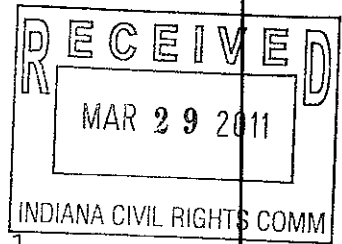


BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION



PUBLIC MEETING OF MARCH 25, 2011

COPY

PROCEEDINGS

in the above-captioned matter, before the Indiana  
Civil Rights Commission, David C. Carter,  
Chairman, taken before me, Lindy L. Meyer, Jr., a  
Notary Public in and for the State of Indiana,  
County of Shelby, at the Indiana Government  
Center South, Conference Center, Room A, 402 West  
Washington Street, Indianapolis, Indiana, on  
Friday, March 25, 2011 at 11:46 o'clock a.m.

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

1 APPEARANCES:

2 COMMISSION MEMBERS:

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

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

14 OTHER COMMISSION STAFF PRESENT:

15 Robert D. Lange  
16 Joan T. Essex  
17 Christina Catalan  
18 Ava Taylor

19 OTHERS PRESENT:

20 Alexander Carter  
21  
22  
23

1 11:46 o'clock a.m.  
2 March 25, 2011

3 CHAIRMAN CARTER: Let's call the --  
4 what month are we -- the March meeting of the  
5 Indiana Civil Rights Commission to order, and we  
6 have a quorum, and you have the revised agenda  
7 before you, as well as other materials. If you  
8 have had an opportunity to review the minutes, I  
9 would appreciate a motion to accept them, or we  
10 can have discussion about them first.

11 COMM. BAYNARD: I make a motion to  
12 accept the minutes.

13 CHAIRMAN CARTER: Okay. A second?

14 COMM. GARCIA: Second.

15 CHAIRMAN CARTER: All in favor?

16 COMM. BAYNARD: Aye.

17 COMM. RAMOS: Aye.

18 COMM. CRENSHAW: Aye.

19 COMM. GARCIA: Aye.

20 CHAIRMAN CARTER: Aye.

21 Any opposed?

22 (No response.)

23 CHAIRMAN CARTER: Thank you.

1 Ms. Essex, Financial Report.

2 MS. ESSEX: You have the February  
3 Financial Report in your packets, and again I  
4 will state we are on target for our reversion.  
5 Things are moving along famously. If there are  
6 any questions, I would be happy to answer them  
7 for you at this time, and we have no outstanding  
8 issues.

9 CHAIRMAN CARTER: Any questions?

10 (No response.)

11 CHAIRMAN CARTER: Okay. Hearing  
12 none, we'll proceed to old business, and subject  
13 to discussion before we went on the record, I  
14 would request that we table both the cases of  
15 Collier and Bullock until next month, because  
16 several Commissioners have not had an opportunity  
17 to review one or the other or both.

18 And if you would contact Christina,  
19 whether you need a copy of it or not of one of  
20 them, because many of us have already gotten a  
21 copy, we don't need another one, and it's just  
22 another half hour of my life downloading things.  
23 Yes, I know I have dial-up and it's my fault.

1 (Laughter.)

2 CHAIRMAN CARTER: And on to New  
3 Business, of which there is none, and Consent  
4 Agreements, of which there are also none.  
5 However, we have Findings of Fact, Conclusions of  
6 Law and Order, and the first one of those is  
7 ICRC versus Landmark Apartments, which we just  
8 heard, and if -- Comm. Baynard, I see you have it  
9 before you. If you would make a motion, please,  
10 on that.

11 COMM. BAYNARD: Yes. In the case of  
12 Smith versus Landmark Apartments, I move that the  
13 Commission enter an order that overrules  
14 Mr. Penn's objections and adopt the findings of  
15 findings -- the finding of facts, conclusions of  
16 law and order proposed by the Administrative Law  
17 Judge in the proposed findings of facts,  
18 conclusions of law and order.

19 CHAIRMAN CARTER: Thank you.

20 Is there a second?

21 COMM. CRENSHAW: Second.

22 CHAIRMAN CARTER: All in favor?

23 COMM. BAYNARD: Aye.

1                   COMM. RAMOS:  Aye.

2                   COMM. CRENSHAW:  Aye.

3                   COMM. GARCIA:  Aye.

4                   CHAIRMAN CARTER:  Aye.

5                   Any opposed?

6                                   (No response.)

7                   CHAIRMAN CARTER:  Thank you.  And in  
8 the case of Eric C. Bufkin versus B&M Concrete  
9 Construction Corp., may I have a motion to accept  
10 those findings?

11                   COMM. RAMOS:  So moved.

12                   CHAIRMAN CARTER:  A second, please?

13                   COMM. GARCIA:  Second.

14                   CHAIRMAN CARTER:  All in favor?

15                   COMM. BAYNARD:  Aye.

16                   COMM. RAMOS:  Aye.

17                   COMM. CRENSHAW:  Aye.

18                   COMM. GARCIA:  Aye.

19                   CHAIRMAN CARTER:  Aye.

20                   Any opposed?

21                                   (No response.)

22                   CHAIRMAN CARTER:  Report by

23 Commissioners on Complainant Appeals.

1           Chairperson Baynard, you've still got your  
2 promotion.

3           COMM. BAYNARD: I am still  
4 Chairperson.

5           CHAIRMAN CARTER: A chairperson  
6 without having to lead the meetings.

7           COMM. BAYNARD: The best of both  
8 worlds.

9           CHAIRMAN CARTER: Yes.

10          COMM. BAYNARD: Yes. In the cases --  
11 in the four cases of -- that I have, Philip Gray  
12 versus The Palace, Philip Gray versus American  
13 Legion, Philip Gray versus Shangri La, and  
14 Egwuenu versus Becovic Management, I would  
15 recommend to the Commission that we sustain the  
16 Director's findings of no probable cause.

17          CHAIRMAN CARTER: Okay. Thank you.

18                 May I have a motion to accept that  
19 recommendation -- those recommendations?

20          COMM. GARCIA: I move we accept  
21 Comm. Baynard's recommendations.

22          CHAIRMAN CARTER: And a second?

23          COMM. CRENSHAW: Second.

1 CHAIRMAN CARTER: All in favor?

2 COMM. BAYNARD: Aye.

3 COMM. RAMOS: Aye.

4 COMM. CRENSHAW: Aye.

5 COMM. GARCIA: Aye.

6 CHAIRMAN CARTER: Aye.

7 Any opposed?

8 (No response.)

9 CHAIRMAN CARTER: Thank you.

10 Comm. Crenshaw?

11 COMM. CRENSHAW: The cases of  
12 Kendrick versus Constitution Gardens, I recommend  
13 that we uphold the Deputy Director's finding of  
14 no probable cause; for the case of Robert Young  
15 versus Gary Nunley and Robert Young versus  
16 Provident Funding, I also make a recommendation  
17 we uphold the Deputy Director's finding of no  
18 probable cause.

19 CHAIRMAN CARTER: May I have a motion  
20 to accept those recommendations?

21 COMM. BAYNARD: So moved.

22 COMM. RAMOS: Seconded.

23 CHAIRMAN CARTER: All in favor?



1                   COMM. BAYNARD:  Aye.

2                   COMM. RAMOS:  Aye.

3                   COMM. CRENSHAW:  Aye.

4                   COMM. GARCIA:  Aye.

5                   CHAIRMAN CARTER:  Aye.

6                   Any opposed?

7                                   (No response.)

8                   CHAIRMAN CARTER:  And my cases, the  
9                   case of Rebecca Hill versus Marquette Manor, I  
10                   recommend that we uphold the no reasonable cause  
11                   finding; and Agnes Coomer versus Paragus Property  
12                   Management, Inc., also -- well, one is no  
13                   probable -- oh, I see this here.  Okay.  There  
14                   was no probable cause on Hill; Coomer is no  
15                   reasonable cause.

16                   And Helen Gather versus Three West --  
17                   Fountains West, I would recommend that we uphold  
18                   the no reasonable cause, but I would like it if  
19                   we could write some sort of thing, a letter  
20                   maybe, to Three Fountains West, because the case  
21                   has to do with an elderly woman who has balance  
22                   problems, and they remodeled the facade of the  
23                   place and moved the mailbox over to align it with

1 the number -- house number or something.

2 And she has balance problems, and she used  
3 to be able to reach out her front door into the  
4 mailbox and collect her mail, and now -- or then  
5 after they moved it, it was three inches too far  
6 for her to reach without having to step out of  
7 her house and get to the mailbox, and they  
8 wouldn't move it back.

9 And I -- my feeling is that that person's  
10 inability to do something like that trumps  
11 aesthetic alignment of mailbox and number, but  
12 they were unwilling to do that. She doesn't live  
13 there anymore. All we could -- the best we could  
14 hope for would be to slap their wrist, and we  
15 can't really do it very effectively.

16 But if there is a way of writing a stern  
17 letter, I would appreciate it if we could, but  
18 otherwise I recommend in all three cases no  
19 probable cause or no reasonable cause, depending  
20 on whether it's a housing case or not.

21 That said, may I have a motion to accept  
22 that lengthy recommendation?

23 COMM. GARCIA: So moved.

1 CHAIRMAN CARTER: Okay. And a  
2 second?

3 COMM. RAMOS: Seconded.

4 CHAIRMAN CARTER: All in favor?

5 COMM. BAYNARD: Aye.

6 COMM. RAMOS: Aye.

7 COMM. CRENSHAW: Aye.

8 COMM. GARCIA: Aye.

9 CHAIRMAN CARTER: Aye.  
10 Any opposed?

11 (No response.)

12 CHAIRMAN CARTER: Okay.

13 Comm. Garcia?

14 COMM. GARCIA: In the case of Arlene  
15 Hoffman versus Jack Donati & Willow Lake  
16 Condominium Association, I recommend that we  
17 uphold the Deputy Commissioner's no probable  
18 cause ruling; and Arlene Hoffman versus Scottade,  
19 I recommend the same thing, that we uphold the  
20 Deputy Director's finding of no probable cause;  
21 and in Nancy Cooper versus Hart & Hart  
22 Properties, I also recommend that we uphold the  
23 Deputy Director's finding of no probable cause.

1 CHAIRMAN CARTER: And may I have a  
2 motion to accept those recommendations, please?

3 COMM. BAYNARD: So moved.

4 CHAIRMAN CARTER: And a second?

5 COMM. RAMOS: Seconded.

6 CHAIRMAN CARTER: All in favor?

7 COMM. BAYNARD: Aye.

8 COMM. RAMOS: Aye.

9 COMM. CRENSHAW: Aye.

10 COMM. GARCIA: Aye.

11 CHAIRMAN CARTER: Aye.

12 Any opposed?

13 (No response.)

14 CHAIRMAN CARTER: Okay. On to  
15 Assignment of Appeals to Commissioners,  
16 Mr. Baynard, if you would review Brown versus  
17 Lake County Public Defender's Office and Dorsey  
18 versus DHL Global Mail; I will review Leaven  
19 versus Indiana University and Longsdon versus  
20 Target Stores; Comm. Crenshaw, if you would  
21 review Moises versus R. Concept Industries, Inc.  
22 and Muhammad versus Pinnacle Properties  
23 Development Group, LLC; and Comm. Garcia,

1 Nicholson versus University Elementary School and  
2 Perez versus Tyson Foods, Inc.; Comm. Ramos, Ryan  
3 versus Langsford Collision Repair, Inc. and Wyatt  
4 versus Reception Diagnostics Center.

5 And that brings us to the Administrative  
6 Update and the Director's Report.

7 MR. SMITH: I guess the big news on  
8 the deal would just be the list of events. As  
9 you guys know, April is Fair Housing Month, and  
10 as such, the agency has put forth quite a few  
11 events for the month in various parts of the  
12 state.

13 Ava Taylor, who is our Outreach  
14 Coordinator, has some details about each of  
15 those. We'll probably be in your neck of the  
16 woods, and if not this month, we will be at some  
17 point in the coming months. I'm going to pass  
18 some things out here just so you guys have it.

19 April 1st, the Muncie Human Rights  
20 Commission will be putting together an event.  
21 We're not doing a great deal there. They've  
22 asked us to come up, and we'll give a few  
23 remarks, speak about the importance of Fair

1 Housing Month, so on and so forth. We'll hand  
2 out some of the literature and things that we  
3 have in our office and put together to the folks  
4 there in attendance for that event.

5 You can go ahead and start passing those  
6 out, Ava.

7 April 8th, we will be here in  
8 Indianapolis, per the recommendation of HUD  
9 themselves. To be honest, I wasn't all that  
10 excited about doing much here in Indy because we  
11 always do everything here in Indy --

12 COMM. CRENSHAW: Uh-huh.

13 MR. SMITH: -- but I think we are  
14 their agency of record for Indianapolis, and so,  
15 you know, we will be doing that here. The focus  
16 for the housing event here in April -- it will be  
17 here in the Government Center -- obviously with  
18 the folks on housing, but specifically on people  
19 with disabilities, and we have some speakers  
20 coming in. It's an all-day event, starting in  
21 the a.m. and not finishing until, I think --

22 MS. TAYLOR: 4:00.

23 MR. SMITH: -- 4:00 p.m. that

1 afternoon. So, we'll have lunch, breakfast in  
2 the morning for folks attending. We've teamed up  
3 with Back Home Indiana, if I'm saying that  
4 correctly, who will be helping to bring in a lot  
5 of the speakers and facilitators for the event.

6 We've also -- and I mentioned this before.  
7 We've also collaborated with and struck a deal  
8 with IHEDA, which is the Indiana -- the state's  
9 Housing and Community Development Authority,  
10 because they have some responsibilities set forth  
11 by HUD as well that they've admitted they don't  
12 have the expertise to do.

13 It's kind of a win-win. We fill in those  
14 guys for them, they provide some additional  
15 resources for us to pull some of these things off  
16 by way of outreach, education, promotion,  
17 advertising, so on and so forth.

18 April 18th we will be in Terre Haute. It  
19 was spearheaded by the folks at Indiana State  
20 University. They have their Human Rights Day on  
21 the 19th, and so what we decided to do, we agreed  
22 to come up and give a few words and welcome their  
23 remarks on behalf of the Governor and the state

1 for the 19th.

2 But then we had a conversation with Jeff  
3 Lorick, who is the head of the Human Rights --  
4 Human Relations Commission there in Terre Haute,  
5 and decided to go the day before, the 18th, to do  
6 a full-day Fair Housing event, or conference, if  
7 you will, there at -- in the middle of the  
8 neighborhood, in the Community Center, where Jeff  
9 Lorick's offices are located.

10 So, that, again, will be an all-day event.  
11 We will team up with the -- with IHEDA again on  
12 that, obviously with Jeff's group their locally.  
13 In addition, we'll team up with the housing  
14 authorities there locally, and there's been some  
15 talks about the real estate -- the real estate  
16 group there contributing as well.

17 And we'll touch on topics from  
18 landlord-tenant issues to -- I know that IHEDA  
19 has some Section 8 voucher things that they  
20 wanted to touch on, Fair Housing in general, and  
21 our staff will be present as well, including our  
22 Intake Unit, some folks from our Intake Unit and  
23 Investigative Unit, to service the people there



1 locally, just in case they have some things that  
2 they need to file their locally. So, that'll be  
3 an all-day thing.

4           And then April 29th we will be in Lake  
5 County, for the Northwest Region specifically, at  
6 the Genesis Center, for what will be an all-day  
7 thing, and that one, although a main -- a big  
8 portion of it will be housing, that event we will  
9 cover everything from housing to employment and  
10 education as well.

11           A full-day lunch -- or a full, blown-out  
12 luncheon we'll have there, as well as a reception  
13 to conclude the event. The lunch -- and the  
14 title of that -- it should be in the literature  
15 for the April 29th event -- is Navigating the  
16 Changing Landscape in Housing, Education and  
17 Employment.

18           One reason why the Northwest Region, and  
19 Gary specifically, was a targeted focal point for  
20 this event is because, just like many other parts  
21 of the Midwest, Gary was an industrial-driven  
22 city, and obviously with the turn of the economy,  
23 a lot of the steel mills closed, a lot of the

1 automobile plants closed, and that didn't -- and  
2 that affected the unemployment rate.

3 As well as -- and we keep harping on  
4 this -- you know, the day and age when one could  
5 drop out of high school or finish with a  
6 high-school diploma and go get a job, a really  
7 good one, for -- you know, for that matter, in  
8 one of the steel mills or the steel plants or the  
9 automotive plants, make a really good living and  
10 support their family for 15, 20, 30 years is --  
11 you know, those chances are slim to none now.

12 And so, the idea is, with the changing  
13 landscape of the economy in our world today, what  
14 do we need to do to -- what do we need to focus  
15 on from an EEOC or a jobs standpoint, from an  
16 education standpoint, what do we need to have our  
17 young people focusing on, and how does all of  
18 those things affect the housing market as it  
19 relates to how things are drawn up and where  
20 people live and support their families.

21 So, we hope to cover and to touch on all  
22 of those topics, and we've put together -- well,  
23 we're putting together a pretty good panel for

1 that luncheon that'll be moderated and hopefully  
2 touch on all of those topics, with employment,  
3 education and housing.

4 And so, I think that's the focal point for  
5 April, then obviously as time goes on, late June,  
6 we'll be teaming up with the consortium to have  
7 the conference, the annual conference, and we've  
8 got stuff planned throughout the year, which is  
9 highlighted on the white sheet there that goes  
10 all of the way through December.

11 So, this is a base line for the number of  
12 events that we have planned. Obviously we look  
13 to fill in any gaps and holes there as we come in  
14 contact with folks throughout the state who are  
15 working to further the mission of ICRC, as well  
16 as some of the MOU's and collaborative  
17 invitations, if you will, that we've sent out to  
18 locals throughout the state.

19 So, I give that to you guys, number one,  
20 for informational purposes, so that you could  
21 know what the agency's doing. Bullet point two,  
22 we'd love to have all of you contribute if we're  
23 in your neck of the woods, but especially if we

1 are in your neighborhood, if you have the time  
2 and the means to do so, we'd love to have you  
3 contribute to any of the events that you see down  
4 on the paper.

5 So, did I leave out anything, Ava?

6 MS. TAYLOR: The Holocaust, you  
7 should mention that.

8 MR. SMITH: The Holocaust, May 4th,  
9 we are putting the touches on that. The big  
10 component that's been stapled down so far is  
11 we're doing the youth component this year. As I  
12 understand, we've already got confirmed somewhere  
13 in the neighborhood of a hundred fifty to two  
14 hundred kids scheduled to attend the event.

15 So, that's great news, so we're lining up  
16 the speakers and everyone that'll be contributing  
17 to that, and once we get more information on  
18 that, we'll be sure to forward that to you as  
19 well.

20 So, I think that flows us out all of the  
21 way through May and June.

22 MS. TAYLOR: Uh-huh.

23 MR. SMITH: So, do you guys have any

1 questions for us?

2 CHAIRMAN CARTER: I have a -- not a  
3 question so much -- well, I do sort of --

4 MR. SMITH: Yes.

5 CHAIRMAN CARTER: -- a heads-up.

6 MR. SMITH: Yes, sir.

7 CHAIRMAN CARTER: When you go to  
8 Muncie --

9 MR. SMITH: Yes, sir.

10 CHAIRMAN CARTER: One of -- I believe  
11 she's on the Muncie Human Rights Commission,  
12 Linda Muckaway --

13 MR. SMITH: Okay.

14 CHAIRMAN CARTER: -- and she will ask  
15 you, or someone there will ask you, if the  
16 memorandum of understanding means more work for  
17 them.

18 MR. SMITH: Well -- and I think  
19 that's going to be nixed, and one of the things  
20 that we've been telling everybody, because  
21 apparently when we sent out these MOU's, it just  
22 struck a chord with everybody.

23 The first point of contention was, for the

1 agencies that have their own deals with the Feds,  
2 "Well, ICRC is going to come in and take our  
3 cases." So, we explained to everybody, and the  
4 MOU explicitly states, that that's not the  
5 intent. We have no interest in the cases that  
6 they get in.

7           What our intent is, primarily, number one,  
8 is to make sure that we, as the state agency,  
9 have a state presence, and unfortunately those  
10 folks locally only have jurisdiction over their  
11 city, over their people, and so there are  
12 surrounding counties and people who live in those  
13 surrounding counties that don't get an  
14 opportunity to express their concern or vent  
15 their frustrations or highlight the  
16 discrimination that's going on with them to  
17 anybody; they're just kind of left out in the  
18 cold.

19           And, so, you know -- and it's our job to  
20 cover and take care of those people, so  
21 considering we're doing it with taxpayer dollars,  
22 we figured the most effective and efficient way  
23 to do so would be to collaborate with the people

1 their locally.

2 We told them, "Keep what you have. You  
3 know, if you get, you know, cases in your  
4 jurisdiction, keep them; we don't want them."  
5 What we do want, though, is to create an avenue  
6 so that people who you don't have jurisdiction  
7 over have an opportunity to voice their opinions  
8 as well, or their concerns."

9 So -- and they called and said they're not  
10 going to sign the MOU. We're not fighting them  
11 on that. We're not holding a gun to anyone's  
12 head. But what we did say is, as we move through  
13 the state -- because we're coming. Regardless of  
14 whether you want us to or not, we're coming.

15 The idea of the MOU was so that when we  
16 came, we could collaborate, and so when we use --  
17 since we have the dollars that they probably  
18 don't. So, when we advertise and we would  
19 promote the events, what we'd ideally like to do,  
20 like, for example, with Terre Haute, with Jeff,  
21 who has signed the MOU, you know, we've scheduled  
22 some television appearances, we've got PSA's.  
23 All of the advertising things that we put out

1 will have Jeff and the Terre Haute local  
2 commission there highlighted.

3 And to -- from our standpoint, if they  
4 haven't signed the MOU or haven't agreed to some  
5 sense of collaboration, then we won't help -- we  
6 can't help them promote themselves, you know,  
7 because if they're not helping us do the work,  
8 then we can't help them promote.

9 So, that made it, to us, a win-win, you  
10 know, we would help you promote and do the things  
11 that you probably don't have the financial  
12 ability or the resources to do, and in return,  
13 obviously you help us extend out a little further  
14 than your jurisdiction allows you to do on --

15 CHAIRMAN CARTER: I'm sure it'll come  
16 up.

17 MR. SMITH: They expressed that, but  
18 they've already decided that they're not going to  
19 sign it. She called -- Yvonne Thompson, I  
20 believe, is the young who is the head of the  
21 Commission. We told them, "Hey, we're sorry to  
22 hear it, you know, that you guys decided not to  
23 do it, but, you know, God speed to all of you,



1 but we still will be coming."

2 The Muncie event on April 1st, we --  
3 again, we won't be doing a lot for that. We're  
4 just coming up to say a few words. However, as  
5 we kind of put together our mission and plan to  
6 do strategic things, we will probably be  
7 revisiting Muncie here in the near future, and  
8 when we do so, unfortunately it won't be in  
9 collaboration with the Muncie Human Rights  
10 Commission.

11 CHAIRMAN CARTER: The other thing  
12 that I have, just a few days after our last  
13 meeting --

14 MR. SMITH: Yes, sir.

15 CHAIRMAN CARTER: -- when I brought  
16 up the thing about visitability --

17 MR. SMITH: Uh-huh.

18 CHAIRMAN CARTER: -- a person came --  
19 passed out a flier in one of our meetings about  
20 that, and it has some resource material and  
21 contact information, so I brought that for you --

22 MR. SMITH: We'd love to have it.

23 CHAIRMAN CARTER: -- in case you

1 wanted to -- I don't know if you can get some by  
2 the time it's important, but if you just want to  
3 put some of those fliers on a table somewhere  
4 where you have materials, that may be something  
5 you want to do.

6 MR. SMITH: Well, definitely we'll  
7 reach out to -- who --

8 CHAIRMAN CARTER: That's IIDC, which  
9 is the Indiana Institute for Disability and  
10 Community in Bloomington.

11 MR. SMITH: Okay. Well, if we  
12 haven't touched base with them, we'll make sure  
13 that we do so.

14 MS. TAYLOR: Oh, Dr. Phil Stafford.

15 CHAIRMAN CARTER: That's --

16 MR. SMITH: He's in the aging  
17 component.

18 MS. TAYLOR: Yes, he's in the aging  
19 component.

20 MR. SMITH: Yeah.

21 MS. TAYLOR: But yes, he's one of the  
22 speakers --

23 MR. SMITH: Speakers for the event.

1 CHAIRMAN CARTER: Oh, okay.

2 MS. TAYLOR: -- for the event, so --

3 CHAIRMAN CARTER: Well, tell him to  
4 bring some of those fliers.

5 MS. TAYLOR: I will -- yeah, I will  
6 ask him to bring some of these fliers.

7 MR. SMITH: Right on time. Right on  
8 time.

9 So, also a heads-up, too. As I'm sure  
10 you've mentioned, you guys may get some of that  
11 same feedback from some of the folks there in  
12 your local communities, you know, with their  
13 concerns, and we've said over and over again  
14 that, number one, our intent is not to take  
15 anything that they have, but to add onto it and  
16 support.

17 And, you know, will it create more work?  
18 Well, I don't make any apologies for work,  
19 because, you know, if it's more work, we don't --  
20 our whole purpose for even existing to is service  
21 the people of Indiana, and if that means you have  
22 to do a little bit more work, I'm open to sitting  
23 down -- I told them, too -- I'm open to sitting

1 down at the table and figuring out how we can  
2 creatively mitigate any additional work.

3 I don't want to work. I work long hours,  
4 too. I don't want to create any additional work.  
5 So, if we can figure out a way to accomplish what  
6 we're trying to accomplish with the same amount  
7 of effort that we put in, I'm all for it. But,  
8 you know, to do the same thing and get the same  
9 results, I don't think, is an option. So, if  
10 more work scares them, then God bless them.

11 (Laughter.)

12 COMM. CRENSHAW: Has Evansville  
13 signed their memorandum of understanding?

14 MR. SMITH: Evansville has not, and  
15 I'm not really sure I expect them to. And again,  
16 I tell everybody, "We're holding any guns to  
17 anybody's heads. Just know that when we come, we  
18 want to --" where we sat, we wanted to make sure  
19 that we extended the opportunity to collaborate  
20 to everyone, so no one can say, you know, when we  
21 start flooding the market with promos and fair  
22 housing things that just say "ICRC" or just say  
23 "ICRC and IHADA," that we didn't extend the

1 opportunity to make it a family affair, because  
2 we did.

3           And that was the whole intent of the MOU,  
4 because, you know, we get tons of calls from  
5 people who -- as a matter of fact, we went up to  
6 South Bend, we had the group go to South Bend as  
7 part of just the Minority and Women Business  
8 Resource Fair, which had absolutely nothing to do  
9 directly with human right or civil rights.

10           But while going up there, I heard on a  
11 number of occasions that people have said, "Wow,  
12 I didn't know that you guys did this. I didn't  
13 know that you guys even existed or that you  
14 provided these types of resources to us, to folks  
15 up here in South Bend, but I'm glad to know it  
16 now."

17           A couple of folks filed complaints while  
18 we were there in South Bend, you know, and they  
19 live outside of the South Bend -- that local  
20 agency's jurisdiction, and so that's not -- you  
21 know, that's not an isolated incident. We're  
22 fairly certain that that exists all throughout  
23 the state.

1           And so, the intent to do what we're doing  
2 now is to make sure that we fill those gaps, and  
3 again, unfortunately, if the fear of a little bit  
4 of additional work prohibits them from doing so,  
5 then Godspeed.

6           MR. LANGE: Maybe they were hoping  
7 for more work.

8           MR. SMITH: What's that?

9           MR. LANGE: Maybe they were hoping  
10 for more work.

11           MR. SMITH: Well, to be perfectly  
12 honest, I don't think it is any more work. I  
13 mean, again, we're --

14           MR. LANGE: No, I'm saying maybe the  
15 point of their question was they wanted more  
16 work.

17           MR. SMITH: No, trust me. Well, it's  
18 funny that you say that, too, because ideally,  
19 you know, they say, "Well, you know, we'll have  
20 to work and be your intake folks." You know,  
21 we're open to all kind of ways to establish some  
22 sort of consistent process to get that done, even  
23 if's just handing a bunch of business cards so

1 that they can refer everybody to our office.  
2 We've got the intake staff to take it, or whether  
3 we put together a uniform document that they just  
4 fill out the contact information and fax it to us  
5 so we can get it done, and if faxing paper or  
6 filling out a sheet of paper is just daunting to  
7 them, then I don't know what to say.

8           So, that's kind of an FYI, and as  
9 Commissioners, I just wanted to make sure that  
10 you guys were aware of what was going on, because  
11 you probably will be approached at some point  
12 about -- if you haven't already -- about MOU's  
13 and the ICRC trying to take over the world and  
14 yada-yada-yada.

15           COMM. CRENSHAW: Well, the Evansville  
16 director had asked, Ms. Osh, because she's having  
17 an event on the 7th and 8th of April.

18           MR. SMITH: Uh-huh.

19           COMM. CRENSHAW: She sent me an  
20 e-mail wanting to know if I would participate  
21 regarding foreclosure. We do -- where I work at,  
22 we do a gamut of things, but one is also  
23 foreclosure prevention.

1 MR. SMITH: Uh-huh.

2 COMM. CRENSHAW: She's never invited  
3 me before to do anything, so something tells me  
4 she wants access.

5 MR. SMITH: Uh-huh. And I think  
6 everyone's been comfortable up until now. The  
7 history of ICRC -- because we haven't made -- you  
8 know, from what I've gathered, we haven't made  
9 much of an effort to be really vocal and really  
10 present throughout the state, and so everyone's  
11 comfortable in their own little fiefdoms and so  
12 on and so forth, and that's fine.

13 And again, that's why I wanted to continue  
14 to reiterate to everybody that, you know, "We  
15 don't want to interfere with the case load that  
16 you have. If that's what you have, if everyone  
17 in your community is being taken care of, great."  
18 Unfortunately, there are folks who live just  
19 outside of who don't have that opportunity, and  
20 it's our job as the state agency to make sure  
21 that service is provided.

22 So, if you need me to help with that,  
23 Comm. Crenshaw, let me know.



1                   COMM. CRENSHAW:  Okay.

2                   MR. SMITH:  I would keep my red --  
3 keep my antennas up if I were you.

4                   COMM. CRENSHAW:  Okay.

5                   MR. SMITH:  And again, if there's any  
6 information I can provide or any questions I can  
7 answer, we'd love to do so.

8                   COMM. CRENSHAW:  Do you want me to  
9 check on -- just inquire about the memorandum of  
10 understanding?

11                   MR. SMITH:  Sure.

12                   COMM. CRENSHAW:  Okay.

13                   MR. SMITH:  Sure, by all means, and  
14 let them know, you know, we're -- yeah.  And  
15 dispel those rumors about, you know, us wanting  
16 to take over the cases or creating more work.  I  
17 don't make an excuse for more work, because our  
18 works extremely hard.

19                   COMM. CRENSHAW:  Uh-huh.

20                   MR. SMITH:  And as I put this task on  
21 them, they have -- as you guys work extremely  
22 hard, and nobody's better than I, we're stepping  
23 up to the plate doing what we're supposed to do,

1 and I would expect the same from them locally.

2 CHAIRMAN CARTER: Are there any other  
3 questions? Announcements?

4 COMM. RAMOS: I'm -- well, I think  
5 this looks very nice. It's a very nice job of  
6 putting this together.

7 MR. SMITH: Thank you. That was done  
8 as courtesy of Brad Meadows, who you guys met,  
9 who is our communications guy, young man. He's  
10 been doing a fantastic job. He has -- all of  
11 these things, he's put together these things with  
12 what I would consider limited resources for  
13 someone doing graphic work. I think they look  
14 really professional and really sharp. So, I  
15 appreciate that, and I will pass that message  
16 along.

17 COMM. RAMOS: We once upon a time  
18 chatted about looking at things on the education  
19 front.

20 MR. SMITH: Uh-huh.

21 COMM. RAMOS: Where are we at on  
22 that?

23 MR. SMITH: We are trying to narrow

1 that down. It's -- the education thing is such  
2 a -- it's a beast, beast of a topic to take on,  
3 and we know that our niche is obviously education  
4 as the civil rights issue of our time, but what  
5 does that mean?

6           And so far we've identified some of what  
7 we think to be ICRC's target points. Cultural  
8 competency would be an obvious one. We've had  
9 some conversations with some various  
10 organizations, including Department of Education,  
11 about early education, considering there's no  
12 public funding for public edu -- or early  
13 education, and how that disproportionately affects  
14 low-income and minority kids around the state,  
15 how ICRC could play a role in that, as well as  
16 what's considered parental education, and that  
17 some of the research that's come in from DOE as  
18 well as some other organizations being there's a  
19 barrier with -- with the parents of, again,  
20 low-income -- families with low-income or  
21 minority kids throughout the state, and how, or  
22 if, one of those would be a primary focus.

23           And the idea is to serve, we think, ICRC

1 to serve as kind of the brokers of sorts. We've  
2 had some conversations with, let's see, for  
3 example, Wal-Mart, who has an education component  
4 in front -- in their -- on their foundation side  
5 of things, who is excited about what we told  
6 them.

7           And from where we sit, what they would  
8 want to do is identify some best practices in one  
9 of those areas in some communities that's  
10 currently working, that they could stand behind  
11 and fund, and so the idea is to identify some of  
12 those, because everybody thinks that their  
13 program is the best program ever.

14           But what we've come to find out is that  
15 not many people are actually measuring the  
16 results of the programs in place, so, you know,  
17 for example, there's a lot of parental education  
18 programs all throughout the state, none of which  
19 are talking to each other, and they're all  
20 fighting for the same pot of money; right?

21           So, what we're doing, and Danny Lopez, who  
22 you guys also met, who is heading that effort,  
23 has been talking to each one of them to get a

1 feel for what exactly it is that they do, let's  
2 say, in parental education, or, you know,  
3 education of parents of young people, and what  
4 these programs are offering, if there's any  
5 overlap.

6           And if we can come up with a consistent  
7 framework or best practice or a business model  
8 that we can then package and take to, you know,  
9 for example, Wal-Mart or some other foundation to  
10 say, "Here's a best practice. We'd like you to  
11 stand behind this group."

12           Not us, because we don't need the funding,  
13 nor is it our job to be educators, but we'd  
14 broker the relationship, stand behind this group,  
15 and implement a model that can be sent statewide.  
16 And right now Wal-Mart's on board. They're  
17 wanting to hear a lot more about it.

18           And we're just trying to identify how many  
19 cooks are in this proverbial kitchen and which  
20 one of those three areas, the parental education,  
21 cultural competency, or early childhood  
22 education, is the one for ICRC to really jump on  
23 and push.

1           Neither one has stood out at as of yet, so  
2 we don't really have a lot to really report to  
3 you guys in terms of any facts or any data, but  
4 that's where we are in that process, so --

5           COMM. GARCIA: If I may interject  
6 here, I've got this idea, because I talk to a lot  
7 of people, my wife's a teacher, and some of the  
8 people at work. With regard to parental  
9 education --

10          MR. SMITH: Yes, sir.

11          COMM. GARCIA: -- you may want to  
12 consider this: A lot of what happens in the  
13 classrooms, you know, parents don't want their  
14 kids going to the school because there are too  
15 many disruptions, they're a bad influence and  
16 stuff. That -- there's a lot of that.

17          MR. SMITH: Uh-huh.

18          COMM. GARCIA: And it seems that a  
19 lot of times the way the school system takes care  
20 of it is you get an hour detention or lunchtime  
21 detention in the principal's office and you sit  
22 there, you know, and the kid doesn't care. He  
23 probably loves it. But if you had the parent sit

1 in a classroom very shortly after his disruption,  
2 the next day or two days later, within a week,  
3 all day --

4 MR. SMITH: Right.

5 COMM. GARCIA: -- and then that  
6 parent would be able to see. Of course, they're  
7 going to see -- you know, kids aren't going to  
8 want their parent there. The parent's going to  
9 be upset about missing a day of work and a day of  
10 pay, but I think the kid will sit there and he'll  
11 be an angel. But I think the parent will get to  
12 see how other kids disrupt the class and then get  
13 the thought that, "You know, my kid does this,  
14 too, and now I'm seeing other kids."

15 And if the parent gets to just sit there,  
16 he can't interject, he can't say anything, he's  
17 just got to sit there and kind of come up with  
18 this idea that, "Well, I'm here because my kid  
19 did that. Is their parent going to be here?"  
20 They can't say anything.

21 MR. SMITH: Uh-huh.

22 COMM. GARCIA: I mean that's up to  
23 the disciplinarian at the school to do something.

1 I mean there's a lot of things to be worked out,  
2 but I think, as a parent, I know I'm not going to  
3 be there again for my kid.

4 (Laughter.)

5 COMM. GARCIA: It only has to happen  
6 once, for any one of my kids. And I know any one  
7 of my kids doesn't want me sitting in the  
8 classroom.

9 MR. SMITH: Right.

10 COMM. GARCIA: So, I mean it's  
11 something to consider, and it might nip a lot of  
12 things in the bud.

13 MR. SMITH: Well, I think that's a  
14 good suggestion. One of the things that -- and  
15 we'd love you guys' input on this -- but I think  
16 we need to be careful of is whenever we're asked  
17 publicly about the whole insertion of ICRC into  
18 the education conversation is letting everybody  
19 know that we're not DOE. We're not educators.  
20 We don't talk about core curriculum. We don't  
21 put those things together, and so we're not the  
22 experts in that field, per se. What we do handle  
23 or what we do do --



1                   COMM. GARCIA: Okay.

2                   MR. SMITH: -- and we do well is the  
3 disparity piece, the what parts of the  
4 dysfunction of education is disproportionately  
5 affecting the citizens of Indiana.

6                   COMM. GARCIA: Yeah.

7                   MR. SMITH: And so, I agree with you,  
8 and --

9                   COMM. GARCIA: I didn't mean that we  
10 should interject on it, but --

11                   MR. SMITH: No, I agree, because I  
12 have --

13                   COMM. GARCIA: And if the  
14 discussion's off the record, you may want to put  
15 that thought in somebody's head.

16                   MR. SMITH: And I agree. I like that  
17 suggestion, and there's quite a few others I've  
18 got in my mind. I'd like to -- well, I don't  
19 want to be on record with any of that, but  
20 there's a few things that I think --

21   (Laughter.)

22                   MR. SMITH: -- that a lot of parents  
23 could do to nip a lot of this stuff in the bud,

1 you know, but that's why, you know, our efforts  
2 right now have been into finding -- you know,  
3 there's like the Parenting Institute in Gary,  
4 there's Parents for Hire in South Bend, there's  
5 another parenting group in New Albany that deals  
6 specifically with Hispanic communities.

7           And what we've -- the first interesting  
8 thing that we found is that they're all doing  
9 something similar, but none of them knew who each  
10 other were; right?

11           And so, there's this finite pot of money  
12 that's sitting out there in various areas that  
13 they're all vying for, but they're not -- but,  
14 you know, if they were to come together and  
15 collaborate, they'd make a stronger argument for  
16 that -- for those funds, and in some cases  
17 they're competing with other states, you know,  
18 or -- and in one we found, other countries, you  
19 know what I mean?

20           So, you know, if they come together,  
21 collaborate, figure out where there's some  
22 overlay, come up with some consistent or some  
23 best-practice models and things, like the

1 suggestions you made, and then make one -- one  
2 comprehensive proposal, you know, I think they'd  
3 have a better shot.

4 And then, you know, what we wanted to do  
5 was serve as a conduit, you know, because  
6 everyone says, "Oh, Jamal, this is great. You  
7 know, we'd love to be able to solve the world's  
8 problems, but give us more money."

9 A couple of problems there. One is,  
10 especially publicly, the funds are limited;  
11 right? And so, you know, what we've been saying  
12 is, "Instead of harping on you need more money,  
13 let's figure out, you know, number one, making  
14 sure that we're being the best stewards of the  
15 moneys that we already have; then point two,  
16 let's look at some alternative ways of funding  
17 some of these ideas; and then three,  
18 collaborating to make a stronger argument, to  
19 make sure that we have the best chance of  
20 receiving those funds.

21 And so, that's why we're having the  
22 conversations with the Wal-Mart's of the world,  
23 and there's a couple other organizations, the

1 Lumina Foundation, and a few of them are escaping  
2 me right now, but a few of those who are sit --  
3 whose primary purpose is to fund education-driven  
4 initiatives.

5 And I think if we do that and we do that  
6 well, to be able to say that ICRC implemented or  
7 had a -- played a large role in the  
8 implementation of such a program, whatever that  
9 may be at the end of the day, I think it will be  
10 great for the agency.

11 COMM. GARCIA: You know, the Wal-Mart  
12 thing, up in our neck of the woods -- and I only  
13 say it because I'm familiar with their Teacher of  
14 the Year award. My wife got it.

15 MR. SMITH: Yeah.

16 COMM. GARCIA: I think that they were  
17 more --

18 CHAIRMAN CARTER: Congratulations.

19 COMM. GARCIA: I think that they were  
20 more --

21 COMM. CRENSHAW: Shameless plug.

22 COMM. GARCIA: -- happy with the  
23 thousand bucks that the Wal-Mart gave the school

1 than the hundred dollars they gave to her class,  
2 but nothing else, you know, and maybe that's what  
3 a lot of people focus on. But they're willing to  
4 throw money at it, so it's good.

5 MR. SMITH: Yeah.

6 COMM. GARCIA: They work with  
7 whatever programs they've got, so that's good.

8 MR. SMITH: They are willing to  
9 throw -- and I think even more interesting is, in  
10 some conversations -- and they've -- and I'll be  
11 honest, they've never come out and directly said  
12 this, but they dropped major hints that they  
13 would like, instead of giving a thousand dollars  
14 here or five thousand dollars here, they would  
15 really like to have some major effect and be able  
16 to give a larger sum of money, you know, so that  
17 they have a large effect in a large community.

18 And I think for them obviously it's ink,  
19 that at the end of the day they can write and  
20 say, you know, "We, as an organization, we funded  
21 this great program and helped these many  
22 thousands or hundreds of kids and this whole  
23 district or this whole school district or this

1 whole city get this thing off the ground." But  
2 what they did say is that they haven't found  
3 anything like that worth holding onto or worth  
4 investigating yet.

5 So, good point. Great point.

6 CHAIRMAN CARTER: Any other comments  
7 or questions?

8 COMM. RAMOS: I'm sorry about this.  
9 I do have something. There are two controversial  
10 bills that are coming up, one having to do with  
11 the gay and -- the GLBT --

12 MR. SMITH: Uh-huh.

13 COMM. RAMOS: -- and the second one  
14 having to do with -- you know, the Arizona Latino  
15 bill.

16 MR. SMITH: 590.

17 COMM. RAMOS: You know, I think the  
18 former has a higher probability of going through  
19 than the latter, but are you -- I mean you're  
20 undoubtedly going to have issues that are going  
21 to come around in regards to that. Do you  
22 have -- probably Danny's looking at the latter,  
23 the Latino one, but do you have focus on both of

1 those, and if they pass, what do you anticipate?  
2 Because I would appreciate that things are going  
3 to go to heck in a handbasket.

4 MR. SMITH: Yeah, that's putting it  
5 lightly. They're both on our radar, as are a few  
6 others. There's some Minority and Women Business  
7 legislation that has been proposed as well.  
8 We'll have to brace ourselves as an agency,  
9 especially for 590 and --

10 COMM. RAMOS: Yes.

11 MR. SMITH: -- the gay bill, if that  
12 passes. One of the ironic things is that because  
13 of the whole issue with half of the House going  
14 to Hawaii and wherever they are, in Urbana or  
15 wherever they are --

16 COMM. GARCIA: Urbana.

17 COMM. RAMOS: Well, that's Hawaii.

18 MR. SMITH: -- I really think that  
19 many of those bills may not -- may not make it,  
20 only because they won't have time to get to them.

21 COMM. RAMOS: Right.

22 MR. SMITH: And so, it's kind of a  
23 Catch-22, where you would like everyone to come

1 back so that, you know, they can begin to conduct  
2 the business that the General Assembly's supposed  
3 to conduct, there's a part of you that says,  
4 "Well, if them being gone prevents bills like 590  
5 from seeing the light of day, maybe that's not  
6 the worst thing that could possibly happen."

7 COMM. RAMOS: Yeah.

8 MR. SMITH: So, I really don't have  
9 an answer for you, to be honest, as to what it  
10 would look like. I think it will cause not just  
11 us, many agencies, many state agencies, a huge  
12 headache if some of those things were to pass.

13 And so, we'll have to brace ourselves.  
14 Unfortunately we're not the lawmakers. I wish I  
15 did, but we don't have a vote as to, you know,  
16 what -- or if it passes, and, you know, if it  
17 does, we'll definitely have our work cut out for  
18 us, so --

19 COMM. RAMOS: You have a few options,  
20 though; right? I guess Constitutionally we can  
21 respond, and one is certainly addressing the  
22 requests coming into this office and make sure  
23 they're being handled fairly and squarely, but



1 doesn't this office also have the Constitutional  
2 right to challenge pieces if they feel that they  
3 aren't Constitutional?

4 MR. SMITH: You mean the law if it  
5 passes?

6 COMM. RAMOS: Yes.

7 MR. SMITH: I'm not sure on record if  
8 this agency does. I'd have to check with the  
9 legal guys. I'd be surprised if it does. I  
10 think that's an Attorney General effort, if that  
11 were to happen. I think that's over -- I think  
12 that --

13 MR. LANGE: I think you can rest  
14 assured that --

15 MR. SMITH: -- might be over our pay  
16 grade.

17 MR. LANGE: -- somebody will take  
18 that challenge.

19 MR. SMITH: Oh, yeah.

20 MR. LANGE: If it's not us, then  
21 somebody.

22 MR. SMITH: Well, the ironic part  
23 about 590 is it's already in Federal Court --

1                   COMM. RAMOS:  It is.

2                   MR. SMITH:  -- which makes even  
3  introducing something similar to Arizona idiotic,  
4  to be honest, at least until you know what the  
5  Federal Court's decision is going to be.

6                   COMM. RAMOS:  Yes.

7                   MR. SMITH:  So, I would venture to  
8  say if I were a betting man, and I'm not, that  
9  if, for example, 590 passes, that someone will  
10 jump on the federal lawsuit bandwagon and file  
11 against Indiana as well.

12                   COMM. RAMOS:  That's it.

13                   CHAIRMAN CARTER:  Okay.

14                   COMM. RAMOS:  I've not been here in a  
15 while.  I'm catching up.

16                   CHAIRMAN CARTER:  Any announcements,  
17 other than that we're coming to the close of  
18 Disability Awareness Month, and I was gratified  
19 to see the annual Disability Awareness poster in  
20 the snack shop around the corner there.

21                   MR. SMITH:  Yeah.

22                   CHAIRMAN CARTER:  They have it posted  
23 prominently.

1 Any other announcements?

2 COMM. GARCIA: I just wanted to ask  
3 Jamal --

4 MR. SMITH: Yes.

5 COMM. GARCIA: -- how his bracket's  
6 going, since he's got more NCAA experience than  
7 any of us.

8 (Laughter.)

9 MR. SMITH: Actually my bracket is  
10 not looking too bad. As of -- before this  
11 week's -- before the games kicked off last night,  
12 I had 14 out of the 16 teams correct.

13 COMM. GARCIA: Oh, wow. So, maybe  
14 experience helps, huh?

15 MR. SMITH: Last night I missed --

16 COMM. RAMOS: Arizona?

17 COMM. GARCIA: Duke?

18 COMM. CRENSHAW: Duke.

19 MR. SMITH: Well, one of the teams  
20 that I had wrong was -- no, I had Duke losing,  
21 but I had Duke losing to Texas, who lost to  
22 Arizona, so I was actually hoping that Arizona  
23 would beat Duke, because now my bracket's not

1 as -- won't go to crap.

2 COMM. CRENSHAW: I had Duke going all  
3 the way.

4 MS. ESSEX: Oh.

5 MR. SMITH: Oh, no, I had BYU over  
6 Florida, that's what it -- no, I'm sorry, I had  
7 Florida over BYU. The one I missed was --

8 COMM. GARCIA: Butler?

9 MR. SMITH: -- Butler. I had --

10 MS. ESSEX: What?

11 MR. SMITH: -- Wisconsin beating  
12 Butler. I was cheering for Butler, I really was.

13 CHAIRMAN CARTER: Well, they couldn't  
14 have any union players.

15 (Laughter.)

16 MR. SMITH: That's pretty good.

17 CHAIRMAN CARTER: Okay. On that  
18 elevating note --

19 MR. LANGE: They had to decertify.

20 CHAIRMAN CARTER: -- please take note  
21 of the next meeting dates, and we have  
22 signatures, do we, or do we?

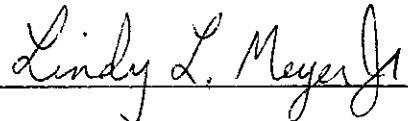
23 MS. CATALAN: Yes.

1                   CHAIRMAN CARTER: We do, so stick  
2 around for those, and otherwise, we are  
3 adjourned.

4                                 - - -  
5                   Thereupon, the proceedings of  
6                   March 25, 2011 were concluded  
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## 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, March 25, 2011 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 October 27, 2016.  
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