

CAMBRIDGE LICENSE COMMISSION HEARING

CITY OF CAMBRIDGE

IN RE: LICENSE COMMISSION DECISION HEARING

LICENSE COMMISSION BOARD MEMBERS:

CHAIR ANDREA JACKSON

POLICE COMMISSIONER ROBERT C. HAAS

FIRE CHIEF GERALD REARDON

STAFF: EXECUTIVE DIRECTOR ELIZABETH LINT

AT: Michael J. Lombardi Building
Basement Conference Room
831 Massachusetts Avenue
Cambridge, Massachusetts 02139

DATE: May 20, 2014

TIME: 10:45 a.m.

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P R O C E E D I N G S

May 20, 2014

EXECUTIVE DIRECTOR ELIZABETH LINT: We would like to get started.

If anyone has a cell phone on, we would appreciate it if you would turn it off.

This is the License Commission General Hearing. It's Tuesday, May 20, 2014 at 10:45 a.m.

We're in the Michael J. Lombardi Building, 831 Massachusetts Avenue, Basement Conference Room.

Before you are the Commissioners: Chair Andrea Jackson, Police Commissioner Robert Haas and Fire Chief Gerald Reardon.

This is continued from Thursday, May 15, the disciplinary matter of Moska.

CHAIR ANDREA JACKSON: Please come forward.

Good morning.

ATTY SEAN HOPE: Good morning.

CHAIR ANDREA JACKSON: State your name for the record, spelling your last name, please, and please speak up.

ATTY. SEAN HOPE: Sean Hope, H-O-P-E. Hope Legal Law Offices in Cambridge.

RENATO RODRIGUEZ: Renato, R-E-N-A-T-O, Rodriguez, R-O-D-R-I-G-U-E-Z.

CHAIR ANDREA JACKSON: So we received the crowd control and building safety checklist as we requested, and I had a couple questions about it.

Are these typically filled out nightly?

RENATO RODRIGUEZ: Anytime we have an event in the back or event that's going to have over 100 people.

CHAIR ANDREA JACKSON: Okay.

RENATO RODRIGUEZ: Not every night, no.

A lot of times on a Monday we're

generally not open. In the back Tuesdays. The nightclub, Wednesday through Saturday are our main nights where we are expecting more than a hundred people.

CHAIR ANDREA JACKSON: Okay.

RENATO RODRIGUEZ: Anytime we have over a hundred, we all have it filled out by the manager on duty.

CHAIR ANDREA JACKSON: You're are the one typically who fills it out based on the signatures that I see on them?

RENATO RODRIGUEZ: Mostly I, or Josh Medeiros, who is a manager with us, was also filling it out.

I know Solomon Chowdhury who is also certified does it.

Lately Sam Figero, who is running the security team.

CHAIR ANDREA JACKSON: Maybe if you could

help me with this.

I was trying to understand on the form specifically when I look at -- counsel, I know you don't have a copy in front of you. You can take one of these, so you can follow along.

So if you look specifically at Nos., I would say, 11, 12, 13, the dates on these fluctuate and I was trying to understand why.

So when I look at -- I had a question about the one from March 7, 2014. The question for No. 12 is: Has the sprinkler system been inspected within the last year? The most recent automatic sprinkler inspection test or date: It says February 2015. And there are several that say 2015 on it.

I was trying to understand are you not understanding the question that's asked on the form or where did the date come from? Because some say -- there's different dates. Some say

2015, some say March 2014, some say February 2014.

RENATO RODRIGUEZ: The last inspection we had was March 2014.

So the dates should be March 2014 for the sprinklers and the fire alarm tests.

CHAIR ANDREA JACKSON: I have some here, and maybe that's a February, but I definitely have some here that say 2015.

ATTY. SEAN HOPE: Is that the scribner's?

FIRE CHIEF GERALD REARDON: Some look like February of 2014. Some are March of 2014. Maybe some are transcribed --

CHAIR ANDREA JACKSON: The cross-out is what I put there.

ATTY. SEAN HOPE: Okay.

FIRE CHIEF GERALD REARDON: The ones that are 2015 are incorrect.

ATTY. SEAN HOPE: Right.

CHAIR ANDREA JACKSON: If it's an error, that's fine. I want to make sure I'm understanding.

RENATO RODRIGUEZ: It very much is an error.

FIRE CHIEF GERALD REARDON: Question 11 is the certificate. That's generally done in December of every year. So that would be consistent. Your sprinkler one has to be done once in an annual period. We don't necessarily hold you to the calendar. If it's 2-14, it would have to be done by 2-15.

As the building owner, you're responsible to make sure that that fact is valid and that it was, in fact, done.

RENATO RODRIGUEZ: Yes.

ATTY. SEAN HOPE: So I was saying to, Renato, the manager, he should make sure

everybody who fills out this form makes sure they put the proper dates and knows about the annual check as well.

CHAIR ANDREA JACKSON: So I know we discussed at the last hearing if you would reiterate for me, I want to make sure I'm clear in terms of -- I know it was outlined in the letter provided to us -- but your security protocol.

How many people work for the security team? How does that number fluctuate depending on event, if at all.

I just need to have a better understanding of that.

RENATO RODRIGUEZ: Okay. Currently at the moment, we probably have seven security.

CHAIR ANDREA JACKSON: "We probably have at the moment," what does that mean?

RENATO RODRIGUEZ: Like we stated last

time, we got rid of the old team and we're hiring new people. Some of them have not made it. They're just not -- we feel they're not strong enough of a candidate.

Last time I checked with Sam, which was yesterday, I believe we were at seven.

Now depending on the night, for example, like tomorrow night, we're expecting 100, 150 people. We'll have six security on. So we schedule security based on how many people we're expecting for the evening. We still have options to hire a contract team, if we need more security, which we probably will for our Friday and Saturday.

So in terms of our security protocols, specifically, just go through the whole --

ATTY. SEAN HOPE: You said there were going to be seven, but then on the weekend nights, I think which is of interest to the

Commission, what is the anticipated number on a Friday night, Saturday night?

RENATO RODRIGUEZ: This Friday and Saturday and Sunday, we're expecting to have between 8 to 12 security personnel on.

ATTY. SEAN HOPE: Does that include a detail?

RENATO RODRIGUEZ: We will be requesting a detail for Friday, Saturday and Sunday.

ATTY. SEAN HOPE: The 8 to 12 is internal plus contracted and then a detail would be in addition?

RENATO RODRIGUEZ: Right.

CHAIR ANDREA JACKSON: What precipitates the need to have that many security staff on this weekend?

RENATO RODRIGUEZ: With graduations, MIT, Harvard, a lot of the colleges we're expecting a high turnout, also the long weekend.

CHAIR ANDREA JACKSON: Okay.

FIRE CHIEF GERALD REARDON: What type of events do you have planned for this weekend?

RENATO RODRIGUEZ: Regular club nights, deejay nights.

We'll have -- on Friday night, we'll have two deejays in the back space, Naga, and one deejay in the Moska space.

It will be different deejays, but the same similar format for Friday, Saturday and Sunday.

ATTY. SEAN HOPE: This is a very similar setup as to what happened this past weekend where there's no -- definitely no incidents like what happened on May 3rd, but it was, you said, it was pretty quiet.

RENATO RODRIGUEZ: Yes.

CHAIR ANDREA JACKSON: In the past when there have been unwanted patrons at the club, do

you typically just put them out?

Do you put them out and then notify the police?

What is your protocol?

RENATO RODRIGUEZ: It really depends on, you know, what reason do we want them out.

Are they bothering other customers? Are they being too rowdy? Are they arguing? Does it seem like they want to create some sort of conflict.

Generally we approach them and warn them "Your behavior is unwanted or unwarranted."

If they continue, we'll ask them to leave.

A lot of times, though, they agree and comply and we walk them out and they will be on their way, unless it's a serious physical confrontation, like a fight or something, we generally do not notify the police.

In the past, we have. If there's a detail officer, we will definitely let them know.

CHAIR ANDREA JACKSON: In terms of other establishments, if there's an unwanted guest and they put people out, is the department typically notified?

POLICE COMMISSIONER ROBERT HAAS: It depends on the patron.

If they appear to be agitated, they probably will notify the police, but typically if they get a patron that cooperates and leaves, they don't notify the police.

CHAIR ANDREA JACKSON: Thank you.

Any other questions?

FIRE CHIEF GERALD REARDON: No.

CHAIR ANDREA JACKSON: Do you have any additional questions?

POLICE COMMISSIONER ROBERT HAAS: No.

CHAIR ANDREA JACKSON: So I guess that leaves us with a decision in terms what do we do.

I can't speak for my fellow Commissioners. I have my little cheat sheet of my notes here. Somewhere I had a cheat sheet.

So one of the things I had mentioned at the previous hearing in the options of do we suspend the license, you know, I'm not sure if suspending the license gets at the root of the problem.

Cutting your capacity: I don't know if that necessarily does anything because the claim has never been that you've been over capacity.

And I'm not sure what to do.

Do you have a suggestion, counsel?

ATTY. SEAN HOPE: I do.

And I know this is a disciplinary hearing so I'm here to listen.

But without going too far into it, I wanted to remind the Commission the seriousness of the event is not lost on the manager as well as the owner and the whole establishment.

This ongoing question of responsibility of what happens on the exterior is an ongoing conversation. I think it's probably more than just our establishment.

I think it's pretty clear based on the facts of what the testimony, that it really wasn't a legal responsibility, but it's also community responsibility.

We benefit from the other -- from Cambridge, the police, from all the benefits of having Harvard and MIT. So I think we realize we have a collective community responsibility to do everything in our power, including making sure certain patrons, and everything we discussed last time. We're fully embracing that responsibility

and we want to do that.

And I fully understand why the Commission called in a disciplinary hearing anytime there's that type of event.

I did note, and I'm sure the Commission is not lost, that there wasn't any allegations from the police officers that the security staff or the security personnel inside the club broke any rule of the License Commission or any lawful rule.

So I would say, and I don't think putting the matter on file is waiving it as not serious.

I think putting the matter on file is really about there's an incident that happened on the public way that didn't have to do with any violation of the club, and if that happened again, the Commission will be well within its rights because I think this would be developing a pattern.

But I say because there wasn't a violation, like overcrowding or over-serving and even sometimes being too rough with the patrons, that happens oftentimes with security personnel, I think it would be appropriate for the Commission to really put the matter on file because this is something that if it does happen again, we're raising the community responsibility.

I think out of the three options: To suspend, revoke the license, those are usually kept for situations where there is a violation which you can point to based on the facts, and if you didn't do that violation, things would have been different.

You heard from us. We're reviewing the promoters and security personnel. So that would be an appropriate remedy for the Commission.

And I do think if there's a situation

that happens like this again, I think there's enough on the record to within your rights to use one of the available options, because this is a developing pattern, as you said.

That would be my recommendation.

I think anything outside of that, in our view, would -- just would not be based on things that actually happened in the club in terms of violating certain protocol.

I'm not saying we don't have responsibility. I also think part of what we did after the last hearing is we reached out to the City Council legislators because we feel like the activity in Central Square is going to grow.

There are establishments open now at 4:00 a.m. serving food right down on the street.

Clover is applying for a license, I believe, that's going to try to be open 24 hours or at least to 4:00.

The City Council's job is if they want to allocate more resources, not for our club, just for general. I think a perfect example is Times Square. Times Square was a place in New York where you didn't want to go to after 10:00 at night because there were seedy people around there. They've changed that. They made it more lit. There's a heavy police presence and that's also time and resources that the city has to decide whether they want to.

So I don't think this is just solely a Moska issue in terms of the volumes of people going to be on Mass Ave.

I think everyone is saying it's good thing for tax revenue, for the City's tax basis to have this active retail.

So I think it's a challenge we're going to embrace in terms of what we can control. We're also going to petition our City Councillors

to see if they can get the City Manager to buy into the idea of maybe giving the police more resources or more staffing to do, if this is what they decide to do.

But I think placing the matter on file, we don't see this as we got away scot free at all.

As I said, if this happens again, it's not going to maybe even you guys shutting us down, it will be people don't feel safe and there would be no way for us to have club existing.

So that's what I would ask the Commission to do. And obviously, if it's on file and there's an overcrowding violation, those things can be tied together.

We recognize in terms of the rules and regulations for the club, we don't have any wiggle room for those things. We need to keep our paperwork correct, we need to keep our

staffing correct and make sure we're not over-serving or having it over capacity.

Those things alone will actually keep the stuff that happened last summer from happening again.

I think this is a unique isolated incident. I think it's isolated for even Cambridge to have that many people have convicted felons and have knifings and all the things that happened last time.

So I would like the Commission to see it in that light, and just so you know, I think the seriousness is not lost.

I don't think it's a situation where you have to suspend us in order for us to get it.

And I think that's what I would like to offer.

POLICE COMMISSIONER ROBERT HAAS: I agree with you in terms of our opening statements

relating to this being a community.

The Central Square Business Association only has so much power and there has to be an appetite on the part of the larger entertainment venues to decide that they're going to take hold of this.

It can also be that the other larger clubs will be finding themselves in this situation as well. And as you said, regardless of where it happens, if it's severe enough, it will impact all your businesses.

So I am doubtful that the city will be able to give us more resources. I think the larger venues have to make a concerted effort to figure out what the solution will be.

We're early into the season and I don't want to wait until midsummer and it's at a crisis point and how are we going to get resources to Central Square. It would be in your best

interest to do it at this point in time and head it off.

You rightfully point out we gave latitude last summer for Moska to try to figure out its way. I don't want to see the tempo continue to go in the direction it could potentially go. Not that I agree that -- right now we had one event. But I don't know if we can afford another event like that in Central Square.

So I think the direction of the Central Square Business Association can only do so much. But I really think it has to be an appetite on the part -- in this situation because Moska is in front of us right now, to reach out to the other large venues and say "Let's think about what we're going to do." And you got one or two vendors that say, "We're not going to be a part to this," and that will shut the whole process down. We need to do something and then, you

know, put pressure on the other venues, particularly if they're going to be late in the evening and things like that.

I'm not sure what the authority of the Commission is, but if we're going to have late licenses, we may suggest you be part of this consortium. And perhaps the vendors can make the decision what that will look like.

The Chair pointed out this last time, officers do not want to go into a situation where they're going to put themselves in a peril and jeopardy.

And I think if you have the ability between pooling your resources to have two or three officers whose principal responsibility is to be out on the street and manage the crowd on the street, I think it's probably a good combination if you have adequate security staff in your establishment.

So from my perspective, I would want to see some commitment on the part of you and the owner that they're now going to take this aggressive approach.

Robin has taken this as far as she can take it at this point in time. And right now we're spinning our wheels and I'm just afraid we're going to find ourselves in June and July -- and it's not going to be a good meeting -- and I'm not sure if at that point in time I would be suggesting this.

CHAIR ANDREA JACKSON: Mr. Rodriguez, do you still provide Investigator Boyer with a listing of acts coming to the club or deejays?

RENATO RODRIGUEZ: I do.

CHAIR ANDREA JACKSON: Do you provide that on a weekly basis or what is the frequency?

RENATO RODRIGUEZ: I give it to her on a Wednesday morning for the events Wednesday

through Sunday on a weekly basis. I stopped over the summer.

She sent me an email reminding me now that the summertime is coming, to send her those. And I do.

And in those it's the name of the night -- the deejays for the night, specific promoter companies that we're working with if we're working with them, as well as age, cover charge and dress code.

CHAIR ANDREA JACKSON: I would like to see you continue that practice.

But in addition to that I would also -- and I can be put it in form of a motion when we get to that point -- I would like to see the number of security personnel working that evening.

RENATO RODRIGUEZ: That we have scheduled?

CHAIR ANDREA JACKSON: Yes.

RENATO RODRIGUEZ: Yes.

CHAIR ANDREA JACKSON: If you're sending an email saying from Wednesday to Saturday, this is the promoter, the deejay that we're having, we anticipate having four to six security staff or eight to 12, whatever that is, I would like to know what the security plan for the evening is as well.

RENATO RODRIGUEZ: Sure.

FIRE CHIEF GERALD REARDON: I agree with you, counsel, on a lot of points.

I think the need for a hearing we had here was obviously that there was enough evidence that patrons involved with some of the altercations happening on the city street were patrons previous of Moska and Naga, and that for whatever reason, there was a level of severe impairment of these people, and so License

Commission needs to find out whether they were over-served or there's a combination of other substances involved with these people.

But I do think that in most of the cases we run into, the venue draws a lot of these issues. And I would suggest that you be careful about who you schedule to your venues because that usually has a lot to do with the type of crowd you get.

POLICE COMMISSIONER ROBERT HAAS: I just want to make sure I get a commitment back before I even entertain placing something on file, otherwise to your point, maybe it needs to be more strict.

I think we're a little frustrated.

I think it was a good faith effort initially, but it broke down. And I think being the larger venues, somebody has to step up and be the leader in these things.

You can only do so much.

There needs to be an appetite on the part of the venue in Central Square to decide that they want to make sure that it is safe for the patrons that are coming and going around that area, and as you're pointing out, this will continue to grow over time, and you need to establish some kind of process now instead of waiting until we get to a point with respect to whether or not you're going to do this.

ATTY. SEAN HOPE: Tell me if I'm -- correct me if I'm wrong, at this point it's Middle East and us are really the only people that seem really to have enough volume that they can commit the resources to do it.

I believe Joseph -- he said he'll do it, but, you know, it's fine with this -- those are the -- to be frank, those are the two people that we can count on.

Anybody else, we let them -- TT Beers, they won't participate, and so we let that slow us down, which I understand you're saying we can't do, but is that a fair --

RENATO RODRIGUEZ: Pretty much that's where we left off where Middle East said we request details and we'll continue to request details. We'll do the same as well.

I believe Phoenix Landing felt like they only needed a detail on Mondays because they had a big event on Mondays.

Everybody else didn't want to entertain the idea at all for the most part.

CHAIR ANDREA JACKSON: You think it's the cost factor or why do you think that is?

RENATO RODRIGUEZ: That was the main -- the main sticking point with the other venues.

ATTY. SEAN HOPE: As the Commissioner said, if you wanted to be aggressive from this

meeting, our focus would probably be with the Middle East, and I think that's something we can actually get traction with.

Maybe others would follow.

I really like the suggestion as other licensees may come in, all you can make are suggestions, but if you're going to be open until 4:00 in the morning, if we have something established, it's easier for someone to join than if nothing is going on.

POLICE COMMISSIONER ROBERT HAAS: Even with the Commission, if we went back with to the disciplinary hearing, especially with the partners who don't want to come onboard saying to them that you've got an established practice with the Middle East and Moska and to mitigate things going forward, we look for you to be part of that consortium.

So I think there's a couple ways to get

at that whether it's a new application or a new disciplinary matter coming in. The larger venues have to take a lead on this.

RENATO RODRIGUEZ: I can definitely set up a meeting with Joseph and bring up the conversation again.

POLICE COMMISSIONER ROBERT HAAS: I think you should look to the Cambridge Central Square Business Association as kind've being your intermediary.

So I think that would be --

ATTY. SEAN HOPE: And at a meeting that was set up by I believe Central Square Business Association and the Commission, I'm not sure if it's Sergeant or Officer, but Christine Elow was present --

POLICE COMMISSIONER ROBERT HAAS:
Superintendent.

ATTY. SEAN HOPE: Superintendent, excuse

me. I know she's kind've been waiting for us to address her, and I think proactively we can do some of these things and not wait a month for a meeting because that's what happens.

We're making clear we need no -- we're not the only one involved to stir the pot and get it going. And I know the Department is waiting for us to say that this is what we can afford and this is what we'll do. We'll take that on and maybe if we're finding issues, we can report back to the Commission and not wait for an incident so the Commission is aware.

FIRE CHIEF GERALD REARDON: If you can pool resources, it's economically a lot easier on everybody and everybody bearing the brunt of it individually.

I think everybody understands this is not good, you know, if this continues, it's not good for anyone's business whether it's today's venue.

Tomorrow's could be a different venue.

If you can get them to encourage this activity and make it something that people want to come to and not be afraid to come to. And you would lose a certain clientele that just believe it's dangerous.

ATTY. SEAN HOPE: It's hard to get them back once that's the reputation of an area.

FIRE CHIEF GERALD REARDON: If someone's at that thing that night and sees that, chances are they're not coming back.

POLICE COMMISSIONER ROBERT HAAS: Or you get the wrong clientele coming back.

RENATO RODRIGUEZ: We'll continue to request detail officers on the weekend nights or any night we're expecting a high turnout as well as looking for the right security team.

POLICE COMMISSIONER ROBERT HAAS: But in the meantime, I would encourage you to start

those conversations sooner rather than later. I would be more than happy to update Superintendent Elow and attend those meetings as well.

EXECUTIVE DIRECTOR ELIZABETH LINT: If I may, I was a participant in a lot of those meetings as well and really there was a lot of push-back from all the other establishments due to financial burden. Middle East says it would cost them more to do the community policing than it costs them now just because of the way the breakdown was going to work, and then all the other establishments were basically saying "We don't have these issues."

But I would suggest, looking at the incident reports that we get every week, there are police calls to Middlesex, Brick & Mortar, all these other establishments that are saying they don't need it, that they call the police and

say we have someone here that we want removed.

So there really is an issue where there are certain establishments really trying to do the right thing, but nobody else is willing to jump into the pot.

CHAIR ANDREA JACKSON: Perhaps it's something we can bring up at the CLAP (phonetic) meeting tomorrow.

EXECUTIVE DIRECTOR ELIZABETH LINT: Yes.

RENATO RODRIGUEZ: Yes.

ELIZABETH LINT: It's at their establishment tomorrow.

CHAIR ANDREA JACKSON: Perhaps you can bring that up tomorrow as well.

I would entertain a motion that I may amend depending on what you say.

POLICE COMMISSIONER ROBERT HAAS: I make a motion to place the matter on file with the understanding that there is going to be a renewed

effort to consider some kind've of community approach with respect to drawing a bigger safety presence in Central Square and that the applicant or the Moska at least take a lead on that initiative.

CHAIR ANDREA JACKSON: Make I make a friendly amendment that we make it a requirement that we get the weekly event list in with the security plan, and to --

POLICE COMMISSIONER ROBERT HAAS: To include the security staffing?

CHAIR ANDREA JACKSON: Yes, the security staffing for each event.

I'm not sure how the Commission feels about placing this matter back on review in three months.

POLICE COMMISSIONER ROBERT HAAS: Fine.

CHAIR ANDREA JACKSON: Is that acceptable?

Is there a second.

FIRE CHIEF GERALD REARDON: Second.

CHAIR ANDREA JACKSON: All in favor
signify by saying "aye."

POLICE COMMISSIONER ROBERT HAAS: Aye.

FIRE CHIEF GERALD REARDON: Aye.

CHAIR ANDREA JACKSON: Thank you.

RENATO RODRIGUEZ: Quick question, to
get --

CHAIR ANDREA JACKSON: I want those back.
Thank you.

RENATO RODRIGUEZ: Those are our
originals.

EXECUTIVE DIRECTOR ELIZABETH LINT: I
have a copy.

CHAIR ANDREA JACKSON: Give him that
because that's an order. Mine are tabbed out.
Take the sticky out and you can take that. I
don't remember which ones are the actual

originals.

Have a good day.

EXECUTIVE DIRECTOR ELIZABETH LINT: Any other business?

CHAIR ANDREA JACKSON: Do we have minutes that need to be approved?

EXECUTIVE DIRECTOR ELIZABETH LINT: No, because we didn't look at the revised April 8th.

CHAIR ANDREA JACKSON: I just notice when I looked at the website the last set of minutes we had posted were from March. So I just want to make sure we're getting minutes posted in a timely manner.

EXECUTIVE DIRECTOR ELIZABETH LINT: April 8th was going to be amended.

But I don't know if you all have reviewed --

CHAIR ANDREA JACKSON: The electronic one?

EXECUTIVE DIRECTOR ELIZABETH LINT: Yes.

COMMISSIONER MICHAEL GARDNER: Maybe we can do a cursory review today so we can review them tonight.

EXECUTIVE DIRECTOR ELIZABETH LINT: If you think you will have time.

FIRE CHIEF GERALD REARDON: I'm not.

EXECUTIVE DIRECTOR ELIZABETH LINT: It was really just that April 8th and there's one we need Chris Burke for and then obviously last Thursday, which we can't do that, and I believe that was it.

CHAIR ANDREA JACKSON: I make a motion to adjourn.

FIRE CHIEF GERALD REARDON: Second.

POLICE COMMISSIONER ROBERT HAAS: Aye.

CHAIR ANDREA JACKSON: All in favor signify by saying aye.

POLICE COMMISSIONER ROBERT HAAS: Aye.

FIRE CHIEF GERALD REARDON: Aye.

CHAIR ANDREA JACKSON: We're adjourned.

(The hearing was adjourned)

CERTIFICATE

Commonwealth of Massachusetts
Norfolk, ss.

I, Jill Kourafas, Certified Shorthand Reporter, in and for the Commonwealth of Massachusetts, do hereby certify that the hearing herein before set forth is a true and accurate record of the proceedings with the exception that some statements may not appear due to heavy accents, unclear speaking, rapid and overlapping speaking, those speaking too softly or incoherently, not identifying themselves and proper names/places will be spelled phonetically if not spelled while on the record.

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Jill Kourafas
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ANY RESPECT UNLESS UNDER THE DIRECT CONTROL AND/OR
DIRECTION OF THE CERTIFYING REPORTER.

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