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INDIANA  
CIVIL RIGHTS COMMISSION

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BEFORE THE STATE OF INDIANA  
CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF OCTOBER 26, 2012

ORIGINAL

- - -

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, October 26, 2012 at 11:13 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

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APPEARANCES :

COMMISSION MEMBERS :

David C. Carter, Chairman  
Alpha Blackburn  
John E. Garcia  
Barry Baynard  
Tehiji G. Crenshaw  
Charles D. Gidney  
Steven A. Ramos

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

OTHER COMMISSION STAFF PRESENT :

Robert D. Lange  
Pamela Cook  
Paula Barnett  
Brad Meadows

- - -

1 11:13 o'clock a.m.  
2 October 26, 2012

3 - - -

4 CHAIRMAN CARTER: We will come to  
5 order, and the Indiana Civil Rights Commission  
6 will come to order for the public meeting of  
7 Friday, October 26th. And we do have a quorum.  
8 In fact, we have everyone but our Chairperson,  
9 who is announced for being late -- to be late.

10 Where is the agenda?

11 COMM. RAMOS: Here.

12 CHAIRMAN CARTER: Oh, thank you. You  
13 have had an opportunity to review the minutes.  
14 May I have a motion --

15 COMM. GIDNEY: So moved.

16 CHAIRMAN CARTER: -- to accept? A  
17 second?

18 COMM. RAMOS: Second.

19 CHAIRMAN CARTER: All in favor?

20 COMM. GARCIA: Aye.

21 COMM. CRENSHAW: Aye.

22 COMM. BAYNARD: Aye.

23 COMM. RAMOS: Aye.

COMM. GIDNEY: Aye.

1 CHAIRMAN CARTER: Any opposed?

2 (No response.)

3 CHAIRMAN CARTER: Thank you.

4 And thus to Ms. Cook and the Financial  
5 Report.

6 MS. COOK: Good morning.

7 CHAIRMAN CARTER: Good morning.

8 COMM. CRENSHAW: Good morning.

9 MS. COOK: You've had a chance to  
10 review the September Financial Report in your  
11 packet. There are no new changes. If you have  
12 any questions, I'd like to entertain those at  
13 this point in time.

14 CHAIRMAN CARTER: I missed it when I  
15 was reading the minutes. I note I missed either  
16 last month or the month before --

17 MS. COOK: Uh-huh.

18 CHAIRMAN CARTER: -- Alpha said, "Ah,  
19 you -- you got the trick; the less you say, the  
20 fewer questions there are. That was pretty good.

21 Are there any questions?

22 COMM. GIDNEY: No.

23 CHAIRMAN CARTER: Hearing none, we

1 will move on to Old Business. Reports by  
2 Commissioners on Complaint Appeals.

3 Comm. Crenshaw?

4 COMM. CRENSHAW: Okay. In the case  
5 of Pamela Singleton versus Wal-Mart, and also the  
6 case of Phillip Jefferson versus GreatCare as  
7 well as Pamela Kidd versus Employment Plus, Inc.,  
8 I would like to make a recommendation we uphold  
9 the Deputy Director's finding of no probable  
10 cause. In the Phillip Jefferson versus  
11 GreatCare, I have someone -- part of someone  
12 else's file.

13 MR. LANGE: That was Phillip  
14 Jefferson?

15 COMM. CRENSHAW: Uh-huh. So, I think  
16 I ought to let you know that.

17 MR. LANGE: Okay. Who -- what --  
18 whose case is that?

19 COMM. CRENSHAW: It is Brian Tremble  
20 versus Affiliated Computer Services.

21 MR. LANGE: It does not mean anything  
22 to me, but we'll look into it.

23 MR. SMITH: Okay. If I will, Paula,

1 make a note to do a cross-reference from last  
2 week's piece to overlook -- to see if that case  
3 was actually listed on that docket, and if so,  
4 who should have had it, and so we make sure we  
5 get to the bottom of why that popped up.

6 Sorry about that, Comm. Crenshaw.

7 COMM. CRENSHAW: No problem.

8 CHAIRMAN CARTER: Did you have a  
9 Pamela Kidd? Is that --

10 COMM. CRENSHAW: Yes.

11 CHAIRMAN CARTER: You had --

12 COMM. CRENSHAW: I have --

13 CHAIRMAN CARTER: Did you say about  
14 that, or do you want to --

15 COMM. CRENSHAW: Yeah, all three, I'd  
16 like make a recommendation to uphold the Deputy  
17 Director's finding of no probable cause.

18 CHAIRMAN CARTER: Okay.

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

21 COMM. BAYNARD: So moved.

22 COMM. RAMOS: Second.

23 CHAIRMAN CARTER: All in favor?

1                   COMM. GARCIA:  Aye.

2                   COMM. CRENSHAW:  Aye.

3                   COMM. BAYNARD:  Aye.

4                   COMM. RAMOS:  Aye.

5                   COMM. GIDNEY:  Aye.

6                   CHAIRMAN CARTER:  Any opposed?

7                                   (No response.)

8                   CHAIRMAN CARTER:  Okay.  In my three  
9 cases, Shuqin Gao, Marsha Rush and Antonio  
10 Peterson, in the first and third, I recommend we  
11 uphold the no probable cause, and in the Marsha  
12 Rush case, I recommend we uphold the no  
13 reasonable cause.

14                   And I would also say, just in passing,  
15 that in the Ms. Gao versus Meijer case, I  
16 reluctantly concur with the no probable cause  
17 finding in that I think Meijer overreacted  
18 enormously, but there is reasonable -- no  
19 reasonable cause to say that it was because she  
20 was Chinese, which was the issue.

21                   May I have a motion to accept those  
22 recommendations --

23                   COMM. CRENSHAW:  So moved.

1 CHAIRMAN CARTER: -- if possible --

2 COMM. BAYNARD: Second.

3 CHAIRMAN CARTER: -- after my  
4 editorial comment?

5 All in favor?

6 COMM. GARCIA: Aye.

7 COMM. CRENSHAW: Aye.

8 COMM. BAYNARD: Aye.

9 COMM. RAMOS: Aye.

10 COMM. GIDNEY: Aye.

11 CHAIRMAN CARTER: Any opposed?

12 (No response.)

13 CHAIRMAN CARTER: You can put my  
14 sotto voce comments in brackets, if you want.

15 Comm. Ramos?

16 COMM. RAMOS: In the case of Robert  
17 Bailey, I'm going to continue -- request an  
18 extension on that.

19 (Comm. Blackburn arrived.)

20 CHAIRMAN CARTER: All three?

21 COMM. RAMOS: All three.

22 CHAIRMAN CARTER: Okay. And we'll  
23 table that.



1           Comm. Blackburn, welcome.

2           COMM. BLACKBURN: Thank you.

3           CHAIRMAN CARTER: Are you prepared to  
4 make a statement about your cases, or shall we  
5 come back to you?

6           COMM. BLACKBURN: Can you give me a  
7 minute?

8           CHAIRMAN CARTER: Okay.

9           Comm. Baynard?

10          COMM. BAYNARD: Yes. In the case of  
11 Reginald Coffey versus Center Stone English Manor  
12 and Gregory Taylor versus Gary Police Department,  
13 I recommend that we uphold the Deputy Director's  
14 finding of no probable cause.

15          CHAIRMAN CARTER: And may I have a  
16 motion to accept that recommendation?

17          COMM. CRENSHAW: So moved.

18          COMM. RAMOS: Second.

19          CHAIRMAN CARTER: All in favor?

20          COMM. GARCIA: Aye.

21          COMM. CRENSHAW: Aye.

22          COMM. BLACKBURN: Aye.

23          COMM. BAYNARD: Aye.

1                   COMM. RAMOS:  Aye.

2                   COMM. GIDNEY:  Aye.

3                   CHAIRMAN CARTER:  Anyone opposed?

4                                   (No response.)

5                   CHAIRMAN CARTER:  Thank you.

6                   Comm. Gidney?

7                   COMM. GIDNEY:  Okay.  In the case of  
8  Shell versus City of Anderson, my recommendation  
9  is to uphold the finding of no probable cause,  
10 and the same with the case of Tumey versus  
11 St. Catherine Regional Health -- Regional  
12 Hospital.  My recommendation for that is also to  
13 uphold the finding of no probable cause, but kind  
14 of like you, with an editorial comment.

15                   CHAIRMAN CARTER:  Uh-huh.

16                   COMM. GIDNEY:  I do so reluctantly.  
17 The Tumey was a case of discharge versus --  
18 discharge by virtue of at-will employment status.  
19 Unfortunately, we just don't have enough to  
20 question the will, and even if we remanded for  
21 further review, it would still remain at will, so  
22 again, I uphold the finding, but with  
23 reservation.

1                   CHAIRMAN CARTER: Yeah, and in my  
2 case, there was the additional review did turn up  
3 new stuff that supported the no probable cause  
4 finding.

5                   COMM. GIDNEY: Right.

6                   CHAIRMAN CARTER: All right. May I  
7 have a motion to accept those recommendations,  
8 Comm. Gidney's recommendations?

9                   COMM. RAMOS: So moved.

10                  COMM. CRENSHAW: Second.

11                  CHAIRMAN CARTER: All in favor?

12                  COMM. GARCIA: Aye.

13                  COMM. CRENSHAW: Aye.

14                  COMM. BLACKBURN: Aye.

15                  COMM. BAYNARD: Aye.

16                  COMM. RAMOS: Aye.

17                  COMM. GIDNEY: Aye.

18                  CHAIRMAN CARTER: Any opposed?

19                               (No response.)

20                  CHAIRMAN CARTER: That -- okay. So,  
21 Comm. Blackburn, are you ready, or would you like  
22 me to come back later?

23                  COMM. BLACKBURN: Can I wait?

1                   CHAIRMAN CARTER: Okay. Well, we'll  
2 assign the appeals. I'll take Derek Kelley and  
3 Advance Auto Parts; Comm. Crenshaw, if you would  
4 review Debra White and Heart of CarDon, LLC, and  
5 Rosalind Cammack versus Lincoln Life;  
6 Comm. Gidney, if you would look at Lisa Dipert  
7 versus St. Joseph County Juvenile Center, and  
8 there's an "and" that's dangling there, but no  
9 additional stuff; Comm. Ramos; Chris Sellers-Hegg  
10 versus Belden Wire and Cable; Comm. Blackburn,  
11 eventually --

12                   COMM. BLACKBURN: Oh, I'll take that.

13                   CHAIRMAN CARTER: -- Irene Tillman  
14 versus Indianapolis Housing Agency; Comm. Garcia,  
15 Robert Brown versus Azteca Milling; and  
16 Comm. Baynard, Breanne Johnson versus  
17 J.C. Penney's Corporation.

18                   Now if we could come back to  
19 Comm. Blackburn's cases.

20                   COMM. BLACKBURN: Thank you.

21                   In the case of Hermelinda Salas De Romo  
22 versus Kinro Manufacturing, Inc., I want to  
23 uphold the finding of no probable cause.

1 CHAIRMAN CARTER: And?

2 COMM. BLACKBURN: And in the case of  
3 Annette Finks versus Blomat -- I'm sorry --  
4 Biomat, I want to uphold the finding of no  
5 probable cause.

6 CHAIRMAN CARTER: May I have a motion  
7 to accept those recommendations?

8 COMM. BAYNARD: So moved.

9 COMM. GIDNEY: Second.

10 CHAIRMAN CARTER: All in favor?

11 COMM. GARCIA: Aye.

12 COMM. CRENSHAW: Aye.

13 COMM. BLACKBURN: Aye.

14 COMM. BAYNARD: Aye.

15 COMM. RAMOS: Aye.

16 COMM. GIDNEY: Aye.

17 CHAIRMAN CARTER: Any opposed?

18 (No response.)

19 CHAIRMAN CARTER: Would you like me  
20 to turn the meeting over to you?

21 COMM. BLACKBURN: I think you're  
22 doing a fine job.

23 CHAIRMAN CARTER: That's no; right?

1 (Laughter.)

2 CHAIRMAN CARTER: All right.  
3 Findings of Fact, Conclusions of Law and Order,  
4 we have Angela Washington versus Prompt Ambulance  
5 Service and Cynthia J. Sheets versus Meijer  
6 Stores Limited Partnership. May I have a  
7 recommendation -- or may I have a motion to  
8 accept those findings?

9 COMM. BLACKBURN: So moved.

10 COMM. RAMOS: Second.

11 CHAIRMAN CARTER: And all in favor?

12 COMM. GARCIA: Aye.

13 COMM. CRENSHAW: Aye.

14 COMM. BLACKBURN: Aye.

15 COMM. BAYNARD: Aye.

16 COMM. RAMOS: Aye.

17 COMM. GIDNEY: Aye.

18 CHAIRMAN CARTER: Any opposed?

19 (No response.)

20 CHAIRMAN CARTER: Okay. We have a  
21 Consent Agreement, Francis Mashibe -- yes --  
22 versus Thermal Structures, Inc. May I have a  
23 motion to accept that Consent Agreement?

1                   COMM. BLACKBURN:  So moved.

2                   COMM. CRENSHAW:  Second.

3                   CHAIRMAN CARTER:  And all in favor?

4                   COMM. GARCIA:  Aye.

5                   COMM. CRENSHAW:  Aye.

6                   COMM. BLACKBURN:  Aye.

7                   COMM. BAYNARD:  Aye.

8                   COMM. RAMOS:  Aye.

9                   COMM. GIDNEY:  Aye.

10                  CHAIRMAN CARTER:  Any opposed?

11                                 (No response.)

12                  CHAIRMAN CARTER:  Thank you.

13                                 And thus we come to the Administrative  
14                   Update and the Director's Report.  We have a copy  
15                   of the report.

16                                 MR. SMITH:  Yes.  First I want to  
17                   make sure everyone got a copy.  If you did not,  
18                   we'll make sure we get you one.

19                                 Kind of a side note, put a kickstand up,  
20                   in the spirit of -- I don't know -- tradition, if  
21                   you will, I want to entertain the idea that we  
22                   kind of shut this thing off in half and pull  
23                   what, in essence, is that podium up, because I

1 think as we and the staff and whomever comes in  
2 to testify or present to you guys as a Commission  
3 should do so formally. And one, I think that's  
4 way far away; secondly, we never use that side of  
5 these tables and they're unnecessary, and in the  
6 off chance that we do have more of an audience --  
7 I know it's rare, but in the off chance that we  
8 do -- we have an opportunity to have more  
9 seating, if that's the case. So, I want to toss  
10 that out to you guys as a Commission. I know  
11 that's not like --

12 COMM. BLACKBURN: We completely --

13 MR. SMITH: -- earth shattering,  
14 but --

15 COMM. BLACKBURN: -- agree with you.

16 CHAIRMAN CARTER: Yeah.

17 COMM. BLACKBURN: We just don't set  
18 up the room.

19 MR. SMITH: I gotcha, and I've been  
20 thinking about it for a while, and what really  
21 got me was when we had the family and the guy  
22 that -- the Asian family that was coming to  
23 testify, and he walked all of the way up, which



1 was a bit uncomfortable, if you will. And one of  
2 the reasons I think that was -- he was able to do  
3 so, he and his wife were able to do, was because  
4 of the way the room was set up. So, I would like  
5 to alleviate that. I know, again, that has  
6 nothing to do with us here --

7 CHAIRMAN CARTER: Yeah.

8 MR. SMITH: -- but I think that  
9 before we just arbitrarily did so, I wanted to  
10 present it to you guys as a Commission.

11 CHAIRMAN CARTER: Years ago there was  
12 a rather large number of staff people who would  
13 come to the meetings, for whatever reason, and we  
14 would fill up these side tables --

15 MR. SMITH: Uh-huh.

16 CHAIRMAN CARTER: -- but there was  
17 still nobody back there.

18 MR. SMITH: Yeah. Well, I don't  
19 think we have a need to bring a ton of staff,  
20 outside of the folks that usually come, and we  
21 probably even need to revisit the idea of whether  
22 we need all of us here anyway, but I do want to  
23 make sure that we address that piece and make

1 that change, if that's okay with the Commission.

2 COMM. BLACKBURN: That would be  
3 terrific.

4 CHAIRMAN CARTER: That's fine.

5 MR. SMITH: Moving on to the report,  
6 nothing huge. I would like to bring to you guys'  
7 attention, as we mentioned a few Commission  
8 meetings ago, we -- we applied for and won the  
9 HUD partnership agreement, which allocated about  
10 a quarter of a million dollars for us to do some  
11 outreach and advertising.

12 We broke that up into quarters because  
13 that's how HUD's going to pay us, in quarters,  
14 and so we broke the state up into quarters as  
15 well, the first of which was the southern piece  
16 of the state, and for those of you guys who are  
17 down in that piece, you may have seen some  
18 increased advertising. We've got a couple of  
19 billboards, there should be some radio spots  
20 occasionally heard. We also invested in public  
21 transportation, so on the bus stops and the side  
22 of the buses, there should be some ICRC  
23 paraphernalia, if you will, that you'll see.

1           The next phase will be -- Phase 2 will be  
2 the central part of the state minus Marion  
3 County, if you will, so it's like -- it's central  
4 west and central east. The third phase will be  
5 the northern part of the state, and then  
6 fourth -- correct me if I'm wrong, Brad -- will  
7 be Marion County, in and of itself, which we'll  
8 his a little harder.

9           So, I bring that up because, number one,  
10 you know, if you guys see it, we want to get your  
11 opinions and thoughts of how it looks and how we  
12 are representing you guys as a Commission and the  
13 ICRC as a whole.

14           But then secondly, and one thing that I  
15 want to keep on your radar, in light of a lot of  
16 the local commissions which we reached out to, a  
17 lot of them may have some issues with the fact  
18 that we're advertising and promoting the agency,  
19 none of which have come to me and said anything  
20 yet, but trust me, I hear it in the wind.

21           And considering that you guys are out in  
22 the communities as business owners and community  
23 folks, I don't want you to get blindsided with

1 that, and if there's any reason why -- or if we  
2 need to sit down and have that conversation  
3 again, trust me, we are more than willing and  
4 able to do so. So, I just want you guys to be  
5 prepared for that piece as Commissioners.

6           Outside of that, things are going well.  
7 We're doing a lot of outreach. One of the big  
8 pieces that's coming up is the Fort Wayne Burmese  
9 outreach component that we're going to be doing  
10 here soon. The idea is to bring other state  
11 agencies with us in tandem so that we go up and  
12 hopefully provide some resources and information  
13 to some folks that we're going to have it.

14           And we're going to do that in their  
15 community. You know, like I mentioned before,  
16 there's about five apartment complexes that are  
17 concentrated with Burmese, and so we're going to  
18 go up there and do that presentation at -- well,  
19 actually, I think we kind of got detoured with  
20 that, but we're going to go up to their  
21 communities and present it to them on their turf,  
22 instead of bringing them here or to some formal  
23 government-laden event.



1 of it, they like the consistent info that we send  
2 out.

3 But one of the ideas was that, you know, a  
4 lot of folks don't know not just who we are as an  
5 agency, but, you know, who works for the ICRC?  
6 So, we do kind of this monthly piece where staff  
7 do staff testimony of, you know, who you are,  
8 what you do for the agency, and then your take on  
9 why it's important, and some other questions  
10 related to ICRC stuff.

11 And it goes over pretty well, because a  
12 lot of the staff -- it's fun. You know, it's --  
13 from a personnel standpoint, it's good to get  
14 away. Not everybody's comfortable in front of  
15 the camera, but it's a break in the monotony and  
16 an opportunity for folks to meet them who they  
17 don't normally get a chance to see. So -- but we  
18 do get a lot of positive feedback and it's going  
19 well, but always open to any suggestions of how  
20 we can improve that piece. If you guys have any  
21 thoughts and suggestions and stuff, just shoot it  
22 to us.

23 COMM. RAMOS: Have you done any of

1 those videos -- we're seeing it in other  
2 languages, like getting Danny to do those things  
3 in Spanish, or for the Burmese people, to do some  
4 in Burmese?

5 MR. SMITH: We do -- those videos,  
6 the staff videos, we have not, but we have shot  
7 plenty, having Danny do some, especially a lot of  
8 the PSA's we do. We've shot a good number of  
9 those in Spanish. The Hispanic community is one  
10 that we are specifically targeting by way of some  
11 of the grant money that we got, as well as our  
12 partnership with IUCEA.

13 So, we do specifically do, when we target  
14 the community, PSA's in Spanish, and we have  
15 Danny shoot a few, and because, again, remember,  
16 we kind of -- we've absorbed all of the cultural  
17 commissions, anything ISHLA related, the Hispanic  
18 Commission, we kind of funnel that in through the  
19 ICRC as well, as we would the Social Status of  
20 Black Males, and as we would the Women's  
21 Commission, and so on and so forth. So, yes.

22 COMM. RAMOS: Good.

23 MR. SMITH: Any other questions for

1 me?

2                   COMM. BLACKBURN: What's going on  
3 with MLK for --

4                   MR. SMITH: MLK. So, we are  
5 obviously in the planning process for that. The  
6 plan, if you will, for MLK so far is to -- I  
7 don't know if you guys are familiar, but there's  
8 a traveling exhibit, Expo had it here, and it's  
9 sponsored by Chase, J.P. Morgan, and it's  
10 traveling all over the country, and it highlights  
11 the MLK, or King and a lot of that history.

12                   There's three pieces to the exhibit, kind  
13 of like a small, medium and large, if you will,  
14 and so the idea was to bring that in, the  
15 traveling exhibit, back here to Indianapolis as  
16 part of the MLK celebration and have that here,  
17 still have the piece at the museum where we have  
18 all of the young people come, transport them  
19 over.

20                   The formula has worked. Over the last  
21 couple of years we've got a lot of good feedback,  
22 and so we don't want to break the formula, but we  
23 did want to change. Instead of investing a lot



1     into some keynote speaker who may or may not be  
2     from here, we wanted to invest in that traveling  
3     exhibit to highlight MLK, and then perhaps have a  
4     speaker come as well, but maybe someone local.

5             So, it's still in the works. The game  
6     plan is to still have it that week prior to the  
7     MLK holiday. That Thursday, I think, is what we  
8     normally do it on; is that right, Brad.

9             MR. MEADOWS: (Nodded head yes.)

10            MR. SMITH: And let it flow. So,  
11     we're excited about it. It's a little change in  
12     the way we have done, and plus, that exhibit is a  
13     new feature that hadn't normally been available.  
14     So, again, we heard a lot of good stuff about it  
15     when it was here for Expo, but that wasn't  
16     necessarily the MLK element, that was just  
17     African-American, you know, here for that.

18            But, you know, with the focus on MLK, we  
19     think it'd go over well, and we're going to set  
20     it up in the Statehouse. And by way of renting  
21     the thing, if you will, it has to stay open for a  
22     couple of days, which, from our standpoint, it  
23     turns out to be a good thing.

1                   COMM. BLACKBURN: Okay.

2                   COMM. RAMOS: Is Chase going to  
3 sponsor it?

4                   MR. SMITH: Yeah. Well, they sponsor  
5 the exhibit all of the way around.

6                   COMM. RAMOS: So, there's no cost?

7                   MR. SMITH: No. I mean I'm sure  
8 there will be some cost for us, but, you know,  
9 the normal cost, if you will, we don't eat  
10 because they've sponsored the deal nationally.  
11 So, we're still working out the details in terms  
12 of what that will cost us, but it will be nowhere  
13 near what we'd have to pay if we were putting the  
14 thing on ourselves.

15                   So, all we have to do is bid to have it --  
16 to have it here, you know, put our dibs in,  
17 because obviously, especially around MLK holiday,  
18 we're certainly not the only ones vying for this  
19 thing, so, you know, we're trying to position  
20 ourselves to be the attractive destination, if  
21 you will, for it to come.

22                   COMM. RAMOS: Another Super Bowl;  
23 right?

1 MR. SMITH: Not that big, but, you  
2 know, hopefully we can get as many rave reviews  
3 on it.

4 COMM. RAMOS: Baseball.

5 MR. SMITH: Any other questions?

6 (No response.)

7 CHAIRMAN CARTER: All right.

8 MR. SMITH: Thank you, guys.

9 COMM. BLACKBURN: Very good.

10 CHAIRMAN CARTER: Thank you.

11 Are there any announcements?

12 (No response.)

13 CHAIRMAN CARTER: I don't have any,  
14 other than next Wednesday I have cataract  
15 surgery.

16 COMM. BLACKBURN: Next Wednesday?

17 CHAIRMAN CARTER: Yeah.

18 COMM. BLACKBURN: Good luck with  
19 that.

20 CHAIRMAN CARTER: The guy who's the  
21 surgeon says, "Oh, it'll take about five, ten  
22 minutes," and the first thing that came to my  
23 mind was the British saying, "Well, it's better

1 than a poke in the eye with a sharp stick."

2 Well, wait a minute. That's what they do.

3 COMM. BLACKBURN: Where's the other  
4 thing?

5 (Laughter.)

6 CHAIRMAN CARTER: Oh, well. As you  
7 can see, the year is winding down, because the  
8 next meeting dates, there are only two of them,  
9 and apparently 2013 doesn't exist yet. We can  
10 see what the Mayans have to say about it.

11 (Laughter.)

12 CHAIRMAN CARTER: And I hope she -- I  
13 don't want to offend any Mayan gods, after all.  
14 And keep in mind that both of those dates are a  
15 week earlier than usual in the month because of  
16 the holidays in each of those two months, and if  
17 you would stay for signatures and there are no  
18 further announcements, we can adjourn.

19 - - -  
20 Thereupon, the proceedings of  
21 October 26, 2012 were concluded  
22 at 11:35 o'clock a.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, October 26, 2012 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.  
16  
17  
18  
19  
20  
21  
22  
23

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