

In The Matter Of:
BEFORE THE INDIANA CIVIL RIGHTS COMMISSION

February 15, 2019

*WILLIAM F. DANIELS, D/B/A ACCURATE REPORTING OF INDIANA
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BEFORE THE STATE OF INDIANA
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF FEBRUARY 15, 2019

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Adrienne L. Slash,
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 North, 100 North Senate Avenue,
Room N300, Indianapolis, Indiana, on Friday,
February 15, 2019 at 1:08 o'clock p.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 Adrienne L. Slash, Chairperson
4 Holli Harrington
5 Steven A. Ramos
6 Sheryl Edwards (via telephone)
7 Alpha Blackburn (via telephone)
8 James W. Jackson (via telephone)

9 INDIANA CIVIL RIGHTS COMMISSION
10 By Gregory Wilson, Director
11 & Doneisha Posey, Deputy Director
12 Indiana Government Center North
13 100 North Senate Avenue, Room N300
14 Indianapolis, Indiana 46204
15 On behalf of the Commission.

16 OTHER COMMISSION STAFF PRESENT:

17 Caroline Stephens Ryker
18 Jordan Burton
19 Jessica Briscoe
20 Anehita Eromosele

21 ALSO PRESENT:

22 Amari Thompson

23 - - -

1 1:08 o'clock p.m.
2 February 15, 2019

3 - - -

4 CHAIRPERSON SLASH: All right.

5 It's 1:08. I'll go ahead and call this meeting
6 to order. All right. We've got a quorum
7 established. Everything's good.

8 Would you like to announce the agenda?

9 JUDGE STEPHENS RYKER: Absolutely.

10 So, today we to have a relatively light
11 substantive agenda, and then, as you notice, we
12 do have some training near the end. So, we'll
13 have --

14 COMM. EDWARDS: I can barely hear.

15 Could you speak up?

16 JUDGE STEPHENS RYKER: I'm so sorry.

17 So, today we have a relatively light agenda
18 substantively, but we do have some training near
19 the end of today's meeting. So, we'll start with
20 the approval of the previous minutes, the ICRC's
21 Director's Report, and then moving into Old
22 Business, we have some appeals to report on, one
23 Administrative Law Judge's Decision.

For New Business, we have one new appeal

1 to assign, and then one new Administrative Law
2 Judge Decision for review by the Commission. The
3 training today that we have, we have training on
4 the statutory duties of the Commissioners and the
5 Commission itself, as well as ethics, and that
6 will be presented by the Inspector General, and
7 then the announcement of previous meeting dates
8 [sic] as well as any Public Comments.

9 CHAIRPERSON SLASH: Okay. Thank you.

10 So, I'll now call for a motion to approve
11 the minutes from last month.

12 COMM. HARRINGTON: So moved.

13 CHAIRPERSON SLASH: So moved. Is
14 there a second on the phone?

15 COMM. EDWARDS: Second.

16 CHAIRPERSON SLASH: Can you please
17 state your name and then your second?

18 COMM. EDWARDS: Comm. Edwards,
19 second.

20 JUDGE STEPHENS RYKER: And then we'll
21 need to do roll call.

22 CHAIRPERSON SLASH: Oh, correct. Can
23 I approve -- can I close this out and then do it?

1 JUDGE STEPHENS RYKER: Uh-huh.

2 CHAIRPERSON SLASH: Okay. All in
3 favor?

4 COMM. EDWARDS: Aye. Comm. Edwards,
5 aye.

6 COMM. BLACKBURN: Blackburn, aye.

7 COMM. JACKSON: Jackson, aye.

8 COMM. HARRINGTON: Harrington, aye.

9 CHAIRPERSON SLASH: Okay. And Slash,
10 aye. All right. Very good, so now we'll have
11 the Director's Report.

12 MR. WILSON: Do the roll?

13 CHAIRPERSON SLASH: They roll-called
14 in. They each said "aye" --

15 MR. WILSON: Oh, okay.

16 CHAIRPERSON SLASH: -- after their
17 name.

18 MR. WILSON: All right. Thank you.

19 I don't want to take -- we know that we
20 have a lot to do, and everybody has a copy of the
21 January Agency at a Glance. This, again, is a
22 continued update of what we do on a monthly
23 basis. This is the short version of what we do.

1 The only big things I would say that we're
2 kind of focused on right now is, again, our
3 conference is in June. June the 17th, 18th
4 and 19th will be the Indiana Consortium and Civil
5 Rights Commission Conference, those three dates.
6 It'll be tentatively at the Sheraton Hotel
7 Downtown, and as the Consortium signs the
8 contract, then we'll start releasing information
9 on it. So, we're excited about that conference.
10 We think it'll be as successful as it was last
11 year.

12 And then the other thing is just working
13 on a -- myself and Deputy Director Doneisha Posey
14 will be going to -- is that Maryland?

15 MS. POSEY: Massachusetts.

16 MR. WILSON: Massachusetts. I was
17 close, it starts with an M. We'll be going to
18 Massachusetts to look at a system, a system to
19 track our complaints. We don't have one yet.
20 That's very important to us. That's a huge piece
21 of what we want to have done in 2019 is to select
22 a case management system, so that we can
23 implement it or have it implemented or go on-line

1 in 2020. So, that's the goal for that.

2 And then Lisa's not here, but Lisa Welch
3 is our Deputy Director of External Affairs. The
4 big thing for her is to continue to build the
5 marketing and communication plan. We're working
6 with Asher, that's our contractor for the state,
7 in trying to make sure that we touch those cities
8 that we think we need to be at, based on the data
9 that we've collected.

10 So, pretty much, those are the big things
11 for us, and to continue our remote intake. We
12 start Monday. We'll be at the library on
13 East 38th Street from -- I think it's 10:00
14 to 6:00 are the hours for our remote intake. So,
15 if any Commissioners are out that way -- I know
16 Comm. Jackson, you're near there, if you want to
17 stop in and see what our employees are doing
18 there at the remote intake.

19 Again, we've been marketing on the radio,
20 communicating on social media. So, again, it's
21 to make it easier on those who are filing
22 complaints to have access to that process versus
23 coming down here to this building.

1 COMM. HARRINGTON: Can you state the
2 date and time?

3 MR. WILSON: Yeah, it starts --
4 what's Monday, the 18th?

5 COMM. HARRINGTON: Uh-huh.

6 MR. WILSON: The 18th, was that --
7 18th, 19th, 20th, 21st, 18th to the 21st, from
8 10:00 o'clock until 6:00 o'clock at the east
9 side, East 38th Street Library. I think it's
10 like 5420 East 38th Street, but it's at that
11 library. And again, we'll have the ability to
12 have confidentiality. We'll do some training
13 while we're there as well, for those who are
14 there.

15 And so, other questions?

16 (No response.)

17 MR. WILSON: All right.

18 CHAIRPERSON SLASH: Does anyone on
19 the phone have a question?

20 (No response.)

21 MR. WILSON: Again, the last thing I
22 want to say --

23 COMM. EDWARDS: No.

1 MR. WILSON: I want to just also say,
2 again, we're so excited about what Caroline has
3 been doing as Administrative Law Judge. We're
4 moving these cases along, just the -- how she's
5 progressing things, I mean it's really made a big
6 difference. For me, it's all about processing
7 our cases as quickly as we can within the law,
8 you know.

9 And then making sure that we communicate
10 to those out there, those clients or those
11 complainants, on what's happening with their
12 cases, and the fact that we're getting these old
13 cases done, I think I've been telling you that
14 since I've been here, that's been the big deal
15 for me is that the old cases we had on file was a
16 priority, always has been.

17 We still -- while we still have to work
18 within the guidelines of the agency, we've made
19 those very much a priority. And then Caroline
20 updates me monthly on kind of where everything is
21 at. So, again, it's kudos to her. We have a
22 great Administrative Law Judge, and we're
23 extremely happy.

1 And then also you Commissioners, too, I
2 want to just say thank you, because without you
3 processing these cases -- because I go back to my
4 first year, we had all of those cases that were
5 being backlogged because we didn't have the
6 Commissioners to do the job. So, I want to say
7 thank you as well.

8 CHAIRPERSON SLASH: Thank you.

9 COMM. HARRINGTON: All right.

10 CHAIRPERSON SLASH: Okay. One last
11 call for questions for Director Wilson.

12 (No response.)

13 CHAIRPERSON SLASH: Okay. All right.
14 Hearing none, we'll go ahead and we will move
15 along to Old Business. So, in the case of Daniel
16 McNaughton versus Applevalley Mobile Home,
17 Comm. Jackson?

18 COMM. JACKSON: Uphold the Director's
19 findings.

20 (Comm. Ramos arrived.)

21 CHAIRPERSON SLASH: Okay. Is there a
22 motion?

23 COMM. EDWARDS: I move to accept.

1 CHAIRPERSON SLASH: Is there a
2 second?

3 COMM. BLACKBURN: Second. Blackburn
4 seconds.

5 CHAIRPERSON SLASH: Okay. Edwards
6 moved, Blackburn seconded.

7 COMM. EDWARDS: Yes, I moved, yes.

8 CHAIRPERSON SLASH: Thank you.

9 All in favor and -- we'll do it by roll
10 call, so all in favor? Jackson?

11 COMM. JACKSON: Aye.

12 CHAIRPERSON SLASH: Edwards?

13 COMM. EDWARDS: Aye.

14 CHAIRPERSON SLASH: Blackburn?

15 COMM. BLACKBURN: Aye.

16 CHAIRPERSON SLASH: Harrington?

17 COMM. HARRINGTON: Aye. And we'll
18 try to give Comm. Ramos a chance to catch his
19 breath. We're on the case of Daniel McNaughton
20 versus Applevally Mobile Home. It's the
21 recommendation that the Director's findings be
22 upheld. Do you agree?

23 COMM. RAMOS: I agree.

1 CHAIRPERSON SLASH: Okay.

2 COMM. RAMOS: Aye.

3 CHAIRPERSON SLASH: Aye, Ramos; aye,
4 Comm. Slash. We'll go back and cover the --

5 COMM. HARRINGTON: Aye.

6 CHAIRPERSON SLASH: Aye, Harrington.
7 Okay.

8 All right. So, on the second one, the
9 case of Julius Dunbar versus Flagherty & Collins
10 Properties and Country Club apartments.

11 Vice-Chair Harrington, how do you find?

12 COMM. HARRINGTON: I recommend we
13 uphold the finding of no probable cause.

14 CHAIRPERSON SLASH: Is there a
15 motion?

16 COMM. RAMOS: So moved.

17 COMM. EDWARDS: So moved,
18 Comm. Edwards.

19 CHAIRPERSON SLASH: Is there a
20 second?

21 COMM. RAMOS: Aye.

22 CHAIRPERSON SLASH: Okay. Second,
23 Comm. Ramos. We'll call through the phone for

1 roll, and then we'll come through the room once
2 again.

3 Comm. Jackson?

4 COMM. JACKSON: Aye.

5 CHAIRPERSON SLASH: Comm. Blackburn?

6 COMM. BLACKBURN: Aye.

7 CHAIRPERSON SLASH: Comm. Edwards?

8 COMM. EDWARDS: Aye.

9 CHAIRPERSON SLASH: Comm. Ramos?

10 COMM. RAMOS: Aye.

11 CHAIRPERSON SLASH: Vice-Chair

12 Harrington?

13 COMM. HARRINGTON: Aye.

14 CHAIRPERSON SLASH: Chair slash, aye.

15 Okay. So, now we move to a Review of the
16 ALJ's Decision and Order.

17 JUDGE STEPHENS RYKER: And I can give
18 a brief update on this point, and then I'll hand
19 it over to Deputy Director Posey.

20 When we last left things, this was the
21 Lynn Farmer versus Vanderburgh School Corporation
22 case. The Commission had voted by a majority to
23 modify the order that was issued by the

1 Administrative Law Judge, and with the assistance
2 of several other staff members here -- I had an
3 objection -- or I had a conflict on this case, so
4 I abstained from any of the work related to it.

5 There are some findings of fact and
6 conclusions of law and order that have been
7 drafted for your review and approval, and I'll
8 hand it over to Deputy Director Posey at this
9 point.

10 CHAIRPERSON SLASH: Thank you.

11 MS. POSEY: So, as she mentioned, you
12 all decided to dissolve the order from the
13 previous Administrative Law Judge, so his
14 proposed findings of fact, conclusions of law and
15 order are now dismissed, and this order states
16 now that the Complainant, the aggrieved person in
17 this case, is now -- the order is in favor of the
18 Complainant now.

19 And I would like to call your attention to
20 the end, which includes the actual order -- here
21 it is -- of the findings of facts and the order.
22 So, the order is that the previous order issued
23 by ALJ John Burkhardt is dissolved, and that now

1 the Evansville Vanderburgh School Corporation
2 shall cease and desist all discriminatory
3 employment practices.

4 And that they shall deliver to the
5 aggrieved person, Ms. Farmer, \$50,729.25, based
6 on the amount of money that she was paid in her
7 previous position minus what she would have
8 received if she would have gotten the position
9 that she applied for during the -- all of the
10 extended period of time from when the new lady
11 received the job, the other lady received the
12 job, until the actual hearing that they had
13 in 2018.

14 So, all of that time period equals
15 50,729.25. So, that is what the Commission
16 ordered. This is the findings for you all to
17 sign and agree upon.

18 CHAIRPERSON SLASH: Okay.

19 COMM. BLACKBURN: That's excellent.

20 CHAIRPERSON SLASH: Okay. Is there
21 anyone that has any questions? I know we talked
22 about this at length last month before we decided
23 to make the changes, but I'd like to have anyone

1 that wants to make a question at this time.

2 (No response.)

3 CHAIRPERSON SLASH: I am -- I need
4 here to sign it?

5 MS. POSEY: I gave the new paper; I'm
6 sorry.

7 CHAIRPERSON SLASH: Okay.

8 Other than that -- so, we have no
9 objections, and with that being said, I'll hear a
10 motion, so that at the conclusion of this meeting
11 we can sign it, and everyone has already agreed.

12 COMM. HARRINGTON: So moved.

13 COMM. RAMOS: Second.

14 COMM. BLACKBURN: So moved,
15 Blackburn.

16 CHAIRPERSON SLASH: Okay. We have a
17 motion and we have a second. I'll call the roll
18 through the phone and then the room.

19 Comm. Blackburn?

20 COMM. BLACKBURN: Aye.

21 CHAIRPERSON SLASH: Comm. Edwards?

22 COMM. EDWARDS: Aye.

23 CHAIRPERSON SLASH: Comm. Jackson?

1 COMM. JACKSON: Aye.

2 CHAIRPERSON SLASH: Comm. Ramos?

3 COMM. RAMOS: Aye.

4 CHAIRPERSON SLASH: Vice-Chair

5 Harrington?

6 COMM. HARRINGTON: Aye.

7 CHAIRPERSON SLASH: Chair slash, aye.

8 Okay.

9 JUDGE STEPHENS RYKER: And just to
10 clarify for the sake of the record, the original
11 vote to modify was at the last meeting, and this
12 particular vote is to modify as was presented,
13 the specific order here today.

14 CHAIRPERSON SLASH: Okay. All right.
15 So, that gets us through that piece. So --

16 COMM. RAMOS: I have a question on
17 that. When is the Complainant notified, and as
18 well, the Respondent?

19 JUDGE STEPHENS RYKER: So, the order
20 that is signed --

21 COMM. BLACKBURN: I can't hear.

22 JUDGE STEPHENS RYKER: The question
23 was: When will the parties be notified about the

1 change? So, the order is here for the
2 Commission's signature. At that point it will go
3 into the mail, if not today, then Monday morning,
4 and that's -- that's when notice will happen.

5 COMM. RAMOS: Were they previously
6 notified of the modification?

7 JUDGE STEPHENS RYKER: So, until
8 there's an actual modification made to the order,
9 no.

10 COMM. RAMOS: Okay.

11 JUDGE STEPHENS RYKER: They are aware
12 of Commission meetings that occur, but outside of
13 any formal order, there's no notice --

14 COMM. RAMOS: Okay. Thank you.

15 JUDGE STEPHENS RYKER: -- at least on
16 my end.

17 MS. POSEY: That's correct.

18 CHAIRPERSON SLASH: Okay. Are there
19 any further questions?

20 (No response.)

21 CHAIRPERSON SLASH: Okay. No further
22 questions, we'll move on to new business, and an
23 appointment -- I believe it looks like we have

1 one to appoint, so -- I'm trying to remember who
2 hasn't had one in a while.

3 COMM. RAMOS: I haven't had one.

4 CHAIRPERSON SLASH: Okay. Then it's
5 all yours. So, the case for appointment is Joy
6 Nelson versus Loper Common Apartments, and I'm
7 going to assign that to Comm. Ramos.

8 And so, next we have Review of ALJ
9 Decisions and Orders, so we've got an ALJ order
10 disposing of the proceeding of Carolyn Ogden
11 versus Indiana Department of Workforce
12 Development.

13 JUDGE STEPHENS RYKER: And so, I'd be
14 happy to give a little bit of background on that
15 particular decision. This was a case where I had
16 denied the Respondent's motion for summary
17 judgment, and then as we moved towards a hearing,
18 one was scheduled, the parties reached an
19 agreement outside of the setting of the hearing,
20 and they have filed a joint stipulation of
21 dismissal, asking the Commission to close that
22 case.

23 Once a joint stipulation of dismissal has

1 been issued, because there is a hearing that has
2 been set, the Commission is the only body that
3 can actually close that case.

4 CHAIRPERSON SLASH: Okay. And so,
5 there are -- we heard you clearly say that there
6 are no objections, everyone's good with this
7 decision?

8 JUDGE STEPHENS RYKER: Yes.

9 CHAIRPERSON SLASH: Okay.

10 Is there a motion to do so?

11 COMM. RAMOS: So moved.

12 COMM. HARRINGTON: Second.

13 CHAIRPERSON SLASH: Motion by
14 Comm. Ramos, second by Vice-Chair Harrington, for
15 those of you that are on the phone. We'll call
16 the phone and then the table.

17 Comm. Blackburn?

18 COMM. BLACKBURN: I'm not clear. Is
19 this a vote for summary judgment?

20 CHAIRPERSON SLASH: No. So, in the
21 case that is brought up at this time, there was
22 an initial decision accepting a joint stipulation
23 of dismissal, and there are no objections on the

1 side of either party to dismiss.

2 JUDGE STEPHENS RYKER: And just to
3 clarify, the parties reached a settlement.

4 COMM. BLACKBURN: Okay.

5 CHAIRPERSON SLASH: So, we're
6 really --

7 COMM. BLACKBURN: Then I'll say aye.

8 CHAIRPERSON SLASH: -- we're voting
9 to close the loop. Okay. You said in that
10 occasion, aye?

11 COMM. BLACKBURN: Yes.

12 CHAIRPERSON SLASH: Okay.

13 Comm. Edwards?

14 COMM. EDWARDS: Aye.

15 CHAIRPERSON SLASH: Comm. Jackson?

16 COMM. JACKSON: Aye.

17 CHAIRPERSON SLASH: Comm. Ramos?

18 COMM. RAMOS: Aye.

19 CHAIRPERSON SLASH: Vice-Chair
20 Harrington?

21 COMM. HARRINGTON: Aye.

22 CHAIRPERSON SLASH: Chair Slash, aye.

23 Okay. And so, I will skip down to the

1 space for Announcement and Public -- for
2 Announcements, if there are any.

3 MS. POSEY: I just have one quick
4 announcement. I wanted to introduce to the
5 Commission our new staff attorney, Jordan Burton.
6 Jordan joined our team on December 31st, 2018, so
7 he hasn't even been two full months yet, but he
8 is an exceptional hire. We're very lucky to have
9 Mr. Burton.

10 He is a recent law school graduate from
11 IU Maurer in Bloomington, so recently passed the
12 bar in October. So, we're very happy to have him
13 here. So, I just wanted to introduce you. He'll
14 be obviously in front of you all if there is ever
15 objections on cases and other things like that,
16 so --

17 CHAIRPERSON SLASH: Welcome.

18 MR. BURTON: Thank you very much.

19 CHAIRPERSON SLASH: Okay. Are there
20 any other announcements?

21 JUDGE STEPHENS RYKER: I did have one
22 quick announcement for the Commission. I know
23 there have been some issues with SharePoint and

1 getting access. I have been working with IOT
2 over a good portion of time, and we do have the
3 problem identified as far as what it is, and
4 they're workshopping how to best continue your
5 access.

6 So, for the foreseeable future, we will
7 probably e-mail you a lot of what needs to be
8 reviewed, just to ensure that everyone is getting
9 those things. That's not something we found out
10 until late last night, early this morning. So,
11 at some point there will be a fix, but in the
12 meantime, just in order to make sure that
13 information is getting where it needs to go, I'll
14 be e-mailing that information to you.

15 CHAIRPERSON SLASH: Thank you.

16 COMM. HARRINGTON: Can I ask a
17 question.

18 CHAIRPERSON SLASH: Uh-huh.

19 COMM. HARRINGTON: If we're not
20 having problems, will it still be in SharePoint?

21 JUDGE STEPHENS RYKER: Yes. So,
22 we'll still upload everything to SharePoint,
23 because we do still want that ongoing record, if

1 you ever want to go back and review any documents
2 like that. That's obviously our first choice.

3 COMM. HARRINGTON: Okay.

4 JUDGE STEPHENS RYKER: So, if you're
5 not experiencing an issue with SharePoint, e-mail
6 me, and I won't bombard your inbox with e-mails.

7 CHAIRPERSON SLASH: Okay.

8 MS. POSEY: I have one more thing.
9 Is she there? Oh, she must be at lunch. But I
10 did want to at least let you all know that this
11 year we started doing Employee of the Month, and
12 Crystal Warner, who is our front-desk
13 receptionist, she is the Employee of the Month
14 for February.

15 So, I wanted to introduce you all to her.
16 She's been doing an excellent job. She's only
17 been with our agency for about a year now, but
18 you see her every time that you come in.
19 She's -- she's just exceptional. She's doing a
20 lot of work here, not only doing the front-desk
21 work, but she's also our wellness champion,
22 making sure that we are all staying fit and
23 healthy, and just doing a lot of great things for

1 our agency.

2 So, unfortunately she's not here right
3 now, but when she comes back, I'll bring her in
4 and congratulate her for being the first Employee
5 of the Month.

6 CHAIRPERSON SLASH: Awesome. Thank
7 you.

8 (Discussion off the record.)

9 MS. POSEY: And then I also have my
10 intern, Ms. Briscoe, Jessica Briscoe. She is a
11 first-year law student at IU McKinney. She is
12 here part-time this semester, just kind of
13 learning the ropes. This is her third day here.

14 So, do you want to say something?

15 MS. BRISCOE: Yeah, I'm just happy to
16 be here. I'm like interested in civil and human
17 rights, so that's kind of why I pursued the
18 internship, and so far, I've really enjoyed it,
19 and everyone's been really great.

20 CHAIRPERSON SLASH: Thank you.

21 Okay. Any further announcements?

22 COMM. RAMOS: Did you receive summer
23 interns? I know you sent a memo out a while

1 back.

2 MS. POSEY: So, we've been receiving
3 a lot of interest for summer, which is very
4 awesome. So, that means we'll be able to hold
5 lots of interviews to see how many interns that
6 we can actually accept. So, yes. So, thank you
7 if you sent it out to your networks. We received
8 a lot of interest, so I really appreciate
9 anyone's help in that.

10 CHAIRPERSON SLASH: Okay. Awesome.

11 If there are no further announcements, is
12 there anyone here for Public Comment today?

13 (No response.)

14 CHAIRPERSON SLASH: Okay. It doesn't
15 look to be the case. So, with that being said,
16 if there's no further announcements, we will go
17 ahead and conclude the February 2019 meeting of
18 the Indiana Civil Rights Commission.

19 - - -
20 Thereupon, the proceedings of
21 February 15, 2019 were concluded
22 at 1:31 o'clock p.m.
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 Friday, February 15, 2019 in this matter and
8 transcribed by me.

9
10 _____
11 Lindy L. Meyer, Jr.,
12 Notary Public in and
13 for the State of Indiana.

14
15 My Commission expires August 26, 2024.
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	3:7	5:23	11:18	17:1,2,3,6,16,21;
§	announcement (4)	best (1)	cause (1)	18:5,10,14;19:3,7;
\$50,729.25 (1) 15:5	Announcements (3)	23:4	12:13	20:11,12,14,17,18;
[22:2,20;25:21	big (5)	cease (1)	21:4,7,11,13,14,15,
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