STATE OF CONNECTICUT STATE EMPLOYEES RETIREMENT COMMISSION

SEPTEMBER 17, 2020 MEETING HELD VIA ZOOM CONVENED AT 98:00 a.m.

Commission Members Present:

Peter Adomeit, Chairman

Michael Bailey, Trustee

Sandra Fae Brown Brewton, Trustee

Karen Buffkin, Trustee

Michael Carey, Trustee

Martha Carlson, Deputy Comptroller, Ex Officio Member

Carl Chisem, Trustee

Robert D. Coffey, Trustee

John Flores, General Counsel Office of the Treasurer, Ex Officio Member

Sal Luciano, Trustee

Karen Nolen, Trustee

Claude Poulin, Trustee

Angel Quiros, Trustee

Timothy Ryor, Trustee

Mark Sciota, Municipal liaison

Also Present:

Bruce Barth, Tax Counsel to the Commission, Robinson & Cole

Natalie Braswell, General Counsel Office of the State Comptroller

Cindy Cieslak, General Counsel to the Commission, Rose Kallor

John Herrington, Director, Retirement Services Division

Colin Newman, Retirement Services Division

John Herrington, Retirement services Division

Colin Newman, Assistant Director, Retirement Services
Division

Alisha Sullivan, Tax Counsel to the Commission, Robinson & Cole

- 1 (Proceeding commenced at 8:59 a.m.)
- 2 MR. ADOMEIT: I will call the meeting to
- 3 order, the September 17, 2020 meeting of the
- 4 Connecticut State Employees Retirement Commission, a
- 5 virtual meeting.
- 6 Cindy, do you think you have the
- 7 persons present, please?
- 8 MS. CIESLAK: Of course. Good morning.
- 9 I'm going to list the persons present. As a
- 10 reminder, we are recording this meeting, so when you
- 11 speak, please announce your name when you are
- 12 speaking so we have an accurate recording.
- Persons present, in no particular
- 14 order: Chairman Peter Adomeit, Alisha Sullivan, Tax
- 15 Counsel from Robinson & Cole. Angel Quiros,
- 16 Trustee, Bruce Barth, Tax Counsel from Robinson &
- 17 Cole, Carl Chisem, Trustee, Cindy Cieslak, Counsel
- 18 from Rose Kallor, Claude Poulin, Actuarial Trustee.
- 19 Colin Newman, Assistant Directer from the Retirement
- 20 Services Division, John Flores, General Counsel to
- 21 the Office the treasurer, Ex Officio member of the
- 22 Commission, John Herrington, Division Director from
- 23 the Retirement Services Division, Karen Nolen,
- 24 Trustee, Mark Sciota, Municipal Liaison,
- 25 Martha Carlson, Deputy Comptroller, Ex Officio

- 1 member of the Commission. Michael Carey, Trustee,
- 2 Michael Bailey, Trustee, Natalie Braswell, General
- 3 Counsel and Assistant Comptroller, Robert Coffey,
- 4 Trustee, Tim Ryor, actuarial Trustee, Sal Luciano,
- 5 Trustee. And we had an individual who joined at 9806.
- 6 Can you let me know who that is?
- 7 MS. BROWN BREWTON: Fae Brown Brewton.
- 8 MS. CIESLAK: Good morning, Fae.
- 9 We have Sandra Fae Brown Brewton,
- 10 Trustee.
- MR. ADOMEIT: Okay.
- MS. CIESLAK: Are there any individuals
- 13 that I missed?
- 14 All right. Peter, I think we're
- 15 good.
- 16 MR. LUCIANO: I had my hand raised. I
- 17 would like to make a point of personal privilege.
- MR. ADOMEIT: Go ahead.
- 19 MR. LUCIANO: I would like to congratulate
- 20 law our new Department of Corrections commissioner,
- 21 who is a trustee from our Board, and wish him
- 22 congratulations and all the luck in the world in this
- 23 new job.
- MR. QUIROS: Thank you, Sal. Much
- 25 appreciated.

- 1 MR. ADOMEIT: Wonderful. Congratulations.
- 2 I did not know that. Thank you, Sal.
- The Chairman's report is simply a
- 4 duplicate of prior reports, and that is the Office
- 5 of the Comptroller and the Division has been
- 6 functioning well despite the problems caused by
- 7 COVID, and they are continuing to be commended. We
- 8 sort of settled into a new routine and my sense is
- 9 that the efficiency has also improved. But thank
- 10 you, Marti, thank you, John, and all the others who
- 11 have participated in this really crazy endeavor of
- 12 moving all the stuff over to virtual.
- 13 Division Director's report?
- 14 MR. HERRINGTON: Good morning, everyone. I
- 15 forwarded along the Director's report for September
- 16 of 2020.
- 17 MS. CIESLAK: I apologize for
- 18 interrupting. I was just notified that it doesn't
- 19 look like the agenda was posted, so before we
- 20 proceed, I think we should have a motion to amend
- 21 the agenda, and it will need to include all matters
- 22 listed on the agenda. And then, Peter, I believe we
- 23 also had one other matter to add to the agenda,
- 24 which are Rose Kallor invoices.
- 25 MR. ADOMEIT: That's correct. So can we

- 1 have a motion to amend the agenda, please?
- 2 MR. LUCIANO: So moved. So moved, and the
- 3 motion to amend the agenda at this late hour
- 4 requires a super majority, so it would require a
- 5 two-thirds vote. MR. BAILEY: Second.
- 6 MR. ADOMEIT: All right. All in favor say
- 7 aye. Opposed nay. It's unanimous. The ayes have
- 8 it.
- 9 MS. CIESLAK: Thank you, John. I
- 10 apologize for that interruption.
- 11 MR. HERRINGTON: It's okay. No problem.
- 12 MR. ADOMEIT: Thank you for checking. I
- 13 had not checked, so thank you, Cindy.
- MR. HERRINGTON: So, we have our
- 15 Director's report for September of 2020. We appear
- 16 to be, you know, getting into our groove in terms of
- 17 working remotely and we are able to continue on with
- 18 our efforts to catch up on work across all fronts in
- 19 the Division.
- 20 As you will see, probably our
- 21 greatest kind of success to date has been minimizing
- 22 the wait time for individuals waiting for disability
- 23 retirement, MEB hearings. Over the past year, we
- 24 had a backlog of over 300 with wait times. You
- 25 know, some were delinquent cases, with wait times

- 1 barring in excess of six months. At this point, we
- 2 have 97 in the queue and almost all of those are
- 3 within a 90- or 120-day mark, but most are within
- 4 that six-month mark. That's the result of a great
- 5 deal of effort by the disability unit and we
- 6 continue to work through that. The next phase would
- 7 be getting caught up with the 24-month reviews and
- 8 the disability audits, but we made a great deal of
- 9 progress on those fronts.
- 10 In terms of the normal retirements,
- 11 we continue to see an uptick in retirements. The
- 12 September number was 198, which, you know,
- 13 historically that's a bit high for September. We
- 14 anticipate to receive quite a number of applications
- 15 for October.
- 16 Our next kind of global project would
- 17 be as a result of the consolidation at DAS of a
- 18 retirement pod. The retirement people working in
- 19 processing will be handled by a centralized pod.
- 20 We're working very closely with that pod to get that
- 21 up and running. That's going to present a new set
- 22 of challenges and a new set of opportunities for
- 23 efficiencies, but as we work through that
- 24 transition, there are a number of wrinkles that we
- 25 need to work out. One of the things that we are

- 1 doing in earnest is we are releasing the
- 2 self-service functionality of the benefit calculator
- 3 to individual employees. We're doing that in
- 4 two-week cycles to the population at certain
- 5 selected agencies that are eligible to retire prior
- 6 to 2022. We've released that to just over 600
- 7 employees thus far. It's closer to 700. And the
- 8 feedback has been positive. With each successive
- 9 rollout, we continue to work through more kinks, but
- 10 this will eventually provide a great service to the
- 11 population where they will be able to obtain their
- 12 retirement information remotely at their leisure in
- 13 real time. So that's a great deal of progress and
- 14 I'm very pleased with the efforts of our staff that
- 15 were able to do all of this remotely.
- 16 That's my report for September.
- 17 MR. ADOMEIT: John, thank you. We need to
- 18 have another motion to add another amended item to
- 19 the agenda, and that is the Rose Kallor invoices,
- 20 which, unfortunately due to illness, had been
- 21 delayed. Do we have such a motion, please?
- MR. LUCIANO: So moved.
- MR. BAILEY: Second.
- 24 MR. ADOMEIT: In all favor say aye.
- 25 Opposed nay. Unanimous. The ayes have it. Thank

- 1 you very much.
- 2 All right. I don't know why we don't
- 3 have Marti on our agenda because I always call on
- 4 her, but, Marti, do you have anything to say,
- 5 please?
- 6 MS. CARLSON: Just overall, you know, to
- 7 just amplify what John is saying, that, you know, I
- 8 know we're always talking about team at the
- 9 Comptroller's office, but I have to tell you, since
- 10 John has become the Division Director, pre-pandemic
- 11 and during pandemic, we have made remarkable strides
- in heading towards a system that serves its members
- 13 really well. The highlight of my career in the
- 14 Comptroller's office was to announce to you that we
- 15 had eliminated that 15,000 retirement benefit
- 16 backlog, but we're heading towards I think another
- 17 one of clearing the backlog. You'll all remember
- 18 that people were waiting one and two years to even
- 19 get to a hearing of the Medical Examining Board and
- 20 as John said to you, pretty much the documents are
- 21 in order. They're at 60 to 90 days.
- 22 Secondly, this gradual rollout of the
- 23 self-service calculator, that John will complete or
- 24 hopes to complete, you know, sometime next year will
- 25 basically have calculated the retirement already of

- 1 all eligible -- I was going to say eligible voters,
- 2 you can see my mindset right now -- of all eligible
- 3 retirees, which, you know, even given what we think
- 4 could be 6,000, 7,000 retires is not going to be
- 5 anything like the Jody Rell -- or the Governor Rell
- 6 ERIP in which that backlog -- that original backlog
- 7 had built?
- 8 The only other thing I would want to
- 9 say, and I had a little bit of an audio problem when
- 10 I started, so, John, shut me off if you've already
- 11 said this. Anecdotally, what I'm sensing because of
- 12 the statewide, you know, reopening related to COVID
- of office buildings and other facilities is that I
- 14 think that there's going to be a drumbeat of
- 15 retirees over the next 24 months that will -- that
- 16 will reduce the number we're thinking may happen on
- 17 June 1st of 2022. People, particularly those who
- 18 are successfully teleworking and have gotten used to
- 19 not driving an hour each way, they've got more
- 20 flexibility with their families and they're
- 21 eligible. I don't -- if the average State employee
- 22 retirement benefit is, I don't know, somewhere in
- 23 the 30,000 or 40,000 range, if that, then, you know,
- 24 two years' of service is, you know, a small amount
- on a monthly benefit. So, that is totally

- 1 anecdotally, but I hear it with -- I'm on calls with
- 2 commissioners all of the time and they're hearing
- 3 the same thing, that as we slowly come back to
- 4 reopening, that we're going to have a higher than
- 5 average number of retirees -- number of members
- 6 retiring that would have waited until 22022.
- 7 Am I right, John?
- 8 MR. HERRINGTON: Yes. That's what we've
- 9 seen in the past couple of months, and that's
- 10 absolutely the same message that we hear from the
- 11 agencies. You know, from a planning perspective,
- 12 you know, if we have 6,000 retirees and we have
- 13 3,000 of those that retire, you know, in monthly
- increments between now and 2022, that definitely is
- 15 going to make our job a little bit easier.
- MS. CARLSON: Right. That's all I have,
- 17 Peter. Thank you.
- 18 MR. ADOMEIT: Thank you, Marti. We can go
- 19 on to new matters.
- MR. LUCIANO: Motion to prove the minutes.
- MR. BAILEY: Second.
- MR. ADOMEIT: All in favor say aye.
- 23 Opposed nay. The ayes have it.
- MR. LUCIANO: Motion to approve the
- 25 Chair's expenses.

- 1 MR. BAILEY: Second.
- 2 MR. ADOMEIT: Any discussion? All in
- 3 favor say aye. Opposed nay.
- 4 The ayes have it. Motion to approve
- 5 Claude's expenses with Claude abstaining.
- 6 Mr. BAILEY: Second.
- 7 MR. ADOMEIT: Any discussion.
- 8 MR. POULIN: I abstain.
- 9 MR. ADOMEIT: All in favor say aye.
- 10 Opposed nay. It's unanimous.
- 11 MR. LUCIANO: Motion to approve Tim's
- 12 expenses. MR. BAILEY: Second.
- MR. ADOMEIT: Any discussion?
- 14 MR. LUCIANO: With Tim abstaining. Sorry.
- 15 MR. ADOMEIT: Thank you. All in favor say
- 16 aye. Opposed nay. None opposed. The ayes have it.
- 17 MR. LUCIANO: Motion to move item 5. I'm
- 18 sorry. Motion to accept item 5.
- 19 MR. BAILEY: Second.
- 20 MR. ADOMEIT: Any discussion? All in
- 21 favor say aye. Opposed nay. The ayes have it.
- MR. LUCIANO: Motion to approve items 6
- 23 and 7.
- MR. BAILEY: Second.
- MR. ADOMEIT: Any discussion? All in

- 1 favor say aye. Opposed nay. The ayes have it.
- 2 MR. LUCIANO: Motion to approve item 8,
- 3 disability retirements.
- 4 MR. BAILEY: Second.
- 5 MR. ADOMEIT: Any discussion? All in
- 6 favor say aye.
- 7 (Outside interruption.)
- 8 MR. LUCIANO: Motion to approve item 9.
- 9 MR. BAILEY: Second.
- 10 MR. ADOMEIT: Any discussion? All in
- 11 favor say aye. Opposed nay. The ayes have it.
- MR. LUCIANO: Motion to approve items 10
- 13 and 11.
- MR. BAILEY: Second.
- MR. ADOMEIT: Any discussion? All in
- 16 favor say aye. Opposed nay. The ayes have it.
- 17 MR. LUCIANO: Motion to accept items 12
- 18 and 13.
- 19 MR. BAILEY: Second.
- 20 MR. ADOMEIT: Any discussion? All in
- 21 favor say aye. Opposed nay. The ayes have it.
- 22 MR. LUCIANO: Motion to approve items 14,
- 23 and 15.
- MR. BAILEY: Second.
- MR. ADOMEIT: Any discussion? All in

NIZIANKIEWICZ & MILLER REPORTING SERVICES (860) 291-9191

- 1 favor say aye. Opposed nay. The ayes have it.
- 2 MR. LUCIANO: We are now on item 16? Did
- 3 somebody want to talk about that?
- 4 MR. NEWMAN: This is a matter that was
- 5 tabled from the meeting from last month when
- 6 Mrs. Curley came in, you know, with her attorney and
- 7 presented before the Commission.
- 8 Essentially, her claim is that she
- 9 was under the impression for a number of years that
- 10 she would be entitled to receive a certain amount of
- 11 interest when she decided to refund her
- 12 contributions that were in the Municipal Retirement
- 13 System, and it was only following the Commission
- 14 meeting in March of last year that there was --
- where it appeared that the Division had been
- 16 interpreting the statute incorrectly with respect to
- 17 refunds of interest.
- Basically, Ms. Curley is requesting
- 19 that the additional interest that she was expecting,
- 20 that she still be paid for that -- paid that amount
- 21 that she was -- like I said, that she was expecting.
- 22 MR. ADOMEIT: Colin, thank you. We had a
- 23 written legal opinion on this issue in our packet.
- 24 Perhaps this matter is better discussed in executive
- 25 session from now on.

- 1 Is there a motion to put this into --
- 2 MR. POULIN: I do have some comments. I
- 3 have been disturbed by this case from the very
- 4 beginning. Before addressing myself to Cindy's
- 5 exhausted analysis of the case, I'd like to make two
- 6 comments. First is that the other teachers' fund
- 7 that I reviewed over the years, the school year
- 8 is -- usually goes from, of course, from September
- 9 or August to June, but it's deemed to be a school
- 10 year. So I'm wondering whether rather than
- 11 referring to the statute itself, if we were to look
- 12 at the possibility that she might, in fact, have
- 13 been vested since she has been teaching for five
- 14 full years, No. 1.
- 15 No. 2 is that the -- it was mentioned
- 16 at one point that she may have worked for another
- 17 municipality and if that municipality belongs to
- 18 MERS, if she had worked for only two months for that
- 19 municipality, then, of course, she would be vested
- and we wouldn't be here discussing this case.
- Now, the other thing getting back to
- 22 the legal analysis, of course, this --
- 23 MR. ADOMEIT: Claude, before we do that,
- 24 we have a written legal opinion on that and I think
- 25 it's best to be discussed in executive session.

- 1 MR. POULIN: Okay.
- 2 MR. ADOMEIT: I can entertain a motion.
- 3 MR. POULIN: I would like to comment on
- 4 the legal opinion.
- 5 MR. ADOMEIT: We have to do that in
- 6 executive session, Claude.
- 7 MR. POULIN: Okay.
- 8 MR. ADOMEIT: We're not in executive
- 9 session right now.
- 10 MR. POULIN: Sorry.
- 11 MR. ADOMEIT: So if it's moved, we can go
- 12 into executive now and continue this discussion.
- 13 MR. LUCIANO: I would like to finish the
- 14 agenda before we do that, for tactical reasons.
- MR. ADOMEIT: Okay.
- 16 MR. LUCIANO: We're almost there.
- 17 MR. ADOMEIT: All right. So let's finish
- 18 the agenda and we'll add this to the executive
- 19 session and we'll come back, Claude, and revisit
- this when we're through with the regular agenda.
- 21 MR. LUCIANO: I'd like to make a motion
- 22 that we review and accept items 17 through 19-A and
- 23 B. If anybody wants to just comment on it, they're
- 24 more than welcome to, of course.
- MR. BAILEY: Second.

- 1 MR. ADOMEIT: Any discussion? Hearing
- 2 none, in all favor say aye. Opposed nay.
- 3 Unanimous. The ayes have it.
- 4 MR. LUCIANO: So, the last thing in the
- 5 regular order of business would be the Rose Kallor
- 6 invoices. So motion to accept.
- 7 MR. BAILEY: Second.
- 8 MR. ADOMEIT: Any discussion? All in
- 9 favor say aye. Opposed nay. The ayes have it.
- 10 MR. LUCIANO: Now I think it makes sense
- 11 to go into executive section. I don't know who you
- 12 want to remain in the room, Mr. Chairman. I would
- 13 think Colin -- the usual people.
- MR. ADOMEIT: Cindy, do you have your list
- 15 of usual people?
- MR. FLORES: I think you have to move for
- 17 No. 16 to be included in executive session. I don't
- 18 think you voted on that, but I'll defer to Cindy.
- 19 MR. LUCIANO: No, we did not. Motion to
- 20 add that to the executive session. Again, that
- 21 requires a two-thirds vote.
- 22 MR. ADOMEIT: That's the Curley matter,
- 23 right?
- MR. LUCIANO: Yes.
- MR. BAILEY: Second.

NIZIANKIEWICZ & MILLER REPORTING SERVICES (860) 291-9191

- 1 MR. ADOMEIT: Any discussion? All in
- 2 favor say aye. Opposed nay. The ayes have it. All
- 3 right. We're now in executive session.
- 4 MR. LUCIANO: If it's all right, we can go
- 5 to the Curley matter.
- 6 MS. CIESLAK: Mr. Chairman, we are not in
- 7 executive session yet. The last motion was to amend
- 8 the executive session agenda to add Ms. Curley.
- 9 MR. ADOMEIT: Yes, thank you. So now we
- 10 need a motion to go into executive session.
- MR. LUCIANO: So moved.
- MR. BAILEY: Second.
- MR. ADOMEIT: Any discussion? All in
- 14 favor say aye.
- 15 MR. LUCIANO: For purposes of discussing
- 16 Curley.
- 17 MR. ADOMEIT: Thank you. All in favor say
- 18 aye. Opposed nay. The ayes have it.
- 19 MS. CIESLAK: For the record, those
- 20 invited to attend executive session will be myself,
- 21 Cindy Cieslak, Alisha Sullivan, Bruce Barth,
- 22 Natalie Braswell, John Herrington and Colin Newman.
- MR. ADOMEIT: Okay. Thank you.
- 24 (The Commission was in executive session
- 25 from 9:32 a.m. until 10:25 a.m.)

- 1 MR. ADOMEIT: Claude, you had the floor.
- 2 MR. LUCIANO: Do you want to know what
- 3 motions we need to make now, coming out of executive
- 4 session? Are you comfortable?
- 5 MR. CAREY: Do we need to go back in on the
- 6 other case that we were looking at? On Curley?
- 7 MR. ADOMEIT: Does anybody want to discuss
- 8 further the Curley matter?
- 9 MR. POULIN: As I said earlier, you know, I
- 10 am disturbed by this case. Now, Cindy's analysis is
- 11 clear. The statute even --
- MR. ADOMEIT: Claude, if you want to
- 13 discuss it further, we should go into executive
- 14 session again.
- MR. POULIN: No.
- MR. ADOMEIT: Okay.
- 17 MR. RYOR: I'll make that motion because I
- 18 have additional questions. I'll move to go into
- 19 executive session on Curley.
- MR. BAILEY: Second.
- 21 MR. ADOMEIT: All in favor say aye.
- 22 Opposed nay. The ayes have it.
- 23 (The Commission was in executive session
- 24 from 10:27 a.m. until 10:42 a.m.)
- 25 MR. ADOMEIT: We have two things. We have

- 1 the \$100, \$75 issue and then we have this one here.
- 2 Do we have a motion on the figures that are too
- 3 small to worry about? I guess it's a waiver issue,
- 4 isn't it?
- 5 MR. CAREY: I move that we instruct the
- 6 Division to waive de minimus amounts of overpayments
- 7 and underpayments for underpayment -- overpayments in
- 8 the amount of a hundred dollars and in overpayments
- 9 in the amount of \$75.
- 10 MR. BARTH: You meant underpayments for the
- 11 second group?
- MR. CAREY: Thank you.
- MR. LUCIANO: Second.
- MR. ADOMEIT: Any further discussion? All
- 15 in favor say aye. Opposed nay. The ayes have it.
- MR. CAREY: I'm not quite sure where we
- 17 ended up.
- 18 MR. LUCIANO: With Curley, I think our
- 19 actuary -- Claude wanted to make a motion.
- 20 MR. POULIN: Well, this would be -- would
- 21 that be on Curley or Tedesco or both? That motion
- 22 would apply to both. The motion in this case would
- 23 be that from a certain date, that would be
- 24 October 1, 2020, then we would not go back and redo
- 25 what has been the policy of the decision of the

- 1 Division for 30 years, and that a notice would be
- 2 sent to those people who would be affected that from
- 3 now on, after that date, they would have a certain
- 4 period, a little bit like what we did between Tier 1
- 5 and Tier 2, the October 1, 1985 deadline. That
- 6 after that date, then they would not get the
- 7 interest, and that if they had waited more than
- 8 10 years, they would lose not only the interest but
- 9 the contributions that they made while they were
- 10 working for the municipality.
- 11 Sorry for the long motion.
- MR. ADOMEIT: Is there a second?
- MR. LUCIANO: Second.
- 14 MR. ADOMEIT: Any further discussion?
- 15 MR. HERRINGTON: would that be limited to a
- 16 fiduciary's opinion?
- 17 MR. LUCIANO: Claude, you have to answer
- 18 because you're the maker of the motion.
- MR. POULIN: Yes, it would.
- 20 MS. CIESLAK: Can I just make a comment
- 21 that it might -- I don't know if you want to approve
- 22 this motion and also get an opinion and then you
- 23 consider the opinion or do you want the opinion in
- 24 advance?
- MS. BUFFKIN: I would prefer the opinion in

- 1 advance, or is it not open to discussion? Sorry
- 2 MR. LUCIANO: There's a motion on the
- 3 floor and seconded. Claude is the only one -- if
- 4 the seconder agrees, Claude is the only one who can
- 5 really -- actually, anybody can post it as an
- 6 amendment, then we'd have to vote on the amendment,
- 7 so that can be done as well.
- 8 MR. POULIN: Well, it could be a -- it
- 9 could be a moratorium until the next meeting so that
- 10 we could add this proviso and then receive the
- 11 opinion in the interim, and then it would be
- 12 approved or disapproved at the next meeting.
- MR. LUCIANO: I'll accept that as a
- 14 friendly -- as the seconder of the motion, I'll
- 15 accept that, too. I accept that as a friendly
- 16 amendment.
- 17 MR. ADOMEIT: It's actually a motion to
- 18 table to the next meeting; is that correct?
- 19 MR. LUCIANO: Yes, in getting an opinion.
- 20 MR. ADOMEIT: In getting an opinion. And
- 21 this has applied to both cases or just one?
- MR. LUCIANO: Claude, again, you're up.
- 23 MR. POULIN: I believe this is a motion
- 24 that applies to both Tedesco and Curley and similar
- 25 cases, so that it is a general motion that will

- 1 eventually take care of both cases.
- SPEAKER: I don't know if I'm out of order,
- 3 but is there anything in the schedule, Cindy that
- 4 would impact this, because the arguments are
- 5 procedural, it wouldn't really impact where we are
- 6 with Tedesco?
- 7 MS. CIESLAK: Even if the Court agrees
- 8 with our motion to dismiss, just because the Court
- 9 doesn't have jurisdiction, we have jurisdiction to
- 10 provide an amount of money to which they believe he
- 11 is entitled.
- MR. ADOMEIT: The case could be dismissed
- on jurisdictional grounds and not on the merits.
- 14 MS. CARLSON: I feel like I'm a little bit
- 15 confused, but can someone just remind me who this
- 16 opinion is coming from? And I'm assuming if it's an
- 17 opinion, it's not binding.
- 18 MR. LUCIANO: Yes. The idea was that if
- 19 somebody who is an expert on fiduciary matters would
- 20 weigh in, then this is just an opinion. I
- 21 personally am going to vote no on this because I
- 22 think we're allowing somebody else to kind of push
- 23 us -- I mean, once that person comes out with a
- 24 decision maybe that's against what we want to do,
- 25 we've kind of painting ourselves in a corner. So I

- 1 personally am going to vote against this. I think
- 2 we're abdicating our responsibility to make a
- 3 decision.
- 4 MS. CARLSON: Just a follow-up to that,
- 5 have we ever asked for this kind of opinion from that
- 6 kind of expert before?
- 7 MR. LUCIANO: No. Once Tom Woodruff
- 8 without us asking, asked an attorney for a fiduciary
- 9 opinion, and then when we came in, we were not happy
- 10 because again, we felt like we got painted into a
- 11 corner. We hadn't asked for that, so --
- 12 MS. CARLSON: I'm sorry. I'm just like --
- 13 I'm just trying to figure out how it could impact the
- 14 administration of the pension plan for the Division.
- 15 Could this opinion, you know, impact past decisions
- 16 that we've made or -- and then we're in a position
- 17 where -- are we narrowing the opinion to just this
- 18 one silo or does it -- could it end up having
- 19 tentacles that we have to look back at, you know,
- 20 cases -- historical cases, which is sometimes what
- 21 happens.
- MR. ADOMEIT: I don't believe there's a
- 23 fiduciary responsibility to engage in litigation
- 24 where there's a chance -- a substantial chance that
- 25 we're going to lose.

- 1 MR. POULIN: Therefore I would amend --
- 2 re-amend my motion to remove the addendum regarding
- 3 the fiduciary opinion.
- 4 MS. CARLSON: Can you restate the motion,
- 5 Claude? Sorry.
- 6 MR. POULIN: So the motion would be for
- 7 those people who are currently relying -- who are
- 8 not vested and that they are relying on the practice
- 9 of the Division for the last three or four decades
- 10 that there would be a -- I don't know if moratorium
- 11 is the right case, but that there would be -- their
- 12 contributions and interest would be based on the
- 13 past practice, but that in the future, after a
- 14 certain date -- that could be October 1, 2020 --
- 15 then they would be notified that there is a statute
- 16 that -- whereby, they will lose their contribution
- 17 if they don't withdraw it before 10 years, and that
- 18 they will also not receive the interest for the
- 19 period from their termination to the time they
- 20 withdraw their contributions.
- 21 MS. BRASWELL: Let me just ask a point of
- 22 clarification, because I feel like we're
- 23 re-litigating this issues that we have already
- 24 discussed ealrier. Is it my understanding -- and
- 25 correct me if I'm wrong, Cindy -- that Rose Kallor

- 1 provided an opinion on this matter already?
- MS. CIESLAK: There is a legal opinion.
- 3 To the extent we should discuss it more, I would
- 4 recommend we go executive session in light of the
- 5 fact that there could be litigation on this. I
- 6 don't want you to waive your attorney-client
- 7 privilege.
- 8 MR. ADOMEIT: Is there a motion to go into
- 9 executive session on this?
- 10 MS. BRASWELL: I just think it's important
- 11 to revisit what was said in that because, again,
- 12 we've had this conversation.
- MR. ADOMEIT: So is there a motion to go
- 14 into executive session to discuss the legal issues?
- MS. BROWN BREWTON: So moved.
- 16 MR. ADOMEIT: Is there a second?
- 17 MR. COFFEY: second.
- 18 MR. ADOMEIT: Okay. Thank you.
- 19 All in favor say aye. Opposed nay.
- 20 The ayes have it.
- 21 (The Commission was in executive session
- 22 from 10:53 a.m.. until 11:10 a.m.)
- 23 MR. POULIN: On the issue of Curley, I
- 24 move to table until the next meeting.
- 25 MR. CAREY: I'll second that motion with a

		Page 27
1		
2	STATE OF CONNECTICUT:	
3	: ss: Bristol COUNTY OF HARTFORD :	
4		
5	I, Karen Vibert, LSR No. 00064, a	
6	Notary Public for the State of Connecticut, do hereby	
7	certify that the preceding pages are an accurate	
8	transcription of the Connecticut State Employees	
9	Retirement Commission regular meeting held	
10	electronically via Zoom, convening at 9:00 a.m., on	
11	September 17, 2020.	
12		
13	Dated at Bristol, Connecticut,	
14	this 2nd day of October, 2020.	
15		
16		
17		
18		
19		
20		
21		
22	NOTCA.	
23	gneg gneg	
24	Karen Vibert, Notary Public	
25	My commission expires: 08/31/2024.	

	I	I	I	
A	agrees 21:4 22:7	August 14:9	Brewton 1:8 3:7,7	22:7 25:2
a.m 1:4 2:1 17:25	ahead 3:18	average 9:21 10:5	3:9 25:15	Cindy 1:19 2:6,17
17:25 18:24,24	Alisha 1:22 2:14	aye 5:7 7:24 10:22	Bristol 27:2,13	5:13 16:14,18
25:22,22 26:12	17:21	11:3,9,16,21 12:1	Brown 1:8 3:7,7,9	17:21 22:3 24:25
27:10	allowing 22:22	12:6,11,16,21	25:15	Cindy's 14:4 18:10
abdicating 23:2	amend 4:20 5:1,3	13:1 16:2,9 17:2	Bruce 1:17 2:16	claim 13:8
able 5:17 7:11,15	17:7 24:1	17:14,18 18:21	17:21	clarification 24:22
absolutely 10:10	amended 7:18	19:15 25:19 26:5	Buffkin 1:8 20:25	Claude 1:13 2:18
abstain 11:8	amendment 21:6,6	26:9	buildings 9:13	11:5 14:23 15:6
abstaining 11:5,14	21:16 26:1	ayes 5:7 7:25 10:23	built 9:7	15:19 18:1,12
accept 11:18 12:17	amount 9:24 13:10	11:4,16,21 12:1	business 16:5	19:19 20:17 21:3
15:22 16:6 21:13	13:20 19:8,9	12:11,16,21 13:1		21:4,22 24:5
21:15,15	22:10	16:3,9 17:2,18	<u> </u>	Claude's 11:5
accurate 2:12 27:7	amounts 19:6	18:22 19:15 25:20	calculated 8:25	clear 18:11
actuarial 2:18 3:4	amplify 8:7	26:6,10	calculator 7:2 8:23	clearing 8:17
actuary 19:19	analysis 14:5,22		call 2:2 8:3	closely 6:20
add 4:23 7:18	18:10	<u>B</u>	calls 10:1	closer 7:7
15:18 16:20 17:8	anecdotally 9:11	B 15:23	care 22:1	Coffey 1:10 3:3
21:10	10:1	back 10:3 14:21	career 8:13	25:17
addendum 24:2	Angel 1:13 2:15	15:19 18:5 19:24	Carey 1:9 3:1 18:5	Cole 1:17,23 2:15
additional 13:19	announce 2:11 8:14	23:19	19:5,12,16 25:25	2:17
18:18 26:1	answer 20:17	backlog 5:24 8:16	Carl 1:10 2:17	Colin 1:20,21 2:19
addressing 14:4	anticipate 6:14	8:17 9:6,6	Carlson 1:9 2:25	13:22 16:13 17:22
adjourn 26:7	anybody 15:23	Bailey 1:7 3:2 5:5	8:6 10:16 22:14	come 10:3 15:19
administration	18:7 21:5	7:23 10:21 11:1,6	23:4,12 24:4	comes 22:23
23:14	apologize 4:17 5:10	11:12,19,24 12:4	case 14:3,5,20 18:6	comfortable 18:4
Adomeit 1:7 2:2,14	appear 5:15	12:9,14,19,24	18:10 19:22 22:12	coming 18:3 22:16
3:11,18 4:1,25 5:6	appeared 13:15	15:25 16:7,25	24:11	commenced 2:1
5:12 7:17,24	applications 6:14	17:12 18:20 26:8	cases 5:25 21:21,25	commended 4:7
10:18,22 11:2,7,9	applied 21:21	barring 6:1	22:1 23:20,20	comment 15:3,23
11:13,15,20,25	applies 21:24	Barth 1:17 2:16	catch 5:18	20:20
12:5,10,15,20,25	apply 19:22	17:21 19:10	caught 6:7	comments 14:2,6
13:22 14:23 15:2	appreciated 3:25	based 24:12	caused 4:6	commission 1:1,6
15:5,8,11,15,17	approve 10:24 11:4	basically 8:25	centralized 6:19	1:17,19,22 2:4,22
16:1,8,14,22 17:1	11:11,22 12:2,8	13:18	certain 7:4 13:10	3:1 13:7,13 17:24
17:9,13,17,23	12:12,22 20:21	beginning 14:4	19:23 20:3 24:14	18:23 25:21 27:9
18:1,7,12,16,21	approved 21:12	believe 4:22 21:23	certify 27:7	27:25
18:25 19:14 20:12	arguments 22:4	22:10 23:22	Chair's 10:25	commissioner 3:20
20:14 21:17,20	asked 23:5,8,11	belongs 14:17 benefit 7:2 8:15	Chairman 1:7 2:14 16:12 17:6	commissioners
22:12 23:22 25:8	asking 23:8			10:2
25:13,16,18 26:4	Assistant 1:21 2:19	9:22,25 host 14:25	Chairman's 4:3	complete 8:23,24
26:9	3:3	best 14:25 better 13:24	challenges 6:22 chance 23:24,24	Comptroller 1:9,18
advance 20:24 21:1	assuming 22:16	binding 22:17	chance 23:24,24 checked 5:13	2:25 3:3 4:5
agencies 7:5 10:11	attend 17:20	bit 6:13 9:9 10:15	checking 5:12	Comptroller's 8:9
agenda 4:19,21,22	attorney 13:6 23:8	20:4 22:14	Chisem 1:10 2:17	8:14 Carralis de d 26:12
4:23 5:1,3 7:19	attorney-client	Board 3:21 8:19	Cieslak 1:19 2:8,17	Concluded 26:12
8:3 15:14,18,20	25:6	Braswell 1:18 3:2	3:8,12 4:17 5:9	confused 22:15
17:8	audio 9:9	17:22 24:21 25:10	17:6,19,21 20:20	congratulate 3:19
agree 26:3	audits 6:8	11.22 27.21 23.10	17.0,17,21 20.20	congratulations

	1	1	1	
3:22 4:1	decision 19:25	ealrier 24:24	favor 5:6 7:24	going 2:9 6:21 9:1
Connecticut 1:1	22:24 23:3	earlier 18:9	10:22 11:3,9,15	9:4,14 10:4,15
2:4 27:2,6,8,13	decisions 23:15	earnest 7:1	11:21 12:1,6,11	22:21 23:1,25
consider 20:23	deemed 14:9	easier 10:15	12:16,21 13:1	good 2:8 3:8,15
consolidation 6:17	defer 16:18	efficiencies 6:23	16:2,9 17:2,14,17	4:14
continue 5:17 6:6	definitely 10:14	efficiency 4:9	18:21 19:15 25:19	gotten 9:18
6:11 7:9 15:12	delayed 7:21	effort 6:5	26:5,9	Governor 9:5
continuing 4:7	delinquent 5:25	efforts 5:18 7:14	feedback 7:8	gradual 8:22
contribution 24:16	Department 3:20	electronically 27:10	feel 22:14 24:22	great 6:4,8 7:10,13
contributions	Deputy 1:9 2:25	eligible 7:5 9:1,1,2	felt 23:10	greatest 5:21
13:12 20:9 24:12	despite 4:6	9:21	fiduciary 22:19	groove 5:16
24:20	Directer 2:19	eliminated 8:15	23:8,23 24:3	grounds 22:13
CONVENED 1:4	Director 1:20,21	employee 9:21	fiduciary's 20:16	group 19:11
convening 27:10	2:22 8:10	employees 1:1 2:4	figure 23:13	guess 19:3
conversation 25:12	Director's 4:13,15	7:3,7 27:8	figures 19:2	
corner 22:25 23:11	5:15	endeavor 4:11	finish 15:13,17	H
correct 4:25 21:18	disability 5:22 6:5	ended 19:17	First 14:6	hand 3:16
24:25	6:8 12:3	engage 23:23	five 14:13	handled 6:19
Corrections 3:20	disapproved 21:12	entertain 15:2	flexibility 9:20	happen 9:16
Counsel 1:11,17,18	discuss 18:7,13	entitled 13:10	floor 18:1 21:3	happens 23:21
1:19,22 2:15,16	25:3,14	22:11	Flores 1:11 2:20	happy 23:9
2:17,20 3:3	discussed 13:24	ERIP 9:6	16:16	HARTFORD 27:3
COUNTY 27:3	14:25 24:24	Essentially 13:8	follow-up 23:4	heading 8:12,16
couple 10:9	discussing 14:20	eventually 7:10	following 13:13	hear 10:1,10
course 2:8 14:8,19	17:15	22:1	forwarded 4:15	hearing 8:19 10:2
14:22 15:24	discussion 11:2,7	everybody 26:11	four 24:9	16:1 26:5
Court 22:7,8	11:13,20,25 12:5	Ex 1:9,11 2:21,25	friendly 21:14,15	hearings 5:23
COVID 4:7 9:12	12:10,15,20,25	Examining 8:19	26:1	held 1:4 27:9
crazy 4:11	15:12 16:1,8 17:1	excess 6:1	fronts 5:18 6:9	Herrington 1:20,21
Curley 13:6,18	17:13 19:14 20:14	executive 13:24	full 14:14	2:22 4:14 5:11,14
16:22 17:5,8,16	21:1 26:4	14:25 15:6,8,12	functionality 7:2	10:8 17:22 20:15
18:6,8,19 19:18	dismiss 22:8	15:18 16:11,17,20	•	high 6:13
19:21 21:24 25:23	dismissed 22:12	17:3,7,8,10,20,24	fund 14:6	higher 10:4
currently 24:7	disturbed 14:3	18:3,13,19,23	further 18:8,13	highlight 8:13
cycles 7:4	18:10	25:4,9,14,21	19:14 20:14 26:4	historical 23:20
	Division 1:20,20,21	exhausted 14:5	future 24:13	historically 6:13
D	1:22 2:20,22,23	expecting 13:19,21		hopes 8:24
D 1:10	4:5,13 5:19 8:10	expenses 10:25	G	hour 5:3 9:19
DAS 6:17	13:15 19:6 20:1	11:5,12	general 1:11,18,19	hundred 19:8
date 5:21 19:23	23:14 24:9 26:2	expert 22:19 23:6	2:20 3:2 21:25	
20:3,6 24:14	documents 8:20	expires 27:25	getting 5:16 6:7	<u> </u>
Dated 27:13	doing 7:1,3	extent 25:3	14:21 21:19,20	idea 22:18
day 27:14	dollars 19:8		given 9:3	illness 7:20
days 8:21	driving 9:19	F	global 6:16	impact 22:4,5
de 19:6	drumbeat 9:14	facilities 9:13	go 3:18 10:18 15:11	23:13,15
deadline 20:5	due 7:20	fact 14:12 25:5	16:11 17:4,10	important 25:10
deal 6:5,8 7:13	duplicate 4:4	Fae 1:8 3:7,8,9	18:5,13,18 19:24	impression 13:9
decades 24:9		families 9:20	25:4,8,13	improved 4:9
decided 13:11	E	far 7:7	goes 14:8	include 4:21
				included 16:17
	1	1	1	1

incorrectly 13:16	5:25 6:12 8:2,6,7	6:4	22:8 24:2,4,6 25:8	open 21:1
increments 10:14	8:8,24 9:3,12,22	Martha 1:9 2:25	25:13,25 26:7	opinion 13:23
individual 3:5 7:3	9:23,24 10:11,12	Marti 4:10 8:3,4	motions 18:3	14:24 15:4 20:16
individuals 3:12	10:13 13:6 16:11	10:18	move 11:17 16:16	20:22,23,23,25
5:22	18:2,9 20:21 22:2	matter 4:23 13:4,24	18:18 19:5 25:24	21:11,19,20 22:16
information 7:12	23:15,19 24:10	16:22 17:5 18:8	moved 5:2,2 7:22	22:17,20 23:5,9
26:2	23.13,19 24.10	25:1	15:11 17:11 25:15	, , ,
instruct 19:5		matters 4:21 10:19		23:15,17 24:3 25:1,2
	late 5:3		moving 4:12	*
interest 13:11,17	law 3:20	22:19	Municipal 1:14 2:24 13:12	opportunities 6:22
13:19 20:7,8	legal 13:23 14:22	mean 22:23		opposed 5:7 7:25
24:12,18	14:24 15:4 25:2	meant 19:10	municipality 14:17	10:23 11:3,10,16
interim 21:11	25:14	MEB 5:23	14:17,19 20:10	11:16,21 12:1,11
interpreting 13:16	leisure 7:12	Medical 8:19	N	12:16,21 13:1
interrupting 4:18	let's 15:17	meeting 1:3 2:2,3,5	name 2:11	16:2,9 17:2,18
interruption 5:10	liaison 1:14 2:24	2:10 13:5,14 21:9	narrowing 23:17	18:22 19:15 25:19
12:7	light 25:4	21:12,18 25:24	Natalie 1:18 3:2	26:5,10
invited 17:20	limited 20:15	27:9	17:22	order 2:3,14 8:21
invoices 4:24 7:19	list 2:9 16:14	member 1:9,11	nay 5:7 7:25 10:23	16:5 22:2
16:6	list 2:9 16:14	2:21 3:1	11:3,10,16,21	original 9:6
issue 13:23 19:1,3		members 1:6 8:12	, , ,	Outside 12:7
25:23	litigation 23:23 25:5	10:5	12:1,11,16,21	overall 8:6
issues 24:23 25:14	little 9:9 10:15 20:4	mentioned 14:15	13:1 16:2,9 17:2	overpayments 19:6
item 7:18 11:17,18		merits 22:13	17:18 18:22 19:15	19:7,8
12:2,8 13:2	22:14 long 20:11	MERS 14:18	25:19 26:5,10	P
items 11:22 12:12	long 20:11	message 10:10	need 4:21 6:25 7:17	 -
12:17,22 15:22	look 4:19 14:11	Michael 1:7,9 3:1,2	17:10 18:3,5	packet 13:23
J	23:19	mindset 9:2	new 3:20,23 4:8	pages 27:7
	looking 18:6	minimizing 5:21	6:21,22 10:19 Norvey are 1:20 21	paid 13:20,20
job 3:23 10:15	lose 20:8 23:25	minimus 19:6	Newman 1:20,21	painted 23:10
Jody 9:5	24:16	minutes 10:20	2:19 13:4 17:22	painting 22:25
John 1:11,20,21	LSR 27:5	missed 3:13	Nolen 1:12 2:23	pandemic 8:11
2:20,22 4:10 5:9	Luciano 1:12 3:4	money 22:10	normal 6:10	participated 4:11
7:17 8:7,10,20,23	3:16,19 5:2 7:22	month 13:5	Notary 27:6,24	particular 2:13
9:10 10:7 17:22	10:20,24 11:11,14	monthly 9:25 10:13	notice 20:1	particularly 9:17
joined 3:5	11:17,22 12:2,8	months 6:1 9:15	notified 4:18 24:15	pending 26:1
June 9:17 14:9	12:12,17,22 13:2	10:9 14:18	number 6:12,14,24	pension 23:14
jurisdiction 22:9,9	15:13,16,21 16:4	moratorium 21:9	9:16 10:5,5 13:9	people 6:18 8:18
jurisdictional	16:10,19,24 17:4	24:10	0	9:17 16:13,15
22:13	17:11,15 18:2	morning 2:8 3:8		20:2 24:7
K	19:13,18 20:13,17	4:14	obtain 7:11	period 20:4 24:19
	21:2,13,19,22	motion 4:20 5:1,3	October 6:15 19:24	person 22:23
Kallor 1:19 2:18	22:18 23:7 26:7	7:18,21 10:20,24	20:5 24:14 27:14	personal 3:17
4:24 7:19 16:5	26:11	11:4,11,17,18,22	office 1:11,18 2:21	personally 22:21
24:25	luck 3:22	12:2,8,12,17,22	4:4 8:9,14 9:13	23:1
Karen 1:8,12 2:23		14:1 15:2,21 16:6	Officio 1:9,11 2:21	persons 2:7,9,13
27:5,24		16:19 17:7,10	2:25	perspective 10:11
kind 5:21 6:16	majority 5:4	18:17 19:2,19,21	okay 3:11 5:11 15:1	Peter 1:7 2:14 3:14
22:22,25 23:5,6	maker 20:18	19:22 20:11,18,22	15:7,15 17:23	4:22 10:17
kinks 7:9	March 13:14	21:2,14,17,23,25	18:16 25:18	phase 6:6
know 3:6 4:2 5:16	mark 1:14 2:24 6:3		once 22:23 23:7	
i e	•	•	•	•

plan 23:14 require 5:4 12:14,19,24 15:25 ss 27:2 0 planning 10:11 requires 5:4 16:21 16:7.25 17:12 staff 7:14 questions 18:18 please 2:7,11 5:1 **respect** 13:16 18:20 19:11,13 started 9:10 queue 6:2 7:21 8:5 responsibility 23:2 20:12,13 25:16,17 **State** 1:1,1,18 2:4 **Quiros** 1:13 2:15 pleased 7:14 23:23 25:25 26:8 9:21 27:2,6,8 3:24 restate 24:4 seconded 21:3 statewide 9:12 **pod** 6:18,19,20 quite 6:14 19:16 **point** 3:17 6:1 **seconder** 21:4,14 **statute** 13:16 14:11 result 6:4,17 14:16 24:21 R **retire** 7:5 10:13 Secondly 8:22 18:11 24:15 raised 3:16 **section** 16:11 **policy** 19:25 retirees 9:3.15 10:5 strides 8:11 population 7:4,11 see 5:20 6:11 9:2 **range** 9:23 10:12 **stuff** 4:12 **position** 23:16 **re-amend** 24:2 retirement 1:1,20 seen 10:9 substantial 23:24 positive 7:8 1:20,21,21 2:4,19 selected 7:5 success 5:21 re-litigating 24:23 possibility 14:12 2:23 5:23 6:18,18 self-service 7:2 successfully 9:18 real 7:13 7:12 8:15,25 9:22 **post** 21:5 really 4:11 8:13 8:23 successive 7:8 **posted** 4:19 13:12 27:9 sense 4:8 16:10 **Sullivan** 1:22 2:14 21:5 22:5 **Poulin** 1:13 2:18 retirements 6:10,11 sensing 9:11 17:21 reasons 15:14 11:8 14:2 15:1,3,7 12:3 sent 20:2 super 5:4 receipt 26:1 15:10 18:9,15 retires 9:4 **September** 1:3 2:3 **receive** 6:14 13:10 **sure** 19:16 19:20 20:19 21:8 retiring 10:6 4:15 5:15 6:12.13 system 8:12 13:13 21:10 24:18 **review** 15:22 21:23 24:1,6 recommend 25:4 7:16 14:8 27:11 \mathbf{T} reviewed 14:7 25:23 26:3 **serves** 8:12 **record** 17:19 table 21:18 25:24 **practice** 24:8,13 **service** 7:10 9:24 **recording** 2:10,12 reviews 6:7 tabled 13:5 pre-pandemic 8:10 redo 19:24 revisit 15:19 25:11 services 1:20,20,21 tactical 15:14 preceding 27:7 **right** 3:14 5:6 8:2 1:21 2:20,23 reduce 9:16 take 22:1 **prefer** 20:25 9:2 10:7,16 15:9 **session** 13:25 14:25 referring 14:11 talk 13:3 present 1:6,16 2:7 **refund** 13:11 15:17 16:23 17:3 15:6,9,19 16:17 talking 8:8 2:9.13 6:21 17:4 24:11 16:20 17:3,7,8,10 **refunds** 13:17 Tax 1:17,22 2:14 presented 13:7 regarding 24:2 **Robert** 1:10 3:3 17:20,24 18:4,14 2:16 pretty 8:20 regular 15:20 16:5 **Robinson** 1:17,23 18:19,23 25:4,9 teachers' 14:6 25:14.21 **prior** 4:4 7:5 27:9 2:15.16 teaching 14:13 set 6:21.22 **privilege** 3:17 25:7 related 9:12 rollout 7:9 8:22 team 8:8 probably 5:20 released 7:6 room 16:12 settled 4:8 Tedesco 19:21 problem 5:11 9:9 Rose 1:19 2:18 4:24 **shut** 9:10 releasing 7:1 21:24 22:6 problems 4:6 **Rell** 9:5,5 7:19 16:5 24:25 **silo** 23:18 teleworking 9:18 procedural 22:5 **similar** 21:24 **relving** 24:7,8 routine 4:8 tell 8:9 running 6:21 proceed 4:20 **simply** 4:3 **remain** 16:12 tentacles 23:19 **Proceeding** 2:1 remarkable 8:11 **Rvor** 1:14 3:4 six 6:1 termination 24:19 processing 6:19 remember 8:17 18:17 six-month 6:4 terms 5:16 6:10 **progress** 6:9 7:13 **slowly** 10:3 **remind** 22:15 \mathbf{S} thank 3:24 4:2,9,10 project 6:16 reminder 2:10 **small** 9:24 19:3 **Sal** 1:12 3:4.24 4:2 5:9,12,13 7:17,25 **prove** 10:20 somebody 13:3 remotely 5:17 7:12 **Sandra** 1:8 3:9 10:17.18 11:15 **provide** 7:10 22:10 22:19,22 7:15 saving 8:7 13:22 17:9,17,23 provided 25:1 **sorry** 11:14,18 **remove** 24:2 schedule 22:3 19:12 25:18 26:11 **proviso** 21:10 15:10 20:11 21:1 reopening 9:12 **school** 14:7,9 thing 9:8 10:3 **Public** 27:6,24 10:4 23:12 24:5 Sciota 1:14 2:24 14:21 16:4 purposes 17:15 report 4:3,13,15 **sort** 4:8 second 5:5 7:23 things 6:25 18:25 **push** 22:22 speak 2:11 5:15 7:16 10:21 11:1,6,12 think 2:6 3:14 4:20 **put** 14:1 SPEAKER 22:2 reports 4:4 11:19,24 12:4,9 8:16 9:3,14 14:24 speaking 2:12 requesting 13:18

16:10,13,16,18 9:18 22:22 23:1 voted 16:18 23:10 thinking 9:16 three 24:9 Tim 34 11:14 time 5:22 7:13 10:2 24:19 times 5:24,25 Tim 34 11:14 voter 9:1 voter 9:2 voter 9:1 voter9:1 voter 9:1 voter 9:1 voter 9:1 voter 9:1 voter 9:1					
19:18 22:22 23:11 23:10 23:10 24:17 20:1.8 23:10 20:11 20:21 23:10 23:	16:10 13 16 18	22:21 23:1	vears 8·18 13·9	3.000 10:13	
25:10				/	
thinking 9:16 three 24:9					
three 24:9 Tirer 20:4,5 Tim 3:4 11:14 Tim's 11:11 time 5:22 7:13 10:2 24:19 times 5:22,7:13 10:2 24:19 times 5:22,21:5 timothy 1:14 Tom 23:7 totally 9:25 transition 6:24 treasurer 1:11 2:21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:10,12 1:10,12,12,13,13 1:10,21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:10,21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:10,21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:10,21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 two 8:18 9:24 14:5 15:8,16,20 17:3 24:22 two-thirds 5:5 16:21 two-week 7:4 U U unanimous 5:7 7:25 11:10 16:3 underpayment 19:7 underpayment 19:7,10 understanding 24:24 unfortunately 7:20 unit 6:5 undit 1:11 usual 16:13,15 usually 14:8 V vested 14:13,19 24:24 urfortunately 7:20 vested 14:13,19 24:24 vritual 2:5 4:12 Vibert 27:5,24 virtual 2:5 4:12 Variable 10:6 20:7 waiting 5:22,24,25 waite 10:6 20:7 waiting 5:22,218 10:0064 27:5 00076 01:2006 3:21 00 00076 01:2006 3:21 00 00076 01:2006 3:21 0				,	
Tier 20:4,5 Tim 3:11:11 times 5:22 7:13 10:2 24:19 times 5:24,25 Timothy 1:14 Tom 23:7 Tom 23:7 Totally 9:25 transcription 27:8 transition 6:24 treasurer 1:11 2:21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trying 23:13 two-thirds 5:5 toke 8:18 9:24 14:5 16:21 two-week 7:4 U unanimous 5:7 7:25 11:10 16:3 underpayments 19:7 U unanimous 5:7 7:25 11:10 16:3 underpayments 19:7,10 un	C	W	J CM25 > 1.2 :		
Tim's 11:11		wait 5:22,24,25	Z	4	
Tim's 11:11 time 5:22 7:13 10:2 24:19 times 5:22 7:13 10:2 24:19 times 5:24.25 Timothy 1:14 20:21,23 2:24 25:6 wanted 19:19 water 19:12 2:22 2:24 25:6 wanted 19:19 treascription 27:8 transition 6:24 treasurer 1:11 2:21 11:14 2:16,17,18 20:21,23,13 1:14 2:16,17,18 20:22,23 2:24,6,25 24:22 trying 23:13 two-thirds 5:5 16:21 welcome 15:24 wish 3:21 two-thirds 5:5 16:21 which are welcome 15:24 wish 3:21 tunanimous 5:7 works 1:8 6:6,23 miderpayment 19:7 works 1:8 6:6,23 for 2:2 or 2:2	,	waited 10:6 20:7	Zoom 1:4 27:10	40,000 9:23	
time 5:22 7:13 10:2 24:19		waiting 5:22 8:18			
24:19		waive 19:6 25:6			
times 5:24,25 want 9:8 13:3 16:12 18:2,7,12 08/31/2024 27:25 6 Tom 23:7 totally 9:25 tomascription 27:8 transcription 27:8 transtrion 6:24 transtrion 6:24 transtrion 6:24 transtrion 6:24 treasurer 1:11 2:21 trustee 1:7,8,8,9,10 want 19:8 13:3 10:21:12 20:8 24:17 6009 9:4 10:12 608:31 6009 9:4 10:12 608:31 6009 9:4 10:12 608:31 6009 9:4 10:12 608:32 609:34:14 609:34:14 609:34:14 609:34:14 609:34:14 609:34:16 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 609:34:10:12 71:12:23 71:12:23 71:12:23 72:11:23 72:11:23 72:11:23 72:11:23 72:12:11 72:12:13 72:12:13 72:12:13 72:12:13 72:12:13 72:12:13 72:12:13 72:12:13 72:12:13 73:12:13 73:12:13 74:12:12 74:12:12 74:12:12 74:12:12 74:12:12		waiver 19:3		5 11:17,18	
Timothy 1:14 Tom 23:7 totally 9:25 transcription 27:8 transition 6:24 trassition 6:24 tressurer 1:11 2:21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trwo-week 7:4 U unanimous 5:7 7:25 11:10 16:3 underpayment 19:7 underpayment 1		want 9:8 13:3	08/31/2024 27:25		
Tom 23:7 totally 9:25 totally 9:25 totally 9:25 transcription 27:8 transcription 27:8 transcription 6:24 treasurer 1:11 2:21 way 9:19 wants 15:23 way 9:19 trustee 1:7,8,8,9,10 ve'll 15:18,19 we're 3:14 6:20 7:3 1:14 2:16,17,18 2:24 3:1,2,4,4,5 15:8,16,20 17:3 3:10,21 trying 23:13 two 8:18 9:24 14:5 14:18 18:25 22:22 22:2,16,25 14:18 18:25 22:22 22:2,16,25 16:21 two-thirds 5:5 16:21 withdraw 24:17,20 welcome 15:24 wish 3:21 withdraw 24:17,20 word-right 4:1 wondering 14:10 wond		16:12 18:2,7,12		-	
totally 9:25 transcription 27:8 transition 6:24 treasurer 1:11 2:21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trying 23:13 two 8:18 9:24 14:5 14:18 18:25 two-thirds 5:5 16:21 two-tweek 7:4 wish 3:21 two-week 7:4 unanimous 5:7 7:25 11:10 16:3 underpayment 19:7 und	· ·	20:21,23 22:24			
transcription 27:8 transition 6:24 treasurer 1:11 2:21 trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trying 23:13 two 8:18 9:24 14:5 16:21 two-week 7:4 unanimous 5:7 7:25 11:10 16:3 underpayment 19:7 underpayments 19:7,10 understanding 24:24 unfortunately 7:20 unit 6:5 uptick 6:11 usual 16:13,15 usually 14:8 V vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 Vay 9:19 we'll 15:18,19 we'll 15:18,19 we'll 15:18,19 we'll 6:20 7:3 10:22 17:25 10:23 17:25 10:27 18:24 10:42 18:24 10:42 18:24 10:53 25:22 100 19:1 11:10 25:22 11:11 26:12 12-12 12-13 12-14 11:10 25:22 11:11 26:12 12-12 12-12 12-13 13:12:18 14:12:22 15:000 8:15 16:12 12-12 12-12 12-12 12-12 12-12 12-13 13:12:18 14:12:22 15:000 8:15 16:13:15 19:7 100 9:1 11:23 7,000 9:4 700 7:7 75 19:1,9 100 9:1 11:10 25:22 11:11 26:12 12-12 11:10 25:22 11:11 26:12 12-12 12-17 12-12-0day 6:3 13:12:18 14:12:22 15:000 8:15 16:13:15 19:7 10-4 18:24 10:42 18:24 10:53 25:22 11:11 26:12 12-12 12-12 12-13 12-13 12-14 12-13 13:14:24 10:53 25:22 11:10 6:3 18:12:17 17:13 2:3 15:22 15:000 9:4 700 7:7 75 19:1,9 9 9 12:8 8 12:2 8 12:2 13:12:17 12-12 12-13 13:12:18 9 9 9 12:8 9:00 27:10 9:32 17:25 90-6:3 97 6:2 98:00 1:4 9806 3:5		25:6		,	
transition 6:24 wants 15:23 way 9:19 l0:25 17:25 7 trustee 1:7,8,8,9,10 we'll 15:18,19 we're 3:14 6:20 7:3 10:27 18:24 10:27 18:24 1:10,12,12,13,13 1:14 2:16,17,18 8:8,16 9:16 10:4 10:25 17:25 7 71:23 3:10,21 2:24 3:1,2,4,4,5 15:8,16,20 17:3 10:25 17:25 7000 9:4 3:10,21 2:22 23:2,16,25 24:22 11:10 25:32 7 two-sil8 9:24 14:5 2:22 23:2,16,25 12:12 13 11:10 25:32 7 14:18 18:25 22:22 23:2,16,25 12:12 17 12:13 11:10 25:22 15:8,16,20 17:3 22:25 23:16 25:12 22:25 23:16 25:12 12:12:17 120-day 6:3 13:12:18 14:12:22 15:20-day 6:3 13:12:18 14:12:22 15:20-day 6:3 13:12:18 19:7 7:25 11:10 16:3 Wooderful 4:1 17:13:2:3 15:22 9:32 17:25 90:27:10 19:7 10:25 17:25 10:25 17:25 90:27:10 93:21 7:25 90:27:10 19:7 19:7 19:7 19:23:2 15:22 19:6:2 19:6:2 19:6:2 19:6:2 19:7 10:25 17:25 10:25 17:25 10:25 17:25 10:25 17:25 10:25 17:25 10:25 17:25 10:25 17:25 10:25 17:25		wanted 19:19			
treasurer 1:11 2:21 trustee 1:7,8,8,9,10 we'll 15:18,19 7 7 71:12:23 7,000 9:4 700 7:7 7 7:11:23 7,000 9:4 700 7:7 7 700 7:7 7 700 7:7 7 700 7:7 7 75 19:1,9 11:10:25:22 11:12:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 11:11 2:13 11:10:25:22 8 8:12:2 8:59:2:1 8:59:2:1 8:59:2:1 8:59:2:1 8:59:2:1 99:2:8 8:59:2:1 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:27:10 99:00:2	_	wants 15:23		000 /:6	
trustee 1:7,8,8,9,10 1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trying 23:13 two 8:18 9:24 14:5 16:21 two-thirds 5:5 16:21 two-week 7:4 Unanimous 5:7 17:22 2:22 23:16 25:12 two-week 7:4 Unanimous 5:7 19:7 underpayment 19:7 underpayment 19:7 underpayments 19:7 17:12:18 8 11:12:13 17:10:12 99:02:18 8 19:22 8:59:21 90:0		way 9:19		7	
1:10,12,12,13,13 1:14 2:16,17,18 2:24 3:1,2,4,4,5 3:10,21 trying 23:13 two 8:18 9:24 14:5 14:18 18:25 two-thirds 5:5 16:21 two-week 7:4 Uunanimous 5:7 7:25 11:10 16:3 underpayment 19:7 underpayments 19:7,10 understanding 24:24 understanding 24:24 unfortunately 7:20 unift 6:5 uptick 6:11 usual 16:13,15 understanding 24:24 vrong 24:25 Vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 Vibert 27:5,24 virtual 2:5 4:12 Visert 27:14 Visert 27:5,24 virtual 2:5 4:12 Visert 27:14 Visert 27:15 Visert 2		we'll 15:18,19			
1:14 2:16,17,18		we're 3:14 6:20 7:3			
15:8,16,20 17:3 22:22 32:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 23:2,16,25 24:22 24:11.10 25:22 11:11 26:12 21:21:7 20-day 6:3 31:21:8 41:2:22 13:12:8 41:2:22 13:12:8 41:2:22 13:12:8 41:2:22 13:12:8 41:2:22 41:12:13 41:12:13 41:12:13 41:10 25:22 41:11 26:12 41:12:13 41:12:13 41:12:13 41:10 25:22 41:11 26:12 41:12:13 41:12:13 41:12:13 41:12:13 41:10 25:22 41:11 26:12 41:12:13 41:12:13 41:12:13 41:12:13 41:10 25:22 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:12 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:10 25:22 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:13 41:12:12 41:12:13 41:12:13 41:12:13 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:13 41:12:12 41:12:13 41:12:13 41:12:12 41:12:12 41:12:13 41:12:12 41:12:13 41:12:12 41:12:12 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:13 41:12:13 41:12:12 41:12:13 41:12:12 41:12:13 41:12:13 41:12:1		8:8,16 9:16 10:4		,	
3:10,21 trying 23:13 two 8:18 9:24 14:5 14:18 18:25 two-thirds 5:5 16:21 two-week 7:4 U unanimous 5:7 7:25 11:10 16:3 underpayments 19:7 underpayments 19:7,10 understanding 24:24 unfortunately 7:20 unit 6:5 uptick 6:11 usual 16:13,15 usually 14:8 Vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 22:22 23:2,16,25 24:22 11:10 25:22 11:11 26:12 12 12:17 120-day 6:3 13 12:18 14:12:22 15 12:23 15,000 8:15 16:13: 16:17 17 1:3 2:3 15:22 27:11 19-A 15:22 198 6:12 198 5 20:5 1st 9:17 2 14:15 20:5 2020 1:3 2:3 4:16 5:15 19:24 24:14 2022 7:6 9:17 10:14 22022 10:6 24:9 Vested 14:13,19 24:8 V year 5:23 8:24 11:10 25:22 11:11 26:12 12 12:17 120-day 6:3 13 12:18 14 12:22 15 12:23 15,000 8:15 17 13: 2:3 15:22 27:11 19-A 15:22 198 5:20:5 18t 9:17 20 1:3 2:3 4:16 5:15 19:24 24:14 27:11,14 20 22:7:6 9:17 10:14 22022 10:6 24-9:15 24-month 6:7 24-m		15:8,16,20 17:3			
trying 23:13 two 8:18 9:24 14:5 14:18 18:25 two-thirds 5:5 16:21 two-week 7:4 wish 3:21 withdraw 24:17,20 Wonderful 4:1 wondering 14:10 Woodruff 23:7 7:25 11:10 16:3 underpayment 19:7 underpayments 19:7,10 underpayments 19:7,10 understanding 24:24 unfortunately 7:20 unit 6:5 uptick 6:11 usual 16:13,15 usually 14:8 Vested 14:13,19 24:25 22:25 23:16 25:12 we've 7:6 10:8 22:25 23:16 25:12 12 12:17 120-day 6:3 13 12:18 14 12:22 15 12:23 15,000 8:15 16 13:2 16:17 17 1:3 2:3 15:22 27:11 19-A 15:22 198 6:12 198 6:12 198 6:12 198 6:12 198 6:12 198 6:12 198 6:12 198 6:12 198 6:24 22:5 15 19:24 24:14 27:11,14 2022 7:6 9:17 10:14 2022 7:6 9:17 10:14 2022 7:6 9:17 10:14 2022 7:6 9:17 10:14 2022 7:6 24-month 6:7 2nd 27:14 year 5:23 8:24 virtual 2:5 4:12		22:22 23:2,16,25		73 19.1,9	
two 8:18 9:24 14:5 14:18 18:25 two-thirds 5:5 16:21 two-week 7:4 U	,	24:22		8	
14:18 18:25 two-thirds 5:5 16:21 two-week 7:4 thu-202 10:6 24 9:15 24 - woork 5:18 6:6.23 56:25 7:9 worked 14:16,18 the 12:22 15:10:23 15,000 8:15 16:13: 16 13: 18 14 12:22 17: 11 19-A 15:22 19-A 15:22 19-A 5:22 19-S 5:00 1:4 9806 3:5 18:59 2:1 19-C 6:3 97 6:2 98:00 1:4 9806 3:5 18:59 2:1 19-A 5:22 22:5 18:50 20:5 18:50 17 19:20 22:5 22:5 22:11 120-day 6:3 31 2:18 14 12:22 17:13 19-A 15:22 22:5 18:50 20:5 18:50 17 19-C 6:3 97 6:2 22:5 22:1 11:1 20-day 6:3 13 12:18 14 12:22 17:11 19-A 15:22 19-A 5:22 22:5 22:1 11:1 20-day 6:3 13:2:18 14:12:22 17:11 19-A 15:22 19-A 5:22 22:5 22:1 12:8 12:8 12:8 12:8 12:8 13:1 20:4 12:8 12:8 12:8	• 0	we've 7:6 10:8		8 12:2	
two-thirds 5:5 weigh 22:20 welcome 15:24 wish 3:21 weigh 22:20 welcome 15:24 wish 3:21 120-day 6:3 13 12:18 13 12:18 13 12:18 9 two-week 7:4 wish 3:21 withdraw 24:17,20 Wonderful 4:1 owndering 14:10 Wonderful 4:1 owndering 14:10 Woodruff 23:7 work 5:18 6:6,23 6:25 7:9 work 5:18 6:6,23 6:25 7:9 worked 14:16,18 working 5:17 6:18 6:20 20:10 world 3:22 worry 19:3 wouldn't 14:20 22:5 uptick 6:11 usual 16:13,15 usually 14:8 work 5:18 6:6,23 6:25 7:9 world 3:22 worry 19:3 wouldn't 14:20 22:5 uptick 6:11 usual 16:13,15 usually 14:8 2 2 2 2 2 2 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 986:35 15:12 298:00 1:4 9806 3:5 9 9 9 9 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 986:32 15:12 12:3 15:22 90-6:3 97 6:2 98:00 1:4 9806 3:5 9 9 9 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 9806 3:5 9 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 9806 3:5 9 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 9806 3:5 9 9 9 12:8 9:00 27:10 9:32 17:25 90 8:21 90-6:3 97 6:2 98:00 1:4 9806 3:5 9 9 12:8 9:00 1:4 9806 3:5 9 12:8 9:00 1:4 9806 3:5 9 12:8 9:00 1:4 9806 3:5 12:8 9:00 1:4 9806 3:5 13:11		22:25 23:16 25:12			
16:21		weigh 22:20			
Wish 3:21 Withdraw 24:17,20 Wonderful 4:1 Wonderful 4:1 Wondering 14:10 Woodruff 23:7 Work 5:18 6:6,23 6:25 7:9 Worked 14:16,18 19:7,10 work does 14:16,18 19:7,10 work does 14:16,18 6:20 20:10 world 3:22 worry 19:3 wouldn't 14:20 22:5 wrinkles 6:24 written 13:23 14:24 wrong 24:25 Woodruff 23:7 Worked 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 Vibert 27:5,24 virtual 2:5 4:12 Wish as 2:17,20 Wonderful 4:1 To book of the with a working 14:10 Woodruff 23:7 Wondering 14:10 Woodruff 23:7 Worked 14:16,18 work 5:18 6:6,23 6:25 7:9 Worked 14:16,18 working 5:17 6:18 6:20 20:10 World 3:22 Worry 19:3 wouldn't 14:20 22:5 st 9:17		welcome 15:24		9	
U withdraw 24:17,20 Wonderful 4:1 wondering 14:10 Woodruff 23:7 work 5:18 6:6,23 6:25 7:9 work 6:25 7:9 work def 14:16,18 working 5:17 6:18 6:20 20:10 world 3:22 worry 19:3 wouldn't 14:20 22:5 wrinkles 6:24 written 13:23 14:24 wrong 24:25 Vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12	two-week 7:4				
unanimous 5:7 7:25 11:10 16:3 wondering 14:10 16 13:2 16:17 71:3 2:3 15:22 90 8:21 underpayment 19:7 work 5:18 6:6,23 6:25 7:9 6:25 7:9 90 8:21 underpayments 19:7,10 worked 14:16,18 19-A 15:22 98:00 1:4 underpayments 6:20 20:10 1985 20:5 1st 9:17 unfortunately 7:20 world 3:22 2 214:15 20:5 unit 6:5 world 14:20 22:5 22:5 underpayments 22:5 2020 1:3 2:3 4:16 5:15 19:24 24:14 27:11,14 2022 7:6 9:17 10:14 2022 7:6 9:17 10:14 24:8 Y Vibert 27:5,24 year 5:23 8:24 virtual 2:5 4:12 year 5:23 8:24				9:00 27:10	
Total color					
underpayment 19:7 work 5:18 6:6,23 27:11 97 6:2 19:7 underpayments 19:7,10 worked 14:16,18 198 6:12 198 5:12 198 5:12 198 5:05 198 6:12 198 5:12		- C			
19:7					
19:7	_ •	,			
19:7,10 working 5:17 6:18 6:20 20:10 world 3:22 worry 19:3 wouldn't 14:20 22:5 wrinkles 6:24 written 13:23 14:24 wrong 24:25					
Signature Sign	_ •	· · · · · · · · · · · · · · · · · · ·		9806 3:5	
Size 20:10 world 3:22 world 3:22 world 3:22 world 3:22 world 4:15 20:5 214:15 20:5 2020 1:3 2:3 4:16 5:15 19:24 24:14 27:11,14 2022 7:6 9:17 10:14 2022 7:6 9:17 10:14 2022 7:6 9:15 24:8 Y year 5:23 8:24 virtual 2:5 4:12 year 5:23 8:24 3	•				
unfortunately 7:20 worry 19:3 unit 6:5 wouldn't 14:20 uptick 6:11 22:5 usual 16:13,15 wrinkles 6:24 usually 14:8 written 13:23 14:24 vested 14:13,19 X 24:8 Y Vibert 27:5,24 Y virtual 2:5 4:12 Y year 5:23 8:24 3			131 /.1/		
unit 6:5 wouldn't 14:20 22:5 usual 16:13,15 wrinkles 6:24 written 13:23 14:24 27:11,14 usually 14:8 written 13:23 14:24 wrong 24:25 2022 7:6 9:17 10:14 Vested 14:13,19 X 24:8 Y Vibert 27:5,24 Y Y 24-month 6:7 virtual 2:5 4:12 year 5:23 8:24 3			2		
unit 6:5 wouldn't 14:20 uptick 6:11 22:5 usual 16:13,15 wrinkles 6:24 usually 14:8 written 13:23 14:24 vested 14:13,19 X 24:8 X Vibert 27:5,24 year 5:23 8:24 virtual 2:5 4:12 year 5:23 8:24 3 2020 1:3 2:3 4:16 5:15 19:24 24:14 27:11,14 2022 7:6 9:17 10:14 24 9:15 24-month 6:7 2nd 27:14 3		•	2 14:15 20:5		
uptick 6:11 22:5 usual 16:13,15 wrinkles 6:24 usually 14:8 written 13:23 14:24 vested 14:13,19 X 24:8 X Vibert 27:5,24 Y virtual 2:5 4:12 year 5:23 8:24 3 3 5:15 19:24 24:14 27:11,14 2022 7:6 9:17 10:14 24:9:15 24-month 6:7 2nd 27:14 3					
usual 16:13,15 wrinkles 6:24 usually 14:8 written 13:23 14:24 vested 14:13,19 X 24:8 X Vibert 27:5,24 Y virtual 2:5 4:12 year 5:23 8:24 3 27:11,14 2022 7:6 9:17 10:14 24:9:15 24-month 6:7 2nd 27:14	_				
usually 14:8 V vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 written 13:23 14:24 X 2022 7:6 9:17 10:14 22022 10:6 24-month 6:7 2nd 27:14 3	· ·				
V Wrong 24:25 vested 14:13,19 X 24:8 X Vibert 27:5,24 Y virtual 2:5 4:12 year 5:23 8:24 3 22022 10:6 24 9:15 24-month 6:7 2nd 27:14 3	usually 14:8		*		
X X 24:8 Y Vibert 27:5,24 Y virtual 2:5 4:12 year 5:23 8:24 3 24 9:15 24-month 6:7 2nd 27:14 3	V	wrong 24:25			
Vested 14:13,19 24:8 Vibert 27:5,24 virtual 2:5 4:12 Vear 5:23 8:24 3 24-month 6:7 2nd 27:14		Y			
Vibert 27:5,24 virtual 2:5 4:12		A			
virtual 2:5 4:12 year 5:23 8:24 3		<u> </u>			
3	, and the second	-			
VOIC 3.3 10.21 21.0			3		
	YULC J.J 10.21 21.0	10.1.1.1.1,10			