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DISCIPLINARY HEARING
BEFORE THE APPOINTED PANEL
FOR TRUSTEED LOCAL TEAMSTERS UNION 2118

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VIDEO-RECORDED IN-PERSON AND REMOTE HEARING
TRANSCRIPT OF PROCEEDINGS
TRUSTEESHIP HEARING APA LOCAL 2118
RE: ANDREW ROBLES, ET AL.

VOLUME III (PAGES 465 THROUGH 516)
Thursday, October 31, 2024, 8:05 a.m. PDT
At Hampton Inn Tropicana and Event Center
4975 South Dean Martin Drive
Las Vegas, Nevada

By a Certified Court Reporter and Legal Videographer

Reported by: Suzanne M. Stone, CCR 970, RPR

Job No. 58280, Firm No. 116F

1 APPEARANCES:

2

THE PANEL:

3

CHAIRMAN/CHIEF HEARING OFFICER:

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20 CHARGING PARTY:

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Temporary Trustee Local 2118
22 IBT Deputy Director, Airline Division
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25 JAMES CLARK
Assistant Trustee Local 2118

1 APPEARANCES:
2 (Continued)

3 CHARGED PARTIES:

4 MICHAEL CAWLEY

5 ANDREW ROBLES

6 JOSHUA ROCKWOOD

7 KURT HANSON (via videoconferencing)

8

9 Also present:

10 KAREN VANNOSTRAND

11 JP MARRETTA

12 VINCENT LANDIN

13 BRANDEN BOLTON

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1	I N D E X		
2	WITNESS		PAGE
3	Summations		
4	Mr. Unterseher		469
5	Mr. Robles		486
6			
7			
8			
9	E X H I B I T S		
10	NUMBER	DESCRIPTION	MARKED
11	(No exhibits were marked.)		
12			
13			
14			
15			
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1 P R O C E E D I N G S

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3 CHAIRMAN HARDENBROOK: So we're -- we're
4 going to do a half-hour summation. We're going to
5 start with the trustee. There may be some questions
6 from the Panel after -- after your half-hour
7 summation. I guess we'll just see where it goes,
8 and we'll -- we'll turn the table over.

9 Did -- did the charged parties have an
10 opportunity to -- to meet with their counsel and
11 just -- I mean, you don't have to answer "yes" or
12 "no," but did you get the chance to get everything
13 done that you needed?

14 MR. ROBLES: Briefly. I -- I wrote what
15 we're going to say here, but -- and I was able to
16 talk to them.

17 CHAIRMAN HARDENBROOK: Okay. Perfect.

18 Okay. Well, let's get started. Trustee,
19 please -- please present your summation.

20 MR. UNTERSEHER: Good morning, members of
21 the Panel. The charged parties have done their best
22 to confuse the issues and deflect attention away
23 from what really matters in this case. Members of
24 the Panel, at the end of the day, this case is
25 simple. I'm going to break down each of the five

1 charges as clearly as I can.

2 The first and principal charge in this
3 case is that president of Local 2118, Mr. Robles,
4 defrauded and embezzled nearly \$1 million from the
5 Union. He did this by devising a scheme to pay
6 himself a salary and benefits that were never
7 authorized by the Local 2118 Executive Board
8 contrary to his presentation yesterday. This was
9 illegal. The local bylaws require the Executive
10 Board to establish and approve the president's
11 salary. They did not do that.

12 Mr. Robles's confusing interpretations of
13 the Allegiant CBA aren't important in this case.
14 His mathematical calculations aren't important in
15 this case. What he thought he was owed isn't
16 important, and all of the time he spent trying to
17 justify that he was worth more than he received from
18 the members is not important. What other pilot
19 unions pay leadership isn't important either.

20 If the Executive Board had approved a
21 salary for Mr. Robles and it was reported in the
22 minutes, if the Executive Board had approved his
23 nearly \$100,000 raise at the beginning of 2022 and
24 reported it in the minutes, it would not have been
25 embezzlement.

1 So this case isn't about how much
2 Mr. Robles was paid or should have been paid. We
3 all agree that if you are doing union business, you
4 should be compensated for that work. This case
5 isn't about what Mr. Robles got paid, but how he got
6 paid. It's about whether his salary was lawful.

7 As my evidence and witness testimony has
8 shown, Mr. Robles's salary scheme violated the
9 local's bylaws and the Allegiant CBA. That is what
10 this case is about. Section 14(A)(2) of Local
11 2118's bylaws, which is Charging Party's Exhibit 21,
12 empowered the Executive Board to establish and
13 approve the president's salary.

14 According to Merriam-Webster's
15 dictionary, "empower" means to give official
16 authority or legal power to do something. So the
17 bylaws give the Executive Board legal authority to
18 set and approve the president's salary. Since the
19 Executive Board is the only entity given the
20 authority to set and approve the president's salary,
21 it's required to approve it. The president is not
22 given any authority to set and approve his own
23 salary. Only the Executive Board is empowered to
24 set and approve the officer's salary, and it's
25 required to do so.

1 In addition, under Section 14(A)(2) of
2 the bylaws, any changes in officer salaries must be
3 set forth in minutes of the Executive Board
4 meetings. The Executive Board never established or
5 approved Mr. Robles's salary. Ryan Joseph, the
6 local's former secretary-treasurer, testified from
7 the stand that the Executive Board never approved
8 Mr. Robles's salary.

9 Mr. Prete, an IBT auditor, testified that
10 there was never any discussion of Mr. Robles's
11 salary in the Executive Board minutes. In fact,
12 none of the former members of the Executive Board,
13 other than Mr. Robles himself, claimed in this
14 proceeding that the Executive Board approved
15 Mr. Robles's salary.

16 Mr. Robles knew that the Executive Board
17 had to approve his salary, which is why in video
18 clip of a general membership meeting in October
19 of 2022 he played for us all at this hearing,
20 Mr. Robles lied to the local membership and
21 reassured them that the Executive Board had approved
22 his flight pay loss. If he didn't believe the
23 Executive Board had approved his salary, why would
24 he have told the membership his pay was approved.

25 Even Scott Hegland, trustee of Local

1 2118, when it was an administrative trusteeship, the
2 very person who prepared Mr. Robles to take over the
3 affairs of the local, recognized in Charged Party's
4 Exhibit Number 22, number 13, that Mr. Robles's
5 flight pay loss should have been agreed on by the
6 Executive Board and transparently reported to the
7 membership. It was not.

8 I'm going to break down for the Panel in
9 the simplest terms possible how Mr. Robles's illegal
10 scheme worked. Flight pay loss is the airline
11 equivalent of lost time wages. It's paid to pilots
12 who lose pay by dropping a scheduled flight to
13 perform union business. The employer pays the pilot
14 directly for the time he lost, and the union then
15 reimburses the employer for those wages, plus an
16 additional amount to cover the cost of benefits.

17 Under Section 24(C)(2) of the Allegiant
18 CBA, flight pay loss is limited to two situations:
19 1, union business days that have been blocked
20 beforehand as a known absence; and 2, short-term
21 union business where a pilot drops a scheduled
22 flight.

23 Mr. Robles took another provision of the
24 contract, Section 24(B), the long-term union
25 business provision, and combined it with

1 Section 24(C)(2), the flight pay loss provision, to
2 give himself a salary that was neither established
3 or approved by the Executive Board.

4 Section 24(C)(2) provides time off for
5 long-term union business. Mr. Robles claimed that
6 he was on long-term union business and so he gave
7 himself flight pay loss for 365 days a year. But
8 even though the Allegiant CBA specifically provides
9 flight pay loss for short-term union business, it
10 does not provide flight pay loss for long-term union
11 business. Mr. Robles created a new status under the
12 CBA, quote, "full-time flight pay loss."

13 As Allegiant's director of flight
14 operations specifically recognized in an email to
15 Mr. Robles, which is Charging Party's Exhibit 12,
16 there is no such status in this collective
17 bargaining agreement.

18 Through this scheme, Mr. Robles
19 manipulated the Allegiant CBA to create a disguised
20 salary for himself. This disguised salary was never
21 established or approved by the Executive Board as
22 the bylaws require. It was also never reported in
23 the minutes. Since Mr. Robles's salary did not
24 adhere to the bylaws, it was illegal. So by getting
25 the local to reimburse the employer for this illegal

1 disguised salary, Mr. Robles embezzled union funds.

2 At this hearing, Mr. Robles has offered
3 the Panel a confusing and strained interpretation of
4 the CBA to try to justify his disguised salary, but
5 Mr. Robles's interpretation is wrong. And as my
6 evidence demonstrates, he knows it's wrong. Under
7 the CBA, specifically Section 24(C)(1)(c), flight
8 pay loss is limited to active pilots. For this
9 reason, flight pay loss cannot be given to someone
10 on long-term union business. This is because a
11 pilot is not required to be active when he's on
12 long-term union business. Section 24(B)(3).

13 So since a pilot on long-term union
14 business is not required to be active and a nonpilot
15 is ineligible for flight pay loss, it cannot be
16 given, and it was never intended to be given to a
17 pilot on long-term union business. In fact, as my
18 evidence demonstrated, Mr. Robles himself recognized
19 that a nonactive pilot is not eligible for flight
20 pay loss.

21 In an email to Allegiant, which is
22 Charging Party's Exhibit Number 9, Mr. Robles
23 claimed he was on full-time flight pay loss with the
24 union and requested a flight for currency. This
25 demonstrates that Mr. Robles knew that he had to be

1 eligible for flight pay loss. He had to be active.
2 He had to be active.

3 Moreover, Mr. Robles's own actions
4 clearly show that he recognized that his
5 interpretation of the CBA was wrong. He knew that
6 the CBA did not provide flight pay loss for a pilot
7 on long-term union business. This is demonstrated
8 by Charging Party's Exhibit Number 24, which is a
9 proposal for flight pay loss provision that
10 Mr. Robles submitted to Bill Fishburn, Director of
11 Labor Relations, in 2021.

12 In this proposal, Mr. Robles suggests a
13 mechanism for a pilot on long-term union business to
14 maintain his eligibility for flight pay loss. It
15 specifically states, "whereas 24(B) of the CBA does
16 not specify to any degree how long -- how a pilot on
17 long-term union business shall be paid."

18 This proposal was never replied to or
19 accepted. But the fact that Mr. Robles tried to
20 change the CBA so it says what he argues at this
21 hearing, that it already means -- demonstrates that
22 his interpretation of the existing CBA is wrong and
23 that he knows it is wrong. If Mr. Robles believed
24 the CBA allowed an inactive pilot on long-term union
25 business to receive flight pay loss, why would he

1 have tried to change the CBA?

2 The memo from the IBT attorney that
3 Mr. Robles points to, Mr. Robles claims that the IBT
4 legal department approved his interpretation of the
5 CBA's flight loss provision. But the memo from an
6 IBT attorney that Mr. Robles points to, which is
7 Charged Party's Exhibit 5, says absolutely nothing
8 about flight pay loss for long-term union business.
9 It addresses a completely different issue related to
10 a waiver of a minimum day off requirements for
11 pilots on union business. This is just another half
12 truth and distortion from Mr. Robles.

13 So as Mr. Robles clearly knew, the
14 Allegiant's CBA did not allow for an inactive pilot
15 to receive flight pay loss. But importantly,
16 Mr. Robles was not an active pilot for the entirety
17 of the time he served as the local's president and
18 was receiving flight loss pay -- flight pay loss.
19 He let his regulatory certificates lapse in November
20 of 2021, which means he was no longer qualified.
21 Mr. Robles admitted at the hearing that he had
22 dequalified. This is not in dispute.

23 The charged parties have offered nothing
24 but half truths, distortions, and deflections. They
25 have tried to confuse, deflect, but have not

1 addressed the core of these charges. At the end of
2 the day, Mr. Robles created a disguised salary for
3 himself that an executive board would not approve.
4 From the very beginning of his own union career when
5 he represented the Allegiant pilots at 1224 as EXCO
6 chair, Mr. Robles has consistently tried to get
7 higher pay for himself.

8 Eyewitness Tim Jewell, the president of
9 1224 at the time, testified to that. So when he
10 became president of 2118, Mr. Robles manipulated the
11 CBA's flight pay loss mechanism as a fraudulent
12 means to give himself a disguised salary even though
13 he was an inactive pilot. The Executive Board never
14 established, approved, or authorized Mr. Robles's
15 salary.

16 In total, during the time Mr. Robles was
17 not qualified to work as a pilot at Allegiant, he
18 sought and received flight pay loss in the amount of
19 approximately a million dollars. The payment of
20 these funds to the company was orchestrated by
21 Robles, and that is embezzlement of union funds.

22 Charge 2 alleges that Mr. Robles, as a
23 principal officer of 2118, refused to develop and
24 implement the financial and governance policies and
25 procedures required by the International

1 Constitution. There is no dispute that the local's
2 officers intentionally failed to implement these
3 policies.

4 When the local was released from the
5 administrative trusteeship in 2022, Scott Hegland,
6 the trustee for the local, told Hoffa that the
7 local's officers were sufficiently capable to take
8 over the administration of the local union.

9 But two years later, as my witness Joe
10 Polo and Mike Prete testified, when a team of
11 International investigators and auditors were set to
12 review the local's records, the local's officer
13 admitted to IBT auditors that they didn't have any
14 governance policies or procedures in place. They
15 didn't have a policy and procedures manual. They
16 didn't have a resolution book. They didn't have a
17 minutes book, and, in fact, they had no resolutions
18 or minutes. This is all undisputed. This violates
19 the International Constitution and their duties as
20 an officer.

21 It also gave Mr. Robles free reign to
22 operate the local as a dictator without any
23 oversight. And so he used his position to benefit
24 himself solely.

25 One example of this is his disguised

1 salary, and another is the local's Christmas party
2 in 2022. Mr. Robles used union funds to hold a
3 Christmas party at a nightclub; then only invited --
4 the only invited were members he favored and their
5 friends and significant others. Invites did not go
6 out to the members at large.

7 Another example, Mr. Robles was expressly
8 instructed by general president's executive
9 assistant that he couldn't use his personal credit
10 card for union business. This is Charging Party's
11 Exhibit 17. Mr. Robles followed the instructions
12 until he was released from prestigeship; then
13 informed his executive assistant that he was going
14 to use it again.

15 By doing so, Mr. Robles accrued over a
16 million points he alone controlled, which he used to
17 purchase items unnecessarily extravagant, which only
18 he had access to. He did not transfer those points
19 back to the union until my team specifically
20 contacted his lawyers. I was unable to get control
21 of this credit unlike all other accounts because it
22 was his personally.

23 As another example, Mr. Robles
24 disregarded a direct instruction from the general
25 secretary-treasurer's office about how to approve

1 the local's monthly reports. He didn't have the
2 trustees review and sign the reports in person and
3 properly witness as required. Note the Charged
4 Party's Exhibit 24, page 2 is yet another example of
5 incompetence and disregard with the trustees
6 witnessing their own signatures.

7 Lastly, the complete lack of financial
8 controls resulted in approximately \$157,000 in
9 unapproved and unauthorized expenditures. Some of
10 these date back to four years ago. Mr. Robles's
11 complete indifference is demonstrated by his actions
12 after the audit team began to investigate Local
13 2020- -- the local in 2024.

14 He hired a team of attorneys to draft a
15 resolution to retroactively approve expenditures
16 that he had not been properly authorized -- had not
17 been properly authorized as far back as 2020. My
18 witness Joe Polo, an IBT auditor, he testified to
19 this.

20 These aren't technical or insignificant
21 violations. They are serious breaches of an
22 officer's fiduciary responsibilities and duties.

23 Charge 3 relates to these same lawyers
24 Mr. Robles hired to cover his tracks. The charges
25 allege that Mr. Robles improperly spent tens of

1 thousands of dollars from the local's treasury to
2 conceal his embezzlement scheme after the
3 International audit began in 2024. These attorneys
4 drafted policies and procedures purportedly to
5 retroactively approve Mr. Robles's schemes.
6 Mr. Robles does not dispute that he spent union
7 funds to hire these lawyers and that they drafted
8 policies retroactively.

9 My witness Joe Polo and Mike Prete, IBT
10 auditors, testified to this. It is also reflected
11 in Charged Party's Exhibit 12, a motion by
12 Mr. Robles to approve the local's expenditures from
13 2020 to 2024, retroactively, using union funds to
14 cover up improper behavior in violation of the
15 International Constitution and Local 2118's bylaws.

16 Charge 4 alleges that the Executive Board
17 members with the exception of Ryan Joseph, the
18 secretary/treasurer, aided and abetted Mr. Robles in
19 his scheme to defraud the local.

20 All Executive Board members are given
21 fiduciary obligation under law. As fiduciaries,
22 they had a duty to ensure that union assets are
23 properly spent and accounted for. They have a duty
24 to know how union funds are being used. There can
25 be no dispute here that the Executive Board didn't

1 carry out their fiduciary responsibilities.

2 For example, they didn't approve Robles's
3 disguised salary. They didn't approve thousands of
4 dollars in union expenditures until years later.

5 And to the extent they claimed to have approved the
6 local's expenditures, there is no record of it
7 because there were no official minutes.

8 Local 2118's officer didn't -- didn't account for
9 union funds, didn't properly approve expenditures,
10 and did not hold Mr. Robles accountable for his use
11 of union funds.

12 As I've already mentioned, Mr. Robles
13 played a video clip from a general membership
14 meeting where he claimed that the Executive Board
15 approved his flight pay loss, but that wasn't true.
16 There was no record of this. And Mr. Robles himself
17 has admitted the Executive Board never authorized
18 his flight pay loss. The fact that the Executive
19 Board allowed Mr. Robles to lie to the membership in
20 this way violates their fiduciary obligations and
21 their oath of office.

22 At least two of the members of the
23 Executive Board were trained and experienced
24 Teamsters officers. They knew better than to allow
25 Mr. Robles to lie about union expenditures. But

1 with the exception of one person, they didn't have
2 the courage to speak up. They remained silent and
3 allowed Mr. Robles to misuse union funds. Not only
4 did these officers remain silent, they actively
5 attempted to retaliate against the one man who stood
6 up to Mr. Robles's wrongdoing. That was Ryan
7 Joseph, the local secretary-treasurer.

8 As my witness Josh Allen testified,
9 Mr. Seiden and Mr. Rockwood told Mr. Allen they
10 intended to bring fraudulent, disciplinary charges
11 against Ryan Joseph to get him fired because he blew
12 the whistle on their misconduct.

13 In rebuttal, I was prepared to show that
14 Mr. Robles had given Mr. Valenzuela, an American
15 Airlines pilot, full read-write access to QuickBooks
16 of the union's accounts in another effort to
17 undermine the constitutional duties of the
18 secretary-treasurer.

19 Members of the Panel, as I said at the
20 beginning of my statement, this case is not
21 complicated. Mr. Robles took advantage of his
22 position as president of the Teamsters local to
23 enrich himself at the expense of his membership. He
24 was not eligible for flight pay loss because he was
25 an inactive pilot. This is a distinguished salary

1 he was never approved to have.

2 The Executive Board violated their
3 fiduciary duties by failing to speak up to prevent
4 this scheme, and they retaliated against the one
5 person who had the integrity and courage to expose
6 Mr. Robles's conduct. The misconduct violates these
7 former officer -- officers' oath of office. It
8 violates the local bylaws. It violates the IBT
9 constitution and it violates the spirit of unionism.

10 Thank you, members of the Panel.

11 CHAIRMAN HARDENBROOK: Ten minutes short.
12 Are you guys ready to go?

13 MR. ROBLES: Yes.

14 THE REPORTER: I'm sorry. Could you say
15 it a little louder?

16 CHAIRMAN HARDENBROOK: Yes. I just asked
17 if they were ready to go, the charged parties.

18 So, Mr. Robles, you're going to present
19 for the group, or how are we going to do this?

20 MR. ROBLES: I'm going to present if
21 that's okay.

22 CHAIRMAN HARDENBROOK: Okay. Mr. Hanson,
23 you --

24 MR. HANSON: I appear to have lost audio.
25 I can't hear anything.

1 THE VIDEOGRAPHER: That microphone's off.

2 CHAIRMAN HARDENBROOK: That's why.

3 How about now? Can you hear me?

4 MR. HANSON: Yes, sir. Kurt Hanson. I
5 can hear you now. Thank you very much.

6 CHAIRMAN HARDENBROOK: Okay. I'm sorry.
7 I did not see your hand raised earlier.

8 MR. HANSON: I apologize.

9 CHAIRMAN HARDENBROOK: No need.

10 Okay. So you're going to have
11 30 minutes. Go ahead and present your case, and
12 I'll ask Mr. Hanson if he has anything to say when
13 you're done there. I -- I assume you were all able
14 to confer with Mr. Hanson?

15 MULTIPLE SPEAKERS: Yes, sir.

16 CHAIRMAN HARDENBROOK: Okay. Go ahead.
17 Present your case, Mr. Robles, or your -- your
18 closing statement, summation, whatever you'd like to
19 call it.

20 MR. ROBLES: Thank you.

21 This is Andrew Robles -- how's that? Can
22 you hear me?

23 CHAIRMAN HARDENBROOK: Yes.

24 MR. ROBLES: Okay. This is Andrew
25 Robles. Panel members, thank you for your attention

1 over the past two days. I recognize that a lot has
2 been discussed, and I'm not going to attempt to
3 restate it all.

4 Based upon what you have heard during
5 this hearing, Trustee Unterseher has failed to
6 present evidence upon which any of the charges
7 should be sustained. In addition to the points in
8 evidence I will highlight in a moment, I would like
9 to address the objections of myself and the other
10 E-Board members regarding the attorney's statement
11 offered by the charging party.

12 First, IBT legal told us that per the IBT
13 Constitution, counsel was not permitted to assist in
14 this proceeding. Despite that, Attorney Ed Gleason
15 has been seen on the premises, presumably for
16 purposes of counseling Trustee Unterseher. None of
17 the charged parties have their attorneys outside the
18 door here.

19 Second, despite no equal counsel being
20 permitted for this hearing, Trustee Unterseher has
21 attempted a second end run around that rule. I
22 appreciate that the Panel did not --

23 THE REPORTER: Sir, slow down just a
24 touch, please. Sorry.

25 MR. ROBLES: I apologize. Yes, ma'am.

1 I appreciate that the Panel did not
2 permit testimony of Mr. Rice, but I also must note
3 that his written statement should not be given any
4 consideration. That attorney's statement is a
5 transparent attempt by the charging party to usurp
6 your duty at the -- as the Panel to hear and
7 evaluate the evidence presented. When he offered up
8 that document, the attorney had heard none of the
9 testimony nor reviewed any of the exhibits. It is
10 my understanding that the type of testimony in the
11 attorney's written statement would not be admitted
12 in court because it takes over the role of the jury.
13 Here you are the jury, and you are able to evaluate
14 what you've heard and read.

15 I would like to draw attention, again, to
16 the timeliness of Charge 1. Mr. Unterseher admitted
17 in his opening statement that this scheme, as he
18 describes it, began in 2018, when he was personally
19 present for the signing of the clarification union
20 business MOU found on page 4 of the Charged Party's
21 Exhibit 5. Article XIX Section 7 Alpha of IBT
22 Constitution does not permit charges to be brought
23 on alleged conduct discovered more than five years
24 earlier. This charge and the related charges of
25 aiding and abetting should be dismissed.

1 I'd like to highlight four key points
2 from what you've heard and read during the hearing.
3 Regarding flight pay loss, the matter at hand has
4 been thoroughly examined and repeatedly validated as
5 nothing more than a long-standing contract dispute.
6 Mr. Unterseher and Attorney Gleason have
7 continuously wielded this issue to manipulate union
8 leaders at Allegiant over many years. The truth is
9 both sides of this argument have been fully vetted
10 by the IBT legal department, and both the department
11 and the Airline Division agreed with our
12 interpretation, offering their explicit guidance in
13 writing. See Charged Party's Exhibits 3 through 5.

14 The key point is clear: Pilots on
15 long-term union business are both legally and
16 contractually entitled to claim four hours of flight
17 pay loss per day, specifically for preplanned time
18 away from flight duties. Moreover, it was
19 explicitly approved by Scott Hegland while he was
20 trustee of Local 2118, known and approved by the
21 members of the local's Executive Board, including
22 Ryan Joseph, after our election, and openly
23 discussed to the membership.

24 We set a 120 hours -- or 120 flight pay
25 loss hours per month as a fair standard based on pay

1 analysis, considering four hours per day in a 30-day
2 work period. However, due to natural fluctuations
3 in the schedule, such as 30 versus 31 bid periods,
4 vacation, and other obligations, monthly flight pay
5 loss hours may vary. Those hours may also vary if I
6 chose to take days off. So that's where you would
7 see less.

8 These differences balance out annually,
9 reflecting fair compensation for my role. We made
10 this process completely transparent to the
11 membership, which unequivocally refutes any
12 accusations of fraud or embezzlement, much less
13 racketeering.

14 I want to speak to one of the things that
15 I just heard about him saying that I increased my
16 salary. I didn't increase a salary. I increased
17 the number of days that I worked union business.
18 And I think I -- hopefully, that is clear.

19 Anyways, please don't be distracted by
20 the complexity of the contractual dispute. The
21 burden of proof rests on the charging party, and
22 they have failed to provide a single piece of
23 evidence to substantiate the claims that we made any
24 willful attempt to embezzle or defraud the
25 membership as charged.

1 Article XIX, Section 1(D) of the
2 Teamsters' constitution states, "Failure of the
3 charging party to present evidence in support of the
4 charges shall require dismissal of the charges. In
5 either event such dismissal shall constitute a final
6 adjudication from which there can be no appeal. And
7 after such dismissal the accused may not be retried
8 on the same charges."

9 The charging party has presented no
10 evidence whatsoever to support their claims in
11 charge 2 that a single dime was embezzled, missing,
12 or misallocated. The charging party has admitted
13 that the audit was never completed. They admitted
14 that the dollar amount requested for restitution in
15 the amount of \$157,000 for the amount purportedly
16 embezzled has no basis in fact whatsoever. None of
17 the corrections or reconciliation that occurred over
18 the three-month long audit were taken into account.

19 A substantial list of questioned items
20 were presented by the auditors during the audit, and
21 the charged parties addressed or corrected all of
22 them. The vast majority of the receipts were
23 produced. Corrections to policies were made at the
24 direction of the auditor. The policy and procedure
25 manual was developed at the request of the auditors

1 and with the help of our attorney.

2 No evidence was produced to prove --

3 THE REPORTER: Um --

4 CHAIRMAN HARDENBROOK: Hold on. We'll go
5 off the record while this is changing.

6 (Discussion off the record.)

7 CHAIRMAN HARDENBROOK: Okay. Let's go
8 back on the record. Sorry about the interruption,
9 Mr. Robles. Go ahead.

10 MR. ROBLES: Okay. As I stated,
11 corrections to policies were made at the direction
12 of the auditors. A policy and procedure manual was
13 developed at the request of the auditors and with
14 the help of our attorney. We also voted on it and
15 implemented that policy and procedure manual.

16 No evidence was produced to prove that a
17 personal credit card was ever used. No evidence was
18 ever presented to prove mail fraud, wire fraud,
19 racketeering, breach of fiduciary duty, intentional
20 disregard of financial policies, or embezzlement.
21 The charging party did not present evidence of a
22 single expense, receipt, or failed policy. For that
23 reason this charge should be dismissed in whole and
24 in accordance with Article XIX.

25 Charge 3 alleges that I spent thousands

1 of Local 2118 dollars from the Local 2118 treasury
2 to hire law firms and consultants and paid them to
3 draft policies and contractual provisions designed
4 to retroactively legitimize an illegal salary and
5 benefit scheme. Not a single shred of evidence was
6 produced to support this claim. All of the
7 expenditures were voted on --

8 CHAIRMAN HARDENBROOK: Hold on a second.
9 Mr. Hanson has his hand raised again.

10 THE VIDEOGRAPHER: Can we go off the
11 record real quick?

12 CHAIRMAN HARDENBROOK: Yeah, let's go off
13 the record, and we'll test our equipment again.

14 (Discussion off the record.)

15 (Requested portion read
16 back.)

17 CHAIRMAN HARDENBROOK: Okay. It's 8:47.
18 We'll go back on the record now. Go ahead,
19 Mr. Robles.

20 MR. ROBLES: Okay. This is Andrew Robles
21 continuing. Corrections to policies were made at
22 the direction of the auditors. A policy and
23 procedure manual was developed at the request of the
24 auditors and with the help of our attorney. No
25 evidence was produced to prove that a personal

1 credit card was ever used. No evidence was ever
2 presented to prove mail fraud, wire fraud,
3 racketeering, the breach of fiduciary duty,
4 intentional disregard of financial policies and or
5 embezzlement. The charging party did not present
6 evidence of a single expense, receipt, or failed
7 policy. For that reason, this charge should be
8 dismissed in whole and in accordance with
9 Article XIX.

10 Charge 3 alleges that I spent thousands
11 of Local 2118 dollars from the Local 2118 treasury
12 to hire law firms and consultants and paid them to
13 draft policies and contractual provisions designed
14 to retroactively legitimize an illegal salary and
15 benefit scheme. Not a single shred of evidence was
16 produced to support this claim.

17 All of the expenditures were voted on and
18 approved by the E-Board. Proper motions were
19 recorded, and all expenditures were properly
20 documented. To my knowledge, none of these
21 expenditures were challenged by the auditors, and
22 the charge is laughable given the amount of time and
23 money that Unterseher has paid to lawyers he has
24 brought to this hearing to assist in presenting this
25 case.

1 The simple idea that we made any threats
2 of or plans for retaliation against Ryan Joseph is a
3 gross falsification based only on hearsay. The
4 charging party hasn't produced a shred of evidence
5 that these accusations hold any truth at all.

6 In addition, the accusation that we would
7 plot Ryan Joseph's termination is even more
8 ridiculous when you consider that the Executive
9 Board had no authority in the collective bargaining
10 agreement or the bylaws to accomplish such a task.
11 The alleged conversations and threats never
12 happened, and the idea that we would be naive enough
13 to plot an action we could never accomplish is
14 nonsensical.

15 The charging party is obligated to
16 produce evidence to support their accusation, and
17 they have again failed to do so. Based on this,
18 charge 5 should be dismissed in its entirety.

19 With my remaining time, I would like to
20 address and explain and add context to many of the
21 charging party's exhibits.

22 Exhibit 4 from the charging party, the
23 definitions in CBA, should be control your
24 interpretations of the flight pay loss. Only one
25 item in the list of definitions in Exhibit 4 is

1 pulled from the collective bargaining agreement
2 directly, which is the definition of "active pilot."
3 All remaining definitions on this page are
4 paraphrased in a way that fits the opinion and
5 narrative of Mr. Unterseher and should not be relied
6 upon as facts when reviewing this case material.

7 Exhibit 6 Alpha, Scott Hegland was
8 contract -- contracted after his retirement from the
9 Teamsters Airline Division for his decades of
10 experience and expertise in negotiations and his
11 familiarity with negotiations for the years under
12 his guidance in administration -- administrative
13 trusteeship. He did great work for us in
14 negotiations for several years.

15 Mr. Unterseher's suggestion that
16 contracting Scott Hegland as a negotiating
17 consultant was somehow fraudulent or illegitimate is
18 insulting to Captain Hegland, who served the IBT for
19 years, and no evidence has been introduced to
20 support it. To the contrary, the IBT itself
21 investigated these allegations when Joseph first
22 raised them, and no charges have been issued as a
23 result of their investigation.

24 Exhibit 6 Bravo, this exhibit is nothing
25 more than a Word document making claims of criminal

1 activity that is baseless and defamatory. It has no
2 audit trail or authorship and makes outlandish
3 claims that amount to nothing more than hearsay.
4 This exhibit should not be given any weight when
5 considering the case because it cannot be verified
6 and holds no basis in truth.

7 Exhibit 7, David Bourne was contracted as
8 a consultant after his retirement from the Teamsters
9 Airline Division for his experience in lobbying and
10 personal network in the airline and labor
11 industries. He had the ability to, and regularly
12 did, advise us on many varying issues we
13 encountered. He made himself available to us nearly
14 at all times; however, one of his most important
15 responsibilities was personally planning and
16 attending dozens of meetings on Allegiant-specific
17 antitrust issues related to our long -- long goal of
18 convincing the U.S. Government to block Allegiant's
19 antitrust application with Viva Aerobus in Mexico.

20 Through his contract allowed him to bill
21 Local 2118 for flights and incidental charges. He
22 chose not to do so. The accusation that he
23 collected money and did no work for Local 2118 is
24 not only outrageous and insulting, but again has no
25 basis in fact. He provided value to the Allegiant

1 pilots far in excess of what -- of the amount that
2 was paid.

3 Exhibit 8, Jack Albertine was contracted
4 as a consultant for his experience based on his long
5 career in lobbying relationships in
6 Washington, D.C., to also help fight the antitrust
7 application with Viva Aerobus in Mexico.

8 There's a lot of background on this
9 issue, but the size and scope of it and its
10 potential effect on the careers of all Allegiant
11 pilots is impossible to measure. Allegiant was a
12 simply -- is essentially attempting to offshore our
13 jobs to Mexico -- to a Mexican carrier, and we could
14 not allow that to become a reality. Our financial
15 position was more than healthy enough to take on
16 this battle on behalf of the membership, and
17 Mr. Albertine provided value to the Allegiant pilots
18 far in excess of the amount he was paid.

19 And I had to look at my records, but I
20 know there was well in excess of a hundred meetings
21 with David Bourne and Albertine, and they were
22 provided to the locals. So they do have those
23 records for their meetings; so I'm not sure where
24 the testimony came from that there was no work that
25 was being done or -- or logged.

1 Exhibit 9, Rick Dubinsky was contracted
2 as a consultant based on his vast experience in
3 economics and costing for contract negotiations. We
4 knew going into CBA negotiations with Allegiant,
5 that we were going to need an economist, and he was
6 by far the most competent and qualified person we
7 interviewed. He provided value to Allegiant pilots,
8 again, far in excess of the amount that he was paid.
9 And for context, he served as the EXCO of the United
10 Airlines, negotiated one of their best contracts
11 there and had a whole program that he had developed
12 that we found value in for economic costing.

13 Exhibit 11, this is a copy of the
14 Local 1224 bylaws, which we previously address but
15 will mention again. The highlighted section on
16 page 2 referenced by Mr. Unterseher never applied to
17 the Allegiant pilot group. According to these same
18 bylaws, our CBA was controlling in any area the two
19 documents conflicted. This was also clarified by
20 the IBT legal department and Airline Division in our
21 request for further interpretation and guidance in
22 2018.

23 Exhibit 12, as noted in cross-examination
24 of Witness Tim Jewell, this email thread is
25 irrelevant because it lacks the additional context

1 that this disagreement resulted in our position
2 being reenforced and Andrew -- I was paid by the
3 company. This further resulted in the creation of
4 the MOU, earlier discussed, which was signed with
5 Mr. Unterseher in the room.

6 Exhibit 13, a proposed MOU was entered
7 into the charging party's exhibits on long-term
8 union business. This was brought in late in the
9 evening yesterday. We reviewed it. Attached to
10 this MOU is an email to Bill Fishburn where I'm
11 asking him to review the document.

12 I state, Please find the attached MOU for
13 long-term union business. As discussed, these
14 provisions are already in the contract, but there is
15 very -- but it is very vague on how it would be
16 accomplished. My intent is to go on long-term union
17 business, but I want to clarify the way that it
18 works prior. Please take a look at what I've
19 drafted here, and let's have a discussion when you
20 have some time.

21 The language we -- would be rolled into a
22 Section 24 union business pass coming up at the end
23 of the month; so I thought we could get a head
24 start. As you know, it doesn't matter what we think
25 the contract means if the company disagrees.

1 I wanted to clarify with the company that
2 they also believe that the four PCH per day would
3 apply. I wanted to see if I could work something
4 out where I could go on long-term union business but
5 remain current. The company believed that the four
6 PCH per day provision applied to both short-term and
7 long-term union business.

8 With that understanding, we did not
9 change that portion of Section 24, understanding
10 that both parties believed that paying four PCH per
11 day was the proper way to pay long-term union
12 business.

13 We also agreed to a provision to allow a
14 pilot on long-term union business to stay current at
15 their discretion. We believe this was a great gain
16 from the current contract. For context, this
17 discussion with the company was -- or the discussion
18 with the company was that it was expensive to keep a
19 pilot current who they knew they would not be
20 getting any productivity out of.

21 The training to keep a pilot current is
22 approximately \$40,000 per year with the required
23 training, checkrides, line checks, travel, hotel,
24 et cetera. So the company had no issue with me
25 going on long-term union business, but they were not

1 willing to entertain me to stay -- entertain me
2 staying current in -- and early implement the gains
3 that we did achieve in the TA'ed portion of
4 Section 24.

5 So just for context, we did -- we were
6 trying to negotiate Section 24 at the same time.
7 Those provisions that we tried to include in this
8 MOU had already been approved and TA'ed in that
9 portion of Section 24. I hadn't gone on long-term
10 union business yet and was having dialogue with
11 Scott Hegland. I didn't know how -- I felt that the
12 long-term union business provision would apply. I
13 didn't know how we would ask for the four PCH per
14 day. We had developed the software on our own; so
15 we would -- the way that it worked was we would have
16 to individually select each day at that point.

17 Later, we developed the software and
18 changed it so we could do a time period or -- or,
19 you know, 15 days in a row, et cetera, and then we
20 made that final change to the flight pay loss where
21 we would just put a number in and it would block off
22 and that was at 30 days times 4.

23 All right. Exhibit 14, this email thread
24 is an exchange with Chief Pilot Rod Hardesty
25 discussing the changes we intended to implement

1 after discussion with the audit team to streamline
2 and align the process closer with how they preferred
3 for it to be approved. And that's what I was just
4 going over.

5 Exhibit 15, this document doesn't appear
6 to be evidence of anything other than
7 Mr. Unterseher's ability to create illustrations on
8 the computer. It appears he's trying to present an
9 illustration of how I am paid. It's written in an
10 inflammatory manner, and it is false in its bold
11 claims.

12 All right. Exhibit 16, we previously
13 explained the justification for John Owens being
14 contracted for negotiations and testimony at this
15 hearing. The bonus document appears to be an email
16 exchange where we discuss the steps we were taking
17 at the request of the auditors and the guidance of
18 our legal team. It additionally explains the
19 justification for the motion submitted, again, as
20 requested directly by the audit team.

21 Exhibit 17, this email thread appears to
22 be the basis for the claim that I had a personal
23 credit card for union business, which is completely
24 false, as we made clear in this hearing. The
25 background of this email was there was some type of

1 dispute or disagreement -- I believe it was with
2 Karen VanNostrand and somebody -- maybe Tom
3 Cornelius [sic], I think, is what the email said,
4 and Scott Hegland had to confirm that the credit
5 card was set up properly.

6 When we established Local 2118, he did
7 that, and we ended up keeping the credit card. He
8 could have canceled it at that time. At the time he
9 did direct us -- we were close to getting out of
10 trusteeship. He said, "Hey, you know, let's stop
11 using this one. We'll use the new one that we got.
12 When you guys are out of trusteeship, if you want to
13 use the points, you can."

14 And the issue that came up was we just
15 needed to make sure that we tracked the points
16 system so that if we used any of the points, they
17 would be used for Local 2118 only. And we had to
18 have a way of tracking that. So that was the only
19 discussion on it. And it was just a minor
20 conversation that Scott had to have with -- I think
21 it was -- Tom Cornelius and Calibre to ensure that
22 the credit card was set up properly. So Scott
23 Hegland, as the trustee, had set up all these credit
24 cards, et cetera, at the beginning.

25 Exhibit 18, this policy and procedure

1 manual was drafted carefully by a well-respected
2 labor attorney and at the request --

3 CHAIRMAN HARDENBROOK: Hold on.

4 MR. ROBLES: Yes.

5 CHAIRMAN HARDENBROOK: We'll go off the
6 record. It's 9:01. We got kicked off the internet.

7 MR. ROBLES: Okay.

8 (Discussion off the record.)

9 CHAIRMAN HARDENBROOK: Okay. Let's just
10 verify.

11 Mr. Hanson, you can still hear us?

12 MR. HANSON: That's correct,

13 Mr. Chairman. I can still hear you.

14 MR. CHAIRMAN: Perfect. Thank you.

15 So, Mr. Robles, you were just -- I don't
16 know if you were finished or still in the middle of
17 presenting. You were addressing the Charging
18 Party's Exhibit 18, I believe.

19 MR. ROBLES: Yeah. I'm not sure where I
20 -- where I ended. I don't think I was done with
21 that piece.

22 THE REPORTER: I have --

23 (Requested portion read
24 back.)

25 MR. ROBLES: Okay. So I need to go back

1 a little bit.

2 CHAIRMAN HARDENBROOK: Go ahead. Take a
3 minute to find your --

4 MR. ROBLES: No, I -- I found it. I'm
5 ready to go.

6 CHAIRMAN HARDENBROOK: You're good to go?

7 MR. ROBLES: Um-hum.

8 CHAIRMAN HARDENBROOK: Okay. And he gave
9 us the go-ahead. You're ready to go, Madam Court
10 Reporter?

11 Okay. It is 9:09. We're going to go
12 back on the record.

13 MR. ROBLES: Okay. I'll start with
14 Exhibit 18. This policy and procedure manual was
15 drafted carefully by a well-respected labor attorney
16 and at the request of the audit team. The motion to
17 approve this policy and procedure manual was
18 memorialized in both Union Impact software as well
19 as the Executive Board meeting minutes.

20 In closing, the charges filed by Trustee
21 Greg Unterseher against me are a baseless and
22 slanderous attempt to damage my reputation and
23 undermine my career and those of my brothers. The
24 claims presented are not only grossly exaggerated
25 but are also riddled with falsehoods intended to

1 manipulate this process by bypassing the established
2 due process required under our bylaws and
3 constitution.

4 For instance, Mr. Unterseher alleges
5 nearly a million dollars in embezzlement, a figure
6 he knows to be wildly inflated and purposefully
7 misleading. He has twisted these numbers to
8 construct a narrative of deception, ignoring that my
9 wages were transparently negotiated under the
10 collective bargaining agreement, ratified by the
11 trustee, the Executive Board, and continually
12 reviewed in accordance with Local 2118 bylaws.

13 Mr. Unterseher was fully aware that these
14 accusations had already been vetted by the
15 International Brotherhood of Teamsters legal
16 department, which had confirmed that my compensation
17 structure was not only fair, but fully compliant
18 with the IBT standards. By resurrecting these same
19 accusations, both Mr. Unterseher and Mr. Gleason
20 have disregarded the determinations of our union's
21 legal experts and willfully ignored the truth to
22 push a misleading narrative.

23 Beyond these fabricated financial
24 allegations, Mr. Unterseher introduced equally
25 slandorous claims about my use of a business credit

1 card, stating that it was a personal credit card for
2 self-gain. He alleged that using the union card
3 benefited my personal credit score, an assertion so
4 outrageous it defies logic. Mr. Unterseher has
5 direct access to the union accounts and knew full
6 well that this card was used exclusively for union
7 business with all points accrued benefitting
8 Local 2118 members alone.

9 Nevertheless, these groundless
10 accusations have been portrayed as fact in official
11 reports and worse, wildly disseminated to the Joint
12 Council 42 newsletter, which reaches over 200,000
13 members, the largest joint council membership in the
14 Teamsters. Mr. Unterseher's intent was not only to
15 report, but to mislead, slander, and harm both my
16 career and the reputation of my colleagues. He
17 distributed this false information to the Allegiant
18 air pilot group and company seeking to ruin our
19 standing and careers within the union.

20 Contrary to Mr. Unterseher's assertions,
21 no money was missing. No funds were
22 misappropriated. No assets were embezzled. He
23 claimed without -- without final audit results that
24 hundreds of receipts were missing and that upwards
25 of \$157,000 had been embezzled. These were

1 speculative figures presented at -- as fact. Those
2 numbers have fluctuated throughout the course of
3 five months and have been published to the pilot
4 group as high as \$300,000.

5 Any minor procedural concerns raised
6 during the audit were either already being addressed
7 or promptly corrected by our team as they came to
8 our attention. These minor issues could have been
9 resolved with ease and did not warrant the
10 inflammatory accusations levied against us.

11 While we acknowledge that our practices
12 may not align flawlessly with every precedent
13 established in the Teamsters's 120-year history, we
14 have diligently adhered to the procedures within our
15 training and consistently worked in good faith to
16 fulfill our duties.

17 Mr. Unterseher's knowingly false claims
18 have damaged the trust within our union and
19 maliciously misrepresented the dedicated service of
20 Local 2118. We respectfully urge the Panel to
21 dismiss these charges as an orchestrated and
22 unethical attempt to undermine due process and truth
23 in violation of the constitution and bylaws of the
24 IBT.

25 I want to thank the Panel, again, for its

1 patience over the past two days. The past eight
2 months have been difficult for me and the other
3 charged parties. We were summarily removed from
4 elected office and subjected to a relentless stream
5 of personal attacks from Unterseher, including empty
6 threats of criminal prosecution. The toll this has
7 taken on us both professionally and personally has
8 been enormous. We have done our level best to
9 present our defenses to these charges without any
10 advanced discovery of the trustee's evidence and
11 without the assistance of our attorneys.

12 We believe that the case we have
13 presented demonstrates the falsity of the charges
14 against us and look to you to return a fair decision
15 that will correct the record and restore our
16 reputations.

17 We thank you again for your patience.

18 CHAIRMAN HARDENBROOK: Thank you,
19 Mr. Robles.

20 I -- I have just one thing I just want to
21 clarify for the record. The decision the Panel made
22 yesterday, you referenced it in the Charged Party's
23 Exhibit 19.

24 MR. ROBLES: Yes.

25 CHAIRMAN HARDENBROOK: I just want to --

1 want to be clear. So under the rules that -- the
2 hearing rules that I read into the record Tuesday
3 morning, I think -- what is today? -- number 3
4 specifically stated, "Only members of Local 2118,
5 the trustee, and the Panel may attend and
6 participate in this hearing. Counsel for the
7 hearing panel may also be present." I pointed at
8 Will Burden. "A nonmember may testify on a specific
9 issue only if called as a witness by a party to the
10 proceeding."

11 And I just wanted to be clear. I -- I
12 erred in great deference to the charged party by not
13 allowing Mr. Rice to testify even though that's what
14 the rules would allow for. And that is the reason
15 that it was -- that Exhibit 19 was allowed in as
16 evidence, but it was allowed in prior to that. But
17 I probably should have allowed the testimony based
18 on those hearing rules. But just to put more
19 weight, to be more fair to the charged party, that's
20 -- that's why he was excluded as a witness, didn't
21 allow him to testify. But -- but the exhibit is in
22 the record. Okay?

23 MR. ROBLES: I understand.

24 CHAIRMAN HARDENBROOK: Okay. Is there
25 anything else?

1 MR. ROBLES: One procedural request. We
2 had -- we submitted two videos. There was some
3 discussion about whether or not those would be
4 transcribed, and I would request that they are
5 transcribed for the record, if we could obtain a
6 full transcript, including the video transcript.

7 CHAIRMAN HARDENBROOK: What -- so part of
8 the record would be that the videos themselves, the
9 actual video played, would be part of the record.
10 What is the need for the additional --

11 MR. ROBLES: Just so anybody that's
12 reviewing the document can actually just read it
13 versus -- or anybody that wanted to review the
14 document wouldn't -- wouldn't have access to a USB
15 or the video.

16 CHAIRMAN HARDENBROOK: Gotcha.

17 MR. ROBLES: And if there was, you know,
18 the -- the supporting documentation is -- you can
19 provide the supporting documentation, but the actual
20 video --

21 CHAIRMAN HARDENBROOK: The videos are not
22 that long; so I don't really see an issue with
23 transcribing those as long as the court reporter
24 knows that we'll need those transcribed.

25 THE REPORTER: Okay. I'll -- I'll check

1 with the office on either myself or someone from
2 there doing --

3 CHAIRMAN HARDENBROOK: Okay. Perfect.

4 MR. ROBLES: Thank you.

5 CHAIRMAN HARDENBROOK: Do you have any
6 objections to that?

7 MR. UNTERSEHER: No, Mr. Chairman.

8 CHAIRMAN HARDENBROOK: Okay. Do you have
9 anything else as the trustee?

10 MR. UNTERSEHER: No, sir, I do not.

11 CHAIRMAN HARDENBROOK: Mr. Hanson -- I'm
12 sorry -- do you have anything additional?

13 MR. HANSON: I -- I do not, sir.

14 CHAIRMAN HARDENBROOK: Okay. Thank you.

15 We're going to take -- I -- I know it's
16 9:18. And I don't want to drag this out for -- for
17 you-all, but do we have everything that we need,
18 evidence that you have? Do we have everything to --
19 that you would want us to make a ruling based on --
20 on the evidence that you have here?

21 MR. ROBLES: I think the only thing that
22 I could provide that would be in addition would be a
23 credit report, if -- if requested. I can give that
24 to you if you feel that would be useful.

25 CHAIRMAN HARDENBROOK: I got you. I got

1 you. I personally don't see that that would be --

2 MR. ROBLES: Any -- okay.

3 CHAIRMAN HARDENBROOK: -- needed, but
4 take that into consideration. I think what we're
5 going to do is just take a -- it's 9:18. We'll come
6 back in at 9:30 -- just a 12-minute caucus. I just
7 want to confer with the Panel and make sure there's
8 no -- while you're all here. I don't want to waste
9 your time, you know, down the road saying, "Hey, can
10 you-all get together?"

11 I know it's difficult for you-all to get
12 together. So I just want to take a few minutes,
13 make sure we don't have any questions or items that
14 need clarified. Is there any objection to that?

15 MR. UNTERSEHER: No, sir.

16 MR. ROBLES: None.

17 CHAIRMAN HARDENBROOK: Okay. We'll --
18 we'll go off the record, and we'll be back at 9:30.

19 (Recess taken from 9:19 a.m.
20 to 9:32 a.m.)

21 CHAIRMAN HARDENBROOK: Okay. It's 9:32.
22 We'll go back on the record, and I just want to ask
23 one more time, just to make sure. Do you have
24 anything else?

25 MR. ROBLES: No, sir.

1 CHAIRMAN HARDENBROOK: Okay. Mr. Hanson,
2 do you have anything?

3 MR. HANSON: This is Mr. Hanson. No, I
4 do not, Mr. Chairman.

5 CHAIRMAN HARDENBROOK: Okay. I just want
6 to make sure I didn't missing anything, anybody.
7 It's hard to clean up a record when you -- once
8 people have started to leave.

9 Do you have anything else?

10 MR. HANSON: Thank you for verifying.

11 MR. UNTERSEHER: No, sir.

12 CHAIRMAN HARDENBROOK: Okay. With that,
13 the Panel is going to rest. We're done. Off the
14 record.

15 (Proceedings recessed at
16 9:32 a.m.)

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1 REPORTER'S CERTIFICATE.

2 STATE OF NEVADA)
3 COUNTY OF CLARK) ss

4 I, Suzanne M. Stone, a duly Certified Court
5 Reporter licensed in and for the State of Nevada, do
6 hereby certify:

7 That I reported the taking of the proceedings
8 at the time and place aforesaid;

9 That I thereafter transcribed my shorthand notes
10 into typewriting and that the typewritten transcript
11 of said proceedings is a complete, true and accurate
12 record of testimony provided by the witness at said
13 time to the best of my ability.

14 I further certify that I am not a relative,
15 employee or independent contractor of counsel of any
16 of the parties; nor a relative, employee or
17 independent contractor of the parties involved in
18 said action; nor a person financially interested in
19 the action; nor do I have any other relationship
20 with any of the parties or with counsel of any of
21 the parties involved in the action that may
22 reasonably cause my impartiality to be questioned.

23 IN WITNESS WHEREOF, I have hereunto set my
24 hand in the County of Clark, State of Nevada, this
25 3rd day of November 2024.



Suzanne M. Stone, CCR 970, RPR

\$	502:23	472:19			488:25
\$1	14(A)(2)	479:5	3	7	ability
470:4	471:10	480:2			497:11
\$100,000	472:1	2024	3	7	503:7
470:23	15	481:13	481:23	488:21	able
\$157,000	502:19	482:3, 13	489:13	497:7	469:15
481:8	503:5	21	492:25		486:13
491:15	16	471:11	494:10	8	488:13
508:25	503:12	2118	511:3		about
\$300,000	17	470:3, 7	30	8	471:1, 5,
509:4	480:11	473:1	486:11	498:3	6, 10
\$40,000	503:21	478:10, 23	490:3	8:47	477:8
501:22	18	489:20	502:22	493:17	480:25
	504:25	493:1	30-day		483:25
	505:18	494:11	490:1	9	486:3
	506:14	497:21, 23	31		490:15
1	19	504:6, 17	490:3	9	492:8
1	510:23	507:12	365	475:22	507:25
473:19	511:15	508:8	474:7	499:1	512:3
488:16	2	509:20	4	9:01	absence
1(D)		511:4		505:6	473:20
491:1	2	2118's	4	9:09	absolutel
11	473:20	471:11	482:16	506:11	y
499:13	478:22	482:15	488:20	9:18	accepted
12	481:4	483:8	495:22, 25	513:16	476:19
474:15	491:11	22	502:22	514:5	access
482:11	499:16	473:4	42	9:19	480:18
499:23	200,000	24	508:12	514:19	484:15
12-minute	508:12	476:8	5	9:30	508:5
514:6	2018	481:4		514:6, 18	512:14
120	488:18	500:22	5	9:32	accomplis
489:24	499:22	501:9	477:7	514:20, 21	h
120-year	2020	502:4, 6, 9	488:21	515:16	495:10, 13
509:13	481:17	24(B)	489:13		accomplis
1224	482:13	473:24	495:18	A	hed
478:5, 9	2020-	476:15	6	a.m.	500:16
499:14	481:13	24(B)(3)		514:19, 20	accordanc
13	2021	475:12	6	515:16	e
473:4	476:11	24(c)(1)(c)	496:7, 24	abetted	492:24
500:6	477:20	475:7		482:18	494:8
14	2022	24(C)(2)		abetting	507:12
	470:23	473:17			According
		474:1, 4			471:14

499:17	496:2	adjudication	499:8, 15	Albertine	473:17
account	actively	491:6	503:19	498:3, 17,	474:8, 19
483:8	484:4		509:25	21	475:21
491:18	activity	administr	510:17	align	478:5, 17
accountable	497:1	ation	against	503:2	489:8
483:10	actual	479:8	484:5, 11	509:12	497:25
accounted	512:9, 19	496:12	485:4	all	498:10,
482:23	actually	administr	495:2	470:16	11, 17
accounts	512:12	ative	506:21	471:3	499:4, 7,
480:21	add	473:1	509:10	472:19	17 508:17
484:16	495:20	479:5	510:14	479:18	Allegiant
508:5	addition	496:12	ago	480:21	's
accrued	472:1	admitted	481:10	482:20	474:13
480:15	487:7	477:21	agree	486:13	477:14
508:7	495:6	479:13	471:3	487:3	497:18
accusatio	513:22	483:17	agreed	491:21	Allegiant
n	additiona	488:11, 16	473:5	493:6	-specific
495:6, 16	l	491:12, 13	489:11	494:17, 19	497:16
497:22	473:16	advanced	501:13	495:5	Allen
accusatio	499:25	510:10	agreement	496:3	484:8, 9
ns	512:10	advantage	474:17	497:14	allow
490:12	513:12	484:21	495:10	498:10	477:14
495:5	additiona	advise	496:1	502:23	483:24
507:14, 19	lly	497:12	507:10	503:12	498:14
508:10	503:18	Aerobus	ahead	504:23	501:13
509:10	address	497:19	486:11, 16	508:7	511:14, 21
accused	487:9	498:7	492:9	514:8	allowed
491:7	495:20	affairs	493:18	allegatio	476:24
achieve	499:14	473:3	506:2	ns	483:19
502:3	addressed	after	aided	496:21	484:3
acknowled	478:1	469:6	482:18	507:24	497:20
ge	491:21	481:12	aiding	allege	511:15,
509:11	509:6	482:2	488:25	481:25	16, 17
action	addresses	489:22	air	alleged	allowing
495:13	477:9	491:7	508:18	488:23	511:13
actions	addressin	496:8	airline	495:11	alone
476:3	g	497:8	473:10	508:2	480:16
481:11	505:17	503:1	489:11	alleges	508:8
active	adhere	again	496:9	482:16	Alpha
475:8, 11,	474:24	480:14	497:9, 10	492:25	488:21
14 476:1,	adhered	488:15	499:20	494:10	496:7
2 477:16	509:14	493:9, 13	Airlines	507:4	already
		495:17	484:15	Allegiant	476:21
		497:24	499:10	470:13	483:12
				471:9	500:14

502:8	any	applied	around	asking	505:2
507:14	471:22	499:16	487:21	500:11	506:16
509:6	472:2, 10	501:6	Article	assertion	509:1
also	476:16	apply	488:21	508:3	511:7
474:22	479:13, 22	501:3	491:1	assertion	514:6, 18
479:21	487:6	502:12	492:24	s	515:15
482:10	488:3, 9	appreciat	494:9	508:20	attached
488:2	490:11, 23	e	as	assets	500:9, 12
490:5	495:1, 5	487:22	470:1	482:22	attacks
492:14	497:4	488:1	471:7	508:22	510:5
498:6	499:18	approve	473:20	assist	attempt
499:19	501:20	470:10	474:13, 21	487:13	487:2
501:2, 13	504:16	471:13,	475:5, 17	494:24	488:5
506:25	509:5	18, 20, 21,	477:13, 17	assistanc	490:24
511:7	510:9	22, 24	478:5, 11,	e	506:22
American	513:5	472:17	17, 22	510:11	509:22
484:14	514:2, 13,	478:3	479:9, 19,	assistant	attempted
amount	14	480:25	22 480:23	480:9, 13	484:5
473:16	anybody	481:15	481:3, 17	assume	487:21
478:18	512:11, 13	482:5, 12	482:21	486:13	attemptin
491:14, 15	515:6	483:2, 3, 9	483:12	at	g
494:22	anything	506:17	484:8, 19,	469:24	498:12
497:3	485:25	approved	22 488:6,	470:23	attend
498:1, 18	486:12	470:20, 22	17 489:4,	472:19	511:5
499:8	503:6	472:5, 7,	25 490:3,	475:2	attending
analysis	511:25	14, 21, 23,	25 492:10	476:20	497:16
490:1	513:9, 12	24 474:3,	496:6, 16,	477:21	attention
Andrew	514:24	21 477:4	22 497:7	478:1, 5,	469:22
486:21, 24	515:2, 6, 9	478:14	498:4	9, 17	486:25
493:20	Anyways	483:5, 15	499:2, 9,	480:3, 6	488:15
500:2	490:19	485:1	23	483:22	509:8
annually	apologize	489:19, 20	500:13, 24	484:19, 23	attorney
490:8	486:8	494:18	503:19, 24	488:6	477:2, 6
another	487:25	502:8	504:23	489:3, 8	487:14
473:23	appeal	503:3	506:18, 19	491:23, 25	488:8
477:11	491:6	approxima	508:10	492:11, 13	489:6
480:1, 7,	appear	tely	509:1, 4,	493:21, 23	492:1, 14
23 481:4	485:24	478:19	7, 21	495:5	493:24
484:16	503:5	481:8	511:9, 15,	497:14	505:2
answer	appears	501:22	20 512:23	498:19	506:15
469:11	503:8, 15,	area	513:9	500:18, 22	attorney'
antitrust	21	499:18	ask	501:14	s
497:17, 19	applicati	argues	514:22	502:6, 16,	487:10
498:6	on	476:20	asked	22	488:4, 11
	497:19	argument	485:16	503:14, 17	
	498:7	489:9		504:8, 24	

attorneys 481:14 482:3 487:17 510:11	aware 507:13	battle 498:16	benefited 508:3	483:14, 17, 19, 23	brought 488:22 494:24 500:8
audio 485:24	away 469:22 489:18	became 478:10	benefits 470:6 473:16	485:2 489:21 495:9 506:19 507:11	burden 490:21 511:8
audit 481:12 482:3 491:13, 18, 20 497:2 503:1, 20 506:16 508:23 509:6	B	because 475:10 480:21 483:7 484:11, 24 488:12 497:5 499:25	benefitti ng 508:7	bold 503:10	business 471:3 473:13, 19, 21, 25 474:5, 6, 9, 11 475:10, 12, 14, 17 476:7, 13, 17, 25 477:8, 11 480:10 488:20 489:15 490:17 500:8, 13, 17, 22 501:4, 7, 12, 14, 25 502:10, 12 503:23 507:25 508:7
auditor 472:9 481:18 491:24	back 480:19 481:10, 17 492:8 493:16, 18 505:24, 25 506:12 514:6, 18, 22	become 498:14	better 483:24	both 489:9, 10, 15 501:6, 10 506:18 507:19 508:15 510:7	
auditors 479:11, 13 482:10 491:20, 25 492:12, 13 493:22, 24 494:21 503:17	background 498:8 503:25	beforehan d 473:20	Beyond 507:23	book 479:16, 17	
authorize 470:7 478:14 481:16, 17 483:17	balance 490:8	began 481:12 482:3 488:18	bid 490:3	book 479:16, 17	
authority 471:16, 17, 20, 22 495:9	bargainin g 474:17 495:9 496:1 507:10	beginning 470:23 478:4 484:20 504:24	bill 476:10 497:20 500:10	Bourne 497:7 498:21	
authorshi p 497:2	based 487:4 489:25 495:3, 17 498:4 499:2 511:17 513:19	behalf 498:16	bit 506:1	Bravo 496:24	
available 497:13	baseless 497:1 506:21	behavior 482:14	block 497:18 502:21	breach 492:19 494:3	
	basis 491:16 497:6, 25 503:22	believe 472:22 501:2, 15 504:1 505:18 510:12	blocked 473:19	breaches 481:21	but 469:12, 15 471:5 474:7 475:4 476:19 477:5, 15, 24, 25 479:9 483:15, 25 488:2 497:24 498:9, 19 499:14 500:14, 15, 17 501:4, 25 506:25
		believed 476:23 501:5, 10	board 470:7, 10, 20, 22 471:12, 17, 19, 23 472:3, 4, 7, 11, 12, 14, 16, 21, 23 473:6 474:3, 21 478:3, 13 482:16, 20, 25	break 469:25 473:8	
		benefit 479:23 493:5 494:15		Briefly 469:14	
				bring 484:10	
				Brotherho od 507:15	
				brothers 506:23	

507:17		carefully	Chairman	22 495:18	checkride
508:15	C	505:1	469:3, 17	charged	s
511:16,		506:15	485:11,	469:9, 21	501:23
18, 21	calculati	carrier	16, 22	473:3	checks
512:19	ons	498:13	486:2, 6,	477:7, 23	501:23
513:17	470:14	carry	9, 16, 23	481:3	Chief
514:3	Calibre	483:1	492:4, 7	482:11	502:24
by	504:21	case	493:8, 12,	485:17	chose
470:5, 7	call	469:23, 24	17 505:3,	487:17	490:6
473:5, 12	486:19	470:3, 13,	5, 9, 13, 14	488:20	497:22
474:3, 21,	called	15 471:1,	506:2, 6, 8	489:13	Christmas
24 476:8	511:9	4, 10	510:18, 25	490:25	480:1, 3
478:20, 25	came	484:20	511:24	491:21	claim
480:8, 15	498:24	486:11, 17	512:7, 16,	510:3, 22	489:16
481:11	504:14	494:25	21 513:3,	511:12, 19	493:6
482:11	509:7	496:6	5, 7, 8, 11,	charges	494:16
485:3	canceled	497:5	14, 25	470:1	503:22
487:11	504:8	510:12	514:3, 17,	478:1	claimed
488:5	cannot	caucus	21 515:1,	481:24	472:13
489:10,	475:9, 15	514:6	4, 5, 12	484:10	474:5
19, 20	497:5	CBA	challenge	487:6	475:23
490:19	capable	470:13	d	488:22, 24	483:5, 14
491:20	479:7	471:9	494:21	491:4, 8	508:23
494:18, 21	Captain	473:18	chance	496:22	claims
499:6, 16,	496:18	474:8, 12,	469:12	497:21	477:3
19 500:2	card	19 475:4,	change	506:20	490:23
503:20	480:10	7 476:5,	476:20	509:21	491:10
505:1	492:17	6, 15, 20,	477:1	510:9, 13	496:25
506:15, 20	494:1	22, 24	501:9	charging	497:3
507:1, 10,	503:23	477:1, 14	502:20	471:11	503:11
14, 18	504:5, 7,	495:23	changed	474:15	506:24
509:7	22 508:1,	499:4, 18	502:18	475:22	507:25
511:9, 12	2, 6	CBA's	changes	476:8	509:17
bylaws	cards	477:5	472:2	480:10	clarifica
470:9	504:24	478:11	502:25	487:11	tion
471:9, 11,	career	certifica	changing	488:5	488:19
17 472:2	478:4	tes	492:5	490:21	clarified
474:22, 24	498:5	477:19	charge	491:3, 9,	499:19
482:15	506:23	cetera	470:2	12 492:21	514:14
485:8	508:16	501:24	478:22	494:5	clarify
495:10	careers	502:19	481:23	495:4, 15,	500:17
499:14, 18	498:10	504:24	482:16	21, 22	501:1
507:2, 12	508:19	chair	488:16, 24	500:7	510:21
509:23		478:6	491:11	505:17	
bypassing			492:23, 25	check	
507:1			494:7, 10,	512:25	

clean 515:7	508:18	confirmed 507:16	consultan t 496:17 497:8 498:4 499:2	contracts 499:10	510:15
clear 489:14 490:18 503:24 511:1, 11	compensat ed 471:4	conflicte d 499:19	consultan ts 493:2 494:12	contractu al 490:20 493:3 494:13	corrected 491:21 509:7
clearly 470:1 476:4 477:13	compensat ion 490:9 507:16	confuse 469:22 477:25	contacted 480:20	contractu ally 489:16	correctio ns 491:17, 23 492:11 493:21
clip 472:18 483:13	competent 499:6	confusing 470:12 475:3	context 495:20 499:9, 25 501:16 502:5	contrary 470:8 496:20 508:20	cost 473:16
close 504:9	complete 481:7, 11	consider 495:8	continual ly 507:11	control 480:20 495:23	costing 499:3, 12
closer 503:2	completed 491:13	considera tion 488:4 514:4	continuin g 493:21	controlle d 480:16	council 508:12, 13
closing 486:18 506:20	completel y 477:9 490:10 503:23	consideri ng 490:1 497:5	continuo sly 489:7	counsel 469:10 487:13, 19 511:6	counselin g 487:16
colleague s 508:16	complexit y 490:20	consisten tly 478:6 509:15	contract 473:24 489:5 496:8 497:20 499:3 500:14, 25 501:16	controlli ng 499:18	courage 484:2 485:5
collected 497:23	compliant 507:17	constitut e 491:5	contracte d 496:8 497:7 498:3 499:1 503:14	controls 481:8	course 509:2
collectiv e 474:16 495:9 496:1 507:10	complicat ed 484:21	constitut ion 479:1, 19 482:15 485:9 487:13 488:22 491:2 507:3 509:23	contracti ng 496:16	conversat ion 504:20	court 488:12 506:9 512:23
combined 473:25	computer 503:8	constitut ion 479:1, 19 482:15 485:9 487:13 488:22 491:2 507:3 509:23	convincin g 497:18	conversat ions 495:11	cover 473:16 481:24 482:14
come 514:5	concerns 509:5	constitut ion 479:1, 19 482:15 485:9 487:13 488:22 491:2 507:3 509:23	copy 499:13	conversat ions 495:11	create 474:19 503:7
coming 500:22	conduct 485:6 488:23	constitut ional 484:17	core 478:1	convincin g 497:18	created 474:11 478:2
company 478:20 500:3, 25 501:1, 5, 17, 18, 24	confer 486:14 514:7	construct 507:8	Cornelius 504:3, 21	correct 505:12	creation 500:3
	confirm 504:4				

credit 480:9, 21 492:17 494:1 503:23 504:4, 7, 22, 23 507:25 508:1, 3 513:23	11 502:14, 16	defrauded 470:4	dialogue 502:10	disciplin ary 484:10	494:8 495:18
criminal 496:25 510:6	days 473:19 474:7 487:1 490:6, 17 502:19, 22 510:1	degree 476:16	dictator 479:22	discove re 488:23	dispute 477:22 479:1 482:6, 25 489:5 490:20 504:1
cross- examinati on 499:23	decades 496:9	demonstra ted 475:18 476:7 481:11	dictionar y 471:15	discovery 510:10	disregard 481:5 492:20 494:4
currency 475:24	deception 507:8	demonstra tes 475:6, 25 476:21 510:13	different 477:9	discretio n 501:15	disregard ed 480:24 507:20
current 501:5, 14, 16, 19, 21 502:2	decision 510:14, 21	departmen t 477:4 489:10 499:20 507:16	difficult 510:2 514:11	discuss 503:16	dissemina ted 508:11
D	dedicated 509:19	dequalifi ed 477:22	diligentl y 509:14	discussin g 502:25	distingui shed 484:25
D.C. 498:6	defamator y 497:1	describes 488:18	dime 491:11	discussio n 472:10 492:6 493:14 500:19 501:17 503:1 504:19 505:8 512:3	distortio n 477:12
damage 506:22	defenses 510:9	designed 493:3 494:13	direct 480:24 504:9 508:5	disguised 474:19, 20 475:1, 4 478:2, 12 479:25 483:3	distortio ns 477:24
damaged 509:18	deference 511:12	despite 487:14, 19	direction 491:24 492:11 493:22	distributed 490:19	distracte d 490:19
date 481:10	defies 508:4	determina tions 507:20	directly 473:14 496:2 503:20	dismiss 509:21	dissemin ed 508:17
David 497:7 498:21	definition 496:2	develop 478:23	director 474:13 476:10	dismissal 491:4, 5, 7	Division 489:11 496:9 497:9 499:20
day 469:24 477:10 478:2 489:17 490:1 501:2, 6,	definition s 495:23, 25 496:3	developed 491:25 492:13 493:23 499:11 502:14, 17	disagreem ent 500:1 504:1	dismissed 488:25 492:23	document 488:8 496:25
	deflect 469:22 477:25	devising 470:5	disagrees 500:25		
	deflectio ns 477:24				
	defraud 482:19 490:24				

500:11	drafted	each	else	487:21	470:10
503:5, 15	482:4, 7	469:25	511:25	500:22	471:12
512:12, 14	500:19	502:16	513:9	ended	establish
documenta	505:1	earlier	514:24	504:7	ed
tion	506:15	486:7	515:9	505:20	472:4
512:18, 19	drag	488:24	email	enormous	474:2, 21
documente	513:16	500:4	474:14	510:8	478:14
d	draw	early	475:21	enough	504:6
494:20	488:15	502:2	499:24	495:12	507:1
documents	dropping	ease	500:10	498:15	509:13
499:19	473:12	509:9	502:23	enrich	et
doing	drops	economic	503:15,	484:23	501:24
471:3	473:21	499:12	21, 25	ensure	502:19
480:15	Dubinsky	economics	504:3	482:22	504:24
513:2	499:1	499:3	embezzle	504:21	evaluate
dollar	due	economist	490:24	entered	488:7, 13
491:14	490:2	499:5	embezzled	500:6	even
dollars	507:2	Ed	470:4	entertain	472:25
478:19	509:22	487:14	475:1	502:1	474:8
482:1	during	effect	491:11, 16	entirety	478:12
483:4	478:16	498:10	508:22, 25	477:16	495:7
493:1	487:4	effort	embezzlem	495:18	511:13
494:11	489:2	484:16	ent	entitled	evening
507:5	491:20	eight	470:25	489:16	500:9
done	509:6	510:1	478:21	entity	event
469:13, 21	duties	either	482:2	471:19	491:5
486:13	479:19	470:19	490:12	equal	ever
498:25	481:22	491:5	492:20	487:19	492:17, 18
505:20	484:17	509:6	494:5	equally	494:1
510:8	485:3	513:1	507:5	507:24	every
515:13	489:18	elected	employer	equipment	509:12
door	509:16	510:4	473:13, 15	493:13	everything
487:18	duty	election	474:25	equivalen	g
down	482:22, 23	489:22	empower	t	469:12
469:25	488:6	eligibili	471:15	473:11	513:17, 18
473:8	492:19	ty	empowered	erred	evidence
487:23	494:3	476:14	471:12, 23	511:12	471:7
514:9		eligible	empty	essential	475:6, 18
dozens	E	475:19	510:5	ly	487:6, 8
497:16		476:1	encounter	498:12	488:7
draft	E-BOARD	484:24	ed	establish	490:23
481:14	487:10		497:13		491:3, 10
493:3	494:18		end		492:2, 16,
494:13			469:24		17, 21
			478:1		493:5, 25

494:1, 6, 15 495:4, 16 496:19 503:6 510:10 511:16 513:18, 20	480:8, 13 482:16, 20, 25 483:14, 17, 18, 23 485:2 489:21 495:8 506:19 507:11	494:17, 19, 21 expense 484:23 492:22 494:6 expensive 501:18 experien e 496:10 497:9 498:4 499:2 experien ed 483:23 expertise 496:10 experts 507:21 explain 495:20 explained 503:13 explains 503:18 explicit 489:12 explicitl y 489:19 expose 485:5 expressly 480:7 extent 483:5 extravaga nt 480:17	Eyewitnes s 478:8 F fabricate d 507:23 fact 472:11 475:17 476:19 479:17 483:18 491:16 497:25 508:10 509:1 facts 496:6 failed 479:2 487:5 490:22 492:22 494:6 495:17 failing 485:3 Failure 491:2 fair 489:25 490:9 507:17 510:14 511:19 faith 509:15 false 503:10, 24 508:17 509:17	falsehood s 506:25 falsifica tion 495:3 falsity 510:13 familiari ty 496:11 far 481:17 498:1, 18 499:6, 8 favored 480:4 feel 513:24 felt 502:11 few 514:12 fiduciari es 482:21 fiduciary 481:22 482:21 483:1, 20 485:3 492:19 494:3 fight 498:6 figure 507:5 figures 509:1 filed 506:20	final 491:5 502:20 508:23 financial 478:24 481:7 492:20 494:4 498:14 507:23 find 500:12 506:3 finished 505:16 fired 484:11 firms 493:2 494:12 first 470:2 487:12 496:21 Fishburn 476:10 500:10 fits 496:4 five 469:25 488:23 509:3 flawlessl y 509:12 flight 472:22 473:5, 10, 12, 18, 22 474:1, 7, 9, 10, 12, 13 475:7,
exaggerat ed 506:24 examined 489:4 example 479:25 480:7, 23 481:4 483:2 exception 482:17 484:1 excess 498:1, 18, 20 499:8 exchange 502:24 503:16 excluded 511:20 exclusive ly 508:6 EXCO 478:5 499:9 executive 470:7, 9, 20, 22 471:12, 17, 19, 23 472:3, 4, 7, 11, 12, 14, 16, 21, 23 473:6 474:3, 21 478:3, 13	exhibit 471:11 473:4 474:15 475:22 476:8 477:7 480:11 481:4 482:11 488:21 495:22, 25 496:7, 24 497:4, 7 498:3 499:1, 13, 23 500:6 502:23 503:5, 12, 21 504:25 505:18 506:14 510:23 511:15, 21 exhibits 488:9 489:13 495:21 500:7 existing 476:22 expenditu res 481:9, 15 482:12 483:4, 6, 9, 25 493:7				

9, 15, 19, 23, 24 476:1, 6, 9, 14, 25 477:5, 8, 15, 18 478:11, 18 483:15, 18 484:24 489:3, 16, 18, 24 490:4 495:24 502:20	488:19 489:17 490:9 491:14, 15 492:22 494:7 495:2 496:9, 11, 13, 14, 18 497:9, 21, 23 498:4, 23 499:3, 9, 12, 21 500:12 501:16 502:5, 13 503:3, 13, 14, 19, 22, 23 504:17 507:4 508:1, 6 509:25 510:2, 17, 21 511:6, 14 512:5, 10 513:16 514:11 515:10	fraudulen t 478:11 484:10 496:17 free 479:21 friends 480:5 from 469:6, 23 470:4, 17 472:6 477:2, 5, 12 478:4 479:4 480:12, 24 482:1, 12 483:13 489:2, 18 491:6 493:1 494:11 495:22 496:1, 8 497:8 498:24 501:16 510:3, 5 513:1 514:19 fulfill 509:16 full 484:15 508:5 512:6 full-time 474:12 475:23 fully 489:9 507:13, 17 funds 475:1 478:20, 21	480:2 482:7, 13, 24 483:9, 11 484:3 508:21 further 499:21 500:3 G gain 501:15 gains 502:2 gave 474:6 479:21 506:8 general 472:18 480:8, 24 483:13 get 469:12, 18 478:6 480:20 484:11 500:23 514:10, 11 getting 474:24 501:20 504:9 give 471:15, 17 474:2 478:12 513:23 given 471:19, 22 475:9, 16 482:20 484:14 488:3	494:22 497:4 Gleason 487:14 489:6 507:19 go 480:5 485:12, 17 486:11, 16 492:4, 7, 9 493:10, 12, 18 500:16 501:4 505:5, 25 506:2, 5, 6, 9, 11 514:18, 22 go-ahead 506:9 goal 497:17 goes 469:7 going 469:4, 15, 25 473:8 480:13 485:18, 19, 20 486:10 487:2 499:4, 5 501:25 503:4 506:11 513:15 514:5 515:13 gone 502:9 good 469:20 506:6 509:15	got 471:5 504:11 505:6 513:25 Gotcha 512:16 governanc e 478:24 479:14 Governmen t 497:18 great 496:13 501:15 511:12 Greg 506:21 gross 495:3 grossly 506:24 groundles s 508:9 group 485:19 499:17 508:18 509:4 guess 469:7 guidance 489:12 496:12 499:21 503:17 guys 485:12 504:12
--	---	---	--	--	--

H	5, 12	493:24	hold	482:9	Impact
hadn't	Hardesty	498:6	480:2	485:8	506:18
502:9	502:24	here	483:10	487:12	implement
half	harm	469:15	492:4	488:21	478:24
477:11, 24	508:15	482:25	493:8	489:10	479:2
half-hour	having	487:18	495:5	496:18, 20	502:2, 25
469:4, 6	502:10	488:13	505:3	499:20	implement
hand	head	500:19	holds	507:18	ed
486:7	500:23	513:20	497:6	509:24	492:15
489:3	healthy	514:8	hopefully	idea	important
493:9	498:15	Hey	490:18	495:1, 12	470:13,
Hanson	hear	504:10	hotel	if	14, 16, 18,
485:22, 24	485:25	514:9	501:23	470:20, 22	19 497:14
486:4, 8,	486:3, 5,	high	hours	471:3	important
12, 14	22 488:6	509:4	489:16,	472:22	ly
493:9	505:11, 13	higher	24, 25	476:23	477:15
505:11, 12	heard	478:7	490:1, 5	485:17, 20	impossibl
513:11, 13	487:4	highlight	how	486:12	e
515:1, 3,	488:8, 14	highlight	471:1, 5	490:5	498:11
10	489:2	ed	473:9	500:25	improper
happened	490:15	499:15	476:16	504:12, 16	482:14
495:12	hearing	himself	480:25	505:16	improperl
hard	472:19	470:6	482:24	511:9	y
515:7	475:2	472:13	485:19	512:5, 17	481:25
HARDENBRO	476:21	474:2, 7,	486:3	513:23, 24	in
OK	477:21	20 475:18	500:15	ignored	469:23
469:3, 17	487:5, 20	478:3, 7,	502:11, 13	507:21	470:2, 13,
485:11,	489:2	12 479:24	503:2, 9	ignoring	14, 21, 24
16, 22	494:24	483:16	how's	507:8	472:1, 2,
486:2, 6,	503:15, 24	484:23	486:21	illegal	3, 11, 13,
9, 16, 23	511:2, 6,	497:13	however	470:9	17, 18
492:4, 7	7, 18	hire	490:2	473:9	473:3, 8
493:8, 12,	hearsay	482:7	497:14	474:24, 25	474:14,
17 505:3,	495:3	493:2	hundred	493:4	16, 22
5, 9	497:3	494:12	498:20	494:14	475:17, 21
506:2, 6, 8	Hegland	hired	hundreds	illegitim	476:11, 12
510:18, 25	472:25	481:14, 24	508:24	ate	477:19, 22
511:24	479:5	history	I	496:17	478:16, 18
512:7, 16,	489:19	509:13	IBT	illustrat	479:5, 14,
21 513:3,	496:7, 16,	Hoffa	472:9	ion	17 480:2
5, 8, 11,	18 502:11	479:6	477:2, 3, 6	503:9	481:2, 8,
14, 25	504:4, 23	help	479:13	illustrat	13 482:3,
514:3, 17,	help	492:1, 14	481:18	ions	11, 14, 18
21 515:1,				503:7	483:4, 19
					484:13, 16

487:7, 8, 13 488:10, 12, 17, 18 489:12 490:1, 3 491:3, 4, 10, 14, 16 492:23, 24 494:8, 24 495:6, 9, 18, 23, 25 496:4, 10, 12, 13 497:6, 9, 10, 19, 25 498:1, 5, 7, 18, 20 499:2, 8, 12, 18, 20, 21, 23 500:1, 3, 5, 8, 14 502:2, 3, 7, 8, 19, 21 503:9, 10, 24 505:16 506:18, 20 507:5, 12 508:10, 13 509:13, 15, 23 510:22 511:6, 12, 15, 16, 21 513:22 514:6 inactive 476:24 477:14 478:13 484:25 incidenta l 497:21 include 502:7	including 489:21 510:5 512:6 incompet ence 481:5 increase 490:16 increased 490:15, 16 indiffere nce 481:11 individua lly 502:16 industrie s 497:11 ineligibl e 475:15 inflammat ory 503:10 509:10 inflated 507:6 informati on 508:17 informed 480:13 insignifi cant 481:20 instance 507:4 instructe d 480:8	instructi on 480:24 instructi ons 480:11 insulting 496:18 497:24 integrity 485:5 intended 475:16 484:10 502:25 506:25 intent 500:16 508:14 intention al 492:19 494:4 intention ally 479:2 Internati onal 478:25 479:11, 19 482:3, 15 507:15 internet 505:6 interpret ation 475:3, 5 476:5, 22 477:4 489:12 499:21 interpret ations	470:12 495:24 interrupt ion 492:8 interview ed 499:7 into 491:18 499:4 500:7, 21 511:2 514:4 introduce d 496:19 507:24 investiga te 481:12 investiga ted 496:21 investiga tion 496:23 investiga tors 479:11 invited 480:3, 4 Invites 480:5 irrelevan t 499:25 issue 477:9 489:7 498:9 501:24 504:14	511:9 512:22 issued 496:22 issues 469:22 497:12, 17 509:8 it 469:7 470:21, 24 471:21 473:1, 7, 25 474:9, 22, 24 475:15, 16 476:14, 20, 21, 23 477:9 479:21 480:14, 21 482:10 483:6 485:7, 8, 9, 15 486:19 487:3 488:9, 12, 18 489:18 492:14 496:20 497:1, 5 498:9 499:25 500:9, 15, 17, 24 501:18 502:15, 18, 21 503:3, 8, 10, 18 504:1, 8, 19, 21 506:4, 11 508:1, 4 510:22 511:15, 16 512:12	it's 471:6, 21, 24 473:11 475:6 493:17 503:9 505:6 513:15 514:5, 11, 21 515:7 item 495:25 items 480:17 491:19 514:13 its 495:18 498:9 503:10 509:25 itself 496:20 J Jack 498:3 Jewell 478:8 499:24 jobs 498:13 Joe 479:9 481:18 482:9 John 503:13 joint 508:11, 13 Joseph 472:5 482:17
--	--	---	---	--	--

484:7, 11 489:22 495:2 496:21 Joseph's 495:7 Josh 484:8 jury 488:12, 13 just 469:7, 11 477:11 485:16 487:23 490:15 502:5, 21 503:3 504:14, 19 505:9, 15 510:20, 25 511:11, 18 512:11, 12 514:5, 6, 12, 22, 23 515:5 justifica tion 503:13, 19 justify 470:17 475:4	kicked 505:6 knew 472:16 475:25 476:5 477:13 483:24 499:4 501:19 508:5 know 482:24 498:20 500:24 502:11, 13, 19 504:10 505:16 512:17 513:15 514:9, 11 knowingly 509:17 knowledge 494:20 known 473:20 489:20 knows 475:6 476:23 507:6 512:24 Kurt 486:4	lack 481:7 lacks 499:25 language 500:21 lapse 477:19 large 480:6 largest 508:13 Lastly 481:7 late 500:8 later 479:9 483:4 502:17 laughable 494:22 law 482:21 493:2 494:12 lawful 471:6 lawyers 480:20 481:23 482:7 494:23 leaders 489:8 leadershi p 470:19 least 483:22 leave 515:8	legal 471:16, 17 477:4 487:12 489:10 499:20 503:18 507:15, 21 legally 489:15 legitimiz e 493:4 494:14 less 490:7, 12 let 477:19 let's 469:18 492:7 493:12 500:19 504:10 505:9 level 510:8 levied 509:10 lie 483:19, 25 lied 472:20 like 486:18 487:8 488:15 489:1 495:19 limited 473:18 475:8 line 501:23	list 491:19 495:25 little 485:15 506:1 lobbying 497:9 498:5 local 470:3, 7, 9 471:10 472:20, 25 473:3 474:25 479:4, 6, 8, 22 481:12, 13 482:15, 19 483:8 484:7, 22 485:8 489:20 493:1 494:11 497:21, 23 499:14 504:6, 17 507:12 508:8 509:20 511:4 local's 471:9 472:6 477:17 479:1, 7, 12 480:1 481:1 482:1, 12 483:6 489:21 locals 498:22 logged 498:25	logic 508:4 long 476:16 491:18 497:17 498:4 512:22, 23 long- standing 489:5 long-term 473:24 474:5, 6, 10 475:10, 12, 13, 17 476:7, 13, 17, 24 477:8 489:15 500:7, 13, 16 501:4, 7, 11, 14, 25 502:9, 12 longer 477:20 look 498:19 500:18 510:14 lose 473:12 loss 472:22 473:5, 10, 18 474:1, 7, 9, 10, 12 475:8, 9, 15, 20, 23 476:1, 6, 9, 14, 25 477:5, 8, 15, 18 478:11, 18
K Karen 504:2 keep 501:18, 21 keeping 504:7 key 489:1, 14	L labor 476:11 497:10 505:2 506:15				

483:15, 18 484:24 489:3, 17, 25 490:5 495:24 502:20 lost 473:11, 14 485:24 lot 487:1 498:8 louder 485:15	makes 497:2 making 496:25 malicious ly 509:19 man 484:5 manipulat e 489:7 507:1 manipulat ed 474:19 478:10 manner 503:10 manual 479:15 491:25 492:12, 15 493:23 505:1 506:14, 17 many 489:8 495:20 497:12 material 496:6 mathemati cal 470:14 matter 489:3 500:24 matters 469:23 maybe 504:2	me 486:3, 22 501:24 502:1 506:21 510:2 mean 469:11 means 471:15 476:21 477:20 478:12 500:25 measure 498:11 mechanism 476:13 478:11 meet 469:10 meeting 472:18 483:14 506:19 meetings 472:4 497:16 498:20, 23 members 469:20, 23 470:18 472:12 480:4, 6 482:17, 20 483:22 484:19 485:10 486:25 487:10 489:21 508:8, 13 511:4 membershi p	472:18, 20, 24 473:7 483:13, 19 484:23 489:23 490:11, 25 498:16 508:13 memo 477:2, 5 memoriali zed 506:18 mention 499:15 mentioned 483:12 Merriam- webster's 471:14 Mexican 498:13 Mexico 497:19 498:7, 13 microphon e's 486:1 middle 505:16 Mike 479:10 482:9 million 470:4 478:19 480:16 507:5 minimum 477:10 minor 504:19	509:5, 8 minute 506:3 minutes 470:22, 24 472:3, 11 474:23 479:17, 18 483:7 485:11 486:11 506:19 514:12 misalloca ted 491:12 misapprop riated 508:22 misconduc t 484:12 485:6 mislead 508:15 misleadin g 507:7, 22 misrepres ented 509:19 missing 491:11 508:21, 24 515:6 misuse 484:3 moment 487:8 money 494:23 497:23 508:21	month 489:25 500:23 monthly 481:1 490:4 months 509:3 510:2 more 470:17 488:23 489:5 495:7 496:25 497:3 498:15 511:18, 19 514:23 Moreover 476:3 489:18 morning 469:20 511:3 most 497:14 499:6 motion 482:11 503:19 506:16 motions 494:18 MOU 488:20 500:4, 6, 10, 12 502:8 Mr 469:14, 20 470:3, 12, 21 471:2, 5, 8 472:5, 8,
M					
ma'am 487:25 Madam 506:9 made 490:9, 23 491:23 492:11 493:21 495:1 497:13 502:20 503:24 510:21 mail 492:18 494:2 maintain 476:14 majority 491:22 make 504:15 513:19 514:7, 13, 23 515:6					

9, 10, 13, 15, 16, 20 473:2, 4, 9, 23 474:5, 11, 15, 18, 23 475:1, 2, 5, 18, 22, 25 476:3, 10, 12, 19, 23 477:3, 6, 12, 13, 16, 21 478:2, 6, 10, 14, 16, 22 479:21 480:2, 7, 11, 15, 23 481:10, 24, 25 482:5, 6, 12, 18 483:10, 12, 16, 19, 25 484:3, 6, 9, 14, 21 485:6, 13, 18, 20, 22, 24 486:4, 8, 12, 14, 17, 20, 24 487:25 488:2, 16 489:6 492:9, 10 493:9, 19, 20 496:5, 15 498:17 499:16 500:5 503:7 505:4, 7, 11, 12, 13, 14, 15, 19, 25 506:4, 7, 13 507:4, 13, 19, 24 508:4, 14, 20 509:17	510:19, 24 511:13, 23 512:1, 11, 17 513:4, 7, 10, 11, 13, 21 514:2, 15, 16, 25 515:1, 3, 4, 10, 11 much 471:1 486:5 490:12 MULTIPLE 486:15 my 471:7 475:5, 17 479:9 480:19 481:17 482:9 484:8, 20 488:10 490:9, 15 494:20 495:19 498:19 500:16 506:22, 23 507:8, 16, 25 508:3, 15, 16 myself 487:9 513:1 N naive 495:12 narrative 496:5 507:8, 22	natural 490:2 nearly 470:4, 23 497:13 507:5 need 486:9 499:5 505:25 512:10, 24 513:17 514:14 needed 469:13 504:15 514:3 negotiate 502:6 negotiate d 499:10 507:9 negotiati ng 496:16 negotiati ons 496:10, 11, 14 499:3, 4 503:14 neither 474:2 network 497:10 never 470:6 472:4, 7, 10 474:20, 22 475:16 476:18 478:13	483:17 485:1 491:13 495:11, 13 499:16 Neverthel ess 508:9 new 474:11 504:11 newslette r 508:12 nightclub 480:3 no 469:12 474:16 477:20 479:1, 17 482:25 483:6, 7, 16 486:9 487:19 491:6, 9, 16 492:2, 16, 17 493:24 494:1 495:9 496:19, 22 497:1, 6, 23, 24 498:24 501:24 506:4 508:21, 22 513:7, 10 514:8, 15, 25 515:3, 11 nonactive 475:19 none 472:12	487:16 488:8 491:16 494:20 514:16 nonmember 511:8 nonpilot 475:14 nonsensic al 495:14 nor 488:9 not 470:11, 18, 24 471:21 473:7 474:10, 23 475:11, 14, 19 476:6, 16 477:14, 16, 22, 25 478:3, 17 480:5, 18 481:16 482:6 483:10 484:3, 20, 24 486:7 487:2, 13, 22 488:1, 3, 11, 22 491:7 492:21 493:5 494:5, 15 496:5 497:4, 22, 24 498:14, 23 501:8, 19, 25 505:19 506:24 507:17	508:14 509:9, 12 511:12 512:3, 21 513:10, 13 515:4 note 481:3 488:2 noted 499:23 nothing 477:7, 23 489:5 496:24 497:3 November 477:19 now 486:3, 5 493:18 number 473:4 475:22 476:8 490:17 502:21 511:3 numbers 507:7 509:2 0 oath 483:21 485:7 objection 514:14 objection s 487:9 513:6
--	--	--	---	--	--

obligated 495:15	9, 10 487:6, 9, 16 488:2, 8, 9, 10, 12, 16, 19, 20, 21, 24	13 511:4 512:7, 9	508:10	499:10 504:11 510:20 512:1 514:23	480:5
obligatio n 482:21	489:9, 16, 20, 21	off 474:4 477:10 486:1 490:6 492:5, 6 493:10, 12, 14 502:21 505:5, 6, 8 514:18 515:13	offshore 498:12	only 471:19, 23 480:3, 4, 17 484:3 495:3, 24 497:24 504:17, 18 506:24 507:17 508:14 511:4, 9 513:21	our 489:11, 22 492:1, 14 493:13, 24 497:17 498:12, 14 499:18, 20 500:1 502:14 503:18 507:2, 20 508:18 509:7, 8, 11, 14, 16, 18 510:8, 9, 11, 15
obligatio ns 483:20 490:4	490:12, 14, 17, 20, 21, 22 491:1, 2, 3, 4, 15, 16, 19, 21, 22, 24, 25 492:1, 12, 13, 14, 19, 20, 21	offered 475:2 477:23 487:11 488:7	473:5 474:6 475:10, 11, 13, 17, 23 476:7, 13, 16, 24 477:11 484:12 487:15 488:20, 23 489:14, 25 490:21 491:8 492:4, 8, 14 493:7, 8, 18 494:17 495:3, 17 496:3 497:12, 16 498:4, 8, 10, 15, 16 499:2, 15 500:7, 15, 16 501:4, 14, 25 502:9, 14 503:7 504:19 505:3 506:12 510:7 511:8, 18 513:1, 19, 20 514:22	opening 488:17	out 480:6 483:1 490:8 501:4, 20 504:9, 12 513:16
obtain 512:5	493:1, 5, 6, 22, 23, 24 494:3, 4, 6, 11, 15, 17, 20, 22 495:2, 4, 20, 24, 25 496:2, 5, 9, 23, 25 497:14, 16, 17 498:1, 8, 9, 10, 16, 18, 20 499:8, 9, 10, 13, 24 500:3, 23 501:9, 20 502:3, 9 503:6, 9, 17, 25 504:9, 12, 16, 18 505:16 506:16, 23 507:8, 15, 20, 25 508:16, 24, 25 509:2, 19, 23 510:5, 6, 10, 11,	offering 489:12	office 480:25 483:21 485:7 510:4 513:1	operate 479:22	outlandis h 497:2
of 469:20, 23, 24, 25 470:3, 12, 16, 23 471:10 472:1, 3, 10, 12, 18, 19, 25 473:3, 11, 16, 17, 23 474:13 475:3 476:5, 10, 15, 22 477:4, 10, 17, 20 478:1, 4, 8, 10, 18, 19, 21, 23 479:8, 10, 25 480:21 481:4, 7, 9, 14, 21, 25 482:1, 14, 17 483:3, 6, 11, 16, 21, 22 484:1, 16, 17, 19, 20, 21, 22, 23 485:7,	officer 472:2 478:23 479:12, 20 483:8 485:7	officer's 471:24 481:22	once 515:7	operation s 474:14	outrageou s 497:24 508:4
		officers 479:2, 7 483:24 484:4	one 479:25 484:1, 5 485:4 490:14 495:24 497:14	opinion 496:4	outside 487:17
		officers' 485:7		opportuni ty 469:10	over 469:8 473:2 479:8 480:15 487:1 488:12 489:8 491:17 503:4 508:12 510:1
		official 471:15 483:7		orchestra ted 478:20 509:21	
				other 470:18 472:13 480:21 487:9 490:4 503:6 510:2	
				others	

oversight 479:23	paraphras ed 496:4	past 487:1 510:1	Perfect 469:17 505:14 513:3	16, 24 477:14, 16 478:13, 17 484:15, 25 496:2 499:17 501:14, 19, 21 502:24 508:18 509:3	477:3, 6 480:16, 18 487:7 489:1 504:13, 15, 16 508:7
owed 470:15	part 512:7, 9	patience 510:1, 17	perform 473:13		
Owens 503:13	participa te 511:6	pay 470:5, 19 472:22, 24 473:5, 10, 12, 18 474:1, 7, 9, 10, 12 475:8, 9, 15, 20, 23 476:1, 6, 9, 14, 25 477:8, 15, 18 478:7, 11, 18 483:15, 18 484:24 489:3, 17, 24, 25 490:4 495:24 501:11 502:20	period 490:2 502:18		
own 471:22 476:3 478:4 481:6 502:14	parties 469:9, 21 477:23 485:17 487:17 491:21 501:10 510:3		periods 490:3		
P			permit 488:2, 22	pilots 473:11 475:8 477:11 478:5 489:14 498:1, 11, 17 499:7	polices 478:24
page 481:4 488:20 496:3 499:16	party 480:1, 3 487:11 488:5 490:21 491:3, 9, 12 492:21 494:5 495:4, 15, 22 511:9, 12, 19		permitted 487:13, 20		policies 479:3, 14 482:4, 8 491:23 492:11, 20 493:3, 21 494:4, 13
paid 471:2, 5, 6 473:11 476:17 493:2 494:12, 23 498:2, 18 499:8 500:2 503:9	party's 471:11 473:3 474:15 475:22 476:8 477:7 480:10 481:4 482:11 488:20 489:13 495:21 500:7 505:18 510:22	paying 501:10	person 473:2 481:2 484:1 485:5 499:6	place 479:14	policy 479:15 491:24 492:12, 15, 22 493:22 494:7 504:25 506:14, 17
panel 469:6, 21, 24 473:8 475:3 484:19 485:10 486:25 487:22 488:1, 6 509:20, 25 510:21 511:5, 7 514:7 515:13		payment 478:19	personal 480:9 492:17 493:25 497:10 503:22 508:1, 3 510:5	planning 497:15	Polo 479:10 481:18 482:9
		pays 473:13	personall y 480:22 488:18 497:15 510:7 514:1	plans 495:2	portion 493:15 501:9 502:3, 9 505:23
		PCH 501:2, 6, 10 502:13		played 472:19 483:13 512:9	portrayed 508:10
		people 515:8	piece 490:22 505:21	please 469:19 487:24 490:19 500:12, 18	position 479:23 484:22 498:15 500:1
	pass 500:22	per 487:12 489:17, 25 490:1 501:2, 6, 10, 22 502:13	pilot 470:18 473:13, 21 475:11, 13, 17, 19 476:6, 13,	plot 495:7, 13	possible 473:9
				plus 473:15	potential 498:10
				point 489:14 502:16	
				pointed 511:7	
				points	

power 471:16	president 470:3 471:21 477:17 478:8, 10 484:22	504:25 506:14, 17	501:11	published 509:3	R
practices 509:11		procedure s 478:25 479:14, 15 482:4 509:14	properly 481:3, 16, 17 482:23 483:9 494:19 504:5, 22	pulled 496:1	racketeer ing 490:13 492:19 494:3
precedent 509:12	president 's 470:10 471:13, 18, 20 480:8	proceedin g 472:14 487:14 511:10	proposal 476:9, 12, 18	purchase 480:17	raise 470:23
preferred 503:2	prestiges hip 480:12	proceedin gs 515:15	proposed 500:6	purported ly 482:4 491:15	raised 486:7 493:9 496:22 509:5
premises 487:15	presumabl y 487:15	process 490:10 503:2 507:1, 2 509:22	prosecuti on 510:6	purposefu lly 507:6	ratified 507:10
prepared 473:2 484:13	Prete 472:9 479:10 482:9	produce 495:16	provide 474:10 476:6 490:22 512:19 513:22	purposes 487:16	reaches 508:12
preplanne d 489:17	previousl y 499:14 503:12	produced 491:23 492:2, 16 493:6, 25 494:16 495:4	proved 497:25 498:17, 22 499:7	push 507:22	read 488:14 489:2 493:15 505:23 511:2 512:12
present 469:19 485:18, 20 486:11, 17 487:6 488:19 491:3 492:21 494:5 503:8 510:9 511:7	prevent 485:3	productiv ity 501:20	provide 474:4, 8	put 502:21 511:18	read- write 484:15
presentat ion 470:8	principal 470:2 478:23	productiv ity 501:20	provides 474:4, 8	Q	ready 485:12, 17 506:5, 9
presented 488:7 491:9, 20 492:18 494:2 506:24 509:1 510:13	prior 500:18 511:16	professio nally 510:7	provision 473:23, 25 474:1 476:9 477:5 501:6, 13 502:12	qualified 477:20 478:17 499:6	real 493:11
presentin g 494:24 505:17	probably 511:17	program 499:11	provision s 493:3 494:13 500:14 502:7	questione d 491:19	reality 498:14
	procedura l 509:5 512:1	promptly 509:7		questions 469:5 514:13	really 469:23 512:22
	procedure 491:24 492:12, 15 493:23	proof 490:21		quick 493:11	reason 475:9 492:23 494:7 511:14
		proper 494:18		Quickbook s 484:15	
				quote 474:12	

reassured 472:21	515:7, 14	relates 481:23	512:23, 25	resolutio n 479:16 481:15	retaliate d 485:4
rebuttal 484:13	recorded 494:19	Relations 476:11	reports 481:1, 2 508:11	resolutio ns 479:17	retaliati on 495:2
receipt 492:22 494:6	records 479:12 498:19, 23	relations hips 498:5	represent ed 478:5	resolved 509:9	retiremen t 496:8 497:8
receipts 491:22 508:24	reenforce d 500:2	released 479:4 480:12	reputatio n 506:22 508:16	respectfu lly 509:20	retried 491:7
receive 476:25 477:15	reference d 499:16 510:22	relentles s 510:4	reputatio ns 510:16	responsib ilities 481:22 483:1 497:15	retroacti vely 481:15 482:5, 8, 13 493:4 494:14
received 470:17 478:18	reflected 482:10	relied 496:5	request 491:25 492:13 493:23 499:21 503:17 505:2 506:16 512:1, 4	rest 515:13	return 510:14
receiving 477:18	reflectin g 490:9	remain 484:4 501:5	requested 475:24 491:14 493:15 503:20 505:23 513:23	restate 487:3	review 479:12 481:2 500:11 512:13
recess 514:19	refused 478:23	remained 484:2	required 471:21, 25 475:11, 14 478:25 481:3 501:22 507:2	restituti on 491:14	reviewed 488:9 500:9 507:12
recessed 515:15	refutes 490:11	remaining 495:19 496:3	require 470:9 474:22 491:4	restore 510:15	reviewing 496:6 512:12
recognize 487:1	regarding 487:10 489:3	removed 510:3	results 508:23	rests 490:21	Rice 488:2 511:13
recognize d 473:3 474:14 475:18 476:4	regularly 497:11	repeatedl y 489:4	required 471:21, 25 475:11, 14 478:25 481:3 501:22 507:2	result 496:23	Rick 499:1
reconcili ation 491:17	regulator y 477:19	replied 476:18	requireme nts 477:10	resulted 481:8 500:1, 3	riddled 506:25
record 483:6, 16 492:5, 6, 8 493:11, 13, 14, 18 505:6, 8 506:12 510:15, 21 511:2, 22 512:5, 8, 9 514:18, 22	reign 479:21	report 508:15 513:23		resurrect ing 507:18	ridiculou s 495:8
	reimburse 474:25	reported 470:21, 24 473:6 474:22			
	reimburse s 473:15	reporter 485:14 487:23 492:3 505:22 506:10			
	related 477:9 488:24 497:17				

right 502:23 503:12	16, 25 Robles's 470:12 471:8 472:5, 8, 10, 15 473:4, 9 474:23 475:5 476:3 478:14 481:10 482:5 483:2 484:6 485:6	489:22 495:2, 7	scheduled 473:12, 21	section 471:10 472:1 473:17, 24 474:1, 4 475:7, 12 488:21 491:1 499:15 500:22 501:9 502:4, 6, 9	23 several 496:14
road 514:9		S	scheme 470:5 471:8 473:10 474:18 482:2, 19 485:4 488:17 493:5 494:15		short 485:11
Robles 469:14 470:3, 21 471:2, 5 472:13, 16, 20 473:2, 23 474:5, 11, 15, 18 475:1, 2, 18, 22, 25 476:10, 12, 19, 23 477:3, 6, 12, 13, 16, 21 478:2, 6, 10, 16, 21, 22 479:21 480:2, 7, 11, 15, 23 481:24, 25 482:6, 12, 18 483:10, 12, 16, 19, 25 484:3, 14, 21 485:13, 18, 20 486:17, 20, 21, 24, 25 487:25 492:9, 10 493:19, 20 505:4, 7, 15, 19, 25 506:4, 7, 13 510:19, 24 511:23 512:1, 11, 17 513:4, 21 514:2,	Rockwood 484:9	said 484:19 504:3, 10			short-term 473:20 474:9 501:6
	Rod 502:24	salaries 472:2	salary 470:6, 11, 21 471:6, 8, 13, 18, 20, 23, 24 472:5, 8, 11, 15, 17, 23 474:2, 20, 23 475:1, 4 478:2, 12, 15 480:1 483:3 484:25 490:16 493:4 494:14	schemes 482:5	show 476:4 484:13
	role 488:12 490:9	same 481:23 491:8 499:17 502:6 507:18	scope 498:9	see 469:7 486:7 489:13 490:7 501:3 512:22 514:1	shown 471:8
	rolled 500:21	say 469:15 485:14 486:12	score 508:3	seeking 508:18	shred 493:5 494:15 495:4
	room 500:5	saying 490:15 514:9	Scott 472:25 479:5 489:19 496:7, 16 502:11 504:4, 20, 22	seen 487:15	sic 504:3
	row 502:19	says 476:20 477:7	second 487:19, 21 493:8	Seiden 484:9	sides 489:9
	ruin 508:18	schedule 490:3	secretary - 472:6 484:7, 18	select 502:16	sign 481:2
	rule 487:21		treasurer 472:6 484:7, 18	self-gain 508:2	signature s 481:6
	rules 511:1, 2, 14, 18		secretary - 480:25	serious 481:21	signed 500:4
	ruling 513:19		treasurer 's 482:18	served 477:17 496:18 499:9	significa nt 480:5
	run 487:21		secretary / 482:18	service 509:19	signing 488:19
	Ryan 472:5 482:17 484:6, 11			set 471:18, 20, 22, 24 472:3 479:11 489:24 504:5, 22,	silent 484:2, 4
					simple 469:25 495:1
					simplest 473:9

simply 498:12	somehow 496:17	spirit 485:9	still 505:11, 13, 16	summarily 510:3	514:19
since 471:18 474:23 475:13	someone 475:9 513:1	stand 472:7	stood 484:5	summation 469:4, 7, 19 486:18	takes 488:12
single 490:22 491:11 492:22 493:5 494:6, 15	something 471:16 501:3	standard 489:25	stop 504:10	support 491:3, 10 493:6 494:16 495:16 496:20	taking 503:16
sir 486:4, 15 487:23 513:10, 13 514:15, 25 515:11	sorry 485:14 486:6 487:24 492:8 513:12	standards 507:18	strained 475:3	supportin g 512:18, 19	talk 469:16
situation	sought 478:18	standing 508:19	stream 510:4	sure 498:23 504:15 505:19 514:7, 13, 23 515:6	task 495:10
s 473:18	speak 484:2 485:3 490:14	start 469:5 500:24 506:13	streamlin e 503:1	system 504:16	team 479:10 480:19 481:12, 14 503:1, 18, 20 506:16 509:7
size 498:9	SPEAKERS 486:15	started 469:18 515:8	structure 507:17	sustained 487:7	Teamsters 483:24 484:22 496:9 497:8 507:15 508:14
slander 508:15	specific 511:8	state 500:12	subjected 510:4	TA'ED 502:3, 8	Teamsters ' 491:2
slanderou s 506:22 507:25	specifica lly 474:8, 14 475:7 476:15 480:19 489:17 511:4	statement 484:20 486:18 487:10 488:3, 4, 11, 17	substanti al 491:19	table 469:8	Teamsters 's 509:13
slow 487:23	specify 476:16	states 476:15 491:2	substanti ate 490:23	take 473:2 479:7 490:6 498:15 500:18 506:2 513:15 514:4, 5, 12	technical 481:20
software 502:14, 17 506:18	speculati ve 509:1	stating 508:1	such 474:16 490:3 491:5, 7 495:10	taken 491:18 510:7	Ten 485:11
solely 479:24	spent 470:16 481:25 482:6, 23 492:25 494:10	status 474:11, 16	sufficien tly 479:7		tens 481:25
some 469:5 481:9 500:20 503:25 512:2		stay 501:14 502:1	suggestio n 496:15		terminati on 495:7
somebody 504:2		staying 502:2	suggests 476:12		terms 473:9
		steps 503:16			test 493:13

testified 472:6, 9 478:9 479:10 481:18 482:10 484:8	493:2 494:12 496:22	this 469:23, 24 470:2, 5, 8, 13, 15 471:1, 4, 10 472:13, 19 474:16, 18, 20, 25 475:2, 8, 10, 24 476:7, 12, 18, 20 477:11, 22 479:18, 25 480:10, 21 481:19 482:10 483:16, 20 484:20, 25 485:4, 19 486:21, 24 487:5, 14, 20 488:17, 24 489:7, 9 490:10 492:5, 23 493:6, 20 494:7, 16, 24 495:17 496:3, 6, 24 497:4 498:8, 16 499:13, 19, 24 500:1, 3, 8, 10 501:15, 16 502:7, 23 503:5, 14, 21, 24, 25 504:11, 25 506:14, 17 507:1 508:6, 17 510:6 511:6 513:16 515:3	thoroughl y 489:4 those 473:15 480:18 490:5 498:22 502:7 506:23 509:1 511:18 512:3, 23, 24 though 474:8 478:12 511:13 thought 470:15 500:23 thousands 482:1 483:3 492:25 494:10 thread 499:24 502:23 503:21 threats 495:1, 11 510:6 three- month 491:18 through 474:18 489:13 497:20 throughou t 509:2 Tim	478:8 499:24 time 470:16 473:11, 14 474:4 477:17 478:9, 16 489:17 494:22 495:19 500:20 502:6, 18 504:8 514:9, 23 timelines s 488:16 times 497:14 502:22 to 469:4, 10, 11, 12, 15, 16, 22, 25 470:5, 8, 10, 16 471:12, 14, 15, 16, 17, 20, 21, 22, 23, 25 472:17, 20 473:2, 6, 8, 11, 12, 16, 18 474:1, 14, 19, 24, 25 475:4, 8, 9, 11, 14, 16, 21, 25 476:1, 2, 10, 13, 16, 18, 19, 25 477:1, 3, 6, 9, 15, 25 478:6, 9, 12, 17, 20, 23 479:2,	7, 11, 13, 21, 23 480:2, 6, 14, 16, 18, 19, 20, 25 481:10, 12, 14, 15, 18, 23, 24 482:1, 4, 7, 10, 12, 13, 19, 22, 24 483:5, 19, 24, 25 484:2, 3, 5, 6, 10, 11, 13, 15, 16, 22 485:1, 3, 5, 12, 17, 18, 19, 20, 24 486:10, 12, 14, 18 487:2, 5, 7, 9, 13 488:5, 6, 13, 15, 22 489:1, 7, 16, 23 490:2, 6, 10, 14, 22, 23, 24 491:3, 10, 23 492:2, 11, 16, 18 493:2, 4, 6, 21, 25 494:2, 12, 14, 16, 20, 23, 24 495:10, 13, 15, 16, 17, 19, 20 496:18, 19, 20 497:3, 11, 13, 17, 18, 20, 22, 25 498:6, 11, 12, 13, 14,
testify 511:8, 13, 21	themselve s 512:8	then 473:14 480:3, 12 502:19	there's 498:8 514:7		
testimony 471:7 488:2, 9, 10 498:24 503:14 511:17	these 478:1, 20 479:2 481:10, 20, 23 482:3, 7 484:4 485:6 490:8 494:20 495:5 496:21 499:17 500:13 504:23 507:7, 13, 18, 23 508:9, 25 509:8, 21 510:9				
than 470:17 472:13 483:24 488:23 489:5 496:25 497:3 498:15 503:6					
thank 485:10 486:5, 20, 25 505:14 509:25 510:17, 18 513:4, 14 515:10					
that's 485:21 486:2 490:6 503:3 505:12 511:13, 19, 20 512:11	thing 510:20 513:21				
them 469:16 472:21 491:22	things 490:14 think 490:18 500:24 504:3, 20 505:20 511:3 513:21 514:4				

15, 17, 19, 22 499:5, 7, 16, 17 500:9, 10, 11, 16, 17 501:1, 3, 6, 11, 13, 14, 18, 21 502:1, 6, 7, 16, 20, 25 503:1, 3, 6, 7, 8, 15, 21 504:4, 9, 12, 15, 17, 20, 21 505:25 506:3, 5, 6, 9, 11, 16, 22, 25 507:6, 7, 21 508:5, 11, 14, 15, 17, 18, 20 509:3, 7, 14, 15, 20, 22, 25 510:4, 8, 9, 14, 20, 25 511:1, 9, 11, 12, 13, 16, 18, 19, 21 512:13, 14 513:6, 15, 16, 18, 19, 24 514:5, 7, 8, 11, 12, 14, 20, 22, 23 515:6, 7, 8, 13 today 511:3 together 514:10, 12 told 472:24	479:6 484:9 487:12 toll 510:6 Tom 504:2, 21 took 473:23 484:21 total 478:16 touch 487:24 tracked 504:15 tracking 504:18 tracks 481:24 trail 497:2 trained 483:23 training 501:21, 23 509:15 transcribed 512:4, 5, 24 transcribing 512:23 transcript 512:6 transfer 480:18 transparent	488:5 490:10 transparently 473:6 507:9 travel 501:23 treasury 482:1 493:1 494:11 tried 476:19 477:1, 25 478:6 502:7 true 483:15 trust 509:18 trustee 469:5, 18 472:25 479:6 487:5, 16, 20 489:20 504:23 506:20 507:11 511:5 513:9 trustee's 510:10 trustees 481:2, 5 trusteeship 473:1 479:5 496:13 504:10, 12 truth 477:12	489:8 495:5 497:6 507:21 509:22 truths 477:24 try 475:4 trying 470:16 502:6 503:8 Tuesday 511:2 turn 469:8 twisted 507:7 two 473:18 479:9 483:22 487:1 499:18 510:1 512:2 type 488:10 503:25 U U.S. 497:18 Um 492:3 Um-hum 506:7 unable 480:20	unapprove d 481:9 unauthori zed 481:9 under 472:1 473:17 474:11 475:6 482:21 496:11 507:2, 9 511:1 undermine 484:17 506:23 509:22 understan d 511:23 understan ding 488:10 501:8, 9 undispute d 479:18 unequivoc ally 490:11 unethical 509:22 union 470:5 471:3 473:13, 14, 19, 21, 24 474:5, 6, 9, 10 475:1, 10, 12, 13, 17, 24 476:7,	13, 17, 24 477:8, 11 478:4, 21 479:8 480:2, 10, 19 482:6, 13, 22, 24 483:4, 9, 11, 25 484:3 488:19 489:7, 15 490:17 500:8, 13, 16, 22 501:4, 7, 11, 14, 25 502:10, 12 503:23 506:18 508:2, 5, 6, 19 509:18 union's 484:16 507:20 unionism 485:9 unions 470:19 United 499:9 unlike 480:21 unnecessa rily 480:17 Untersee r 469:20 487:5, 16, 20 488:16 489:6 494:23 496:5 499:16
--	---	---	--	--	---

500:5 506:21 507:4, 13, 19, 24 508:4 510:5 513:7, 10 514:15 515:11	USB 512:14 use 480:9, 14 483:10 504:11, 13 507:25 used 479:23 480:2, 16 482:24 492:17 494:1 504:16, 17 508:6 useful 513:24 using 482:13 504:11 508:2 usurp 488:5	490:5 varying 497:12 vast 491:22 499:2 verified 497:5 verify 505:10 verifying 515:10 versus 490:3 512:13 very 473:2 478:4 486:5 500:15 vetted 489:9 507:14 video 472:17 483:13 512:6, 9, 15, 20 VIDEOGRAPH HER 486:1 493:10 videos 512:2, 8, 21 violated 471:8 485:2 violates 479:18 483:20 485:6, 8, 9	violation 482:14 509:23 violation s 481:21 Viva 497:19 498:7 voted 492:14 493:7 494:17 W wages 473:11, 15 507:9 waiver 477:10 want 490:14 500:17 504:12 509:25 510:20, 25 511:1 513:16, 19 514:7, 8, 12, 22 515:5 wanted 501:1, 3 511:11 512:13 warrant 509:9 Washington n 498:6 waste 514:8	way 483:20 496:4 500:17 501:11 502:15 504:18 we 471:2 485:19 489:24 490:9, 23 492:14 493:10 495:1, 6, 12, 13 497:12 498:13 499:3, 5, 6, 12, 14 500:9, 21, 23, 24 501:8, 13, 15 502:3, 5, 7, 13, 14, 15, 17, 18, 19, 21, 25 503:12, 16, 24 504:6, 7, 9, 11, 14, 15, 16, 17 505:6 509:11, 13, 20 510:3, 8, 12, 17 512:1, 2, 5 513:17, 18 514:13 we'll 469:7, 8 492:4 493:13, 18 504:11 505:5 512:24 514:5, 17,	18, 22 we're 469:3, 4, 15 506:11 513:15 514:4 515:13 weight 497:4 511:19 well 469:18 498:20 506:18 508:6 well- respected 505:1 506:15 what 469:14, 23 470:15, 18 471:5, 9 476:20 487:4 488:14 489:2 498:1 500:18, 24 503:3 504:3 511:3, 13 512:7, 10 514:4 whatever 486:18 whatsoever r 491:10, 16 when 473:1 475:11 478:4, 9 479:4, 10 486:12 488:7, 18
--	--	--	---	---	---

495:8	who	499:4	473:10	481:10
496:6, 21	473:2, 12	500:4	490:17	483:4
497:4	484:5	501:1, 8,	502:15	488:23
500:19	485:5	17, 18, 22,	509:15	489:8
504:6, 12	496:18	24	works	496:11,
515:7	501:19	502:10, 24	500:18	14, 19
where	whole	503:1, 2	worse	yes
469:7	492:23	504:1, 20	508:11	469:11
473:21	494:8	505:20	worth	485:13, 16
483:14	499:11	506:13, 25	470:17	486:4, 15,
490:6	why	507:12, 18	writing	23 487:25
498:23	472:17, 23	508:7	489:13	505:4
500:10	476:25	509:9, 12	written	510:24
501:4	486:2	512:22	488:3, 11	yesterday
502:20	511:20	513:1	503:9	470:8
503:16	wielded	514:7	wrong	500:9
505:19, 20	489:7	515:12	475:5, 6	510:22
whereas	wildly	within	476:5, 22,	yet
476:15	507:6	508:19	23	481:4
whether	508:11	509:14, 18	wrongdoin	502:10
471:6	willful	without	g	you-all
512:3	490:24	479:22	484:6	513:17
which	willfully	508:23	wrote	514:10, 11
471:11	507:21	510:9, 11	469:14	
472:17	willing	witness		
474:15	502:1	471:7	X	
475:21	wire	479:9		
476:8	492:18	481:3, 18	XIX	
477:6, 20	494:2	482:9	488:21	
480:16, 17	with	484:8	491:1	
487:6	469:5, 10	499:24	492:24	
490:11	473:25	511:9, 20	494:9	
491:6	475:23	witnessin		
496:2	481:5	g	Y	
499:14	482:17	481:6		
500:4	484:1	Word		
503:23	486:14	496:25		
507:16	489:11	work	Yeah	
508:12	492:1, 13,	471:4	493:12	
while	24 493:24	478:17	505:19	
489:19	494:8	490:2	year	
492:5	495:19	496:13	474:7	
509:11	496:11	497:23	501:22	
514:8	497:19	498:24	years	
whistle	498:7, 21	501:3	479:9	
484:12		worked		