:7, 29:15</p>	<p>policy [32] - 14:14, 14:18, 15:12, 15:16, 15:19, 16:15, 16:23, 17:4, 18:4, 18:11, 19:8, 19:12, 19:14, 19:18, 19:21, 20:10, 21:8, 21:9, 22:19, 23:3, 23:10, 23:21, 23:23, 25:4, 28:3, 28:16, 31:16, 32:1, 32:4, 32:5, 32:21  pop [1] - 45:10  Port [1] - 36:7  possible [1] - 28:12  potentially [1] - 45:18  practice [2] - 20:2, 22:11  practices [1] - 28:4  presence [1] - 40:9  PRESENT [2] - 2:11, 2:15  President [1] - 44:23  pressure [2] - 17:8, 20:11  pressuring [1] - 16:3  previous [1] - 41:3  price [1] - 33:4  primary [1] - 38:1  print [1] - 41:8  printed [1] - 31:7  probably [1] - 20:20  probable [6] - 5:10, 6:7, 7:2, 7:21, 8:19, 9:15  procedures [1] - 28:4  proceed [2] - 15:21, 25:13  proceeded [1] - 17:5  PROCEEDINGS [1] - 1:8  proceedings [3] - 11:1, 46:3, 47:6  process [11] - 11:8, 13:7, 16:22, 17:1, 17:11, 18:9, 24:1, 25:2, 27:1, 27:4, 27:13  produce [2] - 23:21, 32:23  produced [2] - 23:22, 26:7  productive [1] - 21:5  promote [3] - 39:7, 39:13, 41:6  proper [1] - 17:18  properly [1] - 45:11  Property [1] - 9:13  protect [1] - 35:4  prove [2] - 23:19, 25:12  proven [1] - 32:9  provided [5] - 3:8, 21:6, 21:15, 21:20, 32:10  providing [1] - 34:18  PSA's [4] - 41:14, 41:16, 41:17  PUBLIC [1] - 1:4  public [2] - 3:6, 41:9  Public [3] - 1:12, 47:3, 47:12  pulled [1] - 18:12  purpose [1] - 38:1</p>	<p>put [5] - 19:4, 30:13, 34:8, 38:21, 41:17</p>
<b>O</b>	<b>P</b>	<b>Q</b>	<p>quality [1] - 39:9  quarter [1] - 41:4  questioning [1] - 18:13  questions [4] - 4:1, 4:10, 41:20, 44:15  quick [1] - 37:4  quorum [1] - 3:7</p>
<p>o'clock [3] - 1:17, 3:1, 46:4  Obama [1] - 44:23  obviously [5] - 12:22, 31:21, 32:2, 38:2, 43:4  occurred [1] - 22:11  October [1] - 47:15  OF [3] - 1:1, 1:4, 1:21  offense [1] - 22:6  office [1] - 27:8  Ogden [3] - 35:11, 35:15, 36:4  Old [1] - 5:4  old [3] - 22:16, 42:11, 42:12  older [1] - 21:9  once [3] - 14:3, 14:4, 17:3  One [3] - 18:1, 36:1, 44:10  one [11] - 10:9, 16:6, 18:2, 18:13, 18:22, 19:8, 31:14, 32:23, 33:20, 38:14, 43:13  ones [1] - 23:5  opinion [2] - 20:13, 33:14  opportunity [2] - 27:22, 45:15  opposed [9] - 3:20, 5:1, 5:23, 7:14, 8:11, 9:8, 10:3, 30:21, 36:22  Order [1] - 36:10  organizations [4] - 37:11, 37:20, 37:21, 38:6  origin [4] - 11:8, 17:13, 20:17, 34:7  OTHER [1] - 2:11  otherwise [1] - 35:5  Otters [1] - 43:15  outreach [3] - 37:12, 38:2, 38:14</p>	<p>packet [1] - 4:1  page [5] - 18:2, 19:22, 20:19, 22:3, 27:18  Pamela [1] - 2:13  paper [2] - 18:23, 31:8  papers [1] - 15:11  paperwork [6] - 15:13, 15:22, 16:16, 17:9, 27:3, 27:10  paragraph [5] - 18:2, 19:10, 19:22, 20:19, 22:3  parallel [1] - 30:12  Parenting [1] - 37:21  park [3] - 38:18, 39:20, 42:7  part [4] - 14:3, 14:20, 39:21, 40:5  part-time [2] - 14:3, 14:20  particular [2] - 22:12, 22:20  partner [1] - 38:16  partners [1] - 39:5  partnerships [1] - 37:11  past [3] - 18:16, 21:17, 22:2  patch [1] - 38:22  Patricia [1] - 9:14  Patriot [3] - 35:11, 35:15, 36:4  Pause [1] - 11:1  people [7] - 16:11, 16:13, 33:7, 33:15, 39:15, 39:22, 40:10  percent [1] - 4:7  performance [5] - 21:2, 21:4, 21:6, 22:1, 26:7  personally [1] - 29:6  Pharmacy [1] - 6:23  pick [4] - 16:12, 29:3, 33:7, 33:12  picking [6] - 15:22, 16:8, 20:2, 20:6, 20:13, 32:6  piece [2] - 18:23, 38:4  pilot [3] - 43:11, 43:19, 44:5  pitch [1] - 39:1  place [1] - 37:14  plan [2] - 37:9, 40:7  planned [1] - 38:14  podium [4] - 10:10, 10:16, 10:20, 24:13  point [7] - 17:19, 19:9, 20:19, 22:12, 27:12, 27:14, 29:1  points [9] - 11:17, 12:5, 12:11, 13:2, 13:6, 13:13, 19:8, 24:6, 25:12  policies [2] - 21:20, 28:18</p>	<b>R</b>	<p>racial [1] - 34:8  radio [2] - 41:12, 41:17  Ramos [3] - 2:5, 6:21, 36:5  RAMOS [32] - 3:17, 4:15, 4:21, 5:15, 5:20, 6:17, 6:22, 7:11, 8:8, 8:23, 9:5, 9:17, 9:23, 26:19, 26:21, 27:16, 27:21, 30:15, 30:18, 30:21, 31:3, 35:17, 36:1, 36:14, 36:19, 41:21, 42:10, 44:10, 44:21, 45:3, 45:8, 45:15  read [1] - 23:2  realized [1] - 15:13  really [19] - 12:8, 14:4, 19:6, 20:16, 21:16, 23:2, 24:8, 25:4, 25:18, 26:15, 26:16, 27:1, 31:16, 32:1, 32:4, 32:6, 33:22, 34:8  reason [2] - 24:2, 34:5  reasonable [2] - 19:10, 19:20  reasoning [2] - 17:6, 19:7  reasons [3] - 20:23, 37:15, 38:1  received [3] - 3:23, 28:3, 28:9  recently [1] - 39:18  recommend [5] - 6:7, 7:1, 7:22, 8:17, 9:14  recommendation [5] - 5:13, 6:10, 7:4, 7:21, 8:1  record [4] - 10:10, 14:7, 31:19, 34:19  refused [2] - 15:14, 17:9  regarding [1] - 4:2  related [1] - 32:7  relatively [1] - 38:15  release [1] - 4:5  remember [2] - 28:12, 40:6  Remember [1] - 41:14  reminder [1] - 42:18  report [6] - 3:23, 4:3, 4:5, 4:14, 5:4, 44:18</p>

<p>Report [1] - 44:14  Reporter [1] - 47:3  <b>REPORTING</b> [1] - 1:21  reports [1] - 29:16  request [3] - 17:20, 23:17, 24:8  requesting [1] - 17:16  required [1] - 23:6  residing [1] - 47:3  Respondent [4] - 19:11, 20:22, 22:4, 34:6  Respondent's [1] - 21:1  response [10] - 3:21, 4:11, 5:2, 6:1, 7:15, 8:12, 9:9, 10:4, 36:23, 44:16  responsible [1] - 27:6  reversing [1] - 15:20  reversion [1] - 4:7  revert [1] - 17:20  review [6] - 13:13, 19:1, 34:19, 35:10, 36:3, 36:8  rights [1] - 39:7  <b>RIGHTS</b> [2] - 1:1, 2:7  Rights [6] - 1:10, 3:6, 37:15, 37:19, 38:18, 42:7  <b>RINCONES</b> [2] - 10:21, 35:20  Rincones [1] - 2:13  <b>RINCONES-CHAVEZ</b> [2] - 10:21, 35:20  Rincones-Chavez [1] - 2:13  Robert [1] - 2:12  Room [2] - 1:15, 2:9  <b>RPR/CP</b> [1] - 1:21  Ruamu [2] - 2:17, 12:17</p>	<p>Shelby [2] - 1:13, 47:4  Shelbyville [1] - 47:4  Sherry [3] - 35:10, 35:15, 36:4  shift [1] - 26:4  show [2] - 21:1, 21:16  showcase [1] - 20:16  Shuqin [3] - 2:16, 11:4, 35:12  sic [2] - 14:21, 17:20  sign [2] - 15:14, 28:18  signed [2] - 15:11, 40:17  similar [2] - 43:20, 44:3  simplified [1] - 16:18  situation [2] - 15:9, 24:3  Smith [1] - 2:7  <b>SMITH</b> [22] - 3:4, 37:4, 37:8, 40:5, 40:21, 41:23, 42:3, 42:6, 42:12, 42:16, 42:19, 42:22, 43:2, 43:16, 43:18, 44:1, 44:5, 44:13, 45:2, 45:7, 45:14, 45:19  society [1] - 14:6  someone [1] - 33:11  sometimes [2] - 14:4, 33:11  somewhat [1] - 44:3  soon [1] - 44:11  sorry [4] - 5:7, 12:16, 24:18, 30:8  south [3] - 38:5, 38:9, 38:11  South [1] - 1:14  speakers [1] - 10:8  speaks [1] - 16:6  specially [1] - 19:2  specifically [1] - 41:8  speech [1] - 44:23  spending [1] - 11:3  <b>Spooner</b> [1] - 9:12  sports [1] - 44:7  spot [1] - 19:19  spread [1] - 43:19  <b>STAFF</b> [1] - 2:11  staple [1] - 39:8  start [1] - 18:12  state [1] - 37:10  <b>STATE</b> [1] - 1:1  State [3] - 1:12, 41:15, 47:13  statement [7] - 19:4, 19:17, 21:3, 21:15, 21:22, 29:8, 34:12  statements [1] - 34:21  states [3] - 19:23, 20:20, 22:4  steal [1] - 31:13  Steven [1] - 2:5  still [3] - 17:5, 25:13, 45:5  store [16] - 15:3, 15:9, 15:20, 16:21, 19:18, 20:1, 20:8, 22:5, 24:17, 25:9, 27:2,</p>	<p>27:4, 27:5, 29:4, 29:10, 29:17  strategic [2] - 37:9, 40:7  Street [1] - 1:15  stressed [1] - 23:4  struck [2] - 40:12, 41:14  stuff [1] - 16:9  suggest [1] - 27:16  suggestion [1] - 30:11  Sundays [1] - 26:5  supervision [1] - 18:3  supposed [4] - 16:21, 22:22, 23:15, 31:17  survey [2] - 40:12, 40:17  surveys [2] - 40:7, 40:17  Swain [1] - 7:20  system [1] - 25:3</p>	<p>27:14  town [2] - 38:17, 39:19  trained [7] - 14:19, 14:21, 14:23, 19:17, 23:10, 32:5, 32:9  Training [1] - 37:22  transcribed [1] - 47:8  transcript [1] - 47:6  translate [2] - 21:13, 24:14  translator [1] - 21:11  transportation [1] - 41:9  trash [10] - 14:10, 15:23, 16:9, 16:11, 20:2, 20:3, 20:7, 20:14, 27:9, 33:8  trays [1] - 32:14  treat [3] - 17:15, 19:2, 25:16  treated [3] - 17:22, 20:16, 27:7  treating [1] - 25:13  tried [2] - 15:8, 15:9  trouble [1] - 30:8  true [4] - 18:8, 19:12, 21:22, 47:5  truth [1] - 35:6  try [3] - 25:6, 25:12, 32:8  trying [8] - 20:11, 20:12, 24:2, 31:23, 33:14, 33:21, 39:14, 45:5  turned [2] - 27:14, 40:15  TV [2] - 41:13, 41:16  Two [1] - 30:17  two [3] - 22:6, 35:17, 35:19</p>
<b>S</b>		<b>T</b>	
<p>saw [2] - 20:1, 29:2  Scales [1] - 5:7  Scouts [1] - 5:7  Second [9] - 3:11, 4:16, 5:15, 6:12, 7:6, 8:3, 8:23, 9:18, 36:14  second [3] - 19:9, 26:10, 26:11  secondly [1] - 17:3  see [6] - 4:8, 17:19, 31:14, 32:15, 34:2, 37:6  seeing [1] - 11:3  seek [2] - 12:22, 17:18  seeking [1] - 26:11  seem [1] - 38:6  Senate [1] - 2:9  send [2] - 42:1, 42:17  separate [1] - 35:21  service [1] - 26:13  session [1] - 3:6  set [2] - 37:13, 39:12  share [1] - 16:13</p>	<p>society [1] - 14:6  someone [1] - 33:11  sometimes [2] - 14:4, 33:11  somewhat [1] - 44:3  soon [1] - 44:11  sorry [4] - 5:7, 12:16, 24:18, 30:8  south [3] - 38:5, 38:9, 38:11  South [1] - 1:14  speakers [1] - 10:8  speaks [1] - 16:6  specially [1] - 19:2  specifically [1] - 41:8  speech [1] - 44:23  spending [1] - 11:3  <b>Spooner</b> [1] - 9:12  sports [1] - 44:7  spot [1] - 19:19  spread [1] - 43:19  <b>STAFF</b> [1] - 2:11  staple [1] - 39:8  start [1] - 18:12  state [1] - 37:10  <b>STATE</b> [1] - 1:1  State [3] - 1:12, 41:15, 47:13  statement [7] - 19:4, 19:17, 21:3, 21:15, 21:22, 29:8, 34:12  statements [1] - 34:21  states [3] - 19:23, 20:20, 22:4  steal [1] - 31:13  Steven [1] - 2:5  still [3] - 17:5, 25:13, 45:5  store [16] - 15:3, 15:9, 15:20, 16:21, 19:18, 20:1, 20:8, 22:5, 24:17, 25:9, 27:2,</p>	<p>talks [1] - 37:18  tank [1] - 39:20  target [1] - 4:6  team [13] - 14:22, 15:15, 15:18, 17:5, 19:15, 19:16, 21:3, 21:15, 22:20, 22:22, 38:17, 41:12, 43:28  teams [2] - 38:21, 43:9  teetering [1] - 39:6  Tehiji [1] - 2:5  terminate [2] - 14:13, 34:20  terminated [4] - 22:16, 23:13, 27:11, 34:6  termination [5] - 11:8, 13:7, 16:17, 17:1, 24:1  Terre [1] - 37:16  testify [2] - 14:23, 19:15  <b>THE</b> [1] - 1:1  themselves [1] - 32:3  therefore [3] - 17:16, 24:2, 24:7  Thereupon [1] - 46:3  thousand [1] - 39:22  three [2] - 4:7, 35:22  Three [1] - 35:23  three-percent [1] - 4:7  throughout [2] - 29:15, 37:10  throw [3] - 22:23, 23:7, 39:1  throwback [2] - 38:20, 42:8  thrown [1] - 20:3  tickets [3] - 39:3, 43:5, 43:6  Tippecanoe's [1] - 37:17  today [2] - 11:3, 15:3  took [2] - 39:21, 40:7  top [1] - 19:6  toss [1] - 41:7  totally [1] - 20:17  towards [3] - 25:5, 25:15,</p>	<b>U</b>

## V

Valparaiso's [1] - 37:17  
 variety [2] - 37:14, 37:23  
 various [2] - 37:15, 43:9  
 vehicle [1] - 30:23  
 verbally [2] - 13:6, 18:19  
 verified [2] - 17:3, 19:13  
 verify [2] - 14:22, 15:15  
 version [1] - 16:18  
 versus [14] - 5:7, 6:6, 6:23,  
 7:20, 8:16, 9:12, 9:14,  
 35:11, 35:12, 35:15, 36:4,  
 36:5, 36:7  
 via [1] - 21:11  
 view [1] - 17:19  
 viewed [1] - 21:5  
 violated [1] - 21:19  
 voice [3] - 24:9, 24:20, 26:16  
 void [5] - 22:23, 23:7, 23:11,  
 23:15, 31:18

## W

Wal [1] - 16:12  
 Wal-Mart [1] - 16:12  
 wants [3] - 20:4, 26:4, 26:6  
 warning [2] - 15:1, 29:12  
 Washington [1] - 1:15  
 water [1] - 40:19  
 Wayne [1] - 43:10  
 Web [1] - 27:18  
 week [1] - 14:4  
 weekend [1] - 26:5  
 West [1] - 1:15  
 white [1] - 39:23  
 whole [3] - 17:11, 25:4, 27:6  
 wife [1] - 34:1  
 William [1] - 1:21  
 witness [2] - 11:23, 19:16  
 Woods [1] - 7:20  
 word [1] - 40:23  
 worker [2] - 18:13, 20:22  
 workers [1] - 16:6  
 workload [1] - 45:18  
 workmanship [1] - 21:21  
 Write [1] - 18:22  
 write [6] - 22:23, 23:7, 23:11,  
 23:15, 29:7, 31:18  
 written [1] - 24:7  
 wrote [2] - 13:3, 29:16

## Y

yard [1] - 16:12  
 year [1] - 4:7  
 years [8] - 14:2, 14:9, 22:6,

26:3, 26:13, 28:5, 28:8,  
 28:13

young [1] - 45:4

yourselves [1] - 10:10