

1 BEFORE THE STATE OF INDIANA

2 CIVIL RIGHTS COMMISSION

3 - - -

4
5 PUBLIC MEETING OF SEPTEMBER 14, 2026

6
7
8 - - -

9 PROCEEDINGS

10 in the above-captioned matter, before the Indiana
11 Civil Rights Commission, Steven A. Ramos,
12 Chairman, taken before me, Lindy L. Meyer, Jr., a
13 Notary Public in and for the State of Indiana,
14 County of Shelby, at the Indiana Government
15 Center North, 100 North Senate Avenue, Room N300,
16 Indianapolis, Indiana, on Monday, September 14,
17 2026 at 1:11 o'clock p.m.

18 - - -

19
20
21 ACCURATE REPORTING OF INDIANA, LLC
22 543 Ponds Pointe Drive
23 Carmel, Indiana 46032
 (317) 848-0088

EMAIL: accuratereportingofindiana@gmail.com

1 APPEARANCES:

2 COMMISSION MEMBERS:

3 Steven A. Ramos, Chairman
4 Chaka Coleman
5 Fouad Lane Hamami
6 Terry Tolliver (virtual)

7 INDIANA CIVIL RIGHTS COMMISSION
8 By J. Philip Clay, Director
9 & Scott Kreider, Deputy Director
10 Indiana Government Center North
11 100 North Senate Avenue, Room N300
12 Indianapolis, Indiana 46204
13 On behalf of the Commission.

14 OTHER COMMISSION STAFF PRESENT:

15 Michael Lostutter
16 Vanessa L. Powell

17 ALSO PRESENT:

18 Brian Edwards
19 Nathaniel M. Uhl
20 Jacqueline Trent (virtual)

21 - - -

22

23

1 1:11 o'clock p.m.
2 September 14, 2026

3 - - -

4 CHAIRMAN RAMOS: Good afternoon. I
5 call to order the Indiana Civil Rights Commission
6 meeting, September 14th, and the time is
7 approximately 1:12, if that clock is correct,
8 which it is, for a change, so that's good.

9 I will have our Docket Clerk announce the
10 rules.

11 MR. LOSTUTTER: All right.

12 Please be advised no party will be allowed
13 to speak directly to the Commission during any
14 Commission meeting except during a previously
15 scheduled oral argument or during our Public
16 Comments time directly before of the end of the
17 meeting.

18 Concerning appeals, the Commissioners will
19 make their initial determination based on the
20 complaint, the notice of finding, the appeal, the
21 Respondent's position statement, and the final
22 investigative report. You must not address the
23 Commission members except and unless you are
addressed directly by them.

1 If you have any questions about your case,
2 please wait to speak to the Docket Clerk until
3 after the Commission meeting ends. If you are
4 here to make remarks during the Public Comments
5 time, be aware that you will only be allowed two
6 minutes to speak.

7 Thank you.

8 CHAIRMAN RAMOS: Thank you.

9 And we do have a quorum, three
10 Commissioners present and one on the phone.

11 Would you like to announce the agenda,
12 please?

13 MR. LOSTUTTER: We will -- we
14 normally have approval of previous meeting
15 minutes. Those have not been delivered as of
16 yet, so we will move on to the ICRC Director's
17 Report. We have Old Business. We have a few
18 cases, appeals of notice of finding, three of
19 which involve oral arguments. We then have, just
20 briefly we'll go over the status of one of the
21 remanded cases.

22 We then have New Business. New notices of
23 appeals to assign to Commissioners. We also have

1 proposed rule changes concerning practice
2 procedures related items. The Deputy Director
3 will deal with those. Briefly go over review of
4 ALJ Decisions and Orders, and a decision that's
5 automatically confirmed by the ALJ. And then
6 perhaps nail down the next Commission meeting or
7 two, their dates.

8 CHAIRMAN RAMOS: Thank you.

9 Since we do not have -- have not had the
10 luxury of reading the previous meeting minutes, I
11 recommend that we move that motion to the next
12 meeting once the Commissioners have had a chance
13 to read that. I don't know if we need a motion
14 to --

15 MR. CLAY: (Nodded head yes.)

16 CHAIRMAN RAMOS: Yes, I need a motion
17 to move the approval of the previous meeting
18 minutes to October.

19 VICE-CHAIR COLEMAN: So moved.

20 COMM. HAMAMI: Second.

21 CHAIRMAN RAMOS: Motion by Coleman,
22 seconded by Hamami. All those -- we have to take
23 roll call.

1 MR. LOSTUTTER: I guess I do.

2 Comm. Tolliver?

3 COMM. TOLLIVER: Aye.

4 MR. LOSTUTTER: Comm. Hamami?

5 COMM. HAMAMI: Aye.

6 MR. LOSTUTTER: Vice-Chair Coleman?

7 VICE-CHAIR COLEMAN: Aye.

8 MR. LOSTUTTER: Chair Ramos?

9 CHAIRMAN RAMOS: Aye.

10 MR. LOSTUTTER: The ayes have it.

11 CHAIRMAN RAMOS: Okay.

12 We have the Director's Report.

13 MR. CLAY: Yes. Thank you. Welcome
14 to September.

15 In lieu of a full formal Director's
16 Report, since it's such a short time since our
17 last meeting, just some brief updates for you
18 all.

19 We continue to make strides in our
20 contract with the EEOC, which is due to end on
21 September 30th. Our employment team has been
22 diligently working, submitting about 25 cases per
23 week, over a hundred a month, to get us to that

1 goal. We have been in contact with the EEOC, and
2 it looks like we'll be able to deliver on that
3 number, which is exciting.

4 We had some changes through some of our
5 elections that we can make for contract options
6 with the EEOC, so Scott, Ashim, our Employment
7 Director, and I have been reviewing those,
8 wanting to make sure that we make the best
9 decision, another one of those meetings that
10 probably could have been mailed out, but we have
11 the information nonetheless.

12 We recently completed our rulemaking this
13 last -- this past Friday, hence the meeting being
14 moved up for approval today. I'll let Scott kind
15 of discuss a little bit more about that, kind of
16 a quick preview, if he's ready.

17 MR. KREIDER: Yeah, sure.

18 I was going to do a more thorough
19 discussion when we get down to the motion to talk
20 about it, but we did have -- our public comment
21 meeting was on Friday. We had eight people who
22 came to observe. No actual verbal comments were
23 received. We didn't get any written comments

1 either to the changes.

2 For transparency, we initially did get
3 some comments from the Indiana Apartment
4 Association, but they later withdrew those. So,
5 effectively we had no comments to the proposed
6 changes, and I can go into more detail later when
7 I ask for a vote on that just for the Commission
8 to approve those.

9 MR. CLAY: And lastly, we've
10 submitted all of the required documentation for
11 next year's budget. We are asking for an
12 increase in our budget, primarily due to staffing
13 for those agencies where a direct increase in
14 staffing could directly relate to the an increase
15 in federal dollars coming back through the Board
16 Chair, just as we have with HUD and EEOC.

17 So, with that, I'll turn it back over to
18 you unless there's any questions.

19 CHAIRMAN RAMOS: Are there any
20 questions for the Executive Director?

21 (No response.)

22 CHAIRMAN RAMOS: Comm. Tolliver, do
23 you have any questions for the Executive

1 Director?

2 COMM. TOLLIVER: I do not. Thank
3 you.

4 CHAIRMAN RAMOS: And that takes us to
5 Old Business, and these are Commissioners that
6 were appointed to appeals reports. The first one
7 we have on a case is Comm. Harrington. She is
8 not present, so we will defer that to next month.
9 We don't need -- I don't think we need a motion
10 on that since she's not present.

11 MR. LOSTUTTER: She's not present,
12 but I believe that she did send --

13 MR. KREIDER: She did give a -- she
14 did e-mail her recommendation and her reasoning.
15 I can read that, if you'd like.

16 CHAIRMAN RAMOS: Yes, if you would.

17 MR. KREIDER: So, Comm. Harrington
18 recommended on this appeal to uphold the no
19 probable cause finding for both of the issues
20 presented. Her reasoning was as follows: For
21 the first issue concerning termination based on
22 disability or sex, the Complainant was not
23 meeting legitimate business expectations.

1 And regarding the second issue, which
2 relates to alleged unequal terms and conditions
3 of employment due to disability or sex, she
4 concluded there's no evidence supporting that the
5 Complainant was denied equal terms and conditions
6 of employment, nor that the others in similar
7 circumstances were extended those terms and
8 conditions which the Complainant was denied.

9 So, based on that, she was recommending
10 upholding the no probable cause finding.

11 CHAIRMAN RAMOS: Thank you.

12 Comm. Harrington recommends that we uphold
13 the Director's finding of no probable cause on
14 both issues. I need a motion to approve.

15 COMM. HAMAMI: So moved.

16 VICE-CHAIR COLEMAN: Second.

17 CHAIRMAN RAMOS: I need a second.
18 Motion by Hamami, second by Coleman, and roll
19 call, please.

20 MR. LOSTUTTER: All righty.

21 Comm. Tolliver?

22 COMM. TOLLIVER: Aye.

23 MR. LOSTUTTER: Comm. Hamami?

1 COMM. HAMAMI: Aye.

2 MR. LOSTUTTER: Vice-Chair Coleman?

3 VICE-CHAIR COLEMAN: Aye.

4 MR. LOSTUTTER: Chair Ramos?

5 CHAIRMAN RAMOS: Aye.

6 MR. LOSTUTTER: Ayes have it.

7 CHAIRMAN RAMOS: Michael, can I get a
8 pen? My --

9 MR. LOSTUTTER: Oh, okay.

10 CHAIRMAN RAMOS: -- pen is not
11 working. Thank you.

12 (Discussion off the record.)

13 CHAIRMAN RAMOS: A Cross pen. Very
14 nice.

15 All right. The next case on the docket
16 is -- you know what? I did not read that record
17 into -- into it, so let me just take one step
18 back and read that. This was the Susan Waddell
19 versus One Solution Logistics of Indiana,
20 Incorporated, Case No. EMse26030228, and as we --
21 our Commission voted to uphold the Director's
22 findings of no probable cause on both issues.

23 The next case is James Stecher, Guardian,

1 on behalf of DS, versus JVM Realty, Incorporated
2 aka JVM Apartments, LLC, Case No. HOha25121080,
3 and we're here for oral arguments.

4 MR. LOSTUTTER: The Complainant is
5 not here either in person or virtually. I
6 believe they were going to do it virtually. I
7 sent them the links, the same links that
8 Comm. Tolliver and one of our other Complainants
9 have, so they are not here. The attorney for the
10 Respondent is here, so if you want to go ahead
11 and let him speak, we can.

12 CHAIRMAN RAMOS: For the record, yes.

13 MR. LOSTUTTER: Sir?

14 MR. UHL: Hi. I'm Nate Uhl, on
15 behalf --

16 CHAIRMAN RAMOS: You'll have five
17 minutes, with a one-minute warning.

18 MR. UHL: I'm Nate Uhl, on behalf of
19 JVM Realty. I'll be brief, because we did not
20 request this oral argument. I was here primarily
21 to respond to anything that Complainant had to
22 say.

23 There were two issues identified in the

1 complaint filed by the Complainant. One had to
2 do with issues with their bathroom, there was a
3 leak and alleged mold exposure, and the other one
4 had to do with noises in their apartment. Those
5 were thoroughly investigated by the investigator
6 here, and we believe the notice of finding with
7 respect to those issues, which found that there
8 was no probable cause that we violated any sort
9 of regulations, was appropriate.

10 Now, in the appeal, they are alleging that
11 there were -- there are some other items that
12 they thought that the investigator should address
13 that were not addressed. Those items do not
14 appear in the complaint, so there really was no
15 basis for the investigator to run those to the
16 ground like he did with respect to the issues
17 with the bathroom and the noise complaints.

18 And for those reasons, we ask that the
19 appeal be denied and that the notice of finding
20 be upheld.

21 CHAIRMAN RAMOS: Thank you.

22 Are there any questions for counsel?

23 VICE-CHAIR COLEMAN: Can you please

1 spell your last name for the record?

2 MR. UHL: It's U h l.

3 VICE-CHAIR COLEMAN: Thank you.

4 CHAIRMAN RAMOS: This case was
5 assigned to Vice-Chair Coleman.

6 Do you have a recommendation?

7 VICE-CHAIR COLEMAN: Yes. I
8 recommend that we uphold the finding of both no
9 reasonable cause and no probable cause.

10 CHAIRMAN RAMOS: Motion has been made
11 to uphold the Director's finding of no probable
12 cause under Indiana Civil Rights Law and no
13 reasonable cause under the Indiana Fair Housing
14 Act. I need a motion to approve.

15 COMM. HAMAMI: So moved.

16 CHAIRMAN RAMOS: I need a second. As
17 Chair, I can second that. And we need a roll
18 call, please.

19 MR. LOSTUTTER: All right.

20 Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MR. LOSTUTTER: Comm. Hamami?

23 COMM. HAMAMI: Aye.

1 MR. LOSTUTTER: Vice-Chair Coleman?

2 VICE-CHAIR COLEMAN: Aye.

3 MR. LOSTUTTER: Chair Ramos?

4 CHAIRMAN RAMOS: Aye.

5 MR. LOSTUTTER: The ayes have it.

6 CHAIRMAN RAMOS: Thank you.

7 Thank you. You're excused, if you so
8 wish.

9 MR. UHL: Thank you.

10 CHAIRMAN RAMOS: The next case on the
11 docket is Jacqueline Trent versus LT Limited
12 Partnership/W. H. Long Rentals & Burberry Place,
13 Case No. HOha26020140, and they're also set for
14 oral argument.

15 MR. LOSTUTTER: They are. The
16 Complainant is here virtually. No one for the
17 Respondent is here. So, like before, I guess
18 we'll can go ahead and we'll start.

19 CHAIRMAN RAMOS: Yes.

20 MR. LOSTUTTER: Ms. Trent, are you
21 still there?

22 MS. TRENT: Yes, sir, I am.

23 MR. LOSTUTTER: All right. You may

1 go ahead and start.

2 MS. TRENT: Thank you. Good
3 afternoon, Commissioners.

4 I was discriminated against due to my
5 disability. Most of my communications with the
6 Respondent about my disability were by phone;
7 however, there was an e-mail submitted to the
8 Commission that indicated my need for a
9 ground-floor unit due to my disability.

10 When I first advised Respondent of my
11 disability in a phone call, that I needed to move
12 to a ground-floor unit, the manager, namely
13 Mandy, advised me that a unit had become
14 available.

15 My disability was discriminated against
16 because I couldn't simply pay a transfer fee and
17 move to another unit. I had to reapply, pay an
18 application fee, and then was denied due to my
19 income being lower, because by now I'm on
20 disability and I did have some credit challenges.

21 I don't understand why I had to go through
22 that entire process again, due to the fact that I
23 simply -- you know, if I was going to just renew

1 my lease, all I had to do was sign a new lease,
2 but this required a whole process.

3 And there was a lot of shifting by the
4 Respondent to tell me that the unit was
5 available, and then I didn't qualify. And then I
6 had my sister apply and I would be a tenant, and
7 then I was told the unit was no longer available.

8 The Respondent, namely Courtney Brown,
9 advised me there was a system update and the unit
10 was taken. Having been a current tenant for
11 three years and Respondent being made aware of my
12 disability, I should have some type of priority
13 on getting a ground-floor unit.

14 My disability was discriminated against
15 because the apartment that Respondent claimed was
16 no longer available remained vacant for two or
17 three months after I moved away, and I know this
18 because I visited with people in the community
19 and had submitted pictures as well of the unit
20 still being vacant.

21 Respondent further discriminated against
22 my disability by denying me extra time to move
23 out of my unit. While I had paid prorated rent

1 for an additional three days because my lease
2 ended in the middle of the week, so I needed to
3 get to the weekend for help to be available, when
4 I asked if I could just extend it out another
5 week, again, Ms. Brown advised me they could not,
6 that they had to turn the apartment right away
7 because they had a new tenant waiting.

8 My disability was discriminated against
9 again, because no one moved into my unit for two
10 or three months, and I've never heard of a
11 community holding a specific unit for two or
12 three months, like Respondents have in these two
13 instances in this case, and it's -- it's a direct
14 discrimination towards my disability.

15 Respondents even asked for a letter from
16 my doctor, and --

17 CHAIRMAN RAMOS: Did we lose you?

18 MR. LOSTUTTER: Are you still there,
19 Ms. Trent?

20 (No response.)

21 MR. LOSTUTTER: We must have,
22 although she's still up there.

23 CHAIRMAN RAMOS: Ms. Trent, can you

1 hear us?

2 MR. LOSTUTTER: Can you hear us? We
3 cannot hear you.

4 (No response.)

5 MR. LOSTUTTER: I think it cut out on
6 her there.

7 CHAIRMAN RAMOS: Yeah, I think so,
8 too. We can -- yeah.

9 MS. TRENT: Oh.

10 CHAIRMAN RAMOS: Are you there?

11 MR. LOSTUTTER: Are you back?

12 MS. TRENT: Hello.

13 MR. LOSTUTTER: Yes. We can hear
14 you. Can you hear us?

15 (No response.)

16 MR. LOSTUTTER: I think she may have
17 cut out again.

18 CHAIRMAN RAMOS: Ms. Trent, can you
19 hear us?

20 (No response.)

21 MR. LOSTUTTER: It looks like it's
22 cut out on her. Yeah, she was saying something
23 earlier about her connection not being great,

1 so --

2 CHAIRMAN RAMOS: Yeah.

3 MR. LOSTUTTER: -- it was working up
4 until just a couple of minutes ago now, so --

5 CHAIRMAN RAMOS: We can ask her to
6 drop off and call back in.

7 Ms. Trent, can you hear?

8 MR. LOSTUTTER: Yes, she -- are you
9 back? No, she cut out altogether. Maybe she
10 will try coming back, though.

11 CHAIRMAN RAMOS: Let's give her a
12 minute.

13 (Pause in proceedings.)

14 CHAIRMAN RAMOS: Well, we'll give her
15 another minute, and if we need to, we -- we can
16 come back. We just continue on.

17 (Pause in proceedings.)

18 CHAIRMAN RAMOS: Well, we'll go ahead
19 and move on, and if she joins us, we'll come back
20 to that.

21 MR. LOSTUTTER: All right.

22 CHAIRMAN RAMOS: The next case is
23 Chantawn King versus INNH EMP, LLC. The Case

1 Number is EMra24100982, and this is set for oral
2 argument, and it's also -- the case was assigned
3 to Comm. Tolliver.

4 Do we have both parties?

5 MR. LOSTUTTER: We have neither
6 party. I did hear from the Respondent's attorney
7 last week. They said that they were not going to
8 participate in the oral argument, that they would
9 only request that the notice of finding be
10 upheld, and that's that.

11 CHAIRMAN RAMOS: Comm. Tolliver, do
12 you have a recommendation for the Chantawn King
13 case?

14 COMM. TOLLIVER: I do. There were
15 two issues, and I move that we uphold the
16 Commission's finding of no probable cause under
17 the Indiana Civil Rights Law for both.

18 CHAIRMAN RAMOS: Thank you.

19 I need a motion to approve.

20 VICE-CHAIR COLEMAN: So moved.

21 CHAIRMAN RAMOS: I need a second.

22 COMM. HAMAMI: Second.

23 CHAIRMAN RAMOS: Motion Coleman,

1 second Hamami. Those in favor signify by roll
2 call.

3 MR. LOSTUTTER: All right.

4 Comm. Tolliver?

5 COMM. TOLLIVER: Aye.

6 MR. LOSTUTTER: Comm. Hamami?

7 COMM. HAMAMI: Aye.

8 MR. LOSTUTTER: Vice-Chair Coleman?

9 VICE-CHAIR COLEMAN: Aye.

10 MR. LOSTUTTER: Chair Ramos?

11 CHAIRMAN RAMOS: Aye.

12 MR. LOSTUTTER: The ayes have it,

13 and --

14 CHAIRMAN RAMOS: Ms. Trent, did you

15 rejoin us?

16 MR. LOSTUTTER: She's trying. She's

17 admitting. She should -- there we go.

18 Ms. Trent, can you hear me?

19 (No response.)

20 MR. LOSTUTTER: Yes, she's there.

21 Can you hear me?

22 (No response.)

23 CHAIRMAN RAMOS: She's frozen.

1 MR. LOSTUTTER: Now frozen, yes.
2 She's there. I don't know if she can hear us or
3 not.

4 CHAIRMAN RAMOS: She's got a nice
5 smile.

6 MR. LOSTUTTER: Yes.

7 CHAIRMAN RAMOS: Ms. Trent, can you
8 hear?

9 MR. LOSTUTTER: She kind of keeps
10 freezing up there.

11 CHAIRMAN RAMOS: Yeah. Maybe she
12 should call in this instead of trying the camera
13 and --

14 MR. LOSTUTTER: She does -- if you
15 can hear me, if you want to try calling --
16 whoops. Are you there? Can you hear us? Can
17 you speak?

18 (No response.)

19 CHAIRMAN RAMOS: She can hear us,
20 but --

21 MR. LOSTUTTER: Yeah, but we can't
22 hear her now.

23 MR. KREIDER: Does the chat feature

1 work there? Can she chat?

2 (Pause in proceedings.)

3 CHAIRMAN RAMOS: Can you call her,
4 Michael?

5 MR. LOSTUTTER: I -- really I can't.
6 If she can hear -- if you try calling in on the
7 phone number that I provided -- she may be doing
8 that even as we speak.

9 There's a phone number and I provided when
10 I sent the link to the meeting. You can try
11 calling in on that and speaking in over the
12 phone.

13 CHAIRMAN RAMOS: Ms. Trent, the
14 Docket Clerk is going to call you on your cell
15 phone.

16 (Discussion off the record.)

17 MS. TRENT: I am here. I don't know
18 what happened.

19 CHAIRMAN RAMOS: Great. Okay. Now
20 we lost the Docket Clerk, so hang on a second.

21 MS. TRENT: Are you still able to
22 hear me?

23 CHAIRMAN RAMOS: Yes, we can hear you

1 loud and clear.

2 MS. TRENT: Okay. All right. I can
3 go ahead?

4 CHAIRMAN RAMOS: One minute. Our
5 Docket Clerk is -- was trying to call you, so if
6 you give him a few seconds, he should be right
7 back.

8 MS. TRENT: Okay. Thank you.

9 (Discussion off the record.)

10 CHAIRMAN RAMOS: All right. We're
11 good?

12 MR. LOSTUTTER: We should be. One
13 minute here.

14 Ms. Trent, can you hear us still?

15 MS. TRENT: I am here.

16 MR. LOSTUTTER: All right. That's
17 good. You have a minute 17 left in your oral
18 presentation.

19 MS. TRENT: Okay. So, I did get --
20 at least get started. You did hear that part?

21 MR. LOSTUTTER: Yes.

22 MS. TRENT: Okay. I have no clue
23 where it cut off at, but --

1 THE REPORTER: I can tell her.

2 MS. TRENT: -- I'll just say that
3 there was just a lot of shifting by the
4 Respondent to tell me the unit was available,
5 that I didn't qualify, and my sister qualified,
6 but then I was told the unit was no longer
7 available. The Respondent said that --
8 Ms. Courtney Brown said that the system had
9 updated so the unit had been taken.

10 I had been a tenant there for three years,
11 and Respondent was made aware of my disability,
12 so I should have had some type of priority on
13 getting a ground-floor unit. My disability was
14 discriminated against because the apartment they
15 claimed was no longer available remained vacant
16 for two or three months after I moved away.

17 They further denied me to extend out a
18 week to move out of my unit because they said it
19 needed to be turned right away for the new
20 tenant, and no one moved into my unit for another
21 two or three months. So, I've never heard of a
22 community holding a specific apartment.
23 Generally, just like when I apply, you go in, you

1 look at some units, and then you get assigned a
2 unit.

3 So, I'm also a little concerned because
4 Respondents asked that I submit information from
5 my doctor and from Social Security to prove my
6 disability.

7 So, I thank you for your time. I don't
8 know how much you got, but thank you.

9 MR. LOSTUTTER: We got all of it.

10 CHAIRMAN RAMOS: Thank you.

11 MR. LOSTUTTER: It took some work,
12 but we did.

13 CHAIRMAN RAMOS: So, each of the
14 Commissioners review all of the cases. This one
15 was assigned to me, and while I certainly
16 sympathize with your situation, in following the
17 rules of the Civil Rights Commission and the Fair
18 Housing Act, I agree to uphold the Director's
19 finding of no reasonable cause under Indiana
20 Civil -- Indiana Fair Housing Act and no probable
21 cause under the Indiana Civil Rights Commission.

22 And Commissioners, you have the
23 opportunity to weigh in your vote in this, yea or

1 nay.

2 VICE-CHAIR COLEMAN: I make a motion.

3 COMM. HAMAMI: I second.

4 CHAIRMAN RAMOS: To uphold?

5 VICE-CHAIR COLEMAN: Uphold, correct.

6 CHAIRMAN RAMOS: Thank you.

7 COMM. HAMAMI: And I second.

8 CHAIRMAN RAMOS: A motion is made by
9 Vice-Chair Coleman and seconded by Comm. Hamami
10 to uphold the Director's findings of no
11 reasonable cause under the Indiana Fair Housing
12 Act and no probable cause under Indiana Civil
13 Rights law.

14 Thank you for your time.

15 MR. LOSTUTTER: We do need to do the
16 roll, though.

17 CHAIRMAN RAMOS: Oh, I'm sorry.

18 Thank you.

19 MR. LOSTUTTER: Comm. Tolliver?

20 COMM. TOLLIVER: Aye.

21 MR. LOSTUTTER: Comm. Hamami?

22 COMM. HAMAMI: Aye.

23 MR. LOSTUTTER: Vice-Chair Coleman?

1 VICE-CHAIR COLEMAN: Aye.

2 MR. LOSTUTTER: Chair Ramos?

3 CHAIRMAN RAMOS: Aye.

4 MR. LOSTUTTER: The ayes have it.

5 CHAIRMAN RAMOS: Thank you.

6 The next case is Brian Edwards.

7 MR. LOSTUTTER: And it is an oral
8 argument. I didn't embolden that one, I guess,
9 there, but it is an oral argument on there.

10 CHAIRMAN RAMOS: It's Brian Edwards
11 versus FCA US, LLC, Case No. EMrt24090809. This
12 was assigned to Vice-Chair Coleman.

13 Are both parties present?

14 MR. LOSTUTTER: The Complainant,
15 Mr. Edwards is here, in back there. No one for
16 the Respondent is here. So, I guess if the --
17 Mr. Edwards wants to speak from there, if he
18 wants to come kind of over to the corner here.

19 MR. EDWARDS: If I can move forward
20 to the next row.

21 (Discussion off the record.)

22 MR. EDWARDS: All right. Hello. How
23 are you guys doing today?

1 VICE-CHAIR COLEMAN: Good.

2 CHAIRMAN RAMOS: Good. Thank you.

3 MR. EDWARDS: Thank you,
4 Commissioners, for taking the time to --

5 MR. LOSTUTTER: Speak loudly, please.

6 MR. EDWARDS: -- taking the time to
7 consider my claim.

8 I had been awarded employment with the --
9 with the FCA Chrysler Corporation back in 2012,
10 of February. I've been employed there
11 approximately 14 years of a productive service.
12 I commuted there from here in Indianapolis for
13 those years, consistently, on all three shifts,
14 that was required for me to become an employee
15 there, with no problems with attendance, perfect
16 attendance.

17 I've had awards through the -- through the
18 company. There was a five-year plaque award I
19 was awarded, and also a ten-year plaque I was
20 awarded when I reached both years.

21 Throughout the time of my service with the
22 company, I had been treated somewhat unjustly due
23 to the fact that several employment -- several

1 departments that I was employed, directed to work
2 in as a machine operator and assembly line
3 person, I was terminated. I went through several
4 terminations and reinstatements with my
5 representation of the UAW, assistance through the
6 grievance process.

7 I had been terminated a total of six times
8 throughout my 14 years, brought back all six
9 times due to the findings, and they did a
10 research of my UAW union against the company and
11 the management staff, not to mention employees as
12 well.

13 I found myself several times being in the
14 situation of being the only African-American in
15 specific departments that I've transferred to,
16 moving around through -- throughout the company.
17 We -- they have a total of three buildings in the
18 City of Kokomo. I'm sorry; I wasn't clear with
19 that. I commuted from Indianapolis to Kokomo,
20 Indiana throughout my years, and moved around
21 different departments and different buildings,
22 through -- through transfers that I was allowed
23 to move to, and I requested to move.

1 I had the opportunity to move from one
2 building, the same company, FCA, closer to a
3 building that they were -- that Chrysler
4 purchased after my tenth year of employment
5 there, which was in Tipton, Indiana, which was --
6 there was a lot of employees like myself from
7 Indianapolis that commuted there.

8 We transferred there to be -- to cut down
9 our travel time, cut down like -- went from an
10 hour and a half travel time daily there and an
11 hour and a half back. It cut our travel time
12 down significantly, like a half hour, so it went
13 from an hour and a half travel time to an hour
14 travel time, give or take a few minutes.

15 That being said, through the move,
16 decisions that was made with me and other
17 employees to move closer that commuted as well,
18 who were also African-Americans of the same
19 nature as myself, we were able, we were -- had
20 been treated significantly unjustly in a lot of
21 situations, unfortunately, and that was just
22 because of the matter of being an employee there
23 of having to go through being -- following the

1 rules, regulations, policies, attendance, and the
2 different things that was required to be employed
3 there.

4 I found myself in a situation where, after
5 winning or being awarded my first grievance
6 reimbursement --

7 MR. LOSTUTTER: One minute.

8 MR. EDWARDS: -- reimbursement
9 through the UAW representation of the grievance
10 process, I found myself basically being a target
11 is what they called it, with -- when you are --
12 when management or employees were -- had began to
13 accuse me of several things that I was -- that
14 wasn't true.

15 Throughout that process of being -- going
16 through these amounts of terminations and
17 suspensions, which is a total of eight times
18 in 14 years, throughout the eight times, there's
19 a history that was -- that had -- that was
20 acquired to prove that throughout the eight times
21 of terminations, along with suspensions, where I
22 had been brought back with the proof --

23 MR. LOSTUTTER: Time.

1 MR. EDWARDS: Time's up?

2 MR. LOSTUTTER: Yes.

3 MR. EDWARDS: Okay.

4 Let me close by saying I would like to --
5 if the Commission, the Board here, would allow me
6 the opportunity, to again prove -- just an
7 opportunity to prove, with the history, by
8 researching the history of what I've gone through
9 with the company, for my claim of retaliation and
10 harassment, to be researched and proven through
11 your company -- through your organization.

12 CHAIRMAN RAMOS: Thank you.

13 Are there questions for Mr. Edwards?

14 VICE-CHAIR COLEMAN: No questions.

15 COMM. HAMAMI: No.

16 CHAIRMAN RAMOS: Vice-Chair Coleman,
17 this case was assigned to you. Do you have a
18 recommendation?

19 VICE-CHAIR COLEMAN: Yes.

20 First I want to say thank you for
21 traveling down here, I appreciate it, and for
22 presenting your case. We make decisions based on
23 the facts that are before us, and also when you

1 come in and you talk to us; okay?

2 MR. EDWARDS: Yes.

3 VICE-CHAIR COLEMAN: So, just so you
4 have the foundation of that.

5 I'm going to make a recommendation --
6 there are four issues here -- to uphold the
7 finding of no probable cause to believe that
8 discriminatory practices occurred on all four
9 issues that were presented before us.

10 CHAIRMAN RAMOS: I need a motion to
11 approve.

12 COMM. HAMAMI: So moved.

13 CHAIRMAN RAMOS: And as Chair, I will
14 second as well. So, the motion by Hamami, second
15 by Chair Ramos to uphold the Director's finding
16 of no probable cause under Indiana Civil Rights
17 Law. We do need a roll call, please.

18 MR. LOSTUTTER: All right.

19 Comm. Tolliver?

20 COMM. TOLLIVER: Aye.

21 MR. LOSTUTTER: Comm. Hamami?

22 COMM. HAMAMI: Aye.

23 MR. LOSTUTTER: Vice-Chair Coleman?

1 VICE-CHAIR COLEMAN: Aye.

2 MR. LOSTUTTER: Chair Ramos?

3 CHAIRMAN RAMOS: Aye.

4 MR. LOSTUTTER: The ayes have it.

5 CHAIRMAN RAMOS: Thank you for your
6 time, sir.

7 MR. EDWARDS: Okay. Can I get
8 clarification on -- is that -- of your findings?

9 CHAIRMAN RAMOS: Sure.

10 MR. EDWARDS: It's just -- she's
11 stating that --

12 CHAIRMAN RAMOS: So, the Deputy
13 Director or Executive Director had ruled in favor
14 of the Respondent, which is the FCA US.

15 MR. EDWARDS: Uh-huh.

16 CHAIRMAN RAMOS: And for each of
17 those issues that were presented, we uphold the
18 Director's finding of no probable cause, so at
19 this point, that part of it is over. This was
20 your opportunity for oral arguments to plead that
21 there was anything that we missed.

22 MR. EDWARDS: Uh-huh.

23 CHAIRMAN RAMOS: And in this case,

1 there wasn't anything that we hadn't seen, and
2 so, we -- again, we uphold the Director's
3 finding.

4 MR. EDWARDS: And what would be my
5 options from this point moving forward?

6 CHAIRMAN RAMOS: I would defer that
7 to the --

8 MR. KREIDER: Yeah. You can appeal
9 to the Court of Appeals at this point if you'd
10 like.

11 MR. EDWARDS: And how do I go about
12 that?

13 MR. KREIDER: Yeah, I can't give you
14 legal advice, but you can confer with the
15 Appellate Clerk on that.

16 CHAIRMAN RAMOS: Yeah, you probably
17 want to chat with an attorney.

18 MR. EDWARDS: Okay. Is that moving
19 to the different -- when you said "[talk] with an
20 attorney," is that with the next step, the EEOC?

21 CHAIRMAN RAMOS: So, you would -- you
22 would file for an appeal through the appellate
23 process --

1 MR. EDWARDS: Uh-huh.

2 CHAIRMAN RAMOS: -- but I would
3 highly recommend that you seek counsel to do
4 that.

5 MR. EDWARDS: Uh-huh.

6 CHAIRMAN RAMOS: That would be your
7 best case. I mean it can be complicated. It
8 would be complicated for anybody.

9 MR. EDWARDS: Uh-huh.

10 CHAIRMAN RAMOS: So, that would be
11 our recommendations. As the Deputy Director
12 said, we can't provide you legal advice.

13 MR. EDWARDS: All right. So, can I
14 open a claim to the EEOC? This is the ICRC;
15 correct?

16 CHAIRMAN RAMOS: It is the ICRC.

17 MR. EDWARDS: Can it be moved --

18 CHAIRMAN RAMOS: The EEOC defers
19 those cases to the Indiana Fair -- Civil Rights
20 Commission. We handle both the EEOC and Fair
21 Housing.

22 MR. EDWARDS: Yes.

23 CHAIRMAN RAMOS: Those are all

1 deferred to us.

2 MR. EDWARDS: Okay. And so, is there
3 not -- the next step would be to -- the next step
4 would be --

5 CHAIRMAN RAMOS: Through the State of
6 Indiana appellate process.

7 MR. EDWARDS: State of Indiana again?

8 CHAIRMAN RAMOS: Court of Appeals.

9 MR. EDWARDS: Court of Appeals?

10 CHAIRMAN RAMOS: Yes, sir.

11 MR. EDWARDS: And that's through the
12 government service --

13 CHAIRMAN RAMOS: It is --

14 MR. EDWARDS: -- the Indiana Court of
15 Appeals?

16 CHAIRMAN RAMOS: Yeah. I recommend
17 that you would Google to kind of go through, but
18 I also advise you to have legal counsel to step
19 you through that process.

20 MR. EDWARDS: Okay. Thank you very
21 much, sir, for your time.

22 CHAIRMAN RAMOS: Thank you.

23 The next case on the docket is Hollie

1 Anderson versus Mary Ann Fink & Adam Inc., Case
2 No. HOha26020118. This case was assigned to
3 Comm. Hamami.

4 Do you have a recommendation?

5 COMM. HAMAMI: Yes. I recommend we
6 uphold the Commission's finding of no reasonable
7 cause under the Indiana Fair Housing Act and no
8 probable cause under Indiana Civil Rights Law.

9 CHAIRMAN RAMOS: Thank you.

10 I need a motion to approve.

11 VICE-CHAIR COLEMAN: So moved.

12 CHAIRMAN RAMOS: I will second.

13 Sorry, Comm. Tolliver. We're kind of in
14 an expedited mode, I guess.

15 We need -- a motion has been approved --
16 or I'm sorry. The motion has been made by Hamami
17 and seconded by Ramos. We need a roll call,
18 please.

19 MR. LOSTUTTER: All right.

20 Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MR. LOSTUTTER: Comm. Hamami?

23 COMM. HAMAMI: Aye.

1 MR. LOSTUTTER: Vice-Chair Coleman?

2 VICE-CHAIR COLEMAN: Aye.

3 MR. LOSTUTTER: Chair Ramos?

4 CHAIRMAN RAMOS: Aye.

5 MR. LOSTUTTER: The ayes have it.

6 CHAIRMAN RAMOS: Thank you.

7 And the last case on the docket is Tyana
8 DeBro versus Indiana Emergency Dental. The Case
9 Number is EMra25030200. This case was assigned
10 to me, and I recommend that -- on all three
11 issues -- that we have uphold the Director's
12 finding of no probable cause. I need a motion to
13 approve.

14 COMM. HAMAMI: So moved.

15 CHAIRMAN RAMOS: I need a second.

16 VICE-CHAIR COLEMAN: Second.

17 CHAIRMAN RAMOS: Motion Hamami,
18 second Coleman. I need a roll call, please.

19 MR. LOSTUTTER: All right.

20 Comm. Tolliver?

21 COMM. TOLLIVER: Aye.

22 MR. LOSTUTTER: Comm. Hamami?

23 COMM. HAMAMI: Aye.

1 MR. LOSTUTTER: Vice-Chair Coleman?

2 VICE-CHAIR COLEMAN: Aye.

3 MR. LOSTUTTER: Chair Ramos?

4 CHAIRMAN RAMOS: Aye.

5 MR. LOSTUTTER: The ayes have it.

6 CHAIRMAN RAMOS: Thank you. Motion
7 carries.

8 The next section is Motions and Filings.
9 There are none.

10 Section c. is Status of Remanded Cases.
11 In the case of Holly June Lewis versus Marble
12 Products International LLC, the Case Number
13 is EMse24060594. That was remanded back for
14 further investigation and -- of packets allegedly
15 sent by both parties and prepare new findings.
16 That was on March 16th, 2026, and that currently
17 is still under investigation.

18 No other update on that?

19 MR. KREIDER: Not at this time, no.

20 CHAIRMAN RAMOS: That takes us to New
21 Business and the assignment of cases to our
22 Commissioners. The first one on the list is
23 Rachel Alley versus Amazon.Com Services, LLC,

1 Case No. EMse26050390, and I'm going to assign
2 that to Comm. Hamami.

3 The next case is Mishia Jones versus
4 Fastenal Company, Case No. EMha25080717. I will
5 assign that case to me.

6 The next case is Robin Maddox versus Ditto
7 Sales, Incorporated doing business as Versteel,
8 Case No. EMre25040282. I will assign that to
9 Comm. -- Vice-Chair Coleman.

10 And the next case is Yousef Madar --
11 Madar -- versus Southwire Company, Case
12 No. EMre25080644. I will assign that to
13 Comm. Tolliver.

14 COMM. TOLLIVER: Okay.

15 CHAIRMAN RAMOS: Thank you.

16 And the last case is Christopher Vickery
17 versus Bill's Automotive, Case No. EMha26070036,
18 and I will assign that to Comm. Hamami as well.

19 Keep you busy.

20 Okay. That takes us to Motions and Other
21 Filings, and there are no other motions and
22 filings.

23 MR. KREIDER: This is where we make

1 the motion to approve the rulemaking.

2 CHAIRMAN RAMOS: Okay. That was the
3 next one. All right. So, I will read this.
4 Proposed rule changes concerning practice and
5 procedures and related items regarding the
6 Commission. And this is an amended filed orders
7 of dismissal.

8 On August 10th, 2026, the Complainant
9 filed a request for withdrawal of complaint
10 related to this matter for the Indiana Civil
11 Rights Commission/ based on Complainant's request
12 to withdraw her complaint, this matter is
13 dismissed, and all future --

14 MR. KREIDER: Okay. That's the next
15 item, Mr. Chair.

16 CHAIRMAN RAMOS: Okay.

17 MR. KREIDER: Yeah. So, just for
18 the -- the motion was just to have the
19 Commission, by separate motions, approve the
20 changes on the proposed rules. As we mentioned
21 in the Director's Report, this was the formal
22 time to actually talk about that on the agenda
23 and have those approved.

1 Just by way of background, as you know, we
2 were ordered by the Governor to reduce the
3 language by at least 25 percent, and we also have
4 to readopt our rules so that they don't expire.
5 So, we went through that process and proposed
6 changes to all three of our articles, which is
7 about, by our estimate, a 45-percent reduction,
8 so we more than complied with the Governor's
9 order on that.

10 And again, as I noted earlier, there were
11 no comments that were submitted, so we were
12 asking for the Commission here to approve the
13 changes. There is one change we are going to be
14 making to what we originally proposed. We're
15 going to add a sentence which we believe, on
16 review, actually created some confusion.

17 So, in 910 IAC 1-8-1 subsection (b), we
18 had initially added a proposed sentence that
19 would have said that the communications with the
20 Complainant were protected by attorney-client
21 privilege. That's actually not correct, because
22 there's no attorney-client relationship. So,
23 we're going to take that provision out. We don't

1 believe that would trigger a second round for
2 public comment since it takes it back to the
3 baseline.

4 So, with that one change, we would just
5 ask the Commission to approve the changes. The
6 Commission votes on that, then the next step is
7 we submit it for review to the Attorney General's
8 Office, who then submits it to the Governor for a
9 final approval before those can be published, and
10 then go into effect hopefully January 1 of 2027.

11 So, we would need a separate motion for
12 each of the Articles, 1, 2 and 3, and seconded,
13 just to adopt the proposed changes that we had
14 put on-line on our rulemaking docket that are
15 posted on there, along with all of the notices
16 and things. So, that's our ask, and that's what
17 we --

18 CHAIRMAN RAMOS: Okay. That's a lot
19 to present and a lot to try to do a motion on.
20 So, you said there were three issues that had to
21 be approved --

22 MR. CLAY: Yes.

23 CHAIRMAN RAMOS: -- independently?

1 MR. KREIDER: Yes. So, we had to do
2 each of them separate so they could publish
3 separate, so we need a separate motion for each
4 one.

5 CHAIRMAN RAMOS: So, we formally
6 capture this, if you would remind us of the first
7 motion, and then we --

8 MR. KREIDER: Sure.

9 CHAIRMAN RAMOS: -- can get our vote
10 in on this.

11 MR. KREIDER: Can you bring that up,
12 Michael?

13 So, the first motion, we would ask the
14 Commission to approve and adopt the proposed
15 changes as I've laid out to you in Article 1 of
16 our rules.

17 CHAIRMAN RAMOS: Okay.

18 I need a motion to approve.

19 COMM. HAMAMI: So moved.

20 CHAIRMAN RAMOS: A second?

21 VICE-CHAIR COLEMAN: Second.

22 CHAIRMAN RAMOS: Motion Hamami,
23 second Coleman. Roll call, please.

1 MR. LOSTUTTER: Comm. Tolliver?

2 COMM. TOLLIVER: Aye.

3 MR. LOSTUTTER: Comm. Hamami?

4 COMM. HAMAMI: Aye.

5 MR. LOSTUTTER: Vice-Chair Coleman?

6 VICE-CHAIR COLEMAN: Aye.

7 MR. LOSTUTTER: Chair Ramos?

8 CHAIRMAN RAMOS: Aye.

9 MR. LOSTUTTER: The ayes have it.

10 MR. KREIDER: Okay. Then our next
11 motion is similar, but it would be to approve and
12 adopt the proposed changes to Article 2 of our
13 Administrative Rules.

14 CHAIRMAN RAMOS: Motion to approve?

15 VICE-CHAIR COLEMAN: So moved.

16 COMM. HAMAMI: Second.

17 CHAIRMAN RAMOS: Motion Coleman,
18 second Hamami. Roll call, please.

19 MR. LOSTUTTER: Comm. Tolliver?

20 COMM. TOLLIVER: Aye.

21 MR. LOSTUTTER: Comm. Hamami?

22 COMM. HAMAMI: Aye.

23 MR. LOSTUTTER: Vice-Chair Coleman?

1 VICE-CHAIR COLEMAN: Aye.

2 MR. LOSTUTTER: Chair Ramos?

3 CHAIRMAN RAMOS: Aye.

4 MR. LOSTUTTER: The ayes have it.

5 MR. KREIDER: And then finally, the
6 same thing, just to approve and adopt the
7 proposed changes for Article 3 of our
8 Administrative Rules.

9 COMM. HAMAMI: So moved.

10 CHAIRMAN RAMOS: Motion Hamami.

11 VICE-CHAIR COLEMAN: Second.

12 CHAIRMAN RAMOS: Second Coleman.

13 Roll call.

14 MR. LOSTUTTER: Comm. Tolliver?

15 COMM. TOLLIVER: Aye.

16 MR. LOSTUTTER: Comm. Hamami?

17 COMM. HAMAMI: Aye.

18 MR. LOSTUTTER: Vice-Chair Coleman?

19 VICE-CHAIR COLEMAN: Aye.

20 MR. LOSTUTTER: Chair Ramos?

21 CHAIRMAN RAMOS: Aye.

22 MR. LOSTUTTER: The ayes have it.

23 MR. KREIDER: All right. Thank you.

1 Then Michael will have some documentation for
2 Chair Ramos to sign here.

3 CHAIRMAN RAMOS: Right.

4 Okay. That brings us back to --

5 MR. CLAY: Review of ALJ Decisions
6 and Orders.

7 CHAIRMAN RAMOS: Right. Review of
8 the ALJ Decisions and Orders. I will read
9 through this. The Administrative Law Judge's
10 Order disposing of the proceedings becomes a
11 final order when affirmed under Indiana
12 Code 4-21.5-3-29 and Indiana Code 4-21.5-3-27.
13 We do have to have votes on this.

14 The first item is Indiana Civil
15 Rights/Lanita Goins versus Spicewood Garden
16 Apartments II, LP, Heron Apartment Management
17 and Hand, Incorporated. The Case Number
18 is HOr23080663. That was submitted to the
19 Commission on January 6th, 2026.

20 The ALJ in this matter has determined that
21 the Complainant in this matter has failed to meet
22 her burden of proof in either issue and hereby
23 rules in favor of the Respondent and against the

1 Complainant and Aggrieved Person, with the ICRC
2 Director's charges dismissed with prejudice.

3 The Complainant has filed an objection to
4 the proposed final order issued in this matter by
5 the ALJ. The Respondent filed a response and
6 objection to the Complainant's objection. The
7 Commission issued an order setting a briefing
8 schedule prior to oral arguments taking place.
9 Complainant has filed their brief with the
10 Commission as has the Respondent. Oral arguments
11 to be set for the next Commission meeting in
12 October. At this time, no decision is needed to
13 be made in this matter.

14 VICE-CHAIR COLEMAN: Who was -- was
15 this in the --

16 CHAIRMAN RAMOS: What was the
17 question? Who was assigned this?

18 VICE-CHAIR COLEMAN: Yeah.

19 CHAIRMAN RAMOS: I don't remember.

20 MR. LOSTUTTER: It was --

21 MR. CLAY: Was it Harrington?

22 MR. LOSTUTTER: I would have to
23 double-check on that. I really -- because of it

1 being something that was originally ordered by
2 the ALJ, I don't really think that it was
3 assigned to any Commissioner, per se. It's just
4 something that oral arguments will take place
5 before the Commissioners now next month, and then
6 they will make the decision at that time. But
7 normally there -- when something is issued from
8 the ALJ, likely it isn't assigned to a
9 Commissioner.

10 VICE-CHAIR COLEMAN: And just for --
11 procedurally, it doesn't have to be assigned to a
12 Commissioner; correct?

13 MR. LOSTUTTER: That is correct.

14 VICE-CHAIR COLEMAN: Then the full
15 panel will just review it?

16 MR. LOSTUTTER: Correct.

17 VICE-CHAIR COLEMAN: Okay. Thank
18 you.

19 MR. LOSTUTTER: You're welcome.

20 CHAIRMAN RAMOS: Did we finalize the
21 order which regarded -- I read it into record,
22 but it was on the wrong section, so do we need to
23 continue that, or are we okay with the admitted

1 final order?

2 MR. KREIDER: For the other one?

3 CHAIRMAN RAMOS: Yeah, which was --
4 yes.

5 MR. KREIDER: Yes.

6 CHAIRMAN RAMOS: I think we're good.

7 MR. KREIDER: It was affirmed, yeah.

8 MR. LOSTUTTER: Yeah.

9 CHAIRMAN RAMOS: ALJ Decisions
10 Automatically Confirmed, automatically confirmed
11 under Commission's order on automatic adoption
12 and approval of certain nonfinal decisions. No
13 vote is regarded [sic].

14 This is the Heather M. Stewart versus Eli
15 Lilly & Company, Case No. EMha25090759, and the
16 Amended Final Order was submitted to the
17 Commission on August 24th, 2026.

18 That takes us to meeting dates for
19 October. We have right now the 19th scheduled.

20 MR. LOSTUTTER: October 19th.

21 CHAIRMAN RAMOS: Are there any
22 conflicts with the 19th of October? I'll give
23 everybody a minute just to check their schedules.

1 (Pause in proceedings.)

2 CHAIRMAN RAMOS: Comm. Tolliver, are
3 you okay with that?

4 COMM. TOLLIVER: I am.

5 CHAIRMAN RAMOS: Thank you.

6 COMM. HAMAMI: I'm good for that as
7 well.

8 CHAIRMAN RAMOS: Okay. I'm good.

9 VICE-CHAIR COLEMAN: That works for
10 me.

11 MR. LOSTUTTER: So, everyone's okay?

12 CHAIRMAN RAMOS: Comm. -- or
13 Vice-Chair Coleman is still checking.

14 VICE-CHAIR COLEMAN: I'm okay.

15 CHAIRMAN RAMOS: You're good? Yeah,
16 we're good. And you'll check with Harrington
17 and --

18 MR. LOSTUTTER: Yes.

19 CHAIRMAN RAMOS: -- Silberberg?
20 Hopefully Silberberg will be back.

21 MR. LOSTUTTER: Hopefully so.

22 CHAIRMAN RAMOS: I move we do an
23 event in November.

1 MR. CLAY: Yes, we have it scheduled
2 for the 16th of November.

3 MR. KREIDER: Yeah the --

4 MR. CLAY: Correct.

5 MR. KREIDER: -- Commissiongiving.

6 MR. CLAY: Commissionsgiving, yes.
7 We've got that scheduled for 11:00 on the 16th.

8 VICE-CHAIR COLEMAN: I will not -- I
9 can attend virtually.

10 MR. CLAY: Oh, you're going to miss
11 Thanksgiving?

12 VICE-CHAIR COLEMAN: (Nodded yes.)

13 CHAIRMAN RAMOS: It is good. It
14 really went well.

15 All right. We can worry about December
16 when we get into next month. There are no --
17 there are no Election, Training or Others. Are
18 there any Announcements?

19 (No response.)

20 CHAIRMAN RAMOS: Do we have any
21 events coming up?

22 MR. KREIDER: I'm not sure of
23 anything other than the Commissiongiving. That's

1 all.

2 CHAIRMAN RAMOS: All right.

3 MR. KREIDER: And real quickly, I
4 would just like to thank all of you for
5 completing the training, because we have a
6 deadline like tomorrow. So, I appreciate that.

7 CHAIRMAN RAMOS: All right.

8 Are there any public comments?

9 MR. LOSTUTTER: No.

10 CHAIRMAN RAMOS: Okay.

11 MR. LOSTUTTER: I don't see anyone
12 here for it, so --

13 CHAIRMAN RAMOS: Okay. Hearing none,
14 I move to adjourn.

15 - - -
16 Thereupon, the proceedings of
17 September 14, 2026 were concluded
18 at 2:09 o'clock p.m.
19 - - -

20

21

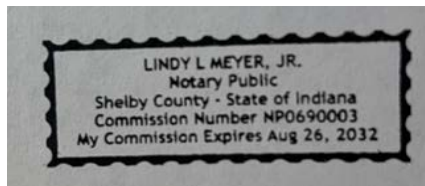
22

23

1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Monday, September 14, 2026 in this matter and
8 transcribed by me.

9
10 Lindy L. Meyer, Jr.



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

15 My Commission expires August 26, 2032.

16 Commission No. NP0690003
17
18
19
20
21
22
23

1	9			
1 [3] - 46:10, 46:12, 47:15 1-8-1 [1] - 45:17 100 [2] - 1:15, 2:8 10th [1] - 44:8 11:00 [1] - 55:7 14 [8] - 1:5, 1:16, 3:1, 30:11, 31:8, 33:18, 56:16, 57:7 14th [1] - 3:5 16th [3] - 42:16, 55:2, 55:7 17 [1] - 25:17 19th [3] - 53:19, 53:20, 53:22 1:11 [2] - 1:17, 3:1 1:12 [1] - 3:6	910 [1] - 45:17 A able [3] - 7:2, 24:21, 32:19 above-captioned [1] - 1:10 ACCURATE [1] - 1:21 accuratereportingofi ndiana@gmail.com [1] - 1:23 accuse [1] - 33:13 acquired [1] - 33:20 Act [5] - 14:14, 27:18, 27:20, 28:12, 40:7 actual [1] - 7:22 Adam [1] - 40:1 add [1] - 45:15 added [1] - 45:18 additional [1] - 18:1 address [2] - 3:21, 13:12 addressed [2] - 3:23, 13:13 adjourn [1] - 56:14 administrative [2] - 48:13, 49:8 Administrative [1] - 50:9 admitted [1] - 52:23 admitting [1] - 22:17 adopt [4] - 46:13, 47:14, 48:12, 49:6 adoption [1] - 53:11 advice [2] - 37:14, 38:12 advise [1] - 39:18 advised [5] - 3:11, 16:10, 16:13, 17:9, 18:5 affirmed [2] - 50:11, 53:7 African [2] - 31:14, 32:18 African-American [1] - 31:14 African-Americans [1] - 32:18 afternoon [2] - 3:3, 16:3 agencies [1] - 8:13 agenda [2] - 4:11, 44:22 aggrieved [1] - 51:1 ago [1] - 20:4 agree [1] - 27:18 ahead [5] - 12:10,	15:18, 16:1, 20:18, 25:3 aka [1] - 12:2 ALJ [9] - 5:4, 5:5, 50:5, 50:8, 50:20, 51:5, 52:2, 52:8, 53:9 alleged [2] - 10:2, 13:3 allegedly [1] - 42:14 alleging [1] - 13:10 Alley [1] - 42:23 allow [1] - 34:5 allowed [3] - 3:11, 4:5, 31:22 ALSO [1] - 2:13 altogether [1] - 20:9 Amazon.com [1] - 42:23 amended [2] - 44:6, 53:16 American [1] - 31:14 Americans [1] - 32:18 amounts [1] - 33:16 Anderson [1] - 40:1 Ann [1] - 40:1 announce [2] - 3:8, 4:11 Announcements [1] - 55:18 apartment [7] - 8:3, 13:4, 17:15, 18:6, 26:14, 26:22, 50:16 Apartments [2] - 12:2, 50:16 appeal [6] - 3:19, 9:18, 13:10, 13:19, 37:8, 37:22 appeals [7] - 3:17, 4:18, 4:23, 9:6, 37:9, 39:8, 39:15 Appeals [1] - 39:9 appear [1] - 13:14 APPEARANCES [1] - 2:1 Appellate [1] - 37:15 appellate [2] - 37:22, 39:6 application [1] - 16:18 apply [2] - 17:6, 26:23 appointed [1] - 9:6 appreciate [2] - 34:21, 56:6 appropriate [1] - 13:9 approval [5] - 4:14, 5:17, 7:14, 46:9, 53:12 approve [16] - 8:8, 10:14, 14:14, 21:19, 35:11, 40:10, 41:13, 44:1, 44:19, 45:12,	46:5, 47:14, 47:18, 48:11, 48:14, 49:6 approved [3] - 40:15, 44:23, 46:21 argument [7] - 3:14, 12:20, 15:14, 21:2, 21:8, 29:8, 29:9 arguments [6] - 4:19, 12:3, 36:20, 51:8, 51:10, 52:4 article [2] - 47:15, 48:12 Article [1] - 49:7 articles [2] - 45:6, 46:12 Ashim [1] - 7:6 assembly [1] - 31:2 assign [6] - 4:23, 43:1, 43:5, 43:8, 43:12, 43:18 assigned [12] - 14:5, 21:2, 27:1, 27:15, 29:12, 34:17, 40:2, 41:9, 51:17, 52:3, 52:8, 52:11 assignment [1] - 42:21 assistance [1] - 31:5 association [1] - 8:4 attend [1] - 55:9 attendance [3] - 30:15, 30:16, 33:1 attorney [7] - 12:9, 21:6, 37:17, 37:20, 45:20, 45:22, 46:7 attorney-client [2] - 45:20, 45:22 August [3] - 44:8, 53:17, 57:15 automatic [1] - 53:11 automatically [3] - 5:5, 53:10 automotive [1] - 43:17 available [8] - 16:14, 17:5, 17:7, 17:16, 18:3, 26:4, 26:7, 26:15 Avenue [2] - 1:15, 2:8 award [1] - 30:18 awarded [4] - 30:8, 30:19, 30:20, 33:5 awards [1] - 30:17 aware [3] - 4:5, 17:11, 26:11 aye [44] - 6:3, 6:5, 6:7, 6:9, 10:22, 11:1, 11:3, 11:5, 14:21, 14:23, 15:2, 15:4, 22:5, 22:7, 22:9, 22:11, 28:20, 28:22,	29:1, 29:3, 35:20, 35:22, 36:1, 36:3, 40:21, 40:23, 41:2, 41:4, 41:21, 41:23, 42:2, 42:4, 48:2, 48:4, 48:6, 48:8, 48:20, 48:22, 49:1, 49:3, 49:15, 49:17, 49:19, 49:21 ayes [11] - 6:10, 11:6, 15:5, 22:12, 29:4, 36:4, 41:5, 42:5, 48:9, 49:4, 49:22 B background [1] - 45:1 based [5] - 3:18, 9:21, 10:9, 34:22, 44:11 baseline [1] - 46:3 basis [1] - 13:15 bathroom [2] - 13:2, 13:17 become [2] - 16:13, 30:14 becomes [1] - 50:10 BEFORE [1] - 1:1 began [1] - 33:12 behalf [4] - 2:9, 12:1, 12:15, 12:18 best [2] - 7:8, 38:7 bill's [1] - 43:17 bit [1] - 7:15 board [1] - 34:5 Board [1] - 8:15 Brian [3] - 2:14, 29:6, 29:10 brief [3] - 6:17, 12:19, 51:9 briefing [1] - 51:7 briefly [2] - 4:20, 5:3 bring [1] - 47:11 brings [1] - 50:4 brought [2] - 31:8, 33:22 Brown [2] - 17:8, 18:5 brown [1] - 26:8 budget [2] - 8:11, 8:12 building [2] - 32:2, 32:3 buildings [2] - 31:17, 31:21 Burberry [1] - 15:12 burden [1] - 50:22 business [5] - 4:17, 9:5, 9:23, 42:21, 43:7 Business [1] - 4:22 busy [1] - 43:19

C

camera [1] - 23:12
cannot [1] - 19:3
captioned [1] - 1:10
capture [1] - 47:6
Carmel [1] - 1:22
carries [1] - 42:7
Case [5] - 11:20, 12:2, 15:13, 43:4, 53:15
case [35] - 4:1, 9:7, 11:15, 11:23, 14:4, 15:10, 18:13, 20:22, 20:23, 21:2, 21:13, 29:6, 29:11, 34:17, 34:22, 36:23, 38:7, 39:23, 40:1, 40:2, 41:7, 41:8, 41:9, 42:11, 42:12, 43:1, 43:3, 43:5, 43:6, 43:8, 43:10, 43:11, 43:16, 43:17, 50:17
cases [7] - 4:18, 4:21, 6:22, 27:14, 38:19, 42:10, 42:21
cell [1] - 24:14
Center [2] - 1:15, 2:7
certain [1] - 53:12
certainly [1] - 27:15
CERTIFICATE [1] - 57:1
certify [1] - 57:5
CHAIR [37] - 5:19, 6:7, 10:16, 11:3, 13:23, 14:3, 14:7, 15:2, 21:20, 22:9, 28:2, 28:5, 29:1, 30:1, 34:14, 34:19, 35:3, 36:1, 40:11, 41:2, 41:16, 42:2, 47:21, 48:6, 48:15, 49:1, 49:11, 49:19, 51:14, 51:18, 52:10, 52:14, 52:17, 54:9, 54:14, 55:8, 55:12
chair [7] - 14:5, 14:17, 15:3, 28:9, 35:13, 35:15, 50:2
Chair [27] - 6:6, 6:8, 8:16, 11:2, 11:4, 15:1, 22:8, 22:10, 28:23, 29:2, 29:12, 34:16, 35:23, 36:2, 41:1, 41:3, 42:1, 42:3, 43:9, 44:15, 48:5, 48:7, 48:23, 49:2, 49:18, 49:20, 54:13
Chairman [2] - 1:12, 2:3

CHAIRMAN [138] - 3:3, 4:8, 5:8, 5:16, 5:21, 6:9, 6:11, 8:19, 8:22, 9:4, 9:16, 10:11, 10:17, 11:5, 11:7, 11:10, 11:13, 12:12, 12:16, 13:21, 14:4, 14:10, 14:16, 15:4, 15:6, 15:10, 15:19, 18:17, 18:23, 19:7, 19:10, 19:18, 20:2, 20:5, 20:11, 20:14, 20:18, 20:22, 21:11, 21:18, 21:21, 21:23, 22:11, 22:14, 22:23, 23:4, 23:7, 23:11, 23:19, 24:3, 24:13, 24:19, 24:23, 25:4, 25:10, 27:10, 27:13, 28:4, 28:6, 28:8, 28:17, 29:3, 29:5, 29:10, 30:2, 34:12, 34:16, 35:10, 35:13, 36:3, 36:5, 36:9, 36:12, 36:16, 36:23, 37:6, 37:16, 37:21, 38:2, 38:6, 38:10, 38:16, 38:18, 38:23, 39:5, 39:8, 39:10, 39:13, 39:16, 39:22, 40:9, 40:12, 41:4, 41:6, 41:15, 41:17, 42:4, 42:6, 42:20, 43:15, 44:2, 44:16, 46:18, 46:23, 47:5, 47:9, 47:17, 47:20, 47:22, 48:8, 48:14, 48:17, 49:3, 49:10, 49:12, 49:21, 50:3, 50:7, 51:16, 51:19, 52:20, 53:3, 53:6, 53:9, 53:21, 54:2, 54:5, 54:8, 54:12, 54:15, 54:19, 54:22, 55:13, 55:20, 56:2, 56:7, 56:10, 56:13
Chaka [1] - 2:3
challenges [1] - 16:20
chance [1] - 5:12
change [3] - 3:7, 45:13, 46:4
changes [13] - 5:1, 7:4, 8:1, 8:6, 44:4, 44:20, 45:6, 45:13, 46:5, 46:13, 47:15, 48:12, 49:7
Chantawn [2] - 20:23, 21:12
charges [1] - 51:2
chat [3] - 23:23, 24:1,

37:17
check [3] - 51:23, 53:23, 54:16
checking [1] - 54:13
Christopher [1] - 43:16
Chrysler [2] - 30:9, 32:3
circumstances [1] - 10:7
City [2] - 31:18, 57:4
CIVIL [2] - 1:2, 2:6
civil [7] - 14:12, 21:17, 27:20, 28:12, 35:16, 40:8, 50:14
Civil [6] - 1:11, 3:4, 27:17, 27:21, 38:19, 44:10
claim [3] - 30:7, 34:9, 38:14
claimed [2] - 17:15, 26:15
clarification [1] - 36:8
Clay [1] - 2:6
CLAY [10] - 5:15, 6:13, 8:9, 46:22, 50:5, 51:21, 55:1, 55:4, 55:6, 55:10
clear [2] - 25:1, 31:18
clerk [5] - 3:8, 4:2, 24:20, 25:5, 37:15
Clerk [1] - 24:14
client [2] - 45:20, 45:22
clock [1] - 3:6
close [1] - 34:4
closer [2] - 32:2, 32:17
clue [1] - 25:22
Code [1] - 50:12
code [1] - 50:12
Coleman [25] - 2:3, 5:21, 6:6, 10:18, 11:2, 14:5, 15:1, 21:23, 22:8, 28:9, 28:23, 29:12, 34:16, 35:23, 41:1, 41:18, 42:1, 43:9, 47:23, 48:5, 48:17, 48:23, 49:12, 49:18, 54:13
COLEMAN [37] - 5:19, 6:7, 10:16, 11:3, 13:23, 14:3, 14:7, 15:2, 21:20, 22:9, 28:2, 28:5, 29:1, 30:1, 34:14, 34:19, 35:3, 36:1, 40:11, 41:2, 41:16, 42:2, 47:21, 48:6, 48:15, 49:1, 49:11, 49:19,

51:14, 51:18, 52:10, 52:14, 52:17, 54:9, 54:14, 55:8, 55:12
coming [3] - 8:15, 20:10, 55:21
COMM [40] - 5:20, 6:3, 6:5, 9:2, 10:15, 10:22, 11:1, 14:15, 14:21, 14:23, 21:14, 21:22, 22:5, 22:7, 28:3, 28:7, 28:20, 28:22, 34:15, 35:12, 35:20, 35:22, 40:5, 40:21, 40:23, 41:14, 41:21, 41:23, 43:14, 47:19, 48:2, 48:4, 48:16, 48:20, 48:22, 49:9, 49:15, 49:17, 54:4, 54:6
Comm [30] - 6:2, 8:22, 9:7, 9:17, 10:12, 10:21, 12:8, 14:20, 14:22, 21:3, 21:11, 22:4, 28:9, 28:21, 35:19, 35:21, 40:3, 40:13, 40:20, 40:22, 41:20, 41:22, 43:2, 43:13, 43:18, 48:1, 48:19, 48:21, 49:16, 54:2
comm [8] - 6:4, 10:23, 22:6, 28:19, 43:9, 48:3, 49:14, 54:12
comment [2] - 7:20, 46:2
comments [7] - 3:15, 7:22, 7:23, 8:3, 8:5, 45:11, 56:8
Comments [1] - 4:4
COMMISSION [4] - 1:2, 2:2, 2:6, 2:10
commission [17] - 3:22, 4:3, 5:6, 8:7, 11:21, 16:8, 27:21, 34:5, 38:20, 45:12, 46:5, 46:6, 47:14, 50:19, 51:7, 51:10, 51:11
Commission [12] - 1:11, 2:9, 3:4, 3:12, 3:13, 27:17, 44:6, 44:11, 44:19, 53:17, 57:15, 57:16
commission's [2] - 21:16, 40:6
Commission's [1] - 53:11
commissioner [2] - 52:3, 52:9
Commissioner [1] -

52:12
commissioners [8] - 4:10, 4:23, 5:12, 9:5, 16:3, 27:22, 42:22, 52:5
Commissioners [3] - 3:17, 27:14, 30:4
commissiongiving [1] - 55:5
Commissiongiving [1] - 55:23
Commissionsgiving [1] - 55:6
communications [2] - 16:5, 45:19
community [3] - 17:18, 18:11, 26:22
commuted [4] - 30:12, 31:19, 32:7, 32:17
company [10] - 30:18, 30:22, 31:10, 31:16, 32:2, 34:9, 34:11, 43:4, 43:11, 53:15
complainant [3] - 9:22, 15:16, 44:8
Complainant [11] - 10:5, 10:8, 12:4, 12:21, 13:1, 29:14, 45:20, 50:21, 51:1, 51:3, 51:9
Complainant's [2] - 44:11, 51:6
complainants [1] - 12:8
complaint [5] - 3:19, 13:1, 13:14, 44:9, 44:12
complaints [1] - 13:17
completed [1] - 7:12
completing [1] - 56:5
complicated [2] - 38:7, 38:8
complied [1] - 45:8
concerned [1] - 27:3
concerning [4] - 3:17, 5:1, 9:21, 44:4
concluded [2] - 10:4, 56:16
conditions [3] - 10:2, 10:5, 10:8
confer [1] - 37:14
confirmed [3] - 5:5, 53:10
conflicts [1] - 53:22
confusion [1] - 45:16
connection [1] - 19:23
consider [1] - 30:7
consistently [1] - 30:13
contact [1] - 7:1

continue [3] - 6:19, 20:16, 52:23 contract [2] - 6:20, 7:5 corner [1] - 29:18 corporation [1] - 30:9 correct [9] - 3:6, 28:5, 38:15, 45:21, 52:12, 52:13, 52:16, 55:4, 57:6 counsel [3] - 13:22, 38:3, 39:18 County [2] - 1:14, 57:4 couple [1] - 20:4 court [1] - 37:9 Court [4] - 39:8, 39:9, 39:14, 57:3 Courtney [2] - 17:8, 26:8 created [1] - 45:16 credit [1] - 16:20 cross [1] - 11:13 current [1] - 17:10 cut [8] - 19:5, 19:17, 19:22, 20:9, 25:23, 32:8, 32:9, 32:11	different [4] - 31:21, 33:2, 37:19 diligently [1] - 6:22 direct [2] - 8:13, 18:13 directed [1] - 31:1 directly [4] - 3:12, 3:15, 3:23, 8:14 director [4] - 5:2, 7:7, 8:20, 38:11 Director [5] - 2:6, 2:7, 9:1, 36:13 director's [10] - 4:16, 10:13, 14:11, 27:18, 28:10, 35:15, 36:18, 37:2, 41:11, 51:2 Director's [4] - 6:12, 6:15, 11:21, 44:21 disability [16] - 9:22, 10:3, 16:5, 16:6, 16:9, 16:11, 16:15, 16:20, 17:12, 17:14, 17:22, 18:8, 18:14, 26:11, 26:13, 27:6 discriminated [6] - 16:4, 16:15, 17:14, 17:21, 18:8, 26:14 discrimination [1] - 18:14 discriminatory [1] - 35:8 discuss [1] - 7:15 Discussion [1] - 25:9 discussion [4] - 7:19, 11:12, 24:16, 29:21 dismissal [1] - 44:7 dismissed [2] - 44:13, 51:2 disposing [1] - 50:10 ditto [1] - 43:6 docket [10] - 3:8, 4:2, 11:15, 15:11, 24:14, 24:20, 25:5, 39:23, 41:7, 46:14 doctor [2] - 18:16, 27:5 documentation [2] - 8:10, 50:1 dollars [1] - 8:15 double [1] - 51:23 double-check [1] - 51:23 down [6] - 5:6, 7:19, 32:8, 32:9, 32:12, 34:21 Drive [1] - 1:21 drop [1] - 20:6 DS [1] - 12:1 due [9] - 6:20, 8:12, 10:3, 16:4, 16:9, 16:18, 16:22, 30:22,	31:9 during [4] - 3:12, 3:13, 3:14, 4:4	E e-mail [2] - 9:14, 16:7 EDWARDS [27] - 29:19, 29:22, 30:3, 30:6, 33:8, 34:1, 34:3, 35:2, 36:7, 36:10, 36:15, 36:22, 37:4, 37:11, 37:18, 38:1, 38:5, 38:9, 38:13, 38:17, 38:22, 39:2, 39:7, 39:9, 39:11, 39:14, 39:20 Edwards [6] - 2:14, 29:6, 29:10, 29:15, 29:17, 34:13 EEOC [8] - 6:20, 7:1, 7:6, 8:16, 37:20, 38:14, 38:18, 38:20 effect [1] - 46:10 effectively [1] - 8:5 eight [4] - 7:21, 33:17, 33:18, 33:20 either [3] - 8:1, 12:5, 50:22 election [1] - 55:17 elections [1] - 7:5 Eli [1] - 53:14 EMAIL [1] - 1:23 embolden [1] - 29:8 emergency [1] - 41:8 EMha25080717 [1] - 43:4 EMha25090759 [1] - 53:15 EMha26070036 [1] - 43:17 EMP [1] - 20:23 employed [3] - 30:10, 31:1, 33:2 employee [2] - 30:14, 32:22 employees [4] - 31:11, 32:6, 32:17, 33:12 employment [7] - 6:21, 7:6, 10:3, 10:6, 30:8, 30:23, 32:4 EMra24100982 [1] - 21:1 EMra25030200 [1] - 41:9 EMre25040282 [1] - 43:8 EMre25080644 [1] - 43:12 EMrt24090809 [1] -	29:11 EMse24060594 [1] - 42:13 EMse26030228 [1] - 11:20 EMse26050390 [1] - 43:1 end [2] - 3:15, 6:20 ended [1] - 18:2 ends [1] - 4:3 entire [1] - 16:22 equal [1] - 10:5 estimate [1] - 45:7 event [1] - 54:23 events [1] - 55:21 evidence [1] - 10:4 except [2] - 3:13, 3:22 exciting [1] - 7:3 excused [1] - 15:7 Executive [3] - 8:20, 8:23, 36:13 expectations [1] - 9:23 expedited [1] - 40:14 expire [1] - 45:4 expires [1] - 57:15 exposure [1] - 13:3 extend [2] - 18:4, 26:17 extended [1] - 10:7 extra [1] - 17:22	F fact [2] - 16:22, 30:23 facts [1] - 34:23 failed [1] - 50:21 fair [2] - 27:20, 38:19 Fair [5] - 14:13, 27:17, 28:11, 38:20, 40:7 Fastenal [1] - 43:4 favor [3] - 22:1, 36:13, 50:23 FCA [4] - 29:11, 30:9, 32:2, 36:14 feature [1] - 23:23 February [1] - 30:10 federal [1] - 8:15 fee [2] - 16:16, 16:18 few [3] - 4:17, 25:6, 32:14 file [1] - 37:22 filed [6] - 13:1, 44:6, 44:9, 51:3, 51:5, 51:9 filings [3] - 42:8, 43:21, 43:22 final [6] - 3:20, 46:9, 50:11, 51:4, 53:1, 53:16	finalize [1] - 52:20 finally [1] - 49:5 findings [5] - 11:22, 28:10, 31:9, 36:8, 42:15 Fink [1] - 40:1 first [9] - 9:6, 9:21, 16:10, 33:5, 34:20, 42:22, 47:6, 47:13, 50:14 five [2] - 12:16, 30:18 five-year [1] - 30:18 floor [4] - 16:9, 16:12, 17:13, 26:13 following [2] - 27:16, 32:23 follows [1] - 9:20 foregoing [1] - 57:5 formal [2] - 6:15, 44:21 formally [1] - 47:5 forward [2] - 29:19, 37:5 Fouad [1] - 2:4 foundation [1] - 35:4 four [2] - 35:6, 35:8 freezing [1] - 23:10 Friday [2] - 7:13, 7:21 frozen [2] - 22:23, 23:1 full [2] - 6:15, 52:14 future [1] - 44:13	G Garden [1] - 50:15 General's [1] - 46:7 generally [1] - 26:23 goal [1] - 7:1 Goins [1] - 50:15 google [1] - 39:17 Government [2] - 1:14, 2:7 government [1] - 39:12 governor [1] - 45:2 Governor [1] - 46:8 Governor's [1] - 45:8 great [2] - 19:23, 24:19 grievance [3] - 31:6, 33:5, 33:9 ground [5] - 13:16, 16:9, 16:12, 17:13, 26:13 ground-floor [4] - 16:9, 16:12, 17:13, 26:13 guardian [1] - 11:23 guess [5] - 6:1, 15:17,
---	---	--	--	---	---	---	---

29:8, 29:16, 40:14 guys ^[1] - 29:23	HOha26020140 ^[1] - 15:13 holding ^[2] - 18:11, 26:22 Hollie ^[1] - 39:23 Holly ^[1] - 42:11 hopefully ^[3] - 46:10, 54:20, 54:21 HOra23080663 ^[1] - 50:18 hour ^[5] - 32:10, 32:11, 32:12, 32:13 housing ^[2] - 27:20, 38:21 Housing ^[4] - 14:13, 27:18, 28:11, 40:7 HUD ^[1] - 8:16 hundred ^[1] - 6:23	International ^[1] - 42:12 investigated ^[1] - 13:5 investigation ^[2] - 42:14, 42:17 investigative ^[1] - 3:21 investigator ^[3] - 13:5, 13:12, 13:15 involve ^[1] - 4:19 issue ^[3] - 9:21, 10:1, 50:22 issued ^[3] - 51:4, 51:7, 52:7 issues ^[13] - 9:19, 10:14, 11:22, 12:23, 13:2, 13:7, 13:16, 21:15, 35:6, 35:9, 36:17, 41:11, 46:20 item ^[2] - 44:15, 50:14 items ^[4] - 5:2, 13:11, 13:13, 44:5	L	29:4, 29:7, 29:14, 30:5, 33:7, 33:23, 34:2, 35:18, 35:21, 35:23, 36:2, 36:4, 40:19, 40:22, 41:1, 41:3, 41:5, 41:19, 41:22, 42:1, 42:3, 42:5, 48:1, 48:3, 48:5, 48:7, 48:9, 48:19, 48:21, 48:23, 49:2, 49:4, 49:14, 49:16, 49:18, 49:20, 49:22, 51:20, 51:22, 52:13, 52:16, 52:19, 53:8, 53:20, 54:11, 54:18, 54:21, 56:9, 56:11 loud ^[1] - 25:1 loudly ^[1] - 30:5 lower ^[1] - 16:19 LP ^[1] - 50:16 LT ^[1] - 15:11 luxury ^[1] - 5:10
H	I	J	M	
half ^[4] - 32:10, 32:11, 32:12, 32:13 Hamami ^[25] - 2:4, 5:22, 6:4, 10:18, 10:23, 14:22, 22:1, 22:6, 28:9, 28:21, 35:14, 35:21, 40:3, 40:16, 40:22, 41:17, 41:22, 43:2, 43:18, 47:22, 48:3, 48:18, 48:21, 49:10, 49:16 HAMAMI ^[25] - 5:20, 6:5, 10:15, 11:1, 14:15, 14:23, 21:22, 22:7, 28:3, 28:7, 28:22, 34:15, 35:12, 35:22, 40:5, 40:23, 41:14, 41:23, 47:19, 48:4, 48:16, 48:22, 49:9, 49:17, 54:6 hand ^[1] - 50:17 handle ^[1] - 38:20 hang ^[1] - 24:20 harassment ^[1] - 34:10 Harrington ^[5] - 9:7, 9:17, 10:12, 51:21, 54:16 head ^[1] - 5:15 hear ^[21] - 19:1, 19:2, 19:3, 19:13, 19:14, 19:19, 20:7, 21:6, 22:18, 22:21, 23:2, 23:8, 23:15, 23:16, 23:19, 23:22, 24:6, 24:22, 24:23, 25:14, 25:20 heard ^[2] - 18:10, 26:21 hearing ^[1] - 56:13 Heather ^[1] - 53:14 hello ^[2] - 19:12, 29:22 help ^[1] - 18:3 hence ^[1] - 7:13 hereby ^[2] - 50:22, 57:5 Heron ^[1] - 50:16 Hi ^[1] - 12:14 highly ^[1] - 38:3 history ^[3] - 33:19, 34:7, 34:8 HOha25121080 ^[1] - 12:2 HOha26020118 ^[1] - 40:2	IAC ^[1] - 45:17 ICRC ^[4] - 4:16, 38:14, 38:16, 51:1 identified ^[1] - 12:23 Il ^[1] - 50:16 Inc ^[1] - 40:1 income ^[1] - 16:19 incorporated ^[1] - 43:7 Incorporated ^[3] - 11:20, 12:1, 50:17 increase ^[3] - 8:12, 8:13, 8:14 independently ^[1] - 46:23 INDIANA ^[3] - 1:1, 1:21, 2:6 Indiana ^[34] - 1:10, 1:13, 1:14, 1:16, 1:22, 2:7, 2:8, 3:4, 8:3, 11:19, 14:12, 14:13, 21:17, 27:19, 27:20, 27:21, 28:11, 28:12, 31:20, 32:5, 35:16, 38:19, 39:6, 39:7, 39:14, 40:7, 40:8, 41:8, 44:10, 50:11, 50:12, 50:14, 57:4, 57:13 Indianapolis ^[5] - 1:16, 2:8, 30:12, 31:19, 32:7 indicated ^[1] - 16:8 information ^[2] - 7:11, 27:4 initial ^[1] - 3:18 INN ^[1] - 20:23 instances ^[1] - 18:13 instead ^[1] - 23:12	Jacqueline ^[2] - 2:15, 15:11 James ^[1] - 11:23 January ^[2] - 46:10, 50:19 joins ^[1] - 20:19 Jones ^[1] - 43:3 Jr ^[3] - 1:12, 57:2, 57:11 Judge's ^[1] - 50:9 June ^[1] - 42:11 JVM ^[3] - 12:1, 12:2, 12:19	laid ^[1] - 47:15 Lane ^[1] - 2:4 language ^[1] - 45:3 last ^[6] - 6:17, 7:13, 14:1, 21:7, 41:7, 43:16 lastly ^[1] - 8:9 law ^[4] - 21:17, 28:13, 35:17, 40:8 Law ^[2] - 14:12, 50:9 leak ^[1] - 13:3 lease ^[3] - 17:1, 18:1 least ^[2] - 25:20, 45:3 left ^[1] - 25:17 legal ^[3] - 37:14, 38:12, 39:18 legitimate ^[1] - 9:23 letter ^[1] - 18:15 Lewis ^[1] - 42:11 lieu ^[1] - 6:15 likely ^[1] - 52:8 Lilly ^[1] - 53:15 limited ^[1] - 15:11 Lindy ^[3] - 1:12, 57:2, 57:11 line ^[2] - 31:2, 46:14 link ^[1] - 24:10 links ^[2] - 12:7 list ^[1] - 42:22 LLC ^[6] - 1:21, 12:2, 20:23, 29:11, 42:12, 42:23 Logistics ^[1] - 11:19 look ^[1] - 27:1 looks ^[2] - 7:2, 19:21 lose ^[1] - 18:17 lost ^[1] - 24:20 Lostutter ^[1] - 2:11 LOSTUTTER ^[108] - 3:10, 4:13, 6:1, 6:4, 6:6, 6:8, 6:10, 9:11, 10:20, 10:23, 11:2, 11:4, 11:6, 11:9, 12:4, 12:13, 14:19, 14:22, 15:1, 15:3, 15:5, 15:15, 15:20, 15:23, 18:18, 18:21, 19:2, 19:5, 19:11, 19:13, 19:16, 19:21, 20:3, 20:8, 20:21, 21:5, 22:3, 22:6, 22:8, 22:10, 22:12, 22:16, 22:20, 23:1, 23:6, 23:9, 23:14, 23:21, 24:5, 25:12, 25:16, 25:21, 27:9, 27:11, 28:15, 28:19, 28:21, 28:23, 29:2,	machine ^[1] - 31:2 Madar ^[2] - 43:10, 43:11 Maddox ^[1] - 43:6 mail ^[2] - 9:14, 16:7 mailed ^[1] - 7:10 management ^[3] - 31:11, 33:12, 50:16 manager ^[1] - 16:12 Mandy ^[1] - 16:13 marble ^[1] - 42:11 March ^[1] - 42:16 Mary ^[1] - 40:1 matter ^[9] - 1:10, 32:22, 44:10, 44:12, 50:20, 50:21, 51:4, 51:13, 57:7 mean ^[1] - 38:7 meet ^[1] - 50:21 meeting ^[16] - 3:5, 3:13, 3:16, 4:3, 4:14, 5:6, 5:10, 5:12, 5:17, 6:17, 7:13, 7:21, 9:23, 24:10, 51:11, 53:18 MEETING ^[1] - 1:5 meetings ^[1] - 7:9 members ^[1] - 3:22 MEMBERS ^[1] - 2:2 mention ^[1] - 31:11 mentioned ^[1] - 44:20 Meyer ^[3] - 1:12, 57:2, 57:11 Michael ^[5] - 2:11,
		K		
		keep ^[1] - 43:19 keeps ^[1] - 23:9 kind ^[6] - 7:14, 7:15, 23:9, 29:18, 39:17, 40:13 King ^[1] - 20:23 king ^[1] - 21:12 Kokomo ^[2] - 31:18, 31:19 Kreider ^[1] - 2:7 KREIDER ^[23] - 7:17, 9:13, 9:17, 23:23, 37:8, 37:13, 42:19, 43:23, 44:14, 44:17, 47:1, 47:8, 47:11, 48:10, 49:5, 49:23, 53:2, 53:5, 53:7, 55:3, 55:5, 55:22, 56:3		

11:7, 24:4, 47:12, 50:1
middle [1] - 18:2
minute [8] - 12:17, 20:12, 20:15, 25:4, 25:13, 25:17, 33:7, 53:23
minutes [7] - 4:6, 4:15, 5:10, 5:18, 12:17, 20:4, 32:14
Mishia [1] - 43:3
miss [1] - 55:10
missed [1] - 36:21
mode [1] - 40:14
mold [1] - 13:3
Monday [2] - 1:16, 57:7
month [4] - 6:23, 9:8, 52:5, 55:16
months [5] - 17:17, 18:10, 18:12, 26:16, 26:21
most [1] - 16:5
motion [35] - 5:11, 5:13, 5:16, 5:21, 7:19, 9:9, 10:14, 10:18, 14:10, 14:14, 21:19, 21:23, 28:2, 28:8, 35:10, 35:14, 40:10, 40:15, 40:16, 41:12, 41:17, 42:6, 44:1, 44:18, 46:11, 46:19, 47:3, 47:7, 47:13, 47:18, 47:22, 48:11, 48:14, 48:17, 49:10
motions [4] - 42:8, 43:20, 43:21, 44:19
move [17] - 4:16, 5:11, 5:17, 16:11, 16:17, 17:22, 20:19, 21:15, 26:18, 29:19, 31:23, 32:1, 32:15, 32:17, 54:22, 56:14
moved [17] - 5:19, 7:14, 10:15, 14:15, 17:17, 18:9, 21:20, 26:16, 26:20, 31:20, 35:12, 38:17, 40:11, 41:14, 47:19, 48:15, 49:9
moving [3] - 31:16, 37:5, 37:18
MR [172] - 3:10, 4:13, 5:15, 6:1, 6:4, 6:6, 6:8, 6:10, 6:13, 7:17, 8:9, 9:11, 9:13, 9:17, 10:20, 10:23, 11:2, 11:4, 11:6, 11:9, 12:4, 12:13, 12:14,

12:18, 14:2, 14:19, 14:22, 15:1, 15:3, 15:5, 15:9, 15:15, 15:20, 15:23, 18:18, 18:21, 19:2, 19:5, 19:11, 19:13, 19:16, 19:21, 20:3, 20:8, 20:21, 21:5, 22:3, 22:6, 22:8, 22:10, 22:12, 22:16, 22:20, 23:1, 23:6, 23:9, 23:14, 23:21, 23:23, 24:5, 25:12, 25:16, 25:21, 27:9, 27:11, 28:15, 28:19, 28:21, 28:23, 29:2, 29:4, 29:7, 29:14, 29:19, 29:22, 30:3, 30:5, 30:6, 33:7, 33:8, 33:23, 34:1, 34:2, 34:3, 35:2, 35:18, 35:21, 35:23, 36:2, 36:4, 36:7, 36:10, 36:15, 36:22, 37:4, 37:8, 37:11, 37:13, 37:18, 38:1, 38:5, 38:9, 38:13, 38:17, 38:22, 39:2, 39:7, 39:9, 39:11, 39:14, 39:20, 40:19, 40:22, 41:1, 41:3, 41:5, 41:19, 41:22, 42:1, 42:3, 42:5, 42:19, 43:23, 44:14, 44:17, 46:22, 47:1, 47:8, 47:11, 48:1, 48:3, 48:5, 48:7, 48:9, 48:10, 48:19, 48:21, 48:23, 49:2, 49:4, 49:5, 49:14, 49:16, 49:18, 49:20, 49:22, 49:23, 50:5, 51:20, 51:21, 51:22, 52:13, 52:16, 52:19, 53:2, 53:5, 53:7, 53:8, 53:20, 54:11, 54:18, 54:21, 55:1, 55:3, 55:4, 55:5, 55:6, 55:10, 55:22, 56:3, 56:9, 56:11
MS [12] - 15:22, 16:2, 19:9, 19:12, 24:17, 24:21, 25:2, 25:8, 25:15, 25:19, 25:22, 26:2
must [2] - 3:21, 18:21

N

N300 [2] - 1:15, 2:8
naïl [1] - 5:6

name [1] - 14:1
namely [2] - 16:12, 17:8
Nate [2] - 12:14, 12:18
Nathaniel [1] - 2:15
nature [1] - 32:19
nay [1] - 28:1
need [26] - 5:13, 5:16, 9:9, 10:14, 10:17, 14:14, 14:16, 14:17, 16:8, 20:15, 21:19, 21:21, 28:15, 35:10, 35:17, 40:10, 40:15, 40:17, 41:12, 41:15, 41:18, 46:11, 47:3, 47:18, 52:22
needed [4] - 16:11, 18:2, 26:19, 51:12
never [2] - 18:10, 26:21
New [1] - 4:22
new [6] - 4:22, 17:1, 18:7, 26:19, 42:15, 42:20
next [25] - 5:6, 5:11, 8:11, 9:8, 11:15, 11:23, 15:10, 20:22, 29:6, 29:20, 37:20, 39:3, 39:23, 42:8, 43:3, 43:6, 43:10, 44:3, 44:14, 46:6, 48:10, 51:11, 52:5, 55:16
nice [2] - 11:14, 23:4
noise [1] - 13:17
noises [1] - 13:4
none [2] - 42:9, 56:13
nonetheless [1] - 7:11
nonfinal [1] - 53:12
normally [2] - 4:14, 52:7
North [4] - 1:15, 2:7, 2:8
Notary [3] - 1:13, 57:3, 57:12
noted [1] - 45:10
notice [5] - 3:19, 4:18, 13:6, 13:19, 21:9
notices [2] - 4:22, 46:15
November [2] - 54:23, 55:2
NP0690003 [1] - 57:16
Number [1] - 42:12
number [6] - 7:3, 21:1, 24:7, 24:9, 41:9, 50:17

O

o'clock [3] - 1:17, 3:1, 56:16
objection [3] - 51:3, 51:6
observe [1] - 7:22
occurred [1] - 35:8
October [5] - 5:18, 51:12, 53:19, 53:20, 53:22
OF [3] - 1:1, 1:5, 1:21
office [1] - 46:8
old [2] - 4:17, 9:5
on-line [1] - 46:14
once [1] - 5:12
One [1] - 11:19
one [25] - 4:10, 4:20, 7:9, 9:6, 11:17, 12:8, 12:17, 13:1, 13:3, 15:16, 18:9, 25:4, 25:12, 26:20, 27:14, 29:8, 29:15, 32:1, 33:7, 42:22, 44:3, 45:13, 46:4, 47:4, 53:2
one-minute [1] - 12:17
open [1] - 38:14
operator [1] - 31:2
opportunity [5] - 27:23, 32:1, 34:6, 34:7, 36:20
options [2] - 7:5, 37:5
oral [14] - 3:14, 4:19, 12:3, 12:20, 15:14, 21:1, 21:8, 25:17, 29:7, 29:9, 36:20, 51:8, 51:10, 52:4
Order [1] - 50:10
order [9] - 3:4, 45:9, 50:11, 51:4, 51:7, 52:21, 53:1, 53:11, 53:16
ordered [2] - 45:2, 52:1
orders [3] - 5:4, 44:6, 50:8
Orders [1] - 50:6
organization [1] - 34:11
originally [2] - 45:14, 52:1
OTHER [1] - 2:10

P

p.m [3] - 1:17, 3:1, 56:16
packets [1] - 42:14
paid [1] - 17:23

panel [1] - 52:15
part [2] - 25:20, 36:19
participate [1] - 21:8
parties [3] - 21:4, 29:13, 42:15
partnership/w [1] - 15:12
party [2] - 3:11, 21:6
past [1] - 7:13
pause [4] - 20:13, 20:17, 24:2, 54:1
pay [2] - 16:16, 16:17
pen [3] - 11:8, 11:10, 11:13
people [2] - 7:21, 17:18
per [2] - 6:22, 52:3
percent [1] - 45:3
perfect [1] - 30:15
perhaps [1] - 5:6
person [3] - 12:5, 31:3, 51:1
Philip [1] - 2:6
phone [7] - 4:10, 16:6, 16:11, 24:7, 24:9, 24:12, 24:15
pictures [1] - 17:19
place [3] - 15:12, 51:8, 52:4
plaque [2] - 30:18, 30:19
plead [1] - 36:20
point [3] - 36:19, 37:5, 37:9
Pointe [1] - 1:21
policies [1] - 33:1
Ponds [1] - 1:21
position [1] - 3:20
posted [1] - 46:15
Powell [1] - 2:12
practice [2] - 5:1, 44:4
practices [1] - 35:8
prejudice [1] - 51:2
prepare [1] - 42:15
present [6] - 4:10, 9:8, 9:10, 9:11, 29:13, 46:19
PRESENT [2] - 2:10, 2:13
presentation [1] - 25:18
presented [3] - 9:20, 35:9, 36:17
presenting [1] - 34:22
preview [1] - 7:16
previous [3] - 4:14, 5:10, 5:17
previously [1] - 3:13
primarily [2] - 8:12,

12:20 priority [2] - 17:12, 26:12 privilege [1] - 45:21 probable [15] - 9:19, 10:10, 10:13, 11:22, 13:8, 14:9, 14:11, 21:16, 27:20, 28:12, 35:7, 35:16, 36:18, 40:8, 41:12 problems [1] - 30:15 procedurally [1] - 52:11 procedures [2] - 5:2, 44:5 PROCEEDINGS [1] - 1:9 proceedings [7] - 20:13, 20:17, 24:2, 50:10, 54:1, 56:15, 57:6 process [9] - 16:22, 17:2, 31:6, 33:10, 33:15, 37:23, 39:6, 39:19, 45:5 productive [1] - 30:11 Products [1] - 42:12 proof [2] - 33:22, 50:22 proposed [12] - 5:1, 8:5, 44:4, 44:20, 45:5, 45:14, 45:18, 46:13, 47:14, 48:12, 49:7, 51:4 prorated [1] - 17:23 protected [1] - 45:20 prove [4] - 27:5, 33:20, 34:6, 34:7 proven [1] - 34:10 provide [1] - 38:12 provided [2] - 24:7, 24:9 provision [1] - 45:23 public [4] - 3:14, 7:20, 46:2, 56:8 PUBLIC [1] - 1:5 Public [4] - 1:13, 4:4, 57:3, 57:12 publish [1] - 47:2 published [1] - 46:9 purchased [1] - 32:4 put [1] - 46:14	quick [1] - 7:16 quickly [1] - 56:3 quorum [1] - 4:9 R Rachel [1] - 42:23 RAMOS [138] - 3:3, 4:8, 5:8, 5:16, 5:21, 6:9, 6:11, 8:19, 8:22, 9:4, 9:16, 10:11, 10:17, 11:5, 11:7, 11:10, 11:13, 12:12, 12:16, 13:21, 14:4, 14:10, 14:16, 15:4, 15:6, 15:10, 15:19, 18:17, 18:23, 19:7, 19:10, 19:18, 20:2, 20:5, 20:11, 20:14, 20:18, 20:22, 21:11, 21:18, 21:21, 21:23, 22:11, 22:14, 22:23, 23:4, 23:7, 23:11, 23:19, 24:3, 24:13, 24:19, 24:23, 25:4, 25:10, 27:10, 27:13, 28:4, 28:6, 28:8, 28:17, 29:3, 29:5, 29:10, 30:2, 34:12, 34:16, 35:10, 35:13, 36:3, 36:5, 36:9, 36:12, 36:16, 36:23, 37:6, 37:16, 37:21, 38:2, 38:6, 38:10, 38:16, 38:18, 38:23, 39:5, 39:8, 39:10, 39:13, 39:16, 39:22, 40:9, 40:12, 41:4, 41:6, 41:15, 41:17, 42:4, 42:6, 42:20, 43:15, 44:2, 44:16, 46:18, 46:23, 47:5, 47:9, 47:17, 47:20, 47:22, 48:8, 48:14, 48:17, 49:3, 49:10, 49:12, 49:21, 50:3, 50:7, 51:16, 51:19, 52:20, 53:3, 53:6, 53:9, 53:21, 54:2, 54:5, 54:8, 54:12, 54:15, 54:19, 54:22, 55:13, 55:20, 56:2, 56:7, 56:10, 56:13 Ramos [16] - 1:11, 2:3, 6:8, 11:4, 15:3, 22:10, 29:2, 35:15, 36:2, 40:17, 41:3, 42:3, 48:7, 49:2, 49:20, 50:2 reached [1] - 30:20 read [7] - 5:13, 9:15,	11:16, 11:18, 44:3, 50:8, 52:21 reading [1] - 5:10 readopt [1] - 45:4 ready [1] - 7:16 real [1] - 56:3 really [5] - 13:14, 24:5, 51:23, 52:2, 55:14 reality [2] - 12:1, 12:19 reapply [1] - 16:17 reasonable [5] - 14:9, 14:13, 27:19, 28:11, 40:6 reasoning [2] - 9:14, 9:20 reasons [1] - 13:18 received [1] - 7:23 recently [1] - 7:12 recommend [6] - 5:11, 14:8, 38:3, 39:16, 40:5, 41:10 recommendation [6] - 9:14, 14:6, 21:12, 34:18, 35:5, 40:4 recommendations [1] - 38:11 recommended [1] - 9:18 recommending [1] - 10:9 recommends [1] - 10:12 record [8] - 11:12, 11:16, 12:12, 14:1, 24:16, 25:9, 29:21, 52:21 reduce [1] - 45:2 reduction [1] - 45:7 regarded [2] - 52:21, 53:13 regarding [2] - 10:1, 44:5 regulations [2] - 13:9, 33:1 reimbursement [2] - 33:6, 33:8 reinstatements [1] - 31:4 rejoin [1] - 22:15 relate [1] - 8:14 related [3] - 5:2, 44:5, 44:10 relates [1] - 10:2 relationship [1] - 45:22 remained [2] - 17:16, 26:15 remanded [3] - 4:21, 42:10, 42:13 remarks [1] - 4:4	remember [1] - 51:19 remind [1] - 47:6 renew [1] - 16:23 rent [1] - 17:23 Rentals [1] - 15:12 report [5] - 3:21, 4:17, 6:12, 6:16, 44:21 REPORTER [1] - 26:1 Reporter [1] - 57:3 REPORTING [1] - 1:21 reports [1] - 9:6 representation [2] - 31:5, 33:9 request [4] - 12:20, 21:9, 44:9, 44:11 requested [1] - 31:23 required [4] - 8:10, 17:2, 30:14, 33:2 research [1] - 31:10 researched [1] - 34:10 researching [1] - 34:8 residing [1] - 57:3 respect [2] - 13:7, 13:16 respond [1] - 12:21 respondent [6] - 17:8, 17:11, 17:15, 17:21, 26:7, 51:5 Respondent [11] - 12:10, 15:17, 16:6, 16:10, 17:4, 26:4, 26:11, 29:16, 36:14, 50:23, 51:10 Respondent's [2] - 3:20, 21:6 respondents [2] - 18:12, 18:15 Respondents [1] - 27:4 response [10] - 8:21, 18:20, 19:4, 19:15, 19:20, 22:19, 22:22, 23:18, 51:5, 55:19 retaliation [1] - 34:9 review [7] - 5:3, 27:14, 45:16, 46:7, 50:5, 50:7, 52:15 reviewing [1] - 7:7 RIGHTS [2] - 1:2, 2:6 rights [5] - 14:12, 21:17, 28:13, 35:16, 38:19 Rights [6] - 1:11, 3:4, 27:17, 27:21, 40:8, 44:11 rights/Lanita [1] - 50:15 righty [1] - 10:20 Robin [1] - 43:6 roll [11] - 5:23, 10:18,	14:17, 22:1, 28:16, 35:17, 40:17, 41:18, 47:23, 48:18, 49:13 Room [2] - 1:15, 2:8 round [1] - 46:1 row [1] - 29:20 rule [2] - 5:1, 44:4 ruled [1] - 36:13 rulemaking [3] - 7:12, 44:1, 46:14 rules [9] - 3:9, 27:17, 33:1, 44:20, 45:4, 47:16, 48:13, 49:8, 50:23 run [1] - 13:15 S sales [1] - 43:7 schedule [1] - 51:8 scheduled [4] - 3:14, 53:19, 55:1, 55:7 schedules [1] - 53:23 Scott [3] - 2:7, 7:6, 7:14 se [1] - 52:3 second [27] - 5:20, 10:1, 10:16, 10:17, 10:18, 14:16, 14:17, 21:21, 21:22, 22:1, 24:20, 28:3, 28:7, 35:14, 40:12, 41:15, 41:16, 41:18, 46:1, 47:20, 47:21, 47:23, 48:16, 48:18, 49:11, 49:12 seconded [4] - 5:22, 28:9, 40:17, 46:12 seconds [1] - 25:6 section [3] - 42:8, 42:10, 52:22 Security [1] - 27:5 see [1] - 56:11 seek [1] - 38:3 Senate [2] - 1:15, 2:8 send [1] - 9:12 sent [3] - 12:7, 24:10, 42:15 sentence [2] - 45:15, 45:18 separate [5] - 44:19, 46:11, 47:2, 47:3 SEPTEMBER [1] - 1:5 September [7] - 1:16, 3:1, 3:5, 6:14, 6:21, 56:16, 57:7 service [3] - 30:11, 30:21, 39:12 Services [1] - 42:23 set [3] - 15:13, 21:1,
Q qualified [1] - 26:5 qualify [2] - 17:5, 26:5 questions [7] - 4:1, 8:18, 8:20, 8:23, 13:22, 34:13, 34:14				

51:11 setting [1] - 51:7 several [5] - 30:23, 31:3, 31:13, 33:13 sex [2] - 9:22, 10:3 Shelby [2] - 1:14, 57:4 Shelbyville [1] - 57:4 shifting [2] - 17:3, 26:3 shifts [1] - 30:13 short [1] - 6:16 sic [1] - 53:13 sign [2] - 17:1, 50:2 significantly [2] - 32:12, 32:20 signify [1] - 22:1 silberberg [1] - 54:19 Silberberg [1] - 54:20 similar [2] - 10:6, 48:11 simply [2] - 16:16, 16:23 sister [2] - 17:6, 26:5 situation [3] - 27:16, 31:14, 33:4 situations [1] - 32:21 six [2] - 31:7, 31:8 smile [1] - 23:5 Social [1] - 27:5 Solution [1] - 11:19 somewhat [1] - 30:22 sorry [4] - 28:17, 31:18, 40:13, 40:16 sort [1] - 13:8 southwire [1] - 43:11 speaking [1] - 24:11 specific [3] - 18:11, 26:22, 31:15 spell [1] - 14:1 spicewood [1] - 50:15 staff [1] - 31:11 STAFF [1] - 2:10 staffing [2] - 8:12, 8:14 start [2] - 15:18, 16:1 started [1] - 25:20 STATE [1] - 1:1 State [4] - 1:13, 39:5, 39:7, 57:13 statement [1] - 3:20 stating [1] - 36:11 status [2] - 4:20, 42:10 Stecher [1] - 11:23 step [6] - 11:17, 37:20, 39:3, 39:18, 46:6 Steven [2] - 1:11, 2:3 Stewart [1] - 53:14 still [8] - 15:21, 17:20,	18:18, 18:22, 24:21, 25:14, 42:17, 54:13 strides [1] - 6:19 submit [2] - 27:4, 46:7 submits [1] - 46:8 submitted [6] - 8:10, 16:7, 17:19, 45:11, 50:18, 53:16 submitting [1] - 6:22 subsection [1] - 45:17 supporting [1] - 10:4 Susan [1] - 11:18 suspensions [2] - 33:17, 33:21 sympathize [1] - 27:16 system [2] - 17:9, 26:8	T	target [1] - 33:10 team [1] - 6:21 ten [1] - 30:19 ten-year [1] - 30:19 tenant [5] - 17:6, 17:10, 18:7, 26:10, 26:20 tenth [1] - 32:4 terminated [2] - 31:3, 31:7 termination [1] - 9:21 terminations [3] - 31:4, 33:16, 33:21 terms [3] - 10:2, 10:5, 10:7 Terry [1] - 2:4 Thanksgiving [1] - 55:11 THE [2] - 1:1, 26:1 Thereupon [1] - 56:15 thorough [1] - 7:18 thoroughly [1] - 13:5 three [15] - 4:9, 4:18, 17:11, 17:17, 18:1, 18:10, 18:12, 26:10, 26:16, 26:21, 30:13, 31:17, 41:10, 45:6, 46:20 throughout [7] - 30:21, 31:8, 31:16, 31:20, 33:15, 33:18, 33:20 time's [1] - 34:1 Tipton [1] - 32:5 today [2] - 7:14, 29:23 TOLLIVER [15] - 6:3, 9:2, 10:22, 14:21, 21:14, 22:5, 28:20, 35:20, 40:21, 41:21, 43:14, 48:2, 48:20, 49:15, 54:4	Tolliver [18] - 2:4, 6:2, 10:21, 12:8, 14:20, 21:3, 21:11, 22:4, 28:19, 35:19, 40:13, 40:20, 41:20, 43:13, 48:1, 48:19, 49:14, 54:2 tolliver [1] - 8:22 tomorrow [1] - 56:6 took [1] - 27:11 total [3] - 31:7, 31:17, 33:17 towards [1] - 18:14 training [2] - 55:17, 56:5 transcribed [1] - 57:8 transcript [1] - 57:6 transfer [1] - 16:16 transferred [2] - 31:15, 32:8 transfers [1] - 31:22 transparency [1] - 8:2 travel [5] - 32:9, 32:10, 32:11, 32:13, 32:14 traveling [1] - 34:21 treated [2] - 30:22, 32:20 TRENT [12] - 15:22, 16:2, 19:9, 19:12, 24:17, 24:21, 25:2, 25:8, 25:15, 25:19, 25:22, 26:2 Trent [12] - 2:15, 15:11, 15:20, 18:19, 18:23, 19:18, 20:7, 22:14, 22:18, 23:7, 24:13, 25:14 trigger [1] - 46:1 true [2] - 33:14, 57:5 try [5] - 20:10, 23:15, 24:6, 24:10, 46:19 trying [3] - 22:16, 23:12, 25:5 turn [2] - 8:17, 18:6 turned [1] - 26:19 two [10] - 4:5, 5:7, 12:23, 17:16, 18:9, 18:11, 18:12, 21:15, 26:16, 26:21 Tyana [1] - 41:7 type [2] - 17:12, 26:12	under [13] - 14:12, 14:13, 21:16, 27:19, 27:21, 28:11, 28:12, 35:16, 40:7, 40:8, 42:17, 50:11, 53:11 undersigned [1] - 57:2 unequal [1] - 10:2 unfortunately [1] - 32:21 union [1] - 31:10 unit [19] - 16:9, 16:12, 16:13, 16:17, 17:4, 17:7, 17:9, 17:13, 17:19, 17:23, 18:9, 18:11, 26:4, 26:6, 26:9, 26:13, 26:18, 26:20, 27:2 units [1] - 27:1 unjustly [2] - 30:22, 32:20 unless [2] - 3:22, 8:18 up [7] - 7:14, 18:22, 20:3, 23:10, 34:1, 47:11, 55:21 update [2] - 17:9, 42:18 updated [1] - 26:9 updates [1] - 6:17 upheld [2] - 13:20, 21:10 uphold [16] - 9:18, 10:12, 11:21, 14:8, 14:11, 21:15, 27:18, 28:4, 28:5, 28:10, 35:6, 35:15, 36:17, 37:2, 40:6, 41:11 upholding [1] - 10:10 US [2] - 29:11, 36:14	V	vacant [3] - 17:16, 17:20, 26:15 Vanessa [1] - 2:12 verbal [1] - 7:22 versteel [1] - 43:7 versus [15] - 11:19, 12:1, 15:11, 20:23, 29:11, 40:1, 41:8, 42:11, 42:23, 43:3, 43:6, 43:11, 43:17, 50:15, 53:14 vice [2] - 48:5, 54:13 VICE [37] - 5:19, 6:7, 10:16, 11:3, 13:23, 14:3, 14:7, 15:2, 21:20, 22:9, 28:2, 28:5, 29:1, 30:1, 34:14, 34:19, 35:3,	36:1, 40:11, 41:2, 41:16, 42:2, 47:21, 48:6, 48:15, 49:1, 49:11, 49:19, 51:14, 51:18, 52:10, 52:14, 52:17, 54:9, 54:14, 55:8, 55:12 Vice [15] - 6:6, 11:2, 14:5, 15:1, 22:8, 28:9, 28:23, 29:12, 34:16, 35:23, 41:1, 42:1, 43:9, 48:23, 49:18 vice-Chair [2] - 48:5, 54:13 VICE-CHAIR [37] - 5:19, 6:7, 10:16, 11:3, 13:23, 14:3, 14:7, 15:2, 21:20, 22:9, 28:2, 28:5, 29:1, 30:1, 34:14, 34:19, 35:3, 36:1, 40:11, 41:2, 41:16, 42:2, 47:21, 48:6, 48:15, 49:1, 49:11, 49:19, 51:14, 51:18, 52:10, 52:14, 52:17, 54:9, 54:14, 55:8, 55:12 Vice-chair [15] - 6:6, 11:2, 14:5, 15:1, 22:8, 28:9, 28:23, 29:12, 34:16, 35:23, 41:1, 42:1, 43:9, 48:23, 49:18 Vickery [1] - 43:16 violated [1] - 13:8 virtual [2] - 2:4, 2:15 virtually [4] - 12:5, 12:6, 15:16, 55:9 visited [1] - 17:18 vote [4] - 8:7, 27:23, 47:9, 53:13 voted [1] - 11:21 votes [2] - 46:6, 50:13	W	Waddell [1] - 11:18 wait [1] - 4:2 waiting [1] - 18:7 wants [2] - 29:17, 29:18 warning [1] - 12:17 week [5] - 6:23, 18:2, 18:5, 21:7, 26:18 weekend [1] - 18:3 weigh [1] - 27:23 welcome [2] - 6:13, 52:19
---	--	----------	---	---	--	----------	---	---	----------	--

whole ^[1] - 17:2
whoops ^[1] - 23:16
winning ^[1] - 33:5
wish ^[1] - 15:8
withdraw ^[1] - 44:12
withdrawal ^[1] - 44:9
withdrew ^[1] - 8:4
works ^[1] - 54:9
worry ^[1] - 55:15
written ^[1] - 7:23

Y

year ^[3] - 30:18, 30:19,
32:4
year's ^[1] - 8:11
years ^[8] - 17:11,
26:10, 30:11, 30:13,
30:20, 31:8, 31:20,
33:18
Yousef ^[1] - 43:10