

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

BEFORE THE STATE OF INDIANA

CIVIL RIGHTS COMMISSION

- - -

PUBLIC MEETING OF SEPTEMBER 24, 2010

COPY

- - -

PROCEEDINGS

in the above-captioned matter, before the Indiana
Civil Rights Commission, Alpha Blackburn,
Chairperson, taken before me, Lindy L. Meyer,
Jr., a Notary Public in and for the State of
Indiana, County of Shelby, at the Indiana
Government Center South, Conference Center,
Room A, 402 West Washington Street, Indianapolis,
Indiana, on Friday, September 24, 2010 at
11:27 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 Alpha Blackburn, Chairperson
4 David C. Carter
5 John E. Garcia
6 Barry Baynard

7 COMMISSION STAFF PRESENT:

8 Robert D. Lange
9 Joan T. Essex
10 Tawanda Sharp
11 Christina Catalan

12
13
14
15
16
17
18
19
20
21
22
23

1 11:27 o'clock a.m.
2 September 24, 2010

3 - - -

4 CHAIRPERSON BLACKBURN: Good morning.

5 The Indiana Civil Rights Commission is now in
6 public meeting. You have in front of you an
7 agenda for today's meeting, and having a quorum,
8 we'll vote to adopt the minutes of the last
9 meeting. May I have a motion to accept?

10 COMM. CARTER: So moved.

11 COMM. BAYNARD: Second.

12 CHAIRPERSON BLACKBURN: Anyone
13 opposed?

14 (No response.)

15 CHAIRPERSON BLACKBURN: Thank you.

16 And move next to the Financial Report.
17 Thank you for being here, Ms. Essex.

18 MS. ESSEX: Thank you. Good morning.

19 You should have the August Financial Report in
20 your packet. Let me just state that we have
21 submitted our budget for 2012-2013 that was due
22 today. We did that this morning, and our budget
23 for the coming biennium, our base was reduced by
the 15 percent that we are taking off of the

1 appropriation we received this year.

2 What that means is our 2012 and 2013
3 budgets are based on an appropriation of 1.858
4 million, and that is what we will have to work
5 with over that period, and that is what our net
6 is for this year. We've received more than that,
7 but we will be reverted about three hundred and
8 some-odd thousand dollars back to the General
9 Fund, so that is our net for this year.

10 So, it's not anything that should cause us
11 any undue consideration. We have been trying to
12 cut wherever possible, and should there be
13 additional cuts, there may be slight cause for
14 concern, but we'll cross that bridge when we get
15 to it, and hopefully things will get better
16 instead of worse.

17 So, if you have any questions, I would be
18 happy to take those at this time.

19 CHAIRPERSON BLACKBURN: Are you
20 feeling the pinch, budget-wise, in your
21 operations?

22 MS. ESSEX: We are.

23 CHAIRPERSON BLACKBURN: I think it's

1 okay to say you can function at this level,
2 but --

3 MS. ESSEX: We can, and we're
4 fortunate that we have the cooperative agreements
5 with the U.S. Department of Housing and Urban
6 develop and the U.S. Department of Equal
7 Opportunity -- Equal Employment Opportunity.
8 Those dollars that we receive from those
9 cooperative agreements are used to reimburse for
10 direct expenses that are directly related to the
11 processing and investigation of those cases.

12 Without those dollars coming in, we would
13 feel much more of a hit, so we are -- we're
14 fortunate to have those contracts, and as long as
15 we can keep our numbers up and meet the contract
16 expectations, we should be in good shape.

17 CHAIRPERSON BLACKBURN: Okay. Sounds
18 good.

19 Old business. Is there any?

20 COMM. CARTER: Is there ever?

21 CHAIRPERSON BLACKBURN: Did I
22 understand you to say there is?

23 COMM. CARTER: I said, "Is there

1 ever?"

2 (Laughter.)

3 CHAIRPERSON BLACKBURN: Okay. That's
4 a no, I take it. And no new business that I know
5 of.

6 We have a Consent Agreement. May I have a
7 motion to accept that?

8 COMM. CARTER: So moved.

9 COMM. BAYNARD: Second.

10 CHAIRPERSON BLACKBURN: And all in
11 favor?

12 COMM. CARTER: Aye.

13 COMM. BAYNARD: Aye.

14 COMM. GARCIA: Aye.

15 CHAIRPERSON BLACKBURN: Aye.

16 Anyone opposed?

17 (No response.)

18 CHAIRPERSON BLACKBURN: Thank you.
19 And we have Findings of Fact, Conclusions of Law
20 and Order that are listed on your agenda. May I
21 have a motion to accept those?

22 COMM. BAYNARD: I'll make a motion to
23 accept the Findings of Facts, Conclusions --

1 COMM. CARTER: Second.

2 COMM. BAYNARD: -- of Law.

3 CHAIRPERSON BLACKBURN: All in favor?

4 COMM. CARTER: Aye.

5 COMM. BAYNARD: Aye.

6 COMM. GARCIA: Aye.

7 CHAIRPERSON BLACKBURN: Aye.

8 Anyone opposed?

9 (No response.)

10 CHAIRPERSON BLACKBURN: Thank you.

11 Reports by Commissioners on Complaint
12 Appeals. We'll start with you, Comm. Carter.

13 COMM. CARTER: Okay. Madam Chair, in
14 the case of Jackson versus Lafayette Housing
15 Authority and Mitchell -- I forgot what o/b/o
16 was.

17 MR. LANGE: On behalf of.

18 COMM. CARTER: On behalf of, thank
19 you -- Collignon, or Collignon, however it is
20 pronounced in French, versus Kid Company
21 Preschool and Childcare, I recommend that we
22 sustain the no reasonable cause finding in the
23 first one and no probable cause finding in the

1 second one.

2 CHAIRPERSON BLACKBURN: May I have a
3 motion to accept both recommendations?

4 COMM. BAYNARD: So moved.

5 COMM. GARCIA: Second.

6 CHAIRPERSON BLACKBURN: And all in
7 favor?

8 COMM. CARTER: Aye.

9 COMM. BAYNARD: Aye.

10 COMM. GARCIA: Aye.

11 CHAIRPERSON BLACKBURN: Aye.

12 Anyone opposed?

13 (No response.)

14 CHAIRPERSON BLACKBURN: Thank you.

15 Thank you, Comm. Carter.

16 COMM. CARTER: You're welcome.

17 CHAIRPERSON BLACKBURN: And

18 Comm. Baynard?

19 COMM. BAYNARD: Yes, Madam Chair. In
20 the case of Collier versus Eytcheson, I would
21 need more time with that, so I would recommend
22 for the case of Narderi versus Avis Budget Group
23 that we uphold the Director's finding of no

1 probable cause.

2 COMM. GARCIA: So moved.

3 CHAIRPERSON BLACKBURN: May I have a
4 second?

5 COMM. CARTER: I second.

6 CHAIRPERSON BLACKBURN: And all in
7 favor?

8 COMM. CARTER: Aye.

9 COMM. BAYNARD: Aye.

10 COMM. GARCIA: Aye.

11 CHAIRPERSON BLACKBURN: Aye. Thank
12 you very much.

13 And now the Assignments of Appeals to
14 Commissioners, and there seems to be a single
15 case, which I'll cover. It's Gray versus The
16 Palace. And ask for an Administrative Update
17 from --

18 MS. ESSEX: I imagine I can do that.
19 I do want to introduce our newest staff member.
20 Christina Catalan --

21 MS. CATALAN: Yes.

22 MS. ESSEX: -- is -- has joined us.
23 She will be working in the front desk reception

1 area, answering phone calls and probably
2 assisting in the intake and forwarding the calls
3 to that unit, and we are pleased to have her.
4 And we just want to introduce her to you.

5 COMM. GARCIA: Welcome.

6 CHAIRPERSON BLACKBURN: Would you
7 spell your last name?

8 MS. CATALAN: Yes, it's
9 C a t a l a n.

10 MS. ESSEX: Catalan.

11 CHAIRPERSON BLACKBURN: Catalan.

12 MS. ESSEX: Yes, ma'am.

13 CHAIRPERSON BLACKBURN: Very nice to
14 have you here.

15 MS. CATALAN: Thank you.

16 CHAIRPERSON BLACKBURN: How has it
17 gone so far?

18 MS. CATALAN: Doing great.

19 CHAIRPERSON BLACKBURN: Doing all
20 right?

21 MS. CATALAN: Everything is going
22 great.

23 CHAIRPERSON BLACKBURN: Good. Very

1 good.

2 And the Director's not here to give a
3 report. Are there notes from anyone that were
4 sent on his behalf?

5 (No response.)

6 CHAIRPERSON BLACKBURN: If not, you
7 have on your agendas the next meeting dates to
8 take note of. Are there any announcements?

9 MR. LANGE: Does it qualify that
10 there's an oral argument at the next meeting? Is
11 that an announcement?

12 CHAIRPERSON BLACKBURN: I'm sorry?

13 MR. LANGE: Does it qualify that
14 there's an oral argument scheduled for the next
15 meeting?

16 CHAIRPERSON BLACKBURN: Yes, that
17 qualifies as an announcement.

18 COMM. CARTER: And the timing on that
19 would be that the oral argument would be at
20 11:00; is that --

21 MR. LANGE: Correct.

22 COMM. CARTER: And --

23 MR. LANGE: And I think the

1 meeting --

2 COMM. CARTER: And then the business
3 meeting would be at 12:30?

4 MR. LANGE: 12:30, 1:00, I guess. I
5 think 12:30.

6 CHAIRPERSON BLACKBURN: Business
7 meeting at 12:30; is that what I heard you say?

8 MR. LANGE: I think so. Well, that
9 is what I said.

10 CHAIRPERSON BLACKBURN: Oh, okay.

11 MR. LANGE: I think that that's
12 right.

13 CHAIRPERSON BLACKBURN: All right.

14 Okay. There being no other announcements
15 and no further business today, the meeting is
16 adjourned.

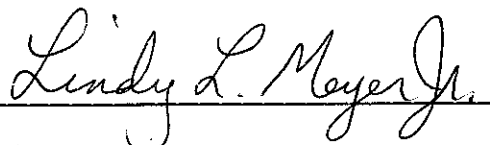
17 - - -
18 Thereupon, the proceedings of
19 September 24, 2010 were concluded
20 at 11:35 o'clock a.m.
21 - - -

22

23

1 CERTIFICATE

2 I, Lindy L. Meyer, Jr., the undersigned
3 Court Reporter and Notary Public residing in the
4 City of Shelbyville, Shelby County, Indiana, do
5 hereby certify that the foregoing is a true and
6 correct transcript of the proceedings taken by me
7 on Friday, September 24, 2010 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

<p style="text-align: center;">1</p> <p>1.858 [1] - 4:3 11:00 [1] - 11:20 11:27 [2] - 1:18, 3:1 11:35 [1] - 12:18 12922 [1] - 1:22 12:30 [4] - 12:3, 12:4, 12:5, 12:7 15 [1] - 3:23 1:00 [1] - 12:4</p>	<p>announcements [2] - 11:8, 12:14 answering [1] - 10:1 Appeals [2] - 7:12, 9:13 APPEARANCES [1] - 2:1 appropriation [2] - 4:1, 4:3 area [1] - 10:1 argument [3] - 11:10, 11:14, 11:19 Assignments [1] - 9:13 assisting [1] - 10:2 August [1] - 3:18 Authority [1] - 7:15 Avenue [1] - 1:22 Avis [1] - 8:22 Aye [16] - 6:12, 6:13, 6:14, 6:15, 7:4, 7:5, 7:6, 7:7, 8:8, 8:9, 8:10, 8:11, 9:8, 9:9, 9:10, 9:11</p>	<p>CARTER [16] - 3:9, 5:20, 5:23, 6:8, 6:12, 7:1, 7:4, 7:13, 7:18, 8:8, 8:16, 9:5, 9:8, 11:18, 11:22, 12:2 case [4] - 7:14, 8:20, 8:22, 9:15 cases [1] - 5:11 Catalan [4] - 2:8, 9:20, 10:10, 10:11 CATALAN [5] - 9:21, 10:8, 10:15, 10:18, 10:21 Center [2] - 1:15 CERTIFICATE [1] - 13:1 certify [1] - 13:5 Chair [2] - 7:13, 8:19 CHAIRPERSON [34] - 3:3, 3:11, 3:14, 4:19, 4:23, 5:17, 5:21, 6:3, 6:10, 6:15, 6:18, 7:3, 7:7, 7:10, 8:2, 8:6, 8:11, 8:14, 8:17, 9:3, 9:6, 9:11, 10:6, 10:11, 10:13, 10:16, 10:19, 10:23, 11:6, 11:12, 11:16, 12:6, 12:10, 12:13 Chairperson [2] - 1:12, 2:3 Childcare [1] - 7:21 Christina [2] - 2:8, 9:20 City [1] - 13:4 CIVIL [1] - 1:2 Civil [2] - 1:11, 3:4 CM [1] - 1:21 Collier [1] - 8:20 Collignon [2] - 7:19 coming [2] - 3:22, 5:12 Comm [3] - 7:12, 8:15, 8:18 COMM [33] - 3:9, 3:10, 5:20, 5:23, 6:8, 6:9, 6:12, 6:13, 6:14, 6:22, 7:1, 7:2, 7:4, 7:5, 7:6, 7:13, 7:18, 8:4, 8:5, 8:8, 8:9, 8:10, 8:16, 8:19, 9:2, 9:5, 9:8, 9:9, 9:10, 10:5, 11:18, 11:22, 12:2 COMMISSION [3] - 1:2, 2:2, 2:6 Commission [3] - 1:11, 3:4, 13:15 Commissioners [2] - 7:11, 9:14 Company [1] - 7:20 Complaint [1] - 7:11 concern [1] - 4:14 concluded [1] - 12:18 Conclusions [2] - 6:19, 6:23 Conference [1] - 1:15 Consent [1] - 6:6 consideration [1] - 4:11 contract [1] - 5:15 contracts [1] - 5:14 cooperative [2] - 5:4, 5:9</p>	<p>correct [1] - 13:6 Correct [1] - 11:21 County [2] - 1:14, 13:4 Court [1] - 13:3 cover [1] - 9:15 cross [1] - 4:14 cut [1] - 4:12 cuts [1] - 4:13</p> <p style="text-align: center;">D</p>
<p style="text-align: center;">2</p> <p>2010 [5] - 1:5, 1:17, 3:1, 12:18, 13:7 2012 [1] - 4:2 2012-2013 [1] - 3:20 2013 [1] - 4:2 2016 [1] - 13:15 24 [5] - 1:5, 1:17, 3:1, 12:18, 13:7 27 [1] - 13:15</p>	<p style="text-align: center;">B</p> <p>Barry [1] - 2:4 base [1] - 3:22 based [1] - 4:3 Baynard [2] - 2:4, 8:18 BAYNARD [10] - 3:10, 6:9, 6:13, 6:22, 7:2, 7:5, 8:4, 8:9, 8:19, 9:9 BEFORE [1] - 1:1 behalf [3] - 7:17, 7:18, 11:4 better [1] - 4:15 biennium [1] - 3:22 Blackburn [2] - 1:11, 2:3 BLACKBURN [34] - 3:3, 3:11, 3:14, 4:19, 4:23, 5:17, 5:21, 6:3, 6:10, 6:15, 6:18, 7:3, 7:7, 7:10, 8:2, 8:6, 8:11, 8:14, 8:17, 9:3, 9:6, 9:11, 10:6, 10:11, 10:13, 10:16, 10:19, 10:23, 11:6, 11:12, 11:16, 12:6, 12:10, 12:13 bridge [1] - 4:14 Brighton [1] - 1:22 Budget [1] - 8:22 budget [3] - 3:20, 3:21, 4:20 budget-wise [1] - 4:20 budgets [1] - 4:3 Business [1] - 12:6 business [4] - 5:19, 6:4, 12:2, 12:15</p>	<p style="text-align: center;">C</p> <p>captioned [1] - 1:10 Carmel [1] - 1:22 Carter [3] - 2:3, 7:12, 8:15</p>	<p>d/b/a [1] - 1:21 Daniels [1] - 1:21 dates [1] - 11:7 David [1] - 2:3 Department [2] - 5:5, 5:6 desk [1] - 9:23 develop [1] - 5:6 direct [1] - 5:10 directly [1] - 5:10 Director's [2] - 8:23, 11:2 dollars [3] - 4:8, 5:8, 5:12 due [1] - 3:20</p>
<p style="text-align: center;">3</p> <p>317 [1] - 1:23</p> <p style="text-align: center;">4</p> <p>402 [1] - 1:16 46032 [1] - 1:22</p>	<p style="text-align: center;">E</p>	<p style="text-align: center;">F</p>	<p style="text-align: center;">E</p> <p>Employment [1] - 5:7 Equal [2] - 5:6, 5:7 Essex [2] - 2:7, 3:16 ESSEX [7] - 3:17, 4:22, 5:3, 9:18, 9:22, 10:10, 10:12 expectations [1] - 5:16 expenses [1] - 5:10 expires [1] - 13:15 Eytcheson [1] - 8:20</p>
<p style="text-align: center;">8</p> <p>848-0088 [1] - 1:23</p>			<p style="text-align: center;">F</p>
<p style="text-align: center;">A</p> <p>a.m [3] - 1:18, 3:1, 12:18 above-captioned [1] - 1:10 accept [5] - 3:8, 6:7, 6:21, 6:23, 8:3 ACCURATE [1] - 1:21 additional [1] - 4:13 adjourned [1] - 12:16 Administrative [1] - 9:16 adopt [1] - 3:7 agenda [2] - 3:6, 6:20 agendas [1] - 11:7 Agreement [1] - 6:6 agreements [2] - 5:4, 5:9 Alpha [2] - 1:11, 2:3 announcement [2] - 11:11, 11:17</p>			<p>Fact [1] - 6:19 Facts [1] - 6:23 far [1] - 10:17 favor [4] - 6:11, 7:3, 8:7, 9:7 Financial [2] - 3:15, 3:18 Findings [2] - 6:19, 6:23 first [1] - 7:23 foregoing [1] - 13:5 forgot [1] - 7:15 fortunate [2] - 5:4, 5:14 forwarding [1] - 10:2 French [1] - 7:20 Friday [2] - 1:17, 13:7 front [2] - 3:5, 9:23 function [1] - 5:1 Fund [1] - 4:9</p>

<p style="text-align: center;">G</p> <p>GARCIA [7] - 6:14, 7:6, 8:5, 8:10, 9:2, 9:10, 10:5 Garcia [1] - 2:4 General [1] - 4:8 Government [1] - 1:15 Gray [1] - 9:15 great [2] - 10:18, 10:22 Group [1] - 8:22 guess [1] - 12:4</p>	<p>Laughter [1] - 6:2 Law [2] - 6:19, 7:2 level [1] - 5:1 Lindy [3] - 1:12, 13:2, 13:11 listed [1] - 6:20</p>	<p>odd [1] - 4:8 OF [3] - 1:1, 1:5, 1:21 Old [1] - 5:19 one [2] - 7:23, 8:1 operations [1] - 4:21 Opportunity [2] - 5:7 opposed [4] - 3:12, 6:16, 7:8, 8:12 oral [3] - 11:10, 11:14, 11:19 Order [1] - 6:20</p>	<p>response [5] - 3:13, 6:17, 7:9, 8:13, 11:5 reverted [1] - 4:7 RIGHTS [1] - 1:2 Rights [2] - 1:11, 3:4 Robert [1] - 2:7 Room [1] - 1:16 RPR/CP [1] - 1:21</p>
<p style="text-align: center;">H</p> <p>happy [1] - 4:18 heard [1] - 12:7 hereby [1] - 13:5 hit [1] - 5:13 hopefully [1] - 4:15 Housing [2] - 5:5, 7:14 hundred [1] - 4:7</p>	<p style="text-align: center;">M</p> <p>ma'am [1] - 10:12 Madam [2] - 7:13, 8:19 matter [2] - 1:10, 13:7</p>	<p style="text-align: center;">P</p> <p>packet [1] - 3:19 Palace [1] - 9:16 percent [1] - 3:23 period [1] - 4:5 phone [1] - 10:1 pinch [1] - 4:20 pleased [1] - 10:3 possible [1] - 4:12 Preschool [1] - 7:21 PRESENT [1] - 2:6 probable [2] - 7:23, 9:1 proceedings [2] - 12:17, 13:6 PROCEEDINGS [1] - 1:9 processing [1] - 5:11 pronounced [1] - 7:20 public [1] - 3:5 PUBLIC [1] - 1:5 Public [3] - 1:13, 13:3, 13:12</p>	<p style="text-align: center;">S</p> <p>scheduled [1] - 11:14 Second [4] - 3:10, 6:9, 7:1, 8:5 second [3] - 8:1, 9:4, 9:5 sent [1] - 11:4 SEPTEMBER [1] - 1:5 September [4] - 1:17, 3:1, 12:18, 13:7 shape [1] - 5:16 Sharp [1] - 2:8 Shelby [2] - 1:14, 13:4 Shelbyville [1] - 13:4 single [1] - 9:14 slight [1] - 4:13 some-odd [1] - 4:8 sorry [1] - 11:12 Sounds [1] - 5:17 South [1] - 1:15 spell [1] - 10:7 STAFF [1] - 2:6 staff [1] - 9:19 start [1] - 7:12 state [1] - 3:19 STATE [1] - 1:1 State [2] - 1:13, 13:13 Street [1] - 1:16 submitted [1] - 3:20 sustain [1] - 7:22</p>
<p style="text-align: center;">I</p> <p>imagine [1] - 9:18 INDIANA [2] - 1:1, 1:21 Indiana [8] - 1:10, 1:14, 1:17, 1:22, 3:4, 13:4, 13:13 Indianapolis [1] - 1:16 instead [1] - 4:16 intake [1] - 10:2 introduce [2] - 9:19, 10:4 investigation [1] - 5:11</p>	<p>means [1] - 4:2 meet [1] - 5:15 MEETING [1] - 1:5 meeting [10] - 3:5, 3:6, 3:8, 11:7, 11:10, 11:15, 12:1, 12:3, 12:7, 12:15 member [1] - 9:19 MEMBERS [1] - 2:2 Meyer [3] - 1:12, 13:2, 13:11 million [1] - 4:4 minutes [1] - 3:7 Mitchell [1] - 7:15 morning [3] - 3:3, 3:17, 3:21 motion [5] - 3:8, 6:7, 6:21, 6:22, 8:3 move [1] - 3:15 moved [4] - 3:9, 6:8, 8:4, 9:2 MR [8] - 7:17, 11:9, 11:13, 11:21, 11:23, 12:4, 12:8, 12:11 MS [12] - 3:17, 4:22, 5:3, 9:18, 9:21, 9:22, 10:8, 10:10, 10:12, 10:15, 10:18, 10:21</p>	<p style="text-align: center;">Q</p> <p>qualifies [1] - 11:17 qualify [2] - 11:9, 11:13 questions [1] - 4:17 quorum [1] - 3:6</p>	<p style="text-align: center;">T</p> <p>Tawanda [1] - 2:8 THE [1] - 1:1 Thereupon [1] - 12:17 thousand [1] - 4:8 three [1] - 4:7 timing [1] - 11:18 today [2] - 3:21, 12:15 today's [1] - 3:6 transcribed [1] - 13:8 transcript [1] - 13:6 true [1] - 13:5 trying [1] - 4:11</p>
<p style="text-align: center;">J</p> <p>Jackson [1] - 7:14 Joan [1] - 2:7 John [1] - 2:4 joined [1] - 9:22 Jr [3] - 1:13, 13:2, 13:11</p>	<p style="text-align: center;">N</p> <p>name [1] - 10:7 Narderi [1] - 8:22 need [1] - 8:21 net [2] - 4:5, 4:9 new [1] - 6:4 newest [1] - 9:19 next [4] - 3:15, 11:7, 11:10, 11:14 nice [1] - 10:13 Notary [3] - 1:13, 13:3, 13:12 note [1] - 11:8 notes [1] - 11:3 numbers [1] - 5:15</p>	<p style="text-align: center;">R</p> <p>reasonable [1] - 7:22 receive [1] - 5:8 received [2] - 4:1, 4:6 reception [1] - 9:23 recommend [2] - 7:21, 8:21 recommendations [1] - 8:3 reduced [1] - 3:22 reimburse [1] - 5:9 related [1] - 5:10 Report [2] - 3:15, 3:18 report [1] - 11:3 Reporter [1] - 13:3 REPORTING [1] - 1:21 Reports [1] - 7:11 residing [1] - 13:3</p>	
<p style="text-align: center;">K</p> <p>keep [1] - 5:15 Kid [1] - 7:20</p>	<p style="text-align: center;">O</p> <p>o'clock [3] - 1:18, 3:1, 12:18 o/b/o [1] - 7:15 October [1] - 13:15</p>		
<p style="text-align: center;">L</p> <p>Lafayette [1] - 7:14 Lange [1] - 2:7 LANGE [8] - 7:17, 11:9, 11:13, 11:21, 11:23, 12:4, 12:8, 12:11 last [2] - 3:7, 10:7</p>			

U

U.S [2] - 5:5, 5:6
undersigned [1] - 13:2
undue [1] - 4:11
unit [1] - 10:3
up [1] - 5:15
Update [1] - 9:16
uphold [1] - 8:23
Urban [1] - 5:5

V

versus [5] - 7:14, 7:20, 8:20,
8:22, 9:15
vote [1] - 3:7

W

Washington [1] - 1:16
Welcome [1] - 10:5
welcome [1] - 8:16
West [1] - 1:16
William [1] - 1:21
wise [1] - 4:20
worse [1] - 4:16

Y

year [3] - 4:1, 4:6, 4:9