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INDIANA  
CIVIL RIGHTS COMMISSION

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BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

PROCEEDINGS,

Held on the 24th day of July, 2015, at 402 West  
Washington Street, Conference Room 1, Indianapolis,  
Indiana, before Heather S. Orbaugh, Notary Public in  
and for the County of Boone, State of Indiana, CCR:  
LA.

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

1 A P P E A R A N C E S

2

3 Alpha Blackburn - Chairperson

4 COMMITTEE MEMBERS

5 Sheryl Edwards

Ahmed Young

6 Michelle McKeown

Kent Hull

7

8 Akia Haynes - Deputy Director

Jamal L. Smith - Executive Director

9 Christine Meyer

Debbie Rincones-Chavez - Administrative Assistant

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1 1:00 PM

2 JULY 24, 2015

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4 CHAIRPERSON BLACKBURN: Good afternoon.

5 The Indiana Civil Rights Commission is now in public

6 meeting, and it appears we do have a quorum. I will

7 ask then for approval and adoption of the meeting

8 minutes.

9 COMMISSIONER YOUNG: So moved.

10 COMMISSIONER MCKEOWN: Second.

11 CHAIRPERSON BLACKBURN: All in favor say

12 aye.

13 COMMISSIONER EDWARDS: Aye.

14 COMMISSIONER YOUNG: Aye.

15 COMMISSIONER MCKEOWN: Aye.

16 COMMISSIONER HULL: Aye.

17 CHAIRPERSON BLACKBURN: Opposed?

18 (No response.)

19 CHAIRPERSON BLACKBURN: Thank you.

20 Next, our director will present the report.

21 JAMAL SMITH: Good afternoon. I will

22 keep it short and sweet. So as reported last month at

23 the commission meeting, our deputy director of

24 internal ops, that vacancy was being filled, Christine

25 Meyer is now with us. She is here and active and we

1 all thank her for being here fulfilling that role.

2           In light of that, in that transition, our CFO,  
3 Pam Cook, as we announced also at the last commission  
4 meeting has moved on to greener pastures and so we are  
5 still in the process of filling that position, hope to  
6 have that done and filled by the next commission  
7 meeting. With that said, more of along the financial  
8 report, all things check out, all checks and balances.  
9 I will say that, of course, at the end of the fiscal  
10 year the Governor's Office asked all state agencies to  
11 revert four and a half percent of its budget, as they  
12 have been doing for the last few years. We were able  
13 to meet four percent of that four and a half. I think  
14 all agencies are pretty exhausted at this point in  
15 terms of what they can revert. So we were excited to  
16 say that we were able to revert four percent and meet  
17 that requirement and everything checks out. So that's  
18 it. I will entertain any questions about that at this  
19 time.

20                   CHAIRPERSON BLACKBURN: Did you say four  
21 percent or four and a half percent?

22                   JAMAL SMITH: The request was for four  
23 and a half and we were able to meet four percent of  
24 that in addition to the three percent, three and a  
25 half percent last year, and three and a half percent

1 the year before that, and three and a half percent the  
2 year before that.

3 CHAIRPERSON BLACKBURN: Are you feeling  
4 the pinch?

5 JAMAL SMITH: Slightly. The agency, we  
6 do a really good job. Of course we are, I have said  
7 this in closed meetings as well as public, we do a lot  
8 for a small agency. In fact, I know the agency had  
9 meetings and we had these conversations, it is no  
10 surprise to me that the ICRC is doing as much if not  
11 more than every other agency in the entire state of  
12 Indiana, and that includes agencies with billion  
13 dollar budgets. So albeit relatively small, they do  
14 do a huge job of combing the state of Indiana and  
15 pushing forth the objectives of the commission, but I  
16 do feel pinched.

17 CHAIRPERSON BLACKBURN: I think we  
18 should congratulate you.

19 JAMAL SMITH: I don't know how long that  
20 will continue, and in conversations with the federal  
21 agency heads, I think they are all feeling the same  
22 way. Of course, you still look for creative ways to  
23 save here and cut there, but you can only do that for  
24 so long. Any other questions in that regard?

25 I will say we had, and continue to have, an

1 exciting external education outreach agenda set, just  
2 came off of IBE week, the education conference was the  
3 highlight of it, a really good turnout. Part 1 was  
4 Thursday of Summer Celebration for IBE which was  
5 geared towards educators, teachers, superintendents,  
6 and so on and so forth. Our very own Michelle McKeown  
7 was there and we were excited to have her. That went  
8 over very, very well, a lot of good feedback, looking  
9 forward to getting all of the surveys back in from the  
10 audience and we intend to have that out by the next  
11 commission meeting.

12 Part 2 of the education conference for us was  
13 more of the internal engagement meetings that took  
14 place on Saturday. We had panel discussion and spoke  
15 about education and family structure and the black  
16 community. The panel went over very, very, very well.  
17 Looking forward to getting the registrations back from  
18 that so that we can get a good feel for the exact  
19 number of people who did attend and what some of their  
20 issues or interests were as related to education in  
21 the state of Indiana. So all in all a good event and  
22 excited to have taken part and continue that  
23 partnership with IBE.

24 Next up on the agenda is the Civil Rights game  
25 in partnership with the Indianapolis Indians which is

1 on August 14th. All of this should be outlined on  
2 your calendar. So me and the staff are gearing up for  
3 that day out at the ballpark. Any questions about any  
4 of the events?

5 COMMISSIONER YOUNG: Just very quickly,  
6 what role will ICRC play in the Kings Feast Symposium?

7 JAMAL SMITH: We are a  
8 supporter/partner/sponsor for the event. Just to give  
9 some insight about Kings Feast for those who don't  
10 know, it is -- Arnetta Scruggs is the young lady who  
11 started Kings Feast and it is geared towards young  
12 black men and supporting some of the wrap-around  
13 services, mentoring, things of that nature for them.  
14 I connected Arnetta with James (inaudible) which was  
15 also underneath our umbrella to help bolster that  
16 relationship, we the ICRC facilitated the arrangement  
17 and host the Kings Feast here at the Government Center  
18 and help to facilitate some of the speakers, mentors,  
19 and things of that nature.

20 COMMISSIONER YOUNG: I will be here.

21 JAMAL SMITH: Awesome. Are you on tap  
22 to speak?

23 COMMISSIONER YOUNG: I don't think so.

24 JAMAL SMITH: We might have to change  
25 that on the docket. But she has done a really good

2 Arnetta quite a few years ago I think she had 25, 30  
3 young men involved. Last year she had 90 and this  
4 year she says she is expecting over 150. So we are  
5 excited about the growth of that program and  
6 everything that she has going on. I think it is a  
7 good partnership and collaboration with the  
8 Association of Black Males considering what they are  
9 mandated to by legislative ordinance. Any other  
10 questions?

11 Take a good look at the, again, the list of  
12 events. I encourage you guys to take part whether it  
13 be just visiting any of the events that we have coming  
14 up. Of course, they will jump around, the majority  
15 tend to be here in Indy but we do find ourselves in  
16 Fort Wayne or in South Bend or in Evansville, so as  
17 you look through the list and there are events you  
18 think fit within the context of your schedule, we  
19 encourage you guys, the commissioners, if nothing else  
20 to be there so we can highlight you guys as  
21 commissioners of the ICRC, and if your schedule  
22 permits, we would love to have you take part in some  
23 of these events as well. Anything else? Any other  
24 questions? Hearing none, thank you guys for the time.

25 CHAIRPERSON BLACKBURN: Thank you very

1 much. We will move on to old business and begin, if



2 you don't mind, with Item d, Report by Commissioner  
3 McKeown.

4 COMMISSIONER MCKEOWN: For the first of  
5 the two cases, Cornelious versus Fabric Care Center, I  
6 would recommend that we uphold the finding of no  
7 cause.

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

10 COMMISSIONER YOUNG: So moved.

11 CHAIRPERSON BLACKBURN: Second?

12 COMMISSIONER EDWARDS: Second.

13 CHAIRPERSON BLACKBURN: All in favor say  
14 aye.

15 COMMISSIONER EDWARDS: Aye.

16 COMMISSIONER YOUNG: Aye.

17 COMMISSIONER MCKEOWN: Aye.

18 COMMISSIONER HULL: Aye.

19 CHAIRPERSON BLACKBURN: Anyone opposed?

20 (No response.)

21 CHAIRPERSON BLACKBURN: Thank you.

22 COMMISSIONER MCKEOWN: And for the  
23 second matter, Felix Wright versus the International  
24 Union of Painters & Allied Trades, I would again  
25 recommend we uphold the finding of no cause.

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1 CHAIRPERSON BLACKBURN: May I have a  
2 motion to accept?

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3 COMMISSIONER YOUNG: So moved.  
4 CHAIRPERSON BLACKBURN: And a second?  
5 COMMISSIONER EDWARDS: Second.  
6 CHAIRPERSON BLACKBURN: All in favor say  
7 aye.  
8 COMMISSIONER EDWARDS: Aye.  
9 COMMISSIONER YOUNG: Aye.  
10 COMMISSIONER MCKEOWN: Aye.  
11 COMMISSIONER HULL: Aye.  
12 CHAIRPERSON BLACKBURN: Anyone opposed?  
13 (No response.)  
14 CHAIRPERSON BLACKBURN: Thank you. We  
15 will go to the top of your list to Commissioner  
16 Gaidoo. She is not here. Commissioner Edwards.  
17 COMMISSIONER EDWARDS: I was assigned  
18 the case of Paula George versus Southern Indiana  
19 Center for Independent Living, Incorporated. I  
20 recommend we uphold the finding of no probable cause.  
21 CHAIRPERSON BLACKBURN: May I have a  
22 motion to accept the recommendation?  
23 COMMISSIONER YOUNG: So moved.  
24 CHAIRPERSON BLACKBURN: Second.  
25 COMMISSIONER MCKEOWN: Second.

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1 CHAIRPERSON BLACKBURN: All in favor say  
2 aye.

3 COMMISSIONER EDWARDS: Aye.  
4 COMMISSIONER YOUNG: Aye.  
5 COMMISSIONER MCKEOWN: Aye.  
6 COMMISSIONER HULL: Aye.  
7 CHAIRPERSON BLACKBURN: Anyone opposed?  
8 (No response.).  
9 CHAIRPERSON BLACKBURN: Thank you. in  
10 both cases -- I should take them one at a time. In  
11 the first case of Telmeaka Johnson versus Indiana  
12 Department of Environmental Management, I recommend  
13 that we uphold the finding of no probable cause. I  
14 ask for a motion to accept the recommendation.  
15 COMMISSIONER MCKEOWN: So moved.  
16 CHAIRPERSON BLACKBURN: And second?  
17 COMMISSIONER YOUNG: Second.  
18 CHAIRPERSON BLACKBURN: Thank you. And  
19 all in favor?  
20 COMMISSIONER EDWARDS: Aye.  
21 COMMISSIONER YOUNG: Aye.  
22 COMMISSIONER MCKEOWN: Aye.  
23 COMMISSIONER HULL: Aye.  
24 CHAIRPERSON BLACKBURN: Anyone opposed?  
25 (No response.)

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1 CHAIRPERSON BLACKBURN: Thank you. The  
2 second case is Idiat F. Ishola-Gbenia versus Rescare,  
3 and in that case I recommend that we uphold the

4 finding of no probable cause. May I have a motion to  
5 accept?

6 COMMISSIONER EDWARDS: So moved.

7 CHAIRPERSON BLACKBURN: Second?

8 COMMISSIONER MCKEOWN: Second.

9 CHAIRPERSON BLACKBURN: Thank you. All  
10 in favor say aye.

11 COMMISSIONER EDWARDS: Aye.

12 COMMISSIONER YOUNG: Aye.

13 COMMISSIONER MCKEOWN: Aye.

14 COMMISSIONER HULL: Aye.

15 CHAIRPERSON BLACKBURN: Anyone opposed?

16 (No response.)

17 CHAIRPERSON BLACKBURN: Thank you.

18 Commissioner Hull?

19 COMMISSIONER HULL: I was assigned two  
20 cases. First of all, the one that is listed as Danny  
21 Knight, actually the name is Danny Wright,  
22 w-r-i-g-h-t. The number of the case is correct on the  
23 agenda. In this case I am going to suggest that there  
24 be a remand and that we not uphold the probable cause.  
25 The facts of the case are that -- and I'm not quite

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1 sure since I am new, you can tell me, I guess I should  
2 give a little reason for my recommendation.

3 Danny Wright who I understand is a man, an

4 African American man, asserted -- he is the  
5 complainant -- he asserted that there was a hostile  
6 work environment where he was working. There was  
7 another employee who was Caucasian who made various  
8 comments about him, to him and about him. I am not  
9 going to repeat what the comments were because I will  
10 blush if I do. I can tell you that -- I am so naive  
11 and so young -- I can tell you that if somebody talked  
12 about me that way, I would be offended and I think he  
13 was justified in being offended.

14 Now, the recommendation of no probable cause  
15 was that the employer did respond and basically said  
16 why don't you guys just stay apart from each other and  
17 that's okay. I guess my feeling is I would like to  
18 have it remanded for the investigator to look a bit  
19 more at the facts to ascertain the reasonableness of  
20 the employer's action, and so my recommendation,  
21 unless you want to discuss it more, is that we remand  
22 for that purpose.

23 CHAIRPERSON BLACKBURN: Are there any  
24 questions? If not, I will entertain a motion to  
25 accept the recommendation to remand.

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1 COMMISSIONER YOUNG: So moved.

2 CHAIRPERSON BLACKBURN: And a second?

3 COMMISSIONER MCKEOWN: Second.

4 CHAIRPERSON BLACKBURN: All in favor say  
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5 aye.

6 COMMISSIONER EDWARDS: Aye.

7 COMMISSIONER YOUNG: Aye.

8 COMMISSIONER MCKEOWN: Aye.

9 COMMISSIONER HULL: Aye.

10 CHAIRPERSON BLACKBURN: Thank you very  
11 much. Continue, Commissioner Hull.

12 COMMISSIONER HULL: Okay. The next one  
13 Genovese, and I agree with the recommendation of no  
14 probable cause. I am going to just summarize anyway.  
15 This was an individual who had -- he had sleep apnea,  
16 he was driving a van with some senior citizens to the  
17 Social Security office, his driving was very erratic,  
18 the people in the van said why don't you stop and let  
19 us drive, and while they were in the Social Security  
20 office he was sleeping out there in the van. Now,  
21 clearly he might have had a medical problem but I  
22 think it is a very good question about whether he was  
23 otherwise qualified to drive that van. I am not sure  
24 if I would want to be in it, so I am going to agree  
25 with the recommendation of no probable cause on that

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15

1 one.

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

4 COMMISSIONER HULL: Can I move myself?

5 CHAIRPERSON BLACKBURN: Sure.  
6 COMMISSIONER HULL: Okay. I will move  
7 that we affirm it or that we accept it.  
8 COMMISSIONER MCKEOWN: Second.  
9 CHAIRPERSON BLACKBURN: And a second.  
10 All in favor say aye.  
11 COMMISSIONER EDWARDS: Aye.  
12 COMMISSIONER YOUNG: Aye.  
13 COMMISSIONER MCKEOWN: Aye.  
14 COMMISSIONER HULL: Aye.  
15 CHAIRPERSON BLACKBURN: Anyone opposed?  
16 (No response.)  
17 CHAIRPERSON BLACKBURN: Thank you.  
18 Assignment of New Appeals. Commissioner Hull, would  
19 you review Diana Hayes versus Redwood Property  
20 Management?  
21 COMMISSIONER HULL: You bet.  
22 CHAIRPERSON BLACKBURN: Thank you very  
23 much. There being no Motions before the commission,  
24 we will look at the Findings of Fact, Conclusions of  
25 Law and Order. And as a group we will have the review

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1 of those by a newbie to the staff.

2 CONNOR HALE: Good afternoon. My name  
3 is Connor Hale and I am Judge Allen's summer intern,  
4 so I will be filling in for her today reading you  
5 these conclusions of Law. So just forewarning, I only  
Page 15

6 know a whole lot about one case before me today, so  
7 unless questions about that case, I may not know the  
8 answer. In the case of Lisa Hunt versus Waters of  
9 Covington, there is a proposed order to dismiss due to  
10 settlement. In the case of Shawn Russell versus  
11 Alcoa, there is a proposed order to dismiss due to  
12 settlement as well. In the case of Jamaal Smith versus  
13 Herman & Kittle Properties, Inc. and Franklin Place  
14 Apartments. There is a proposed order to dismiss due  
15 to notice of election and removal to state court.

16 In the case of Jamaal Smith versus Meridian  
17 Court d/b/a Meridian South Apartments, again, a  
18 proposed order to dismiss due to settlement. And  
19 lastly in the case of Kristy M. Reisinger versus J&J  
20 Associates, there is a default judgment against the  
21 respondent and the complainant is to be awarded  
22 \$65,243.75. If there is nothing further, that's all I  
23 have.

24 CHAIRPERSON BLACKBURN: Are there any  
25 questions?

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1 CONNOR HALE: Are there any questions,  
2 yes.

3 COMMISSIONER HULL: I don't have any  
4 questions, I just am wondering about that default. I  
5 am fine with affirming what you are suggesting, but I



6 just wonder, does that happen very often? I am kind  
7 of new here.

8 CONNOR HALE: A default judgment?

9 COMMISSIONER HULL: Yeah.

10 CONNOR HALE: She will be better able to  
11 answer that.

12 AKIA HAYNES: So with respect to  
13 defaults, they really don't happen all that often. I  
14 have only seen really this one. There is another case  
15 that perhaps will, I am not really sure, it depends on  
16 whether the respondent interacts with the process, but  
17 typically no, they don't default.

18 COMMISSIONER HULL: So they just didn't  
19 show up; is that right? They didn't appear, didn't  
20 show up, didn't respond?

21 AKIA HAYNES: That's my understanding of  
22 this one, they sort of dropped off the earth.

23 CHAIRPERSON BLACKBURN: Any other  
24 questions?

25 COMMISSIONER EDWARDS: Just curious,

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1 have they dropped off a check yet?

2 COMMISSIONER HULL: And are they  
3 collectable?

4 AKIA HAYNES: Both of those questions I  
5 am actually not sure of yet. I can check when I get  
6 back to the office and see the status of that.

7 COMMISSIONER EDWARDS: I think it was  
8 just awarded July the 8th, so 30 days afterwards, so  
9 next month we should know.

10 AKIA HAYNES: It will depend on the  
11 order, so if the order is in 30 days, it would be 30  
12 days, if they give a little bit more time --

13 COMMISSIONER EDWARDS: Okay.

14 AKIA HAYNES: Any other questions?

15 COMMISSIONER HULL: Maybe you can report  
16 back to us later that the money is in the bank. I'm  
17 not trying to be sarcastic, I just think -- I mean we  
18 often don't think of administrative agencies issuing  
19 kind of monetary relief unless it is the Environmental  
20 Protection Agency. It would just be interesting to  
21 know, particularly when we talk to people about the  
22 commission, that that kind of remedy is possible.

23 AKIA HAYNES: Typically when a case  
24 would -- essentially we find an adverse judgment  
25 against a respondent and there are difficulties

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1 getting monies from that respondent, we would refer it  
2 to the Attorney General's Office to seek recourse as  
3 well, but I can have the judge give an update at the  
4 next meeting or I can give an update regarding what  
5 happens with that matter.

6 COMMISSIONER HULL: So the commission

7 would take action or the Attorney General would take  
8 action to enforce, assuming the order isn't?

9 AKIA HAYNES: Correct. We work with the  
10 Attorney General's office.

11 COMMISSIONER HULL: They will pursue?

12 AKIA HAYNES: Correct. Any other  
13 questions?

14 CHAIRPERSON BLACKBURN: Over the years  
15 we have prided ourselves in being able to award  
16 monetary settlements, so it has been quite frequent  
17 over the years.

18 COMMISSIONER HULL: Okay.

19 CHAIRPERSON BLACKBURN: As a group of  
20 Findings of Fact and Conclusions of Law and Order, I  
21 would ask for a motion to accept those settlements.

22 COMMISSIONER HULL: I will so move.

23 CHAIRPERSON BLACKBURN: Second?

24 COMMISSIONER MCKEOWN: Second.

25 CHAIRPERSON BLACKBURN: Thank you. All

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1 in favor say aye.

2 COMMISSIONER EDWARDS: Aye.

3 COMMISSIONER YOUNG: Aye.

4 COMMISSIONER MCKEOWN: Aye.

5 COMMISSIONER HULL: Aye.

6 CHAIRPERSON BLACKBURN: Any opposed?

7 (No response.)

8 CHAIRPERSON BLACKBURN: Thank you very  
9 much. There being no Consent Agreements and I presume  
10 no Public Comment today, are there any Announcements?

11 COMMISSIONER HULL: May I mention one  
12 thing, I am sorry to be talking so much, but this  
13 Sunday, July 26th, is the 25th anniversary of the  
14 signing of the Americans with Disabilities Act, and I  
15 want to distribute to the commissioners, just you may  
16 have seen it in the paper this week, that there was a  
17 settlement, there was a settlement, there was a  
18 lawsuit brought by people who were deaf who wanted to  
19 have an interpreter, they were spectators in a  
20 courtroom, and the case -<sup>1</sup> the case was in Southern  
21 Indiana. The case has now been settled, each of the  
22 complainants got \$10,000 in damages and the Attorney  
23 General's office says pay the lawyers doing the case  
24 \$104,500 in attorney fees, these were out-of-state  
25 lawyers from Maryland. I am just going to distribute

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1 this to people just for your information.

2 But one of the questions I wonder about is  
3 that I wonder if we ever have people who are going to  
4 attend who have hearing impairment or who are deaf, do  
5 we ever have a mechanism where they could let us know  
6 or could we establish a procedure if someone says I  
7 have a hearing impairment, I am deaf, I am going to be

8 there. I'm not sure the best way to do it, I just --  
9 I am open to any suggestions and I am just suggesting  
10 that we think about the possibility of this. That's  
11 all.

12 JAMAL SMITH: Would you like me to  
13 respond?

14 CHAIRPERSON BLACKBURN: I think that's  
15 an excellent suggestion.

16 JAMAL SMITH: If we have any cases or  
17 anything, any motion that require, we always ask if  
18 there is any need for any impairment, and we --  
19 assuming that that's the case, we make sure that  
20 necessary precautions are taken to make sure that they  
21 have access to the meeting as anyone else.

22 CHAIRPERSON BLACKBURN: So we have a  
23 means already in place?

24 JAMAL SMITH: Yes, we do. The process  
25 is in place and we do take into account anyone who has

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22

1 any impairments.

2 COMMISSIONER HULL: I'm sorry, I'm not  
3 sure I caught what you were saying while I was moving  
4 around.

5 JAMAL SMITH: I was saying that we  
6 always ask whenever we are having anyone attend the  
7 commission meetings if they have any impairments, and  
8 if that being the case we make sure we take the

9 necessary steps to accommodate.

10 COMMISSIONER HULL: And, again, I don't  
11 think we need to have a sign language interpreter  
12 every time we have one, but it is my impression and we  
13 might want to check with a group like the National  
14 Center for Blind and Deaf what they recommend. The  
15 impression I have is that let's say I have a hearing  
16 impairment, I want to be in the audience out here, I  
17 let you or your staff know and then we take it from  
18 there, it seems to me to be a reasonable way to do it  
19 but I am just thinking that it just deserves our --  
20 you know, some kind of attention and maybe we can  
21 check into it.

22 JAMAL SMITH: Of course.

23 COMMISSIONER HULL: Okay. Here are  
24 copies, if you want, of the article.

25 CHAIRPERSON BLACKBURN: Thank you very

‡

23

1 much. Any other announcements before we conclude?  
2 You have the meeting dates in your Agenda. And if you  
3 would linger for signatures, that concludes our  
4 business and the meeting is adjourned.

5 (Proceedings adjourned at 1:35 p.m.)

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1 CERTIFICATE

2 STATE OF INDIANA )  
3 COUNTY OF BOONE ) ss:

4

5 I, Heather S. Orbaugh, the undersigned Court  
6 Reporter and Notary Public residing and maintaining  
7 offices in the City of Zionsville, Boone County,  
8 Indiana, do hereby certify:

8 That I reported to the best of my ability in  
9 machine shorthand all of the words spoken by all  
parties in attendance during the course of the ensuing

10 proceedings, including objections, if any, made by all  
11 counsel present;

11 That I later reduced my shorthand notes into the  
12 foregoing typewritten transcript form, which  
13 typewritten transcript is a true record to the best of  
14 my ability of the testimony given by the witness as  
15 stated above;

14 That I am not a relative or employee or attorney  
15 or counsel of any of the parties, nor am I a relative  
16 or an employee of such attorney or counsel, and that I  
17 am not financially interested in this action.

17 IN WITNESS HERETO, I have affixed my Notarial Seal  
18 and subscribed my signature below this 29th day of  
19 July, 2015.

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24 \_\_\_\_\_  
25 Notary Public  
County of Residence: Boone (Seal)  
My Commission Expires on: April 27, 2017