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Transcript of Hearing - Day 1

Date: February 22, 2024

Case: Katzman -v- Leisure World (HR 23-01)

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Transcript of Hearing - Day 1
Conducted on February 22, 2024

1 (1 to 4)

1	BEFORE THE MONTGOMERY COUNTY COMMISSION	1	APPEARANCES:	3
2	ON HUMAN RIGHTS	2		
3	-----x	3	ON BEHALF OF SHERYL KATZMAN	
4	SHERYL KATZMAN, :	4	SOPHIA JAYANTY, ESQUIRE	
5	Complainant, : Case No.	5	COLE SHARDELOW, ESQUIRE	
6	Vs. : REH-06711;	6	E. NELL PIPER, ESQUIRE	
7	CHAIR, BOARD OF DIRECTORS : HR 23-02	7	HANNAH ELSTER, ESQUIRE	
8	LEISURE WORLD COMMUNITY CORP., :	8		
9	Respondent. :	9	ON BEHALF OF CHAIR, BOARD OF DIRECTORS LEISURE	
10	-----x	10	WORLD COMMUNITY CORP.:	
11		11	CATHERINE R. SPALLUZZI, ESQUIRE	
12	DAY 1 HEARING	12	LUCAS WEBSTER, ESQUIRE	
13	Before Hearing Examiner KATHLEEN BYRNE	13		
14	Rockville, Maryland	14		
15	Thursday, February 22, 2024	15		
16	9:31 a.m.	16		
17		17		
18	Job No. 523819	18		
19	Pages: 1-245	19		
20	Transcribed by: Cynthia Bauerle, CSR	20		
21	Notary Public/Court Reporter: Brendon Cuenca	21		
22		22		
23		23		
24		24		
25		25		

2	Hearing held at:	4	INDEX	
2	100 Maryland Avenue	2	WITNESS	PAGE
3	County Office Building, Room 200	3	SHERYL KATZMAN	
4	Rockville, MD 20850	4	Direct Examination by Ms. Piper	41
5	Phone: 240.777.6660	5	Cross-Examination by Mr. Webster	102
6		6	Redirect Examination by Ms. Piper	173
7	Pursuant to agreement, before Brendon Cuenca,	7		
8	Notary Public in and for the State of	8	JACK DUNN	
9	Maryland.	9	Direct Examination by Mr. ShardeLOW	179
10		10	Cross-Examination by Mr. Webster	208
11		11	Redirect Examination by Mr. ShardeLOW	221
12		12		
13		13	CRYSTAL CASTILLO	
14		14	Direct Examination by Mr. ShardeLOW	225
15		15	Cross-Examination by Mr. Webster	237
16		16	Redirect Examination by Mr. ShardeLOW	241
17		17		
18		18		
19		19	OPENING STATEMENT BY Mr. ShardeLOW	22
20		20	OPENING STATEMENT BY Mr. Webster	29
21		21		
22		22		
23		23		
24		24		
25		25		

Transcript of Hearing - Day 1
Conducted on February 22, 2024

2 (5 to 8)

5		7
1	E X H I B I T S	
2	EXHIBIT DESCRIPTION EVD PAGE	
3	Exhibit 1 Email, 56 A1 70	
4	Exhibit 2 Email, 56 A2 74	
5	Exhibit 3 Email 56 A3 80	
6	Exhibit 4 Complaint, 56 A4 86	
7	Exhibit 71 Email 151	
8	Exhibit 72 Document 162	
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		
6	PROCEEDINGS	8
1	JUDGE BYRNE: Just real quick	
2	before we get started, do either of you have	
3	the glasses? All right.	
4	Good morning, everyone. Welcome to the	
5	OZAH hearing room. Before we get started, I	
6	just have a few preliminary things we want to	
7	go through. This is a public hearing from the	
8	referral of the Office of Human Rights for a	
9	case regarding case number REH06711, stemming	
10	from the determination of the Human Rights	
11	office that reasonable grounds existed to	
12	warrant a hearing regarding the unlawful	
13	discrimination in housing filed by Claimant,	
14	Ms. Sheryl Katzman, against Respondent,	
15	Leisure World Community Corp. Pursuant to	
16	Montgomery County code section 2712, this	
17	hearing is being conducted in a hybrid format,	
18	as we can all tell. That means we have	
19	individuals here and we have individuals	
20	remotely via Zoom. The rules of procedure	
21	governing this hearing are pursuant to the	
22	county's administrative procedure act, section	
23	2A, and resolution 181276 regarding referrals	
24	from various agencies to OZAH, OZAH's Office	
25		

Transcript of Hearing - Day 1
Conducted on February 22, 2024

3 (9 to 12)

<p>9</p> <p>1 Leisure World. And as a preliminary item, 2 I'll just note that the -- as styled, the case 3 is Chair Board of Directors, Leisure World 4 Community Corporation. Just we are Counsel 5 for all or one or however that is intended to 6 be.</p> <p>7 JUDGE BYRNE: Understood. 8 Understood. Thank you very much. I know I've 9 used the LWCC acronym part and parcel to 10 encompass the complaint against all parties 11 for Leisure World. So we'll go from there 12 and Ms. Katzman's been referred to as 13 Claimant, complainant. You know, I mean, 14 there's a variety. So we're -- just to set 15 the record straight, we're capturing all of 16 those titles and names for the various 17 parties. I appreciate that. And before we 18 start, do you all need them to turn their 19 microphones on or maybe one?</p> <p>20 THE REPORTER: Just whoever is 21 speaking.</p> <p>22 JUDGE BYRNE: Just whoever is 23 speaking. Okay. So just -- and this is --</p> <p>24 THE REPORTER: That's how we get 25 that feedback.</p>	<p>11</p> <p>1 unless you are called as a witness. So for 2 those of you who are attending this public 3 hearing, just as if you were sitting here in 4 the gallery, you can't raise your hand, you 5 can't shout out, you can't interrupt. Okay? 6 So you are here to observe. Let's see if -- 7 before we get started, let's see if Ms. 8 Castillo is on Zoom. Is Crystal Castillo on 9 Zoom? If you are, please unmute and let's see 10 if we can hear you. All right. So we don't 11 see her yet. We'll cross that bridge when we 12 come to it. All right. So we'll just keep an 13 eye. If you see her pop in, if you guys could 14 just let me know and we'll road test her 15 microphone then.</p> <p>16 All right. So all persons who are on 17 Zoom must remain on mute. We have a court 18 reporter with us today. Everything that we 19 say and discuss will be transcribed by the 20 court reporter. So just as important with 21 Zoom meetings as we are here, please try not 22 to talk over each other. I will do my best, 23 as well, not to interrupt and talk over each 24 other because Brendon can't capture 25 everything. Now, have y'all started the Zoom</p>
<p>10</p> <p>1 JUDGE BYRNE: Right. This is a 2 reminder for me that I do the same thing. So 3 those of you who are speaking when you start 4 to speak, turn -- push the little button for 5 your microphone to go on. We can hear each 6 other because we're in close quarters, but 7 those that are attending via Zoom may not. If 8 you want to stand when you speak, that's fine. 9 You don't have to stand when you speak. I 10 think it's a personal preference. When I was 11 on the other side, it helps me, like, to hold 12 something and stand, but, you know, hey, to 13 each of their own. Pretty flexible as far as 14 what your comfort level is as far as 15 delivering questioning, things like that. We 16 need to rearrange chairs if we need to have 17 obviously witnesses come back and forth to the 18 table. We'll cross that bridge when we get to 19 it.</p> <p>20 All right. A little bit of -- let's 21 see. So because this is a Zoom hearing and we 22 know we have at least one person that's 23 participating via Zoom, let's just talk a 24 little bit about for those of you who are on 25 Zoom. No one should be speaking on Zoom</p>	<p>12</p> <p>1 recording? All right. So you might see the 2 light on that the Zoom is being recorded. 3 It's being recorded for the benefit of the 4 court reporter. So as he goes back to try to 5 transcribe, if he's missed something, he's 6 going to then use that Zoom recording in order 7 to make those determinations. So the 8 transcript that's generated will become part 9 of the official record. The Zoom recording, 10 no. The transcript, yes. All right. Let's 11 see. As far as sharing screen, the exhibits 12 will be shown on the screen. Our Zoom 13 operators, all the faith in the world in them, 14 they are going to be able to pull up exhibits. 15 They'll be pulling directly from the website. 16 It's great that both parties are here because 17 we also, you know, have the ability to see and 18 view at the same time. So I'm super excited 19 about that. All right. If you are on Zoom 20 and you want to pin to enlarge the screen, we 21 do have on our website instructions on how to 22 pin a video. Never done it myself, but I 23 don't think it's that difficult. All right.</p> <p>24 So just as far as timing and process, a 25 little more housekeeping. We started at 9:30.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

4 (13 to 16)

<p>13</p> <p>1 My tendency is to try to roll, right? We try 2 to get through. If we need breaks, let me 3 know. We'll find out where that natural 4 stopping point is in the middle of the day. 5 If we need 30 minutes, 45 minutes I'd like to 6 try to keep it under an hour, if we could. We 7 have to end by four o'clock for technical 8 reasons. So if there's a natural stopping 9 point, say, at 3:30, we will -- we'll, again, 10 cross that bridge when we get to it. We have 11 two full days for this hearing. So as far as 12 the nature of the proceedings, again, they're 13 informal with certain formalities. They -- 14 it's, you know, it's still a structured 15 format; however, it's not as formal as a 16 normal court proceeding, but what you say will 17 be under oath. You may be asked questions 18 about your testimony and the proceeding order 19 will follow. 20 So opening statements from both 21 parties, if you desire. Don't have to do it 22 if you don't want to. Claimant will go first 23 with their presentation of their factual case 24 and the -- at the completion of Claimant's 25 case, obviously there'll be an opportunity for</p>	<p>15</p> <p>1 make that correction in -- in the final 2 document. I'm happy we can do the objections 3 as we go through, but if there's no objection 4 to anything on this paper, we can just go 5 ahead and have it be deemed admitted when 6 they're -- when they're entered. So I give 7 Counsel the opportunity for that. Any 8 thoughts? How do we feel about that? 9 MR. WEBSTER: I believe we'd 10 already discussed exhibits. 11 JUDGE BYRNE: Right. Yup. 12 MR. WEBSTER: So I thought we 13 had sort of -- 14 JUDGE BYRNE: Great. Okay. 15 Excellent. All right. So then all these -- 16 all of the exhibits then are going to be 17 deemed admitted so we won't have to go through 18 that particular process. And I didn't hear 19 anything back yesterday, so I just wanted to 20 reaffirm that. All right. So everything on 21 the exhibit list, say moving 39 under 22 Respondent will be deemed admitted. All 23 right. Again, the informality of this 24 process, the strict rules of evidence don't 25 apply in this particular administrative</p>
<p>14</p> <p>1 cross-examination on both sides, then the 2 Respondent will proceed with their factual 3 case with an opportunity for cross- 4 examination. There will be an opportunity for 5 rebuttal by Claimant after Respondent's case, 6 and then a surrebuttal by Respondent after 7 that opportunity, and then closing statements, 8 if you wish, again, for both parties. And I 9 know Nana passed out the exhibit list and we 10 went through that I think fairly well. I 11 tried to capture everything and so yesterday 12 as we were pulling things together, so if 13 Counsel will have an opportunity to take a 14 look at those exhibits. Is there any 15 objection to anything that we have right now 16 as far as the exhibits that are on this list 17 because I'd like to -- go ahead. 18 MS. ELSTER: I see our Exhibits 19 39 are under Claimants. 20 JUDGE BYRNE: Oh, are they? 21 They're wrong, okay. All right. So we can -- 22 we will move that. All right. Yeah. So 23 exhibit -- all right. So note that where it 24 says the number 2 under Claimant's exhibit 25 belongs under Respondent's exhibits. So we'll</p>	<p>16</p> <p>1 hearing. I'll admit and consider any 2 evidence, which possesses value to the matter 3 before me and all testimony should be 4 addressed to the claim of retaliation, right? 5 That is the sole claim before me is the claim 6 of retaliation. I reserve the right to 7 exclude any irrelevant, repetitive or 8 unreliable testimony and evidence. And we 9 want to talk specifically -- let's go through 10 preliminary matters. I appreciate everyone's 11 patience and time yesterday with our exchange 12 of emails. The -- and we have just a couple 13 of preliminary matters that I want to put on 14 the record. Mr. Webster. 15 MR. WEBSTER: And there's one 16 thing. I apologize, your Honor -- 17 JUDGE BYRNE: Sure. 18 MR. WEBSTER: -- to go 19 backwards, but under the Respondent's 20 exhibits, there have been and there remains 21 now a note that says to the effect that except 22 for the CCOC on meetings at 7/9/19 usable 23 accommodation letter. I had thought that in 24 further conversations from yesterday, the CCOC 25 letter was able to come in and it was</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

5 (17 to 20)

<p>17</p> <p>1 uploaded.</p> <p>2 JUDGE BYRNE: It is.</p> <p>3 MR. WEBSTER: Okay.</p> <p>4 JUDGE BYRNE: It is. So that</p> <p>5 was -- that was my error based on my notes</p> <p>6 originally. So that -- we can strike that,</p> <p>7 the accept part, from Exhibit 57 description.</p> <p>8 MR. WEBSTER: Thank you.</p> <p>9 JUDGE BYRNE: All right. So</p> <p>10 we'll make those notes, as well. All right.</p> <p>11 So just a few preliminary matters, given a</p> <p>12 little bit of history.</p> <p>13 We have had -- this case goes back to</p> <p>14 2019. So Ms. Katzman filed her complaint with</p> <p>15 the HRC in August of 2019. The case was</p> <p>16 referred to OZAH in October of 2022. First</p> <p>17 meeting with Counsel for both parties in</p> <p>18 January of 2023. No settlement was reached.</p> <p>19 Ms. Katzman no longer had Counsel all the way</p> <p>20 through the summer. I denied Leisure World's</p> <p>21 motion to dismiss. Back and forth multiple</p> <p>22 dispositive motions. Here we are today.</p> <p>23 We've narrowed the issue. I've made a report</p> <p>24 and recommendation on the reasonable</p> <p>25 accommodation that should be allowed to record</p>	<p>19</p> <p>1 them. I do not have them. The gentlemen here</p> <p>2 do have them. So you'll have to identify what</p> <p>3 it is that you'd like to call up. They will</p> <p>4 then call it up. Okay? And we'll go through</p> <p>5 those exhibits one at a time. Second is Ms.</p> <p>6 Katzman's ability to record. So pursuant to</p> <p>7 rule 1.7.8, it allows any participant to make</p> <p>8 certain recordings as long as the hearing</p> <p>9 examiner agrees. So yesterday I made the</p> <p>10 decision to make -- allow Ms. Katzman to make</p> <p>11 an audio recording of the proceedings subject</p> <p>12 to the following conditions. It being audio</p> <p>13 recording only. Audio recording only of</p> <p>14 on-the-record proceedings. If we are off the</p> <p>15 record, the recording must be turned off.</p> <p>16 The record -- the recording must not in any</p> <p>17 way disrupt the proceedings. If I deem the</p> <p>18 active recording to be disruptive, I may</p> <p>19 terminate it at any time. The authorization</p> <p>20 for her to record the proceedings, the</p> <p>21 recording for Ms. Katzman is for her reference</p> <p>22 only. Not to be distributed, either in full</p> <p>23 or in part, either as an audio recording or as</p> <p>24 any kind of transcription to any other</p> <p>25 individual. Ms. Katzman's recording is not</p>
<p>18</p> <p>1 based on her disability. Everyone has that</p> <p>2 copy of that report and recommendation. So</p> <p>3 where we are, we are left with the retaliation</p> <p>4 issue. So let's see. So the facts are</p> <p>5 whether or not Leisure World or LWCC and,</p> <p>6 again, capturing all that is under that --</p> <p>7 that title, retaliated against her in a</p> <p>8 discriminatory manner because of her</p> <p>9 insistence on the reasonable accommodation is</p> <p>10 a fact in dispute. So we're here solely on</p> <p>11 that question of retaliation. As far as</p> <p>12 evidence, so we've -- we had a couple of</p> <p>13 emails yesterday on procedural issues. So I</p> <p>14 just want to put it on the record and make it</p> <p>15 clear. Since this is a hybrid hearing, we ask</p> <p>16 that exhibits be uploaded so it's easy to be</p> <p>17 shared, but because this is more of a trial</p> <p>18 type hearing rather than a straight, you know,</p> <p>19 need to prove certain things in a land use</p> <p>20 case, and you go through the checklist, right?</p> <p>21 Not everything is going to be admitted. So we</p> <p>22 gave the parties the opportunity to submit to</p> <p>23 Ms. Johnson any exhibit that they would like</p> <p>24 to introduce as part of their case or</p> <p>25 cross-examination or rebuttal. I've not seen</p>	<p>20</p> <p>1 part of the official record, nor any</p> <p>2 transcript generated from it. So I remind</p> <p>3 Counsel, again, you will all get a copy of the</p> <p>4 transcript at the conclusion. And generally</p> <p>5 it will be 10 days at the -- after the end of</p> <p>6 this that we will get those and I will go</p> <p>7 ahead and forward that to you. So I know Ms.</p> <p>8 Spalluzzi, you had an objection to that. If</p> <p>9 you'd like to make any additional comment on</p> <p>10 that objection.</p> <p>11 MS. SPALLUZZI: Leisure World or</p> <p>12 LWCC is fine with the perimeters that you have</p> <p>13 placed on them.</p> <p>14 JUDGE BYRNE: Okay. All right.</p> <p>15 Thank you. All right.</p> <p>16 MS. JAYANTY: Your Honor.</p> <p>17 JUDGE BYRNE: Yes.</p> <p>18 MS. JAYANTY: I just got a</p> <p>19 message from Ms. Castillo.</p> <p>20 JUDGE BYRNE: Okay.</p> <p>21 MS. JAYANTY: And she said that</p> <p>22 she received the invite, but that it's for</p> <p>23 tomorrow. I don't know if that's -- if she</p> <p>24 used -- whether she used separate --</p> <p>25 JUDGE BYRNE: Yeah, there are</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

6 (21 to 24)

<p>21</p> <p>1 two separate -- yeah, there should be two 2 separate Zoom links. See if she can go to 3 OZAH website and click on it. 4 MS. JAYANTY: Okay. 5 JUDGE BYRNE: And because the 6 one on the website is definitely for today. 7 MS. JAYANTY: Okay. That's 8 interesting. 9 JUDGE BYRNE: Okay. All right. 10 All right. So if you guys just alert me if 11 you see someone that comes on. All right. 12 Thank you. All right. That was a lot, but I 13 just wanted to make sure we put everything on 14 the record so that we had the full history. 15 We've identified all of the preliminary 16 matters, and we'll be able to move forward. 17 All right. Get to you one second to see if we 18 can get ahold of Ms. Castillo, and then we'll 19 go ahead and start. Okay. You know, she can 20 also call. Ms. Johnson is at her desk. She 21 can also call the OZAH number to get 22 assistance, as well. 23 MS. JAYANTY: Okay. 24 JUDGE BYRNE: All right. Sounds 25 good. So whenever you're ready, you can go</p>	<p>23</p> <p>1 becomes more involved, you'll hear that she 2 aims to make these meetings more accessible. 3 Not only for herself, but for those who cannot 4 attend. You'll learn that there's just one 5 problem. Ms. Katzman's disability severely 6 limits her ability to take notes. The 7 evidence will show that in November 1980, Ms. 8 Katzman is seriously injured in a car accident 9 after a vehicle slams into her wrist traveling 10 about 30 miles per hour. Ms. Katzman will 11 tell you her injuries from this accident will 12 never be fully healed. You'll hear that 13 during months of surgery and just as many 14 months of physical therapy, Ms. Katzman learns 15 that she has severe osteoarthritis. She will 16 explain that she no longer can fully rotate 17 her wrist. And tasks once seen as trivial, 18 such as holding utensils, lifting objects and 19 performing repetitive motions like typing or 20 writing, are now strenuous and very painful. 21 To ease the burden on her wrist, the evidence 22 will establish Ms. Katzman thinks a reasonable 23 solution that will allow her to accurately 24 understand and properly participate in 25 meetings is to audio record them. Testimony</p>
<p>22</p> <p>1 ahead and start with an opening, if you'd 2 like. 3 (OPENING STATEMENT.) 4 MR. SHARDELOW: May it please 5 the Court. Your Honor, we're here today 6 because the board of directors of a 7 homeowner's association has consistently 8 bullied, humiliated, and obstructed our 9 client, Sheryl Katzman, from requesting 10 accessible and transparent board of director 11 and committee meetings. 12 In June 2012, Ms. Katzman first joined 13 the Leisure World community. The testimony 14 will show that as a former reporter, Ms. 15 Katzman is eager to learn as much as she can 16 about Leisure World, the people within it, and 17 the way in which it's managed. You'll learn 18 that she's intrigued about the quasi 19 governmental structure that manages Leisure 20 World and that she wants to immerse herself in 21 the deliberations happening across the 22 community. She will explain that as a result, 23 she attends the various board of director and 24 advisory committee meetings that govern many 25 aspects of residents' lives. As Ms. Katzman</p>	<p>24</p> <p>1 will show that Leisure World thinks otherwise. 2 So much so that its board members are willing 3 to embarrass and ignore Ms. Katzman to prevent 4 her from doing so. You will hear that at a 5 March 8th, 2017 Leisure World Foundation 6 meeting, board chair Marian Altman denies Ms. 7 Katzman the ability to use her laptop. Ms. 8 Katzman responds by doing what she does best, 9 she advocates. You will learn that on March 10 10th, 2017, she requests a reasonable 11 accommodation to use her laptop by emailing 12 Ms. Altman and several other members of the 13 board. You will hear from Ms. Katzman about a 14 Leisure World Foundation meeting that takes 15 place a month later on April 12th, 2017. You 16 will learn that following a conversation in 17 which Ms. Katzman repeatedly asks to keep her 18 laptop and is refused, then Chair Altman calls 19 security and Ms. Katzman is escorted out. 20 Because Leisure World board and committee 21 meetings mean a lot to Ms. Katzman's life and 22 her community, testimony will show that she 23 emails an additional reasonable accommodation 24 request on June 19th, 2019 to board Chair Paul 25 Eisenhaur. And this time asked for the use of</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

7 (25 to 28)

<p>25</p> <p>1 a recording device during open meetings. Ms. 2 Katzman will tell you she (inaudible.) On 3 June 22nd, 2019, Ms. Katzman will explain that 4 she, again, emails Chair Eisenhaur and 5 requests a reasonable accommodation for a 6 recording device. Evidence will establish 7 that her request is again disregarded. Ms. 8 Katzman will explain that on July 8th, 2019, 9 she makes her final email request. You'll 10 hear that her effort is again met with 11 silence, but Ms. Katzman was not deterred. 12 She'll tell you that on August 27th, 2019, Ms. 13 Katzman files a complaint against Eisenhaur 14 and the corporation for denial of her 15 reasonable accommodation and retaliation. 16 You'll learn that Leisure World's hostile 17 response for a reporting request occurred 18 three weeks later at a September 18th, 2019 19 budget and finance committee meeting. You 20 will hear from Ms. Katzman and Jack Dunn, that 21 board member Phil Marks openly and 22 aggressively accuses Ms. Katzman of reporting 23 on her laptop. You will hear that this 24 accusation is made without any provocation by 25 Ms. Katzman, other than that she is using her</p>	<p>27</p> <p>1 protected activity and the adverse action. We 2 will prove that Ms. Katzman engaged in several 3 protected requests for reasonable 4 accommodations, that Leisure World was aware 5 of that request, and that Leisure World 6 retaliated against her because of that 7 request. To prove these elements to you, we 8 will call three witnesses to the stand today. 9 First, you will hear from Ms. Katzman. She 10 will show you how important the Leisure World 11 community is to her and how she wants to be 12 granted an equal opportunity to participate in 13 board meetings. She will provide a firsthand 14 account of the backlash she has faced because 15 of her accommodation request. 16 Jack Dunn, a member of the board, will 17 also take the stand today. He will elaborate 18 on the retaliatory actions taken by Mr. Marks 19 in the September 2019 meeting and also 20 elaborate on recording policies. Finally, 21 former employee Crystal Castillo, will provide 22 more context to Leisure World's recording, 23 security and accommodation policy. 24 In a moment the defense will speak with 25 you. They will insist Ms. Katzman was not</p>
<p>26</p> <p>1 laptop. Finally, you will hear that Mr. Marks 2 calls security on her for no other reason than 3 that she does not turn off her laptop. 4 This is why Ms. Katzman has brought her 5 claim for denial of her reasonable 6 accommodation against the Respondent, Leisure 7 World Community Corporation, to hold them 8 accountable for the emotional harm their 9 treatment has caused her from 2017 up until 10 this day. Leisure World has not only 11 abandoned its responsibility to recognize and 12 respond to Ms. Katzman's reasonable 13 accommodation request, but has exhibited a 14 pattern of punishing and shaming Ms. Katzman 15 for even suggesting it. As the Plaintiffs in 16 this case, we must prove by a preponderance of 17 the evidence that Ms. Katzman faced 18 retaliation because of her reasonable 19 accommodation request. The elements of 20 retaliation claim include that, one, Ms. 21 Katzman was engaged in a protected activity, 22 two, that Leisure World was aware of that 23 activity, three, that Leisure World took an 24 adverse action against her, and four, that a 25 causal connection existed between the</p>	<p>28</p> <p>1 adhering to a uniform recording policy 2 requiring all participants to consent. They 3 will attempt to color Ms. Katzman's advocacy 4 and persistence as a demand. They will tell 5 you that Ms. Katzman was difficult to work 6 with, but testimony will point out that these 7 assertions do not justify punishing Ms. 8 Katzman for requesting a reasonable 9 accommodation. They will claim that Leisure 10 World never retaliated against Ms. Katzman or 11 inhibited her attendance, but the evidence 12 will establish that calling security on a 13 resident for using a laptop not once, but 14 twice, is a clear message to Ms. Katzman. 15 That she is not welcome at such meetings and 16 that her persistent request to record meetings 17 is the reason why. At the end of this trial, 18 my co-counsel, Nell Piper, will review the 19 evidence with you. She will show you that Ms. 20 Katzman was embarrassed, ignored and punished 21 for her recording request and that the ability 22 to record meetings is necessary for Ms. 23 Katzman to use and enjoy the Leisure World 24 community. A community that she has cared 25 about deeply for years and will continue to</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

8 (29 to 32)

<p>29</p> <p>1 care about for years to come. And then she 2 will ask that you find Leisure World Community 3 Corporation liable for retaliating against Ms. 4 Katzman. Thank you. 5 JUDGE BYRNE: Thank you. 6 MR. WEBSTER: I remembered to 7 turn it on this time. As I mentioned, my name 8 is Lucas Webster. I'm one of the attorneys 9 representing Leisure World chair, the board of 10 directors. The case that is before your Honor 11 is roughly as stated by Mr. Shardelow, we're 12 here for a retaliation claim. Essentially the 13 why did Leisure World do what it did during 14 this time. We obviously take issue or 15 disagree with much of the contentions made by 16 Ms. Katzman in this action. What I really 17 want to focus on, I guess, is going to be two 18 things in the opening. One are sort of the 19 responses to some of the comments that Mr. 20 Shardelow just made, and then a second, is 21 just a quick review of some of the -- to the 22 law, which I think everybody agrees with. 23 Just as a refresher to make sure we're all 24 staying on the same page. 25 With respect to Mr. Shardelow's</p>	<p>31</p> <p>1 out in Montgomery County. It's a Montgomery 2 County case. It is the Montgomery County code 3 action in Maryland state law action and fair 4 housing action. It's identical across the 5 board in terms of the law that the claimant in 6 that action, Ms. Rhodes, was asserting was a 7 discriminatory practice or it violated and is 8 exactly what Ms. Katzman was talking about 9 today. What's important from Rhodes 10 essentially are two things. One, is the 11 elements of retaliation that Mr. Shardelow 12 accurately reflected. Okay, which are -- and 13 I'll just to skip to the front, she was 14 engaged in a protected activity. The 15 Defendant was aware of that activity. The 16 Defendant took adverse action against the 17 Plaintiff, and a causal connection exists 18 between the protected activity and the adverse 19 action. And that actually comes from the case 20 of Hall versus Greystar Management Services, 21 L.P. 28.F Supp. 3d 490, 2014 case. Those are 22 the four factors that she must prove. We 23 submit she's not going to be able to carry her 24 burden of evidence and burden of proof on any 25 of those, on all four of those elements. In</p>
<p>30</p> <p>1 opening, one important item that I want to 2 point out, the foundations of Leisure World, 3 Inc. entity from the 2017 meetings, the 4 evidence will demonstrate they are a 5 completely and entirely separate entity from 6 Leisure World Community Corporation. They're 7 not owned by Leisure World Community 8 Corporation. It's a different issue. They're 9 a 501c3 charitable organization. They don't 10 provide housing. They have nothing to do with 11 housing. They're a charitable organization 12 that supports charitable and philanthropic 13 activities. Whatever happened at that 14 meeting, it doesn't have anything to do with 15 what's going on with Leisure World Community 16 Corporation and claim of housing 17 discrimination. It cannot, but you'll hear 18 evidence on that and you'll make your own 19 decision about it, but that's what we would 20 submit. The second item is -- the law on 21 retaliation in Maryland is largely announced 22 by two cases from the United States District 23 Court of Maryland. The first is Rhodes versus 24 Parklane Apartments, LLC, which is the 2019 25 case from the U.S. District Court. This came</p>	<p>32</p> <p>1 Rhodes there was also an allegation of sort of 2 hostile environment and that Rhodes took the 3 position or evaluated it and said it's 4 unsettled under the law whether hostile 5 environment even constitutes a discriminatory 6 practice. That question gets answered because 7 the HUD apartment housing passes a new CFR, 8 and the CFR in question is 24 CFR 100.600. 9 That CFR specifically talks about hostile 10 environment claims and hostile environment 11 harassment. It's under section A2. And what 12 it says and what it gets into is that hostile 13 environment harassment motivated by handicap, 14 you have to remember it is to be this 15 connection here that there's a hostility 16 driven towards the person because of their 17 handicap or disability, not for some other 18 reason, that is sufficiently severe and 19 pervasive as to interfere with the use and the 20 enjoyment under the law, or the provision of 21 enjoyment of services and facilities in 22 connection therewith. Severe and pervasive 23 is the language used in the CFR. Severe and 24 pervasive is the language used by Rhodes. And 25 what they find in Rhodes is that the actions</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

9 (33 to 36)

<p>33</p> <p>1 do not constitute severe and pervasive. And 2 is fact specific, and we can get in the facts 3 if we need to, but the bottom line is one off 4 events, individualized events. The 5 trivialities of having to endure rudeness and 6 instability that exists in society as a 7 general matter, do not rise to the level of 8 severe and pervasive and are not hostile 9 environment supported actions. It just 10 doesn't get there. We submit that's one of 11 the problems that Ms. Katzman has in this case 12 that she's not going to be able to overcome. 13 The second case is to talk about is 14 Williams versus Aurora Hills Homeowners 15 Association. This is decided in 2021, also 16 United States District Court case. This 17 action also comes out in Montgomery County. 18 Is primarily a racial discrimination action, 19 but it also has other discriminatory 20 practices, including claims under the Fair 21 Housing Act, Montgomery County code, so on and 22 so forth. It's very much like what we are 23 today. In this instance she -- the claimant 24 in this action also they repeat the factors, 25 the same factors that we always have known</p>	<p>35</p> <p>1 passage, if the Plaintiff has presented a 2 prima facie retaliation claim, the burden 3 shifts to the Defendant to articulate a 4 legitimate nondiscriminatory reason for its 5 decision. And if the Defendant articulates 6 such a reason, the Plaintiff bears the 7 ultimate burden of demonstrating that the 8 reason was merely a pretext for a 9 discriminatory motive. So McDonald Douglas 10 burden shifting out of it. We've already 11 discussed it and that we're familiar with, but 12 Judge Chasanow specifically identifies that 13 that burden shifting process still applies in 14 the context of a retaliation claim. Is still 15 part of the analysis. That is the applicable 16 law. The last thing that happens in Williams 17 is a value, is there is, again, a hostile 18 environment based on retaliation claim made 19 very similar to what Ms. Katzman is doing 20 here. It's the same law. Severe pervasive, 21 they cite the CFR code, all that stuff. 22 What's interesting in Williams is Judge 23 Chasanow again states the Fair Housing Act is 24 not to be construed as a general civility code 25 that prevents rude or undesirable behavior.</p>
<p>34</p> <p>1 about the four items that we just talked 2 about, engaged in a proactive activity, 3 Defendant was aware of the activity, Defendant 4 took adverse action against the Plaintiff, and 5 a causal connection exists between the 6 protected activity and the adverse action. 7 What's interesting in Williams is that Judge 8 Chasanow -- 9 JUDGE BYRNE: Ms. Katzman, 10 excuse me. Please don't talk to the court 11 reporter. 12 SPEAKER: Apparently feedback on 13 the Zoom. I think that's what -- 14 MS. KATZMAN: There are two 15 messages on the text that they cannot 16 understand. They say there's feedback on the 17 Zoom. 18 JUDGE BYRNE: Okay. That's not 19 him, that's -- all right. I'm going to turn 20 my microphone off. I bet you that will help. 21 MR. WEBSTER: Thank you. 22 JUDGE BYRNE: Let's try this. 23 MR. WEBSTER: Okay. What's 24 important from Williams in addition to 25 reiterate the factors is this following</p>	<p>36</p> <p>1 And that's actually a citation to the Faragher 2 versus City of Boca Raton case, which is the 3 U.S. Supreme Court case from 1998. Judge 4 Chasanow goes on to say, and this is also 5 quoting again from Faragher, thus offhand 6 comments, isolated incidents, unless extremely 7 serious, will not rise to the level of a 8 hostile environment claim. They're not severe 9 and pervasive. So under that legal backdrop, 10 the problem with the 2017 claims, in addition 11 to the fact that those are not Leisure World 12 Community Corporation and not housing 13 provider, is temporal. We submit to the 14 evidence is not going to be able to connect 15 the causal connection that is required to when 16 she makes her claim for discrimination and 17 when those events occurred. You can't 18 retaliate in reverse. You can't retaliate 19 before the claim has been made. The claim 20 isn't made until 2019. We submit that takes 21 everything in 2017 out, but it's going to be 22 an evidentiary submission and your Honor is 23 going to have to evaluate and make that 24 decision. So where are we? To prove her case 25 of retaliation, Ms. Katzman must show she was</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

10 (37 to 40)

<p>37</p> <p>1 engaged in a protected activity. The 2 Defendant was aware of that activity. 3 Defendant took adverse action against the 4 Plaintiff, and a causal connection exists 5 between the protected activity and the adverse 6 action. We also know under Williams that the 7 McDonald Douglas burden should be process and 8 apply, and we also know that to prove a 9 hostile environment claim, she must show 10 severe and pervasive conduct that was 11 motivated by her handicap. Those are the 12 elements for a hostile environment claim under 13 the CFR. Our submission today is that the 14 evidence in this case from Ms. Katzman will 15 not satisfy any of those requirements, or at 16 least not all of those requirements, and that 17 the evidence will demonstrate that Leisure 18 World has done in this action is follow 19 consistently its understanding of the law, its 20 understanding of recommendations from board 21 agencies like the CCOC, and its own policies 22 to get to where we are. That's not 23 retaliatory. We don't even sub -- we 24 submitted that wasn't even discriminatory and 25 certainly not enough to either establish a</p>	<p>39</p> <p>1 standard, it is under 24 CFR 100.400a45. 2 Intimidating or threatening a person because 3 the person is engaged in a protected activity 4 or retaliating -- retaliating against any 5 person because that person has made a 6 complaint or assisted or participated in an 7 unfair housing matter. This is not a hostile 8 environment claim, nor is it a harassment 9 claim and those standards are not governing 10 here. 11 JUDGE BYRNE: Okay. 12 MR. WEBSTER: Thank you. 13 JUDGE BYRNE: All right. Okay. 14 So we'll go ahead and start. I'm going to 15 keep my microphone on for a moment. So we'll 16 start with your first witness. I guess 17 logistically, if Ms. Katzman is your first 18 witness, she's going to need a microphone, as 19 well. So I don't know -- 20 MS. JAYANTY: Should I -- I can 21 move back. 22 JUDGE BYRNE: Right. However 23 you would like to do that, to have her close 24 to a microphone. 25 MS. JAYANTY: Okay.</p>
<p>38</p> <p>1 hostile environment claim for a retaliation 2 claim. Thank you. 3 JUDGE BYRNE: All right. Before 4 we start, I want to see if we can address the 5 feedback issue. So what I'm going to do is 6 I'm going to check with Ms. Johnston, because 7 I know she has it up in her office right next 8 door. And let's see what she's hearing. 9 Let's take just a couple minute break, so 10 we're going to go off the record to see if we 11 can resolve this. 12 (Off the record.) 13 JUDGE BYRNE: So we're going to 14 go back on the record. And so Brendon's going 15 to go ahead and start with the recording. I 16 think our Zoom operation is ready to go. 17 We'll cross that bridge with Ms. Castillo 18 when we get there. So I'll turn it over to 19 Ms. Katzman to start with the first witness. 20 MS. JAYANTY: Sophia Jayanty for 21 the complainant side, Ms. Sheryl Katzman. We 22 just want to clarify that Ms. Katzman's claim 23 today is in relation to retaliation. It is 24 not a hostile environment claim, nor is it a 25 harassment claim. If any CFR governs this</p>	<p>40</p> <p>1 JUDGE BYRNE: So what -- so you 2 guys will share one, you know, have that 3 microphone kind of in the middle. And 4 they're sensitive enough that even where it is 5 for the two of you sitting there, it will 6 obviously pick it up, right? Okay. Good 7 morning. 8 MS. KATZMAN: Thank you. 9 JUDGE BYRNE: All right. Before 10 we begin, Ms. Katzman, I'm going to swear you 11 in. So if you could please raise your right 12 hand. 13 Do you promise to tell the truth, the 14 whole truth, and nothing but the truth? 15 MS. KATZMAN: I do. 16 SHERYL KATZMAN, 17 after having been first duly sworn, was 18 examined and testified as follows: 19 JUDGE BYRNE: Thank you. All 20 right. I'm going to turn my microphone off, 21 and I will turn it over to your attorneys to 22 start. 23 MS. KATZMAN: Thank you. 24 JUDGE BYRNE: Do you have a 25 microphone on? Push that. There you go.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

11 (41 to 44)

<p>41</p> <p>1 MS. PIPER: Thank you, your 2 Honor. DIRECT EXAMINATION 3 BY MS. PIPER: 4 Q. Good morning. Can you please 5 introduce yourself? 6 A. I'm Sheryl Katzman. 7 Q. And how old are you Ms. Katzman? 8 A. Eighty. 9 Q. And where do you live? 10 A. 3536 Chiswick Court in Silver 11 Spring. Leisure World. 12 Q. And what do you do for a living? 13 A. I'm retired. 14 Q. And before you retired, what did 15 you do for a living? 16 A. I was an artist, fine artist and 17 photographer. I have been a photographer all 18 of my life and started painting later in life 19 in my early thirties. And also a -- around 20 that time, prior to that time, I was an 21 investigative reporter, city editor, and 22 columnist in a -- the community in which I 23 resided at that time. 24 Q. And what did you like about 25 being a reporter and columnist?</p>	<p>43</p> <p>1 didn't know until after several days because I 2 was being heavily drugged in the hospital. 3 After surgery, I found out the severity of the 4 damage to my hand and wrist. 5 Q. So what was the severity of the 6 damage? 7 A. I had no function whatsoever at 8 that time. They had the chief of orthopedic 9 surgery at Washington Hospital Center had 10 during surgery that night installed -- 11 implanted what's known as a Hoffman Apparatus, 12 which is an external fixator to hold my bones 13 together and prevent me from having any 14 movement, and it's pretty devastating. 15 JUDGE BYRNE: I'm going to stop 16 really quickly. I just got a text from Nana 17 that there's still feedback. So do we have 18 all of the other microphones -- 19 THE REPORTER: Yeah. 20 JUDGE BYRNE: -- off? And the 21 sound is down -- 22 THE REPORTER: Yeah. 23 JUDGE BYRNE: -- on the TV? 24 THE REPORTER: Yes. 25 JUDGE BYRNE: Okay. I'm going</p>
<p>42</p> <p>1 A. I've been a longtime advocate 2 for community residents, and it enabled me to 3 dive deeper into that facet and also take on 4 issues that residents would bring to my 5 attention, investigate them, and then write 6 about it and publish. 7 Q. And how long were you a reporter 8 and columnist? 9 A. Well, officially for about three 10 years in that position, but I've been a 11 citizen journalist for many, many years. 12 Q. And do you still do any of the 13 painting or creative work that you talked 14 about? 15 A. I continue with my photography, 16 but I'm unable to withstand the rigors of 17 painting any longer. 18 Q. Okay. And why is that? 19 A. I had a devastating motorcycle 20 accident in 1980, and the impact of my hand 21 and wrist into the automobile that had turned, 22 quick turn left in front of me, left me 23 eyeball to eyeball with the traffic light and 24 then on the ground. I had no feeling 25 whatsoever in my arm. It was flung back and I</p>	<p>44</p> <p>1 to ask her just to monitor it a bit. All 2 right. Let's go ahead and keep doing it and 3 we'll see. 4 BY MS. PIPER: 5 Q. So what wrist was affected or 6 what hand? 7 A. My right hand. 8 Q. And is that your dominant hand? 9 A. Yes. 10 Q. So you talked a bit about the 11 Hoffman Apparatus that -- that you had. Can 12 you go a little bit -- tell me more about, 13 like, how severe was this injury? Were any 14 bones broken? 15 A. Yeah, that's an understatement. 16 The wrist bones were protruding through the 17 skin. 18 Q. And did you have any surgeries? 19 A. Several. 20 Q. And were you not able to use 21 your hand for a certain amount of time? 22 A. It was definitely not at all for 23 the first several months until they took the 24 fixator out. 25 Q. And then what did recovery look</p>

<p>45</p> <p>1 like after they took the fixator out?</p> <p>2 A. It lasted intensely for about</p> <p>3 five years, but I was in occupational and</p> <p>4 physical therapy. I was in the hospital for</p> <p>5 about six months. And I mean, because of the</p> <p>6 need for occupational physical therapy dail --</p> <p>7 daily, but the physical injuries caused the --</p> <p>8 that was later diagnosed as posttraumatic</p> <p>9 stress disorder. And so it sent me into a</p> <p>10 deep depression and all of the ramifications</p> <p>11 of having that stress disorder. So it took a</p> <p>12 long, long time to come out of it.</p> <p>13 MR. WEBSTER: Your Honor, I</p> <p>14 don't mean to interrupt, but very quickly,</p> <p>15 one, I think the feedback issue might be</p> <p>16 because of the presence of Ms. Katzman's</p> <p>17 computer as close as it is to the microphone</p> <p>18 and then -- and then second, she keeps looking</p> <p>19 at the computer. I just want to make sure</p> <p>20 that she's not referring to notes while she's</p> <p>21 on the stand testifying. Otherwise, I don't</p> <p>22 have an objection --</p> <p>23 MS. KATZMAN: I'm not.</p> <p>24 MR. WEBSTER: -- to her having</p> <p>25 that. I'd just like to clarify that.</p>	<p>47</p> <p>1 MS. KATZMAN: Sure.</p> <p>2 JUDGE BYRNE: All right. Let's</p> <p>3 try it and let's see and we'll go from there.</p> <p>4 MS. KATZMAN: Thank you.</p> <p>5 JUDGE BYRNE: All right. So</p> <p>6 we'll try the next questions. All right. So</p> <p>7 I'm going to turn my mic off now and I'll</p> <p>8 check in with Nana. Thank you, all.</p> <p>9 BY MS. PIPER:</p> <p>10 Q. All right. So did your wrist</p> <p>11 injury ever fully heal?</p> <p>12 A. No. Well, it left me with the</p> <p>13 permanent disability.</p> <p>14 Q. And do you have any</p> <p>15 functionality issues after your recovery?</p> <p>16 A. Well, I have some function --</p> <p>17 daily functions such as eating, using utensils</p> <p>18 upside down and others from the top instead of</p> <p>19 the bottom. I keep what they call a suicide</p> <p>20 nob on my steering wheel so that I can, if</p> <p>21 need be, when using that hand, turn the wheel.</p> <p>22 As far as issues with the hand itself, is that</p> <p>23 what you're asking? Yes, most certainly. It</p> <p>24 radiates pain on a regular basis. It's cold</p> <p>25 most of the time. I keep it in a brace and to</p>
<p>46</p> <p>1 JUDGE BYRNE: Understood. So,</p> <p>2 again, Ms. Katzman, it has to be the testimony</p> <p>3 from the question.</p> <p>4 MS. KATZMAN: It is.</p> <p>5 JUDGE BYRNE: From your own</p> <p>6 mind, your own recollection, and the responses</p> <p>7 are in sync, correct?</p> <p>8 MS. KATZMAN: All that I have on</p> <p>9 my computer screen is the Zoom picture.</p> <p>10 JUDGE BYRNE: Okay. I wonder --</p> <p>11 I know that Nick went to check with Nana.</p> <p>12 MS. KATZMAN: I'm muted here.</p> <p>13 Yeah.</p> <p>14 JUDGE BYRNE: Okay. So if she</p> <p>15 -- all right. So if you're muted -- all</p> <p>16 right. Well, let's see and if maybe put it in</p> <p>17 the chair. Would that -- where you were</p> <p>18 sitting. The computer or keep the recording</p> <p>19 on, but maybe if we move the computer.</p> <p>20 MS. KATZMAN: I can just shut</p> <p>21 it.</p> <p>22 JUDGE BYRNE: Okay. Okay.</p> <p>23 MS. KATZMAN: Is that better?</p> <p>24 JUDGE BYRNE: Well, let's try</p> <p>25 it.</p>	<p>48</p> <p>1 warm it up, I sometimes have to keep the silly</p> <p>2 vinyl glove on. I use a Paraffin dip, which</p> <p>3 is what I learned to use in therapy to warm</p> <p>4 the hand up and keep it limber.</p> <p>5 Q. And are you able to do things</p> <p>6 like, write with the pen? You mentioned</p> <p>7 utensils. Can you write with the pen?</p> <p>8 A. I do, but not for any length of</p> <p>9 time. And it winds up being, if I'm taking a</p> <p>10 note, it's scratch. It's difficult for --</p> <p>11 nobody else could read it.</p> <p>12 Q. And did your injury impact your</p> <p>13 ability to paint?</p> <p>14 A. Oh, yes. The -- Dr. Gunther,</p> <p>15 the surgeon, really tried to empower me to</p> <p>16 continue doing so even during rehabilitation.</p> <p>17 And it -- I used to be able to stand up 12</p> <p>18 hours a day, take breaks for, you know, food</p> <p>19 and showers and bathroom breaks and just</p> <p>20 continue because the work that I did as a fine</p> <p>21 artist was -- documented me into what's known</p> <p>22 as the fourth dimension of art. Einstein's</p> <p>23 theory of relativity on the static plane. And</p> <p>24 it's very intense work, layer upon layer and</p> <p>25 very miniscule and some -- and I did not have</p>

<p>49</p> <p>1 the capability of doing that any longer.</p> <p>2 Q. And do you still see a doctor</p> <p>3 for your injury?</p> <p>4 A. I don't see the doctor I had</p> <p>5 regularly. I -- I had the -- I had an</p> <p>6 orthopedic -- a doctor X-ray my hand because I</p> <p>7 was experiencing some of these symptoms more</p> <p>8 regularly than I liked a couple of years ago.</p> <p>9 And he informed me that the results of what he</p> <p>10 saw in the X-ray were severe osteoarthritis.</p> <p>11 Q. Can you tell me again what some</p> <p>12 of those symptoms were? Why -- what drove you</p> <p>13 to the doctor?</p> <p>14 A. Pain, ache.</p> <p>15 Q. So you said that your injury</p> <p>16 affects your ability to use a pen. So does it</p> <p>17 affect your ability to do anything else to --</p> <p>18 to write notes or anything like that?</p> <p>19 A. Well, using a pen to write</p> <p>20 notes, as I say. And as an example, when I</p> <p>21 attend meetings, having the background as an</p> <p>22 investigative reporter, I would have to take</p> <p>23 copious notes, and that's just not possible.</p> <p>24 Q. Yeah. And how important is note</p> <p>25 taking to you as a former journalist and</p>	<p>51</p> <p>1 the middle of the night and the first thing in</p> <p>2 the morning thinking about what's happening.</p> <p>3 It invades my sleep, changes my sleep</p> <p>4 patterns, digestive issues, loss of appetite</p> <p>5 many times. I mean, you know, not eating a</p> <p>6 full meal, just --</p> <p>7 Q. And I just want to clarify.</p> <p>8 When you said you experienced these because of</p> <p>9 what's happening, what are you referring to?</p> <p>10 A. Well, this past several years in</p> <p>11 Leisure World has been an extraordinary</p> <p>12 experience. When I reflect back to the time</p> <p>13 that I had the position having been asked to</p> <p>14 do that of city editor and columnist and I was</p> <p>15 dealing with the city government, a real</p> <p>16 elected city government, and I would come out</p> <p>17 with investigative reports that, of course,</p> <p>18 they didn't want to be acknowledged or seen,</p> <p>19 that I never experienced the form of</p> <p>20 retaliation that I've been experiencing over</p> <p>21 the past several years in Leisure World. And</p> <p>22 that has -- maybe it's age. I don't know.</p> <p>23 Maybe it's because I'm older and that it's</p> <p>24 experienced differently than back then.</p> <p>25 Q. So I want to move now more</p>
<p>50</p> <p>1 columnist?</p> <p>2 A. Extraordinarily important to be</p> <p>3 able to -- to be correct in what you're</p> <p>4 reporting.</p> <p>5 Q. And I want to touch back.</p> <p>6 Earlier you mentioned PTSD. Can you tell me a</p> <p>7 little bit more about how that has affected</p> <p>8 you from the accident?</p> <p>9 A. At its height when it first</p> <p>10 took -- began to take hold, it was -- and the</p> <p>11 ramifications of that still take place now.</p> <p>12 Certainly not as it did then, but I seclude</p> <p>13 myself. This is very difficult because I'm</p> <p>14 not -- I never talk about this. My best</p> <p>15 friends I don't talk to about -- about it. I</p> <p>16 withdraw. I experienced stress symptoms. And</p> <p>17 during the past couple of years, I've</p> <p>18 developed high blood pressure, been on two</p> <p>19 different medications. I mean, very high.</p> <p>20 Like, yesterday it was, like, 188/118. I have</p> <p>21 to -- the doctor makes me take my blood</p> <p>22 pressure twice a day and not panic, but, like,</p> <p>23 very shallow breathing, and then I catch</p> <p>24 myself and I have to take very deep breaths.</p> <p>25 Sleep disturbance. Definitely I wake up in</p>	<p>52</p> <p>1 towards Leisure World. So how long have you</p> <p>2 lived at Leisure World?</p> <p>3 A. Since May 20th of 2012. Twelve</p> <p>4 years. Going on 12 years.</p> <p>5 Q. And why did you choose to move</p> <p>6 to Leisure World?</p> <p>7 A. I have a very -- my oldest</p> <p>8 dearest friend had moved here, and in coming</p> <p>9 to visit her, it piqued my interest because of</p> <p>10 the esthetics of the community. It's</p> <p>11 absolutely beautiful. And that struck the</p> <p>12 artistic side of me and certainly the</p> <p>13 photographer. And at that time it was</p> <p>14 affordable.</p> <p>15 Q. And do you like living at</p> <p>16 Leisure World?</p> <p>17 A. Very much. I love my home. I</p> <p>18 like the people. I like what I do.</p> <p>19 Q. And do you enjoy being a part of</p> <p>20 the Leisure World community?</p> <p>21 A. Yes.</p> <p>22 Q. And what ways do you interact</p> <p>23 with the other residents in the community?</p> <p>24 A. Well, in addition to my daily,</p> <p>25 twice daily, I try walks through my -- my</p>

<p>53</p> <p>1 section, my mutual, which has this park-like 2 walkway known as the broadwalk in Montgomery 3 Mutual. And I try to do that in the morning 4 and the evening, and, of course, along the way 5 see people, people with their dogs. And I 6 carry dog biscuits with me to feed the dogs 7 with the owner's permission. And I received 8 emails and texts and phone calls from 9 residents in the community asking for -- 10 informing me and/or asking for assistance or 11 advice on what to do about an issue that might 12 be in their life having to do with Leisure 13 World governance, be it their individual 14 section or mutual or with the board of 15 directors of the community, The Big Board, as 16 they call it, the umbrella board. And I 17 communicate with the community through the 18 Just Us Network to keep those people on the 19 various email lists through the Just Us domain 20 aware of what's going on during the meetings, 21 the board meetings, the executive committee 22 meetings, the committee meetings, and that's 23 how I stay in touch with the community. 24 Q. And can you clarify for me a 25 little bit more of what is Just Us?</p>	<p>55</p> <p>1 came before the board, after all of those 2 forums, they decided not to pass that 3 contract. 4 Q. So how did the Just Us 5 community, the community then come out of that 6 situation? 7 A. It evolved because of that 8 activity and also taking before the county 9 council and them introducing a bill on the 10 issue of pesticide use in Leisure World 11 specifically and throughout Montgomery County. 12 As a result of that bill, 5214 was passed 13 banning use of pesticides. We had formed the 14 base of a group then of residents advocating 15 for the best interests of the residents in the 16 community and Montgomery County at large and 17 the state. And that's how I founded and 18 formed with my associates at the time, the 19 group known as Just Us. 20 Q. So is there anything else that 21 Just Us does for the Leisure World community? 22 A. Well, we act as an advocate for 23 the residents. As a matter of fact, the line 24 after the signature, on the signature line is 25 resident advocates -- advocacy for the</p>
<p>54</p> <p>1 A. Back in 2013 or '14, there were 2 a couple of very significant issues that arose 3 that I became acutely aware of. One was the 4 attempt to bring about board approval for a 5 contract of deer hunters under the guise of 6 sharp shooters to come onto the golf course at 7 sunset -- at sunrise and shoot and kill all 8 the deer that they could see in Leisure World. 9 I was going to have no part of that and 10 contacted -- when I found out that this was 11 coming for the board, this was on a Sunday 12 night, every wildlife rescue group I could 13 find on Google and let them know what was 14 coming and asked their help. I got a call at 15 7:30 the next morning from the Human Society 16 of the United States, and they said they're 17 in. They will help. And they contacted an 18 associate of theirs, a woman who owns, runs a 19 wildlife rescue. They rescue deer up in 20 outside of Baltimore and she joined forces. 21 We were able to have community forums held 22 that included the county environmental 23 protection, the state DNR I think it is, and 24 they spoke to the community, as well as the 25 Humane Society and Enid Feldman. And when it</p>	<p>56</p> <p>1 community. 2 Q. And have you had any negative 3 experiences with staff or board of directors 4 at Leisure World? 5 A. Yes. 6 Q. So how do you -- do you 7 participate in any governance yourself at 8 Leisure World? 9 A. Well, I attend the board 10 executive committee and committee meetings. 11 At one time I served on both the landscape 12 advisory committee and for the purpose of 13 specifically -- and several of our Just Us 14 members also volunteered at that time for the 15 purpose of attempting to ensure a green 16 contract for the landscaping vendor to follow, 17 and also on the Leisure World news advisory 18 committee. 19 Q. And do you participate in any of 20 the board or committee meetings? 21 A. I attend. 22 Q. So how do you attend the 23 meetings? 24 A. Well, up until Covid, I attended 25 in person. And then since Covid, I attend by</p>

<p>57</p> <p>1 Zoom.</p> <p>2 Q. And is that just because of the</p> <p>3 pandemic?</p> <p>4 A. Do you mean attending by Zoom?</p> <p>5 As you see, I'm wearing a mask and I do not</p> <p>6 normally. I was convinced I should be here,</p> <p>7 but I do not normally attend any setting that</p> <p>8 has a group of people.</p> <p>9 Q. So what's the general content of</p> <p>10 board meetings?</p> <p>11 A. They have an agenda that they</p> <p>12 published along with the packet of action</p> <p>13 items that they will be discussing and loading</p> <p>14 upon. There's old business, new business,</p> <p>15 which are mainly action items, but the primary</p> <p>16 bottom line on it is the approximately last</p> <p>17 figure I knew, \$25,000,000 budget, which is</p> <p>18 primarily 90 plus percent brought in by</p> <p>19 resident required mandatory monthly resident</p> <p>20 fees. And so it's important to know the</p> <p>21 actions that are taken and how they're</p> <p>22 spending our money.</p> <p>23 Q. And how often do these board</p> <p>24 meetings take place?</p> <p>25 A. Once a month regularly, unless</p>	<p>59</p> <p>1 would like to attend these meetings or who --</p> <p>2 who can, they can attend in Zoom or in person.</p> <p>3 Have there been other ways, either presently</p> <p>4 or in the past, that residents could access</p> <p>5 the content of board and committee meetings?</p> <p>6 A. Much after the fact there had</p> <p>7 been both -- there had been video setup in the</p> <p>8 board meetings and the executive committee,</p> <p>9 and then that was re-broad or it was</p> <p>10 broadcast, like, maybe two weeks after the</p> <p>11 fact. After the meetings were held on both</p> <p>12 the closed circuit TV channel and the Leisure</p> <p>13 World website.</p> <p>14 Q. And do you attend all the</p> <p>15 Leisure World board meetings?</p> <p>16 A. I try to. Yes.</p> <p>17 Q. When did you start attending</p> <p>18 those meetings?</p> <p>19 A. Oh, I think it dates back to</p> <p>20 2013.</p> <p>21 Q. And do you attend committee</p> <p>22 meetings?</p> <p>23 A. Yes. Those committees that I</p> <p>24 feel are most significant. Yes.</p> <p>25 Q. And how often do you attend the</p>
<p>58</p> <p>1 there's special meetings or workshops. And</p> <p>2 there's once a month executive committee, and</p> <p>3 then the committee meetings are once a month</p> <p>4 also, but scattered.</p> <p>5 Q. And generally, who attends board</p> <p>6 meetings?</p> <p>7 A. Well, in addition to the board</p> <p>8 of directors, representatives and management</p> <p>9 representatives, the community, those who are</p> <p>10 able and are interested enough to attend.</p> <p>11 Q. And who attends committee</p> <p>12 meetings?</p> <p>13 A. The committee representatives.</p> <p>14 Oh, and in those board and executive committee</p> <p>15 meetings, of course, there's the management,</p> <p>16 the administrative assistant. And committee</p> <p>17 meetings are the committee representatives who</p> <p>18 are appointed and any resident who wishes to</p> <p>19 attend, as well as an administrative assistant</p> <p>20 from management.</p> <p>21 Q. So do residents have a right to</p> <p>22 attend these Leisure World board and committee</p> <p>23 meetings?</p> <p>24 A. Absolutely.</p> <p>25 Q. So you mentioned that people who</p>	<p>60</p> <p>1 board meetings?</p> <p>2 A. Once a month for each, the board</p> <p>3 and the executive committee.</p> <p>4 Q. And how often do you attend</p> <p>5 committee meetings?</p> <p>6 A. Every month that -- of those</p> <p>7 committees that I attend.</p> <p>8 Q. So overall, how many Leisure</p> <p>9 World related meetings do you attend per week?</p> <p>10 A. I'd say five.</p> <p>11 Q. Five. So when are the board and</p> <p>12 committee meetings generally held?</p> <p>13 A. The board meets at the end of</p> <p>14 the month. I think it's the last Tuesday of</p> <p>15 the month. The executive committee meets,</p> <p>16 like, I think it's the second Friday of the</p> <p>17 month. And the committee meetings, as I say,</p> <p>18 are scattered depending upon their regular</p> <p>19 schedule.</p> <p>20 Q. Is there a time of day they</p> <p>21 normally meet?</p> <p>22 A. Normally 9:30. Some start at</p> <p>23 10.</p> <p>24 Q. Okay. And how does your</p> <p>25 attendance at these meetings, both committee</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

16 (61 to 64)

<p>61</p> <p>1 and board, matter for your Just Us community?</p> <p>2 A. It's very important that I</p> <p>3 attend because I'm regular in my attendance.</p> <p>4 And they -- those in the community who are</p> <p>5 aware of what Just Us stands for and -- and</p> <p>6 does rely upon those reports out of what has</p> <p>7 taken place in their community.</p> <p>8 Q. And what do you do during these</p> <p>9 meetings?</p> <p>10 A. I sit and listen.</p> <p>11 Q. In any of your times attending</p> <p>12 board or committee meetings, did you ever</p> <p>13 observe anyone taking handwritten notes?</p> <p>14 A. Yes.</p> <p>15 Q. Yes. Did you observe this in</p> <p>16 both board and committee meetings?</p> <p>17 A. Yes.</p> <p>18 Q. Okay. Were any board members or</p> <p>19 committee leaders taking handwritten notes?</p> <p>20 MR. WEBSTER: I'm going to</p> <p>21 object. There's a lot of leading going on.</p> <p>22 I've let it go way past just background stuff.</p> <p>23 We'd like to have nonleading questions of the</p> <p>24 witness, please.</p> <p>25 JUDGE BYRNE: Understood. So</p>	<p>63</p> <p>1 device.</p> <p>2 MR. WEBSTER: I'll object to the</p> <p>3 speculation. I don't think there was a</p> <p>4 question pending either.</p> <p>5 A. I witnessed that myself.</p> <p>6 JUDGE BYRNE: I'll take that for</p> <p>7 what it's worth, understanding it's based on</p> <p>8 her observation. Whether or not those things</p> <p>9 are actually happening, yes or no, I will take</p> <p>10 it as Mrs. Katzman's observation of what she</p> <p>11 sees in the meeting. I didn't turn my</p> <p>12 microphone on, so hopefully everybody heard</p> <p>13 that.</p> <p>14 BY MS. PIPER:</p> <p>15 Q. So why was it your understanding</p> <p>16 that there were recordings going on?</p> <p>17 A. For note taking. For purposes</p> <p>18 of notes being transcribed for minutes to be</p> <p>19 approved by the board at the next meeting if</p> <p>20 that's -- if you're referring to the staff.</p> <p>21 As far as what I observed with other people</p> <p>22 taking notes, I'm sure that it was just for</p> <p>23 their reminders of what they heard and saw.</p> <p>24 Q. Were you ever asked permission</p> <p>25 to be recorded during these meetings, either</p>
<p>62</p> <p>1 essentially you're getting yes and no</p> <p>2 responses from your witness because you're</p> <p>3 providing the answer to her ahead of time. So</p> <p>4 if you could try to rephrase your questions so</p> <p>5 that she responds with the answer rather than</p> <p>6 a yes or no. Does that make sense?</p> <p>7 MS. PIPER: Absolutely. Yes,</p> <p>8 your Honor.</p> <p>9 JUDGE BYRNE: Thank you.</p> <p>10 BY MS. PIPER:</p> <p>11 Q. Did you ever observe anyone --</p> <p>12 or let's see.</p> <p>13 JUDGE BYRNE: That's all right.</p> <p>14 Take your time.</p> <p>15 Q. So generally, how do people take</p> <p>16 notes in board and committee meetings?</p> <p>17 A. I've seen some people take</p> <p>18 handwritten notes. I've seen people and</p> <p>19 members of the board with laptops, smart</p> <p>20 phones.</p> <p>21 Q. And is --</p> <p>22 A. And also the administrative</p> <p>23 assistant using -- I don't know if they're</p> <p>24 taking notes or -- but certainly up until</p> <p>25 earlier this year, using recorder -- recording</p>	<p>64</p> <p>1 board or committee?</p> <p>2 A. For me to record, yes.</p> <p>3 MR. WEBSTER: Object to the</p> <p>4 form. Leading.</p> <p>5 JUDGE BYRNE: If you could</p> <p>6 rephrase.</p> <p>7 MS. PIPER: Yeah. Could I have</p> <p>8 a moment, your Honor?</p> <p>9 JUDGE BYRNE: Absolutely.</p> <p>10 MS. PIPER: Thank you.</p> <p>11 MS. ELSTER: Your Honor, may I</p> <p>12 respond, as well?</p> <p>13 JUDGE BYRNE: Yes.</p> <p>14 MS. ELSTER: I would just like</p> <p>15 to add that there are some questions that</p> <p>16 aren't leading if they're responded with a yes</p> <p>17 or no answer.</p> <p>18 JUDGE BYRNE: Understood, but</p> <p>19 the phrase -- I was just trying to explain it</p> <p>20 a little better for Mrs. Katzman so that she</p> <p>21 could understand what the objection was, that</p> <p>22 was just a simplistic explanation, but I</p> <p>23 understand that.</p> <p>24 MS. ELSTER: Thank you, your</p> <p>25 Honor.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

17 (65 to 68)

<p>65</p> <p>1 BY MS. PIPER:</p> <p>2 Q. Thank you, your Honor. So you</p> <p>3 mentioned that you observed recording. How</p> <p>4 were you aware -- how did you know that there</p> <p>5 were recordings?</p> <p>6 MR. WEBSTER: I'm going to</p> <p>7 object and just ask for clarification as to</p> <p>8 who she was observing recording. I think</p> <p>9 we're talking about the staff. I just want to</p> <p>10 get that clarified.</p> <p>11 JUDGE BYRNE: Okay. So --</p> <p>12 Q. So how did you --</p> <p>13 JUDGE BYRNE: Go ahead.</p> <p>14 Q. Sorry, your Honor. Who did you</p> <p>15 see recording?</p> <p>16 A. Well, I saw at the time every --</p> <p>17 before each meeting, board meeting would start</p> <p>18 at that time the assistant general manager,</p> <p>19 Tim Corson, would be setting up a video camera</p> <p>20 in one place in the room stationary and there</p> <p>21 were also -- and as far as the audio</p> <p>22 recording, if there were any mishaps in the --</p> <p>23 in or during, before or during the meeting,</p> <p>24 you could hear the mumbling and I mean, I was</p> <p>25 listening and watching every action of</p>	<p>67</p> <p>1 helpful.</p> <p>2 MS. KATZMAN: Let me think. I'm</p> <p>3 going to take a wild shoot at this and say,</p> <p>4 like, from 2016 through '19.</p> <p>5 JUDGE BYRNE: Based on your</p> <p>6 recollection 2016 to '19?</p> <p>7 MS. KATZMAN: Yeah, exactly.</p> <p>8 And I might be off --</p> <p>9 JUDGE BYRNE: Okay.</p> <p>10 MS. KATZMAN: -- on the years,</p> <p>11 but certainly there was -- it was very</p> <p>12 obvious.</p> <p>13 BY MS. PIPER:</p> <p>14 Q. And were you ever asked</p> <p>15 permission to be recorded?</p> <p>16 A. No.</p> <p>17 Q. At either board or committee</p> <p>18 meetings?</p> <p>19 A. No where.</p> <p>20 Q. Let the record reflect I am</p> <p>21 showing opposing Counsel what's been marked as</p> <p>22 Exhibit 1.</p> <p>23 MS. PIPER: Would your Honor</p> <p>24 like a courtesy copy?</p> <p>25 JUDGE BYRNE: Sure. Is the --</p>
<p>66</p> <p>1 everybody around the table. So I don't know</p> <p>2 if other people picked it up, but I certainly</p> <p>3 did. And, you know, the confusion or the</p> <p>4 discussion about what to do about the recorder</p> <p>5 not working or something to that extent. And</p> <p>6 you could see it sitting on the table. And I</p> <p>7 would, you know, in my entry or to the -- I</p> <p>8 would always go up to that part of the room to</p> <p>9 pick up the paper agenda. So you could see</p> <p>10 the administrative assistant or whoever from</p> <p>11 management was in charge of the recording</p> <p>12 device, see it right there on the table in</p> <p>13 front of them.</p> <p>14 Q. So you mentioned mumblings. Was</p> <p>15 there any other discussion about the</p> <p>16 recordings in committee or board meet -- board</p> <p>17 meetings?</p> <p>18 A. No. Not at that time.</p> <p>19 JUDGE BYRNE: And what time was</p> <p>20 this, Ms. Katzman?</p> <p>21 MS. KATZMAN: At the time that</p> <p>22 -- well, as an example when they were still</p> <p>23 doing the video recordings.</p> <p>24 JUDGE BYRNE: If you can give me</p> <p>25 a frame of reference as to year, that would be</p>	<p>68</p> <p>1 well, that's okay. Is it the OHR</p> <p>2 determination?</p> <p>3 MS. PIPER: No.</p> <p>4 JUDGE BYRNE: Which Exhibit 1</p> <p>5 are we talking about?</p> <p>6 MS. PIPER: This is the 56 AI.</p> <p>7 JUDGE BYRNE: Okay. 56 AI. No,</p> <p>8 I have a copy of it. Good to go. Thank you.</p> <p>9 SPEAKER: Do you need that on</p> <p>10 the screen?</p> <p>11 JUDGE BYRNE: Yes.</p> <p>12 SPEAKER: Okay.</p> <p>13 JUDGE BYRNE: So every time she</p> <p>14 refers to an exhibit, we'll need that one</p> <p>15 pulled up. So just for clarification, so</p> <p>16 whenever you refer to an exhibit, like, just</p> <p>17 like you did was perfect 56 AI because then</p> <p>18 they can go to the website and pull 56 AI.</p> <p>19 That way everybody can also see that and we</p> <p>20 can also see that here. Okay. Thank you.</p> <p>21 That's for everybody.</p> <p>22 BY MS. PIPER:</p> <p>23 Q. So the record will show, I'm</p> <p>24 show -- handing Ms. Katzman Exhibit 56 AI.</p> <p>25 JUDGE BYRNE: We're going to go</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

18 (69 to 72)

<p>69</p> <p>1 off the record for a couple of minutes because 2 I'm going to help them pull up the website. 3 (Off the record.) 4 (On the record.) 5 JUDGE BYRNE: Okay. All right. 6 So we now should have 56 AI, which is 7 essentially Exhibit 1 for claimant up on the 8 screen. And I'm going to turn my microphone 9 off and you guys go ahead. 10 MS. PIPER: Thank you, your 11 Honor. 12 By MS. PIPER: 13 Q. Ms. Katzman, do you recognize 14 this document? 15 A. I do. 16 Q. Can you describe this document? 17 A. It's an email that I sent from 18 one of my personal addresses, email addresses, 19 to Marian Altman, Jim Olson, Robert Stromberg, 20 Phil Marks, Jonas Weiss, Rita Penn, Billy 21 Saunders, and copied to Ellen Solomon and 22 David Frager. 23 Q. And was this email accurate at 24 the time you wrote it? 25 A. Absolutely.</p>	<p>71</p> <p>1 A. March 10th, 2017. 2 Q. And were any of the individuals 3 -- what were the positions of some of the 4 individuals that you sent the email to? 5 A. Well, Marian Altman was a board 6 member. Jim Olson was a board member. Phil 7 Marks was a board member. I think Billy 8 Saunders at the time was a board member. 9 David Frager was the chairman of the board at 10 that time. 11 Q. And could you please read the 12 first part of that email out loud starting at 13 the March 8th? 14 A. Sure. At the March 8th, 2017 15 foundation of Leisure World, Inc. meeting, 16 Chairwoman Marian Altman and Director James 17 Olson violated my right to maintain possession 18 of my laptop. 19 Q. So what happened at the March 20 8th, 2017 foundation meeting in which the 21 email references? 22 A. I attended with my laptop. I 23 was confronted by Marian Altman saying that I 24 could not -- that I had to close my laptop. 25 And it escalated with Phil Marks and Jim Olsen</p>
<p>70</p> <p>1 Q. Okay. Is this exhibit a fair 2 and accurate copy of that email? 3 A. Yes. 4 MS. PIPER: Okay. Your Honor, 5 we move Exhibit 56 AI into evidence. 6 JUDGE BYRNE: Okay. No worries. 7 And everything that's on this list is going to 8 be deemed admitted, so. 9 MS. PIPER: Perfect. 10 JUDGE BYRNE: I'm fine with -- 11 want to go through the exercise, 100 percent 12 fine with it, but you don't need to -- to 13 enter it. It's been -- essentially all of 14 those exhibits are admitted. 15 MS. PIPER: Thank you. 16 JUDGE BYRNE: You can just refer 17 to them however you need. 18 (Exhibit 1, email, 56 AI, marked 19 in evidence.) 20 BY MS. PIPER: 21 Q. So tell me again, who sent this 22 email? 23 A. I did. 24 Q. Okay. And you stated to -- when 25 did you send this email?</p>	<p>72</p> <p>1 shouting out that they wanted the laptop 2 removed from the room. And so it became a 3 real confrontive assault of situation. 4 Q. How did having, in your words, 5 the confrontive assaulted situation affect 6 you? 7 MR. WEBSTER: Object to the 8 relevance. This is not the same entity. Her 9 email makes this clear. It's foundation of 10 Leisure World, Inc. Meaning, they're not a 11 party to this case. They're not a part of 12 this case. I don't think this is relevant to 13 them. 14 MS. KATZMAN: Could I -- 15 JUDGE BYRNE: Hold on one 16 second, Ms. Katzman. I understand completely, 17 and I'm going to allow you the opportunity to 18 explain to me what the difference is because 19 right now she's filed her complaint against 20 the Chair, the Board and Leisure World 21 Community Corporation. I don't know the 22 relationship of the foundation of Leisure 23 World, Inc. to those. So until I understand 24 that and know that, I'm going to allow her to 25 continue to say what happened.</p>

<p>73</p> <p>1 MS. KATZMAN: Thank you.</p> <p>2 BY MS. PIPER:</p> <p>3 Q. So let me -- let me restate my</p> <p>4 question. So how did that, from your words,</p> <p>5 make you feel?</p> <p>6 A. Demeaned. Discriminated</p> <p>7 against. Retaliated against the other.</p> <p>8 Q. And can you -- going back to the</p> <p>9 exhibit, can you please read the second</p> <p>10 paragraph of that email out loud?</p> <p>11 A. In accord with the ADA and Fair</p> <p>12 Housing Act, says a person with a disability,</p> <p>13 you are hereby requested to provide a</p> <p>14 reasonable accommodation for use of my laptop</p> <p>15 while in attendance as a Leisure World member</p> <p>16 unit owner at any and all future foundation</p> <p>17 meetings.</p> <p>18 Q. And why did you request the</p> <p>19 reasonable accommodation in this email?</p> <p>20 A. Because of the actions taken by</p> <p>21 this group led by Marian Altman.</p> <p>22 Q. And did you receive a response</p> <p>23 from anyone from -- to this email?</p> <p>24 A. No.</p> <p>25 Q. No. Did anyone from management</p>	<p>75</p> <p>1 Q. Okay. And who was Octavia?</p> <p>2 A. She is -- was the civil rights</p> <p>3 officer at the Maryland commission on civil</p> <p>4 rights in Baltimore.</p> <p>5 Q. Okay. And why did you send this</p> <p>6 email to them?</p> <p>7 A. It was a follow up to the</p> <p>8 complaint that I filed.</p> <p>9 Q. And can you please tell us about</p> <p>10 the interaction that this email describes?</p> <p>11 A. I referenced the April 4th --</p> <p>12 I'm sorry. April 12th, 2017, Leisure World</p> <p>13 Foundation meeting agenda for her reference</p> <p>14 and identified that, again, subsequent to the</p> <p>15 filing of the complaint, based upon the first</p> <p>16 incident, I identified what had taken place at</p> <p>17 that meeting, the second meeting.</p> <p>18 Q. And can you tell me a bit what</p> <p>19 happened at that second meeting?</p> <p>20 A. Having full knowledge that the</p> <p>21 Leisure World Foundation is a separate entity</p> <p>22 from the Leisure World Community Corporation,</p> <p>23 but yet having full use of the facilities as</p> <p>24 any recognized organization in Leisure World</p> <p>25 and there are several do, and that a staff</p>
<p>74</p> <p>1 or anyone else in Leisure World contact you</p> <p>2 about it?</p> <p>3 A. No.</p> <p>4 Q. Okay. And what was your</p> <p>5 reaction to not receiving any response to this</p> <p>6 accommodation request?</p> <p>7 A. I think that it was -- at that</p> <p>8 time I filed a -- an action with -- I filed a</p> <p>9 complaint with the Department of Justice, the</p> <p>10 U.S. Department of Justice, who accepted and</p> <p>11 -- and sent the complaint to the state agency</p> <p>12 to handle and investigate.</p> <p>13 Q. So moving on. Thank you. We're</p> <p>14 moving to --</p> <p>15 JUDGE BYRNE: Take that one</p> <p>16 down?</p> <p>17 MS. PIPER: Yes, the second one.</p> <p>18 Yeah. Let the record reflect I'm -- Exhibit</p> <p>19 56 A2.</p> <p>20 (Exhibit 2, email, 56 A2, marked</p> <p>21 in evidence.)</p> <p>22 Q. Ms. Katzman, what's this</p> <p>23 document?</p> <p>24 A. It's an email that I sent to</p> <p>25 Octavia Marshall Browning on April 12th, 2017.</p>	<p>76</p> <p>1 employee had been assigned by Leisure World</p> <p>2 and that employee being Ellen Solomon, for the</p> <p>3 purpose of recording and taking notes,</p> <p>4 transcribing them for this organization for</p> <p>5 their minutes to be approved at the following</p> <p>6 meeting. I attended this meeting as any</p> <p>7 resident can and I was once again confronted</p> <p>8 by -- I can read, but, again, today I was</p> <p>9 discriminated against, harassed and bullied by</p> <p>10 Marian Altman, James Olson, Jonas Weiss, and</p> <p>11 Phil Marks when I attended the Leisure World</p> <p>12 Foundation meeting this morning. I was told</p> <p>13 by -- before the meeting even started, as I</p> <p>14 sat down and opened my laptop, I was told, you</p> <p>15 cannot use your computer. No computer. And I</p> <p>16 responded asking her if you received my</p> <p>17 request for reasonable accommodation, did you</p> <p>18 not? And she said she wanted to see a</p> <p>19 doctor's note. Is there more to this?</p> <p>20 Q. It was taken out. Apologies on</p> <p>21 that.</p> <p>22 A. Thank you.</p> <p>23 JUDGE BYRNE: Ms. Katzman, you</p> <p>24 don't have to read the whole thing. I can.</p> <p>25 MS. KATZMAN: Okay.</p>

<p>77</p> <p>1 JUDGE BYRNE: I mean, I'll take 2 notice of the entire email. I've read the 3 entire exchange all the way through. You can 4 speak to essentially what happened. 5 A. Okay. So as this dialogue back 6 and forth took place and during which Altman 7 violated my rights not only to be there with 8 the laptop, but by asking me these invasive 9 questions demanding proof of my disability, 10 asking me, what is your disability and I 11 reminded her that as a disabled individual 12 herself, she knows that that's in violation of 13 law. She can't ask me that. Demanded a 14 doctor's letter. I let her know that she had 15 no right to do that either and kept insisting, 16 no computer, no computer. And the other 17 participants chimed in once again and one 18 yelled out, call security and that's what 19 Marion Altman instructed the administrative -- 20 the Leisure World employee to do. And so I 21 waited, sat there because they did not 22 continue to conduct any business. They just 23 chatted back and forth and I waited for a 24 while. Nobody showed up. So I just 25 eventually closed my laptop, put it away, and</p>	<p>79</p> <p>1 where she had shouted out an example, the 2 landscape advisory committee when she was the 3 chairman and I was a member of that committee. 4 And at that meeting -- I mean, so there was a 5 history with her of doing this to me earlier 6 from 2014 on. And at that meeting, I, as a 7 member, called for a motion on the subject 8 that she was attacking me on and the 9 membership voted her down. Had no problem 10 whatsoever with my having my laptop there. 11 Q. So back to this second 12 foundation meeting. Who all attended that 13 meeting generally? 14 A. Well, the parties that were 15 addressed or the -- whoops, sorry. In the 16 first email that -- or the one prior to this. 17 I don't recall if there were other members of 18 the community there or not. I know that there 19 was one time and maybe it was the next 20 meeting, but I know that former resident, 21 Janice McClain, was there and she witnessed 22 what was going on and experienced her own 23 difficulties just by being a resident there 24 that had been hoisted upon her, and she wrote 25 a letter to the board president about it</p>
<p>78</p> <p>1 walked to the door to wait for security. And 2 then when the young man showed up, I walked 3 out in the hall and told him what had happened 4 and that I had requested, although I didn't 5 expect him to necessarily understand it, but 6 that I wanted him to know that I had requested 7 a reasonable accommodation as a result of the 8 circumstances from the previous meeting, and 9 that this -- having been ignored, this became 10 a -- a situation that then Marian Altman 11 called or directed that security be there. 12 And then his senior officer showed up and we 13 went through it again and he apologized to me 14 that I had -- had to undergo that and that he 15 would be writing what he called a short or 16 small report, and I thanked him and left. 17 Q. Where was that meeting held? 18 A. In the Leisure World facility 19 known as clubhouse 2. In a meeting room. 20 Q. And were you aware at that time 21 of any policy about not allowing you to use 22 your laptop at meetings? 23 A. None whatsoever. That which 24 took place was historical with Marian Altman. 25 In her other meetings, Leisure World meetings</p>	<p>80</p> <p>1 documenting it. 2 MR. WEBSTER: I'll object to the 3 hearsay. It's also not relevant. 4 JUDGE BYRNE: What -- yeah. So 5 Ms. Katzman, if you could just focus on your 6 observations, your interaction, that would be 7 great. Thank you. 8 BY MS. PIPER: 9 Q. And so final question about this 10 -- this meeting. How did the events of having 11 the security called affect you? 12 A. It was -- it was so sad, it was 13 comedy. It was bordered on humiliation. It 14 was obviously retaliatory for whatever reason 15 she conjured and it sparked all of those same 16 feelings that are conjured up as a result of 17 this kind of a confrontation. Totally 18 unnecessary. I didn't start any of this. I 19 tried to defend myself by simply letting it be 20 known this is only because of my disability. 21 P.S. by the way, but for that, I wouldn't have 22 engaged, been engaged in any of this. 23 (Exhibit 3, email 56 A3, marked 24 in evidence.) 25 Q. So we can move on to the next</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

21 (81 to 84)

<p>81</p> <p>1 exhibit, exhibit 56 A3. So Ms. Katzman, what 2 -- what is this exhibit? 3 A. It's an email that I -- a 4 series, a thread of emails that I generated 5 and, yes. 6 Q. Okay. So who did you send this 7 series of emails to? 8 A. Well, Ivan Howard Chairman of 9 the Leisure World Community Corporation board 10 of directors. 11 Q. Okay. So I'd like to draw your 12 attention to page two of the exhibit, please. 13 When did you send this first email? 14 A. June 19th, 2019. 15 Q. And what were you -- what's the 16 contents of this email? 17 A. It was reminding him of I -- I 18 wrote reason -- regarding reasonable 19 accommodation for use of recording device 20 dating back to 2017, or would you prefer this 21 be resubmitted. 22 Q. And what is the 2017 item that 23 you're referencing in this email? 24 A. I believe it was an email that 25 had been directed to be sent out by, and</p>	<p>83</p> <p>1 A. State agency. 2 Q. Okay. So did you -- back to 3 page two with that request, did you ever 4 receive a response to this June 19th email? 5 A. No. 6 Q. No. After that, did you make 7 another email to this individual Paul 8 Eisenhaur? 9 A. Yes. 10 Q. So let's go to page one. Bottom 11 of page one. Who sent this particular email? 12 A. Oh, I did. 13 Q. Okay. Who did you send it to? 14 A. Paul Eisenhaur. 15 Q. And when did you send it? 16 A. On June 22nd, 2019. 17 Q. Okay. All right. What did you 18 write in this email? 19 A. We're talking about June 22nd, 20 correct? 21 Q. Yes. 22 A. I addressed it to Paul 23 Eisenhaur, Chair LWCC board of directors. As 24 previously informed of it, I am unable to 25 write copious notes as a result of my right</p>
<p>82</p> <p>1 signed, by then board chair David Frager, 2 which was sent to -- shall I go on? 3 Q. Yeah. 4 A. Okay, which was sent to every 5 then current board member, their alternate, 6 every chairman of every advisory committee, 7 and the members of those committees. 8 Q. And what's the content of that 9 email? 10 A. He wrote, just a reminder, if 11 someone desires to use an electronic device 12 to, quote, take notes, end quote, during an 13 open meeting, they should be allowed to do so. 14 All print, this has been the subject of a 15 discrimination complaint, regular print, and I 16 believe our current organizations are 17 complying with this policy and will continue 18 to do so. David Frager, Board Chair. 19 Q. And do you know what 20 discrimination complaint he's referring to in 21 that email? 22 A. He's referring to the one that I 23 had filed with the DOJ and was being 24 investigated by the state. 25 Q. Okay.</p>	<p>84</p> <p>1 hand wrist being permanently disabled in an 2 accident. This is to reiterate the request 3 that you acknowledge the reasonable 4 accommodation previously approved for 5 recording minutes. 6 Q. And also you can just, you know, 7 tell me the general content. You don't have 8 to read each of them. 9 A. Okay. 10 Q. So what is the reasonable 11 accommodation that you are referencing in this 12 email? 13 A. The -- first of all, my request, 14 multiple requests and the email from David 15 Frager or the notice, email notice from David 16 -- David Frager. 17 Q. And did you receive a response 18 from Paul Eisenhaur to this email? 19 A. No. 20 Q. And did you make any other 21 request for reasonable accommodation? 22 A. Well, on July 8th, I reiterated 23 that on 19th of June he was asked to confirm 24 his understanding of this reasonable 25 accommodation and that there had been still no</p>

<p>85</p> <p>1 reply.</p> <p>2 Q. And just to confirm, who was</p> <p>3 that email sent to?</p> <p>4 A. The July 8th email?</p> <p>5 Q. Uh-huh.</p> <p>6 A. Paul Eisenhaur.</p> <p>7 Q. Okay. And did you receive a</p> <p>8 response from Paul Eisenhaur to the July 8th</p> <p>9 email?</p> <p>10 A. No. I've never received a</p> <p>11 response from Paul Eisenhaur to any of my</p> <p>12 requests for reasonable accommodation.</p> <p>13 Q. Okay. So after the third time</p> <p>14 you had emailed Paul Eisenhaur and this</p> <p>15 consistent lack of response. How did that</p> <p>16 affect you?</p> <p>17 A. Well, it just -- it continued</p> <p>18 what I recognize as pattern and practice and</p> <p>19 it -- it remained an overall effect of stress.</p> <p>20 That this was being ignored, my request,</p> <p>21 although I knew that this was my right as a</p> <p>22 person with a disability and that they were</p> <p>23 just completely dis -- he and the board were</p> <p>24 completely disregarding me.</p> <p>25 Q. Okay. And when you didn't</p>	<p>87</p> <p>1 Q. And what was your claim in the</p> <p>2 complaint?</p> <p>3 A. That I had been subjected to</p> <p>4 unlawful discrimination based upon my physical</p> <p>5 disability in violation of my civil rights</p> <p>6 under the Americans with Disabilities Act and</p> <p>7 chapter and verse of the Montgomery County</p> <p>8 code. And I let it be known that I had made</p> <p>9 several requests beginning in June of '19 to</p> <p>10 Eisenhaur and the board for reasonable</p> <p>11 accommodation and the reason why. And that my</p> <p>12 doctor had also made this -- a report of the</p> <p>13 status of my disability and took it upon</p> <p>14 himself to actually in that same letter</p> <p>15 suggesting request that a reasonable</p> <p>16 accommodation be provided and that I felt that</p> <p>17 as a result of my insistence on obtaining that</p> <p>18 my rights -- that management had been given or</p> <p>19 shown they thought they had reason to</p> <p>20 retaliate against me by ignoring my demand and</p> <p>21 treating me in a discriminatory manner.</p> <p>22 Q. Okay. Did you tell anyone that</p> <p>23 you had made a complaint with the Office of</p> <p>24 Human Rights?</p> <p>25 A. Anyone in the world? Certainly,</p>
<p>86</p> <p>1 receive responses, did you take any action in</p> <p>2 response to that?</p> <p>3 A. Yes. I filed a formal complaint</p> <p>4 with the Office of Human Rights in Montgomery</p> <p>5 County.</p> <p>6 Q. You can move on to the next</p> <p>7 exhibit.</p> <p>8 (Exhibit 4, complaint, 56 A4,</p> <p>9 marked in evidence.)</p> <p>10 JUDGE BYRNE: 56 A4 or?</p> <p>11 MS. PIPER: Oh, Exhibit 70.</p> <p>12 JUDGE BYRNE: Okay. OHR</p> <p>13 complaint from the last one.</p> <p>14 Q. Okay. So Ms. Katzman, what is</p> <p>15 this document?</p> <p>16 A. This is the signed and dated</p> <p>17 complaint filed with the -- of discrimination</p> <p>18 and housing filed with the Office of Human</p> <p>19 Rights.</p> <p>20 Q. Okay. And when did you file</p> <p>21 this complaint?</p> <p>22 A. This was the official complaint</p> <p>23 I had filed with them by email and</p> <p>24 communicated with them that this was the</p> <p>25 official document on 8/27/19.</p>	<p>88</p> <p>1 yes.</p> <p>2 Q. Okay. And did the Office of</p> <p>3 Human Rights conduct an investigation?</p> <p>4 A. Yes. Very lengthy.</p> <p>5 Q. So we can move to the next</p> <p>6 exhibit, Exhibit 2. So Ms. Katzman, can you</p> <p>7 tell me what this document is?</p> <p>8 A. This was the determination of my</p> <p>9 complaint and based upon the investigation</p> <p>10 findings from the Office of Human Rights</p> <p>11 director, James Stell.</p> <p>12 Q. I'd like to draw your attention</p> <p>13 to page six, Ms. Katzman. So did the Office</p> <p>14 of Human Rights ever make a finding in their</p> <p>15 investigation of your complaint?</p> <p>16 A. Yes.</p> <p>17 Q. Okay. And what was their</p> <p>18 finding?</p> <p>19 MR. WEBSTER: I'm just going to</p> <p>20 object. She doesn't need to read it. We know</p> <p>21 what it is.</p> <p>22 JUDGE BYRNE: Yeah. There's no</p> <p>23 reason to read it. It's in the record.</p> <p>24 That's the reason I show these. So we're</p> <p>25 good. No need to go into it.</p>

<p>89</p> <p>1 Q. Okay. So we can move on to 2 Exhibit 56 A4. And Ms. Katzman, what is this 3 document? 4 A. Just a minute. 5 Q. Oh, sorry about that. 6 A. Thank you. This is a narrative 7 of what took place on September 18th of 2019 8 addressed to the investigator, Rafael Alvarez, 9 and others. 10 Q. And who was Rafael? 11 A. He was the investigator from the 12 Office of Human Rights. 13 Q. Okay. And why did you send this 14 to them? 15 A. Because I -- it was in the midst 16 of the ongoing investigation that this took 17 place, and I wanted it documented that yet 18 another instance of blatant discrimination had 19 taken place. 20 Q. And when did you send this 21 email? 22 A. September 18th, 2019. 23 Q. Okay. And what meeting does 24 this email portray? 25 A. This is one of the Leisure World</p>	<p>91</p> <p>1 other board member, et cetera, that policy 2 that Frager had published, documented. And he 3 said, but recordings are not, and so it was a 4 false accusation because I was not using my 5 laptop and never have to record and I let him 6 know that, that I am not recording on that 7 computer, on my computer. He doubt -- he cast 8 his doubts and entered the room sometime 9 later, the chief of security himself, Richard 10 Schultz. And in that interim between the time 11 that this took place with Mr. Marks and 12 myself, I had pulled up on my laptop David 13 Frager's email because I wanted to refer that 14 to whoever showed up from security to show 15 this was my right. And so as he entered the 16 room, he bent down next to me. "He" being Mr. 17 Schultz and I pointed to my laptop and said, 18 please read this. And he looked at me and 19 said, proceed, thanked me and left the room. 20 Q. And who attended that meeting? 21 A. Oh -- 22 Q. Generally. 23 A. All -- well, all of the members 24 of that committee, which included members of 25 the Leisure World board of directors and</p>
<p>90</p> <p>1 advisory committees, and that is the Leisure 2 World budget and finance committee. 3 Q. When did this meeting take 4 place? 5 A. I believe it was that same day. 6 Q. Okay. And can you tell me what 7 took place at this meeting? 8 A. Before the meeting or just as it 9 was starting, the Chairman Phil Marks, who was 10 on the board of directors and executive 11 committee at the time, shouted out to me that 12 I was to close my laptop and I -- or turn it 13 off and accused me falsely of recording on it. 14 And I said, absolutely not. And he said that 15 I -- he shouted -- he was shouting in a room 16 full of 30 plus people, shut it off, shut it 17 down. And I said, no, I'm not going to. And 18 he said then you -- he told me I would have to 19 leave the room and I said, no, I'm not. And 20 he said, you want to bet and I said, yes, I 21 do. He then turned to the Leisure World 22 management administrative assistant and told 23 her to call security. I tried to make him 24 recognize what he knew and that was David 25 Frager's email identifying to him and every</p>	<p>92</p> <p>1 including Mr. Eisenhaur himself was in 2 attendance and numerous residents of the 3 community. 4 Q. So how did this interaction with 5 Phil Marks and the board and as well as having 6 security called on you again affect you? 7 A. It was astounding that there was 8 such conduct being -- taking place by -- 9 taking place by this man, and the audience was 10 aghast. You could hear comments, mumbling as 11 it -- and, of course, it made me feel, once 12 again, humiliated obviously being 13 discriminated against blatantly. And I 14 venture to say that it was blatant retaliation 15 for having filed the complaint, the 16 complaints, and so it was a pattern. It was a 17 series of events that happened time and time 18 again. How would anybody feel as a member of 19 the community being subjected to this 20 needlessly? And a person with a disability. 21 I mean, it -- and it's invisible. I know that 22 people can't see it, but it's there. It's 23 real. It's documented. So, of course, I felt 24 -- I felt horrible inside. 25 Q. So moving to -- let's move on to</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

24 (93 to 96)

<p>93</p> <p>1 2023. Was there any -- did any other board 2 activity affect you in that year? 3 A. Well, that was when the board, 4 upon counsel's recommendation, passed a motion 5 to have no recording whatsoever by anybody, 6 including themselves. No recording by staff 7 for note taking. And the most egregious part 8 of this whole action was that they would 9 destroy all previous historical record via 10 that was taken by video and/or audio for all 11 time wiping out the history, the -- the visual 12 and audio history of every meeting that had 13 ever been conducted in Leisure World. 14 Q. And at some point, were you 15 aware of any -- the board hiring any legal 16 counsel at this time? 17 A. Yes. 18 Q. Okay. And so you mentioned the 19 details of the policy that was voted on. Have 20 you seen how this policy has been implemented? 21 A. Well, I -- there's no 22 transmission or broadcast of anything for the 23 residents as a direct result of all of this. 24 If they're not there on Zoom or in person, the 25 only report they have is from Just Us of what</p>	<p>95</p> <p>1 the record -- the part of the policy of having 2 records destroyed? 3 MR. WEBSTER: Object to the 4 form. Leading. 5 JUDGE BYRNE: If you could 6 rephrase. 7 MS. PIPER: Yup. 8 JUDGE BYRNE: Rephrase that. 9 MS. PIPER: Let me rephrase. 10 JUDGE BYRNE: Good. 11 BY MS. PIPER: 12 Q. At any time did you become aware 13 of why they implemented the second part of the 14 policy destroying the records? 15 A. It was destruction of evidence. 16 MR. WEBSTER: I'll object and 17 move to strike. Speculation. 18 JUDGE BYRNE: I'll take it as 19 Mrs. Katzman's opinion. 20 MS. KATZMAN: But could I 21 continue on with in that regard? 22 JUDGE BYRNE: You can. And just 23 note that I'm taking this testimony as from 24 you as an individual, what your opinion -- 25 MS. KATZMAN: Of course.</p>
<p>94</p> <p>1 has taken place in those meetings. If because 2 the -- the policy then became that there would 3 be nothing other than actions and votes on 4 motions, there would be no dialogue who said 5 what or anything in the minutes. And so there 6 was no record for transparency. 7 Q. So how is what you're describing 8 different than before? 9 A. There were the video and at 10 least, you know, that those who wanted to play 11 catch up a couple of weeks later after these 12 meetings would be able to, in their living 13 rooms, watch the actual dialogue that went 14 forth, back and forth in the meetings, which I 15 think in order to participate in this 16 community is extraordinarily important to know 17 what you're -- the representatives from 18 sitting around that table have to say on 19 issues. None of that exists now. 20 Q. And how -- what was the 21 justification of the policy? 22 A. That this had to be done because 23 otherwise, they were in violation of the 24 Wiretap Act. 25 Q. Was there a justification for</p>	<p>96</p> <p>1 JUDGE BYRNE: -- of the Leisure 2 World action is -- 3 MS. KATZMAN: Of course. 4 JUDGE BYRNE: -- not as a board 5 member, but as an observant. 6 MS. KATZMAN: Of course. 7 BY MS. PIPER: 8 A. In so doing, there was no -- no 9 ability to reflect back in asking any 10 questions or performing books and records 11 requests, a formal HOA act, as a records 12 request of listening to what actually 13 transpired. It also rem -- therefore, it 14 removed any legal responsibility that they 15 were instructed they had not to record. It 16 was a scurrilous act in this -- for as -- as 17 far as this community was concerned. The 18 people who found out about it was just the 19 residents in an uproar. 20 MR. WEBSTER: Object and move to 21 strike the last comments. 22 MS. KATZMAN: Well, I know that 23 from my own personal experience. 24 JUDGE BYRNE: Ms. Katzman, that 25 -- that would be -- you can't really speak</p>

<p>97</p> <p>1 to -- I'm trying to limit the hearsay. So I 2 don't necessarily want you to speak to what 3 others told you. I want you to speak to -- so 4 you can say, from my perspective, it was a 5 scurrilous that I think they were X, Y, Z. 6 MS. KATZMAN: Certainly from my 7 perspective, it was. 8 JUDGE BYRNE: Okay, but from 9 everybody else's perspective, I don't need it. 10 Okay. Thank you. 11 BY MS. PIPER: 12 Q. So generally, how have these 13 interactions with the board affected your 14 overall well being at Leisure world? 15 A. Well, feeling the sense of anger 16 and outrage and the stress levels that come 17 along with that from knowing that the actions 18 and the opinion issued by the investigative 19 agency that this was discriminatory and done 20 with animus, and knowing all that and still 21 continuing to conduct business as if none of 22 this matters is like the high -- highest level 23 of stress that one can imagine because it's of 24 its frustrations in dealing with such a group 25 of individuals that would allow this to</p>	<p>99</p> <p>1 to me yesterday and I was so humbled by that. 2 So it's -- it's taken an overwhelming part of 3 my life and the total on it that it's totally 4 unnecessary. 5 Q. And earlier you mentioned 6 stress. Have there been any effects of, like, 7 physical effects of what you've been 8 experiencing? 9 A. Yeah. High blood pressure most 10 predominantly. Shallow when it -- when it's 11 in full, you know, when it blooms. Shallow 12 breathing and I have to remind myself to take 13 deep breaths. Sleepless, you know, being 14 awakened in the middle -- of the middle of the 15 night and the -- because of the thoughts. And 16 then the first thing in the morning and it's 17 so intrusive. 18 Q. Thank you, Ms. Katzman. 19 MS. PIPER: No further 20 questions, your Honor. 21 A. Could -- could I say one thing? 22 Thank you. Although I know this is my right, 23 but thank you for allowing me to speak. 24 JUDGE BYRNE: Okay. So it is 25 five of 12. I think at this point, I don't</p>
<p>98</p> <p>1 happen. So the way that it affects me, of 2 course, is the stress level, but it also, you 3 know, and the stress is all of those symptoms 4 that -- that I described, but it also makes me 5 want to fight back and make sure that not only 6 my rights, but the rights of every individual 7 that lives and pays those bills is made known 8 and there's -- they're rectified for any 9 wrongdoing that has been done to me and 10 others. 11 Q. And how is the -- one minute, 12 your Honor. 13 JUDGE BYRNE: Sure. 14 Q. Overall, how has -- how have 15 these experiences, everything, you know, that 16 we've talked about today, impacted your life? 17 A. It's overtaken my life. I have 18 three things that I focused on in life and one 19 of them of most importance is the care of my 20 son, who's a dialysis patient. My own life, I 21 feel like I live two. And when I said to one 22 of my associates that I feel like I lived two 23 lives, she said, you live the life -- not only 24 two lives, you live the life of 9,000 people 25 for their benefit. I mean, that was just said</p>	<p>100</p> <p>1 know what the cross-examination -- how long 2 it's going to take or what we're going to do. 3 So I'm going to suggest we go off the record. 4 Now, there are limited selections within 5 walking distance. 6 (Off the record.) 7 (On the record.) 8 JUDGE BYRNE: Okay. All right. 9 We'll go ahead and we are now back on the 10 record getting ready to get started. For 11 those of you joining by Zoom again, same rules 12 apply. Please be sure that you are muted. We 13 only have one person testifying later via 14 Zoom. All right. So we'll pick up where we 15 left off. So we had the finish of the direct 16 of Ms. Katzman. So now turn to 17 cross-examination. 18 MR. WEBSTER: Thank you. Thank 19 you, your Honor. Just for everybody's 20 understanding, we printed our exhibits in 21 addition to having them available online. I 22 had a set for your Honor and a set for the 23 witness. Just make it easy to look at them. 24 JUDGE BYRNE: Okay. 25 MR. WEBSTER: Have you handed</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

26 (101 to 104)

<p>101</p> <p>1 them up, or if we just want to use the ones on 2 the screen, we can just use the ones on the 3 screen. It tends to work a little easier this 4 way.</p> <p>5 JUDGE BYRNE: I look at paper, 6 as well. So sure, happy to take it. I think 7 I printed yours out, but they might not be 8 because I realized that do not -- not be in 9 the order that you're calling them, so.</p> <p>10 MR. WEBSTER: That's for you 11 guys and for Ms. Katzman.</p> <p>12 JUDGE BYRNE: So they are in the 13 order that they were, okay. Just for 14 everyone. So it's the 30 minutes. If you go 15 to the website. It should flow straight 16 through.</p> <p>17 All right. So we're all on the same 18 page. All right. So, again, still on the 19 record. Just a little bit of housekeeping 20 here. So we can go ahead and start. Oh, 21 let's -- let's see if we're getting some 22 feedback because I know you have your computer 23 up, Ms. Katzman. You may have to do the same 24 thing. Either move it to a different location 25 away from the microphone or from there. So</p>	<p>103</p> <p>1 in journalism? Classes? Things of that 2 nature.</p> <p>3 A. No.</p> <p>4 Q. When you had mentioned before 5 that you were a longtime advocate for 6 community residents, were you referring to 7 that within the context of the Bowie, Maryland 8 News Express, or was that for something else?</p> <p>9 A. As an individual resident, as 10 well as my position with the paper.</p> <p>11 Q. And you talked about the city 12 government sort of being the -- I won't say 13 adversary, but being the other entity that you 14 were reporting on. What city government were 15 you talking about?</p> <p>16 A. City of Bowie.</p> <p>17 Q. And was the community that you 18 lived in sometimes at odds with the city of 19 Bowie? Is that what was happening?</p> <p>20 A. Well, sometimes.</p> <p>21 Q. And that -- is that what you 22 were reporting on?</p> <p>23 A. It was a pioneering community. 24 It was a brand new community at the time. So 25 people were all just trying to get used to</p>
<p>102</p> <p>1 I'm going to ask.</p> <p>2 MS. PIPER: Yeah. You can put 3 it on top of mine.</p> <p>4 MS. KATZMAN: Let's try it a 5 little bit further away.</p> <p>6 JUDGE BYRNE: From the 7 microphone. Let's see.</p> <p>8 CROSS-EXAMINATION 9 BY MR. WEBSTER:</p> <p>10 Q. Okay. Ms. Katzman, good 11 afternoon. In your direct testimony you 12 mentioned that for three years you were a 13 citizen journalist, as you called it. Been a 14 longtime advocate for community residence. 15 Can you tell me what that community was?</p> <p>16 A. Bowie, Maryland, but it was not 17 citizen journalist for those three years. I 18 was actually staff of -- of a news 19 publication.</p> <p>20 Q. Okay. What was the publication?</p> <p>21 A. The Bowie News Express.</p> <p>22 Q. Was that a vocation? Were you 23 compensated for your work?</p> <p>24 A. No. It was volunteer.</p> <p>25 Q. Do you have any formal training</p>	<p>104</p> <p>1 each other in the governance system.</p> <p>2 Q. Okay. All right. You talked 3 about Just Us and founding and forming Just Us 4 as an advocate for residents. Resident 5 advocacy for the community, I believe, was the 6 quote or the slogan that you referenced. Can 7 you give me the date when Just Us was created?</p> <p>8 A. I could look it up on my 9 computer, but I can't other than just give you 10 it was 2013 or '14.</p> <p>11 Q. That's fine. Was it after you 12 had moved into the Leisure World community?</p> <p>13 A. Oh, yeah. Absolutely.</p> <p>14 Q. Did you create Just Us for the 15 Leisure World community?</p> <p>16 A. Absolutely.</p> <p>17 Q. You talked about associates that 18 were with you in the founding and formation of 19 Just Us. Can you identify who those 20 associates were?</p> <p>21 A. They're no longer residents in 22 the community, if that's of any --</p> <p>23 Q. That's good enough. Totally 24 fine. All right. Okay. What I want to make 25 sure that I understand, Ms. Katzman, are the</p>

<p>105</p> <p>1 examples of retaliation that you're claiming 2 in this case against Leisure World. All 3 right? And as I've tried my best to listen to 4 your testimony on direct, I thought I 5 identified a couple, but I would really like 6 you, if at all possible, to make clear what 7 are you saying is the retaliation that Leisure 8 World committed? And if you can do it in date 9 order, that's wonderful. If you can't do it 10 in date order, do it whatever order you can do 11 it in.</p> <p>12 A. As far as this complaint is 13 concerned, this incident complaint is 14 concerned the ignoring, refusing to respond to 15 my request for reasonable accommodation and 16 some of the subsequent actions of those that 17 I've named who are also board members against 18 me in various meetings.</p> <p>19 Q. Is that -- that's what you can 20 think of while you're sitting here now. I 21 didn't want to cut you off if you weren't 22 finished. I do want to let you finish.</p> <p>23 A. I appreciate that.</p> <p>24 Q. Okay. That's -- you're 25 finished?</p>	<p>107</p> <p>1 A. I believe that it would probably 2 go back to at least 2017 where the original 3 complaint was filed and those instances and 4 ignoring the request.</p> <p>5 Q. Okay. And we can look at them, 6 but in 2017, those were meetings of 7 foundations of Leisure World, Inc., correct?</p> <p>8 A. In community building, yes.</p> <p>9 Q. And your request at that time 10 was to use a computer. That's what you were 11 asking for, correct?</p> <p>12 A. Correct.</p> <p>13 Q. You weren't asking in 2017 to 14 record, were you?</p> <p>15 A. That's correct.</p> <p>16 Q. Okay. So thank you. So we're 17 in 2019. That's the first time you asked to 18 record as a reasonable accommodation, correct?</p> <p>19 A. I believe so.</p> <p>20 Q. All right. The second one that 21 I wrote down was actions of those named in 22 various meetings, right? And that's broad, so 23 let's try to put some form on it. All right. 24 One of the notes that I made from your direct 25 was the September 8th, 2019 meeting for the</p>
<p>106</p> <p>1 A. It's just off the top of my 2 head. I mean, I -- there were examples of 3 outbursts by members of the board, which I 4 considered retaliatory, indirect, directly to 5 me.</p> <p>6 Q. Just to confirm, are you 7 finished?</p> <p>8 A. Yeah.</p> <p>9 Q. Okay. That's fine. All right. 10 So I have -- I wrote down three things, right? 11 I wrote down ignoring/refusing to there's -- 12 or refusing to respond to a request for the 13 reasonable accommodation. That was the first 14 one you mentioned.</p> <p>15 A. Well, the con -- the -- as was 16 documented earlier today, the actions taken by 17 some of those same people in various meetings 18 having been requested for the accommodation, 19 but yet still those outbursts and the 20 embarrassment that they brought forth.</p> <p>21 Q. Okay. Good. Thank you. When 22 we're talking about the ignoring or refusing 23 to respond to the request, that's the June and 24 July 2019 emails to Mr. Eisenhour. That's 25 what you're referring to there, isn't it?</p>	<p>108</p> <p>1 budget and finance committee. That's one of 2 the moments I think that you're claiming 3 retaliation by Leisure World, correct?</p> <p>4 A. Yes.</p> <p>5 Q. Thank you. For the benefit of 6 all, do I need my mic on or is it --</p> <p>7 A. You're fine.</p> <p>8 THE SPEAKER: We still need it 9 for Zoom.</p> <p>10 JUDGE BYRNE: You know what? 11 We've got her mic -- you're right. We got her 12 mic on.</p> <p>13 THE SPEAKER: They're pretty 14 good at picking up just so I can hear.</p> <p>15 MR. WEBSTER: Okay.</p> <p>16 JUDGE BYRNE: Okay. All right.</p> <p>17 MR. WEBSTER: I can turn -- 18 sure. They will let us know. Somebody will, 19 right? I can turn it on.</p> <p>20 JUDGE BYRNE: And Nana said 21 every -- everything was clear and she didn't 22 get any feedback when we were looking at that 23 before.</p> <p>24 MR. WEBSTER: Okay.</p> <p>25 JUDGE BYRNE: I'll ask her if</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

28 (109 to 112)

<p>109</p> <p>1 she can hear you, so continue. And if she 2 can't, I will let you know. 3 BY MR. WEBSTER: 4 Q. Okay. In general, I guess 5 heard. So that's just how that goes. 6 So one of the items for the -- those 7 named in various meetings, you talked about 8 the September 8th, 2019 budget and finance 9 committee meeting, correct? 10 A. Yes. 11 Q. And the interaction at that 12 moment in time was relating to the belief by 13 the Leisure World folks that you were using 14 your computer to record -- 15 A. Correct. 16 Q. -- correct? 17 A. Yes. 18 Q. Were you using your meeting or 19 your computer to record that meeting? 20 A. No. 21 Q. You prepare a transcript 22 essentially of what goes on in that meeting. 23 You sure you didn't have a recording to create 24 that transcript from? 25 A. Number one I was being accused</p>	<p>111</p> <p>1 Q. Okay. 2 A. When he knew that there had been 3 requests for reasonable accommodation and he 4 knew most definitely as a member of the board 5 and executive committee of Mr. Frager's 6 issuance of his instruction to the board and 7 all committees. 8 Q. Okay. Have you read Mr. 9 Frager's email? 10 A. Absolutely. 11 Q. What does it say about 12 recording? 13 A. It says electronic recording 14 device. 15 Q. Do you think that's what it 16 says? 17 A. I think. 18 Q. Let's take a look at it. And 19 you're going to have to give me one moment. 20 So is that in their exhibits? 21 SPEAKER: We have it. 22 MR. WEBSTER: Okay. So let me 23 give this to everybody. 24 JUDGE BYRNE: Well, she says she 25 cannot hear, Mr. Webster. So we're going to</p>
<p>110</p> <p>1 of using -- falsely accused of using my laptop 2 to record. I have a very good memory, 3 especially of incidents like that. 4 Q. Okay. So the recitation that 5 you provided in that email, you believe that 6 was complete and accurate? 7 A. Correct. 8 Q. You remember all of that in your 9 own memory? 10 A. I do. 11 Q. Word for word? 12 A. I did. 13 Q. Quote for quote? 14 A. That's how I remember the same 15 day. 16 Q. Quote for quote? 17 A. Yep. I went home and I typed it 18 up. 19 Q. Okay. And the retaliatory act 20 that you're claiming in that -- that occurred 21 in that September 8th, 2019 meeting was what? 22 A. The outburst by Mr. Marks in 23 front of a crowd of people accusing, falsely 24 accusing me of something that was not true or 25 correct.</p>	<p>112</p> <p>1 have to sit. 2 MR. WEBSTER: There you go. 3 JUDGE BYRNE: All right. 4 MR. WEBSTER: Okay. Thank you. 5 Now I got to remember to turn it off. Okay. 6 So let's -- we -- okay? 7 JUDGE BYRNE: Keep going. 8 BY MR. WEBSTER: 9 Q. Let's go ahead. Please look at 10 it's 57 A3. And if you want to look on in the 11 binder, it is labeled as 57A (III) Frager 12 email. 13 SPEAKER: Do you guys want to 14 give it to her? 15 MR. SHARDELOW: Yeah. Sorry. 16 JUDGE BYRNE: What page are we 17 on? I'm sorry. 18 MR. WEBSTER: It's not page 19 number. 20 JUDGE BYRNE: It's exhibit -- 21 Q. Tab 57 A (3III) and it says 22 Frager email and you can -- and you can go all 23 the way to the last page. It's page five of 24 five, which has the actual text. Are you 25 there?</p>

<p>113</p> <p>1 A. I am.</p> <p>2 Q. Go ahead and please read that</p> <p>3 first sentence.</p> <p>4 A. Just a reminder. If someone</p> <p>5 desires to use an electronic device to take</p> <p>6 notes during an open meeting.</p> <p>7 Q. You can stop there. You believe</p> <p>8 that means that you had the ability to record?</p> <p>9 A. Electronic device, yes.</p> <p>10 Q. Okay. So your interpretation of</p> <p>11 that is not to take notes, but is to record?</p> <p>12 MS. ELSTER: Objection. Asked</p> <p>13 and answered.</p> <p>14 MR. WEBSTER: It's cross.</p> <p>15 JUDGE BYRNE: Yeah. He has the</p> <p>16 ability to ask again for clarification. And</p> <p>17 just so we all know, there's no feedback. It</p> <p>18 might -- I might be the problem. So I will</p> <p>19 make sure that my mic goes off.</p> <p>20 Q. You can answer.</p> <p>21 A. Would you restate the question?</p> <p>22 Q. I would. Your position is your</p> <p>23 interpretation is the language if someone</p> <p>24 desires to use an electronic device to take</p> <p>25 notes, that that means you had the right to</p>	<p>115</p> <p>1 A. The two events that Paul</p> <p>2 Eisenhaur in two different meetings. One, I</p> <p>3 believe, an executive committee meeting and</p> <p>4 one, a board meeting overcame my ability to be</p> <p>5 able to speak in open form.</p> <p>6 Q. Do you know when those occurred?</p> <p>7 A. Certainly during his tenure. I</p> <p>8 don't remember exact dates.</p> <p>9 Q. And your statement was he</p> <p>10 overcame my ability to speak.</p> <p>11 A. He, as I was speaking, was</p> <p>12 banging his -- loudly banging, his gavel</p> <p>13 saying, you're through. You're through. And</p> <p>14 in the second event banging his gavel and</p> <p>15 said, you're -- you're through and don't come</p> <p>16 back.</p> <p>17 Q. At the board meetings, residents</p> <p>18 get allotted a specific amount of time to be</p> <p>19 able to present whatever they want to present,</p> <p>20 correct?</p> <p>21 A. Yes.</p> <p>22 Q. How much is it?</p> <p>23 A. Two or three minutes. It's</p> <p>24 changed. It keeps changing.</p> <p>25 Q. And when you -- when the</p>
<p>114</p> <p>1 record?</p> <p>2 A. Yes.</p> <p>3 Q. That's your interpretation of</p> <p>4 this email?</p> <p>5 A. I think that the quotes around</p> <p>6 take notes says it all.</p> <p>7 Q. Okay.</p> <p>8 A. And absolutely my request was</p> <p>9 because of the inability to, quote, take</p> <p>10 notes.</p> <p>11 Q. Now, typically when you attend</p> <p>12 these meetings, you bring your laptop with</p> <p>13 you, correct?</p> <p>14 A. Yes.</p> <p>15 Q. And you take notes on your</p> <p>16 laptop, do you not?</p> <p>17 A. I do.</p> <p>18 Q. Typing?</p> <p>19 A. Yes. To some certain extent,</p> <p>20 yes.</p> <p>21 Q. Okay. Any other actions of</p> <p>22 those named in the various meetings, this is</p> <p>23 category two of your retaliation event or of</p> <p>24 events, other than the September 8th, 2019</p> <p>25 meeting?</p>	<p>116</p> <p>1 resident exceeds that limit, the chair gavels</p> <p>2 them and tells them that their time is up,</p> <p>3 does he not?</p> <p>4 A. Correct, but this was not a</p> <p>5 minute matter of time.</p> <p>6 Q. You don't think that's what that</p> <p>7 was?</p> <p>8 A. I know it wasn't because it was</p> <p>9 the subject.</p> <p>10 Q. Okay. Any other examples of</p> <p>11 retaliation under the actions of those named</p> <p>12 in various meetings category?</p> <p>13 A. Do you have a partic -- may I</p> <p>14 ask, do you have a particular date that you're</p> <p>15 asking about or a date timeline?</p> <p>16 Q. I'm interested in what you can</p> <p>17 tell Judge Byrne and I.</p> <p>18 A. Okay. One would be the history</p> <p>19 with Marian Altman having this kind of</p> <p>20 demeanor and actions from 2014 on.</p> <p>21 Q. Okay.</p> <p>22 A. Culminating with her actions in</p> <p>23 -- was in 2017, those two meetings and the</p> <p>24 multitudes of requests that I made for</p> <p>25 information, books and records, taking formal</p>

<p>117</p> <p>1 -- formal request form. And the either 2 nonresponse or ignoring or attempting to 3 charge outrageous amounts of money. 4 Q. Okay. So it now sounds like 5 we've added one more, which is books and 6 records requests; is that right? 7 A. Yes. 8 Q. Are you contending that Leisure 9 World's responses to your book and records 10 requests were retaliation for your 11 discrimination? 12 A. It felt that way, but I don't 13 know. 14 Q. Okay. Anything more under the 15 second category of actions of those named in 16 various meetings? 17 A. I can't think of any at the 18 moment. 19 Q. The third category that you 20 mentioned was outbursts by members of the 21 board. Can you give me an example, unless 22 we've already covered it or if we have already 23 covered it, you can say the second time, 24 that's fine, but what are the outbursts by 25 members of the board that you contend are a</p>	<p>119</p> <p>1 Q. And it's your contention that 2 that was a retaliatory action? 3 A. Yes. 4 Q. What was the logo? 5 A. It was the symbol that the then 6 parliamentarian, who is now the secretary and 7 treasurer of the board of directors, has 8 handed out to the board of directors in pin 9 form several years before where it said in a 10 circle with a red outline, but that's the way 11 we've always done it with a cross, a line 12 through it. 13 Q. Okay. So your symbol was, but 14 that's the way we've always done it with a 15 circle and a line through it, suggesting we 16 didn't want to do it the way we've always done 17 it. 18 A. No. 19 Q. Is that right? 20 A. No. 21 Q. I don't understand. 22 A. Suggesting that that was the 23 philosophy of the board of directors and it 24 needed to change. 25 Q. And when was that? What year</p>
<p>118</p> <p>1 retaliation? 2 A. A couple of examples. One would 3 be those board members who were on the 4 foundation in -- at the foundation meetings. 5 And the sec -- second of all would be Phil 6 Marks at the beginning of a board meeting 7 prompted by mem -- voices of members of the 8 board on Zoom to make me either remove my logo 9 on my window or be cut off from the meeting. 10 Q. Okay. So I think that's a new 11 one that we hadn't talked about yet. So the 12 first one you mentioned was the board members 13 at the foundations meetings. We've -- I think 14 we talked about that at some extent. That's 15 the 2017 stuff and before. 16 A. Yes. 17 Q. Okay. So now you're talking 18 about Phil Marks at a board meeting mentioned 19 to you that the logo you had displayed in your 20 background of the Zoom connection, he wanted 21 you to remove your logo? 22 A. Well, it wasn't asking me or 23 wanted me to. He demanded so. 24 Q. And did you do so? 25 A. Yes.</p>	<p>120</p> <p>1 was that? 2 A. That that event took place? 3 Q. Yes, ma'am. 4 A. '21. 5 Q. Okay. The new one that you've 6 added -- well, let me stop and say this. I'm 7 sorry. Give me one moment. Had these events 8 of treatment changed over time? 9 A. No. 10 Q. It's been the same from when you 11 first experienced them in Leisure World? 12 A. Yes. 13 Q. And have they continued through 14 the current time? 15 A. Well, it's all by Zoom now, so 16 there's no in person. 17 Q. Okay, but have these treatments, 18 have these retaliatory treatments of you, you 19 said they've -- they've been the same since 20 you've been there. Have they continued to the 21 current time? 22 A. Through the virtue of the books 23 and records request, yes. 24 Q. Has it gotten better? 25 A. No.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

31 (121 to 124)

<p>121</p> <p>1 Q. The treatment of you? No?</p> <p>2 A. No.</p> <p>3 Q. Has it improved?</p> <p>4 A. No.</p> <p>5 Q. It's exactly the same today as</p> <p>6 it was in 2014?</p> <p>7 A. No.</p> <p>8 Q. Okay. Well --</p> <p>9 A. Because they are in-person</p> <p>10 meetings.</p> <p>11 Q. Okay. Okay. So what's changed</p> <p>12 is online meetings versus in-person meetings?</p> <p>13 A. The treatment that I experienced</p> <p>14 and the ramifications of it personally have</p> <p>15 changed in that I'm not in front of them in</p> <p>16 their eyesight.</p> <p>17 Q. Okay. Other than not being in</p> <p>18 front of them and in their eyesight, has the</p> <p>19 -- the animus, have the -- has the -- the way</p> <p>20 they treat you changed?</p> <p>21 A. No.</p> <p>22 Q. It's the same as it was in 2014,</p> <p>23 2017 is what it is now?</p> <p>24 A. It feels worse.</p> <p>25 Q. Feels worse?</p>	<p>123</p> <p>1 Katzman, let me know when you're there.</p> <p>2 A. I'm going to hand this to my</p> <p>3 Counsel to find what you're referring to for</p> <p>4 me.</p> <p>5 Q. Take your time. Page six,</p> <p>6 please. Okay. Ms. Katzman, do you have that</p> <p>7 in front of you on page six?</p> <p>8 A. I do.</p> <p>9 Q. You see the section that says</p> <p>10 conclusion?</p> <p>11 A. Yes.</p> <p>12 Q. Do you see the last sentence of</p> <p>13 -- or I'm sorry. The third sentence up from</p> <p>14 this paragraph starts the investigation failed</p> <p>15 to show. Do you see that?</p> <p>16 A. Yes.</p> <p>17 Q. The complainant have a physical</p> <p>18 or mental impairment that substantially limits</p> <p>19 one or more major life activities. Do you see</p> <p>20 that --</p> <p>21 A. Yes.</p> <p>22 Q. -- finding there?</p> <p>23 A. Uh-huh.</p> <p>24 Q. And then it goes on to say that</p> <p>25 the investigation failed to substantiate the</p>
<p>122</p> <p>1 A. Yeah.</p> <p>2 Q. Okay. It hasn't improved?</p> <p>3 A. Obviously. It feels worse.</p> <p>4 Q. You believe you've been</p> <p>5 mistreated by Leisure World continuously since</p> <p>6 you've arrived at their community?</p> <p>7 A. Whenever the opportunity arises,</p> <p>8 yes.</p> <p>9 Q. Okay. You filed an action with</p> <p>10 the Department of Justice in 2017. That's</p> <p>11 what you I believe. Is what you testified to?</p> <p>12 A. Yes.</p> <p>13 Q. And it was referred to the</p> <p>14 Maryland Commission on Civil Rights, correct?</p> <p>15 A. Yes.</p> <p>16 Q. What was the outcome of that?</p> <p>17 A. It was an incomplete</p> <p>18 investigation and the outcome was that they</p> <p>19 refused to provide me and the opportunity to</p> <p>20 -- I forget the term, but to dispute it.</p> <p>21 Q. Let's go ahead, please, and pull</p> <p>22 up Respondent's Exhibit 57 A10. Should be the</p> <p>23 findings of the Maryland Commission on Civil</p> <p>24 Rights. And let's go ahead, please, and go to</p> <p>25 page -- go to page six, please. And Ms.</p>	<p>124</p> <p>1 Complainants discriminated against her. Do</p> <p>2 you see that?</p> <p>3 A. I do.</p> <p>4 Q. And then if you go to the next</p> <p>5 page, page seven of eight, the section header</p> <p>6 is finding of no probable cause. Are you with</p> <p>7 me there?</p> <p>8 A. Yes.</p> <p>9 Q. And here it reads, based on the</p> <p>10 evidence gathered by the commission staff</p> <p>11 during this investigation, it has been</p> <p>12 determined that there is no probable cause to</p> <p>13 believe that the Respondent discriminated</p> <p>14 against the Complainant because of disability</p> <p>15 and retaliation under so on and so forth state</p> <p>16 government audit. You see all that?</p> <p>17 A. Yes.</p> <p>18 Q. You received a copy of this,</p> <p>19 didn't you?</p> <p>20 A. Yes.</p> <p>21 Q. Did you take any action after</p> <p>22 you received it?</p> <p>23 A. Yes.</p> <p>24 Q. Did you take an appeal?</p> <p>25 A. I requested whatever I thought</p>

<p>125</p> <p>1 was the proper request, and that was to be 2 able to have time to whatever. It wasn't -- I 3 don't think the word appeal was used, but also 4 in addition to that, there were seven 5 complaints filed against the investigator who 6 had -- by Leisure World residents who had 7 attended the meeting that was conducted in 8 Leisure World for purposes of his 9 investigation and -- 10 Q. Oh, oh, okay. Well, what I 11 cared about was after you got this, what -- 12 did you take some action to dispute it or to 13 hire a lawyer or to file suit or to do 14 anything more with this complaint? 15 A. I filed those individual 16 complaints that had been written by several 17 individuals, including an attorney who was 18 present in that meeting, against the 19 investigator for them that agency to take into 20 consideration in -- in review of his 21 investigation or lack thereof. He was -- he 22 was the second investigator. He came in very 23 late in the game. 24 Q. Okay. So this -- right below 25 the finding of no probable cause section,</p>	<p>127</p> <p>1 that, right, for a long, long time, right? 2 A. Yes. 3 Q. You understand the law and what 4 it says about requests for documents? 5 A. Yes, I do. 6 Q. I'm sorry. Are you okay? 7 A. Just a hearing aid. And so 8 yeah. 9 Q. Okay. All right. You believe 10 these rules have retaliated against you in the 11 processing of your books and records requests? 12 A. I think it's continuing and 13 carries over to everything that I request be 14 done. 15 Q. You agree that the applicable 16 law for this is the real property article 17 titled 11 B section 11, or 11 B-112. 18 A. Which is exactly what I cite in 19 my official books and records requests. 20 Q. Yeah, you're familiar with this, 21 right? 22 A. Yes, I am. 23 Q. You're familiar that it allows 24 or require -- 25 MS. JAYANTY: Objection. Calls</p>
<p>126</p> <p>1 there's a section that talks about the ability 2 to request reconsideration. And that's really 3 what I'm getting at. 4 A. That's what I asked for, yes. 5 Q. You did do that? 6 A. Yes. 7 Q. Okay. What happened? 8 A. I never heard a word. 9 Astounding like. It was -- and -- and it was 10 my understanding that this was based upon my 11 failure to have provided the physician's 12 letter. 13 Q. Okay. The new item that you 14 added when we discussed retaliation and 15 indicated that it continues to the current 16 time, is the books and records request. 17 A. We through with this? 18 Q. You can keep it, but, yes, we're 19 not going to talk about that one right at this 20 very second. You understand that there is a 21 right of a resident to ask for certain books 22 and records from the homeowner's association, 23 correct? 24 A. Yes. 25 Q. And you have availed yourself of</p>	<p>128</p> <p>1 for a legal conclusion. This is a lay -- this 2 is the Plaintiff. 3 JUDGE BYRNE: I agree. 4 Actually, could you start over with that 5 particular question because I started to get 6 confused with the question. So if I was 7 confused, I think Ms. Katzman might be 8 confused. So if you could start over with I 9 think where we left off was Ms. Katzman was 10 saying that pursuant to this section, I asked 11 for books and records. So if you could pick 12 it up from there. And -- and I agree Ms. 13 Jayanty is, like, she can't say why it is the 14 way that it is. She can only say these are 15 the rules and how she follows them. 16 BY MR. WEBSTER: 17 Q. Absolutely. And that's my 18 question for you. And I can show you a 19 section of the code if you'd like to, but what 20 I was going to ask you about 11 B-112 is the 21 language says books and records kept by or on 22 behalf of the homeowner's association shall be 23 made available for examination or copying or 24 both by a lot owner, a lot owner's mortgagee, 25 or their respective duly authorized agents or</p>

<p>129</p> <p>1 attorneys during normal business hours and 2 after reasonable notice. You're familiar with 3 that provision, correct? 4 A. Yes. 5 Q. The act also provides for a way 6 for certain documents to be delivered as 7 opposed to made available, does it not? 8 A. I don't know that. 9 Q. Okay. You're not familiar with 10 subsection -- 11 A. I -- I can't read it from memory 12 to you. 13 Q. And it's not a test. I'm 14 really -- that's not what I'm trying to do, 15 okay? But if I told you, for example, 16 subsection three, it says that if a lot owner 17 requests in writing a copy of financial 18 statements of the homeowner's association or 19 the minutes of a meeting of the governing body 20 of the homeowner's association to be 21 delivered, the governing body of the 22 homeowner's association shall compile and send 23 the requested information by mail, electronic 24 transmission, or personal delivery. Were you 25 aware of that?</p>	<p>131</p> <p>1 retaliatory? 2 A. Ignored the request. Did not 3 respond to them in some instances. Withheld 4 other, legally available under the law, 5 documentation that was requested. And let me 6 preface this, premise this by saying to you, 7 all of my requests started off with the 8 citation of law. So they are all formally 9 documented as legal requests. I'm aware of 10 certain documents being precluded from those 11 requests, and I don't ask for those. The ones 12 that I asked for are all covered under the 13 act. And in many instances over the years and 14 most rec -- definitely over the past several 15 years, they have been either not answered, 16 answered in a very long timeframe, if at all, 17 after my continuing to make the request over 18 and over again and refusing to provide them 19 over the past couple of years as they had been 20 in the past in electronic format. 21 Q. Okay. So let's break it down 22 again and let's talk about one. 23 MR. WEBSTER: So if I could, 24 your Honor, this is one of the 25 cross-examination exhibits that we're going to</p>
<p>130</p> <p>1 A. Electronic transmission, yes. 2 Q. As to financial statements of 3 the homeowner's association or minutes of the 4 meeting, that's what section three says. 5 A. So it -- you're saying that it 6 specifies only those areas? 7 Q. Yeah. So my question is, were 8 you aware of it? If you weren't aware of it, 9 you weren't aware of it. It's not a test. 10 A. I interpreted that as all 11 documents requested through the official 12 request format was available in those formats. 13 Q. So you were aware of that 14 section and you believed that it applied to 15 any kind of request that was made? 16 A. I knew that there was a time and 17 answer to you. I knew that there was a time 18 element involved for specific kinds of 19 requests, such as minutes sub or financial 20 whatever, but I also interpreted that to mean 21 that all requests for books and records were 22 available by those methods of delivery. 23 Q. Okay. What is it that you 24 contend that Leisure World did in connection 25 with the books and records request that was</p>	<p>132</p> <p>1 ask to be put up on the screen, and I don't 2 think I have an extra copy of it from Ms. 3 Katzman. I apologize. I didn't make an extra 4 of this. This -- that's how we did this one. 5 All right. So -- 6 JUDGE BYRNE: So it's not -- so 7 it's not going to be on the exhibit list. 8 MS. SPALLUZZI: It -- it was 9 pulled up. I know they have it on the other 10 side. 11 JUDGE BYRNE: Okay. So that -- 12 those files that you guys were looking at 13 earlier, those are the ones they're talking 14 about. 15 MS. SPALLUZZI: It says cross in 16 big letters. 17 MR. WEBSTER: Hold on one 18 second. And the one in particular that I'm 19 looking for is an email string that starts Re: 20 Books and records request. That's it. Thank 21 you. 22 BY MR. WEBSTER: 23 Q. And Ms. Katzman, before I get 24 there, do you understand that section 11 B-112 25 of the books and records request statute</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

34 (133 to 136)

<p>133</p> <p>1 permits the homeowner's association to charge 2 a fee for the records it is being asked to 3 produce? 4 A. It says a reasonable fee. 5 Q. Okay. On the screen -- and I'm 6 sorry. You're going to have to look on the 7 screen with this one because I only have the 8 one copy printed. Let's -- actually, let's go 9 to the very last page. It's an email string, 10 so we're going to start -- 11 JUDGE BYRNE: Can you see it, 12 Ms. Katzman? 13 MS. KATZMAN: I'm watching it on 14 my -- but for I would not be able to read 15 that. 16 JUDGE BYRNE: Okay. 17 MS. KATZMAN: I -- I only see it 18 because I have Zoom up on my computer. 19 MR. WEBSTER: Okay, but you can 20 see it okay, or do you need -- 21 JUDGE BYRNE: Can you see it on 22 Zoom or do you need -- we can make a cop -- I 23 can make a copy really quickly. I have a 24 copier in the other room. 25 MS. KATZMAN: No, that's okay.</p>	<p>135</p> <p>1 I'm sorry. It's not page numbered. 4:53:12 2 p.m. Okay. Great. And as all email chains, 3 it spills from one page to the next. Now, 4 this is an email to you from Ms. Muse talking 5 about minutes. If you go to the top of the 6 next page. Thank you. Talking about minutes 7 of the 2023 security and transportation 8 committee meetings and then a number of other 9 items that you had requested, correct? Do you 10 remember this request? 11 A. I remember the request. I'm -- 12 I'm seeing that part of it, though, states 13 that records were destroyed. 14 Q. Yeah. That you're talking about 15 the 2022 signed and dated conflict of interest 16 and code of ethics forms were destroyed in 17 January of 2023 as they were no longer 18 relevant? 19 A. Correct. 20 Q. Okay. So if you keep going 21 down, I'm interested in the last paragraph 22 where Ms. Muse tells you that you can make an 23 appointment to view the documents at the 24 administration building, and if you want 25 copies, they're 50 cents a page. And she says</p>
<p>134</p> <p>1 I'll just lean over and read what I have shown 2 on the -- 3 JUDGE BYRNE: Okay. 4 MS. KATZMAN: -- Zoom screen. 5 BY MR. WEBSTER: 6 Q. Okay. So the very last page of 7 this is an Angela Muse email of October 27, 8 2023, correct? Do you see what I'm looking 9 at? 10 A. Yes. 11 Q. Okay. And she is emailing to 12 you per your books and records request for the 13 security and transportation committee meeting 14 minutes for 2023. She's providing all of 15 them, correct? 16 A. That's what it says. 17 Q. And meeting minutes are one of 18 the items under the act that are to be 19 provided electronically, correct? 20 A. Well, I don't agree with that 21 interpretation. 22 Q. Totally fine. You don't have 23 to. Okay. Let's go up two pages, please. At 24 the bottom we should see an email from Angela 25 Muse dated September 20, 2023 to Ms. Katzman.</p>	<p>136</p> <p>1 that typically staff time for the preparation 2 of documents and inspection appointments is 3 charged at \$30 per hour. As a one time 4 courtesy, we will waive the staff fee for this 5 appointment. See all that? 6 A. I do. 7 Q. Did you make an appointment to 8 go in and see these records? 9 A. I did. 10 Q. You did? 11 A. Yes. 12 Q. Okay. Let's make sure we're all 13 on the same page. You responded to this email 14 first, though, didn't you? 15 A. I don't recall. 16 Q. Okay. Well, let's look at it. 17 Go back up to one page above Angela Muse's 18 email, and you will see -- there you go. An 19 email from SLK admin at Just Us group. You 20 see that? 21 A. Yes. 22 Q. September 20th. This is yours. 23 And you say, thank you, Angela. As a 24 courtesy, due to the current Covid resurgence, 25 the items in red below are those which are</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

35 (137 to 140)

<p>1 requested to be transmitted by email PDF to 2 me. You see that? 3 A. Yes. 4 Q. You ask -- and if we go back to 5 the first page or the last page of this, it -- 6 it doesn't show up as red, but there are some 7 different shadings in the version that I have. 8 Under 2023 organizational meeting vote 9 tallies, certain items are in red. Do you 10 remember that? Go down one more email all the 11 way to the -- all the way to the bottom. It's 12 the second to last page. We're going to work 13 backwards through this document. Thank you 14 very much. So if you go up a little bit more, 15 you will see -- down just a touch. That 16 section right there. It's not in red, but it 17 is slightly different font or a different 18 look. Starting with resumes, applications 19 submitted by each LW committee chair 20 candidate. Do you recollect, Ms. Katzman, 21 were those the items you had marked in red? 22 A. I don't see what you're 23 referring to. 24 Q. Okay. That's all right. You 25 would agree with me that you sent the email</p>	<p>137 1 Q. What was your response to this 2 email? 3 A. That it was attempting to extort 4 funds from me. 5 Q. Okay. Let's scroll up one page, 6 please. Thank you very much. There's Ms. 7 Katzman's response. She says, Angela, or you 8 say Ms. Katzman, on September 25th at 1:48, I 9 do not want, nor have I ever requested 10 physical copies. All B and R requests are to 11 be electronically transmitted as PDFs, or in 12 the alternative, I will bring my laptop and 13 scanner to scan in each document to my 14 computer for which there is no cost to me, as 15 has always been the practice until management 16 provided PDFs by email. Do you see your 17 response there? 18 A. Yes. 19 Q. And in response to that, let's 20 go up one more page. Again, these are all 21 breaking at the bottom and onto the next page 22 ms. Muse's response to you on September 26, 23 correct? 24 A. Yes. 25 Q. She states in her second</p>
<p>138 1 identifying certain items in red that you 2 wanted and you wanted to have them emailed to 3 you? 4 A. As that had been that had the -- 5 the way in which they were done for years. 6 Q. If we go -- so we're going to go 7 to the preceding email. So we're going to go 8 up to the exhibit. There's an email from 9 Angela Muse, dated September 25, 2023 at 1:41 10 eastern time, p.m. at the very bottom of the 11 page and spills onto the next and Ms. Muse 12 says, if you do not wish to come into the 13 office and view the records, so on and so 14 forth, the other option to this request is to 15 send us -- is for us to send physical copies 16 to you at the cost of 50 cents per page. She 17 then goes through and she lists all of the 18 items that I believe were in red, but you 19 don't have to agree with me, it's okay, with a 20 page number for each one of those items coming 21 up to 318 pages. Do you see that? 22 A. Yes, I see that. 23 Q. Do you remember getting this 24 email? 25 A. I think so. I wouldn't say not.</p>	<p>139 140 1 paragraph, now that you do wish to come into 2 the office for requests other than minutes and 3 financial statements, you may inspect all 4 other books and records during regular 5 business hours and upon reasonable notice. 6 She also says, spilling onto the next page, 7 you may bring your computer and scan all the 8 responsive documents that we have already 9 compiled due to your request. She then says, 10 please be advised you will be responsible for 11 prepaying a sum of \$180 to cover the 12 administrative time already expended in 13 locating said responsive documents and the 14 anticipated time for you to review and scan 15 said documents during your inspection 16 appointment. Overpayment, if any, will be 17 refunded to you. Do you see all of that? 18 A. Yeah. 19 Q. You believe that is improper, 20 correct? 21 A. I think you should look at my 22 response. 23 Q. Let's do it. Let's do it. So 24 let's go up to that next page again. Yeah. 25 You guys are kicking it right now. Okay. So</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

36 (141 to 144)

<p>141</p> <p>1 on -- this is your response on September 26th, 2 right? Number one, are you saying that the 3 documents have already been prepared? Number 4 two, at no time do I ever wish to come into 5 the office. And number three, this continued 6 attempt to extort funds for B and R will be 7 reported as ongoing harassment and 8 retaliation. You see that?</p> <p>9 A. Yes.</p> <p>10 Q. That's what you said?</p> <p>11 A. Absolutely.</p> <p>12 Q. Then that's what you felt?</p> <p>13 That's what you believe?</p> <p>14 A. That's right.</p> <p>15 Q. All right. If we go up to the 16 next email, please. Ms. Muse responds to you, 17 doesn't she, on September 27th? Do you see 18 the email there, September 27th?</p> <p>19 A. Yeah.</p> <p>20 Q. She directs you to the HOA act 21 in its entirety, correct?</p> <p>22 A. Yes.</p> <p>23 Q. She talks about the HOA act 24 providing that minutes, only minutes and 25 financial statements are to be delivered to</p>	<p>143</p> <p>1 Q. Okay. Your email here says, 2 would you prefer simply emailing the documents 3 from your computer or I bring my computer and 4 scanner for which there are no copies being 5 made in, and then you as a reminder, you say 6 -- you wrote and you talked about the waiving 7 of the staff fee offer that she had previously 8 made. Do you see that?</p> <p>9 A. Yes.</p> <p>10 Q. You didn't want her to mail you 11 the records, did you?</p> <p>12 A. No. I never want physical 13 records. It's outdated.</p> <p>14 Q. If you go up to the email above, 15 please. It starts the middle of the page from 16 Ms. Muse of September 28th at 9:25 and this 17 email Ms. Muse states to you that in my first 18 email, I offered you the option of coming in 19 and reviewing the documents yourself. The 20 offer to waive the staff time fee was based on 21 viewing the documents for up to two hours. 22 Not anticipating the additional time it would 23 take for you to scan each document. Any time 24 over the courtesy two hours will require 25 additional appointment and must be paid in</p>
<p>142</p> <p>1 the requestor. Your document request does not 2 reference minutes or financial statements. Do 3 you see that?</p> <p>4 A. Yeah. And I see earlier she 5 referred to it upon advice of Counsel.</p> <p>6 Q. Yes. Yes. You see in the 7 second to last paragraph on this page, 8 regardless of which of the two options that 9 are chosen, the statute permits charges by 10 Leisure World for reasonable administrative 11 time, as well as copy charges if copies are, 12 in fact, made. You see that?</p> <p>13 A. Yes.</p> <p>14 Q. If you go up to the top of this 15 page, please. In your email response of 16 September 27 at 2:57 p.m. you say, first of 17 all, now, you have copied Karen Strong. Do 18 you see that?</p> <p>19 A. She was copied on earlier 20 emails, yes.</p> <p>21 Q. Oh, I'm sorry. I might have 22 missed that. Who's Ms. Strong?</p> <p>23 A. She's copied on all of my emails 24 for books and records. She is the assistant 25 attorney general of the State of Maryland.</p>	<p>144</p> <p>1 advance. Please make an appointment with me 2 so I can ensure the Sullivan room is available 3 and my time is not booked elsewhere. Do you 4 see that?</p> <p>5 A. Yes.</p> <p>6 Q. And then you responded, didn't 7 you? If we scroll up a little ways, you'll 8 see Ms. Katzman's response at September 28th 9 at 9:52 a.m.</p> <p>10 A. Yes.</p> <p>11 Q. You say at no time to Ms. Muse 12 did you specify an arbitrary two hours. You 13 ask if the scanning will be of the original 14 documents or copies thereof, and then you say 15 the previous regime didn't feel the need to 16 waste the staff member being present when 17 scanning documents into the laptop and so on. 18 You talk about the process by which you would 19 be located and where you would do your 20 scanning. Do you see all that?</p> <p>21 A. Yes. And that they had 22 previously photocopied because that was your 23 choice, rather than presenting the originals. 24 That was their choice. Never did I ask that 25 that be done.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

37 (145 to 148)

<p>145</p> <p>1 Q. Correct. And Ms. Muse wasn't</p> <p>2 asking you to pay for that photocopy session,</p> <p>3 was she?</p> <p>4 A. I don't know. I -- it's hard to</p> <p>5 interpret what she meant in that.</p> <p>6 Q. Okay. Wasn't she suggesting</p> <p>7 that or saying that if you wanted copies, hard</p> <p>8 copies to be taken, there would be a 50 cent</p> <p>9 per page charge?</p> <p>10 A. Yes, that's what I interpreted</p> <p>11 to mean.</p> <p>12 Q. If you go up one more email,</p> <p>13 please, gentlemen. Thank you. You should see</p> <p>14 an Angela Muse email of September 29 to you in</p> <p>15 which she explains how she came up with her</p> <p>16 estimate. In the middle of this first page,</p> <p>17 she says, or this first paragraph rather,</p> <p>18 thus, we anticipated you would need three to</p> <p>19 six hours to complete your inspection if you</p> <p>20 were to scan all 300 plus pages. And indeed,</p> <p>21 \$30 an hour times six hours is \$180, isn't it?</p> <p>22 SPEAKER: No.</p> <p>23 Q. \$30 an hour times six hours is a</p> <p>24 \$180, isn't it?</p> <p>25 SPEAKER: Sorry.</p>	<p>147</p> <p>1 you to be charged?</p> <p>2 A. A reasonable fee. And could I</p> <p>3 expound on that?</p> <p>4 Q. No, but your Counsel can ask you</p> <p>5 questions if they want to.</p> <p>6 A. Okay.</p> <p>7 Q. You didn't want to pay anything</p> <p>8 for this, did you?</p> <p>9 A. No.</p> <p>10 Q. In all the books and records</p> <p>11 requests that you have made of Leisure World,</p> <p>12 have you ever paid any money associated with</p> <p>13 those books and records?</p> <p>14 A. Absolutely not. I've never was</p> <p>15 -- never had to.</p> <p>16 Q. Okay. Let me find it. You said</p> <p>17 one of the reasons why you wanted to be able</p> <p>18 to record meetings, was so that you could be,</p> <p>19 quote, and this is what I wrote down. To be</p> <p>20 correct in what you are reporting.</p> <p>21 A. Okay.</p> <p>22 Q. Do you see that?</p> <p>23 A. Okay.</p> <p>24 Q. Do you agree with that?</p> <p>25 A. Yes.</p>
<p>146</p> <p>1 A. No. I think it's 190, isn't it?</p> <p>2 SPEAKER: No, I'm sorry.</p> <p>3 Q. Thirty times six.</p> <p>4 A. Is it 180? Fair enough.</p> <p>5 JUDGE BYRNE: Don't ask him.</p> <p>6 BY MR. WEBSTER:</p> <p>7 Q. Again, not a trick question.</p> <p>8 Okay. If you go up to the top of this page,</p> <p>9 you'll see your email back to her. You can</p> <p>10 scroll up a little bit. Thank you. Yeah,</p> <p>11 right there. Perfect. Which you sent to her</p> <p>12 on September 29th, 2023, and you say, have the</p> <p>13 copies been made? Question mark. And then</p> <p>14 you say, wouldn't it be more time efficient</p> <p>15 for you to email the PDF documents? Isn't</p> <p>16 that what you wanted?</p> <p>17 A. All -- that's all I had ever</p> <p>18 received.</p> <p>19 Q. You just -- you wanted them</p> <p>20 emailed to you. That's what you wanted?</p> <p>21 A. Absolutely.</p> <p>22 Q. And you didn't want to pay for</p> <p>23 them, right?</p> <p>24 A. Why should I?</p> <p>25 Q. Doesn't the statute allow for</p>	<p>148</p> <p>1 Q. And you also believe that --</p> <p>2 strike that.</p> <p>3 At the meeting where Mr. Marks</p> <p>4 confronted you and accused you of recording, I</p> <p>5 believe your testimony in that was that you</p> <p>6 were, quote, not using my laptop to record.</p> <p>7 And then you further said that you have never</p> <p>8 recorded a meeting.</p> <p>9 A. I think I said I've never used</p> <p>10 my laptop to record.</p> <p>11 Q. Never used your laptop to record</p> <p>12 a meeting.</p> <p>13 A. I mean to be precise.</p> <p>14 Q. That's what I'm asking. That's</p> <p>15 what you intended to say? I may have written</p> <p>16 it down wrong.</p> <p>17 A. Oh, good. Okay.</p> <p>18 Q. That's what I'm asking.</p> <p>19 A. I never have said that. No.</p> <p>20 Q. Okay.</p> <p>21 A. I've never used my laptop to</p> <p>22 record.</p> <p>23 Q. Have you ever recorded a Leisure</p> <p>24 World meeting?</p> <p>25 A. Yes. Subsequent to David</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

38 (149 to 152)

<p>149</p> <p>1 Frager's directive.</p> <p>2 Q. So from 2017 forward, you</p> <p>3 recorded Leisure World meetings?</p> <p>4 A. Yes.</p> <p>5 Q. Did you tell people you were</p> <p>6 recording the meetings?</p> <p>7 A. I felt no need. That he had</p> <p>8 identified as a result of the complaint that</p> <p>9 was filed that he referenced that there was no</p> <p>10 need to identify or say anything. It was</p> <p>11 everybody's right and most definitely anybody,</p> <p>12 the person with disability for the purpose of</p> <p>13 taking notes.</p> <p>14 Q. There was a lot going on in that</p> <p>15 last sentence. Okay. The first one was you</p> <p>16 didn't think you needed to tell anybody that</p> <p>17 you were making a recording of what they were</p> <p>18 saying or doing?</p> <p>19 A. That's correct. And as far as</p> <p>20 the -- there's a lot going on about the</p> <p>21 statement I made about taking notes. That was</p> <p>22 the whole purpose.</p> <p>23 Q. Okay. You'll get a chance. Let</p> <p>24 me get there. Okay. You also said that you</p> <p>25 have recorded?</p>	<p>151</p> <p>1 to move it in?</p> <p>2 MR. WEBSTER: Sure.</p> <p>3 JUDGE BYRNE: Okay. So we've</p> <p>4 marked it potentially as Exhibit 1. He's</p> <p>5 moving it in. Do you have objection to moving</p> <p>6 it in?</p> <p>7 MS. JAYANTY: This is the Muse</p> <p>8 email that we just went through. No, your</p> <p>9 Honor, it's fine.</p> <p>10 JUDGE BYRNE: Okay. All right.</p> <p>11 So it's going to be admitted into evidence,</p> <p>12 and it'll be admitted, marked and now admitted</p> <p>13 as Exhibit 71. So become part of the record.</p> <p>14 (Exhibit 71, email, marked in</p> <p>15 evidence.)</p> <p>16 BY MR. WEBSTER:</p> <p>17 Q. Thank you. So Ms. Katzman,</p> <p>18 we're taking a look at Respondents Exhibit</p> <p>19 39E. Thank you. No, that's not it. Hold on.</p> <p>20 We thought 39E.</p> <p>21 MR. SHARDELOW: Oh, it's E. I</p> <p>22 thought you said B. I'm sorry.</p> <p>23 MR. WEBSTER: That's quite all</p> <p>24 right. It should be an email and there we go.</p> <p>25 BY MR. WEBSTER:</p>
<p>150</p> <p>1 A. Yes, but never on my laptop.</p> <p>2 Q. How did you record?</p> <p>3 A. A handheld electronic device.</p> <p>4 Q. Okay. Audio only?</p> <p>5 A. Yes.</p> <p>6 Q. All right. Let's take a look,</p> <p>7 please, at this one is in the binder. It's 39</p> <p>8 E.</p> <p>9 MR. WEBSTER: And your Honor,</p> <p>10 actually hold on a second. Before we move</p> <p>11 away from this exhibit, this was not marked.</p> <p>12 Should we mark it at this point in time?</p> <p>13 JUDGE BYRNE: Yeah, we should</p> <p>14 mark it the -- I think where we left off on</p> <p>15 the master exhibit was 70. So this should be</p> <p>16 marked as Exhibit 71.</p> <p>17 MR. WEBSTER: Thank you.</p> <p>18 MS. JAYANTY: Wait, your Honor.</p> <p>19 Is this -- this exhibit is not being admitted.</p> <p>20 This is just for impeachment, or are you</p> <p>21 moving to enter it right now? I'm sorry.</p> <p>22 MR. WEBSTER: It was used for</p> <p>23 cross. I'll move it in, but it's for cross,</p> <p>24 so.</p> <p>25 JUDGE BYRNE: So are you seeking</p>	<p>152</p> <p>1 Q. Ms. Katzman, this is an email</p> <p>2 that you sent, correct?</p> <p>3 A. Yes.</p> <p>4 Q. You prepared this email? Well,</p> <p>5 let me back up. Let's go all the way to the</p> <p>6 bottom as, again, emails always start from the</p> <p>7 bottom. So the bottom of this email is an</p> <p>8 email from Rob Kimble, the president and</p> <p>9 general manager of Leisure World Maryland</p> <p>10 Corporation discussing or announcing to</p> <p>11 Leisure World residents that Mr. Robert Alonzo</p> <p>12 has left the organization. Do you see that?</p> <p>13 A. Yes.</p> <p>14 Q. That part you didn't write.</p> <p>15 That's not what I meant to say.</p> <p>16 A. That's right.</p> <p>17 Q. The part above that is what I'm</p> <p>18 interested in. The subject line and the photo</p> <p>19 and the text. You prepared all of that,</p> <p>20 correct?</p> <p>21 A. Yes.</p> <p>22 Q. The subject line that you use</p> <p>23 says Bonzo Alonzo is gone from the LW</p> <p>24 management, CFO departure.</p> <p>25 A. Yes.</p>

<p>153</p> <p>1 Q. Do you see that?</p> <p>2 A. Yes.</p> <p>3 Q. You entered the text, Bonzo</p> <p>4 Alonzo, right?</p> <p>5 A. Yes.</p> <p>6 MS. JAYANTY: Objection, your</p> <p>7 Honor. Relevance.</p> <p>8 JUDGE BYRNE: You want to speak</p> <p>9 to that?</p> <p>10 MR. WEBSTER: I can. This is</p> <p>11 all about the why. This is all about the why.</p> <p>12 JUDGE BYRNE: Understood. He</p> <p>13 can continue with this line of cross. I mean,</p> <p>14 cross, yes.</p> <p>15 Q. So Ms. Katzman, you used the</p> <p>16 word Bonzo. That's not his name, is it?</p> <p>17 A. It's how he was referred to</p> <p>18 amongst the community residents.</p> <p>19 Q. By you?</p> <p>20 A. No. By other members of the --</p> <p>21 of the community.</p> <p>22 Q. But by you in this instance,</p> <p>23 right?</p> <p>24 A. Well, I reflected it, yes.</p> <p>25 Q. Do you think that's a positive</p>	<p>155</p> <p>1 community in that his -- a man, who I assume</p> <p>2 is his partner, is laying on the bed to the</p> <p>3 far right. This picture has been cut off from</p> <p>4 the original email, but if you look to the</p> <p>5 right, you will see the image or partial image</p> <p>6 of a man laying in bed while Mr. Alonzo is</p> <p>7 conducting his duties as the CFO of the</p> <p>8 community in -- in a meeting of the board of</p> <p>9 directors or executive committee. I don't</p> <p>10 remember which.</p> <p>11 Q. Okay. You took that to mean --</p> <p>12 A. Probably -- excuse me. Probably</p> <p>13 the board in that the date is the end of the</p> <p>14 month.</p> <p>15 Q. You took that screenshot?</p> <p>16 A. Yes, I did for the purpose that</p> <p>17 I just stated.</p> <p>18 Q. Yeah. I heard you. I just</p> <p>19 don't believe it.</p> <p>20 A. Well, that was --</p> <p>21 Q. You say the screenshot that you</p> <p>22 take is of Mr. Alonzo taking a bite of food,</p> <p>23 correct?</p> <p>24 A. Right.</p> <p>25 Q. Food is served at the general</p>
<p>154</p> <p>1 reflection on Mr. Alonzo or a negative</p> <p>2 reflection?</p> <p>3 A. It's a reflection of his conduct</p> <p>4 during his time as an employee at Leisure</p> <p>5 World.</p> <p>6 Q. Do think it's positive or</p> <p>7 negative?</p> <p>8 A. I don't see it as either one.</p> <p>9 Q. How did you mean it? You used</p> <p>10 it. How did you mean it?</p> <p>11 A. I meant it the way that the</p> <p>12 community reported back to me his actions.</p> <p>13 They considered him to be a clown.</p> <p>14 Q. Did you agree? Did you feel he</p> <p>15 was a clown?</p> <p>16 A. I did. I thought that he was</p> <p>17 inapt.</p> <p>18 Q. So what meeting was this image</p> <p>19 taken from?</p> <p>20 A. It was either -- it was either a</p> <p>21 board or executive committee meeting. I don't</p> <p>22 know, but it was a screenshot off of a Zoom</p> <p>23 meeting. And the purpose of that was to show</p> <p>24 that this was not a closed or sorry. Not</p> <p>25 closed. Not a private meeting. Only to the</p>	<p>156</p> <p>1 meetings of the board meetings, isn't it?</p> <p>2 A. He was not --</p> <p>3 Q. There's snacks --</p> <p>4 A. He was not in the meeting. He</p> <p>5 was at his home.</p> <p>6 Q. The people at the meeting are</p> <p>7 offered snacks and beverages, aren't they?</p> <p>8 A. Well, yes, but the majority of</p> <p>9 them don't sit there in the camera on their</p> <p>10 face eating.</p> <p>11 Q. So you took this moment to</p> <p>12 capture Mr. Alonzo as he, in your words, feeds</p> <p>13 his face? That's what you recorded?</p> <p>14 A. I was most offended -- not by</p> <p>15 that. I thought that was comical. And</p> <p>16 certainly --</p> <p>17 MS. JAYANTY: Objection, your</p> <p>18 Honor. This isn't -- well, first of all, this</p> <p>19 is not a recording. It's a screenshot. And</p> <p>20 second of all, I'm not sure what is relevant</p> <p>21 more so about -- she's already agreed that she</p> <p>22 took a screenshot.</p> <p>23 MR. WEBSTER: This is what she</p> <p>24 knows. This is why we don't want her to</p> <p>25 record.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

40 (157 to 160)

<p>157</p> <p>1 MS. JAYANTY: Objection. This</p> <p>2 is -- one in past instance does not establish</p> <p>3 a pattern, if that's what counsel is trying to</p> <p>4 do to here. Objection. Undue prejudice.</p> <p>5 JUDGE BYRNE: Okay. I think --</p> <p>6 I think we can move on. I think the exhibit</p> <p>7 actually speaks for itself. I think I can</p> <p>8 interpret what Ms. Katzman said when she said</p> <p>9 Bonzo Alonzo. I think I can interpret her</p> <p>10 what -- I can interpret what the text is. So</p> <p>11 I think that we're not going to get any</p> <p>12 further here.</p> <p>13 BY MR. WEBSTER:</p> <p>14 Q. Okay. You transmitted this to a</p> <p>15 large group of people, did you not, Ms.</p> <p>16 Katzman?</p> <p>17 A. To the Just Us mailing list.</p> <p>18 Q. Did you tell Mr. Alonzo that you</p> <p>19 had taken a picture of him and asked for his</p> <p>20 permission to do so?</p> <p>21 A. There was no need to.</p> <p>22 Q. So you didn't?</p> <p>23 A. He was in a public meeting.</p> <p>24 Q. But you -- you didn't tell him,</p> <p>25 hey, I'm going to take a picture of you? You</p>	<p>159</p> <p>1 that you emailed it to the Just Us list. How</p> <p>2 many people are -- I see that you've got</p> <p>3 several different groupings of Just Us. How</p> <p>4 many people are -- would that -- would this</p> <p>5 email have gone to?</p> <p>6 MS. KATZMAN: In total?</p> <p>7 JUDGE BYRNE: Yeah. Give me a</p> <p>8 round number?</p> <p>9 MS. KATZMAN: Directly perhaps</p> <p>10 500, and then I know that many of them --</p> <p>11 JUDGE BYRNE: Then forward.</p> <p>12 MS. KATZMAN: -- recirculate it.</p> <p>13 JUDGE BYRNE: Okay. All right.</p> <p>14 Thank you.</p> <p>15 BY MR. WEBSTER:</p> <p>16 Q. You had discussed that taking</p> <p>17 notes was important because you need to take</p> <p>18 -- take on or being an investigated advocate</p> <p>19 -- I'm sorry. A long time advocate to take on</p> <p>20 issues, investigate them, report on them, and</p> <p>21 then the notes are important to be correct in</p> <p>22 what you are reporting. How does this</p> <p>23 snapshot further any of those goals?</p> <p>24 A. Well, as I pointed out, there</p> <p>25 was a stranger in that meeting or allowed to</p>
<p>158</p> <p>1 didn't tell him that?</p> <p>2 A. I felt no reason to.</p> <p>3 JUDGE BYRNE: Can I ask who Mr.</p> <p>4 Alonzo is? Is he a board member resident, or</p> <p>5 is he a paid employee?</p> <p>6 MR. WEBSTER: Paid employee.</p> <p>7 JUDGE BYRNE: Okay. Thank you.</p> <p>8 MR. WEBSTER: I know he was the</p> <p>9 former CFO. I wasn't sure if he was a</p> <p>10 resident or a employee, but was not a</p> <p>11 resident.</p> <p>12 JUDGE BYRNE: Okay. Employee.</p> <p>13 Okay. Thank you.</p> <p>14 BY MR. WEBSTER:</p> <p>15 Q. Okay. You had testified</p> <p>16 previously that -- and, again, resident</p> <p>17 advocacy for the community is what Just Us is</p> <p>18 for and that the important -- importance of</p> <p>19 notes --</p> <p>20 MS. JAYANTY: Objection. Is</p> <p>21 this a question?</p> <p>22 MR. WEBSTER: It will be.</p> <p>23 JUDGE BYRNE: I think he's</p> <p>24 getting there, but can I ask one -- one</p> <p>25 question in follow up? Ms. Katzman, you said</p>	<p>160</p> <p>1 be listening in that meeting, which is not</p> <p>2 allowed unless it's known in front.</p> <p>3 Q. Leisure World meetings are for</p> <p>4 residents only, right?</p> <p>5 A. Residents and staff and invited</p> <p>6 guests.</p> <p>7 Q. Outside folks are not supposed</p> <p>8 to be present or are not allowed to be present</p> <p>9 in those meetings, are they?</p> <p>10 A. Correct.</p> <p>11 Q. Okay. Let's take a look at</p> <p>12 another cross exhibit, please. This one is</p> <p>13 also not marked, so we need to do so. It's</p> <p>14 the one that says Just Us at the August 17,</p> <p>15 2018 executive committee meeting.</p> <p>16 MS. SPALLUZZI: It's the website</p> <p>17 link that was provided to you.</p> <p>18 MS. JAYANTY: Can you tell us</p> <p>19 where in the binder it is? Is it in your</p> <p>20 binder?</p> <p>21 MR. WEBSTER: It's not.</p> <p>22 MS. JAYANTY: Oh, okay.</p> <p>23 MR. WEBSTER: So there should be</p> <p>24 in the cross exhibits.</p> <p>25 MS. SPALLUZZI: Ms. Johnson said</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

41 (161 to 164)

<p>161</p> <p>1 she'd emailed it to you guys, as it was just a 2 link. 3 MR. WEBSTER: It's a link to a 4 web page, to a Just Us web page. 5 JUDGE BYRNE: She can -- do you 6 have an email up? 7 MR. WEBSTER: I can give you the 8 web address, but it's really long. 9 JUDGE BYRNE: Is a -- hold on a 10 second. All right. We're going to go off the 11 record for a couple of seconds. I'm going to 12 see if there's a way we can get that link. 13 All right. So we'll be right back. 14 (Off the record.) 15 (On the record.) 16 JUDGE BYRNE: Back on the 17 record. We have the link that Mr. Webster was 18 referring to. So I'm going to turn my 19 microphone off. 20 MR. WEBSTER: And for marking 21 purposes, I printed it. So we can print sort 22 of the web page. 23 JUDGE BYRNE: Okay. 24 MR. WEBSTER: I don't really 25 know how to document a web page as an exhibit.</p>	<p>163</p> <p>1 Q. Of Leisure World? 2 A. Yes. 3 Q. You don't talk about other 4 communities, do you, or report on meetings of 5 other communities? 6 A. No. 7 Q. The web pages that you have 8 used -- and there's a variety of different web 9 pages that you have used over the years from 10 what we can tell, who posts content to that 11 website or those websites? 12 A. Nobody anymore. We had a 13 webmaster, but since -- I don't know. Many 14 years ago, we don't post -- it's not been 15 updated. 16 Q. Who made the decision to post 17 data to the website? Is that you? 18 A. He did. 19 Q. He did. Would you submit 20 something to him and say, hey, please post 21 this to the website? 22 A. No. He was aware of everything 23 that I was doing. I mean, we both together 24 daily. 25 Q. Okay. What I'm getting at is,</p>
<p>162</p> <p>1 It's another wonderful exercise -- 2 JUDGE BYRNE: Right. 3 MR. WEBSTER: -- in todays -- 4 JUDGE BYRNE: That will be 5 something fun for me to figure out. So I will 6 -- I appreciate that. So we -- 7 MR. WEBSTER: I can give you a 8 document. 9 JUDGE BYRNE: Okay. So we can 10 have something to mark. 11 MS. JAYANTY: So that is not an 12 exhibit. It's -- hasn't been admitted. 13 That's -- you use for your impeachment. 14 JUDGE BYRNE: Correct. So right 15 now it's just been marked as 72. We'll see 16 where it goes. 17 MS. JAYANTY: Okay. 18 (Exhibit 72, document, marked in 19 evidence.) 20 BY MR. WEBSTER: 21 Q. Ms. Katzman, you previously 22 testified that Just Us is for Leisure World, 23 correct? 24 A. Well, to be exactly -- exact, 25 the conscious of the community.</p>	<p>164</p> <p>1 and maybe if we go back up to the top of this 2 page, all the way to the beginning. So this 3 says Just Us at the August 17, 2018 executive 4 committee meeting. Do you see that? 5 A. Yes. 6 Q. Who made the decision to put 7 this up on the website? 8 A. The webmaster who worked with 9 me. 10 Q. Okay. You were involved. You 11 approved this going up onto your web page, 12 correct? 13 A. We communicated every day about 14 everything that was going on. 15 Q. And who captured the actual 16 content that was put up on the web page? 17 A. The -- from what I recall back 18 in 2018, it was probably captured on -- 19 recorded off of the Leisure World website in 20 the re -- rebroadcast. 21 Q. So there would of been a 22 recording of the meeting because that was in 23 time when they were doing the closed circuit 24 or the closed -- yeah. Closed circuit TV 25 broadcast?</p>

<p>165</p> <p>1 A. Yes.</p> <p>2 Q. Correct?</p> <p>3 A. Yes.</p> <p>4 Q. And so when we scroll down a</p> <p>5 little ways, you'll see a vid -- the beginning</p> <p>6 of a video clip. We don't need to play it</p> <p>7 yet, but that would have been something you</p> <p>8 captured off of that replay?</p> <p>9 A. No, not me.</p> <p>10 Q. Who would have captured it?</p> <p>11 A. I think it must have been the</p> <p>12 webmaster who's a resident in Leisure World.</p> <p>13 Q. Okay. If we scrolled down</p> <p>14 through this web page a little ways, that's</p> <p>15 fine. You'll see various audio clips with</p> <p>16 headings. So, for example, Barbara Broswell</p> <p>17 addresses the budget and finance communication</p> <p>18 committees somewhat and so forth, and some</p> <p>19 others.</p> <p>20 A. Yes.</p> <p>21 Q. Who captured those audio</p> <p>22 recordings?</p> <p>23 A. I don't recall. I mean, once</p> <p>24 again, I was working with a man that was</p> <p>25 extraordinarily electronically savvy.</p>	<p>167</p> <p>1 would have been me and all that was a staff</p> <p>2 employee. And they're all acutely aware that</p> <p>3 the camera was fixed in a particular location.</p> <p>4 And that employee who's no longer with them</p> <p>5 never uttered any negative comment about it.</p> <p>6 If she saw it.</p> <p>7 Q. If she even saw it?</p> <p>8 A. If she saw it. I don't know. I</p> <p>9 have no idea.</p> <p>10 Q. You didn't ask her -- you didn't</p> <p>11 ask her permission before you put this up on</p> <p>12 the web page did you?</p> <p>13 A. Once again, this was a public</p> <p>14 meeting.</p> <p>15 Q. You didn't ask permission before</p> <p>16 you put this up on the web page, right?</p> <p>17 A. Before it was put up on the web</p> <p>18 page?</p> <p>19 Q. Before it was put up on the</p> <p>20 website?</p> <p>21 A. No.</p> <p>22 Q. Let's go to the top to the video</p> <p>23 and go ahead and play the video clip, please.</p> <p>24 You can play it again when we get the volume</p> <p>25 sorted. That's fine. It's on pause. The</p>
<p>166</p> <p>1 Q. Okay, but was he attending the</p> <p>2 meetings, as well?</p> <p>3 A. Well, these are recordings that</p> <p>4 were taken from the website.</p> <p>5 Q. Gotcha. Gotcha. Okay. If you</p> <p>6 go all the way to the bottom, there's a</p> <p>7 picture of a woman bent over with the phrase,</p> <p>8 in your face. Did you prepare that?</p> <p>9 A. No. He did.</p> <p>10 Q. He did. Do you think it's</p> <p>11 humorous?</p> <p>12 A. I'm telling you the feedback I</p> <p>13 got from the community when they saw this,</p> <p>14 they were howling. Not when they saw it</p> <p>15 happening in the video, not this, but the</p> <p>16 video.</p> <p>17 Q. They thought it was humorous?</p> <p>18 A. Absolutely.</p> <p>19 Q. If that was you, would you think</p> <p>20 it was humorous?</p> <p>21 A. I wouldn't have done that. So</p> <p>22 it wouldn't have been me.</p> <p>23 Q. If that had been you, do you</p> <p>24 think it would have been humorous?</p> <p>25 A. Well, to begin with, it never</p>	<p>168</p> <p>1 volume may not go. It's okay.</p> <p>2 (VIDEO WAS PLAYED.)</p> <p>3 "I like big butts and I cannot lie."</p> <p>4 MR. WEBSTER: Okay. That's it.</p> <p>5 You got it. Thank you.</p> <p>6 BY MR. WEBSTER:</p> <p>7 Q. You think it's funny, right?</p> <p>8 A. It's hilarious.</p> <p>9 Q. You think it's hilarious?</p> <p>10 A. I do.</p> <p>11 Q. Do you think that she thinks</p> <p>12 it's hilarious?</p> <p>13 A. I have no clue what she thinks.</p> <p>14 Q. Do you think she felt humiliated</p> <p>15 about it?</p> <p>16 MS. JAYANTY: Objection. Calls</p> <p>17 for speculation.</p> <p>18 Q. If it had been you, would that</p> <p>19 be hilarious or humiliating?</p> <p>20 A. It would never be me.</p> <p>21 Q. Would it be hilarious or</p> <p>22 humiliating if it was you?</p> <p>23 A. I can't answer that. I don't</p> <p>24 know how I would feel. I would probably laugh</p> <p>25 about it, but it was meant as a -- as a comedy</p>

<p>169</p> <p>1 comment.</p> <p>2 Q. A comedy comment. Is that</p> <p>3 newsworthy?</p> <p>4 A. I don't think it was reported as</p> <p>5 news.</p> <p>6 Q. Is it something that you believe</p> <p>7 was necessary to be a resident advocacy for</p> <p>8 the community?</p> <p>9 A. I think we should clarify</p> <p>10 between the difference of humor and reporting</p> <p>11 serious journalism. And this was not serious</p> <p>12 journalism.</p> <p>13 Q. I completely agree. So why did</p> <p>14 it get posted to your web page?</p> <p>15 A. Because it was hilarious.</p> <p>16 Q. In your opinion?</p> <p>17 A. In everybody's opinion that was</p> <p>18 knowledgeable.</p> <p>19 Q. Did you ask her?</p> <p>20 A. I repeat, no, because there was</p> <p>21 no need to ask her, nor did she ever respond</p> <p>22 if, in fact, she ever saw it.</p> <p>23 JUDGE BYRNE: I think you made</p> <p>24 your point.</p> <p>25 A. I did.</p>	<p>171</p> <p>1 Relevance.</p> <p>2 MR. WEBSTER: She said that it</p> <p>3 was showing that there was other people</p> <p>4 allowed into the meetings.</p> <p>5 Q. It's hard to see, but you see</p> <p>6 the white earbud in his ear, Ms. Katzman?</p> <p>7 A. It could be a hearing aid. I</p> <p>8 don't know what it was.</p> <p>9 Q. Okay.</p> <p>10 MS. JAYANTY: Calls for</p> <p>11 speculation. She doesn't know if they're on</p> <p>12 or off. They're just in.</p> <p>13 MR. WEBSTER: She answered.</p> <p>14 JUDGE BYRNE: Okay.</p> <p>15 Q. The behavior that Leisure World</p> <p>16 works on your -- or that visited upon you that</p> <p>17 you believe is retaliatory, did it ever</p> <p>18 dissuade you from taking any actions you</p> <p>19 wanted to take?</p> <p>20 A. The only actions per se that I</p> <p>21 took were filing formal complaints, no.</p> <p>22 Q. Right.</p> <p>23 A. That was my right.</p> <p>24 Q. Yes. And it seems to me, Ms.</p> <p>25 Katzman, that you are a person who knows your</p>
<p>170</p> <p>1 Q. Did you talk to the webmaster</p> <p>2 before this was posted about it being uploaded</p> <p>3 to the web page?</p> <p>4 A. I guess that we probably did</p> <p>5 discuss it, yes.</p> <p>6 Q. You didn't say that's a bad</p> <p>7 idea, don't do that?</p> <p>8 A. No, I didn't.</p> <p>9 Q. Okay. Oh, Ms. Katzman, you</p> <p>10 mentioned when talking about the closed</p> <p>11 circuit TV broadcast that there was a camera</p> <p>12 and that, your words were, it was very obvious</p> <p>13 that the proceedings were being recorded. Do</p> <p>14 you remember that?</p> <p>15 A. Yes.</p> <p>16 Q. Do you agree with that still?</p> <p>17 A. Yes. Absolutely.</p> <p>18 Q. Do you know whether when Mr.</p> <p>19 Alonzo was on the call, he was wearing</p> <p>20 headphones?</p> <p>21 A. You have to show me the picture</p> <p>22 again.</p> <p>23 Q. Let's pull that back up. I'm</p> <p>24 sorry. It is 39E like Edward.</p> <p>25 MS. JAYANTY: Objection.</p>	<p>172</p> <p>1 rights and -- and seeks to actively protect or</p> <p>2 advance them. Do you agree with that?</p> <p>3 A. Yes.</p> <p>4 Q. And so nothing that Leisure</p> <p>5 World did ever stopped you from doing what you</p> <p>6 believe was right to enforce your rights;</p> <p>7 correct?</p> <p>8 A. My rights were to do as</p> <p>9 requested. It was as a result of failure to</p> <p>10 allow or permit my rights to exist. Was the</p> <p>11 cause -- was the effect, direct effect of</p> <p>12 their actions or lack of actions.</p> <p>13 Q. So listen to my question.</p> <p>14 Again, not a trick. What I'm asking you is</p> <p>15 whatever it was that you think Leisure World</p> <p>16 did that was retaliatory or harmful to you, it</p> <p>17 didn't dissuade you or stop you from taking</p> <p>18 some action that you felt you were entitled to</p> <p>19 take, right?</p> <p>20 A. That's correct.</p> <p>21 MR. WEBSTER: Thank you, your</p> <p>22 Honor. Thank you, Ms. Katzman. I have no</p> <p>23 further question.</p> <p>24 JUDGE BYRNE: Any rebuttal for</p> <p>25 Ms. Katzman?</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

44 (173 to 176)

<p>173</p> <p>1 MS. PIPER: Yes, your Honor. 2 REDIRECT EXAMINATION 3 BY MS. PIPER: 4 Q. Ms. Katzman, for the meetings 5 that have been brought up in 2017 and 2019, 6 how did those meetings end? 7 A. All -- all three? 8 Q. Specifically the second 2017 9 one. 10 A. That was -- from what I recall, 11 wasn't that the -- that was the one where 12 security came? 13 Q. Yes. Is that how it ended? 14 A. As far as my being there, yes. 15 Q. And how did the 2019 meeting 16 end? 17 A. The meeting went on after Mr. 18 Schultz showed up and smiled and said proceed 19 after reading Mr. Frager's email on my 20 computer screen. 21 Q. And who is Mr. Schultz? 22 A. He was the chief of security. 23 Q. And in the 2017 one meeting, who 24 -- who called the security in that? 25 A. Marian Altman demanded that</p>	<p>175</p> <p>1 would you say have you requested to be scanned 2 for your books and records requests? 3 A. I don't know about the number of 4 pages. I might be able to come closer to the 5 number of requests that necessitated the 6 filing of a formal complaint with the office 7 of attorney general for their failure to 8 provide. It would be thousands of pages over 9 a long period of time. 10 Q. And what is your source of 11 income, Ms. Katzman? 12 A. Social security. 13 Q. Okay. And how much do you 14 receive from social security per month? 15 MR. WEBSTER: Object to the 16 relevance. 17 MS. PIPER: I'm establishing the 18 -- 19 MS. JAYANTY: Your Honor, 20 opposing Counsel asked about the fees with 21 respect to the books and records. This goes 22 directly to the monetary, the financial, the 23 types of concerns that Ms. Katzman had with 24 the charged fees that she was required for 25 copies.</p>
<p>174</p> <p>1 Ellen Solomon, then a Leisure World employee 2 who was there assigned to that Leisure World 3 foundation, although she was an employee of 4 Leisure World, to call, leave the room and 5 call security. 6 Q. Okay. And for the 2019 7 committee meeting, who called security in that 8 meeting? 9 A. Phil Marks tasked the employee, 10 the Leisure World employee, to go and get or 11 call security. 12 Q. I want to touch base on that 13 2017 meeting again. Who are the members of 14 the leadership for the foundation meetings? 15 MR. WEBSTER: I'll object. This 16 is beyond the scope of cross, and I think it 17 was also already covered in direct. 18 JUDGE BYRNE: It was. That 19 leadership wasn't brought up during cross- 20 examination, and I think it was fully flushed 21 out as far as her recollection. 22 Q. Ms. Katzman, how are you -- 23 Court's indulgence, your Honor. 24 JUDGE BYRNE: No worries. 25 Q. Ms. Katzman, how many documents</p>	<p>176</p> <p>1 JUDGE BYRNE: I'll allow her to 2 answer. 3 Q. Thank you. So how much -- how 4 much of social security do you receive per 5 month? 6 A. For Medicare, about 2,000, 7 2,100. Something like that. 8 Q. Okay. And how much do you -- do 9 you pay per month or how -- how much does it 10 cost to -- to live at Leisure World? 11 A. I think it's about \$1,450 a 12 month. 13 Q. Okay. 14 A. At this time. It keeps going up 15 every year. 16 MS. PIPER: No further 17 questions. 18 JUDGE BYRNE: Okay. Thank you. 19 RE-CROSS-EXAMINATION 20 BY MR. WEBSTER: 21 Q. Just very quickly. Did you ever 22 tell Leisure World that you couldn't afford to 23 pay the fees being assessed for the books and 24 records and requests that the fees be waived? 25 A. No.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

45 (177 to 180)

<p>177</p> <p>1 MS. JAYANTY: One more further 2 question, your Honor. May we -- are they 3 allowed to do -- can we do a surrebuttal or -- 4 JUDGE BYRNE: Well, we only have 5 -- we had the one. So I guess it would be 6 surrebuttal to the one. 7 MS. JAYANTY: Okay. 8 JUDGE BYRNE: Right. Does that 9 make sense? Okay. 10 RE CROSS-EXAMINATION 11 BY MS. JAYANTY: 12 Q. Were you informed that you were 13 allowed to request that fees be waived? 14 A. Never. Never heard of it 15 before. The first mention of it ever. 16 Q. Okay. Thank you. 17 JUDGE BYRNE: All right. I 18 think -- I think we might -- might be done 19 here. 20 MS. ELSTER: May we ask that 21 this witness be excused at this time? 22 JUDGE BYRNE: Yes. 23 MS. ELSTER: Thank you, your 24 Honor. 25 MR. SHARDELOW: Next, we'd like</p>	<p>179</p> <p>1 DIRECT EXAMINATION 2 BY MR. SHARDELOW: 3 Q. Mr. Dunn, could you introduce 4 yourself? 5 A. My name is John Dunn, Jr. I'm a 6 member of the board of directors of the 7 Leisure World Community Corporation. I'm vice 8 president of mutual 19B, which is one of the 9 constituent mutuals of Leisure World, and I'm 10 a resident of Leisure World since 2010. 11 Retired. Background, graduate work is in 12 economics and most of my work was in 13 government. 14 Q. And when did you begin those 15 roles on the board of directors? 16 A. Well, I'm not sure because I'm 17 old now and forget, but I'm going to guess 18 2012, 2013. I started first with my mutual 19 board and that was in 2011, and then a year 20 after that they asked me two years to take the 21 position of board representative. 22 JUDGE BYRNE: Just for my own 23 education, can you explain the difference 24 between a mutual board and the other boards at 25 Leisure World?</p>
<p>178</p> <p>1 to call Jack Dunn to the stand. 2 JUDGE BYRNE: Okay. Mr. Dunn, 3 if you could come up and I guess take the same 4 seat that Ms. Katzman was just sitting in. 5 MR. DUNN: Can I? 6 JUDGE BYRNE: You can sit or 7 stand; however you wish to take your oath. 8 So, Mr. Dunn, could you raise your right hand, 9 please? 10 Do you swear to tell the truth, the 11 whole truth, and nothing but the truth? 12 MR. DUNN: I do. 13 JACK DUNN, 14 after having been first duly sworn, was 15 examined and testified as follows: 16 JUDGE BYRNE: Thank you. And 17 Mr. -- and you know what? I should've had -- 18 I think Brendon has Ms. Katzman's spelling, 19 but I'm going to ask you to spell your first 20 and last name for the court reporter. 21 MR. DUNN: First name is John, 22 J-O-H-N. My last name is Dunn, D-U-N-N. 23 JUDGE BYRNE: Well, that was 24 easy. Thank you. 25 MR. DUNN: Yes.</p>	<p>180</p> <p>1 MR. DUNN: There are 29 2 corporations in Leisure World that are 3 defined, you would call them cooperate. No 4 condominiums. 5 JUDGE BYRNE: Okay. 6 MR. DUNN: One is the 7 homeowner's association. One actually is a 8 cooperative. Those 29 corporations are the 9 entirety of Leisure World. The Leisure World 10 Community Corporation manages the common 11 facilities and provides common support 12 services for the 29 mutuals. It's -- it's all 13 -- all of it is directed by two land trusts. 14 And in those two trusts, the board of Leisure 15 World Community Corporation, community -- 16 community corporation is the trustee for the 17 -- for the Leisure World promise to the 18 mutuals. 19 JUDGE BYRNE: Okay. 20 MR. DUNN: So they -- they are 21 our trustees and we are the trustors. 22 JUDGE BYRNE: Okay. Very 23 helpful. Thank you. 24 MR. DUNN: You're welcome. 25 BY MR. SHARDELOW:</p>

<p>181</p> <p>1 Q. So you mentioned that you're a 2 representative to the board of directors. 3 Within the board of directors, what sorts of 4 positions do you have? 5 A. I have served on the executive 6 committee for a couple of years. Otherwise, 7 I'm a member. 8 Q. Could you explain what's the 9 role of an executive committee member? What 10 they do? 11 A. The executive committee is 12 intended to facilitate the agenda for the -- 13 for the board. It meets two weeks or 10 days 14 before the board meeting, and it considers 15 matters to come before the board, makes 16 certain that the motions that are presented 17 are written in English and comprehensive and 18 comprehensible and generally speaking, 19 facilitates the operation of the board. 20 During the pandemic, it was delegated as the 21 operating body of Leisure World Community 22 Corporation because they could meet and meet 23 the 10 person pandem -- pandemonium 24 requirement. They could have -- there's only 25 seven people on the board, so you could have</p>	<p>183</p> <p>1 to read all that documentation because 2 governance at Leisure World is complicated. 3 It's complex. I guess that's the answer. 4 Q. You mentioned that you also read 5 up on the rules. What sorts of subjects did 6 these rules touch on? 7 A. Well, for example, there's a 8 rule that requires the general manager to 9 bring a contract or an agreement or an 10 extension or a modification of any agreement 11 to the board for approval if it's going to 12 cost more than \$50,000. That's a rule. It's 13 not in our bylaws. So the rules are the way 14 we operate. We have a rule that requires 15 everyone on the board to have a valid 16 certification from the CCOC that they pass the 17 board member training to have signed a 18 confidentiality agreement. I'm embarrassed. 19 Colette, what's the other document that we 20 have to sign? Oh, wait. Conflict of 21 interest. 22 JUDGE BYRNE: Sorry. You can't 23 ask her. 24 A. Conflict of interest. I 25 apologize.</p>
<p>182</p> <p>1 10 of them spread out in the ballroom to have 2 a meeting. And that operation existed for a 3 couple years. Other than that, they -- they 4 make the board work better. 5 Q. And how did you become a 6 representative to the executive committee? 7 A. You get elected by the board to 8 be on the executive committee. There's 34 9 members to the board. At the beginning of 10 each year, the board has an organizational 11 meeting and it elects its officers. There are 12 three of them, and then it elects four at 13 large members to the executive committee, 14 which makes a total of seven. 15 Q. And when you joined the board, 16 did you review the board's bylaws? 17 A. Yes. I did not commit them to 18 memory, but I read them. At the time we were 19 given a handbook and they were contained in 20 it. 21 Q. And what other policies did you 22 review when you came on to the board? 23 A. Well, there's bylaws. There's 24 also rules that the board operates under. And 25 -- and I read the trusts. Eventually, I had</p>	<p>184</p> <p>1 JUDGE BYRNE: All right. 2 MR. DUNN: I apologize, your 3 Honor. I won't do it again. 4 JUDGE BYRNE: That's okay. 5 MR. DUNN: I won't correct math 6 again either. 7 JUDGE BYRNE: I don't do the 8 math myself either. 9 Q. And how are those new rules -- 10 how do they come into being? Are they passed 11 in some way? 12 A. Rules are presented to the board 13 along with the rationale and the board 14 votes -- votes on them. Bylaws have to be 15 approved by the mutuals. 16 JUDGE BYRNE: So just to be 17 clear, if a -- the board adopts a rule, it's a 18 board function only? 19 MR. DUNN: I think the answer is 20 yes to that, your Honor. 21 JUDGE BYRNE: Okay, but a change 22 to a bylaw requires the -- 23 MR. DUNN: Well, the approval 24 is different because it's -- 25 JUDGE BYRNE: The 29 mutuals for</p>

<p>185</p> <p>1 a change to the bylaw.</p> <p>2 MR. DUNN: That's correct.</p> <p>3 JUDGE BYRNE: But a rule is a</p> <p>4 function of the board of -- an addition or a</p> <p>5 change of the rule is a function of the board</p> <p>6 of directors?</p> <p>7 MR. DUNN: Yes. Yes, your</p> <p>8 Honor.</p> <p>9 MS. JAYANTY: Your Honor, may I</p> <p>10 just request that I believe Cole's voice is a</p> <p>11 little low on the mike.</p> <p>12 MR. SHARDELOW: Okay.</p> <p>13 MS. JAYANTY: So if you just</p> <p>14 elevate it.</p> <p>15 JUDGE BYRNE: Okay. Or scooch</p> <p>16 in a little bit.</p> <p>17 MR. SHARDELOW: Yup. No</p> <p>18 problem.</p> <p>19 BY MR. SHARDELOW:</p> <p>20 Q. So how do these -- do these</p> <p>21 rules or how do these rules affect committee</p> <p>22 meetings, if at all?</p> <p>23 A. I think the rules are the way</p> <p>24 that the committees are defined and the -- the</p> <p>25 rules for governing the operation of</p>	<p>187</p> <p>1 meter. So we talk to each other about the</p> <p>2 trials and tribulations of being a mass</p> <p>3 electric meter mutual. High rise mutuals talk</p> <p>4 to themselves about being high rise mutuals.</p> <p>5 I number half a dozen people on the board as</p> <p>6 friends of mine. I've coordinated with or</p> <p>7 cooperated with some in preparing research</p> <p>8 papers. Particularly with regard to the --the</p> <p>9 water bill and how it's inequitably applied to</p> <p>10 the citizens.</p> <p>11 Q. Okay. So let's turn to your</p> <p>12 relationship with Ms. Katzman. So have you</p> <p>13 ever met Ms. Katzman?</p> <p>14 A. Yes.</p> <p>15 Q. And when was the first time you</p> <p>16 met her?</p> <p>17 A. Oh, we've been friends for quite</p> <p>18 a while. So I'm not certain. I certainly was</p> <p>19 a friend of hers in 2019 when the BF's AC</p> <p>20 meeting took place that's been discussed here.</p> <p>21 And we were friends before, I'm going to say</p> <p>22 professional friends, the -- but it turns out</p> <p>23 that we have -- all my friends are personal</p> <p>24 friends eventually. I've had some distinct</p> <p>25 arguments and differences with Ms. Katzman</p>
<p>186</p> <p>1 committees and the board flow from the state</p> <p>2 -- state HOA law, real estate 11. And -- and</p> <p>3 the rules of the board affect how you conduct</p> <p>4 committee meetings of the board.</p> <p>5 Q. And how often does the board of</p> <p>6 directors hold board meetings?</p> <p>7 A. Regularly scheduled once a month</p> <p>8 and otherwise as needed.</p> <p>9 Q. And how often do you attend</p> <p>10 those meetings?</p> <p>11 A. I try to make them all. And</p> <p>12 I -- I don't have a record that I could tell</p> <p>13 you, but I missed -- I haven't missed very</p> <p>14 many.</p> <p>15 Q. And how often do you interact</p> <p>16 with members of the board of directors outside</p> <p>17 of those meetings?</p> <p>18 A. I have friends on the board, so</p> <p>19 I interact with them regularly. I interact</p> <p>20 with other members of the board on board</p> <p>21 business or if there's a business with my</p> <p>22 mutual, mutuals are in a couple of mutual self</p> <p>23 interest groups, depending on peculiar</p> <p>24 circumstances of our mutuals. We all enjoy,</p> <p>25 16 of us enjoy a thing called a mass electric</p>	<p>188</p> <p>1 over the years, which has cemented our</p> <p>2 friendship. I've called her out on things</p> <p>3 where I thought she was wrong both personally</p> <p>4 and in writing, and -- and we end up knowing</p> <p>5 each other better as a result.</p> <p>6 Q. Okay. And how often do you</p> <p>7 interact with Ms. Katzman?</p> <p>8 A. Frequently. My new wife, I got</p> <p>9 married in Summer, has said that I spend a lot</p> <p>10 of time with these people, and one of these</p> <p>11 people is Sheryl Katzman. There are a few</p> <p>12 others because recreation -- my major</p> <p>13 recreation at Leisure World is government. So</p> <p>14 I've put time in it and my friends do, too.</p> <p>15 Q. So you would say your</p> <p>16 relationship with Ms. Katzman is good?</p> <p>17 A. Yes. Yeah.</p> <p>18 Q. Does Ms. Katzman attend board</p> <p>19 meetings with you?</p> <p>20 A. She never misses a board</p> <p>21 meeting. And now she attends them by Zoom.</p> <p>22 Q. Okay. What about committee</p> <p>23 meetings?</p> <p>24 A. She -- I don't go to -- I'm not</p> <p>25 as many -- on many committees. I'm actually</p>

<p>189</p> <p>1 now only on one, but she comes to every 2 meeting of the committees I'm on. 3 Q. Okay. And how does Ms. Katzman 4 participate in these board and committee 5 meetings? 6 A. Well, she follows the rules that 7 the meetings are set up. So she speaks 8 only -- almost only when -- let's talk about 9 the committee meetings first. Committee 10 meetings are relatively open. Budget and 11 finance is the one that I'm on. And -- and 12 Bernie lets people talk about topics by 13 getting committee members first. And then 14 there's a group of people who are committee 15 advisors, and then there is the -- the general 16 public or people who are neither of the first 17 two groups, and he goes to them each when him 18 -- whenever there's a -- whenever there's a 19 decision in front of the committee. And -- 20 and he -- he will -- if Sheryl puts her hand 21 up on Zoom, he'll say, not yet, Sheryl. I'm 22 going through the committee members. She 23 speaks and she's -- she -- she follows all of 24 our rules and she's very polite. And Bernie 25 treats her and anyone else who is observing</p>	<p>191</p> <p>1 is defined that it's a -- it's a logical 2 construction. All meetings of the HOA, let's 3 call it that or the LWCC, are open meetings 4 unless they are closed. So the open meeting 5 is any meeting that isn't closed. And there 6 are seven reasons you can close a meeting 7 under the law. So I -- I think I'm -- I'm 8 right in saying that only unit owners, 9 mortgagees, I think tenants can come to our 10 meetings, I think. And owners, landlord or 11 owners, residents, owners, residents and 12 mortgagees have a right to attend our 13 meetings. That -- or attend our open 14 meetings. I'm not sure that I have that 15 correct. That's my understanding. 16 Q. So I wanted to go back to the 17 training policies of the board. So when you 18 became a representative, what sorts of 19 training did you receive? 20 A. Well, we got a handbook. The 21 first year that I was on, I got a handbook, 22 and it contained all the board's rules and the 23 bylaws, and it eventually contained the trust 24 agreements, too. The training requirement, 25 then there wasn't much. Now, you are required</p>
<p>190</p> <p>1 the meeting with a very high level of 2 professionalism. He runs a really good group 3 and he -- consequently, it's a good committee 4 to work on. And she behaves herself very well 5 because he didn't tolerate any nonsense. 6 Q. And what types of questions does 7 she ask at these meetings? 8 A. Her questions have two el -- she 9 has two kinds of involvement. Sometimes they 10 are, do you think this is a wise policy? So 11 she will ask a policy question. More 12 frequently she will ask a budget question 13 because that is the primary focus. And the 14 budget questions there are -- the budget 15 questions of this mo -- this percentage of 16 money going into that function kind of thing, 17 so or how are we -- we not doing -- how come 18 we're not spending more on this than that, so. 19 Q. And what is an open meeting? 20 A. Well, I -- I have a government 21 background. I worked for Montgomery County 22 for eight years. So an open meeting is -- in 23 that context is anybody can come in and if you 24 follow the rules of the meeting, anyone can 25 speak or attend. Here an open meeting is --</p>	<p>192</p> <p>1 to pass the CCOC training. They offered 2 training for board members of HOAs and they 3 have one session that is sort of the de 4 minimis, and you gotta pass that and give you 5 a certificate. And you have to have that 6 certificate presented and in the board 7 records, and you have to renew it every three 8 years. 9 Q. And what's involved with the 10 CCOC trainings? 11 A. Well, those are -- they're 12 online. Of all the -- they did come to 13 Leisure World and train a bunch of us at one 14 point. They -- they have -- they're a lecture 15 and a test. It's just like you think it was. 16 And the lectures are about the laws and the 17 regulations and the responsibilities of a 18 member of the board of directors. 19 Q. Okay. What sorts of fair 20 housing training did those include, if any? 21 A. I cannot recall specifically 22 fair housing training. That's an honest 23 answer. And I think my knowledge is not -- 24 not something I gained from CCOC or Leisure 25 World. I -- I came to Leisure World with at</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

49 (193 to 196)

<p>193</p> <p>1 least opinions about fair housing.</p> <p>2 Q. Does Leisure World have a policy</p> <p>3 or process to address reasonable accommodation</p> <p>4 requests?</p> <p>5 MR. WEBSTER: Object to the</p> <p>6 form. Also that I don't know that it's</p> <p>7 relevant. I think in each individual</p> <p>8 incidence, you're going to have to evaluate</p> <p>9 what the request is and what the accommodation</p> <p>10 is. I don't know if that's even the right way</p> <p>11 to present it, but I also -- it is leading,</p> <p>12 but I don't -- I don't know that it's even</p> <p>13 relevant.</p> <p>14 MR. DUNN: Well, I'm -- I'm</p> <p>15 going to be able to say I don't have any idea</p> <p>16 what their procedure is because I -- I mean --</p> <p>17 JUDGE BYRNE: Well, Mr. Webster,</p> <p>18 I think --</p> <p>19 MR. DUNN: No. You know.</p> <p>20 JUDGE BYRNE: Well -- well, Mr.</p> <p>21 Dunn, what I say --</p> <p>22 MR. DUNN: Let me tell you</p> <p>23 why -- I'm sorry, your Honor.</p> <p>24 JUDGE BYRNE: Well, hold your</p> <p>25 horses. So he's going to make an objection</p>	<p>195</p> <p>1 It also goes to any legitimate policies. They</p> <p>2 might try to show that there's no causation</p> <p>3 between the protected activity and an adverse</p> <p>4 action.</p> <p>5 JUDGE BYRNE: Okay. I'm -- Mr.</p> <p>6 Webster?</p> <p>7 MR. WEBSTER: So whether there</p> <p>8 is a policy printed or otherwise, reasonable</p> <p>9 accommodation requests come up whenever they</p> <p>10 come up and they get addressed whenever they</p> <p>11 get addressed. I don't know that if there's</p> <p>12 an overarching policy it matters. What</p> <p>13 matters is what happened with Ms. Katzman in</p> <p>14 this particular instance. I'll also say that</p> <p>15 I don't know that you could fashion whatever,</p> <p>16 that's irrelevant, but I'll also say that part</p> <p>17 of this the causation element of factor four</p> <p>18 and the retaliation process is that there's a</p> <p>19 causal connection between the retaliation and</p> <p>20 the disability or the -- the conduct requested</p> <p>21 in connection with the disability. I don't</p> <p>22 think having a policy has anything to do with</p> <p>23 that causal connection, but I --</p> <p>24 JUDGE BYRNE: I understand where</p> <p>25 you're going from, going -- going with that,</p>
<p>194</p> <p>1 that I'm going to hear --</p> <p>2 MR. DUNN: All right.</p> <p>3 JUDGE BYRNE: -- from your</p> <p>4 Counsel.</p> <p>5 MR. DUNN: I misspoke.</p> <p>6 JUDGE BYRNE: And then we'll go</p> <p>7 from there.</p> <p>8 MR. DUNN: All right.</p> <p>9 JUDGE BYRNE: And so I would</p> <p>10 like to hear what you have to say to his</p> <p>11 objection.</p> <p>12 MR. SHARDELOW: Yeah, I think</p> <p>13 it'd be relevant to the causation element, the</p> <p>14 fourth one in determining how they process the</p> <p>15 reasonable accommodation request that Ms.</p> <p>16 Katzman made.</p> <p>17 JUDGE BYRNE: Okay. So I</p> <p>18 understand that from the retail -- I guess</p> <p>19 from the re -- because remember, I want us to</p> <p>20 try to stay in that retaliation lane. So if</p> <p>21 you're telling me that this goes to the fourth</p> <p>22 element as to whether or not they have a</p> <p>23 reasonable accommodation process, is that --</p> <p>24 is that why you're asking?</p> <p>25 MR. SHARDELOW: Right. Right.</p>	<p>196</p> <p>1 but I think whether you have a policy or not,</p> <p>2 did you adhere to that policy, yay or nay,</p> <p>3 could potentially go to causation or</p> <p>4 retaliation. So I'm going to go ahead and let</p> <p>5 him ask it, but I think Mr Dunn already said I</p> <p>6 don't know.</p> <p>7 MR. DUNN: I apologize, your</p> <p>8 Honor.</p> <p>9 JUDGE BYRNE: So, but I -- I</p> <p>10 understand 100 percent where you're coming</p> <p>11 from, but I also understand the basis of his</p> <p>12 question and I think it's allowed to be asked.</p> <p>13 Remember, Lucy goosy rules here. So I think</p> <p>14 I -- I take that information and I give it the</p> <p>15 weight that it deserves.</p> <p>16 MR. DUNN: Go ahead and ask me.</p> <p>17 BY MR. SHARDELOW:</p> <p>18 Q. So what policy does Leisure</p> <p>19 World have to address or process reasonable</p> <p>20 accommodation requests?</p> <p>21 A. I don't know of any policy that</p> <p>22 Leisure World has. When they come up to our</p> <p>23 mutual, we accommodate them. They've all come</p> <p>24 up in the case of people who are deaf and we</p> <p>25 employ ASL interpreters for our meetings.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

50 (197 to 200)

<p>197</p> <p>1 JUDGE BYRNE: So case-by-case 2 basis? 3 MR. DUNN: In our case, 4 case-by-case basis. 5 JUDGE BYRNE: For your mutual? 6 MR. DUNN: For our mutual. Yes, 7 ma'am. That's a better answer. 8 BY MR. SHARDELOW: 9 Q. Yes. So now I'd like to turn to 10 Leisure World's other policies. Has Leisure 11 World ever implemented a policy to allow 12 residents to record board meetings? 13 A. Well, you have Mr. Frager's 14 email. That is the only written document that 15 I think gave the general residents permission 16 to record. Prior to that, it hadn't been an 17 issue, then it got raised in that period of 18 time and Mr. Frager, I thought, resolved it. 19 So but then it was -- no, they've never had, 20 for most of my time on the board, there was no 21 policy. Mr. Frager stated if someone wanted 22 to record -- that's what I thought his email 23 said, they were to be able to go ahead and do 24 it. 25 JUDGE BYRNE: Can I ask a</p>	<p>199</p> <p>1 MR. DUNN: For example, a policy 2 would be how much will the increase in the 3 condo fee be this year to pay for trust 4 services. That's not a rule. The rule is you 5 got to adopt a budget. The policy is this 6 year it'll be a buck. So a policy is just the 7 -- is an action, is the result of an action of 8 the board. If it becomes more than just if 9 it's -- if it's a policy about speech at 10 meetings, we have a speech. We have a policy 11 about how long you can talk and when you can 12 be asked to allow to speak and you get to a -- 13 and that's a policy, and that's in the rules, 14 but the policy is a lot -- is a loser term, 15 and it doesn't necessarily have a -- it's not 16 a law. It's not a rule. 17 JUDGE BYRNE: Okay. 18 MR. DUNN: It is -- 19 JUDGE BYRNE: All right. 20 MR. DUNN: -- an adjective. 21 JUDGE BYRNE: Sorry. Sorry. I 22 kinda hijacked him a little bit, but I just -- 23 it was an important distinction for me to 24 understand how policies are developed and the 25 distinction between -- between the two and now</p>
<p>198</p> <p>1 question between the difference between a 2 policy and a rule? 3 MR. DUNN: Yes, ma'am, you can. 4 JUDGE BYRNE: What is -- what is 5 the difference between a policy and a rule? 6 MR. DUNN: How you have to get 7 it approved. 8 JUDGE BYRNE: All right. 9 MR. DUNN: Board approves the 10 rules, the trust approves policies. Oh, no. 11 JUDGE BYRNE: Start again. 12 MR. DUNN: Bylaws and rules. 13 Policies are embodied in our rules. 14 JUDGE BYRNE: Okay. So a policy 15 is -- I guess I'm just -- I'm trying to 16 understand the distinction so I completely 17 understand bylaws. All right. Whole 18 different beast, whole different animal, super 19 onerous rules, if my notes are correct, are 20 things that are adopted and by the board 21 essentially promulgated, right? The executive 22 committee makes the board look good. They 23 flesh things out. They put things before 24 them. The board makes the determination as a 25 rule. Where does the policy fall?</p>	<p>200</p> <p>1 turn my mic on at the wrong time. So I turn 2 it off. 3 BY MR. SHARDELOW: 4 Q. So in terms of this Frager 5 policy that you mentioned, what -- how did 6 that develop after it came about? 7 A. I do not know how it started. I 8 came into the board when Barbara Broswell was 9 operating as our parliamentary. She was a 10 resident of Leisure World and a professional 11 parliamentarian, and she acted informally as 12 one. She was also a member of the board. And 13 so at some point the question was raised, did 14 the Maryland state wiretap law prevent anyone 15 from recording a meeting? And -- and Ms. 16 Broswell concluded that there was no 17 expectation of -- these are words in her 18 letter. So there is no expectation of privacy 19 at any of our meetings. 20 MR. WEBSTER: I'm going to 21 object to the hearsay and I'm also going to 22 object to the legal opinion, the lay opinion. 23 It's not -- none of this is appropriate for 24 what we are doing here today, I don't think. 25 JUDGE BYRNE: Understood. So as</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

51 (201 to 204)

<p>201</p> <p>1 far as any of what you heard --</p> <p>2 MR. DUNN: I think -- oh, sorry,</p> <p>3 your Honor.</p> <p>4 JUDGE BYRNE: It's okay. It's</p> <p>5 all right. So I'm going to --</p> <p>6 MR. DUNN: That I won't --</p> <p>7 JUDGE BYRNE: -- I acknowledge</p> <p>8 Mr. Dunn is a layperson. I acknowledge that</p> <p>9 he's not a lawyer, and that I'm going to take</p> <p>10 his -- what he thought happened at the time</p> <p>11 for what he thought happened at the time. Not</p> <p>12 as the truth or what Ms. Broswell said or</p> <p>13 didn't say. I'm going to -- it's where he was</p> <p>14 at that time, at that moment, what his</p> <p>15 thoughts and observations were and simply</p> <p>16 that.</p> <p>17 MR. WEBSTER: Thank you.</p> <p>18 MR. DUNN: I'll try and be</p> <p>19 better. I really -- I'm sorry.</p> <p>20 JUDGE BYRNE: It's okay.</p> <p>21 MR. DUNN: No, I apologize.</p> <p>22 JUDGE BYRNE: It's not an easy</p> <p>23 -- it's not an easy process.</p> <p>24 A. At any rate, an opinion was</p> <p>25 offered and Mr. Frager accepted it as -- and</p>	<p>203</p> <p>1 A. I know that in a couple of the</p> <p>2 committees I worked for, a recording device</p> <p>3 was used to verify minutes, your Honor.</p> <p>4 JUDGE BYRNE: Thank you.</p> <p>5 Q. So I'd like to turn to some</p> <p>6 particular -- a particular meeting that you</p> <p>7 attended. Are you aware of any meetings in</p> <p>8 which Ms. Katzman was told to leave the</p> <p>9 meeting?</p> <p>10 A. No.</p> <p>11 Q. Are you aware of any meetings in</p> <p>12 which Ms. Katzman had security called on her?</p> <p>13 A. Yes.</p> <p>14 Q. What meeting was this?</p> <p>15 A. A meeting of the budget finance</p> <p>16 advisory committee.</p> <p>17 Q. And do you recall when that</p> <p>18 meeting was?</p> <p>19 A. Well, I think it was in</p> <p>20 September of 2019. It's been referenced here</p> <p>21 several times. I -- I -- I'm not going to</p> <p>22 tell you I know the date.</p> <p>23 Q. And what happened at this</p> <p>24 meeting?</p> <p>25 A. As soon as the meeting was</p>
<p>202</p> <p>1 the email that was presented here is the</p> <p>2 result of that process. And that's as much as</p> <p>3 I knew about it until it became an issue more</p> <p>4 recently.</p> <p>5 Q. And during 2017 and 2019, could</p> <p>6 you generally describe how board meetings were</p> <p>7 recorded at Leisure World?</p> <p>8 A. I'm pretty sure 2017 was when</p> <p>9 they -- when they had the stationary camera</p> <p>10 and they were broad -- they were recorded and</p> <p>11 broadcast on closed TV. On CCTV throughout</p> <p>12 the community. One of the things that our</p> <p>13 contract with Comcast gave us is community</p> <p>14 channels that they would broadcast them on</p> <p>15 that.</p> <p>16 Q. And during those same times, how</p> <p>17 were committee meetings recorded, if at all?</p> <p>18 A. Minutes were taken and I think</p> <p>19 many of the administrative assistants who ran</p> <p>20 the meeting used a recording device to record</p> <p>21 minutes.</p> <p>22 MR. WEBSTER: I object to</p> <p>23 speculation.</p> <p>24 JUDGE BYRNE: Okay. Noted. You</p> <p>25 can really only testify to what you know.</p>	<p>204</p> <p>1 called to order, Mr. Marks spoke very sharply</p> <p>2 to Sheryl and told her to stop recording the</p> <p>3 meeting. I know you're recording the meeting</p> <p>4 on your laptop. If you don't stop and close</p> <p>5 your laptop, I'm going to call security. She</p> <p>6 said, no, and he did. And Mr. Schultz came</p> <p>7 in, came over to Sheryl, looked at her laptop</p> <p>8 and said, I didn't hear what he said as he</p> <p>9 left.</p> <p>10 JUDGE BYRNE: Excellent.</p> <p>11 Excellent, Mr. Dunn.</p> <p>12 MR. DUNN: That better?</p> <p>13 JUDGE BYRNE: That's better.</p> <p>14 MR. DUNN: All right. I'm</p> <p>15 working on it.</p> <p>16 BY MR. SHARDELOW:</p> <p>17 Q. And what was Ms. Katzman's</p> <p>18 response to this whole situation?</p> <p>19 A. She was irritated and</p> <p>20 embarrassed and at least publicly held up to</p> <p>21 attention, if not ridicule. I don't know how</p> <p>22 she felt about it. She didn't say anything.</p> <p>23 She stayed for the meeting.</p> <p>24 Q. And what was Ms. Katzman</p> <p>25 physically doing before she was asked to shut</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

52 (205 to 208)

<p>205</p> <p>1 down her computer.</p> <p>2 A. She was sitting at a little</p> <p>3 table where she always sat for our meetings,</p> <p>4 and she had her laptop in front of her and she</p> <p>5 was making notes, or doing something. She</p> <p>6 could have been playing Tic Tac Toe. Now, I'm</p> <p>7 trying to stick to what I actually know.</p> <p>8 Q. So what did Ms. Katzman do or</p> <p>9 say that was or could be construed as</p> <p>10 threatening, if anything?</p> <p>11 A. I don't think she said anything</p> <p>12 threatening. I heard no threatening. I heard</p> <p>13 a lot of no, I'm not going to close the laptop</p> <p>14 and I'm not going to leave. So there was</p> <p>15 intransigence. I don't think she threatened</p> <p>16 anyone. I've never heard Ms. Katzman threaten</p> <p>17 anyone.</p> <p>18 Q. And was Ms. Katzman actually</p> <p>19 escorted out of the meeting?</p> <p>20 A. I don't think she left. I'm</p> <p>21 quite certain that she did not leave that</p> <p>22 meeting.</p> <p>23 Q. Okay. And why was it that she</p> <p>24 wasn't escorted out?</p> <p>25 A. Whatever review that Mr. Schultz</p>	<p>207</p> <p>1 is she serving as an attorney and Counsel?</p> <p>2 I'm -- it's unclear to me that she's to be the</p> <p>3 client or as serving as Counsel.</p> <p>4 JUDGE BYRNE: Mr. Webster, can</p> <p>5 you answer that?</p> <p>6 MR. WEBSTER: She's a client</p> <p>7 representative.</p> <p>8 JUDGE BYRNE: She's the client</p> <p>9 representative. Okay.</p> <p>10 MR. WEBSTER: She's -- she's the</p> <p>11 chairwoman of the board.</p> <p>12 JUDGE BYRNE: Okay. Thank you.</p> <p>13 MR. WEBSTER: Currently.</p> <p>14 BY MR. SHARDELOW:</p> <p>15 Q. Did you speak to Ms. Katzman</p> <p>16 after this incident?</p> <p>17 A. I don't think so.</p> <p>18 Q. Did you speak to Mr. Marks about</p> <p>19 this incident afterwards?</p> <p>20 A. I did.</p> <p>21 Q. And what did you say?</p> <p>22 A. I said to Mr. Marks, why did you</p> <p>23 do that? And he really didn't answer me. We</p> <p>24 were acquaintances and becoming friends at</p> <p>25 that point. I also said to him, you know I</p>
<p>206</p> <p>1 took did satisfy him.</p> <p>2 JUDGE BYRNE: Again, I think,</p> <p>3 Mr. Dunn, you're straying.</p> <p>4 MR. DUNN: How can you say that.</p> <p>5 He walked away, your Honor. Is that what I</p> <p>6 heard you say?</p> <p>7 JUDGE BYRNE: What I heard you</p> <p>8 say --</p> <p>9 MR. DUNN: All right.</p> <p>10 JUDGE BYRNE: -- is that he came</p> <p>11 over and then he walked away.</p> <p>12 MR. DUNN: That's correct.</p> <p>13 That's what I said.</p> <p>14 JUDGE BYRNE: And then Ms.</p> <p>15 Katzman stayed. Is that -- I think --</p> <p>16 MR. DUNN: That is what I said.</p> <p>17 JUDGE BYRNE: Right. Okay.</p> <p>18 MR. SHARDELOW: The Court's</p> <p>19 indulgence?</p> <p>20 JUDGE BYRNE: No worries. Go</p> <p>21 ahead.</p> <p>22 MS. JAYANTY: Your Honor.</p> <p>23 JUDGE BYRNE: Sure.</p> <p>24 MS. JAYANTY: I just wanted to</p> <p>25 know, Ms. Hemstead, is she here to testify, or</p>	<p>208</p> <p>1 don't think Sheryl was doing anything wrong.</p> <p>2 Why don't you be a mensch and let this go.</p> <p>3 And that's -- I remembered that because he</p> <p>4 said, I'm not going to talk about being a</p> <p>5 mensch to a Catholic.</p> <p>6 MR. SHARDELOW: No further</p> <p>7 questions, your Honor.</p> <p>8 JUDGE BYRNE: All right. Mr.</p> <p>9 Webster?</p> <p>10 CROSS-EXAMINATION</p> <p>11 BY MR. WEBSTER:</p> <p>12 Q. Thank you. Mr. Dunn, how are</p> <p>13 you?</p> <p>14 A. I am well.</p> <p>15 Q. Good to see you again. Let's do</p> <p>16 real quick, you indicated you're friends with</p> <p>17 Ms. Katzman?</p> <p>18 A. I am.</p> <p>19 Q. She came to your wedding?</p> <p>20 A. She did.</p> <p>21 Q. She took photographs of you and</p> <p>22 your wife at the wedding?</p> <p>23 A. She did.</p> <p>24 Q. You indicated earlier that there</p> <p>25 have been times in the past of your</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

53 (209 to 212)

<p>209</p> <p>1 relationship where you have called her out 2 when you think she's done -- 3 A. Yes. 4 Q. -- something that were in 5 Leisure World -- 6 JUDGE BYRNE: Mr. Webster, go 7 ahead and turn your mic on. I think -- I 8 think we're okay with those, and then we'll 9 need Mr. Dunn's mic. I think those two are 10 fine together. I'm the problem, so. 11 MR. WEBSTER: I'm sorry. 12 JUDGE BYRNE: That's all right. 13 MR. WEBSTER: You want me to do 14 it again? Do it again? 15 JUDGE BYRNE: I think we're okay 16 because Brendon can hear everything. It's 17 just you might fade in and out with the Zoom 18 audience. 19 MR. WEBSTER: I gotcha you. 20 BY MR. WEBSTER: 21 Q. You indicated that you had 22 called her out in times past where you thought 23 she did something that she should not have 24 done? 25 A. Yes.</p>	<p>211</p> <p>1 in the Leisure World community, is she? 2 A. I think so. 3 Q. You think she is a unit owner? 4 A. Yes. 5 Q. Okay. 6 A. I think she owns two units. 7 Q. Do you know? 8 A. Well, you know, I'm not sure 9 what no means in this world. Yes, I know for 10 certain. She's told me so, but I haven't seen 11 written records. 12 Q. Okay. You believe she's a unit 13 owner? 14 A. I do. Yes. 15 Q. You talk about CCOC training and 16 CCOC activities associated with Leisure World 17 board and that kind of stuff? 18 A. Yes. 19 Q. You've done all those trainings? 20 A. I not only did the one that's 21 required, I did all -- whatever eight or ten 22 of them. Yeah. Is there a test? 23 Q. I promise that'll be easy. 24 Okay. Could we have Exhibit 39 B, 25 Respondent's 39 B brought up, please?</p>
<p>210</p> <p>1 Q. And you felt that that only 2 solidified the relationship you had with her? 3 A. We have a very honest 4 relationship. 5 Q. When you were at meetings with 6 Ms. Katzman, have you observed her using her 7 computer? 8 A. Yes. 9 Q. Do you know what she's doing on 10 it? 11 A. No. 12 Q. Do you see her typing? 13 A. Yes. 14 Q. Does she appear to have any 15 issues or difficulties in typing? 16 A. I can't say. 17 Q. You talked about the meetings of 18 the Leisure World board, and I believe what 19 you said was open meetings are allowable for 20 attendance by unit owners, unit mortgages or 21 mortgages or something like that and you 22 thought tenants. 23 A. Yes, that is correct what I 24 said. 25 Q. Ms. Katzman isn't a unit owner</p>	<p>212</p> <p>1 And, Mr. Dunn, there should be a 2 binder. Thank you. Would you hand that down 3 to him, please? And what I'd like us to do is 4 to go to the last page, please. So, Mr. Dunn, 5 would you please go to the last page of this 6 exhibit for me? 7 A. Heading our open meetings 8 required? 9 Q. I think it starts with what 10 should I know of running effective meetings. 11 A. No. I'm not there yet. Yes. 12 Q. Okay. You had talked about 13 recordings in some different contexts, and I 14 just wanted to -- and direct you to letter F 15 on this -- on this page from the CCOC, and 16 it's entitled Recordings. Do you see that? 17 A. I do. 18 Q. I don't need you to read it word 19 for word. What I'm going to ask you to look 20 at is, does the CCOC provide a provision for 21 secretaries to record meetings in connection 22 with taking minutes? 23 A. Yes. 24 Q. And you believe that's what your 25 subcommittee folks were doing for your</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

54 (213 to 216)

<p>213</p> <p>1 committee folks?</p> <p>2 A. Yes, I do believe that.</p> <p>3 Q. What does the CCOC then say</p> <p>4 after the minutes have been approved should</p> <p>5 happen to the recordings? And it starts the</p> <p>6 phrase, but the tapes.</p> <p>7 A. Oh, to be erased after the</p> <p>8 minutes have been approved.</p> <p>9 Q. And is that -- do you know if</p> <p>10 that's what your committee did?</p> <p>11 A. I do not know.</p> <p>12 Q. While we're here, I want to do</p> <p>13 it very quickly and -- and for the benefit of</p> <p>14 the group, it's Exhibit 57 A7. So 57 A7 is</p> <p>15 the designation on the web page. Mr. Dunn,</p> <p>16 it's about halfway through. It's called 57 A</p> <p>17 parentheses VII vessel resolution.</p> <p>18 A. Okay. 57 A AI. 57 AI?</p> <p>19 MS. JAYANTY: 57 A VII.</p> <p>20 A. VII.</p> <p>21 Q. And then it should say --</p> <p>22 A. Double I, triple I. Hold on.</p> <p>23 IV. V. Dam. VI 1, VI 2.</p> <p>24 Q. You got it.</p> <p>25 A. Maybe. I got it.</p>	<p>215</p> <p>1 reason for it, as well.</p> <p>2 Q. Okay. That's fine. Did you</p> <p>3 know that Leisure World -- that the board had</p> <p>4 passed this resolution regarding recording of</p> <p>5 meetings? And if you can -- feel free to read</p> <p>6 it. Get comfortable with it. Whatever you</p> <p>7 need to do.</p> <p>8 A. It says after discussion, we</p> <p>9 agreed to it.</p> <p>10 Q. Mr. Dunn, I'm sorry. Read it to</p> <p>11 yourself.</p> <p>12 A. Read it to myself. Okay. I've</p> <p>13 read it.</p> <p>14 Q. Did you know that this was out</p> <p>15 there?</p> <p>16 A. No.</p> <p>17 Q. Totally.</p> <p>18 A. So I can -- yeah, no, that's not</p> <p>19 here.</p> <p>20 Q. You're doing great.</p> <p>21 A. Yeah.</p> <p>22 Q. Did you know that Ms. Katzman</p> <p>23 had filed a discrimination action in 2017?</p> <p>24 A. I knew that she thought she was</p> <p>25 discriminated against in the events that we've</p>
<p>214</p> <p>1 Q. Okay.</p> <p>2 A. All right.</p> <p>3 Q. Mr. Dunn, when did you become a</p> <p>4 member of the Leisure World board of</p> <p>5 directors?</p> <p>6 A. Oh, you're going to embarrass</p> <p>7 me. I'm not sure. 2012, probably.</p> <p>8 Q. Okay. If you look at this</p> <p>9 resolution, can you tell me what the date is?</p> <p>10 It's resolution number 15. What's the date on</p> <p>11 it?</p> <p>12 A. 3/11. 3/11/11.</p> <p>13 Q. This predates you, doesn't it,</p> <p>14 sir?</p> <p>15 A. Well, it may not, but I happen</p> <p>16 to know Paul Bessel.</p> <p>17 Q. Okay.</p> <p>18 A. And I have researched his CCOC</p> <p>19 Cook Count -- I was not -- to answer your</p> <p>20 question specifically, I was not on the board</p> <p>21 at this time.</p> <p>22 Q. Okay, but you've since then --</p> <p>23 for whatever reason, you took it upon yourself</p> <p>24 to take a look at this and see what went down?</p> <p>25 A. That's actually a professional</p>	<p>216</p> <p>1 talked about today. She and I discussed it.</p> <p>2 I can't tell you when it was. I know for</p> <p>3 certain about that. I knew that an -- that an</p> <p>4 investigation was done by the Office of Human</p> <p>5 Rights and that a report was issued. That was</p> <p>6 discussed at board meetings that I attended.</p> <p>7 Q. Okay. Mr. Dunn, I'd like you to</p> <p>8 very quickly look at Respondent's Exhibit 39 F</p> <p>9 as in Frank. So it's much closer to the</p> <p>10 front. Go all the way to the front. It's the</p> <p>11 fourth one in, I believe.</p> <p>12 A. All right. Is that the -- no.</p> <p>13 Your exhib -- exhibits are behind the tab?</p> <p>14 Q. Yes, sir. Yes, sir. You should</p> <p>15 -- sideways.</p> <p>16 A. I got it.</p> <p>17 Q. You should be looking at some --</p> <p>18 A. Yes.</p> <p>19 Q. -- involving Mr. Eisenhour and</p> <p>20 Mr. Alvarez.</p> <p>21 A. Okay.</p> <p>22 Q. What I'm looking at is Mr.</p> <p>23 Eisenhour's email in the middle of the page of</p> <p>24 October 1. Do you see that?</p> <p>25 A. Yes.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

55 (217 to 220)

<p>217</p> <p>1 Q. Mr. Eisenhour says, hello, I 2 have just received your certified letter 3 requesting a response complaint. Do you see 4 what I'm talking about? 5 A. Yes. 6 Q. My question for you, sir, is in 7 connection with your role on the board in 8 2019, when did the board learn that Ms. 9 Katzman had filed a discrimination action in 10 2019? 11 A. I don't know. 12 Q. Okay. Would you agree with me, 13 sir, that this letter is dated October 1, 2019 14 to Mr. Eisenhour? 15 A. I -- yeah. 16 Q. And then what was Mr. 17 Eisenhour's role at that time? 18 A. What date is this? 2019 he was 19 the chairman. 20 Q. That's -- okay. Thank you, sir. 21 A. Yeah. 22 Q. You indicated that you 23 understood that Ms. Katzman felt ridiculed and 24 embarrassed after the events at the September 25 2019 budget and finance meeting?</p>	<p>219</p> <p>1 it. Do you think that email that she sent 2 about Mr. Alonzo was one of those times? 3 A. No. 4 Q. You also were here for the video 5 of the woman in the camera -- 6 A. I was. 7 Q. -- I like big butts. Do you 8 think that was out a line? 9 A. Since you've asked me, no. 10 Q. All right. 11 A. I -- I said I'm not a good 12 person. I -- I think dumb things are funny, 13 so. 14 Q. Okay. Have you ever had your 15 likeness captured and then portrayed in a way 16 that was less than flattering? 17 A. Yes. 18 Q. By Ms. Katzman? 19 A. No. 20 Q. Well, okay. Mr. Dunn, do you 21 know what Foundations of Leisure World, Inc. 22 is? 23 A. I do. 24 Q. Please explain. 25 A. It's a 501C3 that is -- that the</p>
<p>218</p> <p>1 A. That's my understanding. 2 Q. You were here earlier. You saw 3 the email that Ms. Katzman sent with Mr. 4 Alonzo eating. Do you think Mr. Alonzo would 5 have felt ridiculed and embarrassed by that 6 email? 7 MS. JAYANTY: Objection. 8 Speculation. 9 A. I don't -- I don't have any 10 idea. 11 JUDGE BYRNE: Yeah, that -- 12 MR. DUNN: It might -- 13 JUDGE BYRNE: Well, again, it 14 does call for speculation. I mean, I guess -- 15 MR. WEBSTER: I got to core it 16 somehow. 17 JUDGE BYRNE: You did, but 18 that's okay, but -- 19 MR. DUNN: I'm not a good one to 20 ask because I have a really course sense of 21 humor. 22 BY MR. WEBSTER: 23 Q. Mr. Dunn, you had indicated 24 there were times when you felt Ms. Katzman 25 had stepped out of line and you called her on</p>	<p>220</p> <p>1 board created. That is created in one of the 2 -- in one of the board bylaws, I think. And 3 it is a way to fund things that are outside 4 the normal budget process. The reason I'm 5 saying that that way is that I'm most familiar 6 with how the equipment in the woodworking shop 7 has been procured. It's been procured by 8 people making contributions to the foundation 9 and then the foundation buying. And I'm a 10 member there and they have every tool made to 11 man. 12 Q. You just said you're a member 13 there. You're a member of the -- 14 A. The woodworking club. 15 Q. Thank you. Have you ever served 16 on the board of Foundations of Leisure World? 17 A. No. 18 Q. You said that they are a 19 charitable organization. Do you -- 20 A. Yes. 21 Q. -- do you know if they're a 22 501C3? 23 A. I think so. That's what I have 24 been told. 25 Q. Okay.</p>

<p>221</p> <p>1 A. I don't know of my own 2 knowledge. 3 Q. Fair enough. Fair enough. Do 4 they have anything to do with housing at the 5 Leisure World community? In terms of 6 providing housing, are they a housing 7 provider? Do they own property, rent or offer 8 -- 9 A. I'm certain that they do not. 10 Q. That's all that I have. Thank 11 you. Thank you, sir. 12 MR. SHARDELOW: Yes. Court's 13 indulgence. 14 JUDGE BYRNE: Sure. 15 REDIRECT EXAMINATION 16 BY MR. SHARDELOW: 17 Q. How often do board members 18 attend foundation meetings? 19 A. I don't have any idea. I have 20 never attended one. 21 Q. And in what ways do board 22 members participate in the foundation in 23 general? 24 A. I don't think they -- 25 MR. WEBSTER: I object that he</p>	<p>223</p> <p>1 him to testify because you specifically 2 brought it up. You asked him questions about 3 it. He might have gone off the rails a little 4 bit, but we'll go ahead and have Mr. Dunn 5 explain what was on his report. 6 MR. DUNN: I'm the IT director 7 for a very specialized consulting company, and 8 we consult very large companies about records 9 management requirements and physi -- physical 10 asset computer systems. And in -- and in the 11 case of recordings of meetings, our advice, 12 our professional advice to our clients is 13 record the meetings, use them for making your 14 minutes accurate and destroy them. 15 JUDGE BYRNE: So this is for 16 your work outside of Leisure World? 17 MR. DUNN: That's correct. 18 JUDGE BYRNE: That's where your 19 interest came from? 20 MR. DUNN: That is correct. And 21 furthermore, I offered this advice to the 22 board at the same time because and I will -- 23 since you asked and it is because the new 24 GD -- GDPR regulation in the EU and the one in 25 California and others is eventually going to</p>
<p>222</p> <p>1 just said he doesn't know. 2 A. I'm going to say I still don't 3 know. 4 JUDGE BYRNE: He can testify to 5 the extent that he has knowledge and personal 6 knowledge. 7 A. I -- I don't know. I -- I 8 really don't know. 9 Q. You mentioned that you had a 10 professional responsibility for researching 11 the Bessel complaints. 12 A. That's correct. 13 Q. Could you explain what that 14 professional responsibility was? 15 MR. WEBSTER: I'm going to 16 object to it's not relevant. It doesn't 17 matter what he did with Bessel. Bessel's not 18 part of what's going on. The only purpose for 19 Bessel was to identify that resolution that 20 was passed. 21 MR. SHARDELOW: Your Honor, the 22 Bessel complaint eventually led to the 23 resolution that we're talking about, that 24 allowed him. 25 JUDGE BYRNE: I'm going to allow</p>	<p>224</p> <p>1 require us to, as a corporation, to be able to 2 produce upon demand the digital record of 3 anyone who asks for it. And if you have to 4 produce the digital record of me who speaks at 5 every single board meeting and you have to 6 search through all those recordings, you're 7 going to spend a fortune on -- on very 8 expensive lawyers. And so my advice to the 9 board was that this policy is a reasonable 10 one. It is the one we recommend to our 11 clients. 12 JUDGE BYRNE: Okay. Thank you. 13 MR. SHARDELOW: No further 14 questions. 15 MR. DUNN: Sorry you asked. 16 JUDGE BYRNE: Mr. Webster, 17 sorry we asked, right? 18 MR. WEBSTER: That's all right. 19 Thank you. 20 JUDGE BYRNE: All right. Thank 21 you, Mr. Dunn. If there's no further 22 questions, you can be excused. 23 We have an hour. Do you think we can 24 get through or at least get through the first 25 part of the testimony with Ms. Castillo in the</p>

<p>225</p> <p>1 next hour?</p> <p>2 MS. ELSTER: Yes, your Honor.</p> <p>3 JUDGE BYRNE: Okay. All right.</p> <p>4 So now we need Nick.</p> <p>5 THE REPORTER: Should we stay</p> <p>6 on?</p> <p>7 JUDGE BYRNE: No, we can stay</p> <p>8 on. I think it's only just going to take a</p> <p>9 couple of minutes so that it's hard for you</p> <p>10 because we're not going to do anything. Just</p> <p>11 sit tight. Ms. Castillo, can you try again,</p> <p>12 please?</p> <p>13 MS. CASTILLO: Yes. Good</p> <p>14 afternoon.</p> <p>15 JUDGE BYRNE: I think that's</p> <p>16 perfect. We're all going to try on our end to</p> <p>17 keep our microphones tight. So at this point,</p> <p>18 do you have your camera on, ma'am? There you</p> <p>19 are. Thank you so much. All right. We'll go</p> <p>20 ahead and we'll get started.</p> <p>21 DIRECT EXAMINATION</p> <p>22 BY MR. SHARDELOW:</p> <p>23 Q. Could you please introduce</p> <p>24 yourself?</p> <p>25 A. Yes. Good afternoon. My name</p>	<p>227</p> <p>1 Leisure World?</p> <p>2 A. I used to work for Leisure</p> <p>3 World.</p> <p>4 Q. And what dates did you work for</p> <p>5 Leisure World?</p> <p>6 A. I worked for Leisure World from</p> <p>7 January 2017 through June 2023.</p> <p>8 Q. And what positions did you work</p> <p>9 in while at Leisure World?</p> <p>10 A. I was assistant general manager,</p> <p>11 and when I left Leisure World, I was vice</p> <p>12 president and chief op -- chief operating</p> <p>13 officer.</p> <p>14 Q. And what were your</p> <p>15 responsibilities in those positions?</p> <p>16 A. In those positions, I managed a</p> <p>17 lot of the supporting services at Leisure</p> <p>18 World. So the security department reported to</p> <p>19 me, the resales department, communication,</p> <p>20 education, recreation, the supporting staff,</p> <p>21 such as the trust assistants, the people that</p> <p>22 basically took the minutes at the committee</p> <p>23 meetings. The executive assistant at one</p> <p>24 point reported to me, also. Although that</p> <p>25 person did not report to me when I left</p>
<p>226</p> <p>1 is Crystal Castillo.</p> <p>2 Q. And are you --</p> <p>3 JUDGE BYRNE: Oh, and I need to</p> <p>4 swear you in. Sorry. And I also need you to</p> <p>5 spell your first and last name, but since I</p> <p>6 can now see you, can you raise your right hand</p> <p>7 for me? Do you swear to tell the truth, the</p> <p>8 whole truth, and nothing but the truth?</p> <p>9 MS. CASTILLO: Yes, I do.</p> <p>10 CRYSTAL CASTILLO,</p> <p>11 after having been first duly sworn, was</p> <p>12 examined and testified as follows:</p> <p>13 JUDGE BYRNE: Thank you. And,</p> <p>14 Ms. Castillo, could you spell your first and</p> <p>15 last name for the court reporter?</p> <p>16 MS. CASTILLO: Of course. It's</p> <p>17 C-R-Y-S-T-A-L, and my last name is</p> <p>18 C-A-S-T-I-L-L-O.</p> <p>19 JUDGE BYRNE: Thank you. You</p> <p>20 can go ahead and proceed.</p> <p>21 BY MR. SHARDELOW:</p> <p>22 Q. Are you familiar with Leisure</p> <p>23 World?</p> <p>24 A. Yes, sir.</p> <p>25 Q. And how are you familiar with</p>	<p>228</p> <p>1 Leisure World, and the property management</p> <p>2 team also reported to me.</p> <p>3 Q. So you mentioned you're on the</p> <p>4 management team. How does the management team</p> <p>5 work with the board of directors?</p> <p>6 A. So it mostly is going through</p> <p>7 the general manager. I got most of my</p> <p>8 direction from the general manager.</p> <p>9 Q. And how do you specifically work</p> <p>10 with the boards in any way?</p> <p>11 A. Mostly in an administrative</p> <p>12 capacity. At one time I was making sure that</p> <p>13 the board agendas and things are posted.</p> <p>14 Little things such as scheduling the chair</p> <p>15 holiday party, creating the invitation for</p> <p>16 said holiday party. That kinda thing. It was</p> <p>17 mostly administrative.</p> <p>18 Q. And how does the general manager</p> <p>19 work with the board to implement the board's</p> <p>20 policies?</p> <p>21 A. So a lot of that happens during</p> <p>22 board meetings. The -- the general manager</p> <p>23 request, you know, approval for certain things</p> <p>24 that needed to be done that were over his</p> <p>25 threshold, which is -- is usual. I mean,</p>

<p>229</p> <p>1 that's -- that's normal.</p> <p>2 Q. And who were your general</p> <p>3 managers while you were working at Leisure</p> <p>4 World?</p> <p>5 A. At the time it was Kevin</p> <p>6 Planner, and then when Bob came on the scene,</p> <p>7 it was Bob Kimble.</p> <p>8 Q. Are you familiar with Ms.</p> <p>9 Katzman?</p> <p>10 A. Yes.</p> <p>11 Q. How do you know her?</p> <p>12 A. I used to see her at the</p> <p>13 meetings. The Leisure World board meeting,</p> <p>14 the executive committee meetings, pre-Covid</p> <p>15 when they were in person.</p> <p>16 Q. And how frequently did you</p> <p>17 attend those meetings?</p> <p>18 A. I attended every board meeting</p> <p>19 unless I was on vacation and also when I was</p> <p>20 on maternity leave in 2018.</p> <p>21 Q. And how frequently did Ms.</p> <p>22 Katzman attend those meetings?</p> <p>23 A. She attended almost all of the</p> <p>24 meetings. All the ones that I was at, she was</p> <p>25 at.</p>	<p>231</p> <p>1 ShardeLOW, essentially what he made a</p> <p>2 connection that she worked for the board.</p> <p>3 She's identified that she did administrative</p> <p>4 work, but I don't know the relationship</p> <p>5 between Ms. Castillo and the policies. So if</p> <p>6 you could ask her a few more questions so we</p> <p>7 know what her relationship to those policies</p> <p>8 are before you ask her those.</p> <p>9 BY MR. SHARDELOW:</p> <p>10 Q. Did you oversee staff that</p> <p>11 worked in these board meetings?</p> <p>12 A. Yes. The trust assistants that</p> <p>13 took the minutes, I oversaw them. And also</p> <p>14 the IT team, I also oversaw them.</p> <p>15 Q. Could you describe in more</p> <p>16 detail what those roles entail?</p> <p>17 A. As far as the -- what the</p> <p>18 individual did or how I oversaw them?</p> <p>19 Q. Both.</p> <p>20 A. Okay. So I attended most of the</p> <p>21 meetings that my staff was at -- were</p> <p>22 attending. So a lot of the committees I did</p> <p>23 attend a lot of those meetings. I attended</p> <p>24 every board meeting, an executive committee</p> <p>25 meeting as I previously stated. Part of the</p>
<p>230</p> <p>1 Q. And how did Ms. Katzman conduct</p> <p>2 herself at those meetings?</p> <p>3 A. Usually she sat in the back</p> <p>4 quiet, didn't really say anything until the</p> <p>5 opportunity for open forum, which it -- it was</p> <p>6 at every meeting. There was an opportunity</p> <p>7 for residents to speak and she would then ask</p> <p>8 a question during that time. Otherwise, she</p> <p>9 sat quietly in the back.</p> <p>10 Q. So let's turn to the specifics</p> <p>11 around the policies of those meetings. So</p> <p>12 what, if any, policies did you oversee with</p> <p>13 respect to those board meetings?</p> <p>14 A. So there were --</p> <p>15 MR. WEBSTER: I object to the</p> <p>16 foundation.</p> <p>17 A. -- a couple of different things.</p> <p>18 JUDGE BYRNE: Okay. Hold on</p> <p>19 one -- hold on one moment, Ms. Castillo.</p> <p>20 MS. CASTILLO: Sure.</p> <p>21 MR. WEBSTER: Objection as to</p> <p>22 foundation. I don't know what the basis of</p> <p>23 the knowledge is. I think he's laid the</p> <p>24 foundation for this question. Yeah.</p> <p>25 JUDGE BYRNE: Okay. So, Mr.</p>	<p>232</p> <p>1 reason behind that was because I needed to</p> <p>2 know what was going on. The other part was so</p> <p>3 that I could review the minutes that were</p> <p>4 prepared, ensure that the -- the meeting set</p> <p>5 up took place the way that it should have</p> <p>6 because that was my team's responsibility.</p> <p>7 JUDGE BYRNE: All right. I</p> <p>8 think there's sufficient foundation because</p> <p>9 she's identified she had to be familiar with</p> <p>10 those policies in order to supervise her team.</p> <p>11 So you can go ahead and proceed with that</p> <p>12 prior question.</p> <p>13 BY MR. SHARDELOW:</p> <p>14 Q. So what, if any, policies did</p> <p>15 you oversee with respect to the board</p> <p>16 meetings?</p> <p>17 A. For the board meetings, it was</p> <p>18 more just the -- the recording of the meeting.</p> <p>19 So the board mem -- the board meetings and</p> <p>20 executive committee meetings were both</p> <p>21 audiotaped for the purpose of the minutes, and</p> <p>22 they were videotaped for the playback. At</p> <p>23 least pre-Covid there was a playback of the</p> <p>24 video recording of the meeting. So making</p> <p>25 sure that both of those things occurred and</p>

<p>233</p> <p>1 the playback happened when it was supposed to 2 happen. 3 Q. And how did these policies 4 evolve as you worked at Leisure World? 5 A. So when I started, all of the 6 meetings, executive committee and board -- and 7 board meetings only were videotaped and 8 audiotaped for the purpose of the minutes. It 9 did change several years later once Ms. Trohan 10 became on the board and it was announced that 11 recording was against the law. So at that 12 time it transitioned to we weren't allowed to 13 do recordings of the meetings, both audio 14 recording even for the purpose of the minutes 15 and the video recordings also ended at that 16 time. 17 Q. And when did this occur? 18 A. So I don't know. I don't 19 remember the exact timeframe that that 20 happened, but I know it was -- it was after 21 Ms. Trohan was on the board. 22 Q. Prior to this incident, had you 23 ever heard the recordings or audio were 24 against the law? 25 A. I had not personally heard that.</p>	<p>235</p> <p>1 a time where the board explicitly asked 2 consent to recordings or to be recorded prior 3 to using those Zoom meetings? 4 A. Not that I remember. 5 Q. All right. I'd like to turn to 6 the security policies of Leisure World. So 7 how are security staff utilized at Leisure 8 World? 9 A. Okay. So there are basically 10 three different types of security staff at 11 Leisure World. The first type are gate staff. 12 They work inside the three gate houses. At 13 the time that I left Leisure World, the main 14 gate was open 24 hours, seven days a week. 15 The other two gates were open from 6 a.m. to 16 10 p.m. every day. So the gate staff were 17 those that allowed access into the community 18 by vehicles, bicycles, pedestrians. That kind 19 of thing. The second type are the special 20 police officers. The special police officers, 21 they're on patrol in the community. They -- 22 they respond to certain calls that come in. 23 They follow first responders when they enter 24 the community to -- to see if they can assist. 25 Oftentimes, providing a key so that a door</p>
<p>234</p> <p>1 No. 2 Q. So how did the board or 3 management inform participants of the 4 recording at these meetings? 5 A. So the -- at least early on when 6 I started with Leisure World, the video 7 recording, it was obvious because there's a 8 huge camera in the room. Many people even 9 tripped on it. So the camera was evident in 10 the room. As things transitioned into Covid 11 timeframe and everyone was on Zoom, the Zoom 12 capability actually acknowledge -- you had to 13 acknowledge it physically that you were being 14 recorded. The audio recordings earlier on, 15 you know, like 2017 timeframe, I don't recall 16 anybody announcing that the meetings were 17 being audio recorded for the purpose of the 18 minutes, but at some point it did transition 19 where it was actually on the agenda that the 20 meetings were being audio recorded for the 21 purpose of the minutes. I don't remember the 22 transition, though. 23 Q. So you mentioned you needed to 24 explicitly acknowledge that you were being 25 recorded at the Zoom meetings. Was there ever</p>	<p>236</p> <p>1 doesn't get broken. They respond in -- in the 2 event that somebody falls or needs any 3 assistance in any way. A welfare check is -- 4 is requested by someone's family. They will 5 go and check on that person. So they're 6 essentially the boots on the ground. And then 7 the third facet is the management and 8 administrative team. So there's a director, 9 and then that director has an assistant, and 10 then they oversee the SPOs and the gate staff. 11 Q. And for the special police 12 officers, the ones that work within Leisure 13 World, how frequently are they called for 14 incidents within Leisure World? 15 A. Multiple times a day. Because 16 of the wide range of incidents that they 17 respond to, it's pretty much everything. 18 Q. And has security ever been 19 called during a board meeting? 20 A. Not that I'm a witness to. 21 Q. Had you ever heard of security 22 being called at all during these meetings? 23 A. No. Not -- not while I was 24 there. I was aware of one incident where 25 security was asked to be there at the</p>

<p>237</p> <p>1 beginning of a meeting because somebody 2 thought that things might get escalated, but 3 that nothing happened and it wasn't because of 4 an incident that occurred. 5 Q. And that was the only time you 6 had heard security used for board meetings? 7 A. Correct. 8 MR. SHARDELOW: No further 9 questions. 10 JUDGE BYRNE: Thank you. Any 11 cross-examination, Mr. Webster. 12 MR. WEBSTER: One moment, 13 please. 14 JUDGE BYRNE: Hang tight, Ms. 15 Castillo. 16 CROSS-EXAMINATION 17 BY MR. WEBSTER: 18 Q. Hi, Ms. Castillo. I'm Lucas 19 Webster. How are you? 20 A. I'm good. How are you? 21 Q. Good. Real quick. You 22 indicated in your testimony with Mr. Shardelow 23 that you were familiar with Ms. Katzman. 24 A. Yes. 25 Q. How would you describe your</p>	<p>239</p> <p>1 correct? 2 A. Correct. 3 Q. And was there a scheduled time 4 for that playback? 5 A. Yes. And they were pretty tight 6 on that schedule. 7 Q. And that announcement was made 8 to the community, correct, as to when the 9 playback would take place? 10 A. Correct. 11 Q. You also indicated that people 12 attending the meetings, in addition to -- to 13 the announcement that it would be played back, 14 could also evidently see a camera for the 15 recording, correct? 16 A. It was at the very front of the 17 room. 18 Q. You talked also about gatehouses 19 at the community. This is a gated community, 20 isn't it? 21 A. Yes. 22 Q. Can the public just gain 23 entrance to the facilities? 24 MS. JAYANTY: Objection. 25 Relevance.</p>
<p>238</p> <p>1 interactions with Ms. Katzman? 2 A. A lot of them were via email. 3 So there's -- there's not much as far as 4 context when it comes to an email. A lot of 5 times for books and records requests and just 6 the pleasantries of attending a board meeting 7 and having people in the room. 8 Q. You worked on books and record 9 requests made by Ms. Katzman? 10 A. There were several that she sent 11 directly to me. Yes. 12 Q. Did you provide responses to her 13 requests? 14 A. If I had the items that were 15 requested, yes. 16 Q. You talked about audio taping 17 for minutes and also videotaping for playback 18 of meetings. Do you remember that? 19 A. Yes. 20 Q. Those video playbacks, that was 21 playback on what? 22 A. It was actually on the CCTV 23 channels. There are two that were utilized 24 for that purpose. 25 Q. It is specific to Leisure World,</p>	<p>240</p> <p>1 A. No. 2 MR. WEBSTER: Those questions 3 that Mr. Shardelow asked, he asked about -- 4 JUDGE BYRNE: Regarding 5 security? 6 MR. WEBSTER: Yeah. 7 JUDGE BYRNE: Okay. You can -- 8 I'll go ahead and allow it. 9 BY MR. WEBSTER: 10 Q. So I'm sorry, Ms. Castillo. 11 Please repeat the -- I asked can the public 12 just walk onto the campus of Leisure World 13 community? 14 A. No, they cannot. 15 Q. You said the gatehouses are 16 staffed by security, right? I'm sorry. Say 17 yes. You need to make a verbal response. 18 Shaking your head doesn't always work. 19 A. Yes. 20 Q. And I think what you were saying 21 was there are three gatehouses. One of the 22 gatehouses is manned 24 hours and the other 23 two gatehouses are manned less than 24 hours; 24 is that right? 25 A. Correct. Yes.</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

61 (241 to 244)

<p>241</p> <p>1 Q. I don't have anything else. 2 Thank you, Ms. Castillo. 3 A. You're welcome. 4 JUDGE BYRNE: Thank you, Ms. 5 Castillo. Mr. ShardeLOW any -- okay. One. A 6 few more questions. 7 REDIRECT EXAMINATION 8 BY MR. SHARDELOW: 9 Q. How often did you receive books 10 and records requests from Ms. Katzman? 11 A. It depended on the time of year. 12 Sometimes if there would be, you know, a 13 couple months with no request, and then other 14 times during the year there would be multiple 15 requests. Sometimes one request would have, 16 like, four or five things included in it. So 17 I guess the short answer is pretty frequently. 18 Q. Was there ever a time where you 19 were sending documents to Ms. Katzman, and 20 then at some point were told to stop? 21 A. No. 22 Q. Who can attend open board 23 meetings? 24 A. All residents can attend open 25 meetings.</p>	<p>243</p> <p>1 case-in-chief. 2 MR. WEBSTER: Your Honor, there 3 is a potential for a motion for judgment. 4 JUDGE BYRNE: And there always 5 is. 6 MR. WEBSTER: And that would be 7 at this moment in time. So I guess I would 8 ask, your Honor, I don't think I'm going to 9 argue for more than 10 minutes. Do you want 10 to do it now or do you want to start it in the 11 morning? 12 JUDGE BYRNE: I'd like to start 13 it in the morning. 14 MR. WEBSTER: Okay. 15 JUDGE BYRNE: So let's -- let's 16 all regroup and start it in the morning 17 because I think at this point we're all a 18 little fried and I think it would be best to 19 start fresh. 20 MR. WEBSTER: Very good. Thank 21 you. 22 JUDGE BYRNE: All right. So 23 that concludes for today. So we are now off 24 the record. 25 (Concluded 3:27 p.m.)</p>
<p>242</p> <p>1 Q. Is Ms. Katzman a resident? 2 A. Yes, she is. 3 MR. SHARDELOW: No further 4 questions. 5 JUDGE BYRNE: All right. Let me 6 see if we have one. And remember, it's got to 7 relate to the questions that he just asked. 8 Okay. All right. So there is no additional 9 questions from Counsel for Leisure World. I 10 believe that was it. So any -- Ms. Castillo, 11 you are excused. Thank you for being patient 12 all day, hanging out with us on Zoom. 13 MS. CASTILLO: Thank you. 14 JUDGE BYRNE: Thank you. It is 15 3:25. Are there anymore -- I believe you 16 identified the three witnesses. So we've had 17 Ms. Katzman, Mr. Dunn and Ms. Castillo. So is 18 this the conclusion of your evidentiary case? 19 MS. ELSTER: Yes, your Honor. 20 Q. Okay. Thank you. And we're 21 going to take this opportunity, since it's 22 3:25, I don't want to run these guys past four 23 o'clock. We'd like to start right away at 24 9:30 tomorrow. Same place, same time. And 25 we'll start with Mr. Webster and your</p>	<p>244</p> <p>1 CERTIFICATE OF TRANSCRIBER 2 3 I, Cynthia Bauerle, do hereby certify 4 that this transcript was prepared from the 5 digital audio recording of the foregoing 6 proceeding; that said transcript is a true and 7 accurate record of the proceedings to the best 8 of my knowledge, skills, and ability; and that 9 I am neither counsel for, related to, nor 10 employed by any of the parties to the case and 11 have no interest, financial or otherwise, in 12 its outcome. 13 14 15 16 <u>Cynthia Bauerle</u> 17 CYNTHIA BAUERLE, CSR 18 3/3/24 19 20 21 22 23 24 25</p>

Transcript of Hearing - Day 1
Conducted on February 22, 2024

62 (245 to 248)

245

1 CERTIFICATE OF COURT REPORTER-NOTARY PUBLIC

2 I, Brendon Cuenca, the officer before
3 whom the foregoing proceedings were taken, do
4 hereby certify that any witness(es) in the
5 foregoing proceedings were fully sworn; that
6 the proceedings were recorded by me and
7 thereafter reduced to typewriting by a
8 qualified transcriptionist; that said digital
9 audio recording of said proceedings are a true
10 and accurate record to the best of my
11 knowledge, skills, and ability; and that I am
12 neither counsel for, related to, nor employed
13 by any of the parties to this case and have no
14 interest, financial or otherwise, in its
15 outcome.

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19



20 Brendon Cuenca,

21 NOTARY PUBLIC FOR THE STATE OF MARYLAND

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<p>a1 5:3, 70:18</p> <p>a2 5:4, 32:11, 74:19, 74:20</p> <p>a3 5:5, 80:23, 81:1, 112:10</p> <p>a4 5:6, 86:8, 86:10, 89:2</p> <p>a7 213:14</p> <p>abandoned 26:11</p> <p>ability 12:17, 19:6, 23:6, 24:7, 28:21, 48:13, 49:16, 49:17, 96:9, 113:8, 113:16, 115:4, 115:10, 126:1, 244:8, 245:11</p> <p>able 12:14, 16:25, 21:16, 31:23, 33:12, 36:14, 44:20, 48:5, 48:17, 50:3, 54:21, 58:10, 94:12, 115:5, 115:19, 125:2, 133:14, 147:17, 175:4, 193:15, 197:23, 224:1</p> <p>above 136:17, 143:14, 152:17</p> <p>absolutely 52:11, 58:24, 62:7, 64:9, 69:25, 90:14, 104:13, 104:16, 111:10, 114:8, 128:17, 141:11,</p>	<p>146:21, 147:14, 166:18, 170:17</p> <p>ac 187:19</p> <p>accept 17:7</p> <p>accepted 74:10, 201:25</p> <p>access 59:4, 235:17</p> <p>accessible 22:10, 23:2</p> <p>accident 23:8, 23:11, 42:20, 50:8, 84:2</p> <p>accommodate 196:23</p> <p>accommodation 16:23, 17:25, 18:9, 24:11, 24:23, 25:5, 25:15, 26:6, 26:13, 26:19, 27:15, 27:23, 28:9, 73:14, 73:19, 74:6, 76:17, 78:7, 81:19, 84:4, 84:11, 84:21, 84:25, 85:12, 87:11, 87:16, 105:15, 106:13, 106:18, 107:18, 111:3, 193:3, 193:9, 194:15, 194:23, 195:9, 196:20</p> <p>accommodations 27:4</p> <p>accord 73:11</p> <p>account 27:14</p> <p>accountable 26:8</p> <p>accurate 69:23, 70:2,</p>	<p>110:6, 223:14, 244:7, 245:10</p> <p>accurately 23:23, 31:12</p> <p>accusation 25:24, 91:4</p> <p>accused 90:13, 109:25, 110:1, 148:4</p> <p>accuses 25:22</p> <p>accusing 110:23, 110:24</p> <p>ache 49:14</p> <p>acknowledge 84:3, 201:7, 201:8, 234:12, 234:13, 234:24</p> <p>acknowledged 51:18</p> <p>acquaintances 207:24</p> <p>acronym 9:9</p> <p>across 22:21, 31:4</p> <p>act 6:23, 33:21, 35:23, 55:22, 73:12, 87:6, 94:24, 96:11, 96:16, 110:19, 129:5, 131:13, 134:18, 141:20, 141:23</p> <p>acted 200:11</p> <p>action 26:24, 27:1, 29:16, 31:3, 31:4, 31:6, 31:16, 31:19, 33:17, 33:18, 33:24, 34:4, 34:6, 37:3, 37:6, 37:18, 57:12, 57:15,</p>	<p>65:25, 74:8, 86:1, 93:8, 96:2, 119:2, 122:9, 124:21, 125:12, 172:18, 195:4, 199:7, 215:23, 217:9</p> <p>actions 27:18, 32:25, 33:9, 57:21, 73:20, 94:3, 97:17, 105:16, 106:16, 107:21, 114:21, 116:11, 116:20, 116:22, 117:15, 154:12, 171:18, 171:20, 172:12</p> <p>active 19:18</p> <p>actively 172:1</p> <p>activities 30:13, 123:19, 211:16</p> <p>activity 26:21, 26:23, 27:1, 31:14, 31:15, 31:18, 34:2, 34:3, 34:6, 37:1, 37:2, 37:5, 39:3, 55:8, 93:2, 195:3</p> <p>actual 94:13, 112:24, 164:15</p> <p>actually 31:19, 36:1, 63:9, 87:14, 96:12, 102:18, 128:4, 133:8, 150:10, 157:7, 180:7, 188:25, 205:7, 205:18, 214:25, 234:12, 234:19, 238:22</p> <p>acutely 54:3, 167:2</p>

<p>ada 73:11 add 64:15 added 117:5, 120:6, 126:14 addition 34:24, 36:10, 52:24, 58:7, 100:21, 125:4, 185:4, 239:12 additional 20:9, 24:23, 143:22, 143:25, 242:8 address 38:4, 161:8, 193:3, 196:19 addressed 16:4, 79:15, 83:22, 89:8, 195:10, 195:11 addresses 69:18, 165:17 adhere 196:2 adhering 28:1 adjective 199:20 admin 136:19 administration 135:24 administrative 6:23, 7:1, 15:25, 58:16, 58:19, 62:22, 66:10, 77:19, 90:22, 140:12, 142:10, 202:19, 228:11, 228:17, 231:3, 236:8 admit 16:1 admitted 15:5, 15:17,</p>	<p>15:22, 18:21, 70:8, 70:14, 150:19, 151:11, 151:12, 162:12 adopt 7:22, 7:23, 7:24, 199:5 adopted 198:20 adopts 184:17 advance 144:1, 172:2 adversary 103:13 adverse 26:24, 27:1, 31:16, 31:18, 34:4, 34:6, 37:3, 37:5, 195:3 advice 53:11, 142:5, 223:11, 223:12, 223:21, 224:8 advised 140:10 advisors 189:15 advisory 22:24, 56:12, 56:17, 79:2, 82:6, 90:1, 203:16 advocacy 28:3, 55:25, 104:5, 158:17, 169:7 advocate 42:1, 55:22, 102:14, 103:5, 104:4, 159:18, 159:19 advocates 24:9, 55:25 advocating 55:14 affect 49:17, 72:5,</p>	<p>80:11, 85:16, 92:6, 93:2, 185:21, 186:3 affected 44:5, 50:7, 97:13 affects 49:16, 98:1 afford 176:22 affordable 52:14 after 14:5, 14:6, 20:5, 23:9, 40:17, 43:1, 43:3, 45:1, 47:15, 55:1, 55:24, 59:6, 59:10, 59:11, 83:6, 85:13, 94:11, 104:11, 124:21, 125:11, 129:2, 131:17, 173:17, 173:19, 178:14, 179:20, 200:6, 207:16, 213:4, 213:7, 215:8, 217:24, 226:11, 233:20 afternoon 102:11, 225:14, 225:25 afterwards 207:19 again 13:9, 13:12, 14:8, 15:23, 18:6, 20:3, 25:4, 25:7, 25:10, 35:17, 35:23, 36:5, 46:2, 49:11, 70:21, 75:14, 76:7, 76:8, 77:17, 78:13, 92:6, 92:12, 92:18, 100:11,</p>	<p>101:18, 113:16, 131:18, 131:22, 139:20, 140:24, 146:7, 152:6, 158:16, 165:24, 167:13, 167:24, 170:22, 172:14, 174:13, 184:3, 184:6, 198:11, 206:2, 208:15, 209:14, 218:13, 225:11 against 6:15, 9:10, 18:7, 25:13, 26:6, 26:24, 27:6, 28:10, 29:3, 31:16, 34:4, 37:3, 39:4, 72:19, 73:7, 76:9, 87:20, 92:13, 105:2, 105:17, 124:1, 124:14, 125:5, 125:18, 127:10, 215:25, 233:11, 233:24 age 51:22 agencies 6:25, 37:21 agency 7:21, 7:25, 74:11, 83:1, 97:19, 125:19 agenda 57:11, 66:9, 75:13, 181:12, 234:19 agendas 228:13 agents 128:25 aggressively 25:22 aghost 92:10 ago 49:8, 163:14</p>
--	---	--	--

<p>agree 127:15, 128:3, 128:12, 134:20, 137:25, 138:19, 147:24, 154:14, 169:13, 170:16, 172:2, 217:12</p> <p>agreed 156:21, 215:9</p> <p>agreement 2:7, 183:9, 183:10, 183:18</p> <p>agreements 191:24</p> <p>agrees 19:9, 29:22</p> <p>ahead 8:20, 14:17, 15:5, 20:7, 21:19, 22:1, 38:15, 39:14, 44:2, 62:3, 65:13, 69:9, 100:9, 101:20, 112:9, 113:2, 122:21, 122:24, 167:23, 196:4, 196:16, 197:23, 206:21, 209:7, 223:4, 225:20, 226:20, 232:11, 240:8</p> <p>ahold 21:18</p> <p>ai 68:6, 68:7, 68:17, 68:18, 68:24, 69:6, 70:5, 213:18</p> <p>aid 127:7, 171:7</p> <p>aims 23:2</p> <p>alert 21:10</p> <p>allegation 32:1</p> <p>allotted 115:18</p>	<p>allow 19:10, 23:23, 72:17, 72:24, 97:25, 146:25, 172:10, 176:1, 197:11, 199:12, 222:25, 240:8</p> <p>allowable 210:19</p> <p>allowed 17:25, 82:13, 159:25, 160:2, 160:8, 171:4, 177:3, 177:13, 196:12, 222:24, 233:12, 235:17</p> <p>allowing 78:21, 99:23</p> <p>allows 19:7, 127:23</p> <p>almost 189:8, 229:23</p> <p>along 53:4, 57:12, 97:17, 184:13</p> <p>alonzo 152:11, 152:23, 153:4, 154:1, 155:6, 155:22, 156:12, 157:9, 157:18, 158:4, 170:19, 218:4, 219:2</p> <p>already 15:10, 35:10, 117:22, 140:8, 140:12, 141:3, 156:21, 174:17, 196:5</p> <p>also 12:17, 21:20, 21:21, 27:17, 27:19, 32:1, 33:15, 33:17, 33:19, 33:24, 36:4, 37:6, 37:8, 41:19, 42:3, 55:8,</p>	<p>56:14, 56:17, 58:4, 62:22, 65:21, 68:19, 68:20, 80:3, 84:6, 87:12, 96:13, 98:2, 98:4, 105:17, 125:3, 129:5, 130:20, 140:6, 148:1, 149:24, 160:13, 174:17, 182:24, 183:4, 193:6, 193:11, 195:1, 195:14, 195:16, 196:11, 200:12, 200:21, 207:25, 219:4, 226:4, 227:24, 228:2, 229:19, 231:13, 231:14, 233:15, 238:17, 239:11, 239:14, 239:18</p> <p>alternate 82:5</p> <p>alternative 139:12</p> <p>although 78:4, 85:21, 99:22, 174:3, 227:24</p> <p>altman 24:6, 24:12, 24:18, 69:19, 71:5, 71:16, 71:23, 73:21, 76:10, 77:6, 77:19, 78:10, 78:24, 116:19, 173:25</p> <p>alvarez 89:8, 216:20</p> <p>always 33:25, 66:8, 119:11, 119:14, 119:16, 139:15, 152:6, 205:3, 240:18, 243:4</p>	<p>americans 87:6</p> <p>amongst 153:18</p> <p>amount 44:21, 115:18</p> <p>amounts 117:3</p> <p>analysis 35:15</p> <p>angela 134:7, 134:24, 136:17, 136:23, 138:9, 139:7, 145:14</p> <p>anger 97:15</p> <p>animal 198:18</p> <p>animus 97:20, 121:19</p> <p>announced 30:21, 233:10</p> <p>announcement 239:7, 239:13</p> <p>announcing 152:10, 234:16</p> <p>another 83:7, 89:18, 160:12, 162:1</p> <p>answer 62:3, 62:5, 64:17, 113:20, 130:17, 168:23, 176:2, 183:3, 184:19, 192:23, 197:7, 207:5, 207:23, 214:19, 241:17</p> <p>answered 32:6, 113:13, 131:15, 131:16, 171:13</p> <p>anticipated 140:14, 145:18</p> <p>anticipating 143:22</p> <p>any 14:14, 15:7,</p>
--	---	---	--

<p>16:1, 16:7, 18:23, 19:7, 19:16, 19:19, 19:24, 20:1, 20:9, 25:24, 31:24, 37:15, 38:25, 39:4, 42:12, 42:17, 43:13, 44:13, 44:18, 47:14, 48:8, 49:1, 56:2, 56:7, 56:19, 57:7, 58:18, 61:11, 61:18, 65:22, 66:15, 71:2, 73:16, 74:5, 75:24, 76:6, 77:22, 78:21, 80:18, 80:22, 84:20, 85:11, 86:1, 93:1, 93:15, 95:12, 96:9, 96:14, 98:8, 99:6, 102:25, 104:22, 108:22, 114:21, 116:10, 117:17, 124:21, 130:15, 140:16, 143:23, 147:12, 157:11, 159:23, 167:5, 171:18, 172:24, 183:10, 190:5, 191:5, 192:20, 193:15, 195:1, 196:21, 200:19, 201:1, 201:24, 203:7, 203:11, 210:14, 218:9, 221:19, 228:10, 230:12, 232:14, 236:2, 236:3, 237:10, 241:5, 242:10, 244:10, 245:4, 245:13 anybody 92:18, 93:5,</p>	<p>149:11, 149:16, 190:23, 234:16 anymore 163:12, 242:15 anyone 61:13, 62:11, 73:23, 73:25, 74:1, 87:22, 87:25, 189:25, 190:24, 200:14, 205:16, 205:17, 224:3 anything 14:15, 15:4, 15:19, 30:14, 49:17, 49:18, 55:20, 93:22, 94:5, 117:14, 125:14, 147:7, 149:10, 195:22, 204:22, 205:10, 205:11, 208:1, 221:4, 225:10, 230:4, 241:1 apartment 32:7 apartments 30:24 apologies 76:20 apologize 7:4, 16:16, 132:3, 183:25, 184:2, 196:7, 201:21 apologized 78:13 apparatus 43:11, 44:11 apparently 34:12 appeal 124:24, 125:3 appear 210:14 appearances 3:1 appetite 51:4</p>	<p>applicable 35:15, 127:15 applications 137:18 applied 130:14, 187:9 applies 35:13 apply 15:25, 37:8, 100:12 appointed 58:18 appointment 135:23, 136:5, 136:7, 140:16, 143:25, 144:1 appointments 136:2 appreciate 9:17, 16:10, 105:23, 162:6 appropriate 200:23 approval 54:4, 183:11, 184:23, 228:23 approved 63:19, 76:5, 84:4, 164:11, 184:15, 198:7, 213:4, 213:8 approves 198:9, 198:10 approximately 57:16 april 24:15, 74:25, 75:11, 75:12 arbitrary 144:12 areas 130:6 aren't 64:16, 156:7 argue 243:9 arguments 187:25</p>	<p>arises 122:7 arm 42:25 arose 54:2 around 41:19, 66:1, 94:18, 114:5, 230:11 arrived 122:6 art 48:22 article 127:16 articulate 35:3 articulates 35:5 artist 41:16, 48:21 artistic 52:12 asked 13:17, 24:25, 51:13, 54:14, 63:24, 67:14, 84:23, 107:17, 113:12, 126:4, 128:10, 131:12, 133:2, 157:19, 175:20, 179:20, 196:12, 199:12, 204:25, 219:9, 223:2, 223:23, 224:15, 224:17, 235:1, 236:25, 240:3, 240:11, 242:7 asking 47:23, 53:9, 53:10, 76:16, 77:8, 77:10, 96:9, 107:11, 107:13, 116:15, 118:22, 145:2, 148:14, 148:18,</p>
---	---	---	--

Transcript of Hearing - Day 1
Conducted on February 22, 2024

67

<p>172:14, 194:24 asks 24:17, 224:3 asl 196:25 aspects 22:25 assault 72:3 assaulted 72:5 asserting 31:6 assertions 28:7 assessed 176:23 asset 223:10 assigned 7:12, 76:1, 174:2 assist 235:24 assistance 21:22, 53:10, 236:3 assistant 58:16, 58:19, 62:23, 65:18, 66:10, 90:22, 142:24, 227:10, 227:23, 236:9 assistants 202:19, 227:21, 231:12 assisted 39:6 associate 54:18 associated 147:12, 211:16 associates 55:18, 98:22, 104:17, 104:20 association 22:7, 33:15, 126:22, 128:22,</p>	<p>129:18, 129:20, 129:22, 130:3, 133:1, 180:7 assume 155:1 astounding 92:7, 126:9 attacking 79:8 attempt 28:3, 54:4, 141:6 attempting 56:15, 117:2, 139:3 attend 23:4, 49:21, 56:9, 56:21, 56:22, 56:25, 57:7, 58:10, 58:19, 58:22, 59:1, 59:2, 59:14, 59:21, 59:25, 60:4, 60:7, 60:9, 61:3, 114:11, 186:9, 188:18, 190:25, 191:12, 191:13, 221:18, 229:17, 229:22, 231:23, 241:22, 241:24 attendance 28:11, 60:25, 61:3, 73:15, 92:2, 210:20 attended 56:24, 71:22, 76:6, 76:11, 79:12, 91:20, 125:7, 203:7, 216:6, 221:20, 229:18, 229:23, 231:20, 231:23 attending 10:7, 11:2, 57:4, 59:17, 61:11, 166:1,</p>	<p>231:22, 238:6, 239:12 attends 22:23, 58:5, 58:11, 188:21 attention 42:5, 81:12, 88:12, 204:21 attorney 125:17, 142:25, 175:7, 207:1 attorneys 8:8, 29:8, 40:21, 129:1 audience 92:9, 209:18 audio 19:11, 19:12, 19:13, 19:23, 23:25, 65:21, 93:10, 93:12, 150:4, 165:15, 165:21, 233:13, 233:23, 234:14, 234:17, 234:20, 238:16, 244:5, 245:9 audiotaped 232:21, 233:8 audit 124:16 august 17:15, 25:12, 160:14, 164:3 aurora 33:14 authority 7:19, 7:20 authorization 19:19 authorized 128:25 automobile 42:21 available 100:21, 128:23, 129:7, 130:12, 130:22, 131:4,</p>	<p>144:2 availed 126:25 avenue 2:2 awakened 99:14 aware 26:22, 27:4, 31:15, 34:3, 37:2, 53:20, 54:3, 61:5, 65:4, 78:20, 93:15, 95:12, 129:25, 130:8, 130:9, 130:13, 131:9, 163:22, 167:2, 203:7, 203:11, 236:24 away 77:25, 101:25, 102:5, 150:11, 206:5, 206:11, 242:23</p> <hr/> <p style="text-align: center;">B</p> <hr/> <p>b-2 127:17, 128:20, 132:24 back 10:17, 12:4, 15:19, 17:13, 17:21, 38:14, 39:21, 42:25, 50:5, 51:12, 51:24, 54:1, 59:19, 73:8, 77:5, 77:23, 79:11, 81:20, 83:2, 94:14, 96:9, 98:5, 100:9, 107:2, 115:16, 136:17, 137:4, 146:9, 152:5, 154:12, 161:13, 161:16, 164:1, 164:17, 170:23, 191:16,</p>
--	--	---	--

Transcript of Hearing - Day 1
Conducted on February 22, 2024

68

230:3, 230:9, 239:13 backdrop 36:9 background 49:21, 61:22, 118:20, 179:11, 190:21 backlash 27:14 backwards 16:19, 137:13 bad 170:6 ballroom 182:1 baltimore 54:20, 75:4 banging 115:12, 115:14 banning 55:13 barbara 165:16, 200:8 base 55:14, 174:12 based 17:5, 18:1, 35:18, 63:7, 67:5, 75:15, 87:4, 88:9, 124:9, 126:10, 143:20 basically 227:22, 235:9 basis 47:24, 196:11, 197:2, 197:4, 230:22 bathroom 48:19 bauerle 1:20, 244:3, 244:17 bears 35:6 beast 198:18	beautiful 52:11 became 54:3, 72:2, 78:9, 94:2, 191:18, 202:3, 233:10 because 8:1, 10:6, 10:21, 11:24, 12:16, 14:17, 18:8, 18:17, 21:5, 22:6, 24:20, 26:18, 27:6, 27:14, 32:6, 32:16, 38:6, 39:2, 39:5, 43:1, 45:5, 45:16, 48:20, 49:6, 50:13, 51:8, 51:23, 52:9, 55:7, 57:2, 61:3, 62:2, 68:17, 69:1, 72:18, 73:20, 77:21, 80:20, 89:15, 91:4, 91:13, 94:1, 94:22, 97:23, 99:15, 101:8, 101:22, 114:9, 116:8, 121:9, 124:14, 128:5, 133:7, 133:18, 144:22, 159:17, 164:22, 169:15, 169:20, 179:16, 181:22, 183:1, 184:24, 188:12, 190:5, 190:13, 193:16, 194:19, 208:3, 209:16, 218:20, 223:1, 223:22, 223:23, 225:10, 232:1, 232:6, 232:8, 234:7, 236:15,	237:1, 237:3, 243:17 become 12:8, 95:12, 151:13, 182:5, 214:3 becomes 23:1, 199:8 becoming 207:24 bed 155:2, 155:6 been 7:12, 9:12, 16:20, 36:19, 40:17, 41:17, 42:1, 42:10, 50:18, 51:11, 51:13, 51:20, 59:3, 59:7, 67:21, 70:13, 76:1, 78:9, 79:24, 80:22, 81:25, 82:14, 84:25, 87:3, 87:18, 93:13, 93:20, 98:9, 99:6, 99:7, 102:13, 106:18, 111:2, 120:10, 120:19, 120:20, 122:4, 124:11, 125:16, 131:15, 131:19, 138:4, 139:15, 141:3, 146:13, 155:3, 162:12, 162:15, 163:14, 164:21, 165:7, 165:11, 166:22, 166:23, 166:24, 167:1, 168:18, 173:5, 178:14, 187:17, 187:20, 197:16, 203:20, 205:6, 208:25, 213:4, 213:8, 220:7, 220:24, 226:11,	236:18 before 1:1, 1:13, 2:7, 6:3, 6:6, 7:1, 9:17, 11:7, 16:3, 16:5, 29:10, 36:19, 38:3, 40:9, 41:14, 55:1, 55:8, 65:17, 65:23, 76:13, 90:8, 94:8, 103:4, 108:23, 118:15, 119:9, 132:23, 150:10, 167:11, 167:15, 167:17, 167:19, 170:2, 177:15, 181:14, 181:15, 187:21, 198:23, 204:25, 231:8, 245:2 began 50:10 begin 40:10, 166:25, 179:14 beginning 87:9, 118:6, 164:2, 165:5, 182:9, 237:1 behalf 3:3, 3:9, 8:10, 8:13, 8:14, 8:18, 8:22, 128:22 behaves 190:4 behavior 35:25, 171:15 behind 216:13, 232:1 being 6:18, 12:2, 12:3, 19:12, 41:25, 43:2, 48:9, 52:19, 63:18, 76:2,
--	--	--	--

79:23, 82:23, 84:1, 85:20, 91:16, 92:8, 92:12, 92:19, 97:14, 99:13, 103:12, 103:13, 109:25, 121:17, 131:10, 133:2, 143:4, 144:16, 150:19, 159:18, 170:2, 170:13, 173:14, 176:23, 184:10, 187:2, 187:4, 208:4, 234:13, 234:17, 234:20, 234:24, 236:22, 242:11 belief 109:12 believe 15:9, 81:24, 82:16, 90:5, 104:5, 107:1, 107:19, 110:5, 113:7, 115:3, 122:4, 122:11, 124:13, 127:9, 138:18, 140:19, 141:13, 148:1, 148:5, 155:19, 169:6, 171:17, 172:6, 185:10, 210:18, 211:12, 212:24, 213:2, 216:11, 242:10, 242:15 believed 130:14 belongs 14:25 below 125:24, 136:25 benefit 12:3, 98:25, 108:5, 213:13 bent 91:16, 166:7 bernie 189:12, 189:24	bessel 214:16, 222:11, 222:17, 222:19, 222:22 bessel's 222:17 best 11:22, 24:8, 50:14, 55:15, 105:3, 243:18, 244:7, 245:10 bet 34:20, 90:20 better 46:23, 64:20, 120:24, 182:4, 188:5, 197:7, 201:19, 204:12, 204:13 between 26:25, 31:18, 34:5, 37:5, 91:10, 169:10, 179:24, 195:3, 195:19, 198:1, 198:5, 199:25, 231:5 beverages 156:7 beyond 174:16 bfs 187:19 bicycles 235:18 big 53:15, 132:16, 168:3, 219:7 bill 55:9, 55:12, 187:9 bills 98:7 billy 69:20, 71:7 binder 112:11, 150:7, 160:19, 160:20,	212:2 biscuits 53:6 bit 10:20, 10:24, 17:12, 44:1, 44:10, 44:12, 50:7, 53:25, 75:18, 101:19, 102:5, 137:14, 146:10, 185:16, 199:22, 223:4 bite 155:22 blatant 89:18, 92:14 blatantly 92:13 blood 50:18, 50:21, 99:9 blooms 99:11 board's 182:16, 191:22, 228:19 boards 179:24, 228:10 bob 229:6, 229:7 boca 36:2 body 129:19, 129:21, 181:21 bones 43:12, 44:14, 44:16 bonzo 152:23, 153:3, 153:16, 157:9 book 117:9 booked 144:3 books 96:10, 116:25, 117:5, 120:22,	126:16, 126:21, 127:11, 127:19, 128:11, 128:21, 130:21, 130:25, 132:20, 132:25, 134:12, 140:4, 142:24, 147:10, 147:13, 175:2, 175:21, 176:23, 238:5, 238:8, 241:9 boots 236:6 bordered 80:13 both 12:16, 13:20, 14:1, 14:8, 17:17, 56:11, 59:7, 59:11, 60:25, 61:16, 128:24, 163:23, 188:3, 231:19, 232:20, 232:25, 233:13 bottom 33:3, 47:19, 57:16, 83:10, 134:24, 137:11, 138:10, 139:21, 152:6, 152:7, 166:6 bowie 102:16, 102:21, 103:7, 103:16, 103:19 brace 47:25 brand 103:24 break 38:9, 131:21 breaking 139:21 breaks 13:2, 48:18, 48:19 breathing 50:23, 99:12
---	--	---	--

<p>breaths 50:24, 99:13</p> <p>brendon 1:21, 2:7, 7:3, 7:9, 11:24, 178:18, 209:16, 245:2, 245:20</p> <p>brendon's 38:14</p> <p>bridge 10:18, 11:11, 13:10, 38:17</p> <p>bring 42:4, 54:4, 114:12, 139:12, 140:7, 143:3, 183:9</p> <p>broad 107:22, 202:10</p> <p>broadcast 59:10, 93:22, 164:25, 170:11, 202:11, 202:14</p> <p>broadwalk 53:2</p> <p>broken 44:14, 236:1</p> <p>broswell 165:16, 200:8, 200:16, 201:12</p> <p>brought 26:4, 57:18, 106:20, 173:5, 174:19, 211:25, 223:2</p> <p>browning 74:25</p> <p>buck 199:6</p> <p>budget 25:19, 57:17, 90:2, 108:1, 109:8, 165:17, 189:10, 190:12, 190:14, 199:5, 203:15, 217:25, 220:4</p> <p>building 2:3, 107:8,</p>	<p>135:24</p> <p>bullied 22:8, 76:9</p> <p>bunch 192:13</p> <p>burden 23:21, 31:24, 35:2, 35:7, 35:10, 35:13, 37:7</p> <p>business 57:14, 77:22, 97:21, 129:1, 140:5, 186:21</p> <p>button 10:4</p> <p>butts 168:3, 219:7</p> <p>buying 220:9</p> <p>bylaw 184:22, 185:1</p> <p>bylaws 182:16, 182:23, 183:13, 184:14, 191:23, 198:12, 198:17, 220:2</p> <hr/> <p style="text-align: center;">C</p> <hr/> <p>c-a-s-t-i-l-l-o 226:18</p> <p>c-r-y-s-t-a-l 226:17</p> <p>c3 30:9, 219:25, 220:22</p> <p>california 223:25</p> <p>call 19:3, 19:4, 21:20, 21:21, 27:8, 47:19, 53:16, 54:14, 77:18, 90:23, 170:19, 174:4, 174:5, 174:11, 178:1, 180:3, 191:3, 204:5,</p>	<p>218:14</p> <p>called 11:1, 78:11, 78:15, 79:7, 80:11, 92:6, 102:13, 173:24, 174:7, 186:25, 188:2, 203:12, 204:1, 209:1, 209:22, 213:16, 218:25, 236:13, 236:19, 236:22</p> <p>calling 28:12, 101:9</p> <p>calls 24:18, 26:2, 53:8, 127:25, 168:16, 171:10, 235:22</p> <p>came 30:25, 55:1, 125:22, 145:15, 173:12, 182:22, 192:25, 200:6, 200:8, 204:6, 204:7, 206:10, 208:19, 223:19, 229:6</p> <p>camera 65:19, 156:9, 167:3, 170:11, 202:9, 219:5, 225:18, 234:8, 234:9, 239:14</p> <p>campus 240:12</p> <p>can't 11:4, 11:5, 11:24, 36:17, 36:18, 77:13, 92:22, 96:25, 104:9, 105:9, 109:2, 117:17, 128:13, 129:11, 168:23, 183:22, 210:16, 216:2</p> <p>candidate 137:20</p>	<p>cannot 23:3, 30:17, 34:15, 76:15, 111:25, 168:3, 192:21, 240:14</p> <p>capability 49:1, 234:12</p> <p>capacity 228:12</p> <p>capture 11:24, 14:11, 156:12</p> <p>captured 164:15, 164:18, 165:8, 165:10, 165:21, 219:15</p> <p>capturing 9:15, 18:6</p> <p>car 23:8</p> <p>care 29:1, 98:19</p> <p>cared 28:24, 125:11</p> <p>carries 127:13</p> <p>carry 31:23, 53:6</p> <p>case 1:5, 6:10, 7:12, 9:2, 13:23, 13:25, 14:3, 14:5, 17:13, 17:15, 18:20, 18:24, 26:16, 29:10, 30:25, 31:2, 31:19, 31:21, 33:11, 33:13, 33:16, 36:2, 36:3, 36:24, 37:14, 72:11, 72:12, 105:2, 196:24, 197:3, 223:11, 242:18, 244:10, 245:13</p> <p>case-by-case 197:1, 197:4</p>
---	---	--	---

case-in-chief 243:1 cases 30:22 cast 91:7 castillo 4:13, 11:8, 20:19, 21:18, 27:21, 38:17, 224:25, 225:11, 225:13, 226:1, 226:9, 226:10, 226:14, 226:16, 230:19, 230:20, 231:5, 237:15, 237:18, 240:10, 241:2, 241:5, 242:10, 242:13, 242:17 catch 50:23, 94:11 category 114:23, 116:12, 117:15, 117:19 catherine 3:11, 8:21 catholic 208:5 causal 26:25, 31:17, 34:5, 36:15, 37:4, 195:19, 195:23 causation 194:13, 195:2, 195:17, 196:3 cause 124:6, 124:12, 125:25, 172:11 caused 26:9, 45:7 ccoc 16:22, 16:24, 37:21, 183:16, 192:1, 192:10, 192:24, 211:15, 211:16, 212:15,	212:20, 213:3, 214:18 cctv 202:11, 238:22 cemented 188:1 cent 145:8 center 43:9 cents 135:25, 138:16 certain 13:13, 18:19, 19:8, 44:21, 114:19, 126:21, 129:6, 131:10, 137:9, 138:1, 181:16, 187:18, 205:21, 211:10, 216:3, 221:9, 228:23, 235:22 certainly 37:25, 47:23, 50:12, 52:12, 62:24, 66:2, 67:11, 87:25, 97:6, 115:7, 156:16, 187:18 certificate 192:5, 192:6, 244:1, 245:1 certification 183:16 certified 217:2 certify 244:3, 245:4 cetera 91:1 cfo 152:24, 155:7, 158:9 cfr 32:7, 32:8, 32:9, 32:23, 35:21, 37:13, 38:25, 39:1	chains 135:2 chair 1:7, 3:9, 9:3, 24:6, 24:18, 24:24, 25:4, 29:9, 46:17, 72:20, 82:1, 82:18, 83:23, 116:1, 137:19, 228:14 chairman 71:9, 79:3, 81:8, 82:6, 90:9, 217:19 chairs 10:16 chairwoman 71:16, 207:11 chance 149:23 change 119:24, 184:21, 185:1, 185:5, 233:9 changed 115:24, 120:8, 121:11, 121:15, 121:20 changes 51:3 changing 115:24 channel 59:12 channels 202:14, 238:23 chapter 87:7 charge 66:11, 117:3, 133:1, 145:9 charged 136:3, 147:1, 175:24 charges 142:9, 142:11 charitable 30:9, 30:11,	30:12, 220:19 chasanow 34:8, 35:12, 35:23, 36:4 chatted 77:23 check 7:2, 38:6, 46:11, 47:8, 236:3, 236:5 checklist 18:20 chief 43:8, 91:9, 173:22, 227:12 chimed 77:17 chiswick 41:10 choice 144:23, 144:24 choose 52:5 chosen 142:9 circle 119:10, 119:15 circuit 59:12, 164:23, 164:24, 170:11 circumstances 78:8, 186:24 citation 36:1, 131:8 cite 35:21, 127:18 citizen 42:11, 102:13, 102:17 citizens 187:10 city 36:2, 41:21, 51:14, 51:15, 51:16, 103:11, 103:14, 103:16, 103:18 civil 75:2, 75:3,
--	--	--	--

87:5, 122:14, 122:23 civility 35:24 claim 16:4, 16:5, 26:5, 26:20, 28:9, 29:12, 30:16, 35:2, 35:14, 35:18, 36:8, 36:16, 36:19, 37:9, 37:12, 38:1, 38:2, 38:22, 38:24, 38:25, 39:8, 39:9, 87:1 claimant 6:14, 8:7, 9:13, 13:22, 14:5, 31:5, 33:23, 69:7 claimant's 13:24, 14:24 claimants 14:19 claiming 105:1, 108:2, 110:20 claims 32:10, 33:20, 36:10 clarification 65:7, 68:15, 113:16 clarified 65:10 clarify 38:22, 45:25, 51:7, 53:24, 169:9 classes 103:1 clear 18:15, 28:14, 72:9, 105:6, 108:21, 184:17 click 21:3	client 22:9, 207:3, 207:6, 207:8 clients 223:12, 224:11 clip 165:6, 167:23 clips 165:15 close 7:15, 10:6, 39:23, 45:17, 71:24, 90:12, 191:6, 204:4, 205:13 closed 59:12, 77:25, 154:24, 154:25, 164:23, 164:24, 170:10, 191:4, 191:5, 202:11 closer 175:4, 216:9 closing 14:7 clown 154:13, 154:15 club 220:14 clubhouse 78:19 clue 168:13 co-counsel 28:18 code 6:17, 31:2, 33:21, 35:21, 35:24, 87:8, 128:19, 135:16 cold 47:24 cole 3:5, 8:12 cole's 185:10 colette 183:19	color 28:3 columnist 41:22, 41:25, 42:8, 50:1, 51:14 comcast 202:13 come 10:17, 11:12, 16:25, 29:1, 45:12, 51:16, 54:6, 55:5, 97:16, 115:15, 138:12, 140:1, 141:4, 175:4, 178:3, 181:15, 184:10, 190:17, 190:23, 191:9, 192:12, 195:9, 195:10, 196:22, 196:23, 235:22 comedy 80:13, 168:25, 169:2 comes 21:11, 31:19, 33:17, 189:1, 238:4 comfort 10:14 comfortable 215:6 comical 156:15 coming 52:8, 54:11, 54:14, 138:20, 143:18, 196:10 comment 20:9, 167:5, 169:1, 169:2 comments 29:19, 36:6, 92:10, 96:21 commission 1:1, 7:22, 8:3, 75:3, 122:14,	122:23, 124:10 commit 182:17 committed 105:8 committee 22:11, 22:24, 24:20, 25:19, 53:21, 53:22, 56:10, 56:12, 56:18, 56:20, 58:2, 58:3, 58:11, 58:13, 58:14, 58:16, 58:17, 58:22, 59:5, 59:8, 59:21, 60:3, 60:5, 60:12, 60:15, 60:17, 60:25, 61:12, 61:16, 61:19, 62:16, 64:1, 66:16, 67:17, 79:2, 79:3, 82:6, 90:2, 90:11, 91:24, 108:1, 109:9, 111:5, 115:3, 134:13, 135:8, 137:19, 154:21, 155:9, 160:15, 164:4, 174:7, 181:6, 181:9, 181:11, 182:6, 182:8, 182:13, 185:21, 186:4, 188:22, 189:4, 189:9, 189:13, 189:14, 189:19, 189:22, 190:3, 198:22, 202:17, 203:16, 213:1, 213:10, 227:22, 229:14, 231:24, 232:20, 233:6 committees 59:23, 60:7, 82:7, 90:1,
---	--	--	---

111:7, 165:18, 185:24, 186:1, 188:25, 189:2, 203:2, 231:22 common 180:10, 180:11 communicate 53:17 communicated 86:24, 164:13 communication 165:17, 227:19 communities 163:4, 163:5 community 1:8, 3:10, 6:16, 9:4, 22:13, 22:22, 24:22, 26:7, 27:11, 28:24, 29:2, 30:6, 30:7, 30:15, 36:12, 41:22, 42:2, 52:10, 52:20, 52:23, 53:9, 53:15, 53:17, 53:23, 54:21, 54:24, 55:5, 55:16, 55:21, 56:1, 58:9, 61:1, 61:4, 61:7, 72:21, 75:22, 79:18, 81:9, 92:3, 92:19, 94:16, 96:17, 102:14, 102:15, 103:6, 103:17, 103:23, 103:24, 104:5, 104:12, 104:15, 104:22, 107:8, 122:6, 153:18, 153:21, 154:12, 155:1, 155:8, 158:17, 162:25, 166:13, 169:8, 179:7, 180:10, 180:15,	180:16, 181:21, 202:12, 202:13, 211:1, 221:5, 235:17, 235:21, 235:24, 239:8, 239:19, 240:13 companies 223:8 company 223:7 compensated 102:23 compile 129:22 compiled 140:9 complainant 1:5, 9:13, 38:21, 123:17, 124:14 complainants 124:1 complaint 5:6, 9:10, 17:14, 25:13, 39:6, 72:19, 74:9, 74:11, 75:8, 75:15, 82:15, 82:20, 86:3, 86:8, 86:13, 86:17, 86:21, 86:22, 87:2, 87:23, 88:9, 88:15, 92:15, 105:12, 105:13, 107:3, 125:14, 149:8, 175:6, 217:3, 222:22 complaints 92:16, 125:5, 125:16, 171:21, 222:11 complete 110:6, 145:19 completely 30:5, 72:16, 85:23, 85:24,	169:13, 198:16 completion 13:24 complex 183:3 complicated 183:2 complying 82:17 comprehensible 181:18 comprehensive 181:17 computer 45:17, 45:19, 46:9, 46:18, 46:19, 76:15, 77:16, 91:7, 101:22, 104:9, 107:10, 109:14, 109:19, 133:18, 139:14, 140:7, 143:3, 173:20, 205:1, 210:7, 223:10 con 106:15 concerned 96:17, 105:13, 105:14 concerns 175:23 concluded 200:16, 243:25 concludes 243:23 conclusion 20:4, 123:10, 128:1, 242:18 conditions 19:12 condo 199:3 condominiums 180:4 conduct 37:10, 77:22, 88:3, 92:8,	97:21, 154:3, 186:3, 195:20, 230:1 conducted 6:18, 93:13, 125:7 conducting 155:7 confidentiality 183:18 confirm 84:23, 85:2, 106:6 conflict 135:15, 183:20, 183:24 confrontation 80:17 confronted 71:23, 76:7, 148:4 confrontive 72:3, 72:5 confused 128:6, 128:7, 128:8 confusion 66:3 conjured 80:15, 80:16 connect 36:14 connection 26:25, 31:17, 32:15, 32:22, 34:5, 36:15, 37:4, 118:20, 130:24, 195:19, 195:21, 195:23, 212:21, 217:7, 231:2 conscious 162:25 consent 28:2, 235:2 consequently 190:3 consider 16:1
--	---	---	---

consideration 125:20	238:4	copies 135:25, 138:15,	145:1, 147:20,
considered 106:4, 154:13	contexts 212:13	139:10, 142:11,	149:19, 152:2,
considers 181:14	continue 28:25, 42:15,	143:4, 144:14,	152:20, 155:23,
consistent 85:15	48:16, 48:20,	145:7, 145:8,	159:21, 160:10,
consistently 22:7, 37:19	72:25, 77:22,	146:13, 175:25	162:14, 162:23,
constituent 179:9	82:17, 95:21,	copious 49:23, 83:25	164:12, 165:2,
constitute 33:1	109:1, 153:13	copy 18:2, 20:3,	172:7, 172:20,
constitutes 32:5	continued 85:17, 120:13,	67:24, 68:8,	184:5, 185:2,
construction 191:2	120:20, 141:5	70:2, 124:18,	191:15, 198:19,
construed 35:24, 205:9	continues 126:15	129:17, 132:2,	206:12, 210:23,
consult 223:8	continuing 97:21, 127:12,	133:8, 133:23,	222:12, 223:17,
consulting 223:7	131:17	142:11	223:20, 237:7,
contact 74:1	continuously 122:5	copying 128:23	239:1, 239:2,
contacted 54:10, 54:17	contract 54:5, 55:3,	core 218:15	239:8, 239:10,
contained 182:19, 191:22,	56:16, 183:9,	corp 1:8, 3:10, 6:16	239:15, 240:25
191:23	202:13	corporation 9:4, 25:14,	correction 15:1
contend 117:25, 130:24	contributions 220:8	26:7, 29:3,	corson 65:19
contending 117:8	conversation 24:16	30:6, 30:8,	cost 138:16, 139:14,
content 57:9, 59:5,	conversations 16:24	30:16, 36:12,	176:10, 183:12
82:8, 84:7,	convinced 57:6	72:21, 75:22,	could 11:13, 13:6,
163:10, 164:16	cook 214:19	81:9, 152:10,	40:11, 48:11,
contention 119:1	cooperate 180:3	179:7, 180:10,	54:8, 54:12,
contentions 29:15	cooperated 187:7	180:15, 180:16,	59:4, 62:4,
contents 81:16	cooperative 180:8	181:22, 224:1	64:5, 64:7,
context 27:22, 35:14,	coordinated 187:6	corporations 180:2, 180:8	64:21, 65:24,
103:7, 190:23,	cop 133:22	correct 46:7, 50:3,	66:6, 66:9,
	copied 69:21, 142:17,	83:20, 107:7,	71:11, 71:24,
	142:19, 142:23	107:11, 107:12,	72:14, 80:5,
	copier 133:24	107:15, 107:18,	92:10, 95:5,
		108:3, 109:9,	95:20, 99:21,
		109:15, 109:16,	104:8, 128:4,
		110:7, 110:25,	128:8, 128:11,
		114:13, 115:20,	131:23, 147:2,
		116:4, 122:14,	147:18, 171:7,
		126:23, 129:3,	178:3, 178:8,
		134:8, 134:15,	179:3, 181:8,
		134:19, 135:9,	181:22, 181:24,
		135:19, 139:23,	181:25, 186:12,
		140:20, 141:21,	195:15, 196:3,

<p>239:14 couldn't 176:22 council 55:9 counsel 8:6, 8:25, 9:4, 14:13, 15:7, 17:17, 17:19, 20:3, 67:21, 93:16, 123:3, 142:5, 147:4, 157:3, 175:20, 194:4, 207:1, 207:3, 242:9, 244:9, 245:12 counsel's 93:4 count 214:19 county 1:1, 2:3, 6:17, 31:1, 31:2, 33:17, 33:21, 54:22, 55:8, 55:11, 55:16, 86:5, 87:7, 190:21 county's 6:23 couple 16:12, 18:12, 38:9, 49:8, 50:17, 54:2, 69:1, 94:11, 105:5, 118:2, 131:19, 161:11, 181:6, 182:3, 186:22, 203:1, 225:9, 230:17, 241:13 course 51:17, 53:4, 54:6, 58:15, 92:11, 92:23, 95:25, 96:3, 96:6, 98:2, 218:20, 226:16</p>	<p>court 1:21, 7:9, 11:17, 11:20, 12:4, 13:16, 22:5, 30:23, 30:25, 33:16, 34:10, 36:3, 41:10, 178:20, 226:15, 245:1 court's 174:23, 206:18, 221:12 courtesy 67:24, 136:4, 136:24, 143:24 cover 140:11 covered 117:22, 117:23, 131:12, 174:17 covid 56:24, 56:25, 136:24, 234:10 create 104:14, 109:23 created 104:7, 220:1 creating 228:15 creative 42:13 cross 10:18, 11:11, 13:10, 14:3, 38:17, 113:14, 119:11, 132:15, 150:23, 153:13, 153:14, 160:12, 160:24, 174:16, 174:19 cross-examination 4:5, 4:10, 4:15, 14:1, 18:25, 100:1, 100:17, 102:8, 131:25, 208:10, 237:11, 237:16 crowd 110:23</p>	<p>crystal 4:13, 11:8, 27:21, 226:1, 226:10 csr 1:20, 244:17 cuenca 1:21, 2:7, 245:2, 245:20 culminating 116:22 current 82:5, 82:16, 120:14, 120:21, 126:15, 136:24 currently 207:13 cut 105:21, 118:9, 155:3 cynthia 1:20, 244:3, 244:17</p> <hr/> <p>D</p> <hr/> <p>d-u-n-n 178:22 dail 45:6 daily 45:7, 47:17, 52:24, 52:25, 163:24 dam 213:23 damage 43:4, 43:6 data 163:17 date 104:7, 105:8, 105:10, 116:14, 116:15, 155:13, 203:22, 214:9, 214:10, 217:18 dated 86:16, 134:25, 135:15, 138:9,</p>	<p>217:13 dates 59:19, 115:8, 227:4 dating 81:20 david 69:22, 71:9, 82:1, 82:18, 84:14, 84:15, 84:16, 90:24, 91:12, 148:25 day 1:12, 13:4, 26:10, 48:18, 50:22, 60:20, 90:5, 110:15, 164:13, 235:16, 236:15, 242:12 days 7:15, 13:11, 20:5, 43:1, 181:13, 235:14 de 192:3 deaf 196:24 dealing 51:15, 97:24 dearest 52:8 decided 33:15, 55:2 decision 7:20, 19:10, 30:19, 35:5, 36:24, 163:16, 164:6, 189:19 deem 19:17 deemed 15:5, 15:17, 15:22, 70:8 deep 45:10, 50:24, 99:13 deeper 42:3</p>
--	---	---	--

<p>deeply 28:25 deer 54:5, 54:8, 54:19 defend 80:19 defendant 31:15, 31:16, 34:3, 35:3, 35:5, 37:2, 37:3 defense 27:24 defined 180:3, 185:24, 191:1 definitely 21:6, 44:22, 50:25, 111:4, 131:14, 149:11 delegated 181:20 deliberations 22:21 delivered 129:6, 129:21, 141:25 delivering 10:15 delivery 129:24, 130:22 demand 28:4, 87:20, 224:2 demanded 77:13, 118:23, 173:25 demanding 77:9 demeaned 73:6 demeanor 116:20 demonstrate 30:4, 37:17 demonstrating 35:7 denial 25:14, 26:5</p>	<p>denied 17:20 denies 24:6 department 74:9, 74:10, 122:10, 227:18, 227:19 departure 152:24 depended 241:11 depending 60:18, 186:23 depression 45:10 describe 69:16, 202:6, 231:15, 237:25 described 98:4 describes 75:10 describing 94:7 description 5:2, 17:7 deserves 196:15 designation 213:15 desire 13:21 desires 82:11, 113:5, 113:24 desk 21:20 destroy 93:9, 223:14 destroyed 95:2, 135:13, 135:16 destroying 95:14 destruction 95:15 detail 231:16</p>	<p>details 93:19 determination 6:11, 68:2, 88:8, 198:24 determinations 12:7 determined 124:12 determining 194:14 deterred 25:11 devastating 42:19, 43:14 develop 200:6 developed 50:18, 199:24 device 25:1, 25:6, 63:1, 66:12, 81:19, 82:11, 111:14, 113:5, 113:9, 113:24, 150:3, 202:20, 203:2 diagnosed 45:8 dialogue 77:5, 94:4, 94:13 dialysis 98:20 difference 72:18, 169:10, 179:23, 198:1, 198:5 differences 187:25 different 30:8, 50:19, 94:8, 101:24, 115:2, 137:7, 137:17, 159:3, 163:8, 184:24, 198:18, 212:13, 230:17, 235:10</p>	<p>differently 51:24 difficult 12:23, 28:5, 48:10, 50:13 difficulties 79:23, 210:15 digestive 51:4 digital 224:2, 224:4, 244:5, 245:8 dimension 48:22 dip 48:2 direct 4:4, 4:9, 4:14, 41:2, 93:23, 100:15, 102:11, 105:4, 107:24, 172:11, 174:17, 179:1, 212:14, 225:21 directed 78:11, 81:25, 180:13 direction 228:8 directive 149:1 directly 12:15, 106:4, 159:9, 175:22, 238:11 director 22:10, 22:23, 71:16, 88:11, 223:6, 236:8, 236:9 directors 1:7, 3:9, 9:3, 22:6, 29:10, 53:15, 56:3, 58:8, 81:10, 83:23, 90:10, 91:25, 119:7, 119:8, 119:23,</p>
--	--	---	---

155:9, 179:6, 179:15, 181:2, 181:3, 185:6, 186:6, 186:16, 192:18, 214:5, 228:5 directs 141:20 dis 85:23 disabilities 87:6 disability 18:1, 23:5, 32:17, 47:13, 73:12, 77:9, 77:10, 80:20, 85:22, 87:5, 87:13, 92:20, 124:14, 149:12, 195:20, 195:21 disabled 77:11, 84:1 disagree 29:15 discriminated 73:6, 76:9, 92:13, 124:1, 124:13, 215:25 discrimination 6:14, 30:17, 33:18, 36:16, 82:15, 82:20, 86:17, 87:4, 89:18, 117:11, 215:23, 217:9 discriminatory 18:8, 31:7, 32:5, 33:19, 35:9, 37:24, 87:21, 97:19 discuss 11:19, 170:5 discussed 15:10, 35:11, 126:14, 159:16, 187:20, 216:1, 216:6	discussing 57:13, 152:10 discussion 66:4, 66:15, 215:8 dismiss 17:21 disorder 45:9, 45:11 displayed 118:19 dispositive 17:22 dispute 18:10, 122:20, 125:12 disregarded 25:7 disregarding 85:24 disrupt 19:17 disruptive 19:18 dissuade 171:18, 172:17 distance 100:5 distinct 187:24 distinction 198:16, 199:23, 199:25 distributed 19:22 district 30:22, 30:25, 33:16 disturbance 50:25 dive 42:3 dnr 54:23 doctor 49:2, 49:4, 49:6, 49:13, 50:21, 87:12	doctor's 76:19, 77:14 document 5:8, 15:2, 69:14, 69:16, 74:23, 86:15, 86:25, 88:7, 89:3, 137:13, 139:13, 142:1, 143:23, 161:25, 162:8, 162:18, 183:19, 197:14 documentation 131:5, 183:1 documented 48:21, 89:17, 91:2, 92:23, 106:16, 131:9 documenting 80:1 documents 127:4, 129:6, 130:11, 131:10, 135:23, 136:2, 140:8, 140:13, 140:15, 141:3, 143:2, 143:19, 143:21, 144:14, 144:17, 146:15, 174:25, 241:19 dog 53:6 dogs 53:5, 53:6 doing 24:4, 24:8, 35:19, 44:2, 48:16, 49:1, 66:23, 79:5, 96:8, 149:18, 163:23, 164:23, 172:5, 190:17, 200:24, 204:25, 205:5, 208:1, 210:9, 212:25, 215:20 doj 82:23	domain 53:19 dominant 44:8 done 12:22, 37:18, 94:22, 97:19, 98:9, 119:11, 119:14, 119:16, 127:14, 138:5, 144:25, 166:21, 177:18, 209:2, 209:24, 211:19, 216:4, 228:24 door 38:8, 78:1, 235:25 double 213:22 doubt 91:7 doubts 91:8 douglas 35:9, 37:7 down 43:21, 47:18, 74:16, 76:14, 79:9, 90:17, 91:16, 106:10, 106:11, 107:21, 131:21, 135:21, 137:10, 137:15, 147:19, 148:16, 165:4, 165:13, 205:1, 212:2, 214:24 dozen 187:5 dr 48:14 draw 81:11, 88:12 driven 32:16 drove 49:12 drugged 43:2
--	---	--	--

<p>due 136:24, 140:9</p> <p>duly 40:17, 128:25, 178:14, 226:11</p> <p>dumb 219:12</p> <p>dunn 4:8, 25:20, 27:16, 178:1, 178:2, 178:5, 178:8, 178:12, 178:13, 178:21, 178:22, 178:25, 179:3, 179:5, 180:1, 180:6, 180:20, 180:24, 184:2, 184:5, 184:19, 184:23, 185:2, 185:7, 193:14, 193:19, 193:21, 193:22, 194:2, 194:5, 194:8, 196:5, 196:7, 196:16, 197:3, 197:6, 198:3, 198:6, 198:9, 198:12, 199:1, 199:18, 199:20, 201:2, 201:6, 201:8, 201:18, 201:21, 204:11, 204:12, 204:14, 206:3, 206:4, 206:9, 206:12, 206:16, 208:12, 212:1, 212:4, 213:15, 214:3, 215:10, 216:7, 218:12, 218:19, 218:23, 219:20, 223:4, 223:6, 223:17, 223:20, 224:15, 224:21, 242:17</p> <p>dunn's 209:9</p> <p>during 23:13, 25:1,</p>	<p>29:13, 43:10, 48:16, 50:17, 53:20, 61:8, 63:25, 65:23, 77:6, 82:12, 113:6, 115:7, 124:11, 129:1, 140:4, 140:15, 154:4, 174:19, 181:20, 202:5, 202:16, 228:21, 230:8, 236:19, 236:22, 241:14</p> <p>duties 155:7</p> <hr/> <p>E</p> <hr/> <p>each 10:5, 10:13, 11:22, 11:23, 60:2, 65:17, 84:8, 104:1, 137:19, 138:20, 139:13, 143:23, 182:10, 187:1, 188:5, 189:17, 193:7</p> <p>eager 22:15</p> <p>ear 171:6</p> <p>earbud 171:6</p> <p>earlier 50:6, 62:25, 79:5, 99:5, 106:16, 132:13, 142:4, 142:19, 208:24, 218:2, 234:14</p> <p>early 41:19, 234:5</p> <p>ease 23:21</p> <p>easier 101:3</p> <p>eastern 138:10</p>	<p>easy 18:16, 100:23, 178:24, 201:22, 201:23, 211:23</p> <p>eating 47:17, 51:5, 156:10, 218:4</p> <p>economics 179:12</p> <p>editor 41:21, 51:14</p> <p>education 179:23, 227:20</p> <p>edward 170:24</p> <p>effect 16:21, 85:19, 172:11</p> <p>effective 212:10</p> <p>effects 99:6, 99:7</p> <p>efficient 146:14</p> <p>effort 25:10</p> <p>egregious 93:7</p> <p>eight 124:5, 190:22, 211:21</p> <p>eighty 41:8</p> <p>einstein's 48:22</p> <p>eisenhaur 24:25, 25:4, 25:13, 83:8, 83:14, 83:23, 84:18, 85:6, 85:8, 85:11, 85:14, 87:10, 92:1, 106:24, 115:2, 216:19, 217:1, 217:14</p> <p>eisenhaur's 216:23, 217:17</p> <p>either 6:3, 19:22,</p>	<p>19:23, 37:25, 59:3, 63:4, 63:25, 67:17, 77:15, 101:24, 117:1, 118:8, 131:15, 154:8, 154:20, 184:6, 184:8</p> <p>el 190:8</p> <p>elaborate 27:17, 27:20</p> <p>elected 51:16, 182:7</p> <p>electric 186:25, 187:3</p> <p>electronic 82:11, 111:13, 113:5, 113:9, 113:24, 129:23, 130:1, 131:20, 150:3</p> <p>electronically 134:19, 139:11, 165:25</p> <p>elects 182:11, 182:12</p> <p>element 130:18, 194:13, 194:22, 195:17</p> <p>elements 26:19, 27:7, 31:11, 31:25, 37:12</p> <p>elevate 185:14</p> <p>ellen 69:21, 76:2, 174:1</p> <p>else 48:11, 49:17, 55:20, 74:1, 103:8, 189:25, 241:1</p> <p>else's 97:9</p> <p>elsewhere 144:3</p>
---	--	---	--

<p>elster 3:7, 8:17, 14:18, 64:11, 64:14, 64:24, 113:12, 177:20, 177:23, 225:2, 242:19 emailed 85:14, 138:2, 146:20, 159:1, 161:1 emailing 24:11, 134:11, 143:2 emails 16:12, 18:13, 24:23, 25:4, 53:8, 81:4, 81:7, 106:24, 142:20, 142:23, 152:6 embarrass 24:3, 214:6 embarrassed 28:20, 183:18, 204:20, 217:24, 218:5 embarrassment 106:20 embodied 198:13 emotional 26:8 employ 196:25 employed 244:10, 245:12 employee 27:21, 76:1, 76:2, 77:20, 154:4, 158:5, 158:6, 158:10, 158:12, 167:2, 167:4, 174:1, 174:3, 174:9, 174:10 empower 48:15</p>	<p>enabled 42:2 encompass 9:10 end 13:7, 20:5, 28:17, 60:13, 82:12, 155:13, 173:6, 173:16, 188:4, 225:16 ended 173:13, 233:15 endure 33:5 enforce 172:6 engaged 26:21, 27:2, 31:14, 34:2, 37:1, 39:3, 80:22 english 181:17 enid 54:25 enjoy 28:23, 52:19, 186:24, 186:25 enjoyment 32:20, 32:21 enlarge 12:20 enough 37:25, 40:4, 58:10, 104:23, 146:4, 221:3 ensure 56:15, 144:2, 232:4 entail 231:16 enter 70:13, 150:21, 235:23 entered 15:6, 91:8, 91:15, 153:3 entire 77:2, 77:3</p>	<p>entirely 30:5 entirety 141:21, 180:9 entitled 172:18, 212:16 entity 30:3, 30:5, 72:8, 75:21, 103:13 entrance 239:23 entry 66:7 environment 32:2, 32:5, 32:10, 32:13, 33:9, 35:18, 36:8, 37:9, 37:12, 38:1, 38:24, 39:8 environmental 54:22 equal 27:12 equipment 220:6 erased 213:7 error 17:5 escalated 71:25, 237:2 escorted 24:19, 205:19, 205:24 especially 110:3 esquire 3:4, 3:5, 3:6, 3:7, 3:11, 3:12 essentially 29:12, 31:10, 62:1, 69:7, 70:13, 77:4, 109:22, 198:21, 231:1, 236:6 establish 23:22, 25:6,</p>	<p>28:12, 37:25, 157:2 establishing 175:17 estate 186:2 esthetics 52:10 estimate 145:16 et 91:1 ethics 135:16 eu 223:24 evaluate 36:23, 193:8 evaluated 32:3 evd 5:2 even 26:15, 32:5, 37:23, 37:24, 40:4, 48:16, 76:13, 167:7, 193:10, 193:12, 233:14, 234:8 evening 53:4 event 114:23, 115:14, 120:2, 236:2 events 33:4, 36:17, 80:10, 92:17, 114:24, 115:1, 120:7, 215:25, 217:24 eventually 77:25, 182:25, 187:24, 191:23, 222:22, 223:25 ever 47:11, 61:12, 62:11, 63:24, 67:14, 83:3,</p>
--	---	--	--

<p>88:14, 93:13, 139:9, 141:4, 146:17, 147:12, 148:23, 169:21, 169:22, 171:17, 172:5, 176:21, 177:15, 187:13, 197:11, 219:14, 220:15, 233:23, 234:25, 236:18, 236:21, 241:18</p> <p>every</p> <p>54:12, 60:6, 65:16, 65:25, 68:13, 82:4, 82:6, 90:25, 93:12, 98:6, 108:21, 164:13, 176:15, 189:1, 192:7, 220:10, 224:5, 229:18, 230:6, 231:24, 235:16</p> <p>everybody</p> <p>29:22, 63:12, 66:1, 68:19, 68:21, 97:9, 111:23</p> <p>everybody's</p> <p>100:19, 149:11, 169:17</p> <p>everyone</p> <p>6:5, 18:1, 101:14, 183:15, 234:11</p> <p>everyone's</p> <p>16:10</p> <p>everything</p> <p>11:18, 11:25, 14:11, 15:20, 18:21, 21:13, 36:21, 70:7, 98:15, 108:21, 127:13, 163:22, 164:14, 209:16, 236:17</p> <p>evidence</p> <p>7:14, 15:24,</p>	<p>16:2, 16:8, 18:12, 23:7, 23:21, 25:6, 26:17, 28:11, 28:19, 30:4, 30:18, 31:24, 36:14, 37:14, 37:17, 70:5, 70:19, 74:21, 80:24, 86:9, 95:15, 124:10, 151:11, 151:15, 162:19</p> <p>evident</p> <p>234:9</p> <p>evidentiary</p> <p>36:22, 242:18</p> <p>evidently</p> <p>239:14</p> <p>evolve</p> <p>233:4</p> <p>evolved</p> <p>55:7</p> <p>exact</p> <p>115:8, 162:24, 233:19</p> <p>exactly</p> <p>31:8, 67:7, 121:5, 127:18, 162:24</p> <p>examination</p> <p>4:4, 4:6, 4:9, 4:11, 4:14, 4:16, 14:4, 41:2, 128:23, 173:2, 174:20, 179:1, 221:15, 225:21, 241:7</p> <p>examined</p> <p>40:18, 178:15, 226:12</p> <p>examiner</p> <p>1:13, 7:11, 19:9</p> <p>example</p> <p>49:20, 66:22, 79:1, 117:21, 129:15, 165:16,</p>	<p>183:7, 199:1</p> <p>examples</p> <p>105:1, 106:2, 116:10, 118:2</p> <p>exceeds</p> <p>116:1</p> <p>excellent</p> <p>15:15, 204:10, 204:11</p> <p>except</p> <p>16:21</p> <p>exchange</p> <p>16:11, 77:3</p> <p>excited</p> <p>12:18</p> <p>exclude</p> <p>16:7</p> <p>excuse</p> <p>34:10, 155:12</p> <p>excused</p> <p>177:21, 224:22, 242:11</p> <p>executive</p> <p>53:21, 56:10, 58:2, 58:14, 59:8, 60:3, 60:15, 90:10, 111:5, 115:3, 154:21, 155:9, 160:15, 164:3, 181:5, 181:9, 181:11, 182:6, 182:8, 182:13, 198:21, 227:23, 229:14, 231:24, 232:20, 233:6</p> <p>exercise</p> <p>70:11, 162:1</p> <p>exhib</p> <p>216:13</p> <p>exhibit</p> <p>5:2, 5:3, 5:4, 5:5, 5:6, 5:7, 5:8, 14:9, 14:23, 14:24, 15:21, 17:7, 18:23, 67:22, 68:4, 68:14,</p>	<p>68:16, 68:24, 69:7, 70:1, 70:5, 70:18, 73:9, 74:18, 74:20, 80:23, 81:1, 81:2, 81:12, 86:7, 86:8, 86:11, 88:6, 89:2, 112:20, 122:22, 132:7, 138:8, 150:11, 150:15, 150:16, 150:19, 151:4, 151:13, 151:14, 151:18, 157:6, 160:12, 161:25, 162:12, 162:18, 211:24, 212:6, 213:14, 216:8</p> <p>exhibited</p> <p>26:13</p> <p>exhibits</p> <p>12:11, 12:14, 14:14, 14:16, 14:18, 14:25, 15:10, 15:16, 16:20, 18:16, 19:5, 70:14, 100:20, 111:20, 131:25, 160:24, 216:13</p> <p>exist</p> <p>172:10</p> <p>existed</p> <p>6:12, 26:25, 182:2</p> <p>exists</p> <p>31:17, 33:6, 34:5, 37:4, 94:19</p> <p>expect</p> <p>78:5</p> <p>expectation</p> <p>200:17, 200:18</p> <p>expended</p> <p>140:12</p> <p>expensive</p> <p>224:8</p>
--	---	---	--

experience 51:12, 96:23 experienced 50:16, 51:8, 51:19, 51:24, 79:22, 120:11, 121:13 experiences 56:3, 98:15 experiencing 49:7, 51:20, 99:8 explain 22:22, 23:16, 25:3, 25:8, 64:19, 72:18, 179:23, 181:8, 219:24, 222:13, 223:5 explains 145:15 explanation 64:22 explicitly 234:24, 235:1 expound 147:3 express 102:21, 103:8 extension 183:10 extent 66:5, 114:19, 118:14, 222:5 external 43:12 extort 139:3, 141:6 extra 132:2, 132:3 extraordinarily 50:2, 94:16, 165:25 extraordinary 51:11 extremely 36:6 eye 11:13	eyeball 42:23 eyesight 121:16, 121:18 <hr/> F <hr/> face 156:10, 156:13, 166:8 faced 26:17, 27:14 facet 42:3, 236:7 facie 35:2 facilitate 181:12 facilitates 181:19 facilities 32:21, 75:23, 180:11, 239:23 facility 78:18 fact 18:10, 33:2, 36:11, 55:23, 59:6, 59:11, 142:12, 169:22 factor 195:17 factors 31:22, 33:24, 33:25, 34:25 facts 18:4, 33:2 factual 13:23, 14:2 fade 209:17 failed 123:14, 123:25 failure 126:11, 172:9, 175:7 fair 31:3, 33:20, 35:23, 70:1,	73:11, 146:4, 192:19, 192:22, 193:1, 221:3 fairly 14:10 faith 12:13 fall 198:25 falls 236:2 false 91:4 falsely 90:13, 110:1, 110:23 familiar 35:11, 127:20, 127:23, 129:2, 129:9, 220:5, 226:22, 226:25, 229:8, 232:9, 237:23 family 236:4 fantastic 7:8 far 10:13, 10:14, 12:11, 12:24, 13:11, 14:16, 18:11, 47:22, 63:21, 65:21, 96:17, 105:12, 149:19, 155:3, 173:14, 174:21, 201:1, 231:17, 238:3 faragher 36:1, 36:5 fashion 195:15 february 1:15 fee 133:2, 133:4, 136:4, 143:7, 143:20, 147:2,	199:3 feed 53:6 feedback 9:25, 34:12, 34:16, 38:5, 43:17, 45:15, 101:22, 108:22, 113:17, 166:12 feeds 156:12 feel 15:8, 59:24, 73:5, 92:11, 92:18, 98:21, 98:22, 144:15, 154:14, 168:24, 215:5 feeling 42:24, 97:15 feelings 80:16 feels 121:24, 121:25, 122:3 fees 57:20, 175:20, 175:24, 176:23, 176:24, 177:13 feldman 54:25 felt 87:16, 92:23, 92:24, 117:12, 141:12, 149:7, 158:2, 168:14, 172:18, 204:22, 210:1, 217:23, 218:5, 218:24 few 6:7, 17:11, 188:11, 231:6, 241:6 fight 98:5 figure 57:17, 162:5 file 86:20, 125:13
---	--	--	---

filed 6:14, 17:14, 72:19, 74:8, 75:8, 82:23, 86:3, 86:17, 86:18, 86:23, 92:15, 107:3, 122:9, 125:5, 125:15, 149:9, 215:23, 217:9 files 25:13, 132:12 filing 75:15, 171:21, 175:6 final 7:17, 7:19, 15:1, 25:9, 80:9 finally 26:1, 27:20 finance 25:19, 90:2, 108:1, 109:8, 165:17, 189:11, 203:15, 217:25 financial 129:17, 130:2, 130:19, 140:3, 141:25, 142:2, 175:22, 244:11, 245:14 find 13:3, 29:2, 32:25, 54:13, 123:3, 147:16 finding 88:14, 88:18, 123:22, 124:6, 125:25 findings 88:10, 122:23 fine 10:8, 20:12, 41:16, 48:20, 70:10, 70:12, 104:11, 104:24, 106:9, 108:7, 117:24, 134:22,	151:9, 165:15, 167:25, 209:10, 215:2 finish 100:15, 105:22 finished 105:22, 105:25, 106:7 first 13:22, 17:16, 22:12, 27:9, 30:23, 38:19, 39:16, 39:17, 40:17, 44:23, 50:9, 51:1, 71:12, 75:15, 79:16, 81:13, 84:13, 99:16, 106:13, 107:17, 113:3, 118:12, 120:11, 136:14, 137:5, 142:16, 143:17, 145:16, 145:17, 149:15, 156:18, 177:15, 178:14, 178:19, 178:21, 179:18, 187:15, 189:9, 189:13, 189:16, 191:21, 224:24, 226:5, 226:11, 226:14, 235:11, 235:23 firsthand 27:13 five 45:3, 60:10, 60:11, 99:25, 112:23, 112:24, 241:16 fixator 43:12, 44:24, 45:1 fixed 167:3 flattering 219:16 flesh 198:23	flexible 10:13 flow 101:15, 186:1 flung 42:25 flushed 174:20 focus 29:17, 80:5, 190:13 focused 98:18 folks 109:13, 160:7, 212:25, 213:1 follow 13:19, 37:18, 56:16, 75:7, 158:25, 190:24, 235:23 following 19:12, 24:16, 34:25, 76:5 follows 40:18, 128:15, 178:15, 189:6, 189:23, 226:12 font 137:17 food 48:18, 155:22, 155:25 forces 54:20 foregoing 244:5, 245:3, 245:5 forget 122:20, 179:17 form 51:19, 64:4, 95:4, 107:23, 115:5, 117:1, 119:9, 193:6 formal 13:15, 86:3, 96:11, 102:25,	116:25, 117:1, 171:21, 175:6 formalities 13:13 formally 131:8 format 6:18, 13:15, 130:12, 131:20 formation 104:18 formats 130:12 formed 55:13, 55:18 former 22:14, 27:21, 49:25, 79:20, 158:9 forming 104:3 forms 135:16 forth 10:17, 17:21, 33:22, 77:6, 77:23, 94:14, 106:20, 124:15, 138:14, 165:18 fortune 224:7 forum 230:5 forums 54:21, 55:2 forward 20:7, 21:16, 149:2, 159:11 found 43:3, 54:10, 96:18 foundation 24:5, 24:14, 71:15, 71:20, 72:9, 72:22, 73:16, 75:13, 75:21, 76:12, 79:12, 118:4,
---	---	---	---

174:3, 174:14, 220:8, 220:9, 221:18, 221:22, 230:16, 230:22, 230:24, 232:8 foundations 30:2, 107:7, 118:13, 219:21, 220:16 founded 55:17 founding 104:3, 104:18 four 13:7, 26:24, 31:22, 31:25, 34:1, 182:12, 195:17, 241:16, 242:22 fourth 48:22, 194:14, 194:21, 216:11 frager 69:22, 71:9, 82:1, 82:18, 84:15, 84:16, 91:2, 112:11, 112:22, 197:18, 197:21, 200:4, 201:25 frager's 90:25, 91:13, 111:5, 111:9, 149:1, 173:19, 197:13 frame 66:25 frank 216:9 free 215:5 frequently 188:8, 190:12, 229:16, 229:21, 236:13, 241:17 fresh 243:19 friday 60:16	fried 243:18 friend 52:8, 187:19 friends 50:15, 186:18, 187:6, 187:17, 187:21, 187:22, 187:23, 187:24, 188:14, 207:24, 208:16 friendship 188:2 front 31:13, 42:22, 66:13, 110:23, 121:15, 121:18, 123:7, 160:2, 189:19, 205:4, 216:10, 239:16 frustrations 97:24 full 13:11, 19:22, 21:14, 51:6, 75:20, 75:23, 90:16, 99:11 fully 23:12, 23:16, 47:11, 174:20, 245:5 fun 162:5 function 43:7, 47:16, 184:18, 185:4, 185:5, 190:16 functionality 47:15 functions 47:17 fund 220:3 funds 139:4, 141:6 funny 168:7, 219:12 further 16:24, 99:19,	102:5, 148:7, 157:12, 159:23, 172:23, 176:16, 177:1, 208:6, 224:13, 224:21, 237:8, 242:3 furthermore 223:21 future 73:16 <hr/> G <hr/> gain 239:22 gained 192:24 gallery 11:4 game 125:23 gate 235:11, 235:12, 235:14, 235:16, 236:10 gated 239:19 gatehouses 239:18, 240:15, 240:21, 240:22, 240:23 gates 235:15 gathered 124:10 gave 18:22, 197:15, 202:13 gavel 115:12, 115:14 gavels 116:1 gd 223:24 gdpr 223:24 general 33:7, 35:24, 57:9, 65:18,	84:7, 109:4, 142:25, 152:9, 155:25, 175:7, 183:8, 189:15, 197:15, 221:23, 227:10, 228:7, 228:8, 228:18, 228:22, 229:2 generally 20:4, 58:5, 60:12, 62:15, 79:13, 91:22, 97:12, 181:18, 202:6 generated 12:8, 20:2, 81:4 gentlemen 7:6, 19:1, 145:13 getting 62:1, 100:10, 101:21, 126:3, 138:23, 158:24, 163:25, 189:13 give 15:6, 66:24, 104:7, 104:9, 111:19, 111:23, 112:14, 117:21, 120:7, 159:7, 161:7, 162:7, 192:4, 196:14 given 17:11, 87:18, 182:19 glasses 6:4 glove 48:2 go 6:8, 7:3, 7:7, 8:19, 9:11, 10:5, 13:22, 14:17, 15:3, 15:4, 15:17, 16:9, 16:18, 18:20, 19:4,
--	---	---	--

<p>20:6, 21:2, 21:19, 21:25, 38:10, 38:14, 38:15, 38:16, 39:14, 40:25, 44:2, 44:12, 47:3, 61:22, 65:13, 66:8, 68:8, 68:18, 68:25, 69:9, 70:11, 82:2, 83:10, 88:25, 100:3, 100:9, 101:14, 101:20, 107:2, 112:2, 112:9, 112:22, 113:2, 122:21, 122:24, 122:25, 124:4, 133:8, 134:23, 135:5, 136:8, 136:17, 136:18, 137:4, 137:10, 137:14, 138:6, 138:7, 139:20, 140:24, 141:15, 142:14, 143:14, 145:12, 146:8, 151:24, 152:5, 161:10, 164:1, 166:6, 167:22, 167:23, 168:1, 174:10, 188:24, 191:16, 194:6, 196:3, 196:4, 196:16, 197:23, 206:20, 208:2, 209:6, 212:4, 212:5, 216:10, 223:4, 225:19, 226:20, 232:11, 236:5, 240:8 goals 159:23 goes 12:4, 17:13, 36:4, 109:5, 109:22, 113:19,</p>	<p>123:24, 138:17, 162:16, 175:21, 189:17, 194:21, 195:1 golf 54:6 gone 152:23, 159:5, 223:3 good 6:5, 7:3, 7:6, 8:24, 21:25, 40:6, 41:4, 68:8, 88:25, 95:10, 102:10, 104:23, 106:21, 108:14, 110:2, 148:17, 188:16, 190:2, 190:3, 198:22, 208:15, 218:19, 219:11, 225:13, 225:25, 237:20, 237:21, 243:20 google 54:13 goosy 196:13 gotcha 166:5, 209:19 gotta 192:4 gotten 120:24 govern 22:24 governance 53:13, 56:7, 104:1, 183:2 governing 6:22, 39:9, 129:19, 129:21, 185:25 government 51:15, 51:16, 103:12, 103:14, 124:16, 179:13, 188:13, 190:20</p>	<p>governmental 22:19 governs 38:25 graduate 179:11 granted 27:12 great 12:16, 15:14, 80:7, 135:2, 215:20 green 56:15 greystar 31:20 ground 42:24, 236:6 grounds 6:12 group 54:12, 55:14, 55:19, 57:8, 73:21, 97:24, 136:19, 157:15, 189:14, 190:2, 213:14 groupings 159:3 groups 186:23, 189:17 guess 29:17, 39:16, 109:4, 170:4, 177:5, 178:3, 179:17, 183:3, 194:18, 198:15, 218:14, 241:17, 243:7 guests 160:6 guise 54:5 gunther 48:14 guys 11:13, 21:10, 40:2, 69:9,</p>	<p>101:11, 112:13, 132:12, 140:25, 161:1, 242:22 <hr/>H<hr/>half 187:5 halfway 213:16 hall 31:20, 78:3 hand 11:4, 40:12, 42:20, 43:4, 44:6, 44:7, 44:8, 44:21, 47:21, 47:22, 48:4, 49:6, 84:1, 123:2, 178:8, 189:20, 212:2, 226:6 handbook 182:19, 191:20, 191:21 handed 100:25, 119:8 handheld 150:3 handicap 32:13, 32:17, 37:11 handing 68:24 handle 74:12 handwritten 61:13, 61:19, 62:18 hang 237:14 hanging 242:12 hannah 3:7, 8:17 happen 98:1, 213:5, 214:15, 233:2 happened 30:13, 71:19,</p>
---	---	---	---

72:25, 75:19, 77:4, 78:3, 92:17, 126:7, 195:13, 201:10, 201:11, 203:23, 233:1, 233:20, 237:3 happening 22:21, 51:2, 51:9, 63:9, 103:19, 166:15 happens 35:16, 228:21 happy 15:2, 101:6 harassed 76:9 harassment 32:11, 32:13, 38:25, 39:8, 141:7 hard 145:4, 145:7, 171:5, 225:9 harm 26:8 harmful 172:16 he'll 189:21 head 106:2, 240:18 header 124:5 heading 212:7 headings 165:16 headphones 170:20 heal 47:11 healed 23:12 hear 10:5, 11:10, 15:18, 23:1, 23:12, 24:4,	24:13, 25:10, 25:20, 25:23, 26:1, 27:9, 30:17, 65:24, 92:10, 108:14, 109:1, 111:25, 194:1, 194:10, 204:8, 209:16 heard 63:12, 63:23, 109:5, 126:8, 155:18, 177:14, 201:1, 205:12, 205:16, 206:6, 206:7, 233:23, 233:25, 236:21, 237:6 hearing 1:12, 1:13, 2:1, 6:6, 6:8, 6:13, 6:18, 6:22, 7:11, 10:21, 11:3, 13:11, 16:1, 18:15, 18:18, 19:8, 38:8, 127:7, 171:7 hearings 7:1 hearsay 80:3, 97:1, 200:21 heavily 43:2 heavy 8:1 height 50:9 held 2:1, 54:21, 59:11, 60:12, 78:17, 204:20 hello 217:1 help 34:20, 54:14, 54:17, 69:2 helpful 67:1, 180:23	helps 10:11 hemstead 206:25 here 6:20, 7:9, 11:3, 11:6, 11:21, 12:16, 17:22, 18:10, 19:1, 22:5, 29:12, 32:15, 35:20, 39:10, 46:12, 52:8, 57:6, 68:20, 101:20, 105:20, 124:9, 143:1, 157:4, 157:12, 177:19, 187:20, 190:25, 196:13, 200:24, 202:1, 203:20, 206:25, 213:12, 215:19, 218:2, 219:4 hereby 73:13, 244:3, 245:4 herself 22:20, 23:3, 77:12, 190:4, 230:2 hey 10:12, 157:25, 163:20 hi 237:18 high 50:18, 50:19, 97:22, 99:9, 187:3, 187:4, 190:1 highest 97:22 hijacked 199:22 hilarious 168:8, 168:9, 168:12, 168:19, 168:21, 169:15	hills 33:14 himself 87:14, 91:9, 92:1 hire 125:13 hiring 93:15 historical 78:24, 93:9 history 17:12, 21:14, 79:5, 93:11, 93:12, 116:18 hoa 96:11, 141:20, 141:23, 186:2, 191:2 hoas 192:2 hoffman 43:11, 44:11 hoisted 79:24 hold 10:11, 26:7, 43:12, 50:10, 72:15, 132:17, 150:10, 151:19, 161:9, 186:6, 193:24, 213:22, 230:18, 230:19 holding 23:18 holiday 228:15, 228:16 home 52:17, 110:17, 156:5 homeowner's 22:7, 126:22, 128:22, 129:18, 129:20, 129:22, 130:3, 133:1, 180:7 homeowners 33:14
--	--	---	---

honest 192:22, 210:3 honor 8:25, 16:16, 20:16, 22:5, 29:10, 36:22, 41:2, 45:13, 62:8, 64:8, 64:11, 64:25, 65:2, 65:14, 67:23, 69:11, 70:4, 98:12, 99:20, 100:19, 100:22, 131:24, 150:9, 150:18, 151:9, 153:7, 156:18, 172:22, 173:1, 174:23, 175:19, 177:2, 177:24, 184:3, 184:20, 185:8, 185:9, 193:23, 196:8, 201:3, 203:3, 206:5, 206:22, 208:7, 222:21, 225:2, 242:19, 243:2, 243:8 hopefully 63:12 horrible 92:24 horses 193:25 hospital 43:2, 43:9, 45:4 hostile 25:16, 32:2, 32:4, 32:9, 32:10, 32:12, 33:8, 35:17, 36:8, 37:9, 37:12, 38:1, 38:24, 39:7 hostility 32:15 hour 13:6, 23:10,	136:3, 145:21, 145:23, 224:23, 225:1 hours 48:18, 129:1, 140:5, 143:21, 143:24, 144:12, 145:19, 145:21, 145:23, 235:14, 240:22, 240:23 housekeeping 12:25, 101:19 houses 235:12 housing 6:14, 30:10, 30:11, 30:16, 31:4, 32:7, 33:21, 35:23, 36:12, 39:7, 73:12, 86:18, 192:20, 192:22, 193:1, 221:4, 221:6 howard 81:8 however 9:5, 13:15, 39:22, 70:17, 178:7 howling 166:14 hr 1:7 hrc 17:15 hud 32:7 huge 234:8 human 1:2, 6:9, 6:11, 7:21, 54:15, 86:4, 86:18, 87:24, 88:3, 88:10, 88:14, 89:12, 216:4 humane 54:25	humbled 99:1 humiliated 22:8, 92:12, 168:14 humiliating 168:19, 168:22 humiliation 80:13 humor 169:10, 218:21 humorous 166:11, 166:17, 166:20, 166:24 hunters 54:5 hybrid 6:18, 18:15 <hr/> I <hr/> idea 7:25, 167:9, 170:7, 193:15, 218:10, 221:19 identical 31:4 identified 21:15, 75:14, 75:16, 105:5, 149:8, 231:3, 232:9, 242:16 identifies 35:12 identify 8:6, 19:2, 104:19, 149:10, 222:19 identifying 90:25, 138:1 ignore 24:3 ignored 28:20, 78:9, 85:20, 131:2 ignoring 87:20, 105:14, 106:11, 106:22, 107:4, 117:2	iii 112:11 image 154:18, 155:5 imagine 97:23 immerse 22:20 impact 42:20, 48:12 impacted 98:16 impairment 123:18 impeachment 150:20, 162:13 implanted 43:11 implement 228:19 implemented 93:20, 95:13, 197:11 importance 98:19, 158:18 important 11:20, 27:10, 30:1, 31:9, 34:24, 49:24, 50:2, 57:20, 61:2, 94:16, 158:18, 159:17, 159:21, 199:23 improper 140:19 improved 121:3, 122:2 in-person 121:9, 121:12 inability 114:9 inapt 154:17 inc 30:3, 71:15, 72:10, 72:23, 107:7, 219:21 incidence 193:8
--	---	---	--

incident 75:16, 105:13, 207:16, 207:19, 233:22, 236:24, 237:4 incidents 36:6, 110:3, 236:14, 236:16 include 26:20, 192:20 included 54:22, 91:24, 241:16 including 33:20, 92:1, 93:6, 125:17 income 175:11 incomplete 122:17 increase 199:2 indeed 145:20 index 4:1 indicated 126:15, 208:16, 208:24, 209:21, 217:22, 218:23, 237:22, 239:11 indirect 106:4 individual 19:25, 53:13, 77:11, 83:7, 95:24, 98:6, 103:9, 125:15, 193:7, 231:18 individualized 33:4 individuals 6:20, 71:2, 71:4, 97:25, 125:17 indulgence 174:23, 206:19, 221:13	inequitably 187:9 inform 234:3 informal 13:13 informality 15:23 informally 200:11 information 116:25, 129:23, 196:14 informed 49:9, 83:24, 177:12 informing 53:10 inhibited 28:11 injured 23:8 injuries 23:11, 45:7 injury 44:13, 47:11, 48:12, 49:3, 49:15 inside 92:24, 235:12 insist 27:25 insistence 18:9, 87:17 insisting 77:15 inspect 140:3 inspection 136:2, 140:15, 145:19 instability 33:6 installed 43:10 instance 33:23, 89:18, 153:22, 157:2,	195:14 instances 107:3, 131:3, 131:13 instead 47:18 instructed 77:19, 96:15 instruction 111:6 instructions 12:21 intended 9:5, 148:15, 181:12 intense 48:24 intensely 45:2 interact 52:22, 186:15, 186:19, 188:7 interaction 75:10, 80:6, 92:4, 109:11 interactions 97:13, 238:1 interest 52:9, 135:15, 183:21, 183:24, 186:23, 223:19, 244:11, 245:14 interested 58:10, 116:16, 135:21, 152:18 interesting 21:8, 34:7, 35:22 interests 55:15 interfere 32:19 interim 91:10 interpret 145:5, 157:8, 157:9, 157:10 interpretation 113:10, 113:23,	114:3, 134:21 interpreted 130:10, 130:20, 145:10 interpreters 196:25 interrupt 11:5, 11:23, 45:14 intimidating 39:2 intransigence 205:15 intrigued 22:18 introduce 18:24, 41:5, 179:3, 225:23 introducing 55:9 introductions 7:10 intrusive 99:17 invades 51:3 invasive 77:8 investigate 42:5, 74:12, 159:20 investigated 82:24, 159:18 investigation 88:3, 88:9, 88:15, 89:16, 122:18, 123:14, 123:25, 124:11, 125:9, 125:21, 216:4 investigative 41:21, 49:22, 51:17, 97:18 investigator 89:8, 89:11, 125:5, 125:19, 125:22 invisible 92:21
---	--	---	---

invitation 228:15 invite 20:22 invited 160:5 involved 23:1, 130:18, 164:10, 192:9 involvement 190:9 involving 216:19 irrelevant 16:7, 195:16 irritated 204:19 isolated 36:6 issuance 111:6 issue 8:4, 17:23, 18:4, 29:14, 30:8, 38:5, 45:15, 53:11, 55:10, 197:17, 202:3 issued 7:18, 97:18, 216:5 issues 18:13, 42:4, 47:15, 47:22, 51:4, 54:2, 94:19, 159:20, 210:15 it'd 194:13 it'll 151:12, 199:6 item 9:1, 30:1, 30:20, 81:22, 126:13 items 34:1, 57:13, 57:15, 109:6,	134:18, 135:9, 136:25, 137:9, 137:21, 138:1, 138:18, 138:20, 238:14 itself 47:22, 157:7 iv 213:23 ivan 81:8 <hr/> J <hr/> j-o-h-n 178:22 jack 4:8, 25:20, 27:16, 178:1, 178:13 james 71:16, 76:10, 88:11 janice 79:21 january 17:18, 135:17, 227:7 jayanty 3:4, 8:9, 20:16, 20:18, 20:21, 21:4, 21:7, 21:23, 38:20, 39:20, 39:25, 127:25, 128:13, 150:18, 151:7, 153:6, 156:17, 157:1, 158:20, 160:18, 160:22, 162:11, 162:17, 168:16, 170:25, 171:10, 175:19, 177:1, 177:7, 177:11, 185:9, 185:13, 206:22, 206:24, 213:19, 218:7, 239:24 jim 69:19, 71:6,	71:25 job 1:18 john 178:21, 179:5 johnson 18:23, 21:20, 160:25 johnston 38:6 joined 22:12, 54:20, 182:15 joining 100:11 jonas 69:20, 76:10 journalism 103:1, 169:11, 169:12 journalist 42:11, 49:25, 102:13, 102:17 jr 179:5 judgment 243:3 july 25:8, 84:22, 85:4, 85:8, 106:24 june 22:12, 24:24, 25:3, 81:14, 83:4, 83:16, 83:19, 84:23, 87:9, 106:23, 227:7 justice 74:9, 74:10, 122:10 justification 94:21, 94:25 justify 28:7 <hr/> K <hr/> karen 142:17	kathleen 1:13 katie 7:11 katzman's 9:12, 19:6, 19:25, 23:5, 24:21, 26:12, 28:3, 38:22, 45:16, 63:10, 95:19, 139:7, 144:8, 178:18, 204:17 keep 11:12, 13:6, 24:17, 39:15, 44:2, 46:18, 47:19, 47:25, 48:1, 48:4, 53:18, 112:7, 126:18, 135:20, 225:17 keeps 45:18, 115:24, 176:14 kept 77:15, 128:21 kevin 229:5 key 235:25 kicking 140:25 kill 54:7 kimble 152:8, 229:7 kind 19:24, 40:3, 80:17, 116:19, 130:15, 190:16, 211:17, 235:18 kinda 199:22, 228:16 kinds 130:18, 190:9 knew 57:17, 85:21,
--	--	---	---

<p>90:24, 111:2, 111:4, 130:16, 130:17, 202:3, 215:24, 216:3 knowing 97:17, 97:20, 188:4 knowledge 75:20, 192:23, 221:2, 222:5, 222:6, 230:23, 244:8, 245:11 knowledgeable 169:18 known 33:25, 43:11, 48:21, 53:2, 55:19, 78:19, 80:20, 87:8, 98:7, 160:2 knows 77:12, 156:24, 171:25</p> <hr/> <p style="text-align: center;">L</p> <hr/> <p>labeled 112:11 lack 85:15, 125:21, 172:12 laid 230:23 land 18:19, 180:13 landlord 191:10 landscape 56:11, 79:2 landscaping 56:16 lane 194:20 language 32:23, 32:24, 113:23, 128:21 laptop 24:7, 24:11, 24:18, 25:23,</p>	<p>26:1, 26:3, 28:13, 71:18, 71:22, 71:24, 72:1, 73:14, 76:14, 77:8, 77:25, 78:22, 79:10, 90:12, 91:5, 91:12, 91:17, 110:1, 114:12, 114:16, 139:12, 144:17, 148:6, 148:10, 148:11, 148:21, 150:1, 204:4, 204:5, 204:7, 205:4, 205:13 laptops 62:19 large 55:16, 157:15, 182:13, 223:8 largely 30:21 last 35:16, 57:16, 60:14, 86:13, 96:21, 112:23, 123:12, 133:9, 134:6, 135:21, 137:5, 137:12, 142:7, 149:15, 178:20, 178:22, 212:4, 212:5, 226:5, 226:15, 226:17 lasted 45:2 late 125:23 later 24:15, 25:18, 41:18, 45:8, 91:9, 94:11, 100:13, 233:9 laugh 168:24 law 29:22, 30:20,</p>	<p>31:3, 31:5, 32:4, 32:20, 35:16, 35:20, 37:19, 77:13, 127:3, 127:16, 131:4, 131:8, 186:2, 191:7, 199:16, 200:14, 233:11, 233:24 laws 192:16 lawyer 125:13, 201:9 lawyers 224:8 lay 128:1, 200:22 layer 48:24 laying 155:2, 155:6 layperson 201:8 leaders 61:19 leadership 174:14, 174:19 leading 61:21, 64:4, 64:16, 95:4, 193:11 lean 134:1 learn 22:15, 22:17, 23:4, 24:9, 24:16, 25:16, 217:8 learned 48:3 learns 23:14 least 10:22, 37:16, 94:10, 107:2, 193:1, 204:20, 224:24, 232:23, 234:5</p>	<p>leave 90:19, 174:4, 203:8, 205:14, 205:21, 229:20 lecture 192:14 lectures 192:16 led 73:21, 222:22 left 18:3, 42:22, 47:12, 78:16, 91:19, 100:15, 128:9, 150:14, 152:12, 204:9, 205:20, 227:11, 227:25, 235:13 legal 36:9, 93:15, 96:14, 128:1, 131:9, 200:22 legally 131:4 legitimate 35:4, 195:1 length 48:8 lengthy 88:4 less 219:16, 240:23 let's 8:7, 10:20, 10:23, 11:6, 11:7, 11:9, 12:10, 16:9, 18:4, 34:22, 38:8, 38:9, 44:2, 46:16, 46:24, 47:2, 47:3, 62:12, 83:10, 92:25, 101:21, 102:4, 102:7, 107:23, 111:18, 112:6, 112:9, 122:21, 122:24, 131:21,</p>
--	---	--	--

131:22, 133:8, 134:23, 136:12, 136:16, 139:5, 139:19, 140:23, 140:24, 150:6, 152:5, 160:11, 167:22, 170:23, 187:11, 189:8, 191:2, 208:15, 230:10, 243:15 letter 16:23, 16:25, 77:14, 79:25, 87:14, 126:12, 200:18, 212:14, 217:2, 217:13 letters 132:16 letting 80:19 level 10:14, 33:7, 36:7, 97:22, 98:2, 190:1 levels 97:16 liable 29:3 lie 168:3 life 24:21, 41:18, 53:12, 98:16, 98:17, 98:18, 98:20, 98:23, 98:24, 99:3, 123:19 lifting 8:1, 23:18 light 12:2, 42:23 liked 49:8 likeness 219:15 limber 48:4 limit 97:1, 116:1	limited 100:4 limits 23:6, 123:18 line 33:3, 55:23, 55:24, 57:16, 119:11, 119:15, 152:18, 152:22, 153:13, 218:25, 219:8 link 160:17, 161:2, 161:3, 161:12, 161:17 links 21:2 list 14:9, 14:16, 15:21, 70:7, 132:7, 157:17, 159:1 listen 7:13, 61:10, 105:3, 172:13 listening 65:25, 96:12, 160:1 lists 53:19, 138:17 little 10:4, 10:20, 10:24, 12:25, 17:12, 44:12, 50:7, 53:25, 64:20, 101:3, 101:19, 102:5, 137:14, 144:7, 146:10, 165:5, 165:14, 185:11, 185:16, 199:22, 205:2, 223:3, 228:14, 243:18 live 41:9, 98:21, 98:23, 98:24, 176:10 lived 52:2, 98:22,	103:18 lives 22:25, 98:7, 98:23, 98:24 living 41:12, 41:15, 52:15, 94:12 llc 30:24 loading 57:13 located 144:19 locating 140:13 location 101:24, 167:3 logical 191:1 logistically 39:17 logo 118:8, 118:19, 118:21, 119:4 long 19:8, 42:7, 45:12, 52:1, 100:1, 127:1, 131:16, 159:19, 161:8, 175:9, 199:11 longer 17:19, 23:16, 42:17, 49:1, 104:21, 135:17, 167:4 longtime 42:1, 102:14, 103:5 look 14:14, 44:25, 100:23, 101:5, 104:8, 107:5, 111:18, 112:9, 112:10, 133:6, 136:16, 137:18, 140:21, 150:6, 151:18, 155:4,	160:11, 198:22, 212:19, 214:8, 214:24, 216:8 looked 91:18, 204:7 looking 45:18, 108:22, 132:12, 132:19, 134:8, 216:17, 216:22 loser 199:14 loss 51:4 lot 8:2, 21:12, 24:21, 61:21, 128:24, 129:16, 149:14, 149:20, 188:9, 199:14, 205:13, 227:17, 228:21, 231:22, 231:23, 238:2, 238:4 loud 71:12, 73:10 loudly 115:12 love 52:17 low 185:11 lucas 3:12, 8:25, 29:8, 237:18 lucy 196:13 lw 137:19, 152:23 lwcc 9:9, 18:5, 20:12, 83:23, 191:3 <hr/> M <hr/> ma'am 120:3, 197:7, 198:3, 225:18
---	---	--	---

Transcript of Hearing - Day 1
Conducted on February 22, 2024

91

<p>made 17:23, 19:9, 25:24, 29:15, 29:20, 35:18, 36:19, 36:20, 39:5, 87:8, 87:12, 87:23, 92:11, 98:7, 107:24, 116:24, 128:23, 129:7, 130:15, 142:12, 143:5, 143:8, 146:13, 147:11, 149:21, 163:16, 164:6, 169:23, 194:16, 220:10, 231:1, 238:9, 239:7 mail 129:23, 143:10 mailing 157:17 main 235:13 mainly 57:15 maintain 71:17 major 123:19, 188:12 majority 156:8 make 7:19, 12:7, 15:1, 17:10, 18:14, 19:7, 19:10, 20:9, 21:13, 23:2, 29:23, 30:18, 36:23, 45:19, 62:6, 73:5, 83:6, 84:20, 88:14, 90:23, 98:5, 100:23, 104:24, 105:6, 113:19, 118:8, 131:17, 132:3, 133:22, 133:23,</p>	<p>135:22, 136:7, 136:12, 144:1, 177:9, 182:4, 186:11, 193:25, 240:17 makes 25:9, 36:16, 50:21, 72:9, 98:4, 181:15, 182:14, 198:22, 198:24 making 149:17, 205:5, 220:8, 223:13, 228:12, 232:24 man 78:2, 92:9, 155:1, 155:6, 165:24, 220:11 managed 22:17, 227:16 management 31:20, 58:8, 58:15, 58:20, 66:11, 73:25, 87:18, 90:22, 139:15, 152:24, 223:9, 228:1, 228:4, 234:3, 236:7 manager 65:18, 152:9, 183:8, 227:10, 228:7, 228:8, 228:18, 228:22 managers 229:3 manages 22:19, 180:10 mandatory 57:19 manned 240:22, 240:23 manner 18:8, 87:21 many 22:24, 23:13, 42:11, 51:5,</p>	<p>60:8, 131:13, 159:2, 159:4, 159:10, 163:13, 174:25, 186:14, 188:25, 202:19, 234:8 march 24:5, 24:9, 71:1, 71:13, 71:14, 71:19 marian 24:6, 69:19, 71:5, 71:16, 71:23, 73:21, 76:10, 78:10, 78:24, 116:19, 173:25 marion 77:19 mark 146:13, 150:12, 150:14, 162:10 marked 67:21, 70:18, 74:20, 80:23, 86:9, 137:21, 150:11, 150:16, 151:4, 151:12, 151:14, 160:13, 162:15, 162:18 marking 161:20 marks 25:21, 26:1, 27:18, 69:20, 71:7, 71:25, 76:11, 90:9, 91:11, 92:5, 110:22, 118:6, 118:18, 148:3, 174:9, 204:1, 207:18, 207:22 married 188:9 marshall 74:25 maryland 1:14, 2:2, 2:9,</p>	<p>30:21, 30:23, 31:3, 75:3, 102:16, 103:7, 122:14, 122:23, 142:25, 152:9, 200:14, 245:21 mask 57:5 mass 186:25, 187:2 master 150:15 maternity 229:20 math 184:5, 184:8 matter 16:2, 33:7, 39:7, 55:23, 61:1, 116:5, 222:17 matters 16:10, 16:13, 17:11, 21:16, 97:22, 181:15, 195:12, 195:13 maybe 9:19, 46:16, 46:19, 51:22, 51:23, 59:10, 79:19, 164:1, 213:25 mcclain 79:21 mcdonald 35:9, 37:7 md 2:4 meal 51:6 mean 9:13, 24:21, 45:5, 45:14, 50:19, 51:5, 57:4, 65:24, 77:1, 79:4, 92:21, 98:25, 106:2, 130:20,</p>
--	---	---	---

Transcript of Hearing - Day 1
Conducted on February 22, 2024

92

<p>145:11, 148:13, 153:13, 154:9, 154:10, 155:11, 163:23, 165:23, 193:16, 218:14, 228:25 meaning 72:10 means 6:19, 7:13, 113:8, 113:25, 211:9 meant 145:5, 152:15, 154:11, 168:25 medicare 176:6 medications 50:19 meet 60:21, 66:16, 181:22 meets 60:13, 60:15, 181:13 mem 118:7, 232:19 member 25:21, 27:16, 71:6, 71:7, 71:8, 73:15, 79:3, 79:7, 82:5, 91:1, 92:18, 96:5, 111:4, 144:16, 158:4, 179:6, 181:7, 181:9, 183:17, 192:18, 200:12, 214:4, 220:10, 220:12, 220:13 members 24:2, 24:12, 56:14, 61:18, 62:19, 79:17, 82:7, 91:23, 91:24, 105:17, 106:3, 117:20,</p>	<p>117:25, 118:3, 118:7, 118:12, 153:20, 174:13, 182:9, 182:13, 186:16, 186:20, 189:13, 189:22, 192:2, 221:17, 221:22 membership 79:9 memory 110:2, 110:9, 129:11, 182:18 mensch 208:2, 208:5 mental 123:18 mention 177:15 mentioned 29:7, 48:6, 50:6, 58:25, 65:3, 66:14, 93:18, 99:5, 102:12, 103:4, 106:14, 117:20, 118:12, 118:18, 170:10, 181:1, 183:4, 200:5, 222:9, 228:3, 234:23 merely 35:8 message 20:19, 28:14 messages 34:15 met 25:10, 187:13, 187:16 meter 187:1, 187:3 methods 130:22 mic 47:7, 108:6, 108:11, 108:12, 113:19, 200:1,</p>	<p>209:7, 209:9 microphone 10:5, 11:15, 34:20, 39:15, 39:18, 39:24, 40:3, 40:20, 40:25, 45:17, 63:12, 69:8, 101:25, 102:7, 161:19 microphones 9:19, 43:18, 225:17 middle 13:4, 40:3, 51:1, 99:14, 143:15, 145:16, 216:23 midst 89:15 might 12:1, 45:15, 53:11, 67:8, 101:7, 113:18, 128:7, 142:21, 175:4, 177:18, 195:2, 209:17, 218:12, 223:3, 237:2 mike 185:11 miles 23:10 mind 46:6 mine 102:3, 187:6 minimis 192:4 miniscule 48:25 minute 38:9, 89:4, 98:11, 116:5 minutes 13:5, 63:18, 69:1, 76:5, 84:5, 94:5,</p>	<p>101:14, 115:23, 129:19, 130:3, 130:19, 134:14, 134:17, 135:5, 135:6, 140:2, 141:24, 142:2, 202:18, 202:21, 203:3, 212:22, 213:4, 213:8, 223:14, 225:9, 227:22, 231:13, 232:3, 232:21, 233:8, 233:14, 234:18, 234:21, 238:17, 243:9 mishaps 65:22 missed 12:5, 142:22, 186:13 misses 188:20 misspoke 194:5 mistreated 122:5 mo 190:15 modification 183:10 moment 27:24, 39:15, 64:8, 109:12, 111:19, 117:18, 120:7, 156:11, 201:14, 230:19, 237:12, 243:7 moments 108:2 monetary 175:22 money 57:22, 117:3, 147:12, 190:16 monitor 44:1 montgomery 1:1, 6:17,</p>
---	---	---	--

Transcript of Hearing - Day 1
Conducted on February 22, 2024

93

<p>31:1, 31:2, 33:17, 33:21, 53:2, 55:11, 55:16, 86:4, 87:7, 190:21 month 24:15, 57:25, 58:2, 58:3, 60:2, 60:6, 60:14, 60:15, 60:17, 155:14, 175:14, 176:5, 176:9, 176:12, 186:7 monthly 57:19 months 23:13, 23:14, 44:23, 45:5, 241:13 more 12:25, 18:17, 23:1, 23:2, 27:22, 44:12, 49:7, 50:7, 51:25, 53:25, 76:19, 117:5, 117:14, 123:19, 125:14, 137:10, 137:14, 139:20, 145:12, 146:14, 156:21, 177:1, 183:12, 190:11, 190:18, 199:8, 202:3, 231:6, 231:15, 232:18, 241:6, 243:9 morning 6:5, 8:24, 40:7, 41:4, 51:2, 53:3, 54:15, 76:12, 99:16, 243:11, 243:13, 243:16 mortgagee 128:24 mortgagees 191:9, 191:12</p>	<p>mortgages 210:20, 210:21 most 47:23, 47:25, 59:24, 93:7, 98:19, 99:9, 111:4, 131:14, 149:11, 156:14, 179:12, 197:20, 220:5, 228:7, 231:20 mostly 228:6, 228:11, 228:17 motion 17:21, 79:7, 93:4, 243:3 motions 17:22, 23:19, 94:4, 181:16 motivated 32:13, 37:11 motive 35:9 motorcycle 42:19 move 14:22, 21:16, 39:21, 46:19, 51:25, 52:5, 70:5, 80:25, 86:6, 88:5, 89:1, 92:25, 95:17, 96:20, 101:24, 150:10, 150:23, 151:1, 157:6 moved 52:8, 104:12 movement 43:14 moving 15:21, 74:13, 74:14, 92:25, 150:21, 151:5 much 9:8, 22:15, 24:2, 29:15,</p>	<p>33:22, 52:17, 59:6, 115:22, 137:14, 139:6, 175:13, 176:3, 176:4, 176:8, 176:9, 191:25, 199:2, 202:2, 216:9, 225:19, 236:17, 238:3 multiple 17:21, 84:14, 236:15, 241:14 multitudes 116:24 mumbling 65:24, 92:10 mumblings 66:14 muse 134:7, 134:25, 135:4, 135:22, 138:9, 138:11, 141:16, 143:16, 143:17, 144:11, 145:1, 145:14, 151:7 muse's 136:17, 139:22 must 11:17, 19:15, 19:16, 26:16, 31:22, 36:25, 37:9, 143:25, 165:11 mute 11:17 muted 46:12, 46:15, 100:12 mutual 53:1, 53:3, 53:14, 179:8, 179:18, 179:24, 186:22, 187:3, 196:23, 197:5, 197:6 mutuals 179:9, 180:12,</p>	<p>180:18, 184:15, 184:25, 186:22, 186:24, 187:3, 187:4 myself 12:22, 50:13, 50:24, 63:5, 80:19, 91:12, 99:12, 184:8, 215:12</p> <hr/> <p>N</p> <hr/> <p>name 7:10, 29:7, 153:16, 178:20, 178:21, 178:22, 179:5, 225:25, 226:5, 226:15, 226:17 named 105:17, 107:21, 109:7, 114:22, 116:11, 117:15 names 9:16 nana 14:9, 43:16, 46:11, 47:8, 108:20 narrative 89:6 narrowed 17:23 natural 13:3, 13:8 nature 13:12, 103:2 nay 196:2 nd 25:3, 83:16, 83:19 necessarily 78:5, 97:2, 199:15 necessary 28:22, 169:7 necessitated 175:5</p>
---	---	--	--

<p>need 9:18, 10:16, 13:2, 13:5, 18:19, 33:3, 39:18, 45:6, 47:21, 68:9, 68:14, 70:12, 70:17, 88:20, 88:25, 97:9, 108:6, 108:8, 133:20, 133:22, 144:15, 145:18, 149:7, 149:10, 157:21, 159:17, 160:13, 165:6, 169:21, 209:9, 212:18, 215:7, 225:4, 226:3, 226:4, 240:17 needed 119:24, 149:16, 186:8, 228:24, 232:1, 234:23 needlessly 92:20 needs 236:2 negative 56:2, 154:1, 154:7, 167:5 neither 7:18, 189:16, 244:9, 245:12 nell 3:6, 8:14, 28:18 network 53:18 never 12:22, 23:12, 28:10, 50:14, 51:19, 85:10, 91:5, 126:8, 143:12, 144:24, 147:14, 147:15, 148:7, 148:9, 148:11, 148:19, 148:21, 150:1,</p>	<p>166:25, 167:5, 168:20, 177:14, 188:20, 197:19, 205:16, 221:20 new 32:7, 57:14, 103:24, 118:10, 120:5, 126:13, 184:9, 188:8, 223:23 news 56:17, 102:18, 102:21, 103:8, 169:5 newsworthy 169:3 next 38:7, 47:6, 54:15, 63:19, 79:19, 80:25, 86:6, 88:5, 91:16, 124:4, 135:3, 135:6, 138:11, 139:21, 140:6, 140:24, 141:16, 177:25, 225:1 nick 46:11, 225:4 night 43:10, 51:1, 54:12, 99:15 nob 47:20 nobody 48:11, 77:24, 163:12 nondiscriminatory 35:4 none 7:24, 78:23, 94:19, 97:21, 200:23 nonleading 61:23 nonresponse 117:2 nonsense 190:5</p>	<p>normal 13:16, 129:1, 220:4, 229:1 normally 57:6, 57:7, 60:21, 60:22 notary 1:21, 2:8, 245:21 note 9:2, 14:23, 16:21, 48:10, 49:24, 63:17, 76:19, 93:7, 95:23 noted 202:24 notes 17:5, 17:10, 23:6, 45:20, 49:18, 49:20, 49:23, 61:13, 61:19, 62:16, 62:18, 62:24, 63:18, 63:22, 76:3, 82:12, 83:25, 107:24, 113:6, 113:11, 113:25, 114:6, 114:10, 114:15, 149:13, 149:21, 158:19, 159:17, 159:21, 198:19, 205:5 nothing 30:10, 40:14, 94:3, 172:4, 178:11, 226:8, 237:3 notice 77:2, 84:15, 129:2, 140:5 notification 7:17 november 23:7 number 6:10, 14:24,</p>	<p>21:21, 109:25, 112:19, 135:8, 138:20, 141:2, 141:3, 141:5, 159:8, 175:3, 175:5, 187:5, 214:10 numbered 135:1 numerous 92:2 <hr/> <p style="text-align: center;">O</p> <hr/> <p>o'clock 13:7, 242:23 oath 13:17, 178:7 object 61:21, 63:2, 64:3, 65:7, 72:7, 80:2, 88:20, 95:3, 95:16, 96:20, 174:15, 175:15, 193:5, 200:21, 200:22, 202:22, 221:25, 222:16, 230:15 objection 14:15, 15:3, 20:8, 20:10, 45:22, 64:21, 113:12, 127:25, 151:5, 153:6, 156:17, 157:1, 157:4, 158:20, 168:16, 170:25, 193:25, 194:11, 218:7, 230:21, 239:24 objections 15:2 objects 23:18 observant 96:5 observation 63:8, 63:10</p> </p>
--	--	---	---

observations 80:6, 201:15 observe 11:6, 61:13, 61:15, 62:11 observed 63:21, 65:3, 210:6 observing 65:8, 189:25 obstructed 22:8 obtaining 87:17 obvious 67:12, 170:12, 234:7 obviously 10:17, 13:25, 29:14, 40:6, 80:14, 92:12, 122:3 occupational 45:3, 45:6 occur 233:17 occurred 25:17, 36:17, 110:20, 115:6, 232:25, 237:4 octavia 74:25, 75:1 october 17:16, 134:7, 216:24, 217:13 odds 103:18 offended 156:14 offer 143:7, 143:20, 221:7 offered 143:18, 156:7, 192:1, 201:25, 223:21 offhand 36:5	office 2:3, 6:9, 6:12, 6:25, 38:7, 86:4, 86:18, 87:23, 88:2, 88:10, 88:13, 89:12, 138:13, 140:2, 141:5, 175:6, 216:4 officer 75:3, 78:12, 227:13, 245:2 officers 182:11, 235:20, 236:12 official 12:9, 20:1, 86:22, 86:25, 127:19, 130:11 officially 42:9 often 57:23, 59:25, 60:4, 186:5, 186:9, 186:15, 188:6, 221:17, 241:9 oftentimes 235:25 oh 14:20, 48:14, 58:14, 59:19, 83:12, 86:11, 89:5, 91:21, 101:20, 104:13, 125:10, 142:21, 148:17, 151:21, 160:22, 170:9, 183:20, 187:17, 198:10, 201:2, 213:7, 214:6, 226:3 ohr 68:1, 86:12 old 41:7, 57:14, 179:17 older 51:23	oldest 52:7 olsen 71:25 olson 69:19, 71:6, 71:17, 76:10 on-the-record 19:14 once 7:18, 23:17, 28:13, 57:25, 58:2, 58:3, 60:2, 76:7, 77:17, 92:11, 165:23, 167:13, 186:7, 233:9 onerous 198:19 ones 101:1, 101:2, 131:11, 132:13, 229:24, 236:12 ongoing 89:16, 141:7 online 100:21, 121:12, 192:12 only 19:13, 19:22, 23:3, 26:10, 77:7, 80:20, 93:25, 98:5, 98:23, 100:13, 128:14, 130:6, 133:7, 133:17, 141:24, 150:4, 154:25, 160:4, 171:20, 177:4, 181:24, 184:18, 189:1, 189:8, 191:8, 197:14, 202:25, 210:1, 211:20, 222:18, 225:8, 233:7, 237:5 op 227:12	open 25:1, 82:13, 113:6, 115:5, 189:10, 190:19, 190:22, 190:25, 191:3, 191:4, 191:13, 210:19, 212:7, 230:5, 235:14, 235:15, 241:22, 241:24 opened 76:14 opening 4:19, 4:20, 13:20, 22:1, 22:3, 29:18, 30:1 openly 25:21 operate 183:14 operates 182:24 operating 181:21, 200:9, 227:12 operation 38:16, 181:19, 182:2, 185:25 operators 12:13 opinion 95:19, 95:24, 97:18, 169:16, 169:17, 200:22, 201:24 opinions 193:1 opportunity 13:25, 14:3, 14:4, 14:7, 14:13, 15:7, 18:22, 27:12, 72:17, 122:7, 122:19, 230:5, 230:6, 242:21 opposed 129:7
--	---	--	---

<p>opposing 67:21, 175:20</p> <p>option 138:14, 143:18</p> <p>options 142:8</p> <p>order 12:6, 13:18, 94:15, 101:9, 101:13, 105:9, 105:10, 204:1, 232:10</p> <p>organization 30:9, 30:11, 75:24, 76:4, 152:12, 220:19</p> <p>organizational 137:8, 182:10</p> <p>organizations 82:16</p> <p>original 107:2, 144:13, 155:4</p> <p>originally 17:6</p> <p>originals 144:23</p> <p>orthopedic 43:8, 49:6</p> <p>osteoarthritis 23:15, 49:10</p> <p>other 10:6, 10:11, 11:22, 11:24, 19:24, 24:12, 25:25, 26:2, 32:17, 33:19, 43:18, 52:23, 59:3, 63:21, 66:2, 66:15, 73:7, 77:16, 78:25, 79:17, 84:20, 91:1, 93:1, 94:3, 103:13, 104:1, 104:9, 114:21, 114:24, 116:10, 121:17, 131:4,</p>	<p>132:9, 133:24, 135:8, 138:14, 140:2, 140:4, 153:20, 163:3, 163:5, 171:3, 179:24, 182:3, 182:21, 183:19, 186:20, 187:1, 188:5, 197:10, 232:2, 235:15, 240:22, 241:13</p> <p>others 47:18, 89:9, 97:3, 98:10, 165:19, 188:12, 223:25</p> <p>otherwise 24:1, 45:21, 94:23, 181:6, 186:8, 195:8, 230:8, 244:11, 245:14</p> <p>out 11:5, 13:3, 14:9, 24:19, 28:6, 30:2, 31:1, 33:17, 35:10, 36:21, 43:3, 44:24, 45:1, 45:12, 51:16, 54:10, 55:5, 61:6, 71:12, 72:1, 73:10, 76:20, 77:18, 78:3, 79:1, 81:25, 90:11, 93:11, 96:18, 101:7, 119:8, 159:24, 162:5, 174:21, 182:1, 187:22, 188:2, 198:23, 205:19, 205:24, 209:1, 209:17, 209:22, 215:14, 218:25, 219:8, 242:12</p> <p>outburst 110:22</p>	<p>outbursts 106:3, 106:19, 117:20, 117:24</p> <p>outcome 122:16, 122:18, 244:12, 245:15</p> <p>outdated 143:13</p> <p>outline 119:10</p> <p>outrage 97:16</p> <p>outrageous 117:3</p> <p>outside 54:20, 160:7, 186:16, 220:3, 223:16</p> <p>over 11:22, 11:23, 38:18, 40:21, 51:20, 120:8, 127:13, 128:4, 128:8, 131:13, 131:14, 131:17, 131:18, 131:19, 134:1, 143:24, 163:9, 166:7, 175:8, 188:1, 204:7, 206:11, 228:24</p> <p>overall 60:8, 85:19, 97:14, 98:14</p> <p>overarching 195:12</p> <p>overcame 115:4, 115:10</p> <p>overcome 33:12</p> <p>overpayment 140:16</p> <p>oversaw 231:13, 231:14, 231:18</p> <p>oversee 230:12, 231:10, 232:15, 236:10</p>	<p>overtaken 98:17</p> <p>overwhelming 99:2</p> <p>own 10:13, 30:18, 37:21, 46:5, 46:6, 79:22, 96:23, 98:20, 110:9, 179:22, 221:1, 221:7</p> <p>owned 30:7</p> <p>owner 73:16, 128:24, 129:16, 210:25, 211:3, 211:13</p> <p>owner's 53:7, 128:24</p> <p>owners 191:8, 191:10, 191:11, 210:20</p> <p>owns 54:18, 211:6</p> <p>ozah 6:6, 6:25, 7:19, 8:1, 17:16, 21:3, 21:21</p> <p>ozah's 6:25</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>packet 57:12</p> <p>page 4:2, 5:2, 29:24, 81:12, 83:3, 83:10, 83:11, 88:13, 101:18, 112:16, 112:18, 112:23, 122:25, 123:5, 123:7, 124:5, 133:9, 134:6, 135:1, 135:3, 135:6, 135:25, 136:13, 136:17,</p>
---	---	--	--

137:5, 137:12, 138:11, 138:16, 138:20, 139:5, 139:20, 139:21, 140:6, 140:24, 142:7, 142:15, 143:15, 145:9, 145:16, 146:8, 161:4, 161:22, 161:25, 164:2, 164:11, 164:16, 165:14, 167:12, 167:16, 167:18, 169:14, 170:3, 212:4, 212:5, 212:15, 213:15, 216:23 pages 1:19, 134:23, 138:21, 145:20, 163:7, 163:9, 175:4, 175:8 paid 143:25, 147:12, 158:5, 158:6 pain 47:24, 49:14 painful 23:20 paint 48:13 painting 41:18, 42:13, 42:17 pandem 181:23 pandemic 57:3, 181:20 pandemonium 181:23 panic 50:22 paper 15:4, 66:9, 101:5, 103:10 papers 187:8 paraffin 48:2	paragraph 73:10, 123:14, 135:21, 140:1, 142:7, 145:17 parcel 9:9 parentheses 213:17 park-like 53:1 parklane 30:24 parliamentarian 119:6, 200:11 parliamentary 200:9 part 9:9, 12:8, 17:7, 18:24, 19:23, 20:1, 35:15, 52:19, 54:9, 66:8, 71:12, 72:11, 93:7, 95:1, 95:13, 99:2, 135:12, 151:13, 152:14, 152:17, 195:16, 222:18, 224:25, 231:25, 232:2 partial 155:5 partic 116:13 participant 19:7 participants 28:2, 77:17, 234:3 participate 23:24, 27:12, 56:7, 56:19, 94:15, 189:4, 221:22 participated 39:6 participating 10:23	particular 15:18, 15:25, 83:11, 116:14, 128:5, 132:18, 167:3, 195:14, 203:6 particularly 187:8 parties 7:16, 8:6, 9:10, 9:17, 12:16, 13:21, 14:8, 17:17, 18:22, 79:14, 244:10, 245:13 partner 155:2 party 72:11, 228:15, 228:16 pass 55:2, 183:16, 192:1, 192:4 passage 35:1 passed 14:9, 55:12, 93:4, 184:10, 215:4, 222:20 passes 32:7 past 50:17, 51:10, 51:21, 59:4, 61:22, 131:14, 131:19, 131:20, 157:2, 208:25, 209:22, 242:22 patience 16:11 patient 98:20, 242:11 patrol 235:21 pattern 26:14, 85:18, 92:16, 157:3 patterns 51:4	paul 24:24, 83:7, 83:14, 83:22, 84:18, 85:6, 85:8, 85:11, 85:14, 115:1, 214:16 pause 167:25 pay 145:2, 146:22, 147:7, 176:9, 176:23, 199:3 pays 98:7 pdf 137:1, 146:15 pdfs 139:11, 139:16 peculiar 186:23 pedestrians 235:18 pen 48:6, 48:7, 49:16, 49:19 pending 63:4 penn 69:20 people 22:16, 52:18, 53:5, 53:18, 57:8, 58:25, 62:15, 62:17, 62:18, 63:21, 66:2, 90:16, 92:22, 96:18, 98:24, 103:25, 106:17, 110:23, 149:5, 156:6, 157:15, 159:2, 159:4, 171:3, 181:25, 187:5, 188:10, 188:11, 189:12, 189:14, 189:16, 196:24, 220:8, 227:21,
--	---	--	---

234:8, 238:7, 239:11 percent 57:18, 70:11, 196:10 percentage 190:15 perfect 68:17, 70:9, 146:11, 225:16 performing 23:19, 96:10 perhaps 159:9 perimeters 20:12 period 175:9, 197:17 permanent 47:13 permanently 84:1 permission 53:7, 63:24, 67:15, 157:20, 167:11, 167:15, 197:15 permit 172:10 permits 133:1, 142:9 persistence 28:4 persistent 28:16 person 10:22, 32:16, 39:2, 39:3, 39:5, 56:25, 59:2, 73:12, 85:22, 92:20, 93:24, 100:13, 120:16, 149:12, 171:25, 181:23, 219:12, 227:25, 229:15, 236:5 personal 10:10, 69:18,	96:23, 129:24, 187:23, 222:5 personally 121:14, 188:3, 233:25 persons 11:16 perspective 97:4, 97:7, 97:9 pervasive 32:19, 32:22, 32:24, 33:1, 33:8, 35:20, 36:9, 37:10 pesticide 55:10 pesticides 55:13 phil 25:21, 69:20, 71:6, 71:25, 76:11, 90:9, 92:5, 118:5, 118:18, 174:9 philanthropic 30:12 philosophy 119:23 phone 2:5, 53:8 phones 62:20 photo 152:18 photocopied 144:22 photocopy 145:2 photographer 41:17, 52:13 photographs 208:21 photography 42:15 phrase 64:19, 166:7, 213:6	physi 223:9 physical 23:14, 45:4, 45:6, 45:7, 87:4, 99:7, 123:17, 138:15, 139:10, 143:12, 223:9 physically 204:25, 234:13 physician's 126:11 pick 40:6, 66:9, 100:14, 128:11 picked 66:2 picking 108:14 picture 46:9, 155:3, 157:19, 157:25, 166:7, 170:21 pin 12:20, 12:22, 119:8 pioneering 103:23 piper 3:6, 4:4, 4:6, 8:14, 28:18, 41:1, 41:3, 44:4, 47:9, 62:7, 62:10, 63:14, 64:7, 64:10, 65:1, 67:13, 67:23, 68:3, 68:6, 68:22, 69:10, 69:12, 70:4, 70:9, 70:15, 70:20, 73:2, 74:17, 80:8, 86:11, 95:7, 95:9, 95:11, 96:7, 97:11, 99:19, 102:2,	173:1, 173:3, 175:17, 176:16 piqued 52:9 place 24:15, 50:11, 57:24, 61:7, 65:20, 75:16, 77:6, 78:24, 89:7, 89:17, 89:19, 90:4, 90:7, 91:11, 92:8, 92:9, 94:1, 120:2, 187:20, 232:5, 239:9, 242:24 placed 20:13 plaintiff 31:17, 34:4, 35:1, 35:6, 37:4, 128:2 plaintiffs 26:15 plane 48:23 planner 229:6 play 94:10, 165:6, 167:23, 167:24 playback 232:22, 232:23, 233:1, 238:17, 238:21, 239:4, 239:9 playbacks 238:20 played 168:2, 239:13 playing 205:6 pleasantries 238:6 please 11:9, 11:21, 22:4, 34:10, 40:11, 41:4,
---	---	--	---

<p>61:24, 71:11, 73:9, 75:9, 81:12, 91:18, 100:12, 112:9, 113:2, 122:21, 122:24, 122:25, 123:6, 134:23, 139:6, 140:10, 141:16, 142:15, 143:15, 144:1, 145:13, 150:7, 160:12, 163:20, 167:23, 178:9, 211:25, 212:3, 212:4, 212:5, 219:24, 225:12, 225:23, 237:13, 240:11</p> <p>plus 57:18, 90:16, 145:20</p> <p>point 13:4, 13:9, 28:6, 30:2, 93:14, 99:25, 150:12, 169:24, 192:14, 200:13, 207:25, 225:17, 227:24, 234:18, 241:20, 243:17</p> <p>pointed 91:17, 159:24</p> <p>police 235:20, 236:11</p> <p>policies 27:20, 37:21, 182:21, 191:17, 195:1, 197:10, 198:10, 198:13, 199:24, 228:20, 230:11, 230:12, 231:5, 231:7, 232:10, 232:14, 233:3, 235:6</p> <p>policy 27:23, 28:1, 78:21, 82:17, 91:1, 93:19,</p>	<p>93:20, 94:2, 94:21, 95:1, 95:14, 190:10, 190:11, 193:2, 195:8, 195:12, 195:22, 196:1, 196:2, 196:18, 196:21, 197:11, 197:21, 198:2, 198:5, 198:14, 198:25, 199:1, 199:5, 199:6, 199:9, 199:10, 199:13, 199:14, 200:5, 224:9</p> <p>polite 189:24</p> <p>pop 11:13</p> <p>portray 89:24</p> <p>portrayed 219:15</p> <p>position 32:3, 42:10, 51:13, 103:10, 113:22, 179:21</p> <p>positions 71:3, 181:4, 227:8, 227:15, 227:16</p> <p>positive 153:25, 154:6</p> <p>possesses 16:2</p> <p>possession 71:17</p> <p>possible 49:23, 105:6</p> <p>post 163:14, 163:16, 163:20</p> <p>posted 169:14, 170:2, 228:13</p> <p>posts 163:10</p> <p>posttraumatic 45:8</p>	<p>potential 243:3</p> <p>potentially 151:4, 196:3</p> <p>practice 31:7, 32:6, 85:18, 139:15</p> <p>practices 33:20</p> <p>pre-covid 229:14, 232:23</p> <p>preceding 138:7</p> <p>precise 148:13</p> <p>precluded 131:10</p> <p>predates 214:13</p> <p>predominantly 99:10</p> <p>preface 131:6</p> <p>prefer 81:20, 143:2</p> <p>preference 10:10</p> <p>prejudice 157:4</p> <p>preliminary 6:7, 9:1, 16:10, 16:13, 17:11, 21:15</p> <p>premise 131:6</p> <p>preparation 136:1</p> <p>prepare 109:21, 166:8</p> <p>prepared 141:3, 152:4, 152:19, 232:4, 244:4</p> <p>preparing 187:7</p> <p>prepaying 140:11</p> <p>preponderance 26:16</p>	<p>presence 45:16</p> <p>present 115:19, 125:18, 144:16, 160:8, 193:11</p> <p>presentation 13:23</p> <p>presented 35:1, 181:16, 184:12, 192:6, 202:1</p> <p>presenting 144:23</p> <p>presently 59:3</p> <p>president 79:25, 152:8, 179:8, 227:12</p> <p>pressure 50:18, 50:22, 99:9</p> <p>pretext 35:8</p> <p>pretty 10:13, 43:14, 108:13, 202:8, 236:17, 239:5, 241:17</p> <p>prevent 24:3, 43:13, 200:14</p> <p>prevents 35:25</p> <p>previous 78:8, 93:9, 144:15</p> <p>previously 83:24, 84:4, 143:7, 144:22, 158:16, 162:21, 231:25</p> <p>prima 35:2</p> <p>primarily 33:18, 57:18</p> <p>primary 57:15, 190:13</p>
--	--	---	---

<p>print 82:14, 82:15, 161:21 printed 100:20, 101:7, 133:8, 161:21, 195:8 prior 41:20, 79:16, 197:16, 232:12, 233:22, 235:2 privacy 200:18 private 154:25 proactive 34:2 probable 124:6, 124:12, 125:25 probably 107:1, 155:12, 164:18, 168:24, 170:4, 214:7 problem 23:5, 36:10, 79:9, 113:18, 185:18, 209:10 problems 33:11 procedural 18:13 procedure 6:21, 6:23, 193:16 proceed 14:2, 91:19, 173:18, 226:20, 232:11 proceeding 13:16, 13:18, 244:6 proceedings 13:12, 19:11, 19:14, 19:17, 19:20, 170:13, 244:7, 245:3, 245:5, 245:6,</p>	<p>245:9 process 12:24, 15:18, 15:24, 35:13, 37:7, 144:18, 193:3, 194:14, 194:23, 195:18, 196:19, 201:23, 202:2, 220:4 processing 127:11 procured 220:7 produce 133:3, 224:2, 224:4 professional 187:22, 200:10, 214:25, 222:10, 222:14, 223:12 professionalism 190:2 promise 40:13, 180:17, 211:23 prompted 118:7 promulgated 198:21 proof 31:24, 77:9 proper 125:1 properly 23:24 property 127:16, 221:7, 228:1 protect 172:1 protected 26:21, 27:1, 27:3, 31:14, 31:18, 34:6, 37:1, 37:5, 39:3, 195:3 protection 54:23</p>	<p>protruding 44:16 prove 18:19, 26:16, 27:2, 27:7, 31:22, 36:24, 37:8 provide 27:13, 27:21, 30:10, 73:13, 122:19, 131:18, 175:8, 212:20, 238:12 provided 87:16, 110:5, 126:11, 134:19, 139:16, 160:17 provider 36:13, 221:7 provides 129:5, 180:11 providing 62:3, 134:14, 141:24, 221:6, 235:25 provision 32:20, 129:3, 212:20 provocation 25:24 ptsd 50:6 public 1:21, 2:8, 6:8, 11:2, 157:23, 167:13, 189:16, 239:22, 240:11, 245:1, 245:21 publication 102:19, 102:20 publicly 204:20 publish 42:6 published 57:12, 91:2 pull 12:14, 68:18,</p>	<p>69:2, 122:21, 170:23 pulled 68:15, 91:12, 132:9 pulling 12:15, 14:12 punished 28:20 punishing 26:14, 28:7 purpose 56:12, 56:15, 76:3, 149:12, 149:22, 154:23, 155:16, 222:18, 232:21, 233:8, 233:14, 234:17, 234:21, 238:24 purposes 63:17, 125:8, 161:21 pursuant 2:7, 6:16, 6:22, 19:6, 128:10 push 10:4, 40:25 put 16:13, 18:14, 21:13, 46:16, 77:25, 102:2, 107:23, 132:1, 164:6, 164:16, 167:11, 167:16, 167:17, 167:19, 188:14, 198:23 puts 189:20</p> <hr/> <p style="text-align: center;">Q</p> <hr/> <p>qualified 245:8 quarters 10:6 quasi 22:18 question 18:11, 32:6,</p>
--	---	--	--

Transcript of Hearing - Day 1
Conducted on February 22, 2024

101

<p>32:8, 46:3, 63:4, 73:4, 80:9, 113:21, 128:5, 128:6, 128:18, 130:7, 146:7, 146:13, 158:21, 158:25, 172:13, 172:23, 177:2, 190:11, 190:12, 196:12, 198:1, 200:13, 214:20, 217:6, 230:8, 230:24, 232:12 questioning 10:15 questions 13:17, 47:6, 61:23, 62:4, 64:15, 77:9, 96:10, 99:20, 147:5, 176:17, 190:6, 190:8, 190:14, 190:15, 208:7, 223:2, 224:14, 224:22, 231:6, 237:9, 240:2, 241:6, 242:4, 242:7, 242:9 quick 6:2, 29:21, 42:22, 208:16, 237:21 quickly 43:16, 45:14, 133:23, 176:21, 213:13, 216:8 quiet 230:4 quietly 230:9 quite 151:23, 187:17, 205:21 quote 82:12, 104:6, 110:13, 110:16,</p>	<p>114:9, 147:19, 148:6 quotes 114:5 quoting 36:5</p> <hr/> <p>R</p> <hr/> <p>racial 33:18 radiates 47:24 rafael 89:8, 89:10 rails 223:3 raise 11:4, 40:11, 178:8, 226:6 raised 197:17, 200:13 ramifications 45:10, 50:11, 121:14 ran 202:19 range 236:16 rate 201:24 rather 18:18, 62:5, 144:23, 145:17 rationale 184:13 raton 36:2 re-broad 59:9 reached 17:18 reaction 74:5 read 48:11, 71:11, 73:9, 76:8, 76:24, 77:2, 84:8, 88:20,</p>	<p>88:23, 91:18, 111:8, 113:2, 129:11, 133:14, 134:1, 182:18, 182:25, 183:1, 183:4, 212:18, 215:5, 215:10, 215:12, 215:13 reading 173:19 reads 124:9 ready 21:25, 38:16, 100:10 reaffirm 15:20 real 6:2, 51:15, 72:3, 92:23, 127:16, 186:2, 208:16, 237:21 realized 101:8 really 29:16, 43:16, 48:15, 96:25, 105:5, 126:2, 129:14, 133:23, 161:8, 161:24, 190:2, 201:19, 202:25, 207:23, 218:20, 222:8, 230:4 rearrange 10:16 reason 26:2, 28:17, 32:18, 35:4, 35:6, 35:8, 80:14, 81:18, 87:11, 87:19, 88:23, 88:24, 158:2, 214:23, 215:1, 220:4, 232:1 reasonable 6:12, 17:24,</p>	<p>18:9, 23:22, 24:10, 24:23, 25:5, 25:15, 26:5, 26:12, 26:18, 27:3, 28:8, 73:14, 73:19, 76:17, 78:7, 81:18, 84:3, 84:10, 84:21, 84:24, 85:12, 87:10, 87:15, 105:15, 106:13, 107:18, 111:3, 129:2, 133:4, 140:5, 142:10, 147:2, 193:3, 194:15, 194:23, 195:8, 196:19, 224:9 reasons 13:8, 147:17, 191:6 rebroadcast 164:20 rebuttal 14:5, 18:25, 172:24 rec 131:14 recall 79:17, 136:15, 164:17, 165:23, 173:10, 192:21, 203:17, 234:15 receive 7:16, 73:22, 83:4, 84:17, 85:7, 86:1, 175:14, 176:4, 191:19, 241:9 received 20:22, 53:7, 76:16, 85:10, 124:18, 124:22, 146:18, 217:2 receiving 74:5 recently 202:4</p>
--	---	---	---

<p>recirculate 159:12</p> <p>recitation 110:4</p> <p>recognize 26:11, 69:13, 85:18, 90:24</p> <p>recognized 75:24</p> <p>recollect 137:20</p> <p>recollection 46:6, 67:6, 174:21</p> <p>recommend 224:10</p> <p>recommendation 7:15, 7:18, 17:24, 18:2, 93:4</p> <p>recommendations 7:23, 8:5, 37:20</p> <p>reconsideration 126:2</p> <p>record 7:4, 7:6, 7:16, 9:15, 12:9, 16:14, 17:25, 18:14, 19:6, 19:15, 19:16, 19:20, 20:1, 21:14, 23:25, 28:16, 28:22, 38:10, 38:12, 38:14, 64:2, 67:20, 68:23, 69:1, 69:3, 69:4, 74:18, 88:23, 91:5, 93:9, 94:6, 95:1, 96:15, 100:3, 100:6, 100:7, 100:10, 101:19, 107:14, 107:18, 109:14, 109:19, 110:2, 113:8, 113:11,</p>	<p>114:1, 147:18, 148:6, 148:10, 148:11, 148:22, 150:2, 151:13, 156:25, 161:11, 161:14, 161:15, 161:17, 186:12, 197:12, 197:16, 197:22, 202:20, 212:21, 223:13, 224:2, 224:4, 238:8, 243:24, 244:7, 245:10</p> <p>recorded 12:2, 12:3, 63:25, 67:15, 148:8, 148:23, 149:3, 149:25, 156:13, 164:19, 170:13, 202:7, 202:10, 202:17, 234:14, 234:17, 234:20, 234:25, 235:2, 245:6</p> <p>recorder 62:25, 66:4</p> <p>recording 12:1, 12:6, 12:9, 19:11, 19:13, 19:15, 19:16, 19:18, 19:21, 19:23, 19:25, 25:1, 25:6, 27:20, 27:22, 28:1, 28:21, 38:15, 46:18, 62:25, 65:3, 65:8, 65:15, 65:22, 66:11, 76:3, 81:19, 84:5, 90:13, 91:6, 93:5, 93:6, 109:23, 111:12, 111:13, 148:4, 149:6, 149:17, 156:19, 164:22, 200:15, 202:20,</p>	<p>203:2, 204:2, 204:3, 215:4, 232:18, 232:24, 233:11, 233:14, 234:4, 234:7, 239:15, 244:5, 245:9</p> <p>recordings 19:8, 63:16, 65:5, 66:16, 66:23, 91:3, 165:22, 166:3, 212:13, 212:16, 213:5, 223:11, 224:6, 233:13, 233:15, 233:23, 234:14, 235:2</p> <p>records 95:2, 95:14, 96:10, 96:11, 116:25, 117:6, 117:9, 120:23, 126:16, 126:22, 127:11, 127:19, 128:11, 128:21, 130:21, 130:25, 132:20, 132:25, 133:2, 134:12, 135:13, 136:8, 138:13, 140:4, 142:24, 143:11, 143:13, 147:10, 147:13, 175:2, 175:21, 176:24, 192:7, 211:11, 223:8, 238:5, 241:10</p> <p>recovery 44:25, 47:15</p> <p>recreation 188:12, 188:13, 227:20</p> <p>recross-examination 176:19, 177:10</p> <p>rectified 98:8</p> <p>red 119:10, 136:25,</p>	<p>137:6, 137:9, 137:16, 137:21, 138:1, 138:18</p> <p>redirect 4:6, 4:11, 4:16, 173:2, 221:15, 241:7</p> <p>reduced 245:7</p> <p>refer 68:16, 70:16, 91:13</p> <p>reference 19:21, 66:25, 75:13, 142:2</p> <p>referenced 75:11, 104:6, 149:9, 203:20</p> <p>references 71:21</p> <p>referencing 81:23, 84:11</p> <p>referral 6:9</p> <p>referrals 6:24</p> <p>referred 9:12, 17:16, 122:13, 142:5, 153:17</p> <p>referring 7:21, 7:25, 45:20, 51:9, 63:20, 82:20, 82:22, 103:6, 106:25, 123:3, 137:23, 161:18</p> <p>refers 68:14</p> <p>reflect 51:12, 67:20, 74:18, 96:9</p> <p>reflected 31:12, 153:24</p> <p>reflection 154:1, 154:2, 154:3</p> <p>refresher 29:23</p>
---	---	---	--

refunded 140:17 refused 24:18, 122:19 refusing 105:14, 106:11, 106:12, 106:22, 131:18 regard 95:21, 187:8 regarding 6:10, 6:13, 6:24, 81:18, 215:4, 240:4 regardless 142:8 regime 144:15 regroup 243:16 regular 47:24, 60:18, 61:3, 82:15, 140:4 regularly 49:5, 49:8, 57:25, 186:7, 186:19 regulation 223:24 regulations 192:17 reh 6:10 reh- 1:6 rehabilitation 48:16 reiterate 34:25, 84:2 reiterated 84:22 relate 242:7 related 60:9, 244:9, 245:12 relating 109:12	relation 38:23 relationship 72:22, 187:12, 188:16, 209:1, 210:2, 210:4, 231:4, 231:7 relatively 189:10 relativity 48:23 relevance 72:8, 153:7, 171:1, 175:16, 239:25 relevant 72:12, 80:3, 135:18, 156:20, 193:7, 193:13, 194:13, 222:16 rely 61:6 rem 96:13 remain 11:17 remained 85:19 remains 16:20 remember 32:14, 110:8, 110:14, 112:5, 115:8, 135:10, 135:11, 137:10, 138:23, 155:10, 170:14, 194:19, 196:13, 233:19, 234:21, 235:4, 238:18, 242:6 remembered 29:6, 208:3 remind 20:2, 99:12 reminded 77:11 reminder 10:2, 82:10,	113:4, 143:5 reminders 63:23 reminding 81:17 remotely 6:21 remove 118:8, 118:21 removed 72:2, 96:14 render 7:14 renew 192:7 rent 221:7 repeat 33:24, 169:20, 240:11 repeatedly 24:17 repetitive 16:7, 23:19 rephrase 62:4, 64:6, 95:6, 95:8, 95:9 replay 165:8 reply 85:1 report 7:14, 7:17, 17:23, 18:2, 78:16, 87:12, 93:25, 159:20, 163:4, 216:5, 223:5, 227:25 reported 141:7, 154:12, 169:4, 227:18, 227:24, 228:2 reporter 1:21, 7:9, 9:20, 9:24, 11:18, 11:20, 12:4, 22:14, 34:11, 41:21,	41:25, 42:7, 43:19, 43:22, 43:24, 49:22, 178:20, 225:5, 226:15 reporter-notary 245:1 reporting 25:17, 25:22, 50:4, 103:14, 103:22, 147:20, 159:22, 169:10 reports 8:4, 51:17, 61:6 representative 179:21, 181:2, 182:6, 191:18, 207:7, 207:9 representatives 58:8, 58:9, 58:13, 58:17, 94:17 representing 29:9 request 24:24, 25:7, 25:9, 25:17, 26:13, 26:19, 27:5, 27:7, 27:15, 28:16, 28:21, 73:18, 74:6, 76:17, 83:3, 84:2, 84:13, 84:21, 85:20, 87:15, 96:12, 105:15, 106:12, 106:23, 107:4, 107:9, 114:8, 117:1, 120:23, 125:1, 126:2, 126:16, 127:13, 130:12, 130:15, 130:25, 131:2, 131:17, 132:20, 132:25, 134:12, 135:10, 135:11, 138:14,
---	--	--	---

140:9, 142:1, 177:13, 185:10, 193:9, 194:15, 228:23, 241:13, 241:15 requested 73:13, 78:4, 78:6, 106:18, 124:25, 129:23, 130:11, 131:5, 135:9, 137:1, 139:9, 172:9, 175:1, 195:20, 236:4, 238:15 requesting 22:9, 28:8, 217:3 requestor 142:1 requests 24:10, 25:5, 27:3, 84:14, 85:12, 87:9, 96:11, 111:3, 116:24, 117:6, 117:10, 127:4, 127:11, 127:19, 129:17, 130:19, 130:21, 131:7, 131:9, 131:11, 139:10, 140:2, 147:11, 175:2, 175:5, 176:24, 193:4, 195:9, 196:20, 238:5, 238:9, 238:13, 241:10, 241:15 require 127:24, 143:24, 224:1 required 36:15, 57:19, 175:24, 191:25, 211:21, 212:8 requirement 181:24, 191:24 requirements 37:15, 37:16,	223:9 requires 183:8, 183:14, 184:22 requiring 28:2 resales 227:19 rescue 54:12, 54:19 research 187:7 researched 214:18 researching 222:10 reserve 16:6 resided 41:23 residence 102:14 resident 28:13, 55:25, 57:19, 58:18, 76:7, 79:20, 79:23, 103:9, 104:4, 116:1, 126:21, 158:4, 158:10, 158:11, 158:16, 165:12, 169:7, 179:10, 200:10, 242:1 residents 22:25, 42:2, 42:4, 52:23, 53:9, 55:14, 55:15, 55:23, 58:21, 59:4, 92:2, 93:23, 96:19, 103:6, 104:4, 104:21, 115:17, 125:6, 152:11, 153:18, 160:4, 160:5, 191:11, 197:12, 197:15, 230:7, 241:24	resolution 6:24, 213:17, 214:9, 214:10, 215:4, 222:19, 222:23 resolve 38:11 resolved 197:18 respect 29:25, 175:21, 230:13, 232:15 respective 128:25 respond 26:12, 64:12, 105:14, 106:12, 106:23, 131:3, 169:21, 235:22, 236:1, 236:17 responded 64:16, 76:16, 136:13, 144:6 respondent 1:9, 6:15, 14:2, 14:6, 15:22, 26:6, 124:13 respondent's 14:5, 14:25, 16:19, 122:22, 211:25, 216:8 respondents 151:18 responders 235:23 responds 24:8, 62:5, 141:16 response 25:17, 73:22, 74:5, 83:4, 84:17, 85:8, 85:11, 85:15, 86:2, 139:1, 139:7, 139:17, 139:19, 139:22, 140:22, 141:1,	142:15, 144:8, 204:18, 217:3, 240:17 responses 29:19, 46:6, 62:2, 86:1, 117:9, 238:12 responsibilities 192:17, 227:15 responsibility 26:11, 96:14, 222:10, 222:14, 232:6 responsible 140:10 responsive 140:8, 140:13 restate 73:3, 113:21 rests 7:20 resubmitted 81:21 result 22:22, 55:12, 78:7, 80:16, 83:25, 87:17, 93:23, 149:8, 172:9, 188:5, 199:7, 202:2 results 49:9 resumes 137:18 resurgence 136:24 retail 194:18 retaliate 36:18, 87:20 retaliated 18:7, 27:6, 28:10, 73:7, 127:10 retaliating 29:3, 39:4 retaliation 16:4, 16:6,
---	--	---	--

<p>18:3, 18:11, 25:15, 26:18, 26:20, 29:12, 30:21, 31:11, 35:2, 35:14, 35:18, 36:25, 38:1, 38:23, 51:20, 92:14, 105:1, 105:7, 108:3, 114:23, 116:11, 117:10, 118:1, 124:15, 126:14, 141:8, 194:20, 195:18, 195:19, 196:4 retaliatory 27:18, 37:23, 80:14, 106:4, 110:19, 119:2, 120:18, 131:1, 171:17, 172:16 retired 41:13, 41:14, 179:11 reverse 36:18 review 7:14, 28:18, 29:21, 125:20, 140:14, 182:16, 182:22, 205:25, 232:3 reviewing 143:19 rhodes 30:23, 31:6, 31:9, 32:1, 32:2, 32:24, 32:25 richard 91:9 ridicule 204:21 ridiculed 217:23, 218:5 rights 1:2, 6:9, 6:11, 7:21, 75:2,</p>	<p>75:4, 77:7, 86:4, 86:19, 87:5, 87:18, 87:24, 88:3, 88:10, 88:14, 89:12, 98:6, 122:14, 122:24, 172:1, 172:6, 172:8, 172:10, 216:5 rigors 42:16 rise 33:7, 36:7, 187:3, 187:4 rita 69:20 road 11:14 rob 152:8 robert 69:19, 152:11 rockville 1:14, 2:4 role 181:9, 217:7, 217:17 roles 179:15, 231:16 roll 13:1 room 2:3, 6:6, 65:20, 66:8, 72:2, 78:19, 90:15, 90:19, 91:8, 91:16, 91:19, 133:24, 144:2, 174:4, 234:8, 234:10, 238:7, 239:17 rooms 94:13 rotate 23:16 roughly 29:11</p>	<p>round 159:8 rude 35:25 rudeness 33:5 rule 19:7, 183:8, 183:12, 183:14, 184:17, 185:3, 185:5, 198:2, 198:5, 198:25, 199:4, 199:16 rules 6:21, 15:24, 100:11, 127:10, 128:15, 182:24, 183:5, 183:6, 183:13, 184:9, 184:12, 185:21, 185:23, 185:25, 186:3, 189:6, 189:24, 190:24, 191:22, 196:13, 198:10, 198:12, 198:13, 198:19, 199:13 run 242:22 running 212:10 runs 54:18, 190:2</p> <hr/> <p>S</p> <hr/> <p>sad 80:12 said 7:4, 20:21, 32:3, 49:15, 51:8, 54:16, 76:18, 90:14, 90:17, 90:18, 90:19, 90:20, 91:3, 91:17, 91:19, 94:4, 98:21, 98:23, 98:25, 108:20,</p>	<p>115:15, 119:9, 120:19, 140:13, 140:15, 141:10, 147:16, 148:7, 148:9, 148:19, 149:24, 151:22, 157:8, 158:25, 160:25, 171:2, 173:18, 188:9, 196:5, 197:23, 201:12, 204:6, 204:8, 205:11, 206:13, 206:16, 207:22, 207:25, 208:4, 210:19, 210:24, 219:11, 220:12, 220:18, 222:1, 228:16, 240:15, 244:6, 245:8, 245:9 same 10:2, 12:18, 29:24, 33:25, 35:20, 72:8, 80:15, 87:14, 90:5, 100:11, 101:17, 101:23, 106:17, 110:14, 120:10, 120:19, 121:5, 121:22, 136:13, 178:3, 202:16, 223:22, 242:24 sat 76:14, 77:21, 205:3, 230:3, 230:9 satisfy 37:15, 206:1 saunders 69:21, 71:8 savvy 165:25 saw 49:10, 63:23, 65:16, 166:13, 166:14, 167:6, 167:7, 167:8,</p>
---	---	---	--

169:22, 218:2 say 11:19, 13:9, 13:16, 15:21, 34:16, 36:4, 49:20, 60:10, 60:17, 67:3, 72:25, 92:14, 94:18, 97:4, 99:21, 103:12, 111:11, 117:23, 120:6, 123:24, 128:13, 128:14, 136:23, 138:25, 139:8, 142:16, 143:5, 144:11, 144:14, 146:12, 146:14, 148:15, 149:10, 152:15, 155:21, 163:20, 170:6, 175:1, 187:21, 188:15, 189:21, 193:15, 193:21, 194:10, 195:14, 195:16, 201:13, 204:22, 205:9, 206:4, 206:6, 206:8, 207:21, 210:16, 213:3, 213:21, 222:2, 230:4, 240:16 saying 71:23, 105:7, 115:13, 128:10, 130:5, 131:6, 141:2, 145:7, 149:18, 191:8, 220:5, 240:20 says 14:24, 16:21, 32:12, 73:12, 111:13, 111:16, 111:24, 112:21, 114:6, 123:9, 127:4, 128:21, 129:16, 130:4, 132:15, 133:4,	134:16, 135:25, 138:12, 139:7, 140:6, 140:9, 143:1, 145:17, 152:23, 160:14, 164:3, 215:8, 217:1 scan 139:13, 140:7, 140:14, 143:23, 145:20 scanned 175:1 scanner 139:13, 143:4 scanning 144:13, 144:17, 144:20 scattered 58:4, 60:18 scene 229:6 schedule 60:19, 239:6 scheduled 186:7, 239:3 scheduling 228:14 schultz 91:10, 91:17, 173:18, 173:21, 204:6, 205:25 scooch 185:15 scope 174:16 scratch 48:10 screen 12:11, 12:12, 12:20, 46:9, 68:10, 69:8, 101:2, 101:3, 132:1, 133:5, 133:7, 134:4, 173:20 screenshot 154:22, 155:15,	155:21, 156:19, 156:22 scroll 139:5, 144:7, 146:10, 165:4 scrolled 165:13 scurrilous 96:16, 97:5 se 171:20 search 224:6 seat 178:4 sec 118:5 seclude 50:12 second 19:5, 21:17, 29:20, 30:20, 33:13, 45:18, 60:16, 72:16, 73:9, 74:17, 75:17, 75:19, 79:11, 95:13, 107:20, 115:14, 117:15, 117:23, 118:5, 125:22, 126:20, 132:18, 137:12, 139:25, 142:7, 150:10, 156:20, 161:10, 173:8, 235:19 seconds 161:11 secretaries 212:21 secretary 119:6 section 6:17, 6:23, 32:11, 53:1, 53:14, 123:9, 124:5, 125:25, 126:1, 127:17, 128:10, 128:19,	130:4, 130:14, 132:24, 137:16 security 24:19, 26:2, 27:23, 28:12, 77:18, 78:1, 78:11, 80:11, 90:23, 91:9, 91:14, 92:6, 134:13, 135:7, 173:12, 173:22, 173:24, 174:5, 174:7, 174:11, 175:12, 175:14, 176:4, 203:12, 204:5, 227:18, 235:6, 235:7, 235:10, 236:18, 236:21, 236:25, 237:6, 240:5, 240:16 see 10:21, 11:6, 11:7, 11:9, 11:11, 11:13, 12:1, 12:11, 12:17, 14:18, 18:4, 21:2, 21:11, 21:17, 38:4, 38:8, 38:10, 44:3, 46:16, 47:3, 49:2, 49:4, 53:5, 54:8, 57:5, 62:12, 65:15, 66:6, 66:9, 66:12, 68:19, 68:20, 76:18, 92:22, 101:21, 102:7, 123:9, 123:12, 123:15, 123:19, 124:2, 124:16, 133:11, 133:17, 133:20, 133:21, 134:8, 134:24, 136:5, 136:8, 136:18, 136:20,
---	---	--	--

<p>137:2, 137:15, 137:22, 138:21, 138:22, 139:16, 140:17, 141:8, 141:17, 142:3, 142:4, 142:6, 142:12, 142:18, 143:8, 144:4, 144:8, 144:20, 145:13, 146:9, 147:22, 152:12, 153:1, 154:8, 155:5, 159:2, 161:12, 162:15, 164:4, 165:5, 165:15, 171:5, 208:15, 210:12, 212:16, 214:24, 216:24, 217:3, 226:6, 229:12, 235:24, 239:14, 242:6 seeing 135:12 seeking 150:25 seeks 172:1 seems 7:7, 171:24 seen 18:25, 23:17, 51:18, 62:17, 62:18, 93:20, 211:10 sees 63:11 selections 100:4 self 186:22 send 70:25, 75:5, 81:6, 81:13, 83:13, 83:15, 89:13, 89:20, 129:22, 138:15 sending 241:19</p>	<p>senior 78:12 sense 62:6, 97:15, 177:9, 218:20 sensitive 40:4 sent 45:9, 69:17, 70:21, 71:4, 74:11, 74:24, 81:25, 82:2, 82:4, 83:11, 85:3, 137:25, 146:11, 152:2, 218:3, 219:1, 238:10 sentence 113:3, 123:12, 123:13, 149:15 separate 20:24, 21:1, 21:2, 30:5, 75:21 september 25:18, 27:19, 89:7, 89:22, 107:25, 109:8, 110:21, 114:24, 134:25, 136:22, 138:9, 139:8, 139:22, 141:1, 141:17, 141:18, 142:16, 143:16, 144:8, 145:14, 146:12, 203:20, 217:24 series 81:4, 81:7, 92:17 serious 36:7, 169:11 seriously 23:8 served 56:11, 155:25, 181:5, 220:15 services 31:20, 32:21,</p>	<p>180:12, 199:4, 227:17 serving 207:1, 207:3 session 145:2, 192:3 set 9:14, 100:22, 189:7, 232:4 setting 57:7, 65:19 settlement 17:18 setup 59:7 seven 124:5, 125:4, 181:25, 182:14, 191:6, 235:14 several 24:12, 27:2, 43:1, 44:19, 44:23, 51:10, 51:21, 56:13, 75:25, 87:9, 119:9, 125:16, 131:14, 159:3, 203:21, 233:9, 238:10 severe 23:15, 32:18, 32:22, 32:23, 33:1, 33:8, 35:20, 36:8, 37:10, 44:13, 49:10 severely 23:5 severity 43:3, 43:5 shadings 137:7 shaking 240:18 shall 82:2, 128:22, 129:22 shallow 50:23, 99:10,</p>	<p>99:11 shaming 26:14 shardelow 3:5, 4:9, 4:11, 4:14, 4:16, 4:19, 8:12, 22:4, 29:11, 29:20, 31:11, 112:15, 151:21, 177:25, 179:2, 180:25, 185:12, 185:17, 185:19, 194:12, 194:25, 196:17, 197:8, 200:3, 204:16, 206:18, 207:14, 208:6, 221:12, 221:16, 222:21, 224:13, 225:22, 226:21, 231:1, 231:9, 232:13, 237:8, 237:22, 240:3, 241:5, 241:8, 242:3 shardelow's 29:25 share 40:2 shared 18:17 sharing 12:11 sharp 54:6 sharply 204:1 she'd 161:1 she'll 25:12 sheryl 1:4, 3:3, 4:3, 6:15, 22:9, 38:21, 40:16, 41:6, 188:11, 189:20, 189:21, 204:2, 204:7,</p>
--	--	--	--

<p>208:1 shifting 35:10, 35:13 shifts 35:3 shoot 54:7, 67:3 shooters 54:6 shop 220:6 short 78:15, 241:17 should 7:3, 10:25, 16:3, 17:25, 21:1, 37:7, 39:20, 57:6, 69:6, 82:13, 101:15, 122:22, 134:24, 140:21, 145:13, 146:24, 150:12, 150:13, 150:15, 151:24, 160:23, 169:9, 209:23, 212:1, 212:10, 213:4, 213:21, 216:14, 216:17, 225:5, 232:5 should've 178:17 shout 11:5 shouted 79:1, 90:11, 90:15 shouting 72:1, 90:15 show 22:14, 23:7, 24:1, 24:22, 27:10, 28:19, 36:25, 37:9, 68:23, 68:24, 88:24, 91:14, 123:15, 128:18, 137:6, 154:23,</p>	<p>170:21, 195:2 showed 77:24, 78:2, 78:12, 91:14, 173:18 showers 48:19 showing 67:21, 171:3 shown 12:12, 87:19, 134:1 shut 46:20, 90:16, 204:25 side 10:11, 38:21, 52:12, 132:10 sides 14:1 sideways 216:15 sign 183:20 signature 55:24 signature-kcnbo 244:15 signature-q7she 245:18 signed 82:1, 86:16, 135:15, 183:17 significant 54:2, 59:24 silence 25:11 silly 48:1 silver 41:10 similar 35:19 simplistic 64:22 simply 80:19, 143:2, 201:15</p>	<p>since 18:15, 52:3, 56:25, 120:19, 122:5, 163:13, 179:10, 214:22, 219:9, 223:23, 226:5, 242:21 single 224:5 sir 214:14, 216:14, 217:6, 217:13, 217:20, 221:11, 226:24 sit 61:10, 112:1, 156:9, 178:6, 225:11 sitting 11:3, 40:5, 46:18, 66:6, 94:18, 105:20, 178:4, 205:2 situation 55:6, 72:3, 72:5, 78:10, 204:18 six 45:5, 88:13, 122:25, 123:5, 123:7, 145:19, 145:21, 145:23, 146:3 skills 244:8, 245:11 skin 44:17 skip 31:13 slams 23:9 sleep 50:25, 51:3 sleepless 99:13 slightly 137:17 slk 136:19</p>	<p>slogan 104:6 small 78:16 smart 62:19 smiled 173:18 snacks 156:3, 156:7 snapshot 159:23 social 175:12, 175:14, 176:4 society 33:6, 54:15, 54:25 sole 16:5 solely 18:10 solidified 210:2 solomon 69:21, 76:2, 174:1 solution 23:23 some 7:23, 29:19, 29:21, 32:17, 47:16, 48:25, 49:7, 49:11, 60:22, 62:17, 64:15, 71:3, 93:14, 101:21, 105:16, 106:17, 107:23, 114:19, 118:14, 125:12, 131:3, 137:6, 165:18, 172:18, 184:11, 187:7, 187:24, 200:13, 203:5, 212:13, 216:17, 234:18, 241:20 somebody 108:18, 236:2,</p>
---	--	--	--

237:1 somehow 218:16 someone 21:11, 82:11, 113:4, 113:23, 197:21 someone's 236:4 something 10:12, 12:5, 66:5, 103:8, 110:24, 162:5, 162:10, 163:20, 165:7, 169:6, 176:7, 192:24, 205:5, 209:4, 209:23, 210:21 sometime 91:8 sometimes 48:1, 103:18, 103:20, 190:9, 241:12, 241:15 somewhat 165:18 son 98:20 soon 7:5, 203:25 sophia 3:4, 8:9, 38:20 sorry 65:14, 75:12, 79:15, 89:5, 112:15, 112:17, 120:7, 123:13, 127:6, 133:6, 135:1, 142:21, 145:25, 146:2, 150:21, 151:22, 154:24, 159:19, 170:24, 183:22, 193:23, 199:21, 201:2, 201:19, 209:11, 215:10, 224:15, 224:17, 226:4, 240:10,	240:16 sort 15:13, 29:18, 32:1, 103:12, 161:21, 192:3 sorted 167:25 sorts 181:3, 183:5, 191:18, 192:19 sound 43:21 sounds 21:24, 117:4 source 175:10 spalluzzi 3:11, 8:21, 8:22, 20:8, 20:11, 132:8, 132:15, 160:16, 160:25 sparked 80:15 speak 10:4, 10:8, 10:9, 27:24, 77:4, 96:25, 97:2, 97:3, 99:23, 115:5, 115:10, 153:8, 190:25, 199:12, 207:15, 207:18, 230:7 speaker 34:12, 68:9, 68:12, 108:8, 108:13, 111:21, 112:13, 145:22, 145:25, 146:2 speaking 9:21, 9:23, 10:3, 10:25, 115:11, 181:18 speaks 157:7, 189:7, 189:23, 224:4 special 58:1, 235:19,	235:20, 236:11 specialized 223:7 specific 33:2, 115:18, 130:18, 238:25 specifically 16:9, 32:9, 35:12, 55:11, 56:13, 173:8, 192:21, 214:20, 223:1, 228:9 specifics 230:10 specifies 130:6 specify 144:12 speculation 63:3, 95:17, 168:17, 171:11, 202:23, 218:8, 218:14 speech 199:9, 199:10 spell 178:19, 226:5, 226:14 spelling 178:18 spend 188:9, 224:7 spending 57:22, 190:18 spilling 140:6 spills 135:3, 138:11 spoke 54:24, 204:1 spos 236:10 spread 182:1 spring 41:11 staff 56:3, 63:20,	65:9, 75:25, 93:6, 102:18, 124:10, 136:1, 136:4, 143:7, 143:20, 144:16, 160:5, 167:1, 227:20, 231:10, 231:21, 235:7, 235:10, 235:11, 235:16, 236:10 staffed 240:16 stand 10:8, 10:9, 10:12, 27:8, 27:17, 45:21, 48:17, 178:1, 178:7 standard 39:1 standards 39:9 stands 61:5 start 8:7, 9:18, 10:3, 21:19, 22:1, 38:4, 38:15, 38:19, 39:14, 39:16, 40:22, 59:17, 60:22, 65:17, 80:18, 101:20, 128:4, 128:8, 133:10, 152:6, 198:11, 242:23, 242:25, 243:10, 243:12, 243:16, 243:19 started 6:3, 6:6, 7:2, 7:5, 11:7, 11:25, 12:25, 41:18, 76:13, 100:10, 128:5, 131:7, 179:18, 200:7, 225:20, 233:5, 234:6
---	--	--	---

starting 71:12, 90:9, 137:18 starts 123:14, 132:19, 143:15, 212:9, 213:5 state 2:8, 31:3, 54:23, 55:17, 74:11, 82:24, 83:1, 124:15, 142:25, 186:1, 186:2, 200:14, 245:21 stated 29:11, 70:24, 155:17, 197:21, 231:25 statement 4:19, 4:20, 22:3, 115:9, 149:21 statements 13:20, 14:7, 129:18, 130:2, 140:3, 141:25, 142:2 states 30:22, 33:16, 35:23, 54:16, 135:12, 139:25, 143:17 static 48:23 stationary 65:20, 202:9 status 87:13 statute 132:25, 142:9, 146:25 stay 53:23, 194:20, 225:5, 225:7 stayed 204:23, 206:15 staying 29:24	steering 47:20 stell 88:11 stemming 6:10 stepped 218:25 stick 205:7 still 13:14, 35:13, 35:14, 42:12, 43:17, 49:2, 50:11, 66:22, 84:25, 97:20, 101:18, 106:19, 108:8, 170:16, 222:2 stop 43:15, 113:7, 120:6, 172:17, 204:2, 204:4, 241:20 stopped 172:5 stopping 13:4, 13:8 straight 9:15, 18:18, 101:15 stranger 159:25 straying 206:3 strenuous 23:20 stress 45:9, 45:11, 50:16, 85:19, 97:16, 97:23, 98:2, 98:3, 99:6 strict 15:24 strike 17:6, 95:17, 96:21, 148:2 string 132:19, 133:9	stromberg 69:19 strong 142:17, 142:22 struck 52:11 structure 22:19 structured 13:14 stuff 35:21, 61:22, 118:15, 211:17 styled 9:2 sub 37:23, 130:19 subcommittee 212:25 subject 19:11, 79:7, 82:14, 116:9, 152:18, 152:22 subjected 87:3, 92:19 subjects 183:5 submission 36:22, 37:13 submit 18:22, 30:20, 31:23, 33:10, 36:13, 36:20, 163:19 submitted 37:24, 137:19 subsection 129:10, 129:16 subsequent 75:14, 105:16, 148:25 substantially 123:18 substantiate 123:25 sufficient 232:8 sufficiently 32:18	suggest 100:3 suggesting 26:15, 87:15, 119:15, 119:22, 145:6 suicide 47:19 suit 125:13 sullivan 144:2 sum 140:11 summer 17:20, 188:9 sunday 54:11 sunrise 54:7 sunset 54:7 super 12:18, 198:18 supervise 232:10 supp 31:21 support 180:11 supported 33:9 supporting 227:17, 227:20 supports 30:12 supposed 160:7, 233:1 supreme 36:3 sure 16:17, 21:13, 29:23, 45:19, 47:1, 63:22, 67:25, 71:14, 98:5, 98:13, 100:12, 101:6, 104:25, 108:18,
---	---	---	---

Transcript of Hearing - Day 1
Conducted on February 22, 2024

111

109:23, 113:19, 136:12, 151:2, 156:20, 158:9, 179:16, 191:14, 202:8, 206:23, 211:8, 214:7, 221:14, 228:12, 230:20, 232:25 surgeon 48:15 surgeries 44:18 surgery 23:13, 43:3, 43:9, 43:10 surrebuttal 14:6, 177:3, 177:6 swear 40:10, 178:10, 226:4, 226:7 sworn 40:17, 178:14, 226:11, 245:5 symbol 119:5, 119:13 symptoms 49:7, 49:12, 50:16, 98:3 sync 46:7 system 104:1 systems 223:10	38:9, 42:3, 48:18, 49:22, 50:10, 50:11, 50:21, 50:24, 57:24, 62:14, 62:15, 62:17, 63:6, 63:9, 67:3, 74:15, 77:1, 82:12, 86:1, 90:3, 95:18, 99:12, 100:2, 101:6, 111:18, 113:5, 113:11, 113:24, 114:6, 114:9, 114:15, 123:5, 124:21, 124:24, 125:12, 125:19, 143:23, 150:6, 155:22, 157:25, 159:17, 159:18, 159:19, 160:11, 171:19, 172:19, 178:3, 178:7, 179:20, 196:14, 201:9, 214:24, 225:8, 239:9, 242:21 taken 27:18, 57:21, 61:7, 73:20, 75:16, 76:20, 89:19, 93:10, 94:1, 99:2, 106:16, 145:8, 154:19, 157:19, 166:4, 202:18, 245:3 takes 24:14, 36:20 taking 48:9, 49:25, 55:8, 61:13, 61:19, 62:24, 63:17, 63:22, 76:3, 92:8, 92:9, 93:7, 95:23, 116:25,	149:13, 149:21, 151:18, 155:22, 159:16, 171:18, 172:17, 212:22 talk 10:23, 11:22, 11:23, 16:9, 33:13, 34:10, 50:14, 50:15, 126:19, 131:22, 144:18, 163:3, 170:1, 187:1, 187:3, 189:8, 189:12, 199:11, 208:4, 211:15 talked 34:1, 42:13, 44:10, 98:16, 103:11, 104:2, 104:17, 109:7, 118:11, 118:14, 143:6, 210:17, 212:12, 216:1, 238:16, 239:18 talking 7:5, 31:8, 65:9, 68:5, 83:19, 103:15, 106:22, 118:17, 132:13, 135:4, 135:6, 135:14, 170:10, 217:4, 222:23 talks 32:9, 126:1, 141:23 tallies 137:9 tapes 213:6 taping 238:16 tasked 174:9 tasks 23:17 team 228:2, 228:4,	231:14, 232:10, 236:8 team's 232:6 technical 13:7 technology 7:7 tell 6:19, 23:11, 25:2, 25:12, 28:4, 40:13, 44:12, 49:11, 50:6, 70:21, 75:9, 75:18, 84:7, 87:22, 88:7, 90:6, 102:15, 116:17, 149:5, 149:16, 157:18, 157:24, 158:1, 160:18, 163:10, 176:22, 178:10, 186:12, 193:22, 203:22, 214:9, 216:2, 226:7 telling 166:12, 194:21 tells 116:2, 135:22 temporal 36:13 ten 211:21 tenants 191:9, 210:22 tendency 13:1 tends 101:3 tenure 115:7 term 122:20, 199:14 terminate 19:19 terms 31:5, 200:4,
T			
tab 112:21, 216:13 table 10:18, 66:1, 66:6, 66:12, 94:18, 205:3 tac 205:6 take 14:13, 23:6, 27:17, 29:14,			

<p>221:5 test 11:14, 129:13, 130:9, 192:15, 211:22 testified 40:18, 122:11, 158:15, 162:22, 178:15, 226:12 testify 202:25, 206:25, 222:4, 223:1 testifying 45:21, 100:13 testimony 7:13, 13:18, 16:3, 16:8, 22:13, 23:25, 24:22, 28:6, 46:2, 95:23, 102:11, 105:4, 148:5, 224:25, 237:22 text 34:15, 43:16, 112:24, 152:19, 153:3, 157:10 texts 53:8 th 24:10, 24:15, 24:24, 25:12, 25:18, 52:3, 71:1, 74:25, 75:12, 81:14, 83:4, 84:23, 89:7, 89:22, 136:22, 139:8, 141:1, 141:17, 141:18, 143:16, 144:8, 146:12 thank 8:19, 9:8, 17:8, 20:15, 21:12, 29:4, 29:5, 34:21, 38:2, 39:12, 40:8, 40:19,</p>	<p>40:23, 41:1, 47:4, 47:8, 62:9, 64:10, 64:24, 65:2, 68:8, 68:20, 69:10, 70:15, 73:1, 74:13, 76:22, 80:7, 89:6, 97:10, 99:18, 99:22, 99:23, 100:18, 106:21, 107:16, 108:5, 112:4, 132:20, 135:6, 136:23, 137:13, 139:6, 145:13, 146:10, 150:17, 151:17, 151:19, 158:7, 158:13, 159:14, 168:5, 172:21, 172:22, 176:3, 176:18, 177:16, 177:23, 178:16, 178:24, 180:23, 201:17, 203:4, 207:12, 208:12, 212:2, 217:20, 220:15, 221:10, 221:11, 224:12, 224:19, 224:20, 225:19, 226:13, 226:19, 237:10, 241:2, 241:4, 242:11, 242:13, 242:14, 242:20, 243:20 thanked 78:16, 91:19 theirs 54:18 themselves 93:6, 187:4 theory 48:23 therapy 23:14, 45:4, 45:6, 48:3 thereafter 245:7</p>	<p>therefore 96:13 thereof 125:21, 144:14 therewith 32:22 thing 10:2, 16:16, 35:16, 51:1, 76:24, 99:16, 99:21, 101:24, 186:25, 190:16, 228:16, 235:19 things 6:7, 10:15, 14:12, 18:19, 29:18, 31:10, 48:5, 63:8, 98:18, 103:1, 106:10, 188:2, 198:20, 198:23, 202:12, 219:12, 220:3, 228:13, 228:14, 228:23, 230:17, 232:25, 234:10, 237:2, 241:16 thinking 51:2 thinks 23:22, 24:1, 168:11, 168:13 third 85:13, 117:19, 123:13, 236:7 thirties 41:19 thirty 146:3 thought 15:12, 16:23, 87:19, 105:4, 124:25, 151:20, 151:22, 154:16, 156:15, 166:17, 188:3, 197:18, 197:22, 201:10, 201:11, 209:22,</p>	<p>210:22, 215:24, 237:2 thoughts 15:8, 99:15, 201:15 thousands 175:8 thread 81:4 threaten 205:16 threatened 205:15 threatening 39:2, 205:10, 205:12 three 25:18, 26:23, 27:8, 42:9, 98:18, 102:12, 102:17, 106:10, 115:23, 129:16, 130:4, 141:5, 145:18, 173:7, 182:12, 192:7, 235:10, 235:12, 240:21, 242:16 threshold 228:25 through 6:8, 8:2, 13:2, 14:10, 15:3, 15:17, 16:9, 17:20, 18:20, 19:4, 44:16, 52:25, 53:17, 53:19, 67:4, 70:11, 77:3, 78:13, 101:16, 115:13, 115:15, 119:12, 119:15, 120:13, 120:22, 126:17, 130:11, 137:13, 138:17, 151:8, 165:14, 189:22, 213:16, 224:6, 224:24, 227:7, 228:6</p>
--	---	--	---

<p>throughout 55:11, 202:11 thursday 1:15 tic 205:6 tight 225:11, 225:17, 237:14, 239:5 tim 65:19 timeframe 131:16, 233:19, 234:11, 234:15 timeline 116:15 times 51:5, 61:11, 145:21, 145:23, 146:3, 202:16, 203:21, 208:25, 209:22, 218:24, 219:2, 236:15, 238:5, 241:14 timing 12:24 title 18:7 titled 127:17 titles 9:16 today 7:8, 11:18, 17:22, 21:6, 22:5, 27:8, 27:17, 31:9, 33:23, 37:13, 38:23, 76:8, 98:16, 106:16, 121:5, 200:24, 216:1, 243:23 todays 162:3 toe 205:6 together 14:12, 43:13,</p>	<p>163:23, 209:10 told 76:12, 76:14, 78:3, 90:18, 90:22, 97:3, 129:15, 203:8, 204:2, 211:10, 220:24, 241:20 tolerate 190:5 tomorrow 20:23, 242:24 took 26:23, 31:16, 32:2, 34:4, 37:3, 44:23, 45:1, 45:11, 50:10, 77:6, 78:24, 87:13, 89:7, 89:16, 90:7, 91:11, 120:2, 155:11, 155:15, 156:11, 156:22, 171:21, 187:20, 206:1, 208:21, 214:23, 227:22, 231:13, 232:5 tool 220:10 top 47:18, 102:3, 106:1, 135:5, 142:14, 146:8, 164:1, 167:22 topics 189:12 total 99:3, 159:6, 182:14 totally 80:17, 99:3, 104:23, 134:22, 215:17 touch 50:5, 53:23, 137:15, 174:12, 183:6</p>	<p>towards 32:16, 52:1 traffic 42:23 train 192:13 training 102:25, 183:17, 191:17, 191:19, 191:24, 192:1, 192:2, 192:20, 192:22, 211:15 trainings 192:10, 211:19 transcribe 12:5 transcribed 1:20, 11:19, 63:18 transcriber 244:1 transcribing 76:4 transcript 12:8, 12:10, 20:2, 20:4, 109:21, 109:24, 244:4, 244:6 transcription 19:24 transcriptionist 245:8 transition 234:18, 234:22 transitioned 233:12, 234:10 transmission 93:22, 129:24, 130:1 transmitted 137:1, 139:11, 157:14 transparency 94:6 transparent 22:10 transpired 96:13</p>	<p>transportation 134:13, 135:7 traveling 23:9 treasurer 119:7 treat 121:20 treating 87:21 treatment 26:9, 120:8, 121:1, 121:13 treatments 120:17, 120:18 treats 189:25 trial 18:17, 28:17 trials 187:2 tribulations 187:2 trick 146:7, 172:14 tried 14:11, 48:15, 80:19, 90:23, 105:3 triple 213:22 tripped 234:9 trivial 23:17 trivialities 33:5 trohan 233:9, 233:21 true 110:24, 244:6, 245:9 trust 191:23, 198:10, 199:3, 227:21, 231:12 trustee 180:16</p>
--	---	---	---

trustees 180:21 trustors 180:21 trusts 180:13, 180:14, 182:25 truth 40:13, 40:14, 178:10, 178:11, 201:12, 226:7, 226:8 try 11:21, 12:4, 13:1, 13:6, 34:22, 46:24, 47:3, 47:6, 52:25, 53:3, 59:16, 62:4, 102:4, 107:23, 186:11, 194:20, 195:2, 201:18, 225:11, 225:16 trying 64:19, 97:1, 103:25, 129:14, 157:3, 198:15, 205:7 tuesday 60:14 turn 9:18, 10:4, 26:3, 29:7, 34:19, 38:18, 40:20, 40:21, 42:22, 47:7, 47:21, 63:11, 69:8, 90:12, 100:16, 108:17, 108:19, 112:5, 161:18, 187:11, 197:9, 200:1, 203:5, 209:7, 230:10, 235:5 turned 19:15, 42:21, 90:21 turns 187:22	tv 43:23, 59:12, 164:24, 170:11, 202:11 twelve 52:3 twice 28:14, 50:22, 52:25 two 13:11, 21:1, 26:22, 29:17, 30:22, 31:10, 34:14, 40:5, 50:18, 59:10, 81:12, 83:3, 98:21, 98:22, 98:24, 114:23, 115:1, 115:2, 115:23, 116:23, 134:23, 141:4, 142:8, 143:21, 143:24, 144:12, 179:20, 180:13, 180:14, 181:13, 189:17, 190:8, 190:9, 199:25, 209:9, 211:6, 235:15, 238:23, 240:23 type 18:18, 235:11, 235:19 typed 110:17 types 175:23, 190:6, 235:10 typewriting 245:7 typically 114:11, 136:1 typing 23:19, 114:18, 210:12, 210:15 <hr/> U <hr/> uh-huh 85:5, 123:23	ultimate 35:7 umbrella 53:16 unable 42:16, 83:24 unclear 207:2 under 13:6, 13:17, 14:19, 14:24, 14:25, 15:21, 16:19, 18:6, 32:4, 32:11, 32:20, 33:20, 36:9, 37:6, 37:12, 39:1, 54:5, 87:6, 116:11, 117:14, 124:15, 131:4, 131:12, 134:18, 137:8, 182:24, 191:7 undergo 78:14 understand 23:24, 34:16, 64:21, 64:23, 72:16, 72:23, 78:5, 104:25, 119:21, 126:20, 127:3, 132:24, 194:18, 195:24, 196:10, 196:11, 198:16, 198:17, 199:24 understanding 37:19, 37:20, 63:7, 63:15, 84:24, 100:20, 126:10, 191:15, 218:1 understatement 44:15 understood 9:7, 9:8, 46:1, 61:25, 64:18, 153:12, 200:25, 217:23	undesirable 35:25 undue 157:4 unfair 39:7 uniform 28:1 unit 73:16, 191:8, 210:20, 210:25, 211:3, 211:12 united 30:22, 33:16, 54:16 units 211:6 unlawful 6:13, 87:4 unless 11:1, 36:6, 57:25, 117:21, 160:2, 191:4, 229:19 unmute 11:9 unnecessary 80:18, 99:4 unreliable 16:8 unsettled 32:4 until 26:9, 36:20, 43:1, 44:23, 56:24, 62:24, 72:23, 139:15, 202:3, 230:4 updated 163:15 uploaded 17:1, 18:16, 170:2 uproar 96:19 upside 47:18
---	--	--	---

usable 16:22 use 12:6, 18:19, 24:7, 24:11, 24:25, 28:23, 32:19, 44:20, 48:2, 48:3, 49:16, 55:10, 55:13, 73:14, 75:23, 76:15, 78:21, 81:19, 82:11, 101:1, 101:2, 107:10, 113:5, 113:24, 152:22, 162:13, 223:13 using 25:25, 28:13, 47:17, 47:21, 49:19, 62:23, 62:25, 91:4, 109:13, 109:18, 110:1, 148:6, 210:6, 235:3 usual 228:25 usually 230:3 utensils 23:18, 47:17, 48:7 utilized 235:7, 238:23 uttered 167:5	22:23, 53:19, 105:18, 106:17, 107:22, 109:7, 114:22, 116:12, 117:16, 165:15 vehicle 23:9 vehicles 235:18 vendor 56:16 venture 92:14 verbal 240:17 verify 203:3 verse 87:7 version 137:7 versus 30:23, 31:20, 33:14, 36:2, 121:12 vessel 213:17 vi 213:23 via 6:21, 10:7, 10:23, 93:9, 100:13, 238:2 vice 179:7, 227:11 vid 165:5 video 12:22, 59:7, 65:19, 66:23, 93:10, 94:9, 165:6, 166:15, 166:16, 167:22, 167:23, 168:2, 219:4, 232:24, 233:15, 234:6, 238:20 videotaped 232:22, 233:7	videotaping 238:17 view 12:18, 135:23, 138:13 viewing 143:21 vii 213:17, 213:19, 213:20 vinyl 48:2 violated 31:7, 71:17, 77:7 violation 77:12, 87:5, 94:23 virtue 120:22 visit 52:9 visited 171:16 visual 93:11 vocation 102:22 voice 185:10 voices 118:7 volume 167:24, 168:1 volunteer 102:24 volunteered 56:14 vote 137:8 voted 79:9, 93:19 votes 94:3, 184:14 vs 1:6	183:20 waited 77:21, 77:23 waive 136:4, 143:20 waived 176:24, 177:13 waiving 143:6 wake 50:25 walk 240:12 walked 78:1, 78:2, 206:5, 206:11 walking 100:5 walks 52:25 walkway 53:2 want 6:7, 10:8, 12:20, 13:22, 16:9, 16:13, 18:14, 29:17, 30:1, 38:4, 38:22, 45:19, 50:5, 51:7, 51:18, 51:25, 65:9, 70:11, 90:20, 97:2, 97:3, 98:5, 101:1, 104:24, 105:21, 105:22, 112:10, 112:13, 115:19, 119:16, 135:24, 139:9, 143:10, 143:12, 146:22, 147:5, 147:7, 153:8, 156:24, 174:12, 194:19, 209:13, 213:12, 242:22, 243:9, 243:10 wanted 15:19, 21:13,
<hr/> <p style="text-align: center;">V</p> <hr/> vacation 229:19 valid 183:15 value 16:2, 35:17 variety 9:14, 163:8 various 6:25, 9:16,			
		<hr/> <p style="text-align: center;">W</p> <hr/> wait 78:1, 150:18,	

72:1, 76:18, 78:6, 89:17, 91:13, 94:10, 118:20, 118:23, 138:2, 145:7, 146:16, 146:19, 146:20, 147:17, 171:19, 191:16, 197:21, 206:24, 212:14 wants 22:20, 27:11 warm 48:1, 48:3 warrant 6:13 washington 43:9 waste 144:16 watch 94:13 watching 65:25, 133:13 water 187:9 way 17:19, 19:17, 22:17, 53:4, 61:22, 68:19, 77:3, 80:21, 98:1, 101:4, 112:23, 117:12, 119:10, 119:14, 119:16, 121:19, 128:14, 129:5, 137:11, 138:5, 152:5, 154:11, 161:12, 164:2, 166:6, 183:13, 184:11, 185:23, 193:10, 216:10, 219:15, 220:3, 220:5, 228:10, 232:5, 236:3 ways 52:22, 59:3, 144:7, 165:5,	165:14, 221:21 we'll 9:11, 10:18, 11:11, 11:12, 11:14, 13:3, 13:9, 14:25, 17:10, 19:4, 21:16, 21:18, 38:17, 39:14, 39:15, 44:3, 47:3, 47:6, 68:14, 100:9, 100:14, 161:13, 162:15, 194:6, 209:8, 223:4, 225:19, 225:20, 242:25 we're 7:4, 7:6, 8:2, 9:14, 9:15, 10:6, 18:10, 22:5, 29:11, 29:23, 35:11, 38:10, 38:13, 65:9, 68:25, 74:13, 83:19, 88:24, 100:2, 101:17, 101:21, 106:22, 107:16, 111:25, 126:18, 131:25, 133:10, 136:12, 137:12, 138:6, 138:7, 151:18, 157:11, 161:10, 190:18, 209:8, 209:15, 213:12, 222:23, 225:10, 225:16, 242:20, 243:17 we've 7:8, 17:23, 18:12, 21:15, 35:10, 98:16, 108:11, 117:5, 117:22, 118:13, 119:11, 119:14, 119:16, 151:3, 187:17, 215:25,	242:16 wearing 57:5, 170:19 web 161:4, 161:8, 161:22, 161:25, 163:7, 163:8, 164:11, 164:16, 165:14, 167:12, 167:16, 167:17, 169:14, 170:3, 213:15 webmaster 163:13, 164:8, 165:12, 170:1 website 12:15, 12:21, 21:3, 21:6, 59:13, 68:18, 69:2, 101:15, 160:16, 163:11, 163:17, 163:21, 164:7, 164:19, 166:4, 167:20 websites 163:11 wedding 208:19, 208:22 week 60:9, 235:14 weeks 25:18, 59:10, 94:11, 181:13 weight 196:15 weiss 69:20, 76:10 welcome 6:5, 28:15, 180:24, 241:3 welfare 236:3 went 14:10, 46:11, 78:13, 94:13, 110:17, 151:8, 173:17, 214:24 weren't 105:21, 107:13,	130:8, 130:9, 233:12 whatever 30:13, 80:14, 105:10, 115:19, 124:25, 125:2, 130:20, 172:15, 195:15, 205:25, 211:21, 214:23, 215:6 whatsoever 42:25, 43:7, 78:23, 79:10, 93:5 wheel 47:20, 47:21 whenever 21:25, 68:16, 122:7, 189:18, 195:9, 195:10 whether 18:5, 20:24, 32:4, 63:8, 170:18, 194:22, 195:7, 196:1 white 171:6 whoever 9:20, 9:22, 66:10, 91:14 whole 40:14, 76:24, 93:8, 149:22, 178:11, 198:17, 198:18, 204:18, 226:8 whoops 79:15 wide 236:16 wife 188:8, 208:22 wild 67:3 wildlife 54:12, 54:19 williams 33:14, 34:7,
--	---	--	--

<p>34:24, 35:16, 35:22, 37:6 willing 24:2 window 118:9 winds 48:9 wiping 93:11 wiretap 94:24, 200:14 wise 190:10 wish 14:8, 138:12, 140:1, 141:4, 178:7 wishes 58:18 withdraw 50:16 withheld 131:3 within 7:15, 22:16, 100:4, 103:7, 181:3, 236:12, 236:14 without 25:24 withstand 42:16 witness 4:2, 11:1, 38:19, 39:16, 39:18, 61:24, 62:2, 100:23, 177:21, 236:20 witness(es) 245:4 witnessed 63:5, 79:21 witnesses 10:17, 27:8, 242:16 woman 54:18, 166:7,</p>	<p>219:5 wonder 46:10 wonderful 105:9, 162:1 woodworking 220:6, 220:14 word 110:11, 125:3, 126:8, 153:16, 212:18, 212:19 words 72:4, 73:4, 156:12, 170:12, 200:17 work 28:5, 42:13, 48:20, 48:24, 101:3, 102:23, 137:12, 179:11, 179:12, 182:4, 190:4, 223:16, 227:2, 227:4, 227:8, 228:5, 228:9, 228:19, 231:4, 235:12, 236:12, 240:18 worked 164:8, 190:21, 203:2, 227:6, 231:2, 231:11, 233:4, 238:8 working 7:8, 66:5, 165:24, 204:15, 229:3 works 171:16 workshops 58:1 world's 17:20, 25:16, 27:22, 117:9, 197:10 worries 70:6, 174:24, 206:20 worse 121:24, 121:25,</p>	<p>122:3 worth 63:7 wouldn't 80:21, 138:25, 146:14, 166:21, 166:22 wrist 23:9, 23:17, 23:21, 42:21, 43:4, 44:5, 44:16, 47:10, 84:1 write 42:5, 48:6, 48:7, 49:18, 49:19, 83:18, 83:25, 152:14 writing 23:20, 78:15, 129:17, 188:4 written 125:16, 148:15, 181:17, 197:14, 211:11 wrong 14:21, 148:16, 188:3, 200:1, 208:1 wrongdoing 98:9 wrote 69:24, 79:24, 81:18, 82:10, 106:10, 106:11, 107:21, 143:6, 147:19</p> <hr/> <p style="text-align: center;">X</p> <hr/> <p>x-ray 49:6, 49:10</p> <hr/> <p style="text-align: center;">Y</p> <hr/> <p>y'all 11:25 yay 196:2 yeah 14:22, 20:25,</p>	<p>21:1, 43:19, 43:22, 44:15, 46:13, 49:24, 64:7, 67:7, 74:18, 80:4, 82:3, 88:22, 99:9, 102:2, 104:13, 106:8, 112:15, 113:15, 122:1, 127:8, 127:20, 130:7, 135:14, 140:18, 140:24, 141:19, 142:4, 146:10, 150:13, 155:18, 159:7, 164:24, 188:17, 194:12, 211:22, 215:18, 215:21, 217:15, 217:21, 218:11, 230:24, 240:6 year 62:25, 66:25, 93:2, 119:25, 176:15, 179:19, 182:10, 191:21, 199:3, 199:6, 241:11, 241:14 years 28:25, 29:1, 42:10, 42:11, 45:3, 49:8, 50:17, 51:10, 51:21, 52:4, 67:10, 102:12, 102:17, 119:9, 131:13, 131:15, 131:19, 138:5, 163:9, 163:14, 179:20, 181:6, 182:3, 188:1, 190:22, 192:8, 233:9 yelled 77:18 yep 110:17 yesterday 14:11, 15:19,</p>
--	---	---	---

Transcript of Hearing - Day 1
Conducted on February 22, 2024

118

16:11, 16:24, 18:13, 19:9, 50:20, 99:1 young 78:2 yourself 41:5, 56:7, 126:25, 143:19, 179:4, 214:23, 215:11, 225:24 yup 15:11, 95:7, 185:17	\$30 136:3, 145:21, 145:23 \$50,000 183:12 <hr/> .6660 2:5 .8 19:7 <hr/> 0 <hr/> 02 1:7 06711 1:6, 6:10 <hr/> 1 <hr/> 1 1:19, 138:9, 139:8 1.7 19:7 10 20:5, 24:10, 60:23, 71:1, 122:22, 181:13, 181:23, 182:1, 235:16, 243:9 100 2:2, 70:11, 196:10 100.400 39:1 100.600 32:8 102 4:5 11 127:17, 128:20, 132:24, 186:2, 214:12 112 127:17, 128:20, 132:24 118 50:20	12 24:15, 48:17, 52:3, 52:4, 74:25, 75:12, 99:25, 135:1 14 54:1, 104:10 15 214:10 151 5:7 16 186:25 162 5:8 17 160:14, 164:3 173 4:6 179 4:9 18 25:18, 89:7, 89:22 180 146:4 181276 6:24 188 50:20 19 24:24, 67:4, 67:6, 81:14, 83:4, 84:23, 86:25, 87:9, 179:8 190 146:1 1980 23:7, 42:20 1998 36:3 <hr/> 2 <hr/> 2 142:16 2,000 176:6	2,100 176:7 20 24:24, 52:3, 81:14, 134:25, 136:22 200 2:3 2010 179:10 2011 179:19 2012 22:12, 52:3, 179:18, 214:7 2013 54:1, 59:20, 104:10, 179:18 2014 31:21, 79:6, 116:20, 121:6, 121:22 2016 67:4, 67:6 2017 24:5, 24:10, 24:15, 26:9, 30:3, 36:10, 36:21, 71:1, 71:14, 71:20, 74:25, 75:12, 81:20, 81:22, 107:2, 107:6, 107:13, 116:23, 118:15, 121:23, 122:10, 149:2, 173:5, 173:8, 173:23, 174:13, 202:5, 202:8, 215:23, 227:7, 234:15 2018 160:15, 164:3, 164:18, 229:20 2019 17:14, 17:15, 24:24, 25:3, 25:8, 25:18,
z zoning 7:1 zoom 6:21, 10:7, 10:21, 10:23, 10:25, 11:8, 11:9, 11:17, 11:21, 11:25, 12:2, 12:6, 12:9, 12:12, 12:19, 21:2, 34:13, 34:17, 38:16, 46:9, 57:1, 57:4, 59:2, 93:24, 100:11, 100:14, 108:9, 118:8, 118:20, 120:15, 133:18, 133:22, 134:4, 154:22, 188:21, 189:21, 209:17, 234:11, 234:25, 235:3, 242:12	\$ \$1,450 176:11 \$180 140:11, 145:21, 145:24 \$25,000,000 57:17		

Transcript of Hearing - Day 1
Conducted on February 22, 2024

119

27:19, 30:24, 36:20, 81:14, 83:16, 89:7, 89:22, 106:24, 107:17, 107:25, 109:8, 110:21, 114:24, 173:5, 173:15, 174:6, 187:19, 202:5, 203:20, 217:8, 217:10, 217:13, 217:18, 217:25 2021 33:15 2022 17:16, 135:15 2023 17:18, 93:1, 134:8, 134:14, 134:25, 135:7, 135:17, 137:8, 138:9, 146:12, 227:7 2024 1:15 208 4:10 20850 2:4 21 120:4 22 1:15, 4:19, 25:3, 83:16, 83:19 221 4:11 225 4:14 23 1:7, 134:25 237 4:15 24 32:8, 39:1, 235:14, 240:22, 240:23 240.777 2:5	241 4:16 245 1:19 25 138:9, 139:8, 143:16, 242:15, 242:22 26 139:22, 141:1 27 25:12, 86:25, 134:7, 141:17, 141:18, 142:16, 243:25 2712 6:17 28 31:21, 143:16, 144:8 29 4:20, 145:14, 146:12, 180:1, 180:8, 180:12, 184:25 2919 25:12 2a 6:24 <hr/> 3 <hr/> 3 13:9, 242:15, 242:22, 243:25 3/3/24 244:18 30 12:25, 13:5, 13:9, 23:10, 54:15, 60:22, 90:16, 101:14, 242:24 300 145:20 31 1:16 318 138:21	34 182:8 3536 41:10 39 14:19, 15:21, 150:7, 151:19, 151:20, 170:24, 211:24, 211:25, 216:8 3d 31:21 3iii 112:21 <hr/> 4 <hr/> 41 4:4, 138:9 45 7:15, 13:5, 39:1 48 139:8 490 31:21 4: 135:1 4th 75:11 <hr/> 5 <hr/> 50 135:25, 138:16, 145:8 500 159:10 501 30:9, 219:25, 220:22 52 144:9 5214 55:12 523819 1:18 53 135:1 56 5:3, 5:4, 5:5,	5:6, 68:6, 68:7, 68:17, 68:18, 68:24, 69:6, 70:5, 70:18, 74:19, 74:20, 80:23, 81:1, 86:8, 86:10, 89:2 57 17:7, 112:10, 112:11, 112:21, 122:22, 142:16, 213:14, 213:16, 213:18, 213:19 <hr/> 7 <hr/> 7 54:15 7/9/19 16:22 70 5:3, 86:11, 150:15 71 5:7, 150:16, 151:13, 151:14 72 5:8, 162:15, 162:18 74 5:4 <hr/> 8 <hr/> 80 5:5 86 5:6 8th 24:5, 25:8, 71:13, 71:14, 71:20, 84:22, 85:4, 85:8, 107:25, 109:8, 110:21, 114:24 <hr/> 9 <hr/> 9 1:16, 12:25,
---	---	---	--

60:22, 143:16,
144:9, 242:24
9,000
98:24
90
57:18