

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 DANA BERMAN )  
4  
5 The investigative interview of DANA  
6 BERMAN, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 2:08 p.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: As I said, my name is Bob  
2 McCabe. I'm an attorney with Ancel Glink. We  
3 represent the Township. Margaret Kostopulos is a  
4 partner with Ancel Glink. We are part of the labor  
5 and employment group with the firm. We were asked  
6 to come in and investigate different allegations of  
7 potential sexual harassment, and so what we'll do  
8 today is ask you specific questions regarding  
9 knowledge that you may or -- you may not have any  
10 knowledge about things, but we'll ask you specific  
11 questions. You respond as you see fit. If you  
12 want to fill in any blanks or anything like that,  
13 then feel free to do so, and we'll just go from  
14 there.  
15 MS. BERMAN: Okay.  
16 MR. MC CABE: We have a court reporter here so  
17 we make sure we get an accurate record of  
18 everything that was said, and to assist us in  
19 analyzing this when we come up with findings and  
20 recommendations.  
21 MS. BERMAN: Okay.  
22 MR. MC CABE: We'd ask that you keep it all  
23 confidential because we think that's probably the  
24 best way to maintain the integrity of the

Page 4

1 investigative process.  
2 And we would tell you there is, per the  
3 policy, a no retaliation provision. So if you feel  
4 that there is anything being done or said to you  
5 retaliatory in any way, please do let us know. You  
6 have our contact information.  
7 MS. BERMAN: Okay.  
8 MR. MC CABE: That's about it.  
9 MS. KOSTOPULOS: So, Dana, what have you heard  
10 about this situation?  
11 MS. BERMAN: I have heard that one of our  
12 Township trustees has made allegations that another  
13 Township trustee has touched her inappropriately on  
14 three separate occasions.  
15 MS. KOSTOPULOS: And you heard that how?  
16 MS. BERMAN: I heard that because there were  
17 newspaper articles, two newspaper articles that  
18 were out in the paper these last week-and-a-half, I  
19 believe.  
20 MR. MC CABE: One today?  
21 MS. BERMAN: There was one yesterday? Is  
22 there another one today?  
23 MS. KOSTOPULOS: Maybe it's the same.  
24 MR. MC CABE: Maybe it's the same one. So

Page 5

1 there's that.  
2 MS. BERMAN: There's that.  
3 MS. KOSTOPULOS: So from the paper.  
4 MS. BERMAN: From the paper. And a couple --  
5 I don't remember who, but a couple people around  
6 the building mentioned that there were  
7 suspicious -- there's talk or allegations from one  
8 board member to another a couple days after the  
9 board meeting that I attended.  
10 MS. KOSTOPULOS: Which was when?  
11 MS. BERMAN: I don't remember the date.  
12 MR. MC CABE: Was it in May?  
13 MS. KOSTOPULOS: Would that be May?  
14 MS. BERMAN: Yes, it was a Tuesday night.  
15 MS. KOSTOPULOS: May 22nd?  
16 MS. BERMAN: Yes.  
17 MS. KOSTOPULOS: So you said you've been here  
18 22 years?  
19 MS. BERMAN: Uh-huh.  
20 MS. KOSTOPULOS: So you know the scoop, right?  
21 I mean, you know the players, the people, the  
22 dynamics here, right?  
23 MS. BERMAN: What does that mean?  
24 MS. KOSTOPULOS: Well, like maybe you could

Page 6

1 give us insight into people, like trustees or, you  
2 know, the individuals involved in this that maybe  
3 we would not obtain otherwise.  
4 MS. BERMAN: I cannot. Our board changes  
5 every four years, and I do not know anything  
6 personally about these two trustees.  
7 MS. KOSTOPULOS: All right. So okay. So  
8 let's start with that. You know that this involves  
9 Trustee Jones?  
10 MS. BERMAN: Correct.  
11 MS. KOSTOPULOS: And Trustee Carrabotta?  
12 MS. BERMAN: Correct.  
13 MS. KOSTOPULOS: And you know them only as  
14 trustees?  
15 MS. BERMAN: Correct.  
16 MS. KOSTOPULOS: All right. And how well do  
17 you think that you know them? Like how would you  
18 describe that?  
19 MS. BERMAN: I know them and have a  
20 relationship with them only as two board members.  
21 I see them only in the way of their role as  
22 Township trustees, whether it be at a board meeting  
23 or a Township function. I don't know them  
24 personally outside of the Township, and I don't

Page 7

1 know much about their personal lives.  
2 MS. KOSTOPULOS: All right. And then in their  
3 elected capacity, do you ever interact with them  
4 individually?  
5 MS. BERMAN: Never.  
6 MS. KOSTOPULOS: All right.  
7 MR. MC CABE: So they don't visit you in your  
8 office with any specific concerns or things like  
9 that to you on an individual basis?  
10 MS. BERMAN: No.  
11 MR. MC CABE: You'd hear about anything that  
12 would come up at the board meetings that would be  
13 given to you in some official form?  
14 MS. BERMAN: Yeah, that's correct.  
15 MS. KOSTOPULOS: Do you attend board meetings?  
16 MS. BERMAN: Every one of them, yes.  
17 MS. KOSTOPULOS: What's your job here?  
18 MS. BERMAN: Administrator.  
19 MR. MC CABE: So are you pretty much  
20 responsible for day-to-day functions?  
21 MS. BERMAN: I oversee personnel and programs.  
22 MS. KOSTOPULOS: That's why you know about  
23 that door.  
24 MS. BERMAN: The secret door.

Page 8

1 MR. MC CABE: Okay. So I think you got  
2 brought into this because of stuff that --  
3 statements that were made about something that  
4 happened at a Christmas party, this year's -- not  
5 Christmas party but Township holiday party,  
6 December 22, 2018.  
7 Were you here that day, the day of the  
8 holiday party?  
9 MS. BERMAN: Yes.  
10 MR. MC CABE: And you attended the party?  
11 MS. BERMAN: Yes.  
12 MR. MC CABE: And it was down here? When I  
13 say "here," I'm referring to the area where we're  
14 taking the statement, which is like a basement  
15 area?  
16 MS. BERMAN: No, it was held in the board  
17 room.  
18 MR. MC CABE: So that was held upstairs in the  
19 board room?  
20 MS. BERMAN: The Township holiday party was  
21 held in the board room, correct. I planned it.  
22 MR. MC CABE: Okay.  
23 MS. KOSTOPULOS: And that was on when?  
24 MS. BERMAN: I don't recall the date.

Page 9

1 MR. MC CABE: Could it have been  
2 December 22nd?  
3 MS. BERMAN: Perhaps.  
4 MR. MC CABE: What time did it start, the  
5 party, if you recall?  
6 MS. BERMAN: I don't recall.  
7 MS. KOSTOPULOS: Was it evening or afternoon?  
8 MS. BERMAN: I think it was maybe noon. Maybe  
9 lunch time, like at noon.  
10 MR. MC CABE: Do you recall what time it was  
11 supposed to end?  
12 MS. BERMAN: Maybe like -- I don't think we  
13 had an ending time. I think we probably thought  
14 the whole thing would be a couple hours, two,  
15 three hours. Two hours.  
16 MR. MC CABE: Was it like a lunch?  
17 MS. BERMAN: It was a lunch.  
18 MR. MC CABE: Was alcohol served or not?  
19 MS. BERMAN: Yes.  
20 MR. MC CABE: Just beer, wine or --  
21 MS. BERMAN: I think just beer and wine.  
22 MR. MC CABE: Okay. Did Trustee Carrabotta  
23 attend the party?  
24 MS. BERMAN: He did. He came in at the very

Page 10

1 end, like the last 20 minutes.  
2 MR. MC CABE: What time would you say that  
3 was? Can you recall?  
4 MS. BERMAN: Maybe -- I really don't. I'm  
5 literally guessing. Maybe 2:00-something, after  
6 2:00. Maybe after 2:00 o'clock.  
7 MR. MC CABE: And when he came in, what were  
8 you doing at that point?  
9 MS. BERMAN: Starting to put some stuff away.  
10 It was towards the very end.  
11 MR. MC CABE: So you were kind of breaking it  
12 down?  
13 MS. BERMAN: Kind of breaking it down, yeah.  
14 MR. MC CABE: Did he bring anything with him  
15 to the party? I mean, did he come in with  
16 anything?  
17 MS. BERMAN: Yes. We had a grab bag, everyone  
18 was coming in with a grab bag gift, and he came  
19 with a grab bag gift. I don't think he realized he  
20 had missed the grab bag.  
21 MR. MC CABE: What did he bring?  
22 MS. BERMAN: I think it was like a little  
23 Christmas -- like a little lantern with a wreath  
24 around it.

Page 11

1 MR. MC CABE: Did he bring wine with him?  
2 MS. BERMAN: I don't recall.  
3 MR. MC CABE: And did you speak to him at the  
4 party?  
5 MS. BERMAN: I did.  
6 MR. MC CABE: All right. And what was the  
7 conversation that you had with him?  
8 MS. BERMAN: I don't specifically recall, but  
9 it was very generic, and it was with several other  
10 people in a group.  
11 MR. MC CABE: And was Vicki Rizzo there?  
12 MS. BERMAN: Yes.  
13 MR. MC CABE: What's her job?  
14 MS. BERMAN: She's my assistant,  
15 administrator's assistant.  
16 MR. MC CABE: Did she speak with him, do you  
17 know?  
18 MS. BERMAN: Yes, we were in the same group.  
19 MR. MC CABE: Okay.  
20 MS. BERMAN: It was a group conversation. I  
21 never spoke to him alone.  
22 MR. MC CABE: So it was Vicki, you and who  
23 else?  
24 MS. BERMAN: Mike Saaman, our code enforcement

Page 12

1 officer, I believe.  
2 MR. MC CABE: Anybody else?  
3 MS. BERMAN: No, I don't think so.  
4 MR. MC CABE: Did you all drink with Trustee  
5 Carrabotta at that party at that time?  
6 MS. BERMAN: I believe we did.  
7 MR. MC CABE: Okay. Like did you just sit  
8 around upstairs where the party was?  
9 MS. BERMAN: We were standing in the middle of  
10 the board room.  
11 MR. MC CABE: Okay. So it wasn't like anybody  
12 said, hey, come sit down, let's have cocktails?  
13 MS. BERMAN: No, we were literally standing  
14 talking to him while we were cleaning up.  
15 MR. MC CABE: And did he say, have a drink  
16 with me?  
17 MS. BERMAN: No.  
18 MR. MC CABE: Or how did that go?  
19 MS. BERMAN: I think we were just drinking  
20 when he walked in.  
21 MR. MC CABE: Was that wine, beer?  
22 MS. BERMAN: I don't recall.  
23 MR. MC CABE: Do you recall how much he drank  
24 while he was here?

Page 13

1 MS. BERMAN: I do not.  
2 MR. MC CABE: How much time would you say that  
3 you spent with him that afternoon?  
4 MS. BERMAN: Maybe he was here 45 minutes.  
5 MR. MC CABE: And who was first to leave; him,  
6 you, Vicki, do you recall?  
7 MS. BERMAN: I don't recall.  
8 MR. MC CABE: Do you recall what time you  
9 left?  
10 MS. BERMAN: I don't.  
11 MR. MC CABE: Okay.  
12 MS. BERMAN: I'm usually the last person to  
13 leave. I host the party. So probably Vicki and I  
14 were the last to leave. I don't usually leave  
15 before anyone else.  
16 MR. MC CABE: What time did the Township  
17 office close that day, do you remember?  
18 MS. BERMAN: I think it was 5:00 o'clock.  
19 MR. MC CABE: All right. Did Trustee  
20 Carrabotta leave before you left that day?  
21 MS. BERMAN: I honestly don't remember. I  
22 mean, he probably did. Like I said, I usually  
23 don't leave before anyone else does.  
24 MR. MC CABE: Did you have any contact with

Page 14

1 him before he left, like exchange any pleasantries,  
2 happy holidays, anything like that?  
3 MS. BERMAN: I don't recall.  
4 MR. MC CABE: Was there any physical contact  
5 at all before he left?  
6 MS. BERMAN: No.  
7 MR. MC CABE: Any hugging?  
8 MS. BERMAN: No.  
9 MR. MC CABE: No physical contact whatsoever?  
10 MS. BERMAN: No.  
11 MR. MC CABE: How about with Vicki, did you  
12 see him hug her or anything like that?  
13 MS. BERMAN: No.  
14 MR. MC CABE: Was Vicki still here after  
15 Carrabotta left?  
16 MS. BERMAN: I don't remember. I honestly  
17 don't remember who left before or after who.  
18 MR. MC CABE: And you said Mike Saaman might  
19 have been present.  
20 MS. BERMAN: Right.  
21 MR. MC CABE: Did you discuss at any point  
22 after the party anything that went on at the party  
23 involving Trustee Carrabotta with anyone else?  
24 MS. BERMAN: No.

Page 15

1 MR. MC CABE: Did you ever discuss anything  
2 regarding Carrabotta with the clerk, Peter  
3 Gialamas?  
4 MS. BERMAN: No.  
5 MS. KOSTOPULOS: So it was reported to us that  
6 you stated to clerk Gialamas that you found Trustee  
7 Carrabotta to be handsy. Did you say that to him?  
8 MS. BERMAN: I do not recall that, ever making  
9 that statement.  
10 MS. KOSTOPULOS: So do you find Trustee  
11 Carrabotta to be handsy?  
12 MS. BERMAN: Absolutely not.  
13 MS. KOSTOPULOS: Do you know why -- I mean,  
14 and, again, it's your opinion, so I realize that,  
15 but do you have any idea why that statement has  
16 been attributed to you?  
17 MS. BERMAN: I do not.  
18 MS. KOSTOPULOS: Were you ever with Vicki  
19 where Vicki told Clerk Gialamas that Trustee  
20 Carrabotta was handsy or --  
21 MS. BERMAN: I've never heard her make that  
22 statement in front of me.  
23 MS. KOSTOPULOS: And when I say handsy, I mean  
24 that word or words to that effect.

Page 16

1 MS. BERMAN: Can I ask where I was -- someone  
2 said I was when I made the statement?  
3 MS. KOSTOPULOS: At a holiday party.  
4 MR. MC CABE: Yeah.  
5 MS. BERMAN: A different holiday party?  
6 MR. MC CABE: Yes, December 30, 2018, Laura  
7 Morask's holiday party.  
8 MS. BERMAN: Personal holiday party? Okay. I  
9 was there. I was there with my husband. It was a  
10 personal holiday party. I can tell you I had a few  
11 drinks, and as administrator I kind of network and  
12 work the room, and there were many people there. I  
13 went around and had many conversations with many  
14 people, and I probably had three glasses of wine.  
15 MR. MC CABE: A lot of people from the  
16 Township were there?  
17 MS. BERMAN: There were. There was a mixture  
18 of attorneys and Township people. And, honestly,  
19 from six months ago, I don't really recall much of  
20 what I said. I specifically do not recall ever  
21 making that statement at that party.  
22 MS. KOSTOPULOS: So when you say that you  
23 don't recall, do you mean that you just don't  
24 remember, although you could have or are you saying

Page 17

1 that you would not say that because you don't  
2 believe that?  
3 MS. BERMAN: I'm saying that because I do not  
4 believe that I said that.  
5 MS. KOSTOPULOS: Well, okay. That was not  
6 exactly one of my options. But what I'm trying  
7 to --  
8 MS. BERMAN: Let me say this. I did not make  
9 that statement.  
10 MS. KOSTOPULOS: All right.  
11 MS. BERMAN: I don't know how much more clear  
12 I can be. That statement was never made by me.  
13 MS. KOSTOPULOS: Okay. And we're just trying  
14 to get to the truth.  
15 MS. BERMAN: Right.  
16 MS. KOSTOPULOS: So, you know, would you have  
17 any reason to think that that statement would be  
18 true?  
19 MS. BERMAN: No.  
20 MS. KOSTOPULOS: All right. So Trustee  
21 Carrabotta has never made an inappropriate gesture  
22 or statement or anything towards you?  
23 MS. BERMAN: Never. Never, ever. I don't  
24 know how much more clear I can be.

Page 18

1 MS. KOSTOPULOS: No, we appreciate it.  
2 MS. BERMAN: I know you're putting it  
3 different ways, but I -- I've never stated that he  
4 was inappropriate. He's never been inappropriate  
5 with me.  
6 MS. KOSTOPULOS: Have you ever seen him be  
7 inappropriate?  
8 MS. BERMAN: Never. He's always extremely  
9 professional in my presence.  
10 MS. KOSTOPULOS: All right. And so, you know,  
11 I'm not trying to --  
12 MS. BERMAN: Yeah.  
13 MS. KOSTOPULOS: -- be antagonistic.  
14 MS. BERMAN: I know.  
15 MS. KOSTOPULOS: I'm just trying to make sure  
16 I understand.  
17 MS. BERMAN: Right.  
18 MR. MC CABE: Let me tell you what, let me put  
19 my pen down for a moment. One of our chief  
20 concerns is there's something going on and that  
21 people who are -- because this is not -- this is  
22 neither of our first go-arounds with this kind of  
23 stuff.  
24 MS. BERMAN: Yeah.

Page 19

1 MR. MC CABE: And, unfortunately, we find in  
2 many instances there are situations where people  
3 are uncomfortable telling us things because they're  
4 worried, and I get it, about what's going to happen  
5 on the back end.  
6 MS. BERMAN: Absolutely.  
7 MS. KOSTOPULOS: And you probably had that  
8 yourself with your employees.  
9 MR. MC CABE: They're always worried about --  
10 MS. BERMAN: Absolutely. Yep, I get it.  
11 MR. MC CABE: So we don't -- what we want is  
12 we just want to get to the bottom of it.  
13 MS. BERMAN: Absolutely.  
14 MR. MC CABE: And we don't want you to feel  
15 like I'm concerned, so, you know -- not that you  
16 would make anything up. I'm sure that you would  
17 not. But we don't want you to worry about if I do  
18 say something, then I have to worry about what the  
19 backlash is going to be because the policy that was  
20 adopted by the board is very clear on retaliation.  
21 If there's any, then whoever is responsible for it  
22 will be punished. Not you or anyone else who were  
23 to make an allegation, but whoever is retaliating  
24 as a result of someone participating in one of

Page 20

1 these investigations or coming forward, that person  
2 will be dealt with.  
3 MS. BERMAN: Right.  
4 MR. MC CABE: So we just want to make sure  
5 that everybody that we talk to understands that,  
6 and understands that if they have a problem,  
7 regardless of whatever level the person creating  
8 the problem is on --  
9 MS. BERMAN: Right.  
10 MR. MC CABE: -- that person doesn't get to,  
11 because of their position of authority, be able to  
12 do things that they shouldn't be doing.  
13 MS. BERMAN: Correct. I appreciate you  
14 clearing that up. And I can tell you this, and so  
15 let me make this statement. I was at a personal  
16 Christmas party, I had several drinks, six months  
17 ago. I don't remember everything I said. I can  
18 tell you that I never made any statement saying  
19 that David Carrabotta is inappropriate. I don't  
20 recall that I ever made any type of statement like  
21 that. I don't believe that David Carrabotta is  
22 ever inappropriate, was ever inappropriate. I am  
23 not afraid of retaliation.  
24 MR. MC CABE: Okay.

Page 21

1 MS. BERMAN: You can hear in my voice, I am  
2 quite upset that somebody stated that I said that.  
3 MR. MC CABE: Okay.  
4 MS. BERMAN: I'm not sure how I got put in the  
5 mix of this situation.  
6 MS. KOSTOPULOS: Well, we're concerned, too.  
7 MS. BERMAN: That is upsetting to me, as you  
8 can tell.  
9 MS. KOSTOPULOS: Yeah.  
10 MS. BERMAN: So I -- you know, I'm --  
11 MR. MC CABE: We're concerned about the same  
12 things you're concerned about.  
13 MS. BERMAN: Right. So I stand by what I say.  
14 I feel strong in what I say. I'm -- I stand behind  
15 the truth, and the truth is what I'm telling you.  
16 So, you know.  
17 MR. MC CABE: Let me ask you another question.  
18 Do you feel like somebody is pushing this situation  
19 on you and wants you to say something that you  
20 don't want to say?  
21 MS. BERMAN: I have no idea. I'm not  
22 commenting on that.  
23 MR. MC CABE: Okay.  
24 MS. KOSTOPULOS: Can you remember any

Page 22

1 situation or conversation that might have been  
2 maybe misunderstood or misconstrued?  
3 MS. BERMAN: No.  
4 MS. KOSTOPULOS: Well, it's clear that you're  
5 very adamant, so we're trying to figure out, you  
6 know, how do we -- what's going on here, you know?  
7 Why have we heard that you have said things that  
8 you deny? You know, what's the back story to that.  
9 Any idea?  
10 MS. BERMAN: I don't know. I don't have an  
11 idea.  
12 MR. MC CABE: Let me ask you this. Did you  
13 have -- have you had any subsequent  
14 conversations -- did you have a conversation on the  
15 night of the holiday party with Laura Morask? Did  
16 she ask you if she could speak with you about  
17 Trustee Carrabotta on December 30th?  
18 MS. BERMAN: Never.  
19 MR. MC CABE: No? So you don't --  
20 MS. BERMAN: Can you repeat that?  
21 MR. MC CABE: December 30th at her holiday  
22 party.  
23 MS. BERMAN: Okay.  
24 MR. MC CABE: Did Supervisor Morask ask you if

Page 23

1 she could talk to you about Carrabotta?  
2 MS. BERMAN: That night, no, no, no.  
3 MR. MC CABE: Has she since asked you or tried  
4 to talk to you about it?  
5 MS. BERMAN: Yes.  
6 MR. MC CABE: When was that.  
7 MS. BERMAN: About a week ago.  
8 MR. MC CABE: Okay. And what was said then?  
9 What happened then? What did she ask you? Was it  
10 just you and her?  
11 MS. BERMAN: Yeah.  
12 MR. MC CABE: What did she ask you?  
13 MS. BERMAN: She wanted -- she asked me -- I  
14 actually don't really recall. She asked me some  
15 questions similar to like what you're asking me  
16 now.  
17 MR. MC CABE: Right.  
18 MS. BERMAN: If I remember anything that  
19 happened at a Christmas party, and I pretty much  
20 stated exactly what I'm stating here.  
21 MR. MC CABE: Okay.  
22 MS. BERMAN: That I don't know what she's  
23 talking about, I never said anything, and please  
24 don't get me involved in this. I don't want

Page 24

1 anything to do with this. And, you know, I -- you  
2 know, I don't want anything to do with the  
3 situation, and I don't know why my name is even  
4 being brought up in this situation. So I don't  
5 know what somebody thinks they might have  
6 overheard, but it didn't come from me.  
7 MS. KOSTOPULOS: All right. Well, we'll be  
8 very clear about that.  
9 MS. BERMAN: Okay.  
10 MR. MC CABE: All right. So let me look at  
11 one thing.  
12 MS. KOSTOPULOS: When you talked to supervisor  
13 Morask about this, what did she ask you? Did she  
14 ask you to cooperate with us?  
15 MS. BERMAN: No, I honestly don't remember.  
16 MS. KOSTOPULOS: Or to say anything in  
17 particular?  
18 MS. BERMAN: No, she didn't discuss any of  
19 this, you know, the situation. I honestly don't  
20 remember specifically what she asked me.  
21 MR. MC CABE: All right. Margaret, do you  
22 have anything else?  
23 MS. KOSTOPULOS: No, I don't.  
24 MR. MC CABE: Okay. So that said --

Page 25

1 MS. KOSTOPULOS: Anything that you want to  
2 add?  
3 MS. BERMAN: No.  
4 MR. MC CABE: Is there anyone else you think  
5 we should talk to that may have more information  
6 about this? We'll talk to Vicki tomorrow, but  
7 anyone else?  
8 MS. BERMAN: Uhn-uhn.  
9 MR. MC CABE: And you mentioned Mike --  
10 MS. BERMAN: Saaman.  
11 MR. MC CABE: We'll talk to him this  
12 afternoon. So he was there on 12/22, right?  
13 MS. BERMAN: Yes, that's our work holiday  
14 party. I'm getting all my dates mixed up.  
15 MR. MC CABE: Was he at the other holiday  
16 party, too?  
17 MS. BERMAN: Yes.  
18 MR. MC CABE: Okay. Other than you're not  
19 happy to be here today --  
20 MS. BERMAN: Really? What gave that away?  
21 MR. MC CABE: Has this -- we're pretty  
22 perceptive. Has this incident affected you in any  
23 way at your job workwise?  
24 MS. BERMAN: No.

Page 26

1 MS. KOSTOPULOS: Other than very irritated.  
2 MR. MC CABE: Other than it's irritated you?  
3 MS. BERMAN: No.  
4 MS. KOSTOPULOS: Is there talk about this  
5 around the office?  
6 MS. BERMAN: Not really, no.  
7 MR. MC CABE: Have you had any conversations  
8 with Carrabotta -- Trustee Carrabotta about this?  
9 MS. BERMAN: Nothing.  
10 MR. MC CABE: Nothing? Okay. So if there's  
11 any other information that you think of after you  
12 leave, please feel free to contact us. You have my  
13 card, you have Margaret's card. You have direct  
14 numbers, you have emails, so please let us know if  
15 anything else comes up. We'll let you know what  
16 our ultimate findings are since it was brought up  
17 to us you may be a complainant. But you haven't  
18 made a complaint, correct?  
19 MS. BERMAN: Correct. I absolutely have not  
20 made a complaint, and I want that on the record.  
21 MS. KOSTOPULOS: It's very clear.  
22 MS. BERMAN: Have not made any type of  
23 complaint.  
24 MR. MC CABE: That is on the record with a

Page 27

1 court reporter.  
2 MS. KOSTOPULOS: And did you say that to  
3 Laura?  
4 MS. BERMAN: Yes.  
5 MR. MC CABE: You said I haven't made a  
6 complaint, I'm not complaining?  
7 MS. BERMAN: I said it 100 percent. So now  
8 it's been said again.  
9 MR. MC CABE: Right. So we prefer that this  
10 be kept confidential for obvious reasons.  
11 MS. BERMAN: Okay.  
12 MR. MC CABE: We can't make you do that, but  
13 we prefer it remain confidential.  
14 MS. BERMAN: I understand.  
15 MR. MC CABE: Retaliation is absolutely  
16 prohibited by the policy. If you feel like you're  
17 being retaliated against for anything, for saying  
18 something, not saying something, be sure to make us  
19 aware of that.  
20 MS. BERMAN: Okay.  
21 MR. MC CABE: Do you have any final comments,  
22 questions?  
23 MS. BERMAN: No.  
24 MR. MC CABE: Then we're done.

Page 28

1 (WHICH WERE ALL THE PROCEEDINGS HAD  
2 IN THE ABOVE-ENTITLED CAUSE ON THIS  
3 DATE.)  
4 I, KAREN A. FAZIO, CSR No. 84-1834, a  
5 Certified Shorthand Reporter of the State of  
6 Illinois, do hereby certify that I reported in  
7 shorthand the proceedings had at the interview  
8 aforesaid, and that the foregoing is a true,  
9 complete, and correct transcript of the proceedings  
10 of said interview as appears from my stenographic  
11 notes so taken and transcribed under my personal  
12 direction.  
13 IN WITNESS WHEREOF, I do hereunto set my  
14 hand at Chicago, Illinois, this 12th day of  
15 September, 2018.  
16   
17  
18 KAREN A. FAZIO, CSR No. 84-4083  
19 Certified Shorthand Reporter  
20  
21  
22  
23  
24

Page 1

1 INTERVIEW )  
2 OF )  
3 DAVID CARRABOTTA )  
4  
5  
6 The investigative interview of DAVID  
7 CARRABOTTA, taken before LISA HAMALA, CSR No.  
8 84-335, a Notary Public within and for the County  
9 of Cook, State of Illinois, and a Certified  
10 Shorthand Reporter of the State of Illinois, taken  
11 at 140 South Dearborn Street, Chicago, Illinois, on  
12 the 2nd day of July, 2018, A.D., at 1:15 p.m.  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24

Page 2

1 APPEARANCES:  
2  
3 ANCEL GLINK DIAMOND BUSH  
4 DiGIANNI & KRAFTHFER,  
5 (140 South Dearborn Street, Suite 600,  
6 Chicago, Illinois 60603,  
7 312-782-7606), by:  
8 MR. ROBERT T. McCABE,  
9 rmccabe@ancelglink.com,  
10 MS. MARGARET KOSTOPULOS,  
11 mkostopulos@ancelglink.com,  
12 appeared on behalf of Maine Township;  
13  
14 LAW OFFICES OF ROBERT S. BELL, JR., P.C.,  
15 (111 West Washington Street, Suite 1900,  
16 Chicago, Illinois 60602,  
17 312-498-7181), by:  
18 MR. ROBERT S. BELL, JR.,  
19 rsbelljr@gmail.com,  
20 appeared on behalf of  
21 David Carrabotta.  
22  
23 REPORTED BY: LISA C. HAMALA,  
24 Illinois CSR No. 84-3335.

Page 3

1 MR. McCABE: We are here today because of a  
2 Complaint that was filed by Trustee Kimberly Jones.  
3 I have provided a copy of that Complaint  
4 to Mr. Bell and to Trustee Carrabotta -- or to  
5 Mr. Bell, and, hopefully, Trustee Carrabotta has  
6 seen the copy. We provided copies.  
7 I think that should give a general  
8 overview of what we are here to talk about today.  
9 In preparing for this, I can tell you we  
10 are looking at three events: One that is  
11 relatively nondescript in that we think it happened  
12 somewhere -- when I say "we think it happened," the  
13 Complaint tells us that the Complainant thinks it  
14 happened somewhere between October and December.  
15 Then we have a Complaint about an  
16 incident that happened during a photograph on  
17 January 23rd.  
18 We have a Complaint about an incident  
19 that happened allegedly -- and all of this is  
20 alleged, on May 16th.  
21 That being said, I guess let me start  
22 out generally.  
23 How long have you been on the Board?  
24 MR. CARRABOTTA: Since May of last year.

Page 4

1 MR. McCABE: So it was May of 2017?  
2 MR. CARRABOTTA: Yes.  
3 MS. REPORTER: Am I swearing him in?  
4 MR. McCABE: No.  
5 How long have you known Trustee Jones?  
6 MR. CARRABOTTA: I would say we campaigned as  
7 a slate since January of 2017.  
8 MS. KOSTOPULOS: Did you know her before that?  
9 MR. CARRABOTTA: Before the campaign, no.  
10 MR. McCABE: Did you develop any kind of  
11 friendship with her, not personal relationship, but  
12 like a business relationship with her as a result  
13 of campaigning together?  
14 MR. CARRABOTTA: No. Not particularly.  
15 MR. McCABE: I guess what we would like to  
16 know is from your perspective, you're familiar with  
17 these three events?  
18 MS. KOSTOPULOS: Well, the allegations.  
19 MR. BELL: Are you asking Margaret or Mr.  
20 Carrabotta?  
21 MR. McCABE: You're familiar with these three  
22 separate allegations.  
23 I guess what we are looking for today is  
24 what you could tell us about these three sets of

Page 5

1 events.  
2 It is kind of difficult to ask you  
3 specific questions on it, to be quite candid with  
4 you, because we know what we have been told.  
5 We have been told the same thing you  
6 have been told. And that's it.  
7 MS. KOSTOPULOS: We are interested in anything  
8 that you might want to share with us about the  
9 Complaint, in general, individual allegations,  
10 anything that might -- that you might feel is  
11 relevant.  
12 MR. BELL: May I ask a question?  
13 We have Mr. McCabe's letter, which I  
14 think kind of -- I'm not trying to steer anything  
15 one way or the other here.  
16 But it kind of is to the point with the  
17 four bullet points, if they correspond to the  
18 Complaint, it may be easier.  
19 But it is up to you. We need some  
20 direction.  
21 Do you want him to go through her formal  
22 Complaint, each paragraph, or do you want to use  
23 the three of the four, and, I assume, what we are  
24 talking about here is Bullets 1, 3 and 4, which is

Page 6

1 easier.  
2 MS. KOSTOPULOS: Bob's letter.  
3 MR. McCABE: That's a more concise recitation.  
4 MR. BELL: I don't know if you have a copy of  
5 the letter.  
6 MR. McCABE: I may.  
7 Yes. This would be easier for you to  
8 read.  
9 MR. BELL: Somebody somewhere is  
10 pdf-challenged.  
11 MS. KOSTOPULOS: Might be us.  
12 MR. BELL: No. So if I'm correct, 1, 3 and 4?  
13 MR. McCABE: Yes. The second bullet point  
14 relates to the holiday party, which we're not going  
15 to ask any questions about.  
16 The video, that's with our IT guy that  
17 is not in right now, but I can get that. I will  
18 happily send it to you.  
19 MR. BELL: Yes.  
20 MR. McCABE: It will be a flash drive.  
21 So Bullet Points 1, 3 and 4.  
22 MR. CARRABOTTA: 1 is vague. We can agree to  
23 that. There was no touching of buttocks.  
24 3, there is no touching of buttocks.

Page 7

1 MS. KOSTOPULOS: And that would be the  
2 January --  
3 MR. CARRABOTTA: January 23, 2018 meeting.  
4 MS. KOSTOPULOS: Bullet 4 is the May?  
5 MR. CARRABOTTA: No touching of buttocks,  
6 also.  
7 MS. KOSTOPULOS: The Maine-Streamer's party?  
8 MR. CARRABOTTA: Right.  
9 MS. KOSTOPULOS: Insofar as the Complaint, in  
10 general, which you have read, is there anything in  
11 general that you would share with us regarding this  
12 Complaint?  
13 MR. CARRABOTTA: That it is false.  
14 MS. KOSTOPULOS: Anything else?  
15 MR. BELL: I don't know if you want to  
16 clarify, but there's some things here like  
17 attachments.  
18 That "I talked to this person," that  
19 "I was advised this." This is what my e-mail  
20 said."  
21 I assume your question was just to the  
22 Complaint of sexual harassment?  
23 MS. KOSTOPULOS: Yes.  
24 MR. BELL: I don't know what else you could

Page 8

1 say.  
2 MR. McCABE: Other than it is false.  
3 MR. BELL: That's correct.  
4 MR. McCABE: Let me ask you about the night of  
5 May 23rd, the Board meeting.  
6 MR. CARRABOTTA: May 22nd.  
7 MR. McCABE: That's the night Trustee Jones,  
8 to my understanding, came up to you saying she  
9 wanted to talk to you.  
10 Can you take us through that. How did  
11 that come about?  
12 I know you were in bill pay, which I'm  
13 told happened prior to the actual meeting.  
14 MR. CARRABOTTA: This was after an extended  
15 telephone conference I had with Laura Morask.  
16 MS. KOSTOPULOS: Wait. I never heard this.  
17 MR. CARRABOTTA: I had an extended telephone  
18 conference with Laura Morask.  
19 That happened from 3:00 p.m. to 3:50  
20 p.m. that afternoon.  
21 MS. KOSTOPULOS: Who called whom?  
22 MR. CARRABOTTA: I called Laura.  
23 MS. KOSTOPULOS: About what?  
24 MR. CARRABOTTA: To clarify what my positions

Page 9

1 were regarding approval of budgets and approval of  
2 pay increases. Reiterating, again, my position I  
3 gave on May 15th in great detail.  
4 And to give any opportunities for  
5 further discussion to see if we can reach common  
6 ground.  
7 We ended up agreeing to disagree.  
8 MS. KOSTOPULOS: It was not related to any  
9 Complaints of Trustee Jones?  
10 MR. CARRABOTTA: No.  
11 MR. BELL: But people volunteer information,  
12 though they are asked not to.  
13 MR. McCABE: So I'm interested in this. I  
14 will tell you why.  
15 You and I talked. Now I'm referring to  
16 Bob, the other Bob, the attorney.  
17 MR. BELL: The Scotsman, not the Irishman.  
18 You could call me O'Bell.  
19 MR. McCABE: One drinking scotch and the other  
20 Irish whiskey, and, hopefully, we end up in the  
21 middle somewhere.  
22 That's good on the record, I'm sure.  
23 We had this discussion about not getting  
24 into some of the surrounding issues here, but we

Page 10

1 are certainly willing to listen.  
2 Margaret and I have certainly figured  
3 out in the context of our investigation that there  
4 may be some underlying political issues.  
5 MS. KOSTOPULOS: Yes. That seems to be fair.  
6 MR. McCABE: So anything that you would like  
7 to tell us about, because we have heard about the  
8 breakdown of the Board, how the voting goes, all  
9 kinds of things during the course of the  
10 investigation.  
11 One of the things you always try to  
12 figure out in any investigation is what motivates  
13 people to do things.  
14 MR. BELL: Sure.  
15 MR. McCABE: Let's go off for a second.  
16 (WHEREUPON, discussion was had off  
17 the record.)  
18 MS. KOSTOPULOS: Is there any --  
19 MR. CARRABOTTA: The issue walking into the  
20 May 22nd meeting was this:  
21 First, we had to pass budgets by June  
22 1st. We had set up a special meeting on May 15th.  
23 Because what happened in April, it was  
24 determined that the budget that was presented by

Page 11

1 Laura Morask, our supervisor, announced at the  
2 annual meeting and posted as a budget that cut all  
3 departments by 10 percent, which is what I was  
4 hoping to see.  
5 The reason being is we have saved a lot  
6 of money over the year. We had consolidations over  
7 the year. We had some great staff that did great  
8 things.  
9 We have a huge problem with having way  
10 too much in reserves as far as taxpayer funds.  
11 The first issue was going to be whether  
12 or not we passed the budget with increases or not.  
13 At first, my position was -- and this is  
14 all part of May 15th and the telephone conference.  
15 I wanted to see a 10 percent cut from  
16 actual spending.  
17 The reason why that came up is I was  
18 mentioning the budget that was presented by Laura  
19 Morask as a 10 percent cut that turned out to be,  
20 when you compared it to actual spending last year,  
21 almost a million dollar increase.  
22 I actually gave it serious  
23 consideration. I almost made the mistake of going  
24 along with that budget.

Page 12

1 I was extremely disappointed. We wanted  
2 to go along with actual numbers.  
3 So then with the actual numbers, instead  
4 of actual numbers with all of our consolidations,  
5 etcetera, there should be a 10 percent cut in  
6 spending, compared to actual real numbers of last  
7 year. Then compromise that position to 5 percent.  
8 But that made it clear I would not, for  
9 my own individual vote, approve anything that's  
10 over actual spending from last year to try to see  
11 if we could come to some accord.  
12 The second issue was pay increases.  
13 Simultaneously with this, Laura wanted us to do pay  
14 increases. They were substantial, 5 to 6 percent,  
15 etcetera.  
16 When you add up the final numbers, my  
17 position was that the staff has done a great job,  
18 but a better way to go is with bonuses.  
19 It's a one-time payment. It's in the  
20 budget. It doesn't increase IMRF pensions.  
21 Although it comes out very high, the  
22 bonuses -- and they really got us through a  
23 difficult year when the Board was in serious  
24 transition.

Page 13

1 And the results that we have come up  
2 with over this last year were 90 percent contrary  
3 to what Kimberly Jones and what Laura Morask sought  
4 and in favor of what -- pretty much a 2-3 vote on  
5 everything.  
6 In speaking with Laura Morask that  
7 afternoon -- and I reiterate, this is all on the  
8 tape from May 15th. I went through it ad nauseam.  
9 It's very basic. You take the actual  
10 numbers from last year x 95 percent, and that's  
11 what I was looking for.  
12 However, I can't approve anything over  
13 actual spending.  
14 She did not agree with that. The  
15 Assessor, who is under appeal right now, there's an  
16 IMRF appeal right now, was adamant at the April and  
17 May meeting hollering at me standing up and  
18 pointing that there is no way she's bringing her  
19 budget down to actual spending last year.  
20 MR. BELL: That's sufficient.  
21 MR. CARRABOTTA: That's what I was walking  
22 into for the May 22nd meeting.  
23 MR. McCABE: Okay. So you walk into this  
24 meeting, have this conversation. These issues are

Page 14

1 on the table.  
2 It sounds like there's some significant  
3 disagreement over the budget, fair?  
4 MR. CARRABOTTA: Yes.  
5 MR. BELL: Point of clarification.  
6 The May 22nd meeting, I don't see that  
7 in the letter or in the formal Complaint.  
8 MS. KOSTOPULOS: It's not. That was the  
9 meeting where Trustee Jones asked to speak with you  
10 outside or separate.  
11 MR. BELL: Okay. I'm with you now.  
12 MR. CARRABOTTA: Of course, I'm spread very  
13 thin time-wise because I have a private practice,  
14 and I have a lot of responsibilities. And we're  
15 putting a lot of time at the Township because it is  
16 necessary.  
17 I would have to verify everything that  
18 comes past me. I can't rely on who I would like to  
19 rely on.  
20 Coming into the meeting, I sat down, and  
21 Kim Jones was to my left at the point of Bill Pay.  
22 She asked to see me before the meeting  
23 starts. I said "Well, let me get through Bill  
24 Pay."

Page 15

1 I didn't have much to do, so to let me  
2 get through Bill Pay, and then I would be more than  
3 happy to talk to her.  
4 6:45 comes around. I concluded what I  
5 needed to as far as Bill Pay.  
6 I turned to Kimberly Jones and said "I'm  
7 available if you still would like to talk."  
8 She wanted it before the meeting  
9 started, which was 7:00.  
10 She asked me to follow her into the  
11 office behind the Board room immediately behind me.  
12 It was empty. It was not illuminated.  
13 We walk into that office. She says "You  
14 know, you touched my butt at the 90th birthday  
15 party."  
16 I said "what?"  
17 She said "Yes. Back on May 16th, you  
18 touched my butt."  
19 I said "I never touched your butt. I  
20 don't know what you're talking about."  
21 She repeats it and says "Although this  
22 could be the third time, I'm not going to take any  
23 action. I'm just letting you know if it happens  
24 again, that then I'm going to report it. I'm going

Page 16

1 to prosecute it."  
2 I said "It never happened a first time.  
3 It never happened a second time. It never happened  
4 a third time."  
5 She said she wanted -- she repeated it  
6 again.  
7 "I'm not going to do anything, but if it  
8 happens again, I'm going to report you."  
9 At this point, I'm in a room by myself  
10 with Kim Jones.  
11 MR. BELL: Take it slow.  
12 MR. CARRABOTTA: Immediately, looking around,  
13 I have to get out of the room. Because I don't  
14 know what's going on. There is nobody seeing  
15 anything. I'm being accused of something, which I  
16 present as violent.  
17 To get out of the room and get around  
18 her to leave the room, I don't touch her at all. I  
19 kept telling her "This is over. This conversation  
20 is over."  
21 I get out, am able to leave the room.  
22 She follows me out. She is making some comments.  
23 Comments -- I don't know what they were, but all I  
24 wanted to do is get back to my chair.

Page 17

1 That's the first time I ever heard  
2 anything about anything, about something like that.  
3 MR. McCABE: What did you think, out of  
4 curiosity, that she wanted to talk to you about  
5 when you went into that room?  
6 MR. CARRABOTTA: I think she wanted to try to  
7 convince me on the issues of the budgets and on the  
8 pay increases.  
9 She was in Laura's position -- what was  
10 presented at that Board meeting was the Assessor  
11 presented two budgets for us.  
12 It had involved the Assessor. One had  
13 an increase. One was level.  
14 Our attorney, very sharp counsel, said  
15 "Look. Mark it A and B to make it simple."  
16 She was always making things simple.  
17 We had a vote later on that evening. A,  
18 which was the increase, was shot down. It was  
19 sought out as 2-3.  
20 No increase, same thing, 3-2.  
21 So I thought she wanted to talk to me  
22 about that. That she wanted to talk about the pay  
23 increases. That although if they are not bonuses,  
24 they are substantial. But that's what we do. This

Page 18

1 is how it is.  
2 So that's what I thought she wanted to  
3 talk to me about.  
4 MR. McCABE: When you say "This is what we  
5 do," you thought that she wanted to tell you "This  
6 is what we do for the employees"?  
7 MR. CARRABOTTA: Right.  
8 MR. McCABE: Again, curiosity, you're telling  
9 me 5, 6 percent raises.  
10 Margaret and I negotiate Collective  
11 Bargaining Agreements, so 5 percent, 6 percent  
12 raises, is that what they were saying they do over  
13 the years previous?  
14 MR. CARRABOTTA: They decided to go with  
15 merit.  
16 No matter what you call it, or what it  
17 is, it is 5 to 6 percent pay increases.  
18 I have been warning over this last year  
19 about trying to keep Township Government alive  
20 because Township Government is under such attack in  
21 Springfield.  
22 I would cite these Senate and House  
23 bills that are pending. That I really didn't think  
24 it was a good idea.

Page 19

1 However, with these pay increases, if we  
2 can present them honestly as bonuses, there is an  
3 argument there.  
4 It is just not -- right now it is not  
5 the right thing to do. We had this battle over --  
6 that was where a lot of the conflict occurred.  
7 When Laura Morask took one of our people  
8 off the slate that didn't make it, she created a  
9 job out of whole cloth using Public Aid money,  
10 which is our General Assistance, and gave this  
11 person a job in the Township saying she had total  
12 authority to do it. That she had to report to us  
13 that she did it.  
14 That was back in early July, August of  
15 last year. I objected to it.  
16 You're not supposed to do that, one.  
17 Two, you don't want to do it in this  
18 environment, in any event.  
19 Although we raised objections, she  
20 brought in a law firm out of Springfield on her own  
21 that gave a letter of opinion, multiple pages, that  
22 said she can do that.  
23 But the first page of the letter  
24 presented a fact pattern that was not applicable,

Page 20

1 not parallel to our fact pattern.  
2 MS. KOSTOPULOS: What job was that?  
3 MR. CARRABOTTA: To promote General  
4 Assistance, which she created the position. Made a  
5 salary of \$30,000. IRMF benefits and medical.  
6 Once she created it, she placed Kelly  
7 Schaefer in that position. All without any  
8 communication of the Board and using General  
9 Assistance funds.  
10 MS. KOSTOPULOS: Totally off topic, but if you  
11 have a lot of reserves, why were you so worried  
12 about spending in your budget?  
13 MR. CARRABOTTA: It is a huge problem. It  
14 means under the applicable law, in my read of it,  
15 that the body has been overtaxing.  
16 You can't do that.  
17 MS. KOSTOPULOS: With reserves. I get that.  
18 And you were worried about a taxpayer  
19 suit.  
20 MR. CARRABOTTA: Also, in spending, whether we  
21 have plenty of money or not, crony hiring is crony  
22 hiring.  
23 That's my other problem, too. You have  
24 a lot of money, but it is not mine. It's the

Page 21

1 taxpayers' money.  
2 Now if it was my business, and I decided  
3 to do that, decided someone should have medical  
4 insurance, I'm going to bump up the hours -- now,  
5 this is the first time I ever had these types of  
6 responsibilities. I never came into the public  
7 sector like this.  
8 I think it is a violation of fiduciary  
9 responsibility that we have to the Township.  
10 That's why I objected to it.  
11 Eventually, they want to have Kelly  
12 Schaefer as part of the body of politics.  
13 But she then resigned from the position  
14 as the objections went through the end of  
15 September.  
16 We have had some other -- when it comes  
17 to the levy, I wanted to see a refund of some of  
18 this money to go back to the taxpayers. We have  
19 way more than we should have, in my opinion.  
20 Laura and Susan said it would be too  
21 expensive to do it, but we will do it when it comes  
22 to levy time. We'll cut the levy. It's too  
23 expensive to refund.  
24 When it comes time to the levy, they are

Page 22

1 all over me because I want to cut of the levy.  
2 "How can you cut the levy? It's  
3 irresponsible Government."  
4 If you keep it level, it bounces up 2, 3  
5 percent on its own all by itself.  
6 So I wanted to see some form of a cut.  
7 We compromised to a 5 percent cut, but it was a  
8 vote 2-3.  
9 But this is what we entered into in the  
10 New Year.  
11 MR. BELL: I think that's sufficient.  
12 MR. McCABE: So bottom line, we circle back to  
13 the fact you thought you were walking into a  
14 meeting to discuss budget issues that were coming  
15 up in 15 minutes based on conversations that you  
16 had earlier that afternoon with Laura Morask.  
17 MR. CARRABOTTA: Yes.  
18 MR. McCABE: After what transpired at that  
19 meeting, you came back and got in your chair.  
20 Have there been any other communications  
21 with you by anyone who was part of the Township  
22 Government regarding this issue?  
23 MR. BELL: What I don't want him to think  
24 you're asking him is if a newspaper article quoted

Page 23

1 somebody who is in the Township, that that's a  
2 communication, per se.  
3 You're asking if he had conversations or  
4 e-mails --  
5 MR. McCABE: If he has had conversations with  
6 Township individuals.  
7 We have talked about Laura Morask.  
8 Kimberly Jones.  
9 Yes. That's what I'm talking about.  
10 Those individuals, or any individuals in  
11 the Government communicating with you about these  
12 allegations.  
13 MR. CARRABOTTA: First of all, it is a very  
14 upsetting experience.  
15 MR. McCABE: I understand.  
16 MR. CARRABOTTA: I never had to go through  
17 something like this.  
18 Also, there was a closed session that  
19 happened after that.  
20 MR. McCABE: Do we want to get into that?  
21 MS. KOSTOPULOS: I know you called for it, is  
22 that correct?  
23 MR. CARRABOTTA: Yes.  
24 MS. KOSTOPULOS: Maybe tell us why you called

Page 24

1 for that.  
2 MR. CARRABOTTA: I didn't know what was  
3 proper. I'm the ethics advisor for the Board is  
4 how it was presented to me.  
5 Laura contacted me early on saying it's  
6 always been her position, there's never been an  
7 ethics issue, but would I take on that  
8 responsibility. That was about a month before I  
9 started sitting.  
10 I said I would be happy to do it, but  
11 take that position seriously.  
12 Also, this is a false allegation being  
13 brought.  
14 MR. BELL: Why did you call the meeting is  
15 what she asked.  
16 MR. CARRABOTTA: Because I did not know what  
17 was to be done, or what is to happen in this type  
18 of situation.  
19 I thought it best to do it this way  
20 because I didn't want to embarrass the Township.  
21 We have 135,000 residents that are more  
22 important than just me. I didn't want that type of  
23 embarrassment.  
24 MS. KOSTOPULOS: We are not going to ask you

Page 25

1 to divulge closed-session discussions.  
2 MR. McCABE: There was a statement, and I  
3 can't remember who made it, that you called for an  
4 investigation.  
5 Did you call for an investigation at any  
6 point?  
7 MS. KOSTOPULOS: And I would say this was  
8 after closed-session.  
9 MR. CARRABOTTA: No.  
10 MS. KOSTOPULOS: Did you at any point think it  
11 was appropriate for an investigation?  
12 MR. CARRABOTTA: I didn't know what to think.  
13 MR. BELL: That's kind of speculative to  
14 answer that.  
15 Personal opinion?  
16 MS. KOSTOPULOS: Yes.  
17 So is there any way that -- we saw  
18 pictures -- you know, when the group takes  
19 pictures, you are usually standing next to Trustee  
20 Jones, I guess, because you're both tall.  
21 Is there any way that maybe there was  
22 some inadvertent touching?  
23 MR. CARRABOTTA: I'm so glad you asked that.  
24 MS. KOSTOPULOS: I am, too.

Page 26

1 MR. CARRABOTTA: Now I can say no. Not even  
2 close.  
3 I would never disrespect Kim Jones that  
4 way.  
5 MS. KOSTOPULOS: I'm not saying intentional.  
6 MR. CARRABOTTA: Even unintentional.  
7 MS. KOSTOPULOS: What we are trying to do is  
8 reconcile in some way what she says happened with  
9 what you say happened.  
10 I just throw that out there. Not that  
11 we believe this, but is there any way when you were  
12 moving around, maybe you unintentionally brushed up  
13 against her butt?  
14 MR. CARRABOTTA: There is no way.  
15 MR. McCABE: We see in the photographs, and  
16 you have a copy, or your counsel has, what Trustee  
17 Jones marked as No. 1.  
18 When you look at Exhibit 1 and 3, and  
19 when you have the privilege of watching as much  
20 video as we have seen in this case, in particular,  
21 the video of the January 23rd incident, it seems  
22 like to the casual observer, you're being asked to  
23 get as close as possible by the photographer.  
24 Is that the case?

Page 27

1 MR. CARRABOTTA: If I remember correctly, Dick  
2 Barton is the one that would be setting up the  
3 photograph. I go where Dick tells me to go, or his  
4 son.  
5 They are extremely sharp and make us  
6 look good no matter what, which is hard for me  
7 individually.  
8 MR. McCABE: So Dick Barton sets up the  
9 photographs, and you take direction from him as to  
10 where he wants you to stand?  
11 MR. CARRABOTTA: Yes.  
12 MR. McCABE: I won't even talk any more about  
13 October, November, December and ask you to recall  
14 what photograph you may or may not have been in  
15 over a three-month period.  
16 I'm going to stick to what I have seen  
17 in terms of these Exhibits 1 and 3.  
18 It appears to me that you put your hands  
19 for the photographs in front of you.  
20 Is that a correct observation?  
21 MR. CARRABOTTA: Usually in front of me, or  
22 while it is being taken, we are clapping for the  
23 person.  
24 MR. McCABE: So it looks like you're clasping

Page 28

1 your hands in front of you when you have the  
2 photographs taken?  
3 MR. CARRABOTTA: Yes.  
4 MS. KOSTOPULOS: How often are these group  
5 pictures taken?  
6 MR. CARRABOTTA: Pretty spontaneous. There's  
7 times when Laura says for the Board to "All get up.  
8 We are honoring an individual."  
9 She wants all the Board members. Or at  
10 the 90th birthday party, to put it together. They  
11 are for publications.  
12 MS. KOSTOPULOS: Is it at every meeting, if  
13 you had to guesstimate?  
14 MR. CARRABOTTA: Maybe 60, 70 percent of the  
15 time we have photographs taken for one aspect or  
16 another.  
17 MS. KOSTOPULOS: At a meeting?  
18 MR. CARRABOTTA: Yes, or an event.  
19 MS. KOSTOPULOS: So between say November of  
20 2017 and May 2018, if you had to estimate, how many  
21 times for these kind of group pictures?  
22 MR. CARRABOTTA: I can't even.  
23 MS. KOSTOPULOS: Do you meet once or twice a  
24 month?

Page 29

1 MR. CARRABOTTA: Well, actual regular Board  
2 meetings are once a month.  
3 Because of all the issues that are being  
4 raised by Laura and Kim that require extended  
5 addressing, we have been meeting on average like  
6 one to two specific meetings every month.  
7 So usually at special meetings, there  
8 are no photographs.  
9 At the regular Board meeting, I would  
10 say we had one in November. One regular in  
11 December. January, February, March, April -- I  
12 can't -- usually it's about 60 percent of the time  
13 we are being asked to take a photograph as a group.  
14 MR. McCABE: At least one.  
15 MR. CARRABOTTA: Yes.  
16 MR. McCABE: Are there more sometimes?  
17 MR. CARRABOTTA: If we have a function like  
18 the 90th birthday party, I came in for that.  
19 Because of my schedule, I couldn't stay for lunch.  
20 I even left the car running outside on that one.  
21 We had the photograph session taken. It  
22 was a nice function, but I had to scoot out the  
23 door.  
24 MR. McCABE: You didn't stay for lunch at the

Page 30

1 birthday party?  
2 MR. CARRABOTTA: No.  
3 MS. KOSTOPULOS: How would you describe your  
4 relationship with the Clerk and Assessor and  
5 Highway Supervisor Kazmierczak?  
6 MR. CARRABOTTA: I have to break that up.  
7 MR. McCABE: Tell me about your relationship  
8 with the Clerk, Peter Gialamas.  
9 MR. CARRABOTTA: Good. He usually steps back.  
10 If there is a way to get everybody together, he  
11 makes the move to do that. I think it is one of  
12 his skills being a real estate broker. He's good  
13 with that.  
14 However, we have had our disagreements.  
15 He was not happy with say the employee decisions  
16 made where we would not increase part-time to  
17 full-time in his department.  
18 At least I wouldn't vote for it. It  
19 turned out to be a 2-3 denial of increase.  
20 Also, a number of the matters that Laura  
21 brought up that were then seconded by Kim.  
22 There are times, although he is not a  
23 member of the Board and voting, he would make  
24 certain statements that we are being ridiculous and

Page 31

1 should not be opposing it, that kind of thing.  
2 He doesn't do it in a mean way, but  
3 because of the heat of the moment, which got high  
4 on a number of occasions with the Board.  
5 Walter, he had a real struggle in that  
6 he believed that we don't have any authority over  
7 his budget. And we should have no authority over  
8 his budget.  
9 He is very efficient when it comes to  
10 spending money. He has both feet on the ground.  
11 He's a very intelligent individual. Someone you  
12 could trust with a budget.  
13 The only difference we had is that he  
14 wanted a 2 percent increase in his budget, which  
15 would have brought him over \$2 million-plus  
16 dollars. I didn't see the need for the increase.  
17 We ended up coming to a compromise in  
18 the May 15th meeting. Walter spoke very eloquently  
19 about why he was going to rely upon the Board's  
20 word.  
21 I gave my word. I said if there was  
22 ever additional needs, sudden, environmental needs,  
23 etcetera, that would cause increase in spending, to  
24 come to the Board. That the Board would be there

Page 32

1 for him.  
2 He agreed then to cut his budget to the  
3 level of last year. Not with my 5 or 10 percent.  
4 But he agreed and took it upon himself and did it.  
5 That came out at the May 22nd meeting, as well.  
6 My relationship with the Assessor is  
7 very bad. When I was in Springfield, even when I  
8 would pour her a cup of coffee because she was late  
9 to our awards session, she asked "Why are you being  
10 so nice to me?"  
11 MR. BELL: Who is that?  
12 MR. CARRABOTTA: Susan Moylan Krey.  
13 She has had hollering sessions at me  
14 during meetings because she is upset, one, because  
15 we are appealing that little maneuver that went  
16 contrary to our legislative decision not to have  
17 her position certified for further pension  
18 benefits.  
19 Because it's being appealed, she is very  
20 upset. We would not increase her budget. She is  
21 extremely upset.  
22 MR. BELL: You think.  
23 MR. CARRABOTTA: No. She told me.  
24 MR. BELL: Okay.

Page 33

1 MR. McCABE: So there is an appeal of the  
2 Assessor receiving further --  
3 MR. CARRABOTTA: I did not, and the other two  
4 did not, certify her position for further IMRF  
5 benefits. That was in August.  
6 Then we had heard nothing further. The  
7 IMRF turned off further accumulation on November  
8 22nd. I didn't know about it, and we just didn't  
9 hear any more.  
10 The next we know, with the January 23rd  
11 meeting, which was a somewhat hostile meeting,  
12 that -- I have to take a step back.  
13 The meeting was hostile because Kim  
14 Jones posted on the website on January 18th a  
15 writing for all to see that basically said the new  
16 Trustees are wasting taxpayer money. We're causing  
17 overspending for attorneys' fees.  
18 Basically, we are not being competent at  
19 the cost of the Maine Township residents.  
20 She posted that on the website with a  
21 chart and graph.  
22 There was no request for discussion of  
23 an issue. There was no request for a vote of an  
24 issue.

Page 34

1 MR. McCABE: When was this posted?  
2 MR. CARRABOTTA: On our Maine Township website  
3 and then included as part of our Board packets.  
4 She had a graph. In her notes indicated  
5 that she had employees get together and work up  
6 this information to support this position. Give a  
7 supporting graph of how we wasted this money.  
8 That had prompted Claire McKenzie to  
9 send her an e-mail asking her "What is this about?  
10 What's the vote? I don't understand," etcetera.  
11 When we went to the meeting on January  
12 23rd, Kim Jones brought this up around the tail end  
13 of the meeting.  
14 This was kind of brewing throughout the  
15 meeting, where is this going to go.  
16 She brought it up at the tail end of the  
17 meeting quite critical of the three new Board  
18 members calling herself the Senior Trustee.  
19 Basically, saying each of us three are  
20 incompetent and causing damage to the Maine  
21 Township residents.  
22 She also said that Claire McKenzie,  
23 being an attorney, was very mean and demanding in  
24 an e-mail that she sent her.

Page 35

1 Claire then asked to have that e-mail  
2 made part of the record. It is part of the record.  
3 It is very nice asking "What is this about?"  
4 I then had published on the record what  
5 I worked on, which was a counter-memorandum which  
6 shot down what Kim Jones was saying because Kim  
7 Jones was acting not honestly.  
8 She was acting with numerous omissions.  
9 She left several things out, including the fact  
10 that part of the increases were before we even sat  
11 down as a Board.  
12 Part of it was because after we sat down  
13 with the Board, Laura wanted to increase the hourly  
14 rate of the attorney. We agreed to that. We  
15 wanted to agree to an increase that the attorney  
16 receives for a meeting, which we agreed to and Kim  
17 seconded. She left all that out.  
18 Also, what caused a lot of the  
19 attorneys' fees was this attempt to hire someone  
20 using General Assistance money and making up the  
21 position using that money. Those challenges caused  
22 additional attorneys' fees.  
23 It basically came to the conclusion that  
24 what Kim Jones was presenting was totally false.

Page 36

1 At Claire McKenzie's request, her e-mail response  
2 was posted. I also had my memo response posted.  
3 I attached what Ms. Jones had posted as  
4 my Exhibit A to that.  
5 Now while all that was going on, that  
6 battle was going on on January 23rd, which was  
7 totally avoidable -- I mean I still don't  
8 understand why it was done.  
9 Laura walked behind the three of us and  
10 handed out a letter dated November 14, 2017  
11 addressed to the Board from the IMRF.  
12 MR. McCABE: That was given to you on January  
13 23, 2018?  
14 MR. CARRABOTTA: At 10:00 p.m.  
15 This meeting went long because of this  
16 memo that Kim Jones had posted.  
17 While that was going on, she is handing  
18 out this memo as this colloquy is going on. Hands  
19 out this copy of the letter saying "See. The IMRF  
20 agreed with me that you don't know what the law  
21 is."  
22 They turned back on the Assessor's IMRF  
23 benefits.  
24 Well, quick look at the letter, the IMRF

Page 37

1 is asking for a response from the Board as to its  
2 ongoing inquiry, and we never heard about the  
3 letter. We never heard about the inquiry. We knew  
4 nothing about it.  
5 MR. McCABE: So the IMRF asked for the  
6 clarification in November, and then the Board  
7 didn't respond.  
8 So they turned back on the benefits.  
9 MR. CARRABOTTA: I don't know -- apparently,  
10 we learned there was some discussion or response  
11 going back and forth with the Assessor, along with  
12 the Supervisor, unbeknownst to the three Board  
13 members that voted not to certify the position.  
14 MS. KOSTOPULOS: And that was over the hours  
15 worked?  
16 MR. CARRABOTTA: Well, there are a number of  
17 issues, as far as I saw it.  
18 But I was extremely disappointed again  
19 that we weren't kept in the loop.  
20 Apparently, there was communication  
21 going back and forth, which we later determined.  
22 The IMRF then investigated it and  
23 decided to extend the time to appeal to allow the  
24 Board to be able to pursue its appeal.

Page 38

1 The appeal was now ongoing through a  
2 third law firm that's handling the appeal. The  
3 Assessor is extremely unhappy with that. She  
4 expressed it over and over.  
5 Even to -- I can't remember the lady's  
6 name who spoke. She confronted that woman from the  
7 Board saying "Don't you have a pension? I want one,  
8 too."  
9 It's been very bad.  
10 MS. KOSTOPULOS: Do you think all of this  
11 underlying controversy is in any way related to  
12 this Complaint?  
13 MR. CARRABOTTA: My answer to that is I have  
14 got all this controversy going on contemporaneously  
15 with these false accusations.  
16 I try to give the benefit of the doubt.  
17 My mother was good at that. I'm not.  
18 These allegations are totally false. I  
19 get the impression, my own personal impression,  
20 that I'm not wanted there. That's my personal  
21 impression.  
22 MS. KOSTOPULOS: Do you think it is you, or  
23 you and the other two Trustees?  
24 MR. CARRABOTTA: There was a Speak Out in a

Page 39

1 newspaper calling me the bully. That I'm the  
2 bully.  
3 I'm not.  
4 MS. KOSTOPULOS: Are you more outspoken?  
5 MR. CARRABOTTA: No. I think that Kim Jones  
6 and Laura Morask just can't get a handle on two  
7 things:  
8 One, when we go to the seminars that  
9 they send us to, they tell us what our job is as a  
10 Trustee. That we are auditors.  
11 I don't think they are used to auditors  
12 auditing. They are just not used to auditors  
13 exercising power. They are used to them proxying  
14 their authority to the Supervisor. That's one  
15 problem.  
16 The other problem is they just totally  
17 disagree with my positions. They think my  
18 positions are wrong in that I'm using -- that the  
19 other two follow me, which is wholly wrong.  
20 They can't get a grasp on the fact  
21 Claire McKenzie is her own thinker, and Susan  
22 Sweeney certainly is her own thinker.  
23 MS. KOSTOPULOS: So you opine that the thought  
24 might be if they get rid of you, discredit you,

Page 40

1 that the majority voting block will dissolve or be  
2 damaged?  
3 MR. CARRABOTTA: I don't know. All I know is  
4 is I'm not wanted there. That's the impression I  
5 get from Kim Jones.  
6 Whether I'm accurate or not, I don't  
7 know.  
8 MS. KOSTOPULOS: I realize it is your opinion.  
9 MR. CARRABOTTA: I'm sure you experienced  
10 times in your life where you're in a group session,  
11 whatever, and you know you're just not wanted by an  
12 individual. They wished you were not there.  
13 MS. KOSTOPULOS: Wrapping up, anything else  
14 that you want to add?  
15 MR. CARRABOTTA: Just that we have been  
16 videotaping now under the new Board since August.  
17 A lot of this is on tape.  
18 The problem is when you review the  
19 tapes, our meetings go quite long. The attorney  
20 now that comes to the meetings has been a huge  
21 help, and she tends to have a calming effect and  
22 keeps us focused on issues rather than  
23 personalities.  
24 MS. KOSTOPULOS: Is this Keri-Lyn Krafthefer?

Page 41

1 MR. CARRABOTTA: Yes.  
2 If anyone were to watch the tapes, it is  
3 all on there since August.  
4 MR. McCABE: Okay. If there is any additional  
5 information, please let us know. If anything  
6 occurs to you after we get done here today as we  
7 wrap this up.  
8 I have to let you know, and as you are  
9 well-aware already, retaliation for making a  
10 Complaint, participating in a Complaint is illegal.  
11 Not that we think anybody would engage  
12 in that, but just so you are aware that's the case.  
13 Like I said, if there is anything else  
14 that occurs to you, or you walk out of here and are  
15 walking back to the office thinking "I should have  
16 told them there is another piece of video to look  
17 at," what have you, please do let us know.  
18 Since a Complaint was made, and you were  
19 a party to it, we will notify you of the results of  
20 the Complaint.  
21 Ultimately, we will produce a report  
22 that goes to the Board. As a Trustee, you would be  
23 seeing that.  
24 That's it, I think.

Page 42

1 MS. KOSTOPULOS: Yes.  
2 MR. McCABE: We thank you for your time.  
3 We can go off the record, unless you  
4 want anything else on the record, sir.  
5 MR. CARRABOTTA: No.  
6 INTERVIEW CONCLUDED.  
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Page 43

1 STATE OF ILLINOIS )  
2 ) SS:  
3 COUNTY OF C O O K )  
4 I, LISA C. HAMALA, a Certified Shorthand  
5 Reporter of the State of Illinois, do hereby  
6 certify that I reported in shorthand the  
7 proceedings had at the investigation aforesaid, and  
8 that the foregoing is a true, complete and correct  
9 transcript of the proceedings of said investigation  
10 as appears from my stenographic notes so taken and  
11 transcribed under my personal direction.  
12 IN WITNESS WHEREOF, I do hereunto set my  
13 hand at Chicago, Illinois, this 6th day of  
14 September, 2018.  
15 *Lisa Christina Hamala*  
16  
17 Certified Shorthand Reporter  
18 C.S.R. Certificate No. 84-3335.  
19  
20  
21  
22  
23  
24

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 MARIE DACHNIWSKY )  
4  
5 The investigative interview of MARIE  
6 DACHNIWSKY, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 11:31 a.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: As I said, my name is Bob  
2 McCabe. I'm an attorney with Ancel Glink. We  
3 represent the Township. Margaret Kostopulos is a  
4 partner with Ancel Glink. We're here today to  
5 conduct an investigation into allegations of sexual  
6 harassment in violation of the Township's policy  
7 prohibiting sexual harassment.  
8 We've been given information that you  
9 may have some information about a situation that  
10 arose on or about May 16th of 2018. It's my  
11 understanding that you work with Maine -- I want to  
12 say Maine Liners, but that's not correct.  
13 MS. DACHNIWSKY: Maine Streamers.  
14 MR. MC CABE: Mainline means something else.  
15 MS. KOSTOPULOS: Yes, and not good.  
16 MR. MC CABE: And not good. So it's Maine  
17 Streamers, and that there was a 90th birthday party  
18 you attended, you may have some information.  
19 MS. DACHNIWSKY: Yes.  
20 MR. MC CABE: So we'll ask you questions that  
21 are pretty directly and narrowly tailored to cover  
22 that incident and what you may or may not have  
23 knowledge about. We have a court reporter here to  
24 ensure an accurate record of what is said and to

Page 4

1 assist us, as well as, as we analyze and prepare  
2 our findings and recommendations.  
3 We prefer that these investigations and  
4 any conversations that take place in this room  
5 remain confidential because we think that that  
6 contributes to the integrity of the investigative  
7 process, so we'll ask you to maintain confidence in  
8 this and not talk about today's interview beyond  
9 the interview itself with us.  
10 The policy that the Township has adopted  
11 has a strict no retaliation provision. That's  
12 illegal. If anybody says or does anything to you  
13 that you construe to be retaliatory as a result of  
14 anything you say or do in this investigation or  
15 your participation, you should let us know.  
16 MS. DACHNIWSKY: Okay.  
17 MR. MC CABE: With that said --  
18 MS. KOSTOPULOS: So, Marie, can I call you  
19 that?  
20 MS. DACHNIWSKY: Yes, please.  
21 MS. KOSTOPULOS: What is your position here?  
22 MS. DACHNIWSKY: I'm the senior director as of  
23 December of 2017.  
24 MS. KOSTOPULOS: Great. And how long have you

Page 5

1 worked for the Township?  
2 MS. DACHNIWSKY: I want to say I started 2003.  
3 Sixteen years, I think.  
4 MS. KOSTOPUOS: So you have seen a lot of  
5 trustees come and go, right?  
6 MS. DACHNIWSKY: Yeah, not really. We haven't  
7 had too many changes.  
8 MS. KOSTOPUOS: Great. So do you know Trustee  
9 Jones, like you know that she's a trustee?  
10 MS. DACHNIWSKY: Yes.  
11 MS. KOSTOPUOS: But did you know her prior to  
12 being appointed?  
13 MS. DACHNIWSKY: No.  
14 MS. KOSTOPUOS: All right. How about Trustee  
15 Carrabotta, did you know him prior to being  
16 elected?  
17 MS. DACHNIWSKY: No.  
18 MR. MC CABE: Since their taking office, have  
19 you become friendly with either of them?  
20 MS. DACHNIWSKY: No, not like -- like on a  
21 social level?  
22 MS. KOSTOPUOS: Yeah, or just --  
23 MS. DACHNIWSKY: We'll see each other at a  
24 meeting, hi.

Page 6

1 MS. KOSTOPUOS: Okay. So, you know, we're  
2 here because we believe -- we've been told that you  
3 have some information or observation about the  
4 May 16, 2018 birthday -- the 90th birthday party  
5 which you were at where there has been an  
6 allegation by Trustee Jones that Trustee Carrabotta  
7 acted inappropriately.  
8 Are you familiar with that?  
9 MS. DACHNIWSKY: That I witnessed it or  
10 something?  
11 MS. KOSTOPUOS: Well, so, witnessed -- let's  
12 start with this. Were you there?  
13 MS. DACHNIWSKY: Yes, I was there. That was  
14 our program.  
15 MR. MC CABE: Was Trustee Jones there?  
16 MS. DACHNIWSKY: Yes.  
17 MR. MC CABE: Trustee Carrabotta?  
18 MS. DACHNIWSKY: He showed up like the last  
19 person when they were ready to go up to be  
20 introduced on stage, he came late. He wasn't  
21 staying for lunch, either.  
22 MS. KOSTOPUOS: So there was a photo op,  
23 right, at the beginning?  
24 MS. DACHNIWSKY: Yes, by the cake probably.

Page 7

1 MS. KOSTOPUOS: Right. And we might have a  
2 picture of that.  
3 MR. MC CABE: We do. You have the color  
4 version.  
5 MS. KOSTOPUOS: I do.  
6 MR. MC CABE: And I think you have my version,  
7 as well. I think you've taken all the versions of  
8 the photo.  
9 MS. KOSTOPUOS: All right. Now you have the  
10 color.  
11 MS. DACHNIWSKY: Okay.  
12 MR. MC CABE: I'm showing you what's been  
13 marked as Exhibit 3. It's part of Trustee Jones'  
14 complaint. It is a color photo of what appears to  
15 be the Main Streamers 90th birthday celebration.  
16 Do you recognize that photo?  
17 MS. DACHNIWSKY: Yes.  
18 MR. MC CABE: And were you in attendance that  
19 day when that photo was taken?  
20 MS. DACHNIWSKY: I think when this was taken  
21 maybe -- I don't know exactly. I don't recall when  
22 this photo actually was taken, if I was still in  
23 the hallway because all the 90-plus celebrants were  
24 still coming in, and we were taking their picture.

Page 8

1 So I'm not sure if I was standing there at the  
2 time.  
3 MR. MC CABE: Is it fair to say you have some  
4 other responsibilities when these functions take  
5 place?  
6 MS. DACHNIWSKY: Oh, yeah. We have 200  
7 90-year-olds walking through, and we had to take a  
8 picture of each one of them.  
9 MR. MC CABE: That's gotta be easy.  
10 MS. KOSTOPUOS: That's nice.  
11 MS. DACHNIWSKY: 104 walking in, it's pretty  
12 amazing.  
13 MR. MC CABE: But you're organizing that as  
14 it's going on?  
15 MS. DACHNIWSKY: Yes.  
16 MR. MC CABE: So you're not necessarily in the  
17 room when the photo is taken?  
18 MS. DACHNIWSKY: I don't recall when that  
19 photo was taken, whether it was before the event  
20 actually started. Because before the event  
21 actually started, I know they were taking pictures  
22 with a few celebrants by the cake, and I actually  
23 have those pictures, too.  
24 MR. MC CABE: But you don't have the cake?

Page 9

1 MS. DACHNIWSKY: No, we all ate it. Or that  
2 picture could have been taken after we did like the  
3 Pledge and the welcome. I'm not sure when the  
4 photographer took it.  
5 MS. KOSTOPUOS: Okay. So during that meeting,  
6 and especially during a photo op, did you notice or  
7 see anything unusual between Trustee Jones and  
8 Trustee Carrabotta?  
9 MS. DACHNIWSKY: No.  
10 MS. KOSTOPUOS: All right. So did anybody,  
11 and particularly Trustee Jones, say anything to you  
12 after the photo op or during the meeting or after  
13 the meeting about something unusual --  
14 MS. DACHNIWSKY: Not me.  
15 MS. KOSTOPUOS: All right. Did you hear from  
16 anyone about an unusual event?  
17 MS. DACHNIWSKY: No.  
18 MS. KOSTOPUOS: Are you aware prior to today  
19 of the complaint by Trustee Jones against Trustee  
20 Carrabotta?  
21 MS. DACHNIWSKY: I was at the board meeting  
22 when --  
23 MR. MC CABE: On the 22nd?  
24 MS. DACHNIWSKY: I think so.

Page 10

1 MS. KOSTOPUOS: So prior to that board  
2 meeting, had you heard anything about this issue?  
3 MS. DACHNIWSKY: No.  
4 MS. KOSTOPUOS: All right. So at that board  
5 meeting, tell me what happened that was unusual  
6 that night, especially with Trustee Carrabotta.  
7 MS. DACHNIWSKY: I think the only thing that  
8 was unusual was that he wanted to go into closed  
9 session.  
10 MS. KOSTOPUOS: So, if you could, as best as  
11 you can recall, tell us what happened.  
12 MS. DACHNIWSKY: Prior to the meeting, there's  
13 a little check-in, sign-in sheet. The meeting, I  
14 don't recall, but I think it was an earlier  
15 meeting, so I think it started at 7:00. It was  
16 like maybe quarter to 7:00 or something, I signed  
17 in, and then my office is actually not too far from  
18 there. So I signed in, and as I was walking, you  
19 heard like a discussion kind of. I wasn't sure if  
20 they were joking. I didn't hear anything, you  
21 could just hear that they were kind of going --  
22 MS. KOSTOPUOS: Who?  
23 MS. DACHNIWSKY: David Carrabotta and Kim,  
24 Kimberly. But they're always discussing bill pay

Page 11

1 and everything, so I just assumed it was normal  
2 paperwork or whatever they have to do, and then I  
3 went straight to my office. And that was all I saw  
4 or heard until David Carrabotta wanted that private  
5 meeting.  
6 MS. KOSTOPUOS: All right. So where do you  
7 remember where Trustees Jones and Carrabotta were  
8 when you heard them talking?  
9 MS. DACHNIWSKY: They were right by our  
10 bookkeeper's office. They all sit up at the --  
11 whatever.  
12 MS. KOSTOPUOS: Dais?  
13 MS. DACHNIWSKY: Yeah, they all sit there, and  
14 they were right by that office. That's where they  
15 always do their bill pay.  
16 MS. KOSTOPUOS: So you heard them talking, but  
17 not anything in particular?  
18 MS. DACHNIWSKY: No. I mean, they're always  
19 having conversations prior to the actual meeting  
20 because they go over the bills, and if there's any  
21 questions, they're always talking. It could have  
22 been louder, maybe. I wasn't sure what was going  
23 on.  
24 MS. KOSTOPUOS: Well, did it seem remarkable

Page 12

1 to you?  
2 MS. DACHNIWSKY: It was a little bit louder.  
3 MS. KOSTOPUOS: All right.  
4 MS. DACHNIWSKY: I even walked -- well, I even  
5 walked past one of the -- Rich, who does the  
6 filming, and I go, oh, I hope they're all joking,  
7 because they were all kind of -- it sounded like it  
8 was a heated conversation, and that was it, and  
9 then I went to my office. But you could not -- I  
10 did not hear any specific words or anything like  
11 that.  
12 MS. KOSTOPUOS: All right. And then I think  
13 that you started describing Trustee Carrabotta's  
14 request for a closed session. So tell us about  
15 that.  
16 MS. DACHNIWSKY: The meeting was going on, and  
17 then he just said, before we continue, I'd like to  
18 go into closed session.  
19 MS. KOSTOPUOS: And then did he say why?  
20 MS. DACHNIWSKY: I mean, you guys can watch  
21 the video.  
22 MS. KOSTOPUOS: I'm just wondering your  
23 impression.  
24 MS. DACHNIWSKY: He did not at first. And

Page 13

1 then the attorney then -- I mean, I think Laura was  
2 with the attorney trying to figure out what the  
3 procedure is, if it's allowed, if it's not allowed.  
4 I'm new to these board meetings since I took on  
5 this position, that was probably my fifth or fourth  
6 board meeting.  
7 MS. KOSTOPUOS: Oh, great. And you're  
8 thinking is this what happens?  
9 MS. DACHNIWSKY: Yeah. So then the attorney  
10 kind of stepped in, and she kind of helped them  
11 mediate how -- what the procedure is to go into a  
12 closed session, and then they went.  
13 MS. KOSTOPUOS: Did he seem upset?  
14 MS. DACHNIWSKY: Yes.  
15 MS. KOSTOPUOS: So they went into closed  
16 session. You obviously stayed out.  
17 MS. DACHNIWSKY: Right.  
18 MS. KOSTOPUOS: Did you overhear anything?  
19 MS. DACHNIWSKY: No. I was surprised that we  
20 did not hear because we were in the -- I was  
21 sitting in the last row, and they're right behind  
22 us basically, but there's doors that are closed.  
23 You could hear loud talking, but you could not hear  
24 anything specific.

Page 14

1 MS. KOSTOPUOS: Now during this time prior to  
2 going into closed session, what was Trustee Jones'  
3 demeanor like? Was she upset? Do you recall?  
4 MS. DACHNIWSKY: She's very -- they're always  
5 upset, all of them. You know, they're very -- no,  
6 she had a very stern demeanor. Stern, is that the  
7 right word? I don't know.  
8 MS. KOSTOPUOS: Was she saying anything?  
9 MS. DACHNIWSKY: When the meeting was going  
10 on?  
11 MS. KOSTOPUOS: Yeah.  
12 MS. DACHNIWSKY: I don't think so. I don't  
13 think so.  
14 MS. KOSTOPUOS: Was she red in the face, if  
15 you remember?  
16 MS. DACHNIWSKY: I wasn't really -- I wasn't  
17 even looking at her, to tell you the truth. I was  
18 just more focused on Carrabotta trying to call this  
19 meeting. I had no idea that Kimberly was involved  
20 in any way.  
21 MS. KOSTOPUOS: So after the meeting, did  
22 anybody tell you what happened or what caused that?  
23 MS. DACHNIWSKY: No.  
24 MR. MC CABE: How about since then, has

Page 15

1 anybody mentioned to you what caused that at that  
2 May 22nd meeting? Have you heard it being  
3 discussed?  
4 MS. DACHNIWSKY: The only time I heard it was  
5 when Carrabotta actually at the meeting said  
6 something about some violation of ethics or code of  
7 violation.  
8 MR. MC CABE: What meeting?  
9 MS. DACHNIWSKY: In the meeting, the board  
10 meeting.  
11 MR. MC CABE: Do you recall any details about  
12 what he said?  
13 MS. DACHNIWSKY: No.  
14 MR. MC CABE: Or he just alluded to an ethics  
15 violation?  
16 MS. DACHNIWSKY: Just an ethics violation. I  
17 think he was like -- no, I don't recall anything.  
18 MS. KOSTOPUOS: Have you ever heard any  
19 employee or other elected official make an  
20 allegation or a statement which indicates that  
21 Trustee Carrabotta has acted inappropriately?  
22 MS. DACHNIWSKY: No.  
23 MR. MC CABE: Are you aware of any other  
24 information that you think we might need to know

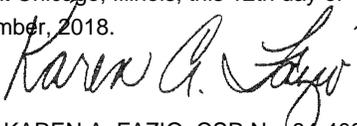
Page 16

1 about at this point that pertains to the  
2 allegations that you heard us discussing with you  
3 today?  
4 MS. DACHNIWSKY: No.  
5 MR. MC CABE: Anything else?  
6 MS. KOSTOPUOS: No.  
7 MR. MC CABE: If you remember something at a  
8 later date or time, do you have our cards?  
9 MS. KOSTOPUOS: You have mine?  
10 MS. DACHNIWSKY: No, I don't have yours.  
11 MR. MC CABE: Here's mine. If you do think of  
12 anything else or anything occurs to you that you  
13 think we need to be aware of, you know what this  
14 investigation is about now, please do contact us.  
15 Phone numbers are there, emails are there.  
16 We'd prefer, as I said when we started,  
17 that this be kept confidential.  
18 Your policy strictly prohibits  
19 retaliation. If there's any type of retaliatory  
20 behavior as a result of anything you've done or  
21 said or your participation in this investigation,  
22 you should let us know. Do you have any other  
23 comments, questions for us?  
24 MS. DACHNIWSKY: Uhn-uhn. No.

Page 17

1 MR. MC CABE: Okay. Thank you.  
2 (WHICH WERE ALL THE PROCEEDINGS HAD  
3 IN THE ABOVE-ENTITLED CAUSE ON THIS  
4 DATE.)  
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Page 18

1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.  
10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 12th day of  
12 September, 2018.  
13   
14  
15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter  
17  
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Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 PETER GIALAMAS )  
4  
5 The investigative interview of PETER  
6 GIALAMAS, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 12:00 p.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHOFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: As I said, I'm Bob McCabe. I'm  
2 with Ancel Glink. Margaret Kostopulos is a partner  
3 in Ancel Glink, and we are both in the labor and  
4 employment group. We are the labor and employment  
5 group for the most part.  
6 In any event, we are conducting an  
7 investigation into allegations of sexual harassment  
8 that may or may not have occurred here at the  
9 Township. We'll ask you questions specifically and  
10 narrowly tailored to address what issues we believe  
11 you may have some knowledge of.  
12 MR. GIALAMAS: Okay.  
13 MR. MC CABE: It doesn't mean you can't fill  
14 in blanks if need be, but we'll try to keep it  
15 limited to the information that we're looking to  
16 gather facts about today.  
17 We have a court reporter here to take  
18 down everything as accurately as possible. That  
19 assists us ultimately in analyzing the facts and  
20 information and in making appropriate  
21 recommendations. We would ask this be kept in  
22 confidence. We think that helps to maintain the  
23 integrity of the investigative process.  
24 MR. GIALAMAS: Of course.

Page 4

1 MR. MC CABE: We can't mandate you keep it in  
2 confidence, but we ask you to.  
3 And we remind you that your policy here  
4 in the Township has strict no retaliation  
5 provisions. So if at any time you feel like you're  
6 being retaliated against for participating in this  
7 investigation or providing any information as a  
8 result of this investigation, we'd ask that you  
9 bring that to our attention without delay.  
10 MR. GIALAMAS: Okay.  
11 MR. MC CABE: With that said, we will get  
12 right into this.  
13 MS. KOSTOPULOS: So how long have you been the  
14 clerk?  
15 MR. GIALAMAS: The clerk just a little over a  
16 year I was sworn in. And prior to that I was a  
17 trustee for nine years.  
18 MS. KOSTOPULOS: So how well do you know  
19 Trustee Jones?  
20 MR. GIALAMAS: I've gotten to know her very  
21 well over the last several years. Before she was a  
22 trustee, she used to come to several of our events.  
23 And I originally got to know her through Trustee  
24 Kazmierzak at the time, and then she was -- when we

Page 5

1 had a vacancy, she was recommended to fill that  
2 position, and has been a trustee -- gosh, how many  
3 years now? About three or four, I guess.  
4 MS. KOSTOPULOS: Yeah.  
5 MR. MC CABE: And Trustee Kazmierczak, that's  
6 Wally?  
7 MR. GIALAMAS: He's now the highway  
8 commissioner. We were all trustees at one time  
9 serving together.  
10 MS. KOSTOPULOS: How about Trustee Carrabotta,  
11 how well do you know him?  
12 MR. GIALAMAS: Not as well. I first met him  
13 when we were all scheduled to run on the same slate  
14 together, and we got to sit down and meet. So I've  
15 known him probably about a year-and-a-half now.  
16 MS. KOSTOPULOS: Would you say that you are  
17 friends with him?  
18 MR. GIALAMAS: No.  
19 MS. KOSTOPULOS: Or friendly?  
20 MR. GIALAMAS: We're cordial. You know, I'm  
21 sure you guys have heard there's been some  
22 animosity on the board.  
23 MS. KOSTOPULOS: We may have heard that.  
24 MR. GIALAMAS: I definitely find myself on the

Page 6

1 other side of the argument. You know, more on the  
2 side --  
3 MS. KOSTOPULOS: The issues?  
4 MR. GIALAMAS: Correct, yes. But, you know,  
5 any time we've seen each other we've said hello,  
6 shaken hands, and certainly been cordial. But, no,  
7 I wouldn't consider him a friend.  
8 MS. KOSTOPULOS: Now, tell me, on the board,  
9 it's my understanding that there are two factions.  
10 MR. GIALAMAS: Correct.  
11 MS. KOSTOPULOS: So tell me who is on which  
12 faction.  
13 MR. GIALAMAS: The three newer trustees have  
14 always tended to side together, that would be  
15 Trustee Carrabotta, Sweeney and McKenzie. And then  
16 the other voting members of the board would be  
17 Supervisor Morask, and Trustee Jones, which, you  
18 know, tend to have opposing views a lot of the  
19 time. So those I'd say were the two factions of  
20 the voting board.  
21 MR. MC CABE: It's Morask, who? Jones --  
22 MR. GIALAMAS: The two of them are the two  
23 other voting members. And the rest of the board,  
24 myself, the clerk, Highway Commissioner

Page 7

1 Kazmierczak, as well as Assessor Moylan Krey, I  
2 would say all tend to agree more on the side of  
3 Trustee Jones and Supervisor Morask, as far as the  
4 issues go. Because we've all been here longer, you  
5 know, we were always happy with the way the  
6 Township ran, and the other three have different  
7 ideas, and that tends to cause conflict sometimes.  
8 MR. MC CABE: All right. So I want to direct  
9 your attention back to a May 16th incident -- well,  
10 first of all, let me -- let's start by talking  
11 about are you aware or did you become aware at some  
12 point of Trustee Jones' concerns involving Trustee  
13 Carrabotta?  
14 MR. GIALAMAS: The first time I recall her  
15 mentioning anything to me was at the -- I believe  
16 it was the May 16th event, which was the 90-plus  
17 senior birthday party.  
18 MR. MC CABE: That's what I thought, but I  
19 just wanted to make sure because we found that  
20 maybe there's some additional information.  
21 MR. GIALAMAS: That's the first time she  
22 mentioned anything to me.  
23 MR. MC CABE: Okay. So May 16th, it's the  
24 Maine Streamers 90 and above birthday celebration.

Page 8

1 MR. GIALAMAS: Correct.  
2 MR. MC CABE: And we were told that you may  
3 have some knowledge about something that happened  
4 at that event. What do you know or what were you  
5 told?  
6 MR. GIALAMAS: Well, we all arrived. You  
7 know, again, I said hello, I was talking to Trustee  
8 Jones, and then Trustee Carrabotta showed up a  
9 little after that, and I was talking with both him  
10 and Trustee Sweeney. They then called us all up to  
11 have an elected official photo with the  
12 participants that are 100 years or over -- well,  
13 actually, first, before that, they introduced us  
14 all on the stage. So we came up. We said the  
15 Pledge of Allegiance and prayer and all that, and  
16 then they wanted a picture of all of us with the  
17 100-year-old or plus participants. So we did that,  
18 and as we were walking back to our seats, Trustee  
19 Jones came up to me and said, I can't believe it.  
20 What can't you believe? He grabbed my ass. And  
21 I'm like, who? And she said Trustee Carrabotta,  
22 which I believe she said Dave. And I'm like, oh,  
23 my gosh. I believe I asked her, has it happened  
24 before? And she said yes, this is now the third

Page 9

1 time. She said the first time I brushed it off  
2 thinking, oh, I'm sure it was an accident or he  
3 didn't mean it or whatever. And she's like, and  
4 then it happened a second time, and now this is a  
5 third time that, you know, this has happened. And  
6 I said, well, why don't you say something to him.  
7 And she's like, I just don't even know what to do.  
8 And it was shortly after that that Trustee  
9 Carrabotta excused himself because he had to go  
10 back to work, so he didn't stay for the lunch  
11 portion. And from what I remember, I think that's  
12 really all that we discussed about it that  
13 particular day.  
14 MS. KOSTOPULOS: So did you mention to Trustee  
15 Jones on that day that you weren't surprised to  
16 hear this?  
17 MR. GIALAMAS: I believe I did say that, yes.  
18 MS. KOSTOPULOS: And did you mention other  
19 people who might have had similar situations?  
20 MR. GIALAMAS: I had been told by two  
21 employees at -- Supervisor Morask has a holiday  
22 party every year, and we attended, and a couple of  
23 the employees were there, and I forget what we were  
24 talking about or whatever, and the conversation

Page 10

1 boiled over into him, and they were making comments  
2 that he's very handsy and made them uncomfortable.  
3 And I believe I recall one of them saying that he  
4 even had touched her rear end. And I said at the  
5 time, well, why don't you say something, and both  
6 employees were very not willing -- or not wanting  
7 to come forward with that. So I respected their  
8 opinion, and --  
9 MR. MC CABE: Let me ask you, were you at that  
10 holiday party? So we're talking about December 22,  
11 2017. Were you at the holiday party?  
12 MR. GIALAMAS: Yes.  
13 MR. MC CABE: Did you see any interaction --  
14 we're talking about Dana Berman and Vicki Rizzo,  
15 for the record.  
16 Did you see any interaction between Dana  
17 Berman and Vicki Rizzo and Trustee Carrabotta at  
18 the holiday party.  
19 MR. GIALAMAS: Well, there are two separate  
20 holiday parties.  
21 MR. MC CABE: I'm talking about December 22,  
22 the Township one here.  
23 MR. GIALAMAS: No. By the time Trustee  
24 Carrabotta showed up, he came very late, I was

Page 11

1 already gone.  
2 MR. MC CABE: So you didn't see anything that  
3 day?  
4 MR. GIALAMAS: No.  
5 MR. MC CABE: So I won't ask you any more  
6 questions about that day, but I do want to direct  
7 your attention to the holiday party at Supervisor  
8 Morask's office. You attended that party?  
9 MR. GIALAMAS: Yes.  
10 MR. MC CABE: When you attended that party,  
11 that party was on December 30th of 2017, I believe.  
12 MR. GIALAMAS: Yes, uh-huh.  
13 MR. MC CABE: Did you specifically speak with  
14 Dana Berman at that party?  
15 MR. GIALAMAS: Yes.  
16 MR. MC CABE: Did you talk to Vicki Rizzo at  
17 that party?  
18 MR. GIALAMAS: Yes.  
19 MR. MC CABE: What did Dana Berman tell you at  
20 the party?  
21 MR. GIALAMAS: Both of them just mentioned  
22 that he was very handsy, and I believe it was Dana  
23 that mentioned that he had touched her back side,  
24 as well.

Page 12

1 MR. MC CABE: Handsy at the December 22nd  
2 Township party?  
3 MR. GIALAMAS: I don't recall when -- what  
4 they were talking about or when it was, but just in  
5 general, that, you know, he had touched them at  
6 some point. And I remember them just both saying  
7 that they were uncomfortable with it. And that's  
8 when I said, well, you should bring this up. You  
9 know, that certainly is not something that should  
10 be happening. And neither one was comfortable in  
11 doing so, and so I respected their opinion.  
12 MR. MC CABE: Do you know if Supervisor Morask  
13 talked to either one of them at the holiday party  
14 on December 30th of 2017?  
15 MR. GIALAMAS: I went in and mentioned it to  
16 Supervisor Morask.  
17 MR. MC CABE: Where did you mention it to her?  
18 MR. GIALAMAS: In her office. And so I know  
19 she did go out and mention it to Dana because I  
20 know Dana didn't want me to say anything, and so  
21 Dana just kind of gave me a like -- kind of an  
22 exasperated look, like why did you say something,  
23 and I said, well, because it's something the  
24 supervisor should be aware of.

Page 13

1 MR. MC CABE: Were you present when Supervisor  
2 Morask talked to Dana?  
3 MR. GIALAMAS: No.  
4 MR. MC CABE: Do you know if Supervisor Morask  
5 also talked to Vicki Rizzo at the party?  
6 MR. GIALAMAS: I do not recall. Not that I'm  
7 aware of.  
8 MR. MC CABE: So you don't know what was said,  
9 if they talked at the party?  
10 MR. GIALAMAS: No.  
11 MR. MC CABE: Did anybody discuss it with you  
12 after that? Did Dana Berman say, hey, Pete, why  
13 did you say something to Supervisor Morask? Any  
14 further conversation?  
15 MR. GIALAMAS: No. Like I said, she just gave  
16 me an irritated look, like why would you say  
17 something. But I also felt that Supervisor  
18 Morask -- if neither one of them wanted to come  
19 forward with it, I felt that Supervisor Morask,  
20 like myself, would respect their -- you know, what  
21 they wanted done with it. I just felt that --  
22 especially at the time, tensions were rather high  
23 with the two factions. And I'm like, if this  
24 guy's actually doing something like that, then it

Page 14

1 needs to be brought up because that's ridiculous.  
2 MR. MC CABE: Okay. What about Vicki Rizzo,  
3 did you hear anything -- any conversation back and  
4 forth with her about this? You said Dana gave you  
5 an exasperated look. Did Vicki say anything to  
6 you?  
7 MR. GIALAMAS: No, not that I recall.  
8 MR. MC CABE: Margaret, do you have anything  
9 else along those lines?  
10 MS. KOSTOPULOS: No.  
11 MR. MC CABE: Okay.  
12 MS. KOSTOPULOS: Well, maybe. So Dana and  
13 Vicki, were they -- was it your impression that  
14 they were asking for help?  
15 MR. GIALAMAS: No.  
16 MS. KOSTOPULOS: They were just --  
17 MR. GIALAMAS: I think venting maybe or  
18 complaining or just kind of bringing it to light  
19 because, like I said, at the time, there were a lot  
20 of things going on with that fraction that none of  
21 us at the Township I feel, for the most part, were  
22 happy with. So, like I said, I don't remember  
23 exactly how it came to light, but that was just  
24 something that they threw in as like, basically,

Page 15

1 oh, yeah, and he's handsy on top of it all. And  
2 then that's when I was like wait, what?  
3 MS. KOSTOPULOS: So were they saying, just so  
4 I am clear, that this handsiness happened at that  
5 party?  
6 MR. GIALAMAS: That I don't think they  
7 specifically said to me, or at least if they did, I  
8 don't recall it that way. I just remember them  
9 speaking about him being handsy.  
10 MS. KOSTOPULOS: Now at that party, was there  
11 alcohol?  
12 MR. GIALAMAS: At the Township party?  
13 MS. KOSTOPULOS: Uh-huh.  
14 MR. GIALAMAS: Beer and wine.  
15 MR. MC CABE: Were they drinking, either one  
16 of them?  
17 MR. GIALAMAS: Maybe a glass of wine. Neither  
18 one of them are ever big drinkers at any of the  
19 functions. And at the Township one, I don't even  
20 recall. I believe at Laura's they each had a glass  
21 of wine. When we were talking, conversing, we all  
22 had a glass of wine. At the Township, I don't  
23 remember.  
24 MS. KOSTOPULOS: How about Trustee Carrabotta,

Page 16

1 did you see him drinking.  
2 MR. GIALAMAS: No, because as I mentioned, I  
3 was already gone by the time he came.  
4 MR. MC CABE: Was he at Supervisor Morask's  
5 holiday party?  
6 MR. GIALAMAS: No, I don't believe any of them  
7 were invited.  
8 MR. MC CABE: When you say them, you mean the  
9 other faction?  
10 MR. GIALAMAS: Him, Sweeney and McKenzie,  
11 correct.  
12 MR. MC CABE: Okay.  
13 MR. GIALAMAS: And I remember when they had  
14 told me that, one of the things that had come to  
15 mind when we were discussing the new office policy  
16 and procedure, and Trustee Carrabotta was one of  
17 the ones that was working on putting this together,  
18 and he talked about, you know, the word -- he  
19 wanted the words unwanted added before touching.  
20 Because he mentioned that the Township is a very  
21 touchy, huggy type of place. I don't remember the  
22 exact words he used, but it was something to that  
23 effect. And I remember thinking to myself, well,  
24 nobody here really likes you, so maybe that's your

Page 17

1 recollection or impression of it, but I just found  
2 that kind of strange that he mentioned that during  
3 an open meeting, that the word should be unwanted  
4 touching.  
5 MR. MC CABE: So he wanted where it -- where  
6 the policy gives examples -- so I think what you're  
7 referring to is the sexual harassment ordinance  
8 that was passed?  
9 MR. GIALAMAS: Yes.  
10 MR. MC CABE: On or about the 27th of  
11 December, 2017?  
12 MR. GIALAMAS: Correct.  
13 MR. MC CABE: And it does mention unwelcome  
14 sexual advances, which is pretty normal, and  
15 unwelcome touching. He wanted to insert unwanted?  
16 MR. GIALAMAS: Probably unwelcome. I believe  
17 maybe the word unwelcome wasn't in there, and  
18 that's what he wanted added in. And then again  
19 mentioned that the Township is a friendly place or,  
20 you know, people give each other hugs, and that's  
21 why the word unwelcome should be there.  
22 MR. MC CABE: Is it?  
23 MR. GIALAMAS: I wouldn't say overly, but, you  
24 know, on birthdays, I'll hug the girls in my

Page 18

1 department and wish them a happy birthday, but I  
2 wouldn't say it's an overly huggy or touchy place  
3 by nature.  
4 MR. MC CABE: Do you make it a point of  
5 telling people when you meet them, hey, this is a  
6 huggy place?  
7 MR. GIALAMAS: No, never.  
8 MR. MC CABE: Okay.  
9 MR. GIALAMAS: Friendly. Never huggy.  
10 MR. MC CABE: Friendly, yeah. Gotcha. So  
11 it's not huggy to the point where you feel the need  
12 to put up signs?  
13 MR. GIALAMAS: No.  
14 MR. MC CABE: Beware.  
15 MR. GIALAMAS: No.  
16 MS. KOSTOPULOS: Beware, we hug.  
17 MR. GIALAMAS: Again, friendly. If I see my  
18 staff, it's their birthday, special occasion, I'll  
19 give them a hug.  
20 MR. MC CABE: But you've been here.  
21 MR. GIALAMAS: Yes.  
22 MR. MC CABE: This is not your first rodeo.  
23 When did you say --  
24 MR. GIALAMAS: It's been ten years.

Page 19

1 MR. MC CABE: So these are people you probably  
2 know and know well. Okay.  
3 MS. KOSTOPULOS: So going back to that May  
4 meeting, that party, and you mentioned photos. And  
5 this is Exhibit 3 to Trustee Jones' complaint, and  
6 do you remember that photo?  
7 MR. GIALAMAS: Yes, uh-huh.  
8 MS. KOSTOPULOS: Now do you remember whether  
9 anything unusual happened either before, during or  
10 after that photo?  
11 MR. GIALAMAS: I don't. I mean, I'll be the  
12 first one to say it, I never saw him do anything  
13 inappropriate. If I did, I'd have approached him  
14 myself and said, like, what are you doing.  
15 MS. KOSTOPULOS: How about after, did Trustee  
16 Jones have an unusual reaction or demeanor?  
17 MR. GIALAMAS: Just as the two of us were  
18 walking back from having the picture taken, and the  
19 photo with the group, as well, I could just tell  
20 that she was aggravated and kind of seemed almost  
21 like she couldn't believe that it was happening.  
22 Like, I can't believe, you know, this is now the  
23 third time. And that's when I said to her, well,  
24 you need to say something to him.

Page 20

1 MR. MC CABE: Have you discussed this incident  
2 with anybody else since this May 16th incident --  
3 with anybody else since the incident happened on  
4 the 16th, any further conversation with them?  
5 MR. GIALAMAS: I've spoken to Trustee Jones a  
6 little bit about it like the night then when she  
7 approached him, when he was yelling and we had the  
8 board meeting, just to find out what happened or  
9 what was going on.  
10 MR. MC CABE: What did she tell you?  
11 MR. GIALAMAS: Just that she had pulled him  
12 off to the side to basically put him on notice  
13 that, you know, this was now the third time that  
14 this had happened, and she wanted him to knock it  
15 off. And that's when he flew off the handle and  
16 started yelling and screaming and, you know,  
17 started walking towards the board room. And I do  
18 believe her that she had no intention of making an  
19 issue out of it other than telling him to knock it  
20 off because she's a pretty direct person, and if  
21 something's on her mind, she'll say it, and I do  
22 believe that's probably what her intention was.  
23 MR. MC CABE: Okay.  
24 MR. GIALAMAS: So I think she was pretty

Page 21

1 caught off guard with his response to it.  
2 MR. MC CABE: Anyone else you can think of  
3 that may have witnessed what happened on the 16th?  
4 And I've seen the picture. We showed you a copy of  
5 the picture. It looks like those were the only  
6 people there.  
7 MR. GIALAMAS: Yeah, I think it was -- I  
8 forget if it was Alex Barton that took the picture,  
9 who's our PR person from Barton Marketing.  
10 MR. MC CABE: Right.  
11 MR. GIALAMAS: Susan Moylan Krey obviously is  
12 in the photo, as well as, as well as Trustee  
13 Sweeney. But other than that, I can't think of  
14 anybody that -- Marie was the one that introduced  
15 us all.  
16 MR. MC CABE: So other than your conversation  
17 with Kim Jones --  
18 MR. GIALAMAS: I don't think any of the  
19 100-year-old participants would necessarily  
20 remember it.  
21 MR. MC CABE: Probably not in a position to  
22 know.  
23 MS. KOSTOPULOS: They were excited about the  
24 cake.

Page 22

1 MR. MC CABE: I would have been, clearly.  
2 MR. GIALAMAS: Right.  
3 MR. MC CABE: So other than your brief  
4 conversation at that May 22, 2018 board meeting  
5 where Trustee Jones spoke with Trustee Carrabotta,  
6 no other conversations with anybody about this  
7 incident, the May 16th incident?  
8 MR. GIALAMAS: No, not that I can think of.  
9 Just her.  
10 MR. MC CABE: Okay. Were you at the May 22nd  
11 board meeting?  
12 MR. GIALAMAS: Yes.  
13 MR. MC CABE: What did you observe at that  
14 board meeting? We didn't talk about that already,  
15 did we?  
16 MS. KOSTOPULOS: No.  
17 MR. GIALAMAS: Let's see. I was over in my  
18 clerk's office when this supposedly happened, so I  
19 didn't hear him go into the board room. I kind of  
20 missed all of that. So I just asked somebody, you  
21 know, what was going on or whatever, and then it  
22 was Trustee Jones that happened to walk up and said  
23 that, you know, she had pulled him off to the side,  
24 and, you know, to tell him about this, and he flew

Page 23

1 off the handle. That was all I really knew at that  
2 point. And then probably about another five  
3 minutes after that is when the meeting started,  
4 when Trustee Carrabotta wanted to call the  
5 emergency session. And, obviously, there was  
6 friction between the two of them, but I didn't note  
7 anything really unusual other than that whole  
8 event.  
9 MR. MC CABE: When you say friction, what are  
10 you talking about?  
11 MR. GIALAMAS: Well, when we went into the  
12 closed session meeting --  
13 MR. MC CABE: Did you go into the closed  
14 session?  
15 MR. GIALAMAS: Yes.  
16 MR. MC CABE: So we don't want to get into  
17 what happened in the closed session on the record  
18 here, but friction, what did you observe, demeanor?  
19 MR. GIALAMAS: Neither of them would look at  
20 each other. Obviously, having been in the closed  
21 session, I could tell that there was tension there,  
22 so it was just kind of a whole -- kind of a strange  
23 evening as a whole, I guess.  
24 MR. MC CABE: Stranger than most?

Page 24

1 MR. GIALAMAS: Yes. And that's saying  
2 something for the way our board meetings have gone.  
3 MS. KOSTOPULOS: So we've heard.  
4 MR. MC CABE: Okay. Anything else at this  
5 point?  
6 MS. KOSTOPULOS: Well, maybe just your  
7 impression of all of this. And I realize it's your  
8 opinion, but what do you think about all of this?  
9 MR. GIALAMAS: My personal opinion is I think  
10 it definitely had to have happened because -- and,  
11 as I said, I've never seen it, either with any of  
12 the three that have ever mentioned anything to me,  
13 but I know them all, and I certainly know Trustee  
14 Jones very well, and I've never seen her make up  
15 anything or do anything that would give me any  
16 impression to think that she wouldn't be telling  
17 the truth.  
18 MS. KOSTOPULOS: So you find them to be  
19 overall credible?  
20 MR. GIALAMAS: Yes, very much so.  
21 MS. KOSTOPULOS: And honest people?  
22 MR. GIALAMAS: Very much so. The one thing  
23 I'll say about Trustee Carrabotta is I know he is a  
24 touchy-feely person by nature. The one time even

Page 25

1 with me, and I think it was at one of the special  
2 board meetings earlier in May, when I had sat down  
3 in my seat, he came up behind me, I wasn't aware he  
4 was there, and he put both hands on me, but really  
5 hard, like boom, to where it actually startled me  
6 and made me a little aggravated, but I don't think  
7 he did it to be -- you know, to be a jerk or  
8 anything. I think he was just kind of saying, hey,  
9 but it was very forceful, and I was kind of, oh,  
10 hi, Dave. And, even like I see him, usually shake  
11 his hand, and he'll put an arm on me, that's just  
12 kind of who he is.  
13 So I certainly can see him being a  
14 handsy guy, but, you know, he certainly seems  
15 adamant about it, as well. So, I don't know. All  
16 I can say is I know Kim very well, and I can't see  
17 any reason why she would make it up or think it  
18 happened if it didn't happen. Like I say, once,  
19 yeah, it could be an accident, you bump somebody,  
20 but three times, that's a little odd.  
21 MR. MC CABE: And touching you on the shoulder  
22 or shaking your hand or putting his arm on your  
23 shoulder at the same time is different than --  
24 MR. GIALAMAS: Of course.

Page 26

1 MR. MC CABE: -- touching a female, fellow  
2 board member's buttocks.  
3 MR. GIALAMAS: Absolutely.  
4 MR. MC CABE: That's just not what we would  
5 expect to see. This isn't major league baseball.  
6 MR. GIALAMAS: And, again, in the ten years  
7 I've been here, I've never, you know, seen or  
8 experienced anything like that. Everybody's always  
9 had good respect for each other and boundaries.  
10 You know, I work with a bunch of women in my other  
11 job, as well, and I guess -- I guess I'm used to  
12 that, and you treat women in a certain way, and  
13 that's that.  
14 MR. MC CABE: There's a difference between  
15 hugging someone and what we're talking about here.  
16 MS. KOSTOPULOS: Yeah, yeah.  
17 MR. MC CABE: Okay.  
18 MS. KOSTOPULOS: Now what, if any, effect on  
19 either the board or the office environment or in  
20 general Township individuals has this had?  
21 MR. GIALAMAS: Since this has all occurred?  
22 MS. KOSTOPULOS: Yeah.  
23 MR. GIALAMAS: From what I've seen, nobody is  
24 really talking or saying too much about it. I

Page 27

1 think everybody's just kind of afraid to bring up  
2 the issue or discuss it because they don't know  
3 what's going on. I'll tell you, this place usually  
4 is a pretty good rumor mill, but from what I've  
5 seen personally, I don't see anybody really talking  
6 about it.  
7 You know, the one thing, again, this is  
8 kind of my opinion, but I am a little concerned  
9 about Dana and Vicki, that their names are being  
10 brought up, because I feel they didn't want it  
11 discussed, and I feel if I'm partly responsible for  
12 that, then I feel maybe I betrayed their confidence  
13 to some extent.  
14 MS. KOSTOPULOS: Well, you're in a tough spot.  
15 MR. GIALAMAS: Yeah.  
16 MS. KOSTOPULOS: You're an elected official.  
17 You have an obligation to enforce policies, and you  
18 hear that, and, well, what do you do?  
19 MR. GIALAMAS: And I'm not comfortable with  
20 it. And if it was me, I would speak up and say,  
21 hey, but -- again, I wanted to respect what their  
22 wishes were, and if they didn't want to pursue it  
23 any further, then who am I to tell them they need  
24 to.

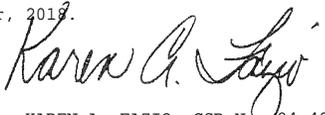
Page 28

1 MR. MC CABE: And it's all about this is a  
2 legal issue that's really about the perceptions of  
3 the individual who's on the receiving end. So if  
4 they're uncomfortable with it, then it's a problem.  
5 MS. KOSTOPULOS: Yeah.  
6 MR. MC CABE: If they're not, then it's not a  
7 problem. That doesn't mean we don't want to find  
8 out what's going on.  
9 MR. GIALAMAS: I understand.  
10 MR. MC CABE: So we fully understand why  
11 someone in your position would feel the need to do  
12 something rather than say nothing.  
13 That said, unless you have something  
14 else --  
15 MS. KOSTOPULOS: No.  
16 MR. MC CABE: -- if you remember something  
17 later, you have our cards, please don't hesitate to  
18 contact us. You have emails, phone numbers.  
19 Please don't be shy about using them if you think  
20 tomorrow or the next day, you know what, I remember  
21 something else that I think would be helpful to  
22 them to know.  
23 We would prefer that this matter be kept  
24 confidential. As we said at the beginning, we

Page 29

1 think that preserves the integrity of the process.  
2 Retaliation is strictly prohibited, so  
3 if you feel in any way that anybody is doing  
4 anything, saying anything that makes you feel  
5 like --  
6 MS. KOSTOPULOS: To you or others.  
7 MR. MC CABE: To you or others that you feel  
8 is indicative of retaliation or retaliatory  
9 behavior as a result of participation in this  
10 investigation, then we'd like to know about that as  
11 soon as possible.  
12 MR. GIALAMAS: Okay.  
13 MR. MC CABE: Any final questions, comments  
14 for us, anything?  
15 MR. GIALAMAS: No, not that I can think of.  
16 MR. MC CABE: All right. Well, we thank you  
17 for coming in, and we will return you to what pays  
18 the bills.  
19 (WHICH WERE ALL THE PROCEEDINGS HAD  
20 IN THE ABOVE-ENTITLED CAUSE ON THIS  
21 DATE.)  
22  
23  
24

Page 30

1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.  
10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 12th day of  
12 September, 2018.  
13   
14  
15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter  
17  
18  
19  
20  
21  
22  
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24

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 DAWN HAYMAN )  
4  
5 The investigative interview of DAWN  
6 HAYMAN, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 4:00 p.m.  
13  
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22  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
10  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: This is Margaret Kostopulos, a  
2 partner with Ancel Glink. I'm Robert McCabe, an  
3 attorney with Ancel Glink. We're both in the labor  
4 and employment group. Today we're here to do a  
5 sexual harassment investigation based on  
6 allegations that have been brought to the attention  
7 of the Township.  
8 Also present today is Karen, the court  
9 reporter. Karen is going to transcribe everything  
10 that we say so that we have an accurate record of  
11 what's been said when we go back and evaluate,  
12 determine what recommendations to be made.  
13 MS. HAYMAN: And that stays with just your law  
14 firm?  
15 MR. MC CABE: It stays with us, yes. But in  
16 terms of absolute confidentiality, we would like  
17 this to remain confidential. That's our request of  
18 you. We can't mandate that you keep things  
19 confidential, but we find that it's in the best  
20 interest of the integrity of the investigation. We  
21 try to maintain confidentiality in these  
22 investigations, to the greatest extent possible,  
23 but unfortunately, you know, this is a public  
24 entity, and you never know what ultimately people

Page 4

1 will request to see. There have already been news  
2 articles on this, and there's only so much  
3 information that we can maintain in confidence.  
4 It's rare that the transcripts get released.  
5 MS. KOSTOPULOS: I don't see any reason that  
6 they would.  
7 MS. HAYMAN: Is it possible instead of listing  
8 my name say witness --  
9 MS. KOSTOPULOS: No.  
10 MS. HAYMAN: -- four, something like that?  
11 MR. MC CABE: Unfortunately, no.  
12 MS. HAYMAN: Because there is a concern.  
13 MS. KOSTOPULOS: Tell us why.  
14 MS. HAYMAN: Because, I hate to say it, the  
15 board, there's some people who are very vindictive  
16 I think, you know. And it wouldn't surprise me if  
17 they caught wind of anybody talking that they  
18 might --  
19 MR. MC CABE: Here's what I can tell you about  
20 that. If ever there was a time where you were  
21 protected from that in your employment here,  
22 probably now is that time where you enjoy the most  
23 protection because you've been asked to come in  
24 here as part of an independent investigation by us.

Page 5

1 There are anti -- it's not just the board's policy  
2 that prohibits retaliation. It's federal and state  
3 law that prohibit retaliation against people who  
4 participate in investigations such as this. So  
5 anybody who thought they might want to retaliate  
6 against you, not only do they put themselves in a  
7 precarious position, but they potentially give you  
8 a cause of action. So retaliation is prohibited,  
9 and if you feel that you're being retaliated  
10 against or threatened in any way, you would contact  
11 us and we would address it.  
12 MS. KOSTOPULOS: So what do you know or have  
13 you observed that makes you concerned that if you  
14 shared that with us or if that information were  
15 released that people would be mad at you?  
16 MS. HAYMAN: Well, I have been -- this is  
17 going to sound horrible, but the new trustees are  
18 very different than our old board, and they -- I've  
19 just witnessed -- I mean, I've been to some board  
20 meetings, and they're so hostile. I mean, it's  
21 just -- I don't know, they just give you that  
22 impression, that I think you -- it's not a friendly  
23 environment, I don't think. You don't feel like  
24 you can be yourself. Normally, you do, you know.

Page 6

1 And, like I said, normally I feel 100 percent  
2 confident in telling my boss or whatever. But,  
3 like I said, they're so -- again, I don't want to  
4 sound harsh, it's just my opinion, but they've  
5 just -- things used to run so smooth around here,  
6 and I was always very proud to be part of Maine  
7 Township, and it was just such a nice, friendly  
8 place, kind of win/win for the community and us.  
9 And then it just does seem like there's a dark  
10 cloud over us right now, you know. But, like I  
11 said, I'm actually removed from this place, you  
12 know, so I'm not as in the direct path of the  
13 tornado, let's put it that way.  
14 MS. KOSTOPULOS: Okay. So what is your job  
15 here?  
16 MS. HAYMAN: I actually work for the highway  
17 department.  
18 MR. MC CABE: All right. So you work for  
19 Wally Kazmierczak.  
20 MS. HAYMAN: Kazmierczak.  
21 MR. MC CABE: What do you do for the highway  
22 department?  
23 MS. HAYMAN: I am the office and grant  
24 administrator.

Page 7

1 MR. MC CABE: Okay. And do you know Trustee  
2 Jones personally?  
3 MS. HAYMAN: Yes, yes, I do.  
4 MR. MC CABE: How long have you known her?  
5 MS. HAYMAN: Well, I've known her as long as  
6 she's been trustee here, which I would say probably  
7 like the last five years or so I think she's been.  
8 MR. MC CABE: So just in her professional  
9 capacity?  
10 MS. HAYMAN: Well, I also belong to a club  
11 which she is a member of, and so I know her through  
12 the club, and I have been to different events where  
13 she has also been.  
14 MR. MC CABE: What's the club?  
15 MS. HAYMAN: The Maine Township Republican  
16 Women's Club.  
17 MR. MC CABE: So you knew her through that?  
18 MS. HAYMAN: Uh-huh.  
19 MR. MC CABE: How about Trustee Carrabotta,  
20 how do you know him?  
21 MS. HAYMAN: I don't know him, only I know  
22 that he's the new -- one of the new trustees. I  
23 don't know him personally at all.  
24 MR. MC CABE: So you don't have any personal

Page 8

1 interaction with him?  
2 MS. HAYMAN: No. Just seeing him on the  
3 board, I mean, when I've been at meetings.  
4 MR. MC CABE: Okay. So we were told that you  
5 may have been present at an event on January 23rd,  
6 2018 that was attended by both Trustee Carrabotta  
7 and Trustee Jones, a board meeting.  
8 MS. HAYMAN: Yes.  
9 MR. MC CABE: In that board meeting there was  
10 a photo taken of an Eagle Scout. Do you recall  
11 that?  
12 MS. HAYMAN: Yes. In fact, like I said, I  
13 haven't been -- I used to go to all the meetings  
14 religiously, but I don't anymore. But I have been  
15 to a few meetings, and the meeting -- one of them  
16 that I definitely recall is the one with the scout.  
17 I mean, that is definitely the one, and I believe  
18 that was the January meeting.  
19 MR. MC CABE: Who was in that photograph, do  
20 you recall?  
21 MS. HAYMAN: I don't recall the photograph. I  
22 more or less -- I was sitting behind Dick Barton,  
23 who is the PR person who takes the photos. So I'm  
24 very used to seeing him set people up and -- you

Page 9

1 know for a photo. So it's more -- I remember,  
2 recall him doing that at the time that I kind of  
3 noticed something.  
4 MR. MC CABE: So you were present when the  
5 photo was taken?  
6 MS. HAYMAN: Yes. And when he was setting  
7 people up for the photo.  
8 MR. MC CABE: So tell me what you saw when  
9 that was going on.  
10 MS. HAYMAN: Well, it's funny because I saw  
11 something that Kim Jones is like -- I don't think  
12 she has ever taken a bad picture in her life.  
13 MR. MC CABE: Who's the photo guy again?  
14 MS. HAYMAN: Dick Barton.  
15 MR. MC CABE: Dick Barton.  
16 MS. HAYMAN: Yeah. And she is just always  
17 very professional looking. You know, she doesn't  
18 look frazzled at the end of the day like I do. She  
19 just always looks fantastic. So I just happened to  
20 notice that she kind of flinched a little bit, and  
21 she had this -- like an uncomfortable, upset look,  
22 just a flash. I just thought I saw that for --  
23 like I said, it wasn't like she had a bad face in  
24 the picture or anything because I don't think he'd

Page 10

1 take a picture if anybody had a bad face. But it  
2 was almost like it was so quick I wondered if  
3 this -- and I didn't stay to the end of the  
4 meeting, I didn't talk to her afterwards, but I  
5 just wondered if something was going on.  
6 She's got an elderly mother. I wasn't  
7 sure if maybe something was going on with her or  
8 something. I believe I actually made mention of  
9 this to a friend of mine who was also at the  
10 meeting, Doreen Prorack (phonetic), the next day  
11 because I didn't stay until the bitter end.  
12 MR. MC CABE: Who is Doreen?  
13 MS. KOSTOPULOS: Our Doreen?  
14 MS. HAYMAN: Our Doreen. She's my Doreen,  
15 too.  
16 MS. KOSTOPULOS: No, she's ours.  
17 MS. HAYMAN: And I just asked her if something  
18 was going on with Kim, and she said, no. And I  
19 kind of thought in the back of my mind if maybe at  
20 the next club meeting I was going to ask her what  
21 was going on because I just noticed she had this  
22 weird expression on her face, and she never has a  
23 weird expression on her face. But I asked Doreen,  
24 and she said no, she didn't think anything was

Page 11

1 going on. And I kind of -- and I didn't make it to  
2 the next Republican Women's meeting, so I didn't  
3 think very much of it, to be perfectly honest. I  
4 thought, well, maybe, who knows. Maybe she was  
5 just -- I don't know.  
6 MS. KOSTOPULOS: Wait. Can we stop you for a  
7 second? Going back to that incident, when did you  
8 notice that kind of fleeting expression?  
9 MS. HAYMAN: When she was standing up there  
10 for a photograph.  
11 MS. KOSTOPULOS: All right. So was it before  
12 the photo --  
13 MS. HAYMAN: Yes.  
14 MS. KOSTOPULOS: -- or during?  
15 MS. HAYMAN: Well, during the setup and  
16 photograph, right.  
17 MS. KOSTOPULOS: So while they were kind of  
18 arranging?  
19 MS. HAYMAN: Yeah, exactly, exactly.  
20 MS. KOSTOPULOS: And do you remember who was  
21 next to her?  
22 MS. HAYMAN: I think it may have been  
23 Carrabotta, but I'm not positive. I'm pretty sure  
24 because they always go by height, and she's tall,

Page 12

1 and he -- they're usually always in the back row.  
2 So I almost think it -- although I'm not  
3 100 percent, but I think he may have been next to  
4 her.  
5 MS. KOSTOPULOS: All right.  
6 MS. HAYMAN: And you know how it is when they  
7 take a photo, they always want you horribly next to  
8 each other. So I mean --  
9 MS. KOSTOPULOS: I like that, horribly next to  
10 each other.  
11 MR. MC CABE: I love it.  
12 MS. KOSTOPULOS: I totally get that.  
13 MR. MC CABE: Like those firm photos.  
14 MS. KOSTOPULOS: Yes. So they were  
15 assembling. You saw like a weird expression?  
16 MS. HAYMAN: Uh-huh.  
17 MS. KOSTOPULOS: Then they took the picture,  
18 and then kind of life goes on?  
19 MS. HAYMAN: Life goes on, exactly. And,  
20 again, I didn't -- almost like when you see  
21 something and you wonder, did you really see it.  
22 But, that's how they are, and that's how Kim is,  
23 you know, Kim Jones is. She's always very  
24 professional. So you don't know if she's having a

Page 13

1 bad day, good day or whatever. She's always  
2 just -- she's got a very professional look all the  
3 time. That's what made me think this was weird, to  
4 be perfectly honest, because she always looks  
5 fantastic and the same. Like I said, I don't think  
6 she's ever taken a bad picture.  
7 MR. MC CABE: So did you later learn of the  
8 complaint from Trustee Jones about being touched by  
9 Carrabotta? Did you find that out later?  
10 MS. HAYMAN: I didn't talk to Kim or I've  
11 never heard of that. I saw the article in the  
12 Journal, I believe, that --  
13 MR. MC CABE: Recently?  
14 MS. HAYMAN: Yeah. I think it was the one  
15 that Wessel wrote, and --  
16 MR. MC CABE: Were you actually ever told by  
17 anyone, hey, this happened?  
18 MS. HAYMAN: No, no, no.  
19 MR. MC CABE: So you didn't learn of it until  
20 it came out in the news?  
21 MS. HAYMAN: And that's when I thought I  
22 wonder what was -- I mean, could I have seen  
23 something and not realized it? I don't know. Like  
24 I said, it just struck me as odd, that's all. And,

Page 14

1 like I said, I don't know if this means anything at  
2 all for anything, but I'm just telling you what I  
3 saw. Maybe she had gas. I don't know, you know.  
4 MR. MC CABE: So there's been no further  
5 discussion since you saw that?  
6 MS. HAYMAN: No. Like I said, I definitely  
7 have not seen Kim. But I do think, again, Doreen,  
8 your Doreen, I think I mentioned after I saw the  
9 article, I think I did share with her that --  
10 because I had told her before, and I said, I wonder  
11 if something could have happened that night, you  
12 know, because it struck me as weird. Because, like  
13 I said, I never followed up on it. I'm not the  
14 type of person who likes to really -- like I said,  
15 if I would have heard that Kim's mom was sick or  
16 something, then I would have followed up with  
17 something or said something or found out what was  
18 going on. Like I said, since the night I saw it,  
19 nothing was ever said. Seemed like everything was  
20 fine with everybody. I really didn't think too  
21 much of it. It was kind of at the back of my mind,  
22 but it was only when I saw that article that it  
23 struck me as kind of weird.  
24 MR. MC CABE: Okay. Were you at the May 22nd,

Page 15

1 2018 board meeting?  
2 MS. HAYMAN: I think I was at the 15th. Like  
3 I said, I haven't been to that many meetings. I  
4 believe I definitely was at the 15th, and I think I  
5 was in the one at April. No, I don't think I was  
6 at the one in May, the 22nd. That would have been  
7 the board meeting, no.  
8 MR. MC CABE: So there was a board meeting in  
9 May, and there was an interaction between Trustee  
10 Jones and Trustee Carrabotta. Do you recall every  
11 seeing anything like that?  
12 MS. HAYMAN: I don't believe I was at that  
13 meeting.  
14 MR. MC CABE: Okay.  
15 MS. HAYMAN: The only meeting I had attended  
16 was that -- there was a meeting on the 15th.  
17 Because I assist the highway commissioner with the  
18 budget, and the budget was still kind of pending  
19 issues. So that's the only reason -- I find it  
20 actually kind of painful to go to the meetings.  
21 It's just too much fighting. That's not my thing.  
22 It's hard to see or hard to take kind of.  
23 So, no, I was just there primarily  
24 because I was concerned on what was going to be

Page 16

1 required to wrap the budget up, so that's why I was  
2 at the one. I believe I was at the one on  
3 April 24th, and then May 15th because that was  
4 before it was supposed to actually be -- May 22nd  
5 or 23rd was the day it had to be passed, I believe.  
6 MR. MC CABE: Did you attend the Main  
7 Streamers 90th birthday celebration on May 16th?  
8 MS. HAYMAN: No. Bob, number one, I'm not  
9 that old.  
10 MR. MC CABE: I don't think you are.  
11 MS. HAYMAN: I was going to say --  
12 MR. MC CABE: I'm not implying that.  
13 MS. HAYMAN: As an invitee or as an honoree?  
14 MR. MC CABE: No, no, as just someone there to  
15 say nice things about the guests.  
16 MS. HAYMAN: No.  
17 MR. MC CABE: Having a piece of cake. I  
18 remarked several times today about the cake.  
19 So you weren't there for that?  
20 MS. HAYMAN: No.  
21 MR. MC CABE: Okay. Do you know of any other  
22 information you think is relevant to our  
23 investigation?  
24 Do you have another question before I

Page 17

1 get down that path?  
2 You know what the allegations are now.  
3 Are you aware of, do you know of anything else that  
4 you think you want us to know about?  
5 MS. HAYMAN: Primarily, what I read in the  
6 paper, some type of inappropriate touching.  
7 MS. KOSTOPULOS: Have you heard any other  
8 employees or individuals at the Township who have  
9 said or made similar comments or complaints about  
10 Trustee Carrabotta?  
11 MS. HAYMAN: I think he kind of has a creepy  
12 reputation, but I don't know why. Like I said, I  
13 don't know. No, not of that nature. But, like I  
14 said, I just --  
15 MS. KOSTOPULOS: Do you find him creepy?  
16 MS. HAYMAN: Do I find him creepy?  
17 MS. KOSTOPULOS: Yeah.  
18 MS. HAYMAN: Yes, I think I do a little bit.  
19 MS. KOSTOPULOS: Why?  
20 MS. HAYMAN: Because he's -- most of my -- I  
21 haven't had any interaction with him, actually.  
22 But my witnessing him comes from being at the board  
23 meetings, and it just seems like it's such an  
24 aggressive tone, and, you know, I've seen him, you

Page 18

1 know, banter with different board members, and it  
2 seems like a little bit -- you know, from a  
3 respectful discussion to a little bit abusive or a  
4 little bit -- you know, the volume is turned up a  
5 bit. And I'm especially turned off by something  
6 like that, to be perfectly honest. I think that we  
7 all have disagreements, but we don't have to -- you  
8 know.  
9 MS. KOSTOPULOS: Yeah, behave that way.  
10 MR. MC CABE: Okay. If you remember anything  
11 at a later date that you think we may need to know  
12 about, please don't hesitate to use our cards,  
13 contact Margaret or myself or both of us.  
14 MS. HAYMAN: Okay.  
15 MR. MC CABE: We prefer this matter be kept  
16 confidential.  
17 MS. HAYMAN: Okay.  
18 MR. MC CABE: Just as you would. We think it  
19 preserves the integrity of the investigation.  
20 Retaliation is strictly prohibited. If  
21 you feel that you're being retaliated against in  
22 any way, shape or form, we'd like you to bring it  
23 to our attention. Or if you see anybody else  
24 that's participated in this investigation be

Page 19

1 retaliated against, we'd like that brought to our  
2 attention.  
3 Any final comments, questions, anything?  
4 MS. HAYMAN: No. I have faith that this will  
5 be dealt with in an appropriate manner, and I think  
6 that's what anybody would want. And, like I said,  
7 I'm glad it's being investigated.  
8 I can say, I don't know if this is  
9 appropriate, but Kim Jones is a very -- she's got a  
10 fantastic reputation. I've never seen her say or  
11 do anything that wasn't very above board. And, you  
12 know, it's not something you like to hear about,  
13 you know, having something happen. But she's just  
14 not the type of person who -- like I said, she's an  
15 extremely professional, generous, kind person, and  
16 I just -- you know, like I said, I hope you'll get  
17 to the bottom of this, and I hope the appropriate  
18 thing -- it is handled in the appropriate way  
19 because it doesn't make people feel good when, you  
20 know, there's somebody who may be doing things that  
21 are like that.  
22 MS. KOSTOPULOS: Right, right.  
23 MS. HAYMAN: It makes everybody feel a little  
24 bit uneasy.

Page 20

1 MS. KOSTOPULOS: All right. Thank you.  
2 MR. MC CABE: Thank you very much.  
3 MS. HAYMAN: Thank you.  
4 (WHICH WERE ALL THE PROCEEDINGS HAD  
5 IN THE ABOVE-ENTITLED CAUSE ON THIS  
6 DATE.)  
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1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.

10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 13th day of  
12 September, 2018.



15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter

17  
18  
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23  
24

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 WALTER KAZMIERCZAK )  
4  
5 The investigative interview of WALTER  
6 KAZMIERCZAK, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 2:49 p.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHOFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
10  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: We have a court reporter present  
2 today, and I'll tell you -- let me go through this  
3 quickly. My name is Robert McCabe. This is  
4 Margaret Kostopulos. I'm an attorney with Ancel  
5 Glink, and Margaret is a partner with Ancel Glink.  
6 We are attorneys that the board has recently hired,  
7 and we are part of the labor and employment group.  
8 We're here to conduct an investigation  
9 into allegations of sexual harassment. We've  
10 interviewed a number of witnesses today. Some of  
11 them have had information, some of them have not.  
12 Some of them weren't able to recall certain things.  
13 So we fully expect that you may or may not remember  
14 things. We're asking you questions that go back  
15 months. So all we're going to do is ask you the  
16 most pointed questions that we can, and hopefully  
17 you'll be able to give us the answers.  
18 MR. KAZMIERCZAK: Okay.  
19 MR. MC CABE: If you can't remember something,  
20 no shame in saying I can't remember.  
21 MR. KAZMIERCZAK: Right.  
22 MR. MC CABE: We're not looking for you to  
23 come up with anything that, you know, you didn't  
24 witness or hear.

Page 4

1 MR. KAZMIERCZAK: Right.  
2 MR. MC CABE: That's it. We do have a court  
3 reporter present, and the reason is so that we can  
4 go back if we don't catch something in our notes or  
5 what have you when we analyze it this and come up  
6 with recommendations.  
7 MR. KAZMIERCZAK: All right.  
8 MR. MC CABE: And that's the only reason the  
9 court reporter is here. We would prefer all of  
10 this remain confidential for purposes of the  
11 integrity of the process.  
12 MR. KAZMIERCZAK: Sure.  
13 MR. MC CABE: You should know there is a no  
14 retaliation policy, so if anybody says anything to  
15 you or does anything as a result of the fact you  
16 came here and spoke with us today, that's  
17 inappropriate, and we would want to know about it  
18 so we can deal with it.  
19 MR. KAZMIERCZAK: Right.  
20 MR. MC CABE: That said, we will get right  
21 into it.  
22 MR. KAZMIERCZAK: Okay.  
23 MR. MC CABE: Margaret?  
24 MS. KOSTOPULOS: So you are the highway

Page 5

1 commissioner?  
2 MR. KAZMIERCZAK: Correct.  
3 MS. KOSTOPULOS: And you were elected when?  
4 MR. KAZMIERCZAK: As highway commissioner,  
5 2017. I was trustee since 2001, up to August  
6 of 2016. Then I took over the last eight months or  
7 so of the retired highway commissioner's tenure.  
8 MR. MC CABE: What does the highway  
9 commissioner do? I've always wanted to know.  
10 MR. KAZMIERCZAK: Well, we're responsible for  
11 the maintenance of the road; resurfacing, sewer  
12 work, curbs and gutter, snow removal, things of  
13 that nature.  
14 MR. MC CABE: So you pretty much have to work  
15 year-round doing something?  
16 MR. KAZMIERCZAK: Something, yeah.  
17 MS. KOSTOPULOS: So as you probably know, this  
18 issue that we're looking into is between Trustee  
19 Jones and Trustee Carrabotta.  
20 MR. KAZMIERCZAK: Yeah.  
21 MS. KOSTOPULOS: So I think that Trustee Jones  
22 described you as her buddy. Would you agree with  
23 that?  
24 MR. KAZMIERCZAK: Yeah, we're friends.

Page 6

1 MS. KOSTOPULOS: Like friends outside the  
2 Township?  
3 MR. KAZMIERCZAK: Yeah. If she had a  
4 barbecue, conceivably I could be at it. I'm sure  
5 I'm not at every function, but I've been at her  
6 house.  
7 MS. KOSTOPULOS: So you socialize?  
8 MR. KAZMIERCZAK: Yes.  
9 MR. MC CABE: How long would you say you've  
10 known her? You've been with the Township for  
11 17 years.  
12 MR. KAZMIERCZAK: Yeah, I knew her before that  
13 even.  
14 MR. MC CABE: Okay.  
15 MR. KAZMIERCZAK: Because we worked at banks  
16 and real estate. I probably know her for over  
17 20 years.  
18 MR. MC CABE: So private banks and real estate  
19 before?  
20 MR. KAZMIERCZAK: No, it was a state agency.  
21 It's a state agency.  
22 MR. MC CABE: And you worked there, too?  
23 MR. KAZMIERCZAK: Yeah.  
24 MR. MC CABE: You went from that to highway

Page 7

1 commissioner? That's remarkable.  
2 MR. KAZMIERCZAK: Well, you know, that's not  
3 my background, but clerically and administratively,  
4 I guess I can do the job. It's just I'm not  
5 pouring concrete.  
6 MR. MC CABE: That's incredible. I mean,  
7 that's super interesting.  
8 MR. KAZMIERCZAK: Maybe to you.  
9 MR. MC CABE: Off the record.  
10 (WHEREUPON, a discussion was had off  
11 the record.)  
12 MR. MC CABE: Okay. So do you still socialize  
13 with Trustee Jones outside of work?  
14 MR. KAZMIERCZAK: Yeah. I mean, once in a  
15 while we'll have breakfast.  
16 MR. MC CABE: How about Trustee Carrabotta,  
17 what's your relationship with him.  
18 MR. KAZMIERCZAK: I only know him for like  
19 18 months, and I don't associate with him outside  
20 of the meetings.  
21 MR. MC CABE: How would you characterize --  
22 MR. KAZMIERCZAK: And perhaps an event we  
23 attend.  
24 MR. MC CABE: How would you characterize your

Page 8

1 relationship with him.  
2 MR. KAZMIERCZAK: Well, politically, we don't  
3 see eye on eye. He's never done anything to me  
4 personally, but there's a political rift on the  
5 board.  
6 MR. MC CABE: Describe that for me. What's  
7 going on with that?  
8 MR. KAZMIERCZAK: Well, it's from all  
9 different angles. There's three people, one a  
10 Democrat, two Republicans. They're all coming from  
11 different angles. One of them, Sweeney, is her big  
12 bone of contention is we're not transparent, she  
13 wants to make the Township more transparent. If  
14 you really want to know, look at the tapes since  
15 we've been taping. Sometimes I just want to crawl  
16 under the desk. They're very, very rancorous and  
17 mean spirited, and it's -- you don't even want to  
18 be in the same room. And it wasn't always like  
19 that.  
20 MR. MC CABE: Well, you served on the board,  
21 right?  
22 MR. KAZMIERCZAK: Yeah. And there would be  
23 some bones of contention, but it was -- you know,  
24 what's that old adage, you can disagree without

Page 9

1 being disagreeable. That's not the case now.  
2 MR. MC CABE: Okay. So I want to talk to you  
3 about an incident that we've been told happened on  
4 January 23rd of 2018, and we were told that you may  
5 have some knowledge of that incident. It's our  
6 understanding there was a meeting that day -- or  
7 that evening, there was an Eagle Scout there to be  
8 recognized, and there was a photo taken. And we  
9 have a picture, and I think we found you in the  
10 photo. And we did ask the question --  
11 MR. KAZMIERCZAK: Uh-huh, that's me.  
12 MR. MC CABE: We saw you over there, and so we  
13 were trying to figure out why people were  
14 positioned the way they were. And Trustee Jones  
15 said the taller people were put in the back.  
16 MR. KAZMIERCZAK: I'm not that tall.  
17 MR. MC CABE: So we asked that question, and  
18 we were told he doesn't really like the photos.  
19 It's not his thing.  
20 MR. KAZMIERCZAK: No.  
21 MR. MC CABE: So, you know --  
22 MR. KAZMIERCZAK: I'm only 5'7, so I --  
23 MR. MC CABE: I thought that was great  
24 because I sympathize. If you tell me I have to

Page 10

1 stand in front of a camera, I would not be jumping  
2 for joy.  
3 MR. KAZMIERCZAK: Yeah, that's the case.  
4 MR. MC CABE: But you were in the photo?  
5 MR. KAZMIERCZAK: Yeah.  
6 MR. MC CABE: And you were on the same back  
7 row with Trustee Carrabotta and Trustee Jones.  
8 MR. KAZMIERCZAK: Yeah.  
9 MR. MC CABE: Did you see anything unusual  
10 happen at that photo opportunity?  
11 MR. KAZMIERCZAK: To be honest, no.  
12 MR. MC CABE: Between Carrabotta and Jones?  
13 MR. KAZMIERCZAK: No.  
14 MR. MC CABE: No?  
15 MR. KAZMIERCZAK: No.  
16 MR. MC CABE: Did anyone say anything to you  
17 after that photo was taken about something  
18 happening?  
19 MR. KAZMIERCZAK: It's hard to recollect if  
20 that's the first or the second occasion because  
21 Trustee Jones did confide in me that on two  
22 occasions, this might have been the first, that he  
23 had touched her hind quarters, and this might be  
24 the first occasion. You know, I think from what's

Page 11

1 been ascertained, there might have been three  
2 separate occasions. This might have been one of  
3 them.  
4 MR. MC CABE: But you didn't specifically see  
5 anything?  
6 MR. KAZMIERCZAK: No, I didn't see anything.  
7 I wasn't looking for it.  
8 MR. MC CABE: Did she, Trustee Jones, that  
9 night, did you see her react in any unusual way,  
10 the look on her face?  
11 MR. KAZMIERCZAK: No.  
12 MR. MC CABE: Body language?  
13 MR. KAZMIERCZAK: No.  
14 MS. KOSTOPULOS: So when did she tell you  
15 about it?  
16 MR. KAZMIERCZAK: It was a phone conversation.  
17 I don't know precisely when, but she told me twice  
18 over the phone. Once, this might have been it, or  
19 another photo, I don't know. And the one that  
20 precipitated this confrontation at the board  
21 meeting, at the 90th birthday party which I didn't  
22 attend, a senior function they have once a year,  
23 that was the second time she mentioned that she  
24 seemed to be a little more upset, and, you know,

Page 12

1 was thinking out loud what she should do about it.  
2 MR. MC CABE: So she's only mentioned two  
3 incidents to you?  
4 MR. KAZMIERCZAK: No, she mentioned three, but  
5 she only talked to me about it twice. She said in  
6 the past that it happened three times, but --  
7 MR. MC CABE: When did she say the first one  
8 happened, do you recall?  
9 MR. KAZMIERCZAK: This was months ago. And  
10 the other thing was less than a month ago because  
11 that senior thing was only about three weeks ago.  
12 MR. MC CABE: If you can recall specifically,  
13 what did she tell you on the phone about the senior  
14 thing?  
15 MR. KAZMIERCZAK: Well, something along the  
16 lines, and I'm paraphrasing, he did it again, and  
17 she seemed more visibly upset, and she gave him a  
18 dirty look, and he pretended like -- he didn't  
19 react to it. And she just wondered if he ever did  
20 it again she would call him out loudly at the time  
21 he did it. You know, I felt more uncomfortable the  
22 second time around because I don't know what to  
23 say.  
24 MR. MC CABE: Yeah.

Page 13

1 MR. KAZMIERCZAK: And it sounded like --  
2 MS. KOSTOPULOS: Well, what did you say?  
3 MR. KAZMIERCZAK: What did I say?  
4 MR. MC CABE: So you weren't at the 90th  
5 birthday thing?  
6 MR. KAZMIERCZAK: No, I wasn't, no.  
7 MR. MC CABE: Okay.  
8 MR. KAZMIERCZAK: Yeah, I kind of concurred  
9 that you can't allow it to go on forever, and if he  
10 did it a fourth time you should embarrass him  
11 publicly. But that fortunately wasn't the case  
12 because it was handled a different way on the  
13 advice of an attorney in your law firm. And the  
14 way he responded was another matter.  
15 MR. MC CABE: Okay. Tell us about that. I  
16 was getting there. Were you present at that --  
17 MS. KOSTOPULOS: Well, hold on.  
18 MR. KAZMIERCZAK: Yeah.  
19 MS. KOSTOPULOS: So when she told you about  
20 these incidents, did she say that she was upset or  
21 did she describe her emotion?  
22 MR. KAZMIERCZAK: Well, she definitely didn't  
23 like it, didn't encourage it, didn't want it. You  
24 know, I don't know, I can't judge on a scale from

Page 14

1 one to ten how visibly upset she was, but she  
2 wasn't happy.  
3 MS. KOSTOPULOS: So she was kind of  
4 complaining about it to you?  
5 MR. KAZMIERCZAK: Yeah. And I think she  
6 was -- the second time she mentioned it to me, she  
7 said it was the third time, and that she has to  
8 either do something about it or make -- if it ever  
9 happens again to be forcefully -- make it more  
10 outspoken that she's upset about it.  
11 MS. KOSTOPULOS: Now when she told you about  
12 these situations, did she question whether they  
13 were inadvertent or intentional? Did she give an  
14 idea about what she thought about that?  
15 MR. KAZMIERCZAK: Only the first time she was  
16 questioning whether or not that was inadvertent.  
17 But, usually, if you do something like that, you  
18 apologize, or at least I do. And then by the third  
19 time, she was sure that this is not an accident.  
20 MR. MC CABE: Were you at the board meeting on  
21 May 22nd?  
22 MR. KAZMIERCZAK: Yeah. Prior to the official  
23 board meeting, there's a bill pay.  
24 MR. MC CABE: Do you participate in that?

Page 15

1 MR. KAZMIERCZAK: Well, I hang around because  
2 some of the bills they look at involve the highway  
3 department. If they have any questions, I sit  
4 there, and they ask me a question or a comment or  
5 something. And my recollection was that -- and I  
6 had my head down. So I wasn't looking, but I heard  
7 Kim -- Trustee Jones say that she wants to use  
8 Denise Jajko's office, which is right behind the  
9 dais up there. So I don't know why. I don't know  
10 if she was going in there herself. I didn't know  
11 both of them went in because I wasn't looking in  
12 that direction.  
13 And then a little while later, the doors  
14 open, and Carrabotta's extremely upset, yelling  
15 that talk to my lawyer, you know. I don't know if  
16 he said I'm going to sue you, but I got that  
17 impression. And then he yelled out, she said I  
18 touched her butt. You know, I'm thinking to  
19 myself, if it was me, and if I did it, I'd  
20 apologize profusely, and if I didn't do it, I still  
21 wouldn't want the whole world to know that she  
22 accused me of it. I thought that was a very  
23 strange reaction to blurt that out after you storm  
24 out of a room, you know.

Page 16

1 And then once the meeting started, he  
2 wanted to go into closed session, which is  
3 always -- the minutes are taken, a tape recorder is  
4 taken, and you're going to be -- the contents of  
5 that meeting will be shown in minutes six months  
6 after it happens, and the tape lasts for 18 months.  
7 So I don't know why anybody, especially -- that  
8 you'd want that on tape. Plus, the tape was going  
9 on -- I don't know if you're aware of this, but the  
10 tape is on during the finance committee, too. So  
11 you can hear this for yourself, his reaction.  
12 MR. MC CABE: What do you recall his reaction  
13 being? What did he say when he came out of the  
14 room?  
15 MR. KAZMIERCZAK: Well, that -- don't talk to  
16 me, talk to my lawyer. And then for sure he -- I  
17 guess telling the room or the trustees at the table  
18 that she said I touched her butt. And words to  
19 that effect should be on the recording that the  
20 clerk should have.  
21 MR. MC CABE: Have you talked to anybody else  
22 about what Trustee Jones told you about Trustee  
23 Carrabotta touching her buttocks?  
24 MR. KAZMIERCZAK: No. I mean, I don't think I

Page 17

1 brought it up to anybody in the interim before this  
2 incident, you know, at the bill pay. I really  
3 don't recollect talking to anybody about it.  
4 MR. MC CABE: Have you heard anybody here  
5 talking about it?  
6 MR. KAZMIERCZAK: No.  
7 MR. MC CABE: Are there any other individuals,  
8 other than Trustee Jones, about whom you've heard  
9 allegations of sexual harassment against Trustee  
10 Carrabotta being made?  
11 MS. KOSTOPULOS: Or just inappropriate  
12 conduct.  
13 MR. KAZMIERCZAK: Yeah, I know of two  
14 individuals. I don't want to get into their names  
15 because I don't know their interest in pursuing  
16 this. But I heard of two ladies upstairs that I  
17 think had comparable experiences.  
18 MS. KOSTOPULOS: So how did you hear about  
19 that?  
20 MR. KAZMIERCZAK: Best of my knowledge, it was  
21 just mentioned offhand. I wasn't asked for, you  
22 know, any opinion or anything. It was just  
23 conversation. That's how I recollect it.  
24 MR. MC CABE: Who said it?

Page 18

1 MS. KOSTOPULOS: Yeah, who said that?  
2 MR. KAZMIERCZAK: The two. I certainly didn't  
3 bring it up.  
4 MS. KOSTOPULOS: So tell us in what context.  
5 MR. KAZMIERCZAK: That would be hard for me to  
6 say. It was months ago. So I don't know what or  
7 why that came up.  
8 MS. KOSTOPULOS: Just in a meeting?  
9 MR. KAZMIERCZAK: No, it was just me probably  
10 dropping something off from the highway department  
11 or having to talk to these people for some  
12 governmental reason because that's the only reason  
13 I visit them.  
14 MR. MC CABE: We think we know who they both  
15 are.  
16 MS. KOSTOPULOS: So it was just during the  
17 day?  
18 MR. KAZMIERCZAK: Yeah, probably a morning, I  
19 drop stuff off or pick something up or have a  
20 question to ask. I go there on occasion.  
21 MS. KOSTOPULOS: And can you remember what  
22 they said?  
23 MR. KAZMIERCZAK: Well, usually, the context  
24 is we start complaining about these people, and

Page 19

1 maybe that's how his name was mentioned, you know.  
2 And then it's just something that I would never  
3 repeat normally except in a setting like this if  
4 it's asked of me. It's just something -- you know,  
5 I don't know where or how or why, but that was  
6 mentioned. And I certainly didn't -- I wasn't that  
7 curious as to the circumstances or asked more  
8 questions about it.  
9 MS. KOSTOPULOS: But what did they say?  
10 MR. KAZMIERCZAK: It was the same thing,  
11 somehow their buttocks were touched. That's my  
12 recollection.  
13 MR. MC CABE: By Trustee Carrabotta?  
14 MR. KAZMIERCZAK: Yeah.  
15 MR. MC CABE: If we told you the names, could  
16 you tell us which one told you what?  
17 MR. KAZMIERCZAK: They both said pretty much  
18 the same thing. That's my recollection, but, you  
19 know, if their names --  
20 MR. MC CABE: We're talking about Dana Berman  
21 and Vicki Rizzo?  
22 MR. KAZMIERCZAK: Yeah, they were the ones  
23 that alluded to that. And, you know, what one said  
24 versus the other to me, I thought it was in context

Page 20

1 it was the same thing. You know, maybe different  
2 times or dates, but I didn't get into that.  
3 MS. KOSTOPULOS: So were they together when  
4 they told you this?  
5 MR. KAZMIERCZAK: Yeah, because they have  
6 adjacent offices.  
7 MS. KOSTOPULOS: All right. So you were in  
8 their offices doing something?  
9 MR. KAZMIERCZAK: Yeah.  
10 MS. KOSTOPULOS: And maybe talking about the  
11 dissension on the board?  
12 MR. KAZMIERCZAK: Or somehow his name was  
13 brought up.  
14 MS. KOSTOPULOS: And then one or both of them  
15 said what? That he had touched their butts?  
16 MR. KAZMIERCZAK: Yeah, that's the best I can  
17 do. Any more detail as to how or why or where, I  
18 have no idea.  
19 MS. KOSTOPULOS: All right. So what did you  
20 say to them?  
21 MR. KAZMIERCZAK: I don't think I said much.  
22 You know, I don't really recollect precisely. I'm  
23 sure I said something like -- I really don't know.  
24 I didn't want to overreact or, you know, under

Page 21

1 react. I just listened. You know, one thing I  
2 didn't say, you know, report him immediately or --  
3 MS. KOSTOPULOS: Right.  
4 MR. KAZMIERCZAK: It's really their -- in all  
5 circumstances, it's really up to the person who --  
6 how they feel about it, and what they do about it.  
7 MS. KOSTOPULOS: Now was that ever talked  
8 about elsewhere? So did you hear that repeated by  
9 others?  
10 MR. KAZMIERCZAK: I heard that people that  
11 heard it at a Christmas party that was held on-site  
12 here. Well, just before Christmas, I guess.  
13 MS. KOSTOPULOS: So that --  
14 MR. KAZMIERCZAK: But I didn't hear it there.  
15 MS. KOSTOPULOS: Do you know who did?  
16 MR. KAZMIERCZAK: I think Supervisor Morask  
17 may have heard it at that time. I'm not sure. I  
18 think so.  
19 MR. MC CABE: Did she tell you that?  
20 MR. KAZMIERCZAK: Yeah, because there was --  
21 it was just recently I heard that -- you know, that  
22 these two ladies said something similar to what  
23 they told me at a Christmas party.  
24 MR. MC CABE: Who told you that?

Page 22

1 MR. KAZMIERCZAK: It was -- like I was just  
2 sitting there. It was a conversation with maybe  
3 three or four people, and I know Morask  
4 acknowledged it, but I really don't know who else  
5 overheard it or was there. This was just  
6 essentially that's what I recollect, that she was  
7 the one who said don't you remember -- not  
8 specifically to me, but maybe to somebody else,  
9 don't you remember them saying it at a Christmas  
10 party.  
11 MR. MC CABE: Supervisor Morask said that?  
12 MR. KAZMIERCZAK: Yeah, right.  
13 MR. MC CABE: Okay. So were you at Supervisor  
14 Morask's Christmas party on December 30th?  
15 MR. KAZMIERCZAK: No, I didn't show up.  
16 MR. MC CABE: You didn't go to it?  
17 MR. KAZMIERCZAK: I didn't go to it. But this  
18 was a Christmas party held here.  
19 MS. KOSTOPULOS: Right.  
20 MR. MC CABE: Did you go to that?  
21 MR. KAZMIERCZAK: Yeah.  
22 MR. MC CABE: Did you see Trustee Carrabotta  
23 at that party?  
24 MR. KAZMIERCZAK: Yeah, I think he came late.

Page 23

1 MR. MC CABE: Okay.  
2 MS. KOSTOPULOS: But that is where you heard  
3 people talking about --  
4 MR. KAZMIERCZAK: Well, no, I didn't hear it  
5 at that date. I heard it at a later date.  
6 MR. MC CABE: So you were at that Christmas  
7 party. Did you see Trustee Carrabotta interacting  
8 at all with Vicki Rizzo and Dana Berman?  
9 MR. KAZMIERCZAK: Not that I can recollect. I  
10 think he came late. That's all I know. But -- I  
11 think he was there. You're going back seven  
12 months, so I don't know.  
13 MR. MC CABE: I can hardly remember what I had  
14 for breakfast.  
15 MR. KAZMIERCZAK: So, you know, I can't say  
16 with 100 percent certitude he was there, but that's  
17 my recollection.  
18 MR. MC CABE: Okay. Can you think of anything  
19 else, we've talked about a lot of stuff, that you  
20 think might be relevant to our investigation?  
21 MR. KAZMIERCZAK: Well, you know, I remember  
22 last year the legislature felt compelled to hurry  
23 up and pass the sexual harassment.  
24 MR. MC CABE: Right.

Page 24

1 MR. KAZMIERCZAK: And it compelled all  
2 municipality and governmental bodies to have a  
3 sexual harassment policy on the book, and it was  
4 kind of frame worked the way they wanted to frame  
5 it.  
6 MS. KOSTOPULOS: Yeah.  
7 MR. KAZMIERCZAK: You had to do that I think  
8 in December. And this should be on tape because we  
9 were already taping. I found that a little odd  
10 because I would never think of this. You know,  
11 basically, there was some interjection by  
12 Carrabotta that the word unwelcome touching.  
13 Touching was the word that they used in this  
14 verbiage for the ordinance, and he wanted the word  
15 unwelcome touching inserted, and I think it was.  
16 And then he was saying what a warm friendly place  
17 this is, and, you know, that there's a lot of  
18 hugging that goes on. I found that a little weird  
19 because, you know, I've been here 18 or 19 years,  
20 and I never would insert that.  
21 MR. MC CABE: You're not the guy that walks  
22 around hugging everybody?  
23 MR. KAZMIERCZAK: No. Male, women, dogs, I  
24 just don't do it.

Page 25

1 MR. MC CABE: Margaret characterizes me as not  
2 the guy who people see and they want to give a hug  
3 to. So that's fine. I get that.  
4 MS. KOSTOPULOS: No offense.  
5 MR. MC CABE: She said no offense.  
6 MR. KAZMIERCZAK: Even huggers don't hug me.  
7 I must have an aura or something.  
8 MR. MC CABE: Yeah, I think you and I have  
9 that same aura. I don't think there's anything  
10 wrong with that.  
11 MR. KAZMIERCZAK: No. But that should be on  
12 tape. I mean, that doesn't define anybody, but I  
13 find that odd that you have to insert that in  
14 there. It's almost like you're looking for a  
15 cover. I don't know. At the time it seemed weird.  
16 MS. KOSTOPULOS: Did you ever see him hug  
17 people?  
18 MR. KAZMIERCZAK: I don't -- no, I can't  
19 honestly -- you know, when do I see him? Once a  
20 month? There would be no reason to hug at a board  
21 meeting. A couple of social functions through the  
22 Township, no, I don't recollect any -- I didn't  
23 witness anything like that.  
24 MR. MC CABE: All right. Anybody else that

Page 26

1 you can think of who may have information that we  
2 need? We talked to a lot of people. I can tell  
3 you we talked to Trustee Jones, we talked to Susan  
4 Moylan Krey, we've talked to Clerk Gialamas, you,  
5 Marie. We've scheduled Dawn Hayman, Dana Berman,  
6 Vicki Rizzo, Mike Saaman, Susan Sweeney. Anybody  
7 else that you can think of?  
8 MR. KAZMIERCZAK: There's another trustee,  
9 McKenzie.  
10 MR. MC CABE: What would Trustee McKenzie --  
11 what do you think she might know?  
12 MR. KAZMIERCZAK: Personally, not much. But  
13 she was in the same room as -- you know, if she  
14 wanted to verify the tone or the circumstances at  
15 that bill pay session when they came storming out  
16 of the room. I don't know if that would be of any  
17 help or it would be just regurgitating what I said.  
18 MR. MC CABE: The only reason I we don't have  
19 her is I did listen to the tape you mentioned, and  
20 you're spot on, it's all there.  
21 MR. KAZMIERCZAK: Yeah.  
22 MR. MC CABE: Everything you've said, I've  
23 heard the same thing on tape, everything you've  
24 said with regard to that meeting.

Page 27

1 MR. KAZMIERCZAK: Yeah.  
2 MR. MC CABE: All right. So you have our  
3 cards. If you remember something at a later date,  
4 think we need to know about it or you think it's  
5 important, feel free to call us or email us.  
6 We would prefer that this matter be kept  
7 confidential. We can't order you to do that.  
8 MR. KAZMIERCZAK: No, I'm not going to talk to  
9 anybody.  
10 MR. MC CABE: But it helps to maintain the  
11 integrity of the process.  
12 MR. KAZMIERCZAK: I'm not going to talk to  
13 anybody about people who don't know any of the  
14 participants.  
15 MR. MC CABE: Retaliation is prohibited. If  
16 you feel anybody is retaliating against you in any  
17 way, you should bring that to our attention.  
18 Any final comments, questions for us,  
19 anything?  
20 MR. KAZMIERCZAK: No, I don't think so.  
21 MR. MC CABE: Okay. Well, if you do come up  
22 with anything, do contact us, please.  
23 MR. KAZMIERCZAK: I have two cards.  
24 MR. MC CABE: Okay. Thanks for coming. I'm

Page 28

1 sorry for the inconvenience today.  
2 MR. KAZMIERCZAK: Yeah. Apparently, there was  
3 an email.  
4 (WHICH WERE ALL THE PROCEEDINGS HAD  
5 IN THE ABOVE-ENTITLED CAUSE ON THIS  
6 DATE.)  
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1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.

10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 13th day of  
12 September, 2018.



15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter

17  
18  
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22  
23  
24

Page 1

1 INTERVIEW )  
2 OF )  
3 LAURA MORASK. )  
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8  
9 The investigative interview of  
10 LAURA MORASK, taken before CHRISTINE R. MACINTYRE,  
11 CSR No. 84-2776, a Certified Shorthand Reporter of  
12 the State of Illinois, taken at Maine Township,  
13 1700 Ballard Road, Park Ridge, Illinois, on the  
14 13th day of June, A.D. 2018, at 10:30 a.m.  
15  
16  
17  
18  
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21  
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Page 2

1 PRESENT:  
2 ANCEL GLINK DIAMOND BUSH  
3 DiCIANNI & KRAFTHFER,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 312-782-7606), by:  
7 MR. ROBERT T. McCABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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22  
23 REPORTED BY: CHRISTINE R. MACINTYRE, C.S.R.,  
24 Certificate No. 84-2776.

Page 3

1 MR. McCABE: So general questions, I'll let  
2 you lead off with that, as we've done.  
3 MS. KOSTOPULOS: So you're the township  
4 supervisor, right?  
5 MS. MORASK: Yes.  
6 MS. KOSTOPULOS: And you have been in that  
7 capacity for how long?  
8 MS. MORASK: Since May 15th of 2017.  
9 MR. McCABE: So a little over a year?  
10 MS. MORASK: Right.  
11 MS. KOSTOPULOS: And then prior to that, you  
12 were a trustee --  
13 MS. MORASK: Correct.  
14 MS. KOSTOPULOS: -- correct? And for how  
15 long?  
16 MS. MORASK: 2001, May 15th.  
17 MS. KOSTOPULOS: Oh, so you came on the board  
18 with Wally --  
19 MS. MORASK: Correct.  
20 MS. KOSTOPULOS: -- right?  
21 MS. MORASK: Started the same day.  
22 MS. KOSTOPULOS: And you're a lawyer --  
23 MS. MORASK: Yes.  
24 MS. KOSTOPULOS: -- right? With a trial

Page 4

1 tomorrow, right?  
2 MS. MORASK: Correct. You remembered.  
3 MR. McCABE: We are going to work through this  
4 quick.  
5 MS. KOSTOPULOS: Yeah, because you probably  
6 have a lot to do.  
7 MS. MORASK: That's okay.  
8 MS. KOSTOPULOS: So I probably know the least  
9 about this issue because I know Bob has had the  
10 chance to meet with you before, so forgive me if  
11 I'm, you know, behind on this.  
12 So it's my understanding, from talking  
13 with others last week and reading the complaint,  
14 that Trustee Jones has had an issue with Trustee  
15 Carrabotta --  
16 MS. MORASK: Yes.  
17 MS. KOSTOPULOS: -- which she very capably  
18 described and, you know, we discussed that. I'm  
19 interested in how you found out about it.  
20 MS. MORASK: Trustee Jones had E-mailed me or  
21 texted me or both on Saturday night, three days  
22 after the most recent event of the senior birthday  
23 party, which if I may refresh myself with the  
24 calendar, I can tell you --

Page 5

1 MR. McCABE: Please do.  
2 MS. MORASK: -- what date that was.  
3 MR. McCABE: This was the 90th birthday  
4 party --  
5 MS. MORASK: Yes.  
6 MR. McCABE: -- with the MaineStreamers?  
7 MS. MORASK: Yes. Which, of course, I only  
8 have my June calendar, and that was in May. One  
9 second.  
10 It was the Saturday before our board  
11 meeting, so our board meeting was May 22nd. The  
12 senior birthday party was May 16th.  
13 MR. McCABE: Would it have been May 19th?  
14 MS. MORASK: That's what I was about to say.  
15 She texted me Saturday, May 19th, or E-mailed me.  
16 MS. KOSTOPULOS: All right. So attached to  
17 the complaint is Exhibit 4. Is that the E-mail?  
18 MS. MORASK: Yes. It was part of another  
19 string of E-mails with respect to a Michael Waters  
20 litigation that has been ongoing with the township.  
21 MS. KOSTOPULOS: Was that the first time that  
22 you heard about this?  
23 MS. MORASK: She had, I believe, mentioned  
24 that after the January 23rd board meeting on a

Page 6

1 group text on January 24th between her, myself, and  
2 Susie Moylan-Krey that he touched her ass, and --  
3 but she wasn't sure if it was intentional or not.  
4 MR. McCABE: Let me ask you, how long have you  
5 known Trustee Jones?  
6 MS. MORASK: I have known Trustee Jones for --  
7 well, since I've been a trustee, so probably --  
8 MR. McCABE: Since '01?  
9 MS. MORASK: Yeah, at least '01.  
10 MR. McCABE: Was she on the board in '01?  
11 MS. MORASK: No, no, but I knew her from --  
12 well, actually, I probably got to know her  
13 personally more in '04, because when I came on the  
14 board, I was a Democrat, and the rest of the board  
15 was Republican, and then I switched in '04 to being  
16 a Republican and ran with the incumbent board, and  
17 Kim Jones had been a long-time campaign helper.  
18 She also was an alderman in Park Ridge. I lived in  
19 Park Ridge since 1989, and I used to go to city  
20 council meetings.  
21 MR. McCABE: Kim was an alderman in Park  
22 Ridge?  
23 MS. MORASK: Yes.  
24 MR. McCABE: I didn't know that.

Page 7

1 MS. MORASK: Yes. She was one of seven  
2 aldermen. She was great.  
3 MR. McCABE: For how long was she there, do  
4 you know?  
5 MS. MORASK: One term.  
6 MR. McCABE: 2000 --  
7 MS. MORASK: I could look it up.  
8 MS. KOSTOPULOS: It's not important.  
9 MR. McCABE: Don't worry about it. So are you  
10 guys friends outside of work?  
11 MS. MORASK: Yes. I mean, in conjunction  
12 mostly with work events and with certain clubs. We  
13 both belong to the Maine Township Republican  
14 Women's Club.  
15 MR. McCABE: Got it.  
16 MS. MORASK: And then campaign events and  
17 township events.  
18 MR. McCABE: How about Carrabotta; any outside  
19 relationship with him --  
20 MS. MORASK: No.  
21 MR. McCABE: -- outside of township? Outside  
22 of township business, I should say.  
23 MS. MORASK: No.  
24 MR. McCABE: And how about Dayna and Vicki,

Page 8

1 Dayna Berman, Vicki Rizzo; other than their work  
2 here, are you friends with them outside of work at  
3 all?  
4 MS. MORASK: Yeah, I invite everybody -- I  
5 actually also probably -- I invite everybody. I  
6 have an annual Christmas party at my house.  
7 MR. McCABE: We're going there. We're getting  
8 there.  
9 MS. MORASK: I'm just saying that's where.  
10 Dayna and Vicki have been coming for years, as has  
11 Pete Gialamas, Susie Moylan-Krey. And Kim Jones  
12 has been coming.  
13 MR. McCABE: So but other than your Christmas  
14 party, any other outside socializing with Dayna or  
15 Vicki?  
16 MS. MORASK: No. Township events.  
17 MR. McCABE: Nothing? Okay.  
18 MS. MORASK: And the Maine Township Republican  
19 Women.  
20 MR. McCABE: Okay. All right. I'm sorry. I  
21 interrupted. Back to --  
22 MS. KOSTOPULOS: Back to May 19th. So in  
23 the -- in the course of a series of E-mails,  
24 Trustee Jones informed you of an incident --

Page 9

1 MS. MORASK: Yes.  
2 MS. KOSTOPULOS: -- which, I guess --  
3 MS. MORASK: Yes.  
4 MS. KOSTOPULOS: -- appears on Exhibit 4  
5 there.  
6 MS. MORASK: It's on Exhibit 4. And I  
7 thought -- she asked my advice as to how to proceed  
8 because she wanted to --  
9 MS. KOSTOPULOS: So just for the record, so  
10 she sent you that E-mail, and it says that she  
11 isn't sure, but she believes that Trustee  
12 Carrabotta touched her butt.  
13 MS. MORASK: This one, she was sure.  
14 MS. KOSTOPULOS: Right. Maybe, could you just  
15 read that?  
16 MS. MORASK: Sure. (Reading) Yes, it is  
17 insane. I didn't say anything to you yet, but I  
18 did share this with Pete and Susie immediately  
19 after it happened, referencing the senior birthday  
20 party. Carrabotta touched my ass again at the  
21 90th -- 90 year old birthday party. He swipes his  
22 hand across as gently as it -- as if it was  
23 inadvertent. What I previously chalked up to is  
24 accidental can no longer be viewed that way since

Page 10

1 it is at least the second time and possibly the  
2 third time. This last incident, I immediately  
3 turned to him with a dirty look, and he pretended  
4 he didn't see me. I'm not sure the best way to  
5 handle it. Talk to the attorneys maybe? I do  
6 know, if it occurs again, I will loudly call him  
7 out on it and publicly embarrass him. Just a  
8 forewarning.  
9 MS. KOSTOPULOS: All right. Did you follow  
10 up --  
11 MS. MORASK: Yes.  
12 MS. KOSTOPULOS: -- with her?  
13 MS. MORASK: I did.  
14 MS. KOSTOPULOS: And when?  
15 MS. MORASK: At 10:22 that same morning,  
16 Saturday, May 19th, 10:22 a.m., I wrote: (Reading)  
17 Outrageous. I think you should discuss with the  
18 attorneys. Jeff is meeting me Monday at 1:00  
19 o'clock, and I also said or else possibly talk to  
20 the Ethics Commission. This is crazy. I fully  
21 support you freaking calling him out. Do you want  
22 me to set up a conference call with KL, referencing  
23 Keri-Lyn, or are you free Monday afternoon? I am  
24 more concerned in protecting you from this crap

Page 11

1 than his humiliation. I tried at my Christmas  
2 party to convince Dayna and Vicki to come forward,  
3 but they did not want to disclose for fear of jobs.  
4 This is how abusers operate, gas-lighting and  
5 trying to make them think all in head. The longer  
6 we hold off, the more empowered he gets.  
7 MS. KOSTOPULOS: Did you call her or have  
8 other conversation with her on that day about this?  
9 MS. MORASK: On Saturday, May 19th? I'm not  
10 sure. I probably talked to her that weekend, but I  
11 was getting -- you know, I had two meetings on the  
12 19th at my office, a 1:00 o'clock prep session and  
13 a 3:00 o'clock hair appointment.  
14 MS. KOSTOPULOS: Those are important.  
15 MS. MORASK: No, but I'm saying -- and then  
16 she was busy, so I know we talked at some point  
17 that weekend.  
18 MS. KOSTOPULOS: So what was --  
19 MS. MORASK: And I checked with Keri-Lyn.  
20 MS. KOSTOPULOS: What did you talk about when  
21 you spoke on the phone or in person?  
22 MS. MORASK: I know I told her that -- it  
23 would have probably been Sunday evening if we did,  
24 because I told her at some point -- and I don't see

Page 12

1 it in an E-mail -- that I was going to be meeting  
2 with, you know -- she said if you could be  
3 available Monday, and -- actually, I'm not sure if  
4 we talked because she didn't show up Monday, and  
5 she thought -- I think she thought I was going to  
6 call her to confirm, but I honestly am not sure,  
7 but if I talked to her, it would have been about  
8 this, that I thought she should talk to Keri-Lyn,  
9 and Keri-Lyn had said that -- which was after  
10 Monday. That's why -- I'm trying to go in order.  
11 Keri-Lyn had advised her with respect to a course  
12 of action.  
13 MS. KOSTOPULOS: Maybe we should do it this  
14 way. Based on those E-mails, what did you do next?  
15 MS. MORASK: Okay. So based on this, I  
16 E-mailed Keri-Lyn, and I told her that Kim needed  
17 to talk to her. And I don't know if Keri-Lyn had  
18 her own conversation with her. I'm sure she did  
19 because Keri-Lyn advised me that what she was  
20 advising Kim -- and she told me I could also advise  
21 Kim -- was that Kim should take Trustee Carrabotta  
22 aside privately and put him on notice and just  
23 state something along the lines of "I don't know if  
24 you were aware this happened, but it did, and it's

Page 13

1 making me very uncomfortable. Please stop."  
2 MS. KOSTOPULOS: All right. And then so that  
3 was in the week after the E-mail, is that right?  
4 MS. MORASK: No. It had to be before Tuesday  
5 because Tuesday was the board meeting.  
6 MS. KOSTOPULOS: Right.  
7 MS. MORASK: So it was definitely within those  
8 three days of Saturday, Sunday, Monday.  
9 MS. KOSTOPULOS: Okay. Did you talk about  
10 this issue with anyone other than Trustee Jones or  
11 Keri-Lyn at that time?  
12 MS. MORASK: No.  
13 MS. KOSTOPULOS: All right. So were you  
14 involved at all in that meeting with Trustee Jones  
15 and Trustee Carrabotta on Tuesday, that following  
16 Tuesday?  
17 MS. MORASK: I was not. We have bill pay at  
18 6:30, and I started off. I already had reviewed  
19 the bills, as I typically do. We do bill pay in  
20 the open boardroom with an audiotape. And I  
21 started the meeting and said that I needed to go  
22 work on some of the building issues. We had a mold  
23 issue. We had some estimates that I was getting  
24 together for Mikey Samaan, and I went out on the

Page 14

1 patio back here.  
2 And then about 20 minutes later, 35, 45  
3 minutes later -- no, it was 20 minutes later  
4 because our bill pay was stopping early -- we had  
5 the budget hearing that night -- Trustee Jones came  
6 outside very upset and told me about what had  
7 occurred.  
8 MS. KOSTOPULOS: What did she say to you?  
9 MS. MORASK: She said that during bill pay,  
10 when they were both done reviewing the bills, she  
11 asked Dave privately if they could talk privately,  
12 and she asked Denise if she could use her office.  
13 That means Denise Jajko, who is our bookkeeper,  
14 whose office is right behind the boardroom.  
15 And she went into the office with  
16 Trustee Carrabotta and started telling him very  
17 quietly what I said, and he went nuts. Do you want  
18 me to continue?  
19 MS. KOSTOPULOS: Yeah.  
20 MS. MORASK: She told me --  
21 MS. KOSTOPULOS: What does that mean? And you  
22 did not hear or see --  
23 MS. MORASK: I did not, until I listened to  
24 the bill pay tape. It is on the bill pay tape,

Page 15

1 some of it --  
2 MS. KOSTOPULOS: Okay.  
3 MS. MORASK: -- from when he burst out. He  
4 started threatening to sue her and said, "You're  
5 crazy," words to the effect of "I'm going to ruin  
6 you. I'm going to sue you for all you're worth.  
7 Talk to my lawyer. Stop talking."  
8 And then he stormed out -- this is what  
9 she told me -- then he stormed out of the private  
10 office into the boardroom, sat back down. And then  
11 she came behind, and he said, like, out loud, "She  
12 says I touched her butt." And I believe that  
13 Trustee McKenzie walked in shortly prior, like,  
14 five minutes. She was late to bill pay.  
15 And then Trustee Jones said, "You did."  
16 And he called her a sex -- someone said, "That's  
17 sexual harassment." And he said, "She's harassing  
18 me."  
19 And she said, "You have this backwards.  
20 You're harassing me. I don't make stuff up."  
21 And he said, "You're crazy. Stop.  
22 Stop. I'm not talking to you."  
23 MS. KOSTOPULOS: And then when did you watch  
24 the tape or hear the audio on this?

Page 16

1 MS. MORASK: So our bill -- we had this  
2 bizarre interruption --  
3 MS. KOSTOPULOS: I know, but --  
4 MS. MORASK: Wednesday. Wednesday.  
5 MS. KOSTOPULOS: Okay.  
6 MS. MORASK: The day after. Wednesday or  
7 Thursday. I asked Wiesia for it.  
8 MS. KOSTOPULOS: All right. And then --  
9 MS. MORASK: Somewhere in there Bob got  
10 assigned to this.  
11 MR. McCABE: Right.  
12 MS. KOSTOPULOS: He's been loving it ever  
13 since.  
14 MS. MORASK: And I was requested to review all  
15 these things, which is right here, my thing of the  
16 bill pay tape.  
17 MS. KOSTOPULOS: All right. So, oh, it was  
18 after -- so what made you listen to that bill pay  
19 tape?  
20 MS. MORASK: Because --  
21 MS. KOSTOPULOS: Curiosity?  
22 MS. MORASK: Because at the budget hearing,  
23 which is on videotape, I started out with the  
24 formal public budget hearing and got one sentence

Page 17

1 out, and Trustee Carrabotta interrupted, stating  
2 that he demanded to have an emergency closed  
3 session.  
4 And I was very taken aback, and I said,  
5 "I'm having a formal public budget hearing."  
6 Keri-Lyn had not yet arrived. She arrived two  
7 minutes later. And I said, "Can't it wait till  
8 closed session?"  
9 And he said, "I can't do anything until  
10 we" -- something like that, "I can't think. I have  
11 to have it."  
12 And then Keri-Lyn sat down. I apprised  
13 her. This is all on tape. And then she said,  
14 "What's the purpose? You need a purpose. You need  
15 an exemption."  
16 And then there's about a ten-minute  
17 discussion where Trustee Carrabotta says it would  
18 be the exemption for confidential communications  
19 between employees and possible violation of a code  
20 of conduct.  
21 And then Keri-Lyn said, "Are you  
22 referring to 2C1," because I held up 2C1 and showed  
23 it to her, and I said -- I'm sorry -- I said, "Are  
24 you referring to 2C1?"

Page 18

1 Keri-Lyn said, "Are you referring to  
2 potential discipline of employees?"  
3 And he said, "Yes."  
4 And she said, "I'm still not clear as to  
5 why this has to be now instead of at the end,  
6 during closed session."  
7 He said, "Because it does," something  
8 like that.  
9 And then she said -- I asked her advice  
10 on the record is this possible to do while we're  
11 having a formal budget hearing.  
12 She said if there is a proper motion and  
13 a second and they vote to have it. And then we  
14 proceeded to have a vote. Some of us voted against  
15 it, and three of them voted for it. I mean voted  
16 against having it that second.  
17 MS. KOSTOPULOS: Right. So we won't go into  
18 on the record what happened in closed session --  
19 MS. MORASK: Okay.  
20 MS. KOSTOPULOS: -- because, you know, that is  
21 confidential.  
22 When you returned from closed session,  
23 did you take any action based on closed session?  
24 MS. MORASK: The stated action was stated in

Page 19

1 closed session, so other than adjourning from  
2 closed session, no.  
3 MS. KOSTOPULOS: All right. Was there --  
4 MS. MORASK: Well, okay, the tape was turned  
5 off at a certain point in closed section, so  
6 probably the stated action was not -- I don't know.  
7 I haven't listened to the closed session, so I  
8 don't know if that stated action was part of closed  
9 session.  
10 MS. KOSTOPULOS: The tape was shut off?  
11 MS. MORASK: It was shut off because it wasn't  
12 appropriate for closed session. It wasn't an  
13 appropriate -- when she learned what this was all  
14 about, it wasn't an appropriate issue for closed  
15 session. It needed an independent investigator.  
16 MS. KOSTOPULOS: All right. So is that where  
17 Bob --  
18 MS. MORASK: Yes.  
19 MS. KOSTOPULOS: -- entered the picture?  
20 MS. MORASK: Yes. Yes.  
21 MS. KOSTOPULOS: All right. Now, since that  
22 time, since that meeting, have you talked with  
23 anyone other than Bob or Keri-Lyn about the  
24 allegations?

Page 20

1 MS. MORASK: Yes.  
2 MS. KOSTOPULOS: Who?  
3 MS. MORASK: Dayna Berman and Vicki Rizzo  
4 separately.  
5 MS. KOSTOPULOS: All right. Now, when did you  
6 talk to them?  
7 MS. MORASK: I was instructed by Bob to ask  
8 them each individually to put a statement in  
9 writing, if they would, of what had occurred at my  
10 Christmas party, and I asked him if I was allowed  
11 to reference this other allegation, and he said in  
12 a very limited fashion, so I did.  
13 MS. KOSTOPULOS: All right. Let's talk about  
14 that. I know that you had knowledge or spoke about  
15 other allegations, similar allegations, against  
16 Trustee Carrabotta by Dayna and Vicki.  
17 MS. MORASK: Yes.  
18 MS. KOSTOPULOS: When did you disclose those?  
19 After you learned about Trustee Jones, when and to  
20 whom did you raise those issues to?  
21 MS. MORASK: I'm not really understanding the  
22 question.  
23 MS. KOSTOPULOS: Did you just tell Bob about  
24 that initially, or, you know, I guess, who did you

Page 21

1 talk about that with?  
2 MS. MORASK: I may have raised it with Dan  
3 Dowd, our prior attorney. This was back in  
4 December.  
5 MR. McCABE: Can I --  
6 MS. KOSTOPULOS: Yeah, maybe --  
7 MS. MORASK: I'm not sure I understand the  
8 question.  
9 MR. McCABE: Let me ask -- so let me take you  
10 back to try to get some perspective on this. So I  
11 did ask you to talk to Dayna and I asked you to  
12 talk to Vicki because you had expressed to me that  
13 something may have happened with them at the  
14 Christmas party at the township on December 22nd.  
15 MS. MORASK: Right.  
16 MS. KOSTOPULOS: And what I am wondering is,  
17 other than Bob and maybe Keri-Lyn, did you mention  
18 that situation to anyone else?  
19 MS. MORASK: Clearly, I did, to Kim.  
20 MS. KOSTOPULOS: Right. So other than --  
21 MS. MORASK: No.  
22 MS. KOSTOPULOS: -- Kim --  
23 MS. MORASK: Not that I can remember. I mean,  
24 and Dayna and Vicki.

Page 22

1 MR. McCABE: So let me ask you about -- I want  
2 to go through that Christmas party situation.  
3 MS. KOSTOPULOS: Yeah.  
4 MR. McCABE: December 22nd, there's a township  
5 holiday party. It happens here, 1900 Ballard Road.  
6 That's where we are right now.  
7 MS. MORASK: 1700.  
8 MR. McCABE: 1700 Ballard Road. What time did  
9 that party start?  
10 MS. MORASK: 1:00 o'clock.  
11 MR. McCABE: Okay. Did you attend the party?  
12 MS. MORASK: Yes.  
13 MR. McCABE: Where did it take place?  
14 MS. MORASK: In the boardroom.  
15 MR. McCABE: All right. So the party starts  
16 at 1:00. It takes place in the boardroom. What  
17 time did it end, do you recall?  
18 MS. MORASK: Well, I -- we were packing up and  
19 leaving at -- everybody started putting food away  
20 at close to 3:15.  
21 MR. McCABE: Okay. And did Trustee Carrabotta  
22 attend that party?  
23 MS. MORASK: He got there at 3:30.  
24 MR. McCABE: And you were packing up when he

Page 23

1 arrived?  
2 MS. MORASK: Yes, I was personally packing up,  
3 myself. I was leaving. And I had been helping  
4 Doriene and Dayna and Vicki and maybe Jessica Fox  
5 and Mike to pack up the food.  
6 MR. McCABE: Who is Jessica Fox?  
7 MS. MORASK: She's in maintenance under Mike  
8 Samaan.  
9 MR. McCABE: Okay. Did Trustee Carrabotta --  
10 did you have any interaction with him when he first  
11 arrived?  
12 MS. MORASK: Yes.  
13 MR. McCABE: Okay. What kind of interaction  
14 did you have with him?  
15 MS. MORASK: He came in. He had a bottle of  
16 red wine and was very jovial, perhaps tipsy, I  
17 don't know, and asked me to stay and have some wine  
18 with him.  
19 MR. McCABE: Asked you to stay and have wine?  
20 MS. MORASK: Yes.  
21 MR. McCABE: Why do you say "tipsy"?  
22 MS. MORASK: Based on experience.  
23 MR. McCABE: I mean, did you notice an odor of  
24 alcohol or anything like that?

Page 24

1 MS. MORASK: I can't say for sure. It was  
2 just the actions.  
3 MR. McCABE: Was he unstable on his feet?  
4 MS. MORASK: A little bit. He was just  
5 flushed and red and jovial.  
6 MR. McCABE: Did he have anything else with  
7 him other than the wine?  
8 MS. MORASK: He might have had the gag gift.  
9 We had a grab bag. And I told him he was two and a  
10 half hours late, that the party was at 1:00, and it  
11 was a lunch. It was not a drinking party.  
12 MR. McCABE: Right.  
13 MS. MORASK: And he stated -- he really did  
14 try to get me to stay. I couldn't. I didn't want  
15 to, and I had to go back to my office. But he then  
16 said that "Well, I can get Dayna and Vicki and Mike  
17 to have a drink with me."  
18 MR. McCABE: Okay.  
19 MS. MORASK: And then I left.  
20 MR. McCABE: So after that, you didn't stay  
21 around at all?  
22 MS. MORASK: No.  
23 MR. McCABE: So Vicki was there. Did you see  
24 Vicki speak to Trustee Carrabotta? Did you see any

Page 25

1 interaction between them?  
2 MS. MORASK: As he moved away into the room  
3 and said, "I'm sure I can get these ladies to stay  
4 and have a drink with me," I --  
5 MR. McCABE: Did you hear her say anything?  
6 Did you hear Vicki say anything to him?  
7 MS. MORASK: I can't remember anything  
8 specific. She was facing him. Dayna was facing  
9 him this way. And I know they did. From later, I  
10 know they did.  
11 MS. KOSTOPULOS: What happened later?  
12 MS. MORASK: They told me that he -- they felt  
13 like they should make him welcome and stay and have  
14 a drink.  
15 MR. McCABE: When did they tell you that?  
16 MS. MORASK: I think the following week,  
17 separately from -- our township Christmas party was  
18 the 22nd. My Christmas party was the 30th. I  
19 would have been at work on Monday the -- no, I  
20 would not have been. We had a board meeting on the  
21 26th -- 27th. We had a township board meeting  
22 where we passed the sex ordinance.  
23 MR. McCABE: That was December 26th?  
24 MS. MORASK: December 27th, two days after

Page 26

1 Christmas.  
2 MR. McCABE: Okay.  
3 MS. MORASK: I honestly can't remember if each  
4 of them had told me at the -- what I call the  
5 outcry at my party or if they told me separately  
6 about having to stay and drink with him. I knew  
7 they did because I was there.  
8 MR. McCABE: All right. So they wanted -- you  
9 know that he wanted them to stay and drink and that  
10 they did, and you left. So he walks in at 3:15 --  
11 MS. MORASK: 3:30.  
12 MR. McCABE: He walks in around 3:30. What  
13 time did you leave?  
14 MS. MORASK: 3:30. I was, like, leaving.  
15 MS. KOSTOPULOS: So it was very fast?  
16 MS. MORASK: About ten minutes. I mean, I  
17 stayed to talk to him, and I was -- I do remember  
18 being upset that he was two and a half hours late  
19 and thought everybody was going to --  
20 MS. KOSTOPULOS: Stay --  
21 MS. MORASK: -- stay.  
22 MS. KOSTOPULOS: -- for him.  
23 MS. MORASK: And I had really put a strict --  
24 it's the first year we've had a township Christmas

Page 27

1 party here, but because I was trying to save money,  
2 I -- I paid for it along with some kick-ins from  
3 the board, some contributions. There was no  
4 taxpayer money.  
5 So it was the first year it was actually  
6 here, and I made it very clear -- we went through  
7 all the process of getting a license, found out it  
8 was okay for the one day, and I made it very --  
9 MR. McCABE: Liquor license?  
10 MS. MORASK: Yes. And only wine or beer and  
11 made it very clear that nobody could have more than  
12 two drinks and that they had to either Uber or have  
13 a ride. So that's why I was --  
14 MR. McCABE: Okay. Who was present when you  
15 left?  
16 MS. MORASK: So the people I remember are  
17 Dayna, Vicki, Dave Carrabotta, Mike Samaan, I guess  
18 Doriene, and I thought Bob and Jan had left, but  
19 they may have been in the back, being Bob and Jan  
20 Provenzano.  
21 MR. McCABE: What makes you think that?  
22 MS. MORASK: Because there were some people  
23 still, like, far in the back that were separate  
24 from -- from the group upfront, from putting the

Page 28

1 food away. But I had not had interaction with them  
2 for quite a while, so I thought they left.  
3 MR. McCABE: Do you know how long Vicki and  
4 Dayna stayed at the party after you left? I mean,  
5 did somebody else tell you that?  
6 MS. MORASK: Eventually, someone told me.  
7 MR. McCABE: Who told you?  
8 MS. MORASK: Dayna, Vicki, and Mike, so I  
9 think it was about 5:00 o'clock, and there's a  
10 tape. I mean, I asked Mike recently to see if he  
11 could pull up this tape. It's in the custody of  
12 Vicki, though.  
13 MS. KOSTOPULOS: So there's a --  
14 MR. McCABE: Video or audio?  
15 MS. MORASK: There's a camera in the  
16 boardroom, and I asked Mike to, you know --  
17 MS. KOSTOPULOS: Have you reviewed that tape?  
18 MS. MORASK: No, because I didn't want to ask  
19 Vicki, because Vicki is the person with the code to  
20 get in.  
21 MR. McCABE: Who's got the tape?  
22 MS. MORASK: So Vicki controls the code. The  
23 tape is part of the system. And I asked Mike.  
24 Mike verified there is a tape -- I mean, a

Page 29

1 boardroom -- there's a camera in the boardroom.  
2 And I don't know if it's taped over. I know that  
3 in the past when I have investigated other  
4 incidents, we have gone as far back as four to five  
5 months. So I thought it was worth finding, and  
6 then I asked my -- because Vicki has been on  
7 vacation, and I asked our --  
8 MR. McCABE: That's right. She's out this  
9 week, isn't she?  
10 MS. MORASK: Right. I asked our tech guy if  
11 he could get in because I didn't want to ask Dayna  
12 or Vicki.  
13 MS. KOSTOPULOS: Well, okay, why? Why don't  
14 you want to ask them?  
15 MS. MORASK: Because all these things that  
16 happened in between.  
17 MS. KOSTOPULOS: All right. But I mean, all  
18 you're asking is, "Get me the tape for that date."  
19 MS. MORASK: I can. I didn't because they got  
20 very upset separately.  
21 MS. KOSTOPULOS: All right. So they would  
22 be -- you fear they would be upset because it would  
23 reveal something?  
24 MS. MORASK: When I took their statements on

Page 30

1 the -- to put this all in context, so when Bob had  
2 said, you know, do a preliminary interview, if you  
3 will, I separately brought out Dayna that Friday, a  
4 week ago -- right? -- at 10:30 a.m. and asked --  
5 you know, said, "There's been a third allegation  
6 about Trustee Carrabotta, and I need to talk to  
7 you. There's going to be a newspaper article  
8 coming out, and I want to -- you had made an outcry  
9 to me about something at my Christmas party, which  
10 at that time you didn't want to proceed because you  
11 were afraid of retaliation. I have to proceed, and  
12 our attorney has asked me to have you just say what  
13 happened, and if you don't want to be a  
14 complainant, then you sign a waiver."  
15 And she had been fine with that and said  
16 she would write out --  
17 MR. McCABE: When you say "she," you are  
18 talking about Dayna or Vicki?  
19 MS. MORASK: Dayna, Dayna. And she sort of  
20 back-peddled a bit, but still said he had hugged  
21 her and made her -- she said she had had three  
22 glasses of wine and, you know, wasn't really  
23 remembering.  
24 And I said, "Dayna, I didn't hallucinate

Page 31

1 when Pete came and got me and said" --  
2 MR. McCABE: Now you are talking about your  
3 Christmas party?  
4 MS. MORASK: Right, because I'm telling -- I  
5 don't know how to do this.  
6 MR. McCABE: So I'll tell you, let's just go  
7 through this.  
8 MS. KOSTOPULOS: Yeah.  
9 MR. McCABE: So did anyone at any time tell  
10 you whether or not Vicki and Dayna left before or  
11 after Carrabotta from the holiday party here at the  
12 village?  
13 MS. MORASK: No.  
14 MR. McCABE: Nobody told you that?  
15 MS. MORASK: No.  
16 MR. McCABE: So you don't know about that?  
17 MS. MORASK: No.  
18 MR. McCABE: Did anything happen between --  
19 all right. So we can strike that.  
20 MS. MORASK: Well, I know there was a hug.  
21 MR. McCABE: Okay. For both of them?  
22 MS. MORASK: Yes.  
23 MR. McCABE: How do you know that?  
24 MS. MORASK: They told me.

Page 32

1 MR. McCABE: And when did they tell you that;  
2 at your party?  
3 MS. MORASK: At my Christmas party and again  
4 on the patio last week.  
5 MS. KOSTOPULOS: Tell us about that, your  
6 party, what happened.  
7 MS. MORASK: Okay. So this year I did it  
8 different, and I had my -- my personal Christmas  
9 party at my law office instead of my house because  
10 of our cat, and -- which is at 713 Devon Avenue.  
11 And I have, like, two offices, and it's, like, a  
12 long hallway, and we had cabaret -- cafe tables set  
13 up. It was beautiful. And we had it catered and a  
14 bar and food.  
15 And at a certain point, I was in my  
16 office talking to a guest, and Pete Gialamas came  
17 and told me that I needed to talk to Dayna and  
18 Vicki, that they had just revealed something that  
19 he thought I needed to hear and said what it was.  
20 And I said, "You need to ask their  
21 permission."  
22 MR. McCABE: What did he tell you that it was?  
23 MS. MORASK: He said they had told him that  
24 they had groped or hugged overmuch to the point of

Page 33

1 making them uncomfortable at the township Christmas  
2 party.  
3 And I asked Pete to make sure it was  
4 okay with them that I come out and address this in  
5 the middle of this Christmas party.  
6 MS. KOSTOPULOS: And so about what time was  
7 that?  
8 MS. MORASK: Probably about 9:30.  
9 MS. KOSTOPULOS: And the party started?  
10 MS. MORASK: 7:00 o'clock.  
11 MS. KOSTOPULOS: All right.  
12 MR. McCABE: Did Dayna and Vicki get there at  
13 7:00?  
14 MS. MORASK: They got there -- they were one  
15 of the first, so maybe 7:15.  
16 MR. McCABE: And this happened at what time?  
17 MS. MORASK: Between 9:00 and 9:30, because we  
18 ended about 11:00.  
19 MR. McCABE: Was Dayna -- did you know if the  
20 two of them were drinking that night?  
21 MS. MORASK: Yes.  
22 MR. McCABE: Did you see them drinking?  
23 MS. MORASK: Yes.  
24 MR. McCABE: Do you have any idea how much

Page 34

1 they drank?  
2 MS. MORASK: Probably about two glasses --  
3 well, I would estimate two to three glasses of  
4 wine.  
5 MS. KOSTOPULOS: Because you saw them have  
6 that much or based on --  
7 MS. MORASK: Based on what Dayna told me  
8 afterwards, and I saw -- when I was standing with  
9 them, they finished -- they were finishing one and  
10 ordered another from the caterer, so at least two.  
11 MS. KOSTOPULOS: Now, so Pete came and got  
12 you?  
13 MS. MORASK: Correct.  
14 MS. KOSTOPULOS: And then you said, "Well,  
15 find out from them whether they want to talk to  
16 me"?  
17 MS. MORASK: Right, because they were standing  
18 at a table with some other people.  
19 MS. KOSTOPULOS: Okay. And then did Pete go  
20 back out --  
21 MS. MORASK: I assumed he did.  
22 MS. KOSTOPULOS: -- and ask that?  
23 MS. MORASK: Yes.  
24 MS. KOSTOPULOS: All right. And then what

Page 35

1 happened?  
2 MS. MORASK: He said yes.  
3 MS. KOSTOPULOS: All right.  
4 MS. MORASK: And I went out.  
5 MS. KOSTOPULOS: All right. Now, when you  
6 went out to talk with them, were they by  
7 themselves?  
8 MS. MORASK: No.  
9 MS. KOSTOPULOS: All right. Who were they  
10 with?  
11 MS. MORASK: To my memory, Dayna's husband was  
12 standing -- it's like a cafe -- it's a round table,  
13 a cafe table. And Dayna's husband, was  
14 standing over here. Dayna was standing over here,  
15 indicating to the right if you are facing, and then  
16 Vicki was next to her, and I believe our insurance  
17 lady, Catherine Sbarra, was standing there.  
18 MR. McCABE: And Vicki's husband was there?  
19 MS. MORASK: Vicki's husband was there. I  
20 think he was a little bit, like, behind Vicki,  
21 possibly talking to someone. I can't remember if  
22 he was, like, there.  
23 MS. KOSTOPULOS: So did you ask to speak to  
24 them privately?

Page 36

1 MS. MORASK: Well, I asked them -- I told them  
2 that Pete had told me that Trustee Carrabotta made  
3 them uncomfortable, and I wanted to know what this  
4 was about.  
5 MS. KOSTOPULOS: Now, did you say that in  
6 front of all those people?  
7 MS. MORASK: No -- well, yes, but no. I mean,  
8 they weren't really part of it, like -- like, you  
9 know how you have private conversations with  
10 somebody in the middle of an event? I can't  
11 describe it any more --  
12 MS. KOSTOPULOS: Yeah.  
13 MS. MORASK: -- better than that.  
14 MS. KOSTOPULOS: So you spoke just  
15 individually to them?  
16 MS. MORASK: Right. Right. And I think  
17 may have heard, her husband. And I said, "I  
18 can't -- you know, what happened?"  
19 And Dayna said, "Well, we were talking  
20 about how ironic it was that at the December  
21 meeting Trustee Carrabotta said that Maine Township  
22 is a huggy place or words to that effect when we  
23 were discussing adopting the sex ordinance."  
24 MS. KOSTOPULOS: By "the sex ordinance" --

Page 37

1 MS. MORASK: The sex harassment ordinance.  
2 Sorry. The sex harassment ordinance.  
3 And Trustee Carrabotta had hugged her --  
4 I honestly can't remember the exact word, but to  
5 the point where it was uncomfortable. It wasn't --  
6 she said they didn't have that kind of  
7 relationship.  
8 MR. McCABE: So let me ask you something. You  
9 talked to them -- when you had the conversation  
10 with Dayna, Vicki was also there --  
11 MS. MORASK: Yes.  
12 MR. McCABE: -- within earshot of the  
13 conversation?  
14 MS. MORASK: Yes. I was talking to them  
15 together.  
16 MR. McCABE: So you talked to them together?  
17 MS. MORASK: Yes. There was no taking one  
18 into the office. It wasn't a formal --  
19 MR. McCABE: Did you ever take the two of them  
20 into your office --  
21 MS. MORASK: I did not.  
22 MR. McCABE: -- to talk to them?  
23 MS. MORASK: I asked them to do that. I asked  
24 them to do it the following day -- or the Monday in

Page 38

1 my office.  
2 MR. McCABE: And what did they say?  
3 MS. MORASK: And Dayna said she was afraid --  
4 they both said they were afraid of retaliation, and  
5 they had to work with the guy, and they didn't want  
6 to do that. And I thought at the time -- I was  
7 mistaken. I thought that ended -- like, I couldn't  
8 do anything.  
9 MS. KOSTOPULOS: So when you approached them  
10 that night at your party, did they seem under the  
11 influence --  
12 MS. MORASK: No.  
13 MS. KOSTOPULOS: -- at all?  
14 MS. MORASK: No.  
15 MS. KOSTOPULOS: All right. And they -- and  
16 then so Dayna said it was ironic that Trustee  
17 Carrabotta made those remarks when the  
18 anti-harassment ordinance was passed?  
19 MS. MORASK: Because he had been the one to  
20 over-hug both of them.  
21 MS. KOSTOPULOS: Right.  
22 MS. MORASK: Yes.  
23 MS. KOSTOPULOS: And then did she say when the  
24 over-hugging --

Page 39

1 MS. MORASK: Yes, at the township Christmas  
2 party, and that's another -- either the first time  
3 or -- since I don't know if I was at work, that  
4 would have been also she repeated or it might have  
5 been the first time where she said, you know, "I  
6 had to stay to make him feel welcome and  
7 comfortable." I know I knew that.  
8 MR. McCABE: Did Vicki say anything to you?  
9 MS. MORASK: Yes.  
10 MR. McCABE: What did she say?  
11 MS. MORASK: She said that it was odd and that  
12 it made her uncomfortable. She had seen him all of  
13 twice. She doesn't come to board meetings. Her  
14 only other interaction with Trustee Carrabotta was  
15 at the Taste of Park Ridge in July where he didn't  
16 even acknowledge her presence.  
17 MR. McCABE: So you are saying that what Vicki  
18 said to you at the table, when you met with her at  
19 the table, because this did not occur in your  
20 office, Vicki said, "This was odd, and it made me  
21 uncomfortable," referring to --  
22 MS. MORASK: Township Christmas party.  
23 MR. McCABE: -- the interaction at the  
24 December 22nd, 2017, holiday party here at the

Page 40

1 township?  
2 MS. MORASK: Right. Vicki was more echoing  
3 Dayna, but she said that he did it to her. He  
4 also -- because I asked her, "Did he hug you, too?"  
5 And she said, "Yes, and it was very  
6 odd."  
7 MR. McCABE: So did they give any description  
8 of what was odd? Like, what was odd?  
9 MS. MORASK: It was odd because --  
10 MR. McCABE: Like the hug lasted too long?  
11 MS. MORASK: -- it was overexuberant. I mean,  
12 I don't think that's the word they used.  
13 Overenthusiastic, over-huggy, over-huggy. It  
14 wasn't -- it made them uncomfortable.  
15 MR. McCABE: Did either one of them tell  
16 you -- either Dayna or Vicki tell you that he  
17 touched them in some way that was inappropriate  
18 when he hugged them, that where he touched them was  
19 a problem? Did either one of them say that?  
20 MS. MORASK: No. It was the lingering, I  
21 think.  
22 MR. McCABE: Okay. Did you make any notes of  
23 that conversation, by chance?  
24 MS. MORASK: At my Christmas party?

Page 41

1 MR. McCABE: Yes.  
2 MS. MORASK: No.  
3 MR. McCABE: You didn't write it down on a  
4 cocktail napkin, nothing like that?  
5 MS. MORASK: No. Sorry. I didn't.  
6 MR. McCABE: So --  
7 MS. MORASK: I did ask --  
8 MR. McCABE: -- tell me what you did -- so  
9 this is odd, obviously. This is said to you at  
10 your Christmas party. What do you do after they  
11 tell this to you at the Christmas party?  
12 MS. MORASK: I asked them to come to my office  
13 on Monday.  
14 MR. McCABE: And what did they say?  
15 MS. MORASK: No. They did not want to do  
16 that. In fact, they were very emphatic that they  
17 did not want to do that.  
18 MR. McCABE: And did you mention to them that  
19 the recently adopted policy contains --  
20 MS. MORASK: I did.  
21 MR. McCABE: -- anti-retaliation language?  
22 MS. MORASK: I said our policy --  
23 MR. McCABE: Has that language?  
24 MS. MORASK: Our policy has that language, and

Page 42

1 Dayna is the administrator. Dayna and I have  
2 investigated and done other cases with a  
3 reluctant --  
4 MR. McCABE: Complainant?  
5 MS. MORASK: Yes, at our township. And I said  
6 that -- I don't know exactly what I said -- that I  
7 thought they needed to document this. I wasn't  
8 trying to put words in their mouth and make them do  
9 a complaint, but they thought enough of it to  
10 mention it to me, and once I had knowledge, I  
11 thought they needed to make a complaint.  
12 MS. KOSTOPULOS: Right, exactly. And if they  
13 were afraid --  
14 MS. MORASK: And I assured them there was no  
15 reason to be afraid, but they absolutely felt that  
16 he would retaliate. And he has retaliated, I mean,  
17 on other people, so I understand that.  
18 MR. McCABE: When you say "he's retaliated on  
19 other people," what do you mean?  
20 MS. MORASK: He -- when we've had some  
21 sessions about raises --  
22 MR. McCABE: Right.  
23 MS. MORASK: -- performance raises and I put  
24 in some people for performance raises that are

Page 43

1 under my purview in the General Assistance Food  
2 Pantry, that being Carol Langan, and Carol Langan  
3 made public comments twice, and Trustee Carrabotta  
4 did not like her public comments.  
5 And when I had -- I did these closed  
6 sessions in a series of meetings about these  
7 raises, and during that one, you know, we went  
8 individually, and when we got to Carol Langan,  
9 Trustee Carrabotta expressed "absolutely not."  
10 And I said, "Why?"  
11 And then Trustee Sweeney said, "Well, we  
12 felt threatened" -- he said, "Because she made a  
13 public comment that was very negative."  
14 And Trustee Sweeney said, "It was very  
15 threatening."  
16 I said, "She was talking about her  
17 daughter's experience with addiction during the  
18 recovery connection vote." And I said, "If you're  
19 referring to the other one about -- about her hours  
20 in the job of the food pantry," I said, "that's  
21 illegal." You cannot not give someone a  
22 performance raise because of public comment.  
23 And Trustee Carrabotta said -- I said,  
24 "She has a First Amendment right to make public

Page 44

1 comment."  
2 And he said, "No. Well, she has a First  
3 Amendment right, but she has to live with it  
4 because she's an employee, and we have a right to  
5 not give her a raise." So that is an example.  
6 And recently, we were supposed to adopt  
7 the raises and salary schedule --  
8 MR. McCABE: Let me stop you there. When did  
9 he say that?  
10 MS. MORASK: February 12th.  
11 MR. McCABE: Did he say that in a public  
12 meeting?  
13 MS. MORASK: No. It was a closed session.  
14 MR. McCABE: Was Dayna in the closed session?  
15 MS. MORASK: No, absolutely not.  
16 MR. McCABE: So --  
17 MS. MORASK: But they know.  
18 MR. McCABE: How do they know?  
19 MS. MORASK: Because I told them.  
20 MS. KOSTOPULOS: Because --  
21 MS. MORASK: Because it was in the context we  
22 had to do the salary schedule.  
23 MS. KOSTOPULOS: You told them So-and-so gets  
24 a raise; So-and-so is not getting a raise?

Page 45

1 MS. MORASK: They were doing the raises with  
2 me. We had to figure out --  
3 MS. KOSTOPULOS: I see.  
4 MR. McCABE: I see.  
5 MS. KOSTOPULOS: Did they know that it  
6 was that Trustee Carrabotta led the initiative to  
7 deny --  
8 MS. MORASK: About Carol Langan? Yes, I did  
9 tell Dayna because she's in charge of General  
10 Assistance with me. I did not tell Vicki.  
11 MS. KOSTOPULOS: So what I am trying to figure  
12 out here -- and I'm just being totally honest with  
13 you -- as you know, we have spoken to Dayna, and  
14 Bob spoke to Vicki, and both denied this, deny ever  
15 talking with you, deny ever saying this --  
16 MS. MORASK: I didn't know that.  
17 MS. KOSTOPULOS: -- deny it ever occurring.  
18 MS. MORASK: Denying ever talking at the  
19 Christmas party?  
20 MS. KOSTOPULOS: Right.  
21 MS. MORASK: Or last week?  
22 MS. KOSTOPULOS: Right.  
23 MR. McCABE: No, they don't deny talking last  
24 week.

Page 46

1 MS. KOSTOPULOS: No, not last week.  
2 MR. McCABE: They said that you had a  
3 conversation on what they referred to as the  
4 smoker's porch out back.  
5 MS. MORASK: Right.  
6 MR. McCABE: So I have been out back because I  
7 got lost going out the building, and so I walked  
8 around the back. I walked out the door, walked out  
9 of this room, take a left, go up those stairs.  
10 That's where we're talking about, right?  
11 MS. MORASK: Yes.  
12 MR. McCABE: So they said that they met with  
13 you there. It's the holiday party where they're  
14 saying they didn't say --  
15 MS. KOSTOPULOS: Anything. And furthermore,  
16 they deny that Trustee Carrabotta has ever acted  
17 inappropriately either verbally or by actions.  
18 MS. MORASK: Okay.  
19 MS. KOSTOPULOS: And I get that, you know,  
20 they might be fearful of retaliation and maybe just  
21 want to be out of this. What I can't figure out is  
22 why would they tell you to begin with.  
23 MS. MORASK: Right. Well, okay, so when I had  
24 the conversation separately with each of them on

Page 47

1 the back smoking porch, if you will, I -- I did  
2 them, like, ten minutes -- you know, right after  
3 the other, and I told each of them to not discuss  
4 it. They were forbidden from discussing when they  
5 put -- and each of them was willing to put in their  
6 statement, whether they felt harassed or not, and  
7 both expressed that they did not feel harassed, but  
8 they felt -- Vicki said she was uncomfortable and  
9 odd, but she could take care of herself.  
10 So then I left. When I left that day, I  
11 went to the dentist because I lost a crown. I got  
12 back to my office. Dayna had texted me that it was  
13 an emergency, that I must call her. That was 6:00  
14 o'clock because I called her when the Novocaine  
15 wore off.  
16 And she was really pissed, and she said,  
17 "You caught me off guard on the porch, and I don't  
18 want to be any part of this whatsoever." And I  
19 said -- and she goes, "I don't want to even sign a  
20 waiver. I want you to -- I don't want to meet with  
21 the independent attorney. I don't want to do  
22 anything. I don't want to be part of this. I  
23 don't want to ruin a man's reputation."  
24 And I said, "Whoa, whoa, whoa, slow

Page 48

1 down. Anything" -- I said, "Okay. I didn't  
2 hallucinate our conversation."  
3 And she said, "Well, I don't remember,  
4 and if I said it, I was joking, and I -- my husband  
5 doesn't know anything about this."  
6 And I said, "Your husband was there. He  
7 was a federal DEA agent. And your husband told you  
8 you should go into my office and follow up on it.  
9 And of all people, your husband would tell you  
10 that."  
11 And she goes, "Well, you're probably  
12 right about that, but I don't want to. I don't  
13 want anything to do with this. And I know that we  
14 weren't supposed to talk to each other, but I know  
15 Vicki feels uncomfortable."  
16 And I said, "Dayna, that's a whole  
17 separate issue that you guys talked about it,  
18 because I absolutely ordered you not to, and I am  
19 not here to make anybody feel uncomfortable or  
20 force them to do a complaint or put words in their  
21 mouth. All I asked you to do was write out exactly  
22 what happened. If nothing happened, that's what  
23 you say."  
24 MR. McCABE: Did they then refuse to write

Page 49

1 anything?  
2 MS. MORASK: Yes, she did. And she was, like,  
3 "I don't want my name" -- and I said, "Nobody has  
4 your name."  
5 And she said, "Well, you know, I know  
6 employees are referred to."  
7 And I go, "They have referred to  
8 employees in the -- in requesting the closed  
9 session. Kim did not."  
10 And she said, "Well, Kim's can stand on  
11 its own, and I wish her luck" or "I wish her the  
12 best."  
13 And when she said the thing about Vicki,  
14 I said, "Well, that's not how I left it with  
15 Vicki." When I left it with Vicki, she was  
16 perfectly willing to document and thought it was  
17 odd and uncomfortable, but not harassing, because  
18 harassing is a legal term of art.  
19 So then I said, "I'll convey what you  
20 said to the attorney." And I did. Not that night.  
21 I E-mailed -- well, then the next morning at  
22 10:00 a.m. Vicki texted me and said, "I must talk  
23 to you immediately. Please call me on my personal  
24 cell." So I did.

Page 50

1 And then Vicki proceeded to parrot  
2 exactly what Dayna had just said, although Vicki  
3 added that "this teaches me a valuable lesson to  
4 not engage in, you know, saying idle gossip" or  
5 something like that.  
6 And I said, "Well, Vicki, I think it  
7 should teach you a little more than that, because I  
8 didn't hallucinate that conversation."  
9 And she goes, "No, I know you didn't,  
10 but it just really" -- "it really" -- what's the  
11 word I said before with Dayna? "It was very  
12 unexpected when you took me out back, and I saw you  
13 taking notes, and that freaked me out."  
14 And I said, "I literally took, like,  
15 five notes of what you said, that it was odd, that  
16 it lingered, and that you did not feel harassed.  
17 And I literally told you just write it up and don't  
18 talk to Dayna." And I said, "You can't have it  
19 both ways. Absolutely you told me this at the  
20 Christmas party, and I'm under an obligation,  
21 especially when I have a third complainant" -- I  
22 thought at the time that if the complainant did  
23 not -- you know, absolutely refused to proceed, I  
24 was stuck, and I learned from our new attorney

Page 51

1 that's not the case.  
2 MS. KOSTOPULOS: Yeah, because you know about  
3 it, so --  
4 MS. MORASK: So I investigated to the extent I  
5 could, and then was -- until this, which is why I  
6 brought them back out.  
7 So Vicki said the same thing. And then  
8 I E-mailed Bob, Keri-Lyn, and said, "I am stuck.  
9 Like, it's time for Bob or you to take over,  
10 because now they're" -- Dayna said she was going to  
11 bring a lawyer, that she was absolutely going to  
12 refuse to meet with you and bring a lawyer. I  
13 said, "You can bring a lawyer, but I'll convey to  
14 Bob what you said."  
15 MR. McCABE: He's not coming in here.  
16 MS. KOSTOPULOS: Bring him. He can wait  
17 outside.  
18 MS. MORASK: Apparently, she didn't bring a  
19 lawyer.  
20 MR. McCABE: No.  
21 MS. KOSTOPULOS: I'm just trying to figure out  
22 what is going on here, so your insight is very  
23 helpful.  
24 Do you believe that they are just

Page 52

1 denying this because they just choose not to be a  
2 part of this?  
3 MS. MORASK: Yes, I do.  
4 MS. KOSTOPULOS: So do you think they're being  
5 threatened by anyone? Do you know of any facts  
6 which would indicate that they're denying now that  
7 they said this as a result of being threatened or  
8 coerced?  
9 MS. MORASK: Not specifically to this. It's  
10 the entire actions taken by that person.  
11 MS. KOSTOPULOS: Meaning what? That he is  
12 just threatening?  
13 MS. MORASK: No, when you go to a board  
14 meeting, like when we had the raises on the table  
15 and in the May meeting, and, you know, he called me  
16 at 4:00 p.m. wanting to convert the raises, which  
17 is -- they wanted me to do a budget that was actual  
18 and 5 percent below actual, a range. And I had to  
19 cut everything, and it's the whackiest way to do a  
20 budget I have ever heard of, but I did it with  
21 Dayna.  
22 But the salary line item, because of  
23 cuts I had made and consolidations I had done, I  
24 was able to put the performance based raises plus

Page 53

1 cost of living raises in a \$200,000 salary line  
2 item, which was \$200,000 less than actual from last  
3 year.  
4 They had expressed absolutely no dismay  
5 with this till 4:00 o'clock on the day of the board  
6 meeting. Trustee Carrabotta called me and said,  
7 "Well, I'm all good with it, but I want to turn it  
8 into bonuses."  
9 And I said, "I'm not turning it into  
10 bonuses. I'm not doing any more figures and nor is  
11 Dayna doing any more figures," because every day  
12 they want more figures, he and Sweeney.  
13 And he's like, "I'm just telling you."  
14 And I go, "I can't convert it to  
15 bonuses. You either vote yes or you vote no." So  
16 we had about a 40-minute discussion. I said, "I  
17 don't think you're listening to me. I don't think  
18 you're hearing a thing I said."  
19 And he said, "Well, stay strong. Stay  
20 strong."  
21 And then we had the board meeting, and  
22 then he started talking about bonuses, and so did  
23 Trustee Sweeney, and then Trustee McKenzie asked to  
24 have a recess, came outside to talk to me and

Page 54

1 Keri-Lyn, and that was after the whole closed  
2 session, and that's where we're at on that.  
3 And Dayna said, "I'm not redoing this."  
4 I said, "I'm not redoing it, either.  
5 Nobody's getting more figures." But it's not a  
6 threat, so what I am saying is there's no direct --  
7 I mean, I don't know of any threat. It's the  
8 entire manner of existence. They feel like --  
9 MS. KOSTOPULOS: Like he could be retaliatory?  
10 MS. MORASK: Right, because they are  
11 constantly acting like this.  
12 MR. McCABE: When you say "they," you mean  
13 Sweeney --  
14 MS. MORASK: And him and sometimes McKenzie.  
15 MR. McCABE: Let me ask you this: Has  
16 anyone --  
17 MS. MORASK: But not so much McKenzie.  
18 MR. McCABE: Has anyone else in the township  
19 ever come to you and told you, other than Pete  
20 Gialamas, that Dayna or Vicki complained about any  
21 type of sexually harassing behavior, uncomfortable,  
22 odd, or otherwise, from Trustee Carrabotta, anyone  
23 else?  
24 MS. MORASK: Kim told me she -- that Wally had

Page 55

1 told her they did to him the Monday, I believe,  
2 after the party or sometime that week. I did not  
3 talk to Wally.  
4 MR. McCABE: So Kim told you that Wally told  
5 her that Dayna and Vicki complained to him --  
6 MS. MORASK: Right, but he never told me.  
7 MR. McCABE: -- complained to him the Monday  
8 after --  
9 MS. MORASK: Sometime --  
10 MR. McCABE: -- the Christmas party?  
11 MS. MORASK: Sometime before Kim made her  
12 complaint. So that's the best I can do on that  
13 timeframe, which, I believe I told you in our  
14 session which is why his name was on the list.  
15 MR. McCABE: Yup, that's right. Anybody else  
16 you can think of that you think may have relevant  
17 information about this? So let me tell you what  
18 we've got. We've talked to Wally. We've talked to  
19 Mike Samaan. We are going to talk to Doriene today  
20 because she was at that party. We've talked to  
21 Pete Gialamas. We'll talk to Susan Sweeney. But  
22 in terms of --  
23 MS. KOSTOPULOS: And we've talked to Dawn.  
24 MR. McCABE: We have talked to Kim. We've

Page 56

1 talked to Dawn. We've talked to Denise. Is it --  
2 no Denise.  
3 MS. KOSTOPULOS: Who is Denise?  
4 MR. McCABE: I have no idea who Denise is.  
5 MS. MORASK: Denise is the bookkeeper.  
6 MR. McCABE: I have not talked to Denise.  
7 MS. MORASK: No. The only other information  
8 is for you to listen to the closed session tape and  
9 if you ask for the board tape.  
10 MR. McCABE: Kim Jones, Moylan-Krey, Wally  
11 Kazmierczak.  
12 MS. KOSTOPULOS: Let's go back to the video of  
13 the party.  
14 MS. MORASK: I can't say there is one. I'm  
15 saying there should be one.  
16 MS. KOSTOPULOS: Well, there might be one?  
17 MS. MORASK: Right. Correct.  
18 MS. KOSTOPULOS: Which would be at this point  
19 over five months old, so --  
20 MR. McCABE: If we can get that and see it.  
21 MS. KOSTOPULOS: Yeah.  
22 MS. MORASK: John Amburgey, our IT guy, told  
23 me he could try, if we wanted him to, to log in  
24 remotely because he has a list of all of our

Page 57

1 passwords. He was not sure if he could do it  
2 without the help of Mike or Vicki.  
3 MS. KOSTOPULOS: Well, we want that.  
4 MS. MORASK: Okay.  
5 MR. McCABE: If there's --  
6 MS. MORASK: So do you want me to ask Vicki?  
7 I mean, Vicki will be back. I can just ask for the  
8 code.  
9 MS. KOSTOPULOS: Yeah. How about ask Mike --  
10 MS. MORASK: To ask her?  
11 MS. KOSTOPULOS: -- today?  
12 MS. MORASK: He doesn't know it. That's what  
13 I am saying. It's from her computer.  
14 MR. McCABE: I thought John Amburgey had her  
15 log-in.  
16 MS. MORASK: Right.  
17 MR. McCABE: So why doesn't John Amburgey --  
18 MS. MORASK: That's what I am going to ask him  
19 to do, but he has a daughter in surgery.  
20 MR. McCABE: We own that tape.  
21 MS. MORASK: Right.  
22 MR. McCABE: It's not Vicki's.  
23 MS. MORASK: Of course not. I just didn't  
24 want to interfere, because I knew --

Page 58

1 MS. KOSTOPULOS: No, that would be very  
2 helpful.  
3 MR. McCABE: Yeah. Well, I mean, we're going  
4 to need to --  
5 MS. KOSTOPULOS: We appreciate it.  
6 MR. McCABE: We're going to need to dot that  
7 "I" regardless. Either the tape still exists or it  
8 doesn't --  
9 MS. MORASK: Right.  
10 MR. McCABE: -- but we need to find out one  
11 way or the other.  
12 MS. KOSTOPULOS: Yeah.  
13 MS. MORASK: Yeah, and when I did two other  
14 investigations, I mean, we had tape, so I know  
15 she -- I know -- I'll get the information one way  
16 or the other, I mean, the code or whatever it is,  
17 the log-on, and have John do it, but he was out for  
18 the last few days.  
19 MR. McCABE: When is John going to be back?  
20 MS. MORASK: He should be back tomorrow. He  
21 doesn't work here every day. He's an independent  
22 contractor.  
23 MR. McCABE: Okay.  
24 MS. MORASK: I told him I really needed this

Page 59

1 or to know if he could do it immediately.  
2 MS. KOSTOPULOS: Is Vicki the only one with  
3 the --  
4 MS. MORASK: Yes.  
5 MS. KOSTOPULOS: -- code?  
6 MS. MORASK: Which I'm going to change that.  
7 MS. KOSTOPULOS: Yeah.  
8 MS. MORASK: When I learned that this week  
9 because I asked Mike, that makes absolutely no  
10 sense.  
11 MR. McCABE: When did you ask Mike about it?  
12 MS. MORASK: Last Friday.  
13 MS. KOSTOPULOS: Well, what about --  
14 MS. MORASK: Or this past Monday.  
15 MS. KOSTOPULOS: -- just asking Vicki?  
16 MR. McCABE: She's not here. She's on  
17 vacation.  
18 MS. KOSTOPULOS: Oh, yeah, yeah.  
19 MR. McCABE: She's out this week. And we are  
20 not going to say a thing to Dayna because I fear  
21 that's going to go back.  
22 MS. MORASK: Yup.  
23 MS. KOSTOPULOS: Yeah, you're right.  
24 MR. McCABE: So I don't want to do it that

Page 60

1 way. It's got to be this guy.  
2 All right. You have any other questions  
3 at this point?  
4 MS. KOSTOPULOS: No, no.  
5 MR. McCABE: Have you had any discussions,  
6 Laura, with anybody else that you can think of  
7 other than what you have already told us about this  
8 incident, this incident being Kim's complaint and  
9 Dayna and Vicki?  
10 MS. MORASK: No.  
11 MR. McCABE: Okay. All right. So if there's  
12 any other information you think of, you'll let us  
13 know. You have my contact information. You have  
14 Keri-Lyn's. You have Margaret's after today.  
15 MS. KOSTOPULOS: Yeah, everyone.  
16 MR. McCABE: You have everyone's information.  
17 We will, of course, make you aware of our ultimate  
18 findings. I am preaching to the choir when I tell  
19 you that we want to keep this confidential. You  
20 already know that. You've made efforts to try to  
21 have people maintain confidence. We can't make  
22 anybody maintain confidence, and you unfortunately  
23 have experienced that, as well.  
24 You are well aware of the no retaliation

Page 61

1 provisions of both your policies, although I  
2 certainly wouldn't expect any retaliation from you,  
3 but you're aware of it. And if anything did happen  
4 or somebody said anything to you that was  
5 retaliatory in nature, even though you're the  
6 township supervisor, we would want to know about  
7 that.

8 So that's it. Any other questions,  
9 comments, anything for us?

10 MS. MORASK: No.

11 MR. McCABE: All right.

12 MS. KOSTOPULOS: Thank you.

13 MR. McCABE: You can go prepare for your  
14 trial, and we thank you for your time.

15 (WHEREUPON, discussion was had off  
16 the record.)

17 MS. KOSTOPULOS: Do you have a copy or could  
18 we get a copy of the notes that you took when you  
19 met with Dayna and Vicki on the smoking porch?

20 MS. MORASK: Yeah, I will look for them. It  
21 was very short.

22 MS. KOSTOPULOS: Right.

23 MS. MORASK: Yes.

24 MS. KOSTOPULOS: I know just, you know, a few

Page 62

1 lines, but that would maybe be helpful.

2 MS. MORASK: Absolutely.

3 MS. KOSTOPULOS: All right.

4 MS. MORASK: It's on a yellow legal pad, and  
5 I had to hide it because I remember Dayna saying,  
6 "You're not going to leave things lying around?"  
7 And I said, "No, I take them all with  
8 me. Nobody will ever see anything."

9 MR. McCABE: Yeah, we got a lot of those legal  
10 pads.

11 MS. MORASK: I know. That's the problem. You  
12 start one, and it ends up in another file. I'm  
13 sure it's in the file I'm preparing.

14 MR. McCABE: Yeah, when you find it tomorrow,  
15 put it aside for us.

16 MS. MORASK: No, I absolutely will. Do you  
17 want -- I mean, these were just notes of the tape,  
18 but you can listen to the tape.

19 MR. McCABE: We'll listen to the tape.

20 MS. MORASK: And that was -- okay.

21 MR. McCABE: All right. Thanks, Laura. We  
22 appreciate it.

23 INTERVIEW CONCLUDED.

24

Page 63

1 STATE OF ILLINOIS )  
2 ) SS:  
3 COUNTY OF C O O K )  
4  
5 I, CHRISTINE R. MACINTYRE, a Certified  
6 Shorthand Reporter of the State of Illinois, do  
7 hereby certify that I reported in shorthand the  
8 proceedings had at the interview aforesaid, and  
9 that the foregoing is a true, complete, and correct  
10 transcript of the proceedings of said interview as  
11 appears from my stenographic notes so taken and  
12 transcribed under my personal direction.

13 IN WITNESS WHEREOF, I do hereunto set my  
14 hand of office at Chicago, Illinois, this 10th day  
15 of September, 2018.

16 *Christine R. MacIntyre*  
17  
18 Certified Shorthand Reporter  
19  
20  
21 C.S.R. Certificate No. 84-2776.  
22  
23  
24

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 SUSAN MOYLAN KREY )  
4  
5  
6  
7  
8 The investigative interview of SUSAN MOYLAN  
9 KREY, taken before KAREN A. FAZIO, CSR  
10 No. 84-1834, a Notary Public within and for the  
11 County of Cook, State of Illinois, and a Certified  
12 Shorthand Reporter of the State of Illinois, taken  
13 at Maine Township, 1700 Ballard Road, Park Ridge,  
14 Illinois, on the 7th day of June, A.D. 2018, at  
15 10:45 a.m.  
16  
17  
18  
19  
20  
21  
22  
23  
24

Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
10  
11  
12  
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14  
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21  
22  
23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: So Margaret Kostopulos, Robert  
2 McCabe. You are -- is it Moylan Krey hyphenated?  
3 MS. MOYLAN KREY: Not really. People tend to  
4 do that. It's Krey, though.  
5 MR. MC CABE: Okay.  
6 MS. MOYLAN KREY: It looks like Krey.  
7 MR. MC CABE: I won't screw up your name  
8 anymore.  
9 MS. MOYLAN KREY: Thanks.  
10 MR. MC CABE: And we are here today, and  
11 Margaret and I are here today, as a result of a  
12 complaint that's been made regarding allegations of  
13 sexual harassment. We have a formal complaint that  
14 was made by Trustee Jones. The complaint involves  
15 Trustee Carrabotta. I don't know how much you're  
16 familiar with at this point, but I'm going to talk  
17 to you -- Margaret and I are going to talk to you  
18 about a very narrow issue. What was related to us  
19 was that you might have some information regarding  
20 an incident that happened on January 23rd, maybe in  
21 a text message or something like that, about that  
22 incident. So we're going to focus on that. And  
23 that's basically what we're here for today.  
24 We'll ask you questions. We'd ask you

Page 4

1 to respond to those questions specifically, but if  
2 there's anything that needs to be added or that you  
3 think is relevant, please feel free to do that.  
4 MS. MOYLAN KREY: Certainly.  
5 MR. MC CABE: We have a court reporter today.  
6 The court reporter is here to make sure everything  
7 we say is accurately recorded in case we need to  
8 look at this later and analyze what we're going to  
9 do going to forward. We would ask that you  
10 maintain the confidentiality of this session to the  
11 greatest extent possible. We can't mandate it, but  
12 it is helpful to the integrity of the process if  
13 what's said in here remains.  
14 It's important to note, as well, there  
15 can be no retaliation under your policy for your  
16 participation in this investigation. Nobody should  
17 be asking you about what you said or what you  
18 didn't say. So you should let us know if you  
19 perceive that anything like that is going on.  
20 MS. MOYLAN KREY: I'm good.  
21 MR. MC CABE: Okay. Let's go.  
22 MS. KOSTOPULOS: All right. So you are the  
23 assessor. You took that position in 2014?  
24 MS. MOYLAN KREY: You know what, I'm not

Page 5

1 positive on that date because the new -- I was 2018  
2 into my elected term. My first term was the death  
3 of our assessor, so I took over his office probably  
4 like a year in. So I took over his office.  
5 MS. KOSTOPULOS: So '14, '15?  
6 MS. MOYLAN KREY: '15-ish, yes. If you need  
7 exact dates, I have to look up my --  
8 MS. KOSTOPULOS: No, it's just for context.  
9 MS. MOYLAN KREY: Okay.  
10 MS. KOSTOPULOS: So before that, you were a  
11 trustee, right?  
12 MS. MOYLAN KREY: I was, yes.  
13 MS. KOSTOPULOS: And then as a trustee or just  
14 in general, did you know Trustee Jones?  
15 MS. MOYLAN KREY: I did know Trustee Jones,  
16 yes.  
17 MS. KOSTOPULOS: How?  
18 MS. MOYLAN KREY: We had a change of position,  
19 and then when I became the assessor, we needed to  
20 fill the vacancy, so she became --  
21 MS. KOSTOPULOS: So she filled your spot?  
22 MS. MOYLAN KREY: Yes.  
23 MS. KOSTOPULOS: Now did you recommend her or  
24 did you know her prior to that happening?

Page 6

1 MS. MOYLAN KREY: I did know her within the  
2 community, you know, of the Republican party, and  
3 she was present at different events, and a very  
4 likable, upstanding person. Everybody always had  
5 good comments about her, and she seemed to present  
6 herself really well when I would talk to her.  
7 MS. KOSTOPULOS: Now how about Trustee  
8 Carrabotta, did you know him before he was elected?  
9 MS. MOYLAN KREY: Only through our -- the  
10 committeeman, Char Foss-Eggemann, she chose him to  
11 run as trustee.  
12 MS. KOSTOPULOS: So when you say that you knew  
13 him only through her, what does that mean? Like  
14 were you -- did you attend meetings, you know,  
15 political meetings?  
16 MS. MOYLAN KREY: Well, we did have meetings.  
17 As you know, the committeeman chooses who's going  
18 to run in the race, in the Republican, and that was  
19 our party. There was debate at the beginning back  
20 and forth, she wasn't going to choose me, and then  
21 nobody had my education that I had to fulfill the  
22 requirements for the assessor. So then she did  
23 choose me. I think our old supervisor, she nixed  
24 her. There was a little bit of this and that going

Page 7

1 back and forth, and then she had her mind on who  
2 she wanted to put in as other candidates. So her  
3 two candidates were Dave Carrabotta and Susan  
4 Sweeney.  
5 MS. KOSTOPULOS: So you weren't friends with  
6 him?  
7 MS. MOYLAN KREY: Not really, no. No, just  
8 knew of him, and like we'd have to support our  
9 campaign to support us going into the race, we'd  
10 have a fundraiser or something that he was at.  
11 MS. KOSTOPULOS: How about Trustee Jones, were  
12 you friends with her?  
13 MS. MOYLAN KREY: I would say like more of  
14 acquaintances, you know. I mean, you know, I  
15 certainly respected her. We still -- we shared,  
16 you know, some ideas. We had the belief, you know,  
17 Republican party going into that.  
18 But as for going and doing girl things  
19 together, not really. But, you know, anything  
20 that's involved politically or something like that  
21 we'd be at.  
22 MR. MC CABE: All right. I want to direct  
23 your attention to January 23, 2018, at or around  
24 that date. Trustee Jones' complaint involves an

Page 8

1 incident involving Trustee Carrabotta that is said  
2 to have occurred sometime around or on January 23rd  
3 of 2018.  
4 MS. MOYLAN KREY: That would have been our  
5 board meeting.  
6 MR. MC CABE: Right. Did you attend that  
7 board meeting?  
8 MS. MOYLAN KREY: I did.  
9 MR. MC CABE: And do you recall an Eagle Scout  
10 being there and being recognized?  
11 MS. MOYLAN KREY: Something to that nature,  
12 yes. And I think he made some cart or something  
13 maybe.  
14 MR. MC CABE: Was there a photo taken, do you  
15 recall?  
16 MS. MOYLAN KREY: There's always photos taken.  
17 MR. MC CABE: There's always photos? You're  
18 big on photos?  
19 MS. MOYLAN KREY: We're big on photos. Dress  
20 appropriately.  
21 MR. MC CABE: Photos are -- photo ops will  
22 happen. Okay.  
23 Did you become aware of what Trustee  
24 Jones was complaining of that happened on

Page 9

1 January 23rd at some point.  
2 MS. MOYLAN KREY: Yes.  
3 MR. MC CABE: How did you become aware of it?  
4 MS. MOYLAN KREY: She mentioned it to me.  
5 MR. MC CABE: When did she first mention it?  
6 MS. MOYLAN KREY: It was that night, I'm sure.  
7 So I was a little bit taken aback because she had a  
8 prior incident.  
9 MR. MC CABE: How did she mention it to you?  
10 Did she say at the meeting, hey, Susan --  
11 MS. MOYLAN KREY: No, afterwards.  
12 MR. MC CABE: Did she say it in person?  
13 MS. MOYLAN KREY: Yes.  
14 MR. MC CABE: And where were you when she said  
15 it in person?  
16 MS. MOYLAN KREY: I think I was in the board  
17 room.  
18 MR. MC CABE: And the meeting had broken up?  
19 MS. MOYLAN KREY: Yeah.  
20 MR. MC CABE: Okay. Tell me what happened.  
21 She walked up to you. How did it happen?  
22 MS. MOYLAN KREY: He touched my butt again.  
23 So I think, you know, back when we first took our  
24 oath and a month or two later, he did it, and she

Page 10

1 made mention to me, too. And she said, but maybe  
2 it was just an accident, you know, sometimes things  
3 like that happen.  
4 MR. MC CABE: So you recall that, it was a  
5 month or two prior, maybe November or December?  
6 MS. MOYLAN KREY: Yeah, or October even.  
7 Because I kind of took it lightly, I didn't --  
8 sometimes, you know, someone accidentally -- and  
9 that's how she took it at that point. She said he  
10 kind of touched my ass, but I guess maybe it was an  
11 accident or something, I don't know. And I just  
12 kind of blew it off. And then she told me about  
13 the second time. I'm saying, really?  
14 MR. MC CABE: Was that the same meeting,  
15 January 23rd?  
16 MS. MOYLAN KREY: Or the second incident.  
17 MR. MC CABE: Let me take you back.  
18 MS. MOYLAN KREY: I was mentioning the first  
19 one.  
20 MR. MC CABE: Did she tell you about the first  
21 incident when it happened?  
22 MS. MOYLAN KREY: Uh-huh, uh-huh.  
23 MR. MC CABE: Where did she tell you about  
24 that? That was at a meeting, too?

Page 11

1 MS. MOYLAN KREY: Yes, but it wasn't -- I'm  
2 trying to think if we kind of -- we talked about  
3 something, over the phone about something. He  
4 touched me on the ass, and it could have been a  
5 mistake, and I was just like yeah, whatever. Just  
6 in talking maybe on the phone.  
7 MR. MC CABE: You think maybe in passing,  
8 maybe a phone conversation?  
9 MS. MOYLAN KREY: Yeah, in passing, uh-huh.  
10 MR. MC CABE: And nothing else after that  
11 until January 23rd?  
12 MS. MOYLAN KREY: Right.  
13 MR. MC CABE: So January 23rd, she comes up to  
14 you after the meeting?  
15 MS. MOYLAN KREY: Yes. I think after the  
16 meeting, yes.  
17 MR. MC CABE: And she says it happened again?  
18 MS. MOYLAN KREY: He touched my butt again.  
19 MR. MC CABE: What did you say to her?  
20 MS. MOYLAN KREY: I said, really? Like, you  
21 know, in disbelief. She goes, yeah, I'm kind of  
22 wondering about this now. And I'm like, I would  
23 be, too. I mean, did he say anything or did he --  
24 she said, no, not even like excuse me or that kind

Page 12

1 of thing. So then I kind of let that go again.  
2 MS. KOSTOPULOS: So at that meeting,  
3 especially during the photo op, did you notice  
4 anything unusual or did Trustee Jones react oddly  
5 or, you know, anything that might have seemed  
6 unusual?  
7 MS. MOYLAN KREY: Well, the way they place us,  
8 I mean, they're at one end of the photo, I'm on the  
9 other end, and then I'm on one end of the board,  
10 and she's on the other end. So it's kind of a  
11 little bit hard for me to detect anything, to be  
12 truthful.  
13 MS. KOSTOPULOS: You say the way that they  
14 place you. How are pictures taken?  
15 MS. MOYLAN KREY: A group shot.  
16 MS. KOSTOPULOS: Like so does somebody say,  
17 okay, tall people in back?  
18 MS. MOYLAN KREY: Kind of, sort of.  
19 MS. KOSTOPULOS: So who does that?  
20 MS. MOYLAN KREY: The photographer.  
21 MS. KOSTOPULOS: And then does that person  
22 like say, okay, Kim, you stand here, Dave, you  
23 stand here?  
24 MS. MOYLAN KREY: You know what, what he'll do

Page 13

1 is everybody will kind of get up and stand, and  
2 then if he don't like it, he'll say, you know, no,  
3 come here or come here, you know, maybe take one or  
4 two and place them correctly.  
5 MS. KOSTOPULOS: Or like move people around?  
6 MS. MOYLAN KREY: Just move, you know, it  
7 looks better this way.  
8 MS. KOSTOPULOS: Or get closer?  
9 MS. MOYLAN KREY: Yeah, yes.  
10 MS. KOSTOPULOS: Now when you stand for  
11 pictures and there are a number of people in the  
12 picture, would you like -- would people put their  
13 arm behind the next person?  
14 MS. MOYLAN KREY: Not really. I think we keep  
15 our arms to ourselves. I always place my hands  
16 usually in front of me. That's where mine go.  
17 MR. MC CABE: In your pocket?  
18 MS. MOYLAN KREY: Yeah, you know.  
19 MR. MC CABE: Let me ask you, I'm going to  
20 show you a photo that was part of the complaint we  
21 received, it's marked Exhibit 3. Are you in this  
22 picture? Is that you?  
23 MS. MOYLAN KREY: I am.  
24 MR. MC CABE: That's you?

Page 14

1 MS. MOYLAN KREY: Uh-huh.  
2 MR. MC CABE: With your hands folded in front  
3 of you?  
4 MS. MOYLAN KREY: That's how I always stand in  
5 a picture.  
6 MR. MC CABE: Okay. So she's right here, too.  
7 MS. KOSTOPULOS: How about the way Dave  
8 Carrabotta stands, do you know? And if you don't,  
9 that's fine.  
10 MS. MOYLAN KREY: Yeah, I don't know what to  
11 say.  
12 MR. MC CABE: Okay. Have you and Trustee  
13 Jones discussed this incident, this January 23rd  
14 and the prior incident -- after you discussed it on  
15 the 23rd, did you have any further occasion to  
16 discuss what happened on January 23rd?  
17 MS. MOYLAN KREY: Not really. I mean, we  
18 discussed it, and she was taken aback again.  
19 MR. MC CABE: Did you get a text from her the  
20 next day?  
21 MS. MOYLAN KREY: You know what, I'm trying to  
22 think if we texted or talked on the phone because I  
23 looked for a text, and I couldn't find it, and I  
24 don't know if I could pull it up or what. Did she

Page 15

1 find it?  
2 MR. MC CABE: I'm going to show you what she  
3 has in her complaint marked as Exhibit 2, and I'll  
4 ask you to take a quick read of that. Do you  
5 recall getting a text like that from her the next  
6 day?  
7 MS. MOYLAN KREY: It looks familiar.  
8 MR. MC CABE: Okay. Did you have any  
9 conversation with her in -- the text that I'm  
10 referring to, for the record, says, "BTW," by the  
11 way, "when we posed for the photo last night, Dave  
12 touched my ass. I don't think it was intentional,  
13 but I'm not sure." Dated January 24, 6:17 a.m.  
14 MS. MOYLAN KREY: Okay.  
15 MR. MC CABE: And it looks like SM was one of  
16 the people in the three-person chain on the text  
17 message.  
18 MS. MOYLAN KREY: Okay.  
19 MR. MC CABE: Did you have any discussion with  
20 Trustee Jones about what she meant when she said,  
21 "...Dave touched my ass. I don't think it was  
22 intentional..."? Any discussions about that that  
23 you can recall?  
24 MS. MOYLAN KREY: Well, she sent this out, but

Page 16

1 I think we talked that night, still, her and I did.  
2 But we talked the first time, too. So, yes. And  
3 then I think we talked a little bit maybe over the  
4 phone and said, you know, I'm not sure anymore, but  
5 it's like, you know, kind of deliberate.  
6 MR. MC CABE: Who said that?  
7 MS. MOYLAN KREY: I think Kim said that, it  
8 feels like, you know, it's -- I mean, I don't know  
9 if it's intentional or deliberate, but it's a  
10 definite feel, you know.  
11 MS. KOSTOPULOS: What was your thoughts about  
12 it at the time?  
13 MS. MOYLAN KREY: You know what, at the time I  
14 was like, well, you need to say something, you need  
15 to do something. You need to say something, say  
16 something to him. She says, well, what am I going  
17 to -- you know. Well, I said, I don't know. It's  
18 certainly up to you.  
19 MR. MC CABE: Have you discussed these  
20 allegations -- Trustee Jones' allegations about  
21 what happened in October, November, December, and  
22 then again January of 2018, have you discussed that  
23 with anybody else associated with the Township?  
24 MS. MOYLAN KREY: Well, I think maybe Wally

Page 17

1 and Pete. Peter Gialamas and Wally Kazmierczak.  
2 MR. MC CABE: What conversations did you and  
3 Wally and Pete have about it?  
4 MS. MOYLAN KREY: Just brief.  
5 MR. MC CABE: Do you recall what was said?  
6 MS. MOYLAN KREY: Just that, you know, do you  
7 believe that? What's going on kind of thing, you  
8 know.  
9 MR. MC CABE: Did anybody say, yeah, I believe  
10 it? Do you have any context from Pete or Wally?  
11 MS. MOYLAN KREY: I'm not sure. Maybe,  
12 possibly.  
13 MR. MC CABE: Do you recall anything specific?  
14 MS. MOYLAN KREY: Not really. I mean, other  
15 than that they were kind of like taken aback about  
16 it, you know.  
17 MR. MC CABE: Did either one of them say, oh,  
18 yeah, I'm not surprised or anything along those  
19 lines that you can recall?  
20 MS. MOYLAN KREY: Wally might have said that.  
21 MS. KOSTOPULOS: How about did either of them  
22 raise other situations where Trustee Carrabotta  
23 might have been inappropriate with employees or  
24 other individuals?

Page 18

1 MS. MOYLAN KREY: I heard something in regards  
2 to Christmas. We had a little Christmas something  
3 down here, a little lunch or whatever.  
4 MR. MC CABE: When you say down here, you mean  
5 down here?  
6 MS. MOYLAN KREY: Down here, right across from  
7 this office.  
8 MR. MC CABE: Right out here?  
9 MS. MOYLAN KREY: Yes.  
10 MR. MC CABE: Okay.  
11 MS. MOYLAN KREY: I did not attend, so this is  
12 just, you know, hearsay, what I heard.  
13 MS. KOSTOPULOS: Something that you heard?  
14 MS. MOYLAN KREY: Yes. That it was a little  
15 inappropriate. So that's hearsay, I guess, because  
16 I don't have --  
17 MS. KOSTOPULOS: So who mentioned that to you?  
18 MS. MOYLAN KREY: It was one of the three,  
19 either Wally, Pete or Kim, I think. One of the  
20 three. I'm not sure which one.  
21 MR. MC CABE: Did they give any details about  
22 what may have happened that was inappropriate that  
23 you can recall?  
24 MS. MOYLAN KREY: I think there was like a

Page 19

1 hugging thing involved, too, as I recall.  
2 MR. MC CABE: Okay. Any other information you  
3 can think of that might be relevant to our  
4 investigation that we haven't talked about yet  
5 today?  
6 MS. MOYLAN KREY: We haven't talked about the  
7 90th birthday party, right?  
8 MR. MC CABE: Were you at the 90th birthday  
9 party?  
10 MS. MOYLAN KREY: I was. That was the picture  
11 you showed me.  
12 MR. MC CABE: That's right, you were at the  
13 90th birthday.  
14 MS. KOSTOPULOS: So what happened there?  
15 MR. MC CABE: Tell us about that.  
16 MS. MOYLAN KREY: We went up, you know,  
17 introduced. One of us said the prayers and started  
18 the pledge. And when we were kind of finished, and  
19 they started, you know, with food and everything  
20 else, Kim came up and said, I can't believe it. He  
21 did it again. And I said, well, what did you do?  
22 She said I turned and gave him a dirty look, and he  
23 just like didn't do anything. And I said, well,  
24 Kim, this has happened now, you need to address

Page 20

1 this. You need to -- I said, I would have  
2 hauled -- I would have smacked him. I said, you  
3 should have smacked him. I said, you need to say  
4 something or talk. I mean, this is inappropriate.  
5 MR. MC CABE: Was anybody else there when you  
6 had that conversation with her?  
7 MS. MOYLAN KREY: Pete was there maybe. Yes,  
8 Pete was there.  
9 MR. MC CABE: Pete Gialamas?  
10 MS. MOYLAN KREY: Uh-huh.  
11 MR. MC CABE: The clerk?  
12 MS. MOYLAN KREY: Yes.  
13 MR. MC CABE: Did he say anything?  
14 MS. MOYLAN KREY: He made a comment like, you  
15 know, like disgust. I know he felt disgust. If he  
16 talked to her personally, I'm not sure.  
17 MR. MC CABE: Did he say anything else about  
18 any other employees?  
19 MS. MOYLAN KREY: At that time?  
20 MR. MC CABE: Yes.  
21 MS. MOYLAN KREY: At that day?  
22 MR. MC CABE: Yes.  
23 MS. MOYLAN KREY: I think maybe.  
24 MR. MC CABE: Do you recall who he said

Page 21

1 something about?

2 MS. MOYLAN KREY: I guess I should say, right?

3 MR. MC CABE: Right.

4 MS. MOYLAN KREY: Dana and Vicki, you know,

5 and I'm not sure if it was Pete or Wally, so I'm

6 not sure about that.

7 MR. MC CABE: Okay.

8 MS. MOYLAN KREY: And I didn't talk to Dana

9 and Vicki about this. I mean, I have not talked to

10 them at all.

11 MR. MC CABE: What did he say, if you can

12 recall, Pete or Wally? I understand you're not

13 sure which one it was. What did they say about

14 Dana and Vicki?

15 MS. MOYLAN KREY: Well, he's been

16 inappropriate with other people at the Township,

17 and it was back at the Christmas party, we had that

18 Christmas lunch. I said, well, I didn't know

19 anything about that.

20 MR. MC CABE: Okay.

21 MS. MOYLAN KREY: Are you meeting with them?

22 Can I ask you?

23 MR. MC CABE: Yes. Do you know any other

24 details about the whole -- about the issues -- the

Page 22

1 alleged issues with Dana and Vicki, anything you've

2 heard?

3 MS. MOYLAN KREY: I told you about the

4 hugging, too, I think or something.

5 MR. MC CABE: Right.

6 MS. MOYLAN KREY: But I had not talked to them

7 about it. I think that they -- I heard that, you

8 know, in passing, in conversation with I don't know

9 who, that they might be afraid for their job, their

10 position, and would probably not come forward.

11 MR. MC CABE: Who did you hear that from?

12 MS. MOYLAN KREY: Within -- you know, Kim

13 saying that I think maybe.

14 MR. MC CABE: Anyone else?

15 MS. MOYLAN KREY: I'm not sure.

16 MR. MC CABE: Okay. So other than the 90th

17 birthday party, any other information you're aware

18 that we should know about at this point?

19 MS. MOYLAN KREY: I can just think of those

20 three incidents, which I was at all of them.

21 MS. KOSTOPULOS: Were you at the meeting where

22 Trustee Carrabotta had an outburst about this?

23 Tell us about that.

24 MR. MC CABE: Were you at that meeting?

Page 23

1 MS. MOYLAN KREY: Yes, yes. Oh, my word.

2 MS. KOSTOPULOS: That was something, right?

3 MS. MOYLAN KREY: You know what, this probably

4 all would go away if he probably would have

5 apologized to her or something. You know what I

6 mean?

7 MS. KOSTOPULOS: Yeah.

8 MS. MOYLAN KREY: If he just said, oh, my God,

9 I'm sorry, I didn't even realize that, I never

10 meant to do something like that.

11 MR. MC CABE: Let me ask you, what happened at

12 that meeting? What do you recall?

13 MS. MOYLAN KREY: Oh, my God, there was like

14 yelling and other people were, like, what is going

15 on?

16 MS. KOSTOPULOS: So you were seated at the

17 dais or at the table?

18 MS. MOYLAN KREY: If you look at the

19 conference room upstairs, you'll see our positions

20 in the conference room, and I'm at the end. That's

21 where I am. I'm not the voting.

22 MS. KOSTOPULOS: You were in your seat?

23 MS. MOYLAN KREY: Yes, and I think we said the

24 Pledge of Allegiance, and he kind of called a halt

Page 24

1 to the meeting and said, we need to have a special

2 meeting. It involves employees. And they're like,

3 well, wait.

4 MR. MC CABE: So let me ask you this. Were

5 you there -- did you see him prior to that come out

6 of a meeting with Kim? Were you there for that?

7 MS. MOYLAN KREY: Yes.

8 MR. MC CABE: What happened then?

9 MS. MOYLAN KREY: And he like -- all like red,

10 and, you know, upset.

11 MR. MC CABE: Did he say anything?

12 MS. MOYLAN KREY: No.

13 MR. MC CABE: He didn't say anything?

14 MS. MOYLAN KREY: No.

15 MR. MC CABE: So the yelling that occurred,

16 were you in the closed session?

17 MS. MOYLAN KREY: No.

18 MR. MC CABE: Okay. So could you hear yelling

19 outside? Could you hear yelling coming from that

20 room?

21 MS. MOYLAN KREY: Yes.

22 MS. KOSTOPULOS: What did you hear?

23 MS. MOYLAN KREY: Something about he's suing

24 her or something, an attorney. That's about it.

Page 25

1 You know, I heard it, and I kind of walked out.  
2 MR. MC CABE: Okay.  
3 MS. MOYLAN KREY: He made a big issue about  
4 going in closed session at the beginning of the  
5 meeting. It wasn't within our agenda. Why  
6 couldn't we do it later? He said, I cannot  
7 continue and function if I don't do this now.  
8 MR. MC CABE: Okay. Do you have anything  
9 else?  
10 MS. KOSTOPULOS: No.  
11 MR. MC CABE: All right. So if you remember  
12 something later, did we give you cards?  
13 MS. MOYLAN KREY: I think Margaret did.  
14 MR. MC CABE: You could have felt free to take  
15 one from my fancy business cardholders, but I will  
16 give you one now. I lost my rubberband, so I had  
17 to use that one.  
18 If you remember something at a later  
19 date, please, let us know. You have our phone  
20 numbers there, direct dials, emails. We want to  
21 keep this confidential because we think that helps  
22 with the integrity of the investigation. We can't  
23 order you not to talk to people. We can't do that,  
24 but we think it best if as little is said is

Page 26

1 better -- as little that's said is better for us.  
2 It helps with us getting, you know, everyone's side  
3 of the story as they would tell it.  
4 Retaliation is strictly prohibited. You  
5 shouldn't be worried about that. It's in the  
6 policy. But if anything happens that you consider  
7 to be retaliatory as a result of anything you've  
8 said or done or participation in this  
9 investigation, you should let us know.  
10 MS. MOYLAN KREY: Absolutely.  
11 MR. MC CABE: Any final questions, comments  
12 for us at this point?  
13 MS. MOYLAN KREY: No.  
14 MR. MC CABE: Okay.  
15 MS. KOSTOPULOS: Thank you.  
16 MR. MC CABE: Thanks for coming in.  
17 MS. MOYLAN KREY: You're quite welcome.  
18 MR. MC CABE: Very helpful. We appreciate it.  
19 (WHICH WERE ALL THE PROCEEDINGS HAD  
20 IN THE ABOVE-ENTITLED CAUSE ON THIS  
21 DATE.)  
22  
23  
24

Page 27

1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.  
10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 12th day of  
12 September, 2018.  
13   
14  
15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter  
17  
18  
19  
20  
21  
22  
23  
24

Page 1

1 INTERVIEW )  
2 OF )  
3 DORIENE PRORAK. )  
4  
5  
6  
7  
8 The investigative interview of  
9 DORIENE PRORAK, taken before CHRISTINE R.  
10 MACINTYRE, CSR No. 84-2776, a Certified Shorthand  
11 Reporter of the State of Illinois, taken at Maine  
12 Township, 1700 Ballard Road, Park Ridge, Illinois,  
13 on the 13th day of June, A.D. 2018, at 1:25 p.m.  
14  
15  
16  
17  
18  
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22  
23  
24

Page 2

1 PRESENT:  
2 ANCEL GLINK DIAMOND BUSH  
3 DiCIANNI & KRAFTEFER,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 312-782-7606), by:  
7 MR. ROBERT T. McCABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
10  
11  
12  
13  
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15  
16  
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18  
19  
20  
21  
22  
23 REPORTED BY: CHRISTINE R. MACINTYRE, C.S.R.,  
24 Certificate No. 84-2776.

Page 3

1 MR. McCABE: Doriene, this is a little less  
2 formal than normal because I know Doriene has  
3 coordinated all this for us.  
4 MS. PRORAK: I don't know too much. Laura's  
5 kind of kept -- I didn't even know who you guys  
6 were meeting with, you know, the first day you came  
7 in.  
8 MR. McCABE: Right.  
9 MS. PRORAK: She did not tell me anything, and  
10 I understand. It should be confidential, and she  
11 told me that right from the beginning, and I said I  
12 respect that.  
13 MR. McCABE: So that is true. Margaret and  
14 I -- I am, for the record, Robert McCabe -- are  
15 here to conduct an investigation into allegations  
16 of sexual harassment, harassment, and violation of  
17 Maine Township's policies. We will ask you some  
18 questions and ask that you respond just directly to  
19 our questions.  
20 The court reporter is here basically to  
21 ensure that we have an accurate record. That's it.  
22 We are not swearing in anyone or anything like  
23 that.  
24 MS. PRORAK: I asked.

Page 4

1 MR. McCABE: She's taking down all of our  
2 notes for us, essentially.  
3 MS. PRORAK: Okay.  
4 MR. McCABE: We would ask that this continue  
5 to be maintained in a confidential manner --  
6 MS. PRORAK: Absolutely.  
7 MR. McCABE: -- going forward, and we would  
8 remind you that there's to be no retaliation, not  
9 that you would retaliate, but if anybody says  
10 anything to you or does anything, then we would  
11 like you to make sure you report that to us.  
12 MS. PRORAK: Got it.  
13 MR. McCABE: Tell us, to start, what's your  
14 current position with the township?  
15 MS. PRORAK: Assistant to the supervisor.  
16 MR. McCABE: So you're an assistant to --  
17 MS. PRORAK: To the supervisor.  
18 MR. McCABE: To Laura Morask?  
19 MS. PRORAK: Correct.  
20 MR. McCABE: How long have you been in that  
21 position?  
22 MS. PRORAK: Nine years.  
23 MR. McCABE: So you've been an assistant to  
24 other supervisors?

Page 5

1 MS. PRORAK: No. I was -- previous to that, I  
2 was a paralegal for my husband for 28 years, and  
3 then after he passed away, about six months after  
4 that, my son's godfather asked me to come and work  
5 for him downtown, and so I did that for a while.  
6 And when this job came up, I -- I needed a change.  
7 Let's put it that way. I loved working with my  
8 husband, but --  
9 MR. McCABE: Yeah.  
10 MS. PRORAK: -- it was different working for  
11 somebody else.  
12 MR. McCABE: Got you.  
13 MS. PRORAK: It was PI. It wasn't  
14 interesting.  
15 MR. McCABE: Personal injury?  
16 MS. PRORAK: Yeah. Right.  
17 MS. KOSTOPULOS: Let's face it. Lawyers are  
18 hard to work with.  
19 MS. PRORAK: And going downtown, and --  
20 MR. McCABE: Not fun.  
21 MS. PRORAK: -- we've always -- our office was  
22 always ten minutes from our house, which made it  
23 convenient, you know, with the kids and everything  
24 else.

Page 6

1 MR. McCABE: Got you. All right. So do you  
2 know Trustee Carrabotta?  
3 MS. PRORAK: Yes, I do.  
4 MR. McCABE: How long have you --  
5 MS. PRORAK: Part of my duties is kind of  
6 overseeing certain activities for the other seven  
7 elected officials. So how long have I known him?  
8 Since probably -- I first met him March before the  
9 election, and that was -- and then, of course, when  
10 he started working here, you know, started. His  
11 first meeting was in May officially. He was sworn  
12 in, and then the May board meeting was the  
13 following week.  
14 MR. McCABE: So that would have been May of  
15 2017?  
16 MS. PRORAK: Correct.  
17 MR. McCABE: Okay. Do you have any kind of  
18 friendship with him outside the township?  
19 MS. PRORAK: Absolutely not.  
20 MR. McCABE: All right. And do you know  
21 Trustee Jones?  
22 MS. PRORAK: Yes.  
23 MR. McCABE: How long have you known her?  
24 MS. PRORAK: I have known her for probably,

Page 7

1 let's see, over five years because she was -- she  
2 wasn't elected. She was appointed, and then she  
3 was ultimately elected.  
4 MR. McCABE: Do you have any friendship or  
5 association with her outside of the township?  
6 MS. PRORAK: I do. She and I are members of  
7 the Maine Township Republican Women's Club.  
8 MS. KOSTOPULOS: And then others are members  
9 of that same group, right, like Laura --  
10 MS. PRORAK: Laura is a member.  
11 MS. KOSTOPULOS: -- Morask?  
12 MS. PRORAK: A few of the employees here are  
13 members, but not as involved. I have always --  
14 when I was asked to join by my previous supervisor,  
15 I was asked to be chaplain of the club. I always  
16 thought because I take shorthand, which is a dying  
17 art and I love it, that they would ask me to be  
18 secretary, but they asked me to be chaplain, so for  
19 four years, five years, I was chaplain of the club.  
20 MR. McCABE: So you've worked for other  
21 supervisors besides Laura?  
22 MS. PRORAK: Yes. Yes. Laura's only been the  
23 supervisor since May of 2017, and I worked for  
24 Carol Teschke, who was the previous supervisor, who

Page 8

1 hired me in May of 2009.  
2 MR. McCABE: Okay. You know Dayna Berman, as  
3 well?  
4 MS. PRORAK: Yes.  
5 MR. McCABE: How long have you known Dayna?  
6 MS. PRORAK: As long as I've worked here, nine  
7 years.  
8 MR. McCABE: Do you have any friendship or  
9 association with her outside of work?  
10 MS. PRORAK: Well, she sometimes comes to our  
11 events, so I wouldn't really say that much.  
12 MR. McCABE: Okay. All right. How about  
13 Vicki Rizzo; how long have you known her?  
14 MS. PRORAK: Same time, nine years.  
15 MR. McCABE: And again, same question --  
16 MS. PRORAK: Same thing.  
17 MR. McCABE: Same?  
18 MS. PRORAK: Yes. They were members of our  
19 club. They did not -- they are no longer members.  
20 They used to come to some of our events.  
21 MR. McCABE: The Maine Republicans Women's  
22 Club?  
23 MS. PRORAK: Yes.  
24 MR. McCABE: They were members?

Page 9

1 MS. PRORAK: Maine Township --  
2 MR. McCABE: Maine Township.  
3 MS. PRORAK: -- Republican's Women's Club,  
4 correct.  
5 MR. McCABE: Okay. Do you have to live in  
6 Maine Township to be a member?  
7 MS. PRORAK: Not really. I'm in Norwood Park  
8 Township, so no.  
9 MR. McCABE: All right. And you know Laura,  
10 obviously.  
11 MS. KOSTOPULOS: When did they stop  
12 participating?  
13 MS. PRORAK: Actually, it was this year. I do  
14 all the newsletters for the club. I send out  
15 everything. So I do all the typing. So, normally,  
16 I send out, along with our invite to our Christmas  
17 party, which is in December -- and that's when we  
18 install new officers -- I send out, you know,  
19 renewal of membership.  
20 So it was just, like, December of this  
21 year they did not -- neither one of them renewed  
22 their membership, which was a little surprising. I  
23 don't know why, but -- and you don't ask, you know.  
24 MR. McCABE: Let me ask you something. When

Page 10

1 in December did they not renew? Was it the end of  
2 December, the beginning of December?  
3 MS. PRORAK: Well, that's when we send it. I  
4 send out the -- it probably would have been, like,  
5 the third week in November because then the event  
6 was the second week in December. So they would  
7 have gotten the renewal notice along with the  
8 invite to the club -- to the event.  
9 MR. McCABE: Did they come to the Christmas  
10 party?  
11 MS. PRORAK: I'm thinking -- honestly, I can't  
12 remember. I'd have to check, because I do the  
13 check-in list. I take care of the money for the  
14 treasurer. So I'd have to, honestly, look. I  
15 can't tell you. I know previously they had been  
16 coming.  
17 MR. McCABE: Right.  
18 MS. PRORAK: I can let you know that if it's  
19 important. I mean, all I have to do is look at  
20 my -- I have records at home.  
21 MR. McCABE: I think it's okay for now.  
22 Margaret, yeah?  
23 MS. KOSTOPULOS: Yeah.  
24 MR. McCABE: And you've known Laura for how

Page 11

1 long?  
2 MS. PRORAK: I've known Laura for nine years.  
3 MR. McCABE: Since you started?  
4 MS. PRORAK: Right. And it was, like, a  
5 relationship -- because she's an attorney and, you  
6 know, my husband was an attorney. I don't know.  
7 There was just something -- her office is three and  
8 a half blocks from my home.  
9 MR. McCABE: Oh, got you. Okay.  
10 MS. PRORAK: So I used to stop in there, you  
11 know, bring her stuff, and I've always been  
12 interested in the law. My husband was civil, and  
13 she was criminal. So sometimes she, you know,  
14 would tell me about her cases. She wouldn't give  
15 names, but, you know, it was always interesting.  
16 And sometimes I do a little research. You know, I  
17 always like to do that. I'm a good researcher.  
18 MS. KOSTOPULOS: Yeah?  
19 MS. PRORAK: As I told Bob when I first met  
20 him when I had your picture on my iPhone because I  
21 wanted to see what you looked like.  
22 MR. McCABE: She identified everyone.  
23 MS. PRORAK: Yes, right.  
24 MR. McCABE: All right. So let me ask you, so

Page 12

1 the township had a Christmas party December 22nd,  
2 2017. Did you attend that?  
3 MS. PRORAK: Yes. That was here at the  
4 township? Yes.  
5 MR. McCABE: Do you remember what time the  
6 party started? Was it around 1:30?  
7 MS. PRORAK: It was somewhere around 1:00, I  
8 think, we told people to come. I did not take care  
9 of doing the invitations. Vicki did on that one.  
10 But I'm pretty sure it was around 1:00.  
11 MR. McCABE: Do you remember what time it  
12 ended?  
13 MS. PRORAK: I think it was -- most of the  
14 people left by 3:00 or 3:30.  
15 MR. McCABE: Okay. Did Trustee Carrabotta  
16 come to the party?  
17 MS. PRORAK: Yes. He came late.  
18 MR. McCABE: What time do you think he  
19 arrived?  
20 MS. PRORAK: Most of the people were gone, so  
21 I'm going to say it's after 3:00 or 3:30, to be  
22 honest with you. I -- you know, I wasn't paying  
23 attention. There was very few people left.  
24 MR. McCABE: What were you doing when he got

Page 13

1 there, Trustee Carrabotta?  
2 MS. PRORAK: I was talking to my former  
3 highway commissioner and his wife.  
4 MR. McCABE: And who is that?  
5 MS. PRORAK: They had been invited. All  
6 retired elected officials are invited to come to,  
7 you know, the upcoming party one last fling, okay?  
8 So we had invited him.  
9 MR. McCABE: What's his name?  
10 MS. PRORAK: Robert Provenzano.  
11 MR. McCABE: And you said his wife. Is that  
12 Jan Provenzano?  
13 MS. PRORAK: Jan Provenzano. And their  
14 grandson was playing hockey at Oakton, Park Ridge  
15 or in Niles, so they were just kind of killing some  
16 time, so I was sitting down, talking with them.  
17 MR. McCABE: So Trustee Carrabotta gets there.  
18 What does he do when he arrives?  
19 MS. PRORAK: He just walked in, and honest, I  
20 think I was -- waved to him or something. I know  
21 he was carrying -- because we had a Christmas grab  
22 bag, and, you know, it was all over with, so he was  
23 carrying, like -- I do remember he was carrying a  
24 beautiful white lantern that looks like it lit up

Page 14

1 with a candle in it and everything else.  
2 MR. McCABE: Did you talk to him?  
3 MS. PRORAK: Just to say hi. No, not really.  
4 That was it.  
5 MR. McCABE: Did he say anything other than  
6 hi?  
7 MS. PRORAK: Not that I can recall, no. "How  
8 are you?"  
9 MS. KOSTOPULOS: Was there anything unusual  
10 about his behavior?  
11 MS. PRORAK: Well, you know, he looked a  
12 little buzzed up, but please, I don't -- but you  
13 know what, Margaret --  
14 MS. KOSTOPULOS: So why do you say that?  
15 MS. PRORAK: I don't know. He just -- the way  
16 he was talking, his hands were moving, you know,  
17 because I was, like -- Bob and Jan were facing me.  
18 I was at the back of the room at the board table,  
19 and like, I could see him over in the corner,  
20 talking, but, you know, he's always that way. His  
21 hands move and, you know, he talks fast. So I  
22 don't know. Maybe -- but I don't know why he came  
23 late. Did he come from another Christmas party? I  
24 have no idea. That would be something you would

Page 15

1 have to ask him. You know what I mean? And I  
2 could be wrong about the being buzzed up part.  
3 MR. McCABE: Okay. Did you see him drink at  
4 the party at all?  
5 MS. PRORAK: I saw Mikey give him a beer, I  
6 believe. I believe. I can't remember. I know  
7 Mikey was drinking a beer. But I could be wrong on  
8 that one, too. I wasn't really -- I wasn't really  
9 paying attention too much, to be very honest with  
10 you, because I was thinking -- I really want to be  
11 honest with you. You know, I wanted to go home,  
12 and I didn't want to leave Bob and Jan, and there  
13 was food that had to be -- nobody was there.  
14 MR. McCABE: Right.  
15 MS. KOSTOPULOS: Was Laura still there?  
16 MS. PRORAK: No, not when I -- no, I think she  
17 had already left.  
18 MR. McCABE: Was she there when he got there?  
19 MS. PRORAK: I believe so, but then she -- she  
20 left. I don't remember saying good-bye to anybody  
21 except Bob and Jan, and I gave them some cookies,  
22 because we had desserts, and that's all I remember.  
23 And I don't remember saying, like I said, good-bye  
24 to anybody, but I believe Laura was there when he

Page 16

1 came in, I believe.  
2 MR. McCABE: Did you see Vicki or Dayna  
3 drinking with Trustee Carrabotta?  
4 MS. PRORAK: I saw them talking, but I did not  
5 see them drinking, to be very honest with you. I  
6 saw them talking. It was the four of them.  
7 MR. McCABE: Where were they talking?  
8 MS. PRORAK: They were talking, like, at the  
9 edge of the board table. That's where they were  
10 kind of standing. They were all -- the four of  
11 them were standing up, and that's kind of all I  
12 remember.  
13 MR. McCABE: When you say the four, Vicki,  
14 Trustee Carrabotta, Mike Samaan, and Dayna?  
15 MS. PRORAK: Exactly, exactly, the four of  
16 them.  
17 MS. KOSTOPULOS: Who left first?  
18 MS. PRORAK: Honest, Margaret, I don't know  
19 because --  
20 MS. KOSTOPULOS: Did you leave?  
21 MS. PRORAK: I don't remember except Bob and  
22 Jan. I was downstairs putting food away. I don't  
23 remember saying good-bye to anybody except Bob and  
24 Jan, and that was it. I don't know who was left

Page 17

1 when I left because I think I went downstairs, and  
2 from there, I walked out the back door because my  
3 car was in -- on the side of the street, so I would  
4 have to take the back door out. So I just don't  
5 remember, except Bob and Jan, who was left then.  
6 MR. McCABE: So you left with Bob and Jan?  
7 MS. PRORAK: Right.  
8 MR. McCABE: And you don't know who was  
9 left --  
10 MS. PRORAK: Well, Bob and Jan left first. I  
11 was still cleaning -- I was still packing food  
12 away. No, I don't --  
13 MR. McCABE: Did you leave before -- Margaret  
14 may have just asked this, and I was writing  
15 something down. Did you leave before Trustee  
16 Carrabotta, Vicki, and Dayna?  
17 MS. KOSTOPULOS: She doesn't remember.  
18 MS. PRORAK: I don't remember because I wasn't  
19 paying attention, honest.  
20 Thank you, Margaret. You're right.  
21 MR. McCABE: So did you see any physical  
22 interaction between Dayna and Trustee Carrabotta or  
23 Vicki and Trustee Carrabotta? By that I mean any  
24 physical contact, hugging, any touching.

Page 18

1 MS. PRORAK: No, I did not. All I remember  
2 them is talking in the corner by the -- by where we  
3 had all the beer and a cooler, and that's where  
4 they were standing, and that's all I remember.  
5 MR. McCABE: And did you get a hug or anything  
6 from Trustee Carrabotta when he left?  
7 MS. PRORAK: No.  
8 MR. McCABE: No contact between you and he?  
9 MS. PRORAK: No.  
10 MR. McCABE: Okay.  
11 MS. KOSTOPULOS: Is he, in your experience, a  
12 guy who likes to give out hugs?  
13 MS. PRORAK: I have to say no because I've  
14 never witnessed anything like that.  
15 MS. KOSTOPULOS: All right.  
16 MS. PRORAK: He's very friendly, you know,  
17 always smiling, hands always moving fast, but could  
18 I -- I can't answer that question honestly because  
19 I've never seen it.  
20 MS. KOSTOPULOS: All right.  
21 MR. McCABE: Let me ask you, did you ever talk  
22 to the clerk, Peter Gialamas, about this party, the  
23 12/22 party?  
24 MS. PRORAK: No.

Page 19

1 MR. McCABE: No, nothing? Okay.  
2 MS. PRORAK: I never talked to anybody about  
3 it, to be honest with you, except maybe Laura, what  
4 a great party it was, good idea. You know, the  
5 elected officials kicked in money to pay for this  
6 party instead of having the taxpayers pay for it,  
7 but everything is different now with these new  
8 trustees.  
9 MR. McCABE: And what do you mean by that?  
10 MS. PRORAK: They're cutting our budget. They  
11 cut our budget. We just passed a budget. Laura  
12 went along with it. Laura did say she was going to  
13 try to cut the budget, but they really cut it.  
14 So we have to -- I mean, we've changed  
15 everything. We have to buy cheaper -- which, you  
16 know, there's nothing wrong with that, okay, to be  
17 economical and everything else.  
18 But it's -- it's -- you can see the  
19 change in the employees. They're very intimidated,  
20 especially by Susan. That's why I didn't want her  
21 sitting up there. I'm going to be honest with you.  
22 And sure enough, she was looking for a director to  
23 talk to.  
24 MR. McCABE: When was that?

Page 20

1 MS. PRORAK: Just now when she left. She went  
2 up, and she -- I heard an employee told me that,  
3 "Oh, Susan Sweeney," because when Susan walks into  
4 this place, everybody -- the word goes around so  
5 quickly, yeah, right. And she was looking for  
6 Marsha, who is right here next door with this --  
7 she's the director of General Assistance, and she  
8 has a luncheon going on now.  
9 MR. McCABE: Have you discussed any of the  
10 allegations -- any allegations that were made or  
11 alleged to have been made by Dayna or Vicki about  
12 Trustee Carrabotta? Have you talked to anyone else  
13 about that?  
14 MS. PRORAK: No.  
15 MR. McCABE: Clerk Gialamas, the highway  
16 clerk, Wally --  
17 MS. PRORAK: No.  
18 MR. McCABE: -- Kazmierczak, anybody? No?  
19 Okay. Did you go to Laura Morask's  
20 December 30th, 2017, holiday party?  
21 MS. PRORAK: Yes.  
22 MR. McCABE: Okay. And when you were there,  
23 did you see Vicki Rizzo?  
24 MS. PRORAK: Yes.

Page 21

1 MR. McCABE: Had she been drinking at that  
2 party?  
3 MS. PRORAK: Yes.  
4 MR. McCABE: A lot, in your opinion?  
5 MS. PRORAK: Well, I wasn't really -- I was  
6 with a different group of people.  
7 MR. McCABE: Did you talk to her?  
8 MS. PRORAK: Oh, yeah. Oh, yeah. I talked to  
9 her and Dayna and Joe and Dayna's husband. They  
10 were, like, at a table. So, of course, you go and  
11 you say hi. You talk for a few minutes.  
12 But I was -- the majority of the time, I  
13 was with Carol Langan, who is our food pantry  
14 coordinator, and with Kelly Schaefer, who is a  
15 former -- she used to work here, too, a former  
16 employee, her daughter. So we were kind of --  
17 because they were standing. I hate to stand. I  
18 like to sit. So I was, like, in, you know, a chair  
19 in the corner of Laura's office, and we were eating  
20 and drinking in there.  
21 MR. McCABE: So you were in Laura's office?  
22 MS. PRORAK: No, not in her office, outside  
23 her office.  
24 MR. McCABE: Got you.

Page 22

1 MS. PRORAK: She has, like, an area, like a  
2 reception area where you can --  
3 MR. McCABE: Okay. Was there any discussion  
4 that you were -- well, did you see, was Dayna  
5 drinking at that party?  
6 MS. PRORAK: We were all drinking. Let's be  
7 honest.  
8 MS. KOSTOPULOS: Okay.  
9 MR. McCABE: Let me ask you this question:  
10 Did anybody seem to or appear to be noticeably  
11 intoxicated?  
12 MS. KOSTOPULOS: Or buzzed.  
13 MS. PRORAK: A little buzzed? We were all a  
14 little buzzed. Come on. Champagne, Laura has  
15 champagne there, I mean, and --  
16 MR. McCABE: Fair enough.  
17 MS. PRORAK: -- I walked to the office, so I  
18 didn't have to drive --  
19 MR. McCABE: Oh, even better.  
20 MS. PRORAK: -- so I could enjoy myself.  
21 MR. McCABE: Perfect. In December?  
22 MS. PRORAK: Yes. It's three and a half  
23 blocks from my house.  
24 MR. McCABE: All right. Well, I'm not from

Page 23

1 here.  
2 Was there any discussion that you recall  
3 at the party, Laura's party on December 30th of  
4 2017 -- was there any discussion that you recall  
5 about -- by Dayna and Vicki about the December 22nd  
6 party here that you recall --  
7 MS. PRORAK: No.  
8 MR. McCABE: -- any discussion?  
9 MS. PRORAK: I was not privy to that  
10 discussion.  
11 MR. McCABE: Okay. You're running yourself  
12 right out of questions, Doriene.  
13 Do you remember any conversation or did  
14 you take part in any conversation at Laura's party  
15 on the 30th related to the party here on  
16 December 22nd?  
17 MS. PRORAK: No.  
18 MR. McCABE: Okay. Have you had any  
19 conversations with either Dayna or Vicki since  
20 December 30th related to any allegations about  
21 Trustee Carrabotta doing anything inappropriate at  
22 the December 22nd party?  
23 MS. PRORAK: No.  
24 MR. McCABE: So you know what we're

Page 24

1 investigating here. Well, let me ask you this:  
2 Has anybody talked to you about any allegations  
3 that Trustee Jones has made about Trustee  
4 Carrabotta? Has anybody mentioned that to you?  
5 MS. PRORAK: Well, just that I was -- really,  
6 Trustee Jones, I was privy to when it happened at  
7 the -- you know, when the outburst of the meeting  
8 happened, I happened to be sitting outside, and  
9 Trustee Jones came out.  
10 MR. McCABE: You are talking about May 22nd?  
11 MS. PRORAK: Yes. She was very upset because,  
12 you know, Trustee Carrabotta had -- he went crazy  
13 when she approached him in the room.  
14 MR. McCABE: And what did you see or hear that  
15 day, May 22nd of 2018?  
16 MS. PRORAK: Just that "he touched my butt."  
17 MR. McCABE: That's what she said?  
18 MS. PRORAK: Yes. She said, "I went in -- I  
19 went into Denise's office very quietly, and I  
20 mentioned it to him, and he got crazy." I was not  
21 privy to that. There were very few people in the  
22 room. I think only the clerk, you know, was there.  
23 The only thing I saw afterwards was when he  
24 demanded an emergency closed session --

Page 25

1 MR. McCABE: Okay.  
2 MS. PRORAK: -- after that.  
3 MS. KOSTOPULOS: So do you remember, by  
4 chance, a January 23rd board meeting, and at that  
5 meeting, to refresh your recollection, there was a  
6 picture with --  
7 MS. PRORAK: The Boy Scout.  
8 MS. KOSTOPULOS: Yeah.  
9 MS. PRORAK: I remember this meeting. I had  
10 two Boy Scouts back-to-back meetings, January and  
11 February, where I had to do proclamations for it.  
12 And yes, I do remember this. And in fact, I had  
13 to -- yes, this was the first day, the Boy Scout  
14 from Park Ridge.  
15 MS. KOSTOPULOS: Now, immediately -- or during  
16 or immediately after the pictures with the Boy  
17 Scout, did you see anything unusual?  
18 MS. PRORAK: No, because normally when a  
19 picture is taken, whenever they're doing a group  
20 shot with the board, I always sit in front right  
21 directly in front of Laura, so I always have to  
22 move one or two chairs so our PR guy can come and  
23 take the picture, and I did not see or notice  
24 anything.

Page 26

1 MS. KOSTOPULOS: Nothing unusual --  
2 MS. PRORAK: No.  
3 MS. KOSTOPULOS: -- with Trustee Jones --  
4 MS. PRORAK: No.  
5 MS. KOSTOPULOS: -- or Trustee Carrabotta?  
6 MS. PRORAK: To be honest, I never pay  
7 attention. I mean, they usually take the picture  
8 real quick. I'm moving back the chairs, you know,  
9 so no.  
10 MS. KOSTOPULOS: All right.  
11 MR. McCABE: Let me ask you this: Were you in  
12 attendance at the MaineStreamers 90th birthday  
13 party --  
14 MS. PRORAK: No.  
15 MR. McCABE: -- on May 16th? So you weren't  
16 there?  
17 MS. PRORAK: No. I've never been invited to  
18 that.  
19 MS. KOSTOPULOS: Well, just live long enough.  
20 MS. PRORAK: Yeah, right.  
21 MR. McCABE: And you will be.  
22 MS. PRORAK: No, I'm not in Maine Township.  
23 They won't invite me.  
24 MR. McCABE: So you're never coming. Fair

Page 27

1 enough. Take that off your list of things to do.  
2 MS. PRORAK: Yeah.  
3 MR. McCABE: Okay.  
4 MS. KOSTOPULOS: So when you heard about  
5 Trustee Jones making the allegation that Trustee  
6 Carrabotta touched her butt --  
7 MS. PRORAK: Right, that was the only time I  
8 heard, was after the outburst at the May 22nd  
9 meeting. I knew nothing. I never heard anything.  
10 Didn't know. Couldn't believe it. I was in shock.  
11 MS. KOSTOPULOS: Why?  
12 MS. PRORAK: Because, you know, I thought he  
13 was a respectable elected official. I'm sorry,  
14 but, you know, I'm a little naive. I trust people,  
15 and I believe in people, and it just -- I don't  
16 know. It was just shocking. But I shouldn't be  
17 shocked. There's a lot of --  
18 MS. KOSTOPULOS: Have you talked to her about  
19 that since then?  
20 MS. PRORAK: No.  
21 MS. KOSTOPULOS: Have you talked to Laura  
22 about that since then?  
23 MS. PRORAK: No. Well, the only thing Laura  
24 said to me, you know, "There's things that are

Page 28

1 going to happen. It's confidential. I hope you  
2 understand." Because Laura and I are very close,  
3 and I said I completely understand. So she does  
4 not -- you know, everything we have to keep -- she  
5 keeps everything to herself. Like I said, I didn't  
6 even know until the night before that you two were  
7 coming in. Late at night she sends me an E-mail or  
8 a text and tells me that you were coming in for  
9 these interviews. I knew nothing about it or who  
10 was going to be interviewed until that day, that  
11 Monday when you guys came.  
12 MS. KOSTOPULOS: How about, have you spoken  
13 with either Wally or Peter about any of this?  
14 MS. PRORAK: No.  
15 MS. KOSTOPULOS: Good. Good.  
16 MS. PRORAK: I'm close with most of the  
17 elected officials, except the three. We were a  
18 family before those three came along. Scratch  
19 that. Off the record. It's true, though. I'm  
20 really upset.  
21 MS. KOSTOPULOS: Why? So what's going on here  
22 that has created so much tension?  
23 MS. PRORAK: Grandstanding at the board  
24 meetings, I mean, four-hour board meetings. This

Page 29

1 is crazy. We all -- you know, I am there for  
2 whatever.  
3 In my nine years, I missed one board  
4 meeting, one, and that was in November because I  
5 was laying in bed for three days, and it upset me  
6 because I always was proud to say every board  
7 meeting, every public hearing, every special  
8 meeting, I was there. This one, that was, like, a  
9 four and a half hour, that November one. That was  
10 really long. I forget what was on the agenda.  
11 But yeah, no, and I see -- I told you  
12 about Laura. It upsets me. You know, she's got so  
13 much going on, and I don't think she knew it would  
14 be this bad when she signed up for the job.  
15 MS. KOSTOPULOS: So what are the issues,  
16 though? So you say grandstanding. About what?  
17 MS. PRORAK: About everything.  
18 MS. KOSTOPULOS: Money?  
19 MS. PRORAK: They like the residents to know  
20 what's going on. I believe in transparency. I'm  
21 the first person. I understand that and everything  
22 else, but they sit there, and it's like they're  
23 telling Laura to do her job, what she wants to do.  
24 We've got these policies coming up. They want

Page 30

1 policies, okay. You know, I understand that, too.  
2 But, you know, it's just -- I don't  
3 know. When they vote, all three together, so, you  
4 know, if Laura wants to get something through which  
5 legitimately I feel we should pass, it doesn't get  
6 passed.  
7 MS. KOSTOPULOS: So it's always a vote three  
8 to two?  
9 MS. PRORAK: Exactly, 95 percent of the time.  
10 MS. KOSTOPULOS: Yeah.  
11 MS. PRORAK: You know, before, they all got  
12 along. You know, I mean, there was disagreements.  
13 Don't get me wrong.  
14 MS. KOSTOPULOS: Yeah.  
15 MS. PRORAK: There was disagreements among the  
16 trustees and my previous supervisor, but somehow  
17 they always worked it out. This time -- and  
18 E-mails, you know, I don't get them, but Laura gets  
19 them. She tells me all these E-mails coming  
20 through, demanding things, you know. It's just  
21 rough. Not for me. I feel bad for my elected  
22 officials, and I care about every single one of  
23 them. My assessor, I have been with for nine  
24 years, my clerk, you know, the clerk, former

Page 31

1 trustee, highway commissioner, Laura. It's just  
2 the three new ones, and I respect them because they  
3 are elected officials and everything else. I have  
4 to be professional, but sometimes it bothers me  
5 when I see what goes on. And that's just my  
6 opinion. Maybe I'm talking too much here.  
7 MR. McCABE: Nope.  
8 MS. KOSTOPULOS: No, no.  
9 MR. McCABE: Any other information you think  
10 we need to know about at this point?  
11 MS. PRORAK: Haven't I told you enough?  
12 MR. McCABE: Pretty solid, pretty solid.  
13 Yeah, I think we're good.  
14 MS. PRORAK: I spoke from the heart.  
15 MS. KOSTOPULOS: This is one of Bob's standard  
16 questions.  
17 MR. McCABE: It is.  
18 MS. PRORAK: I know.  
19 MR. McCABE: So, you know, we prefer this be  
20 kept confidential.  
21 MS. PRORAK: Absolutely.  
22 MR. McCABE: We can't order you to do that.  
23 MS. PRORAK: No.  
24 MR. McCABE: Retaliation is illegal, so if you

Page 32

1 feel like you're being retaliated against in any  
2 way, let us know.  
3 MS. PRORAK: I don't suspect I would be.  
4 MR. McCABE: I don't. And if there's any  
5 other information you think we need to know about,  
6 we hope you'll find us and tell us.  
7 MS. PRORAK: Okay.  
8 MR. McCABE: That's it. We're done.  
9 INTERVIEW CONCLUDED.  
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1 STATE OF ILLINOIS )  
2 ) SS:  
3 COUNTY OF C O O K )  
4

5 I, CHRISTINE R. MACINTYRE, a Certified  
6 Shorthand Reporter of the State of Illinois, do  
7 hereby certify that I reported in shorthand the  
8 proceedings had at the interview aforesaid, and  
9 that the foregoing is a true, complete, and correct  
10 transcript of the proceedings of said interview as  
11 appears from my stenographic notes so taken and  
12 transcribed under my personal direction.

13 IN WITNESS WHEREOF, I do hereunto set my  
14 hand of office at Chicago, Illinois, this 10th day  
15 of September, 2018.

16 

17 Certified Shorthand Reporter

18  
19  
20  
21 C.S.R. Certificate No. 84-2776.  
22  
23  
24

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 VICKI RIZZO )  
4  
5 The investigative interview of VICKI  
6 RIZZO, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 8th day of June, A.D. 2018, at  
12 9:27 a.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE,  
8 appeared on behalf of Maine Township.  
9  
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22  
23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: My name is Bob McCabe. I'm an  
2 attorney with Ancel Glink. We are now the  
3 Township's attorneys, and I am a member of the  
4 labor and employment group of our firm. So I do  
5 all types of labor and employment stuff,  
6 investigations, workers' comp, all that kind of  
7 stuff, and I handle sexual harassment  
8 investigations for the firm.  
9 So today we're here to conduct an  
10 investigation into allegations that there's been  
11 some type of harassment involving you, Dana Berman,  
12 and then there was another complaint filed by a  
13 trustee. So that's what brings us to this point.  
14 We identified additional witnesses  
15 yesterday, so I'm not sure that this is going to  
16 end real soon, although our goal is to put an end  
17 to it as quickly as we can and wrap things up.  
18 You'll be notified of the ultimate findings. We'll  
19 give you a copy of whatever we ultimately come up  
20 with in the end.  
21 We do ask that everybody keep these  
22 meetings in confidence because we think that that  
23 confidentiality preserves the overall integrity of  
24 the investigation.

Page 4

1 MS. RIZZO: And that's something I'd like to  
2 comment on for the record. I'm uncomfortable of  
3 the fact that something was leaked to the Journal  
4 and Topics. They said that three people had a  
5 comment prior to anybody ever speaking to me. And  
6 I'm not comfortable with. And that's what makes me  
7 feel very -- this whole situation just seems very  
8 odd that something was leaked like that before I  
9 was even spoken to. I'm not comfortable with that.  
10 MR. MC CABE: I can tell you this, we don't  
11 have any responsibility for that. We don't know  
12 where the leaks have come from. The only  
13 conversation anyone has had from my firm is they  
14 contacted Keri-Lyn Krafthefer, but not because she  
15 contacted them. I don't know what the source is.  
16 My preference would be not to be in the media. We  
17 can go off the record.  
18 (WHEREUPON, a discussion was had off  
19 the record.)  
20 So we talked about confidentiality, and  
21 then I need to make you aware that there's a no  
22 retaliation policy as part of the Township's policy  
23 on sexual harassment. So that means that if  
24 anything happens or anyone says anything to you

Page 5

1 about the fact that, you know, this investigation,  
2 they don't like what was said or done, the fact you  
3 participated at all, you need to bring that to us  
4 because that's not only prohibited by policy, but  
5 it's also illegal. So none of this and your  
6 participation in this investigative process --  
7 which is mandated by law, by the way, we have to  
8 investigate complaints, allegations, rumors. You  
9 know, if something comes up that fits into the  
10 framework of the law of sexual harassment,  
11 harassment or discrimination, we have to conduct an  
12 investigation.  
13 So that's why we're here, but please do  
14 be cognizant of that, and if anything comes up,  
15 please do let us know.  
16 MS. RIZZO: Absolutely.  
17 MR. MC CABE: So, generally, just let me get  
18 right into this, what is your position with the  
19 Township?  
20 MS. RIZZO: So my official title is  
21 administrative assistant/backup bookkeeper.  
22 MR. MC CABE: And how long have you been doing  
23 that?  
24 MS. RIZZO: Well, I've been here for 14 years.

Page 6

1 MR. MC CABE: Really?  
2 MS. RIZZO: Yes, with additional duties added  
3 on over the course of time.  
4 MR. MC CABE: Okay. Do you know Trustee  
5 Carrabotta.  
6 MS. RIZZO: I know him professionally as a  
7 trustee here.  
8 MR. MC CABE: Okay. How long have you known  
9 him?  
10 MS. RIZZO: Since May of last year when he  
11 became a trustee.  
12 MR. MC CABE: Did you know him at all before  
13 then?  
14 MS. RIZZO: No.  
15 MR. MC CABE: Don't socialize with him?  
16 MS. RIZZO: No.  
17 MR. MC CABE: Have any outside relationship  
18 with him at all?  
19 MS. RIZZO: No.  
20 MR. MC CABE: You're not friends?  
21 MS. RIZZO: No.  
22 MR. MC CABE: How about Trustee Jones, do you  
23 know her?  
24 MS. RIZZO: Professionally, yes.

Page 7

1 MR. MC CABE: And how long have you known her?  
2 MS. RIZZO: Since she became a trustee, and I  
3 don't know how long she's been a trustee, to be  
4 honest. It's been less -- I don't remember who she  
5 replaced, but just since she became a board member  
6 here.  
7 MR. MC CABE: Is she a friend outside of work?  
8 MS. RIZZO: No.  
9 MR. MC CABE: Do you know her at all outside  
10 of work?  
11 MS. RIZZO: No.  
12 MR. MC CABE: Okay. So here's how we got  
13 here, and I think I gave you a brief outline of  
14 this. We received a complaint from Trustee Jones  
15 about specific activities, and then your name and  
16 Dana's name got into this as being, well, there's a  
17 couple other people who have mentioned or who have  
18 knowledge of Trustee Carrabotta's behavior which  
19 may be similar to what Trustee Jones is alleging.  
20 So that's how your name got put into this.  
21 And, specifically, it was mentioned that  
22 something untoward or something inappropriate  
23 happened at a December 22, 2017 holiday party that  
24 happened here, upstairs in the board room.

Page 8

1 So did you attend that holiday party?  
2 MS. RIZZO: Yes.  
3 MR. MC CABE: Do you remember what time it  
4 started?  
5 MS. RIZZO: We closed at 1:00, and so I  
6 believe the party started -- because we had half a  
7 day, and then it started right at closing time.  
8 MR. MC CABE: Okay. And do you remember what  
9 time it ended?  
10 MS. RIZZO: It ended -- well, I know what time  
11 I was out of here, at about 4:30. So it kind of  
12 dwindled down I want to say between like 3:00 and  
13 4:30, it kind of died down and people left.  
14 MR. MC CABE: Did Trustee Carrabotta come to  
15 the party?  
16 MS. RIZZO: Yes.  
17 MR. MC CABE: So you said between 3:00 and  
18 4:30?  
19 MS. RIZZO: Yes, but I never thought I'd have  
20 to remember this. So memory serving, I believe I  
21 picked my child up that day, so that's why I'm  
22 thinking it was around that time.  
23 MR. MC CABE: So here's what I can tell you.  
24 Both Margaret and I recognize in conducting this

Page 9

1 investigation we're talking about something that  
2 happened six months ago.  
3 MS. RIZZO: Yes.  
4 MR. MC CABE: And we do recognize that this is  
5 something that at the time you weren't thinking  
6 about remembering.  
7 MS. RIZZO: No.  
8 MR. MC CABE: So we get that.  
9 MS. RIZZO: And nothing about it was  
10 particularly memorable, either.  
11 MR. MC CABE: So this is all to the best of  
12 your recollection.  
13 MS. RIZZO: Thank you.  
14 MR. MC CABE: So Trustee Carrabotta attended.  
15 What time did he get here, do you recall?  
16 MS. RIZZO: He had come from work, so he  
17 arrived towards the end of the event. I don't  
18 recall a specific time, I just recall that it was  
19 like after like the dessert portion, so it was kind  
20 of like dying down.  
21 MR. MC CABE: So would you say it was maybe  
22 around 2:00, 3:00 o'clock?  
23 MS. RIZZO: I don't want to say. I don't want  
24 to pinpoint a time. I'm sorry.

Page 10

1 MR. MC CABE: All right.  
2 MS. RIZZO: Just because I'd be making  
3 something up. I don't remember.  
4 MR. MC CABE: But it was later in the  
5 afternoon?  
6 MS. RIZZO: Yes, correct. That for sure. I  
7 remember that specifically because I remember  
8 thinking -- we had the doors -- we had had the  
9 doors like locked since we were closed to the  
10 public, and we had gone back and forth to make sure  
11 if we had to let people in who came late. So  
12 that's just sort of why I know it because I was one  
13 of the people that was checking to make sure  
14 someone wasn't trying to come in.  
15 MR. MC CABE: So you remember that?  
16 MS. RIZZO: Yes, the only reason I know it  
17 was --  
18 MR. MC CABE: Did you have to let him in?  
19 MS. RIZZO: I don't think I let him in, but I  
20 just remember we were checking the doors for people  
21 that arrived later. That's why I remember it was  
22 later.  
23 MR. MC CABE: What were you doing when Trustee  
24 Carrabotta arrived, do you remember?

Page 11

1 MS. RIZZO: So, he arrived, and probably  
2 just -- I was one of the people who was running it,  
3 so probably doing kind of cleaning up a little bit  
4 at that time.  
5 MR. MC CABE: Did he bring anything with him  
6 to the party? And I'm talking specifically did he  
7 bring alcohol?  
8 MS. RIZZO: He may have brought a bottle of  
9 wine as like a gift or something, but I don't  
10 remember specifically. He also brought -- we were  
11 playing a game at the party, like a white elephant  
12 game, and he brought his white elephant gift.  
13 MR. MC CABE: Okay.  
14 MS. RIZZO: But, yeah.  
15 MR. MC CABE: And did you talk to him when he  
16 got here?  
17 MS. RIZZO: Yes.  
18 MR. MC CABE: Do you remember what you guys  
19 talked about?  
20 MS. RIZZO: No, just office small talk.  
21 MR. MC CABE: Related to the Township?  
22 MS. RIZZO: Yeah, yeah, and holiday related.  
23 Nothing out of the ordinary.  
24 MR. MC CABE: Okay. And was Dana Berman there

Page 12

1 with you?  
2 MS. RIZZO: Yes.  
3 MR. MC CABE: Did she speak with him, too?  
4 MS. RIZZO: Yes. There was a group of us that  
5 spoke. So kind of towards the end, I do remember,  
6 it was myself, Mike Saaman, Dana, and Dave.  
7 MR. MC CABE: Carrabotta?  
8 MS. RIZZO: Yes. Trustee Carrabotta, I should  
9 be saying, I'm sorry.  
10 MR. MC CABE: That's fine.  
11 MS. RIZZO: And also present still at the end  
12 was Doreen Prorack (phonetic).  
13 MR. MC CABE: Okay. Doreen was still there?  
14 MS. RIZZO: She was around until the end. And  
15 then our past Highway Commissioner Provenzano and  
16 his wife, they were around after. Like they were  
17 the last people to leave.  
18 MR. MC CABE: They were there, too?  
19 MS. RIZZO: Yes, they were there in the room.  
20 MR. MC CABE: What's Provenzano's first name?  
21 MS. RIZZO: Robert.  
22 MR. MC CABE: And he was the former highway  
23 commissioner?  
24 MS. RIZZO: Yes.

Page 13

1 MR. MC CABE: Was he there when Trustee  
2 Carrabotta left?  
3 MS. RIZZO: Yes, he stayed. They were the  
4 last people to leave.  
5 MR. MC CABE: Robert Provenzano?  
6 MS. RIZZO: Yes, and his wife.  
7 MR. MC CABE: Do you know what her name is?  
8 MS. RIZZO: Yes.  
9 MR. MC CABE: Okay.  
10 MS. RIZZO: Gosh, that's a lot of questions.  
11 MR. MC CABE: It goes quick.  
12 MS. RIZZO: All right.  
13 MR. MC CABE: So did you and Dana drink at all  
14 with Carrabotta.  
15 MS. RIZZO: I had had a little bit prior to  
16 that with the meal, but not with him, no.  
17 MR. MC CABE: And, for the record, I know it  
18 was a party, so I don't care if you guys drank.  
19 MS. RIZZO: I just know that I didn't -- at  
20 that time I was not. Earlier, like the dinner --  
21 the luncheon portion of it, I had had a glass of I  
22 believe a white wine or something, but not during  
23 that time.  
24 MR. MC CABE: And was Trustee Carrabotta

Page 14

1 drinking, as well?  
2 MS. RIZZO: Yes.  
3 MR. MC CABE: What was he drinking, do you  
4 remember?  
5 MS. RIZZO: No.  
6 MR. MC CABE: Do you know how much time you  
7 actually spent with him at the party?  
8 MS. RIZZO: I'd say maybe 30 to 45 minutes  
9 maximum, and during that time I may have -- because  
10 I was also sort of cleaning up and running the  
11 event, it was not like a set standard -- if memory  
12 serves directly, I wasn't just standing. It was  
13 maybe about the time he was there, and during that  
14 time there was like interactions. But it wouldn't  
15 be like a -- because I kind of remember having to  
16 clean up and put things away and everything, too.  
17 MR. MC CABE: Do you remember who left first?  
18 MS. RIZZO: In regards to the group of people  
19 at the end?  
20 MR. MC CABE: Right.  
21 MS. RIZZO: He left first.  
22 MR. MC CABE: Carrabotta left first?  
23 MS. RIZZO: Correct.  
24 MR. MC CABE: What did he do when he left?

Page 15

1 Did he say anything to anyone?  
2 MS. RIZZO: Probably just like Merry  
3 Christmas, you know. Nothing out of the ordinary.  
4 MR. MC CABE: Was there any hugging people,  
5 touching, anything like that when he left?  
6 MS. RIZZO: I believe, if memory serves, it  
7 was nothing unprofessional or whatever, but  
8 everybody was sort of being cordial and greeting  
9 and holiday stuff like that, so nothing memorable.  
10 I don't specifically remember.  
11 MR. MC CABE: Do you remember if he hugged  
12 you?  
13 MS. RIZZO: He may have. But if he did, it  
14 would have been a mutual thing.  
15 MR. MC CABE: Okay.  
16 MS. RIZZO: Nothing inappropriate or out of  
17 the ordinary or unprofessional. There was nothing  
18 unprofessional about it.  
19 MR. MC CABE: Okay. The hug didn't last too  
20 long?  
21 MS. RIZZO: Here's the thing. I don't  
22 remember specifically if there was a hug. But any  
23 interactions that I had with him were completely  
24 appropriate, there was nothing about them that was

Page 16

1 not a professional relationship between a trustee  
2 and employee. It was very incredibly appropriate  
3 and professional.  
4 MR. MC CABE: Nothing made you uncomfortable?  
5 MS. RIZZO: No, not at all.  
6 MR. MC CABE: How about with Dana, did he hug  
7 her? Did you see that?  
8 MS. RIZZO: He may have had a similar  
9 interaction that I don't remember.  
10 MR. MC CABE: Right.  
11 MS. RIZZO: But, again, anything that occurred  
12 was nothing where you were like -- there was  
13 nothing about it that felt unprofessional or that  
14 it was inappropriate. Nothing was inappropriate.  
15 It was all appropriate contact.  
16 MR. MC CABE: After he left, did you have any  
17 discussions with Dana about him, Trustee  
18 Carrabotta?  
19 MS. RIZZO: No.  
20 MR. MC CABE: About your interactions with  
21 him?  
22 MS. RIZZO: We started -- immediately after he  
23 left, because he came later and the party was kind  
24 of over at that time, honestly I want to go home,

Page 17

1 so I started really cleaning up really quickly and  
2 putting things away and throwing stuff out because  
3 I was ready to go.  
4 MR. MC CABE: Okay.  
5 MS. RIZZO: So there was not any other --  
6 there was nothing where anything was brought up  
7 after.  
8 MR. MC CABE: So you told me who else was  
9 there?  
10 MS. RIZZO: Yes.  
11 MR. MC CABE: It was Mike S, Robert  
12 Provenzano, and his wife. And they were the last  
13 to leave?  
14 MS. RIZZO: They were the last guests to  
15 leave. And then I believe I left before Doreen,  
16 and then Mike stayed and cleaned, he was like the  
17 guy to lock up the facility and do the security.  
18 So he was the last person to go.  
19 MR. MC CABE: Okay. Did you ever have any  
20 conversations about anything that happened at the  
21 December 22, 2017 holiday party with Peter  
22 Gialamas?  
23 MS. RIZZO: No.  
24 MR. MC CABE: Do you know in Dana did?

Page 18

1 MS. RIZZO: My understanding, I know you guys  
2 know this, there was a holiday party at Laura  
3 Morask's, and there was some conversation about --  
4 there was some kind of conversation at that event,  
5 but I was near that conversation, I was not part of  
6 that conversation. So I know I've been lumped into  
7 all this, but I was not part of that conversation.  
8 But, yeah, there may have been -- I understand  
9 there was some kind of conversation about that, I  
10 just was not involved in that conversation.  
11 MR. MC CABE: So you were at the holiday  
12 party?  
13 MS. RIZZO: Correct.  
14 MR. MC CABE: The Laura Morask holiday party  
15 on December 30, 2017?  
16 MS. RIZZO: Yes.  
17 MR. MC CABE: Was Dana there?  
18 MS. RIZZO: Yes.  
19 MR. MC CABE: And was there any discussion  
20 that happened at that holiday party about the  
21 Township holiday party? That's what we're talking  
22 about.  
23 MS. RIZZO: That I don't remember. I was not  
24 a part of any conversation like that, but I have

Page 19

1 heard following that that's been an issue or that  
2 was brought up to people, but I was not a part of  
3 that conversation. I may have been near that  
4 conversation, but I was not a part of anything with  
5 that conversation like that.  
6 MR. MC CABE: So you heard about it. What  
7 have you heard?  
8 MS. RIZZO: Just that somebody said they were  
9 talking about it kind of based on this.  
10 MR. MC CABE: Did they say what they were  
11 talking about specifically?  
12 MS. RIZZO: No, I heard no specifics.  
13 MR. MC CABE: Did you talk to Laura Morask at  
14 that holiday party?  
15 MS. RIZZO: Yes.  
16 MR. MC CABE: Did you talk to her about any  
17 of -- did you talk to her about Trustee Carrabotta  
18 at all?  
19 MS. RIZZO: No.  
20 MR. MC CABE: Did you mention to her at any  
21 time that he was handsy?  
22 MS. RIZZO: No.  
23 MR. MC CABE: Have you heard that term used  
24 before, handsy?

Page 20

1 MS. RIZZO: I've heard the term not related to  
2 this, but I've heard that term in my life, yes.  
3 MR. MC CABE: But not related to this  
4 situation?  
5 MS. RIZZO: Not related to this, not related  
6 to this specific Christmas party or anything  
7 either.  
8 MR. MC CABE: Are you aware of Dana ever  
9 saying that Trustee Carrabotta was handsy in his  
10 interactions with her?  
11 MS. RIZZO: No.  
12 MR. MC CABE: Have you ever said that he was  
13 handsy?  
14 MS. RIZZO: No. And I've only met him --  
15 because I do not deal directly with the elected  
16 officials, I don't go to board meetings, I only --  
17 MR. MC CABE: You don't go to board meetings?  
18 MS. RIZZO: No, I don't go to board meetings.  
19 I have only ever encountered him three or four  
20 times ever.  
21 MR. MC CABE: Really?  
22 MS. RIZZO: I don't go to the board meetings.  
23 I'm an assistant, I'm not directly with elected  
24 officials. So I have very limited interaction.

Page 21

1 MR. MC CABE: So if I asked you what was said  
2 at Laura Morask's holiday party about this issue of  
3 being handsy or huggy or allegedly said by Dana  
4 Berman, what knowledge of that do you have?  
5 MS. RIZZO: I don't have much. The only thing  
6 that I remember a little bit, because I was not --  
7 again, I was not part of that conversation, I was  
8 there with my husband and other people and talking  
9 and things like that, but I believe that the  
10 staff -- there was a sexual harassment policy that  
11 had been passed around that same time. I was not  
12 at the board meeting, I did not hear comments, but  
13 there was some comment made I guess with that about  
14 a hugging policy, and I think that's where  
15 something had gotten brought up about that.  
16 MR. MC CABE: At the Christmas party?  
17 MS. RIZZO: Yeah, I think so. I think that's  
18 how it got brought up. But, again, I don't  
19 remember, because I was really not a part of that  
20 conversation, so I don't want to speak for other  
21 people. But I feel like I have a little memory of  
22 that's why it got brought up because that was at  
23 the December board meeting, which would have  
24 happened right before this meeting. And, again, a

Page 22

1 lot of time passed, so you think in your head is  
2 that what it was about.  
3 MR. MC CABE: Did Dana -- at that party, did  
4 Dana get called into Laura's office?  
5 MS. RIZZO: I don't remember that, no. She  
6 was networking and talking to people, and we were  
7 walking around. It was a cocktail party set up in  
8 a longer -- Laura's office is like a longer  
9 corridor, and she had high boy tables, like a  
10 higher table, a cocktail table setup. So it was  
11 not a sit-down event. Everything was standing. So  
12 you kind of talked to -- it was a work event, and  
13 you were networking, and kind of moving around. So  
14 people were going from space to space, it wasn't  
15 like you were at a seated dinner where you were  
16 stationary. That's why there's all different  
17 conversations and things going on.  
18 MR. MC CABE: So you personally, were you ever  
19 called into Laura's office to talk about any of  
20 this issue?  
21 MS. RIZZO: No.  
22 MR. MC CABE: Anything related to the  
23 December 22, 2017, party?  
24 MS. RIZZO: No.

Page 23

1 MR. MC CABE: And to your knowledge or are you  
2 aware, did you witness Dana being called into  
3 Laura's office?  
4 MS. RIZZO: No.  
5 MR. MC CABE: Have you since talked to Dana  
6 about Dana being talked to by Laura at this party?  
7 MS. RIZZO: Yes.  
8 MR. MC CABE: Did Dana tell you that she was  
9 called into Laura's office --  
10 MS. RIZZO: No.  
11 MR. MC CABE: -- during the party.  
12 MS. RIZZO: No.  
13 MR. MC CABE: December 30th --  
14 MS. RIZZO: No.  
15 MR. MC CABE: What did Dana tell you?  
16 MS. RIZZO: Kind of similar to me. Telling me  
17 in regards to which thing? What do you mean  
18 specifically?  
19 MR. MC CABE: Specifically, here's what I'm  
20 talking about. Laura's holiday party,  
21 December 30th, you were not -- you've told me you  
22 were not called in by Laura to her office to  
23 discuss Trustee Carrabotta and any conduct he may  
24 have engaged in at the December 22nd party?

Page 24

1 MS. RIZZO: Correct.  
2 MR. MC CABE: You were not?  
3 MS. RIZZO: Correct.  
4 MR. MC CABE: I'm asking you, has Dana told  
5 you that she was at that party called into Laura's  
6 office to discuss Trustee Carrabotta?  
7 MS. RIZZO: No, she's never said anything to  
8 me like that.  
9 MR. MC CABE: Never said anything like that?  
10 MS. RIZZO: No.  
11 MR. MC CABE: And did you personally hear  
12 anyone at that Christmas party, Clerk Gialamas,  
13 anyone, talking about Trustee Carrabotta and the  
14 December 22nd party?  
15 MS. RIZZO: I don't remember because most of  
16 those people were not there when he was at the  
17 party, they were already gone by the time he was  
18 there. So, no. I would say no. I don't remember  
19 specifics, I'm so sorry.  
20 MR. MC CABE: Okay. So Dana hasn't mentioned  
21 to you since then that Laura Morask called her in  
22 at that party on the 30th?  
23 MS. RIZZO: Correct.  
24 MR. MC CABE: All right. Did you ever make

Page 25

1 any complaints about Trustee Carrabotta at all or  
2 say anything regarding the appropriateness or lack  
3 thereof of his behavior at the December 22nd party?  
4 MS. RIZZO: No, I've never made any statements  
5 like that.  
6 MR. MC CABE: And did he do anything, again,  
7 at that party that made you uncomfortable?  
8 MS. RIZZO: No, not at all.  
9 MR. MC CABE: I'm talking December 22nd.  
10 MS. RIZZO: Correct, no.  
11 MR. MC CABE: Do you know if Dana Berman ever  
12 made any complaints about him.  
13 MS. RIZZO: No. Wait, let me say that again.  
14 As far as I know, she has not made complaints about  
15 him.  
16 MR. MC CABE: Okay. Has she ever mentioned to  
17 you that she was uncomfortable around Trustee  
18 Carrabotta?  
19 MS. RIZZO: No.  
20 MR. MC CABE: Have you ever heard her say the  
21 words handsy in relation to Trustee Carrabotta?  
22 MS. RIZZO: No.  
23 MR. MC CABE: Has she ever complained about  
24 hugging of that nature in relation to Trustee

Page 26

1 Carrabotta?  
2 MS. RIZZO: No. We actually share an office,  
3 our office is a long space. I'm there with her,  
4 and she has never made these -- I'm trying to  
5 choose my words carefully. She has never said  
6 anything of that nature.  
7 MR. MC CABE: Okay. Since the party and  
8 leading up to where we are now in this  
9 investigation, have you been contacted by  
10 Supervisor Morask to discuss this?  
11 MS. RIZZO: Yes.  
12 MR. MC CABE: When did that happen?  
13 MS. RIZZO: It was on -- I don't know the date  
14 off the top of my head, but, yes, I met with her  
15 outside.  
16 MR. MC CABE: When you say outside --  
17 MS. RIZZO: We have a patio, an outdoor patio.  
18 MR. MC CABE: If I go up these stairs and go  
19 out there --  
20 MS. RIZZO: Yes, we call it the smoker's  
21 patio.  
22 MR. MC CABE: So you met with her there?  
23 MS. RIZZO: Yes.  
24 MR. MC CABE: Could it have been last week?

Page 27

1 MS. RIZZO: I think so. I have an email from  
2 her that she asked me to meet with her, so I could  
3 see the exact date.  
4 MR. MC CABE: So that would be the week of --  
5 MS. RIZZO: Was it last week or two weeks ago?  
6 I don't remember.  
7 MR. MC CABE: So this is the week of the 4th.  
8 So it could have been the prior.  
9 Okay. So did you meet with her?  
10 MS. RIZZO: Uh-huh.  
11 MR. MC CABE: And you met with her on what you  
12 call the smoker's porch?  
13 MS. RIZZO: Correct.  
14 MR. MC CABE: And what was the discussion?  
15 MS. RIZZO: She was -- she said that she had  
16 heard that --  
17 MR. MC CABE: Was it just you and her?  
18 MS. RIZZO: It was just her and I, yes. And I  
19 did not know what the meeting was about. I thought  
20 it was about a completely different issue, so I was  
21 completely caught off guard.  
22 MR. MC CABE: How long have you worked with  
23 her?  
24 MS. RIZZO: I worked with her -- well, since

Page 28

1 she started here -- when I first started her, she  
2 was a trustee, then I've worked with her as  
3 supervisor for a year.  
4 MR. MC CABE: For one year?  
5 MS. RIZZO: Correct. Well, it was a year in  
6 May since she's been supervisor.  
7 MR. MC CABE: So you worked with her for  
8 14 years?  
9 MS. RIZZO: Yes. Again, when she was trustee,  
10 very limited as I don't deal with the elected  
11 officials directly. But as supervisor, when she's  
12 here.  
13 MR. MC CABE: So more in the past year?  
14 MS. RIZZO: Uh-huh, correct.  
15 MR. MC CABE: Okay. So you met with her on  
16 the smoker's porch. What was said?  
17 MS. RIZZO: She said that -- she referenced  
18 what had happened at the -- that there had been an  
19 incident at the board meeting, and she mentioned  
20 that it had been brought up that we may have had --  
21 that I may have had a complaint against Trustee  
22 Carrabotta, and she said that she wanted to -- that  
23 Keri-Lyn had told her to meet with me to do an  
24 investigation.

Page 29

1 MR. MC CABE: Okay.  
2 MS. RIZZO: She said she was instructed by  
3 Keri-Lyn to meet with me.  
4 MR. MC CABE: And what then did you say to  
5 her -- did she ask you any specific questions?  
6 MS. RIZZO: She asked like -- she talks --  
7 Laura talks a lot when you speak with her, so there  
8 was a lot of -- there was a few different questions  
9 and things like that. So, basically, she kind of  
10 asked me questions about what had happened at the  
11 party, and how -- at both events, at both parties.  
12 I keep getting the word party mixed up. The 12/22  
13 thing. I told her the consistent thing I'm telling  
14 you today. And I was very caught off guard and a  
15 little angry, to be honest.  
16 MR. MC CABE: Why were you angry?  
17 MS. RIZZO: Because I don't have a problem  
18 with Trustee Carrabotta at all, and I just didn't  
19 want to be involved in this.  
20 MR. MC CABE: Okay.  
21 MS. RIZZO: This is something a woman should  
22 get to choose to be involved in, and I don't like  
23 that I -- I didn't want to be involved in something  
24 where I had no problem with someone.

Page 30

1 MR. MC CABE: And, like I said when we  
2 started, unfortunately, someone said hey, this may  
3 have happened --  
4 MS. RIZZO: I understand that's the law.  
5 MR. MC CABE: -- there's just an obligation to  
6 at least give you the opportunity to be heard.  
7 MS. RIZZO: And I appreciate this process  
8 exists. If I ever had a real complaint, I really  
9 appreciate that this exists. I just don't have a  
10 complaint now.  
11 MR. MC CABE: Got it. So you told -- the next  
12 question would be what did you tell her in response  
13 to her question?  
14 MS. RIZZO: Probably similar to what I told  
15 you.  
16 MR. MC CABE: Okay.  
17 MS. RIZZO: Just that I didn't have a problem  
18 with him. I had not had an inappropriate  
19 interaction, and I was not a part of any  
20 conversations regarding that at her party.  
21 MR. MC CABE: So to be clear, you've never  
22 said that he's handsy?  
23 MS. RIZZO: No.  
24 MR. MC CABE: That's not something anybody can

Page 31

1 attribute to you?  
2 MS. RIZZO: No.  
3 MR. MC CABE: All right.  
4 MS. RIZZO: And, again, I have such limited  
5 interaction with him, too, it would not have  
6 been -- that's why this is -- I think I may have  
7 gotten lumped together with Dana who sees him on a  
8 more frequent basis just being her assistant and  
9 things like that, that I think we always -- just  
10 sort of our names go together all the time, and I  
11 think that's how I've kind of gotten shoved into  
12 this, too.  
13 MR. MC CABE: Has there been any follow-up by  
14 Laura with you after that initial conversation?  
15 MS. RIZZO: No, none.  
16 MR. MC CABE: Is there anybody else you think  
17 might have relevant information? You've told me  
18 about Robert Provenzano, he was here, Jan, Mike,  
19 Dana, we talked to Mike and Dana, Doreen was there.  
20 Anybody else you can think of that might have  
21 information who was -- and when I say information,  
22 I'm talking about who was at the party, who saw  
23 what was going on at the party December 22, 2017?  
24 MS. RIZZO: No.

Page 32

1 MR. MC CABE: And can you remember anybody  
2 else other than Robert Provenzano, Jan Provenzano,  
3 Mike Saaman, Dana and Doreen Prorack who might have  
4 been there?  
5 MS. RIZZO: No, at that --  
6 MR. MC CABE: At the 12/22 party?  
7 MS. RIZZO: No, I don't believe so. I feel  
8 like that was the last group of people there.  
9 MR. MC CABE: Were there any texts, emails,  
10 social media posts, anything related to this that  
11 you're aware of existing related to Trustee  
12 Carrabotta and his interactions with you and Dana  
13 at the party on December 22nd?  
14 MS. RIZZO: No.  
15 MR. MC CABE: Anything you've seen or are  
16 aware of?  
17 MS. RIZZO: Nothing that I've seen.  
18 MR. MC CABE: Any other information relevant  
19 to this incident that you think I need to be aware  
20 of at this point?  
21 MS. RIZZO: No.  
22 MR. MC CABE: Okay. Has this -- not the  
23 investigation, but did your interaction with  
24 Trustee Carrabotta on December 22nd of 2017 in any

Page 33

1 way affect your employment here?  
2 MS. RIZZO: No.  
3 MR. MC CABE: Did that interaction affect you  
4 in any other way? Not the investigation --  
5 MS. RIZZO: No.  
6 MR. MC CABE: -- not the fact that I know  
7 you're not happy to be here.  
8 MS. RIZZO: No, not at all.  
9 MR. MC CABE: Have you discussed any of what's  
10 going on here, the fact that you were called in or  
11 anything like that with Trustee Carrabotta?  
12 MS. RIZZO: No.  
13 MR. MC CABE: Okay. Any other information  
14 that you think that we'll need to know about for  
15 this investigation that you think is relevant and  
16 that concerns you?  
17 MS. RIZZO: No, just honestly, I feel that --  
18 no, not really. I've never felt uncomfortable  
19 around Dave, or Trustee Carrabotta, in any way. I  
20 truly haven't. And no, I really have nothing else  
21 to offer about it.  
22 MR. MC CABE: You referenced him as Dave a  
23 couple of times.  
24 MS. RIZZO: Yes.

Page 34

1 MR. MC CABE: Is it just that's -- did he say,  
2 hey, call me Dave?  
3 MS. RIZZO: I don't know why, I just do it. I  
4 think some of the people who go to more of the  
5 meetings refer to him as Dave. Like Mike refers to  
6 him as Dave. And I work with Mike closely a lot,  
7 so I think that's why --  
8 MR. MC CABE: Saaman?  
9 MS. RIZZO: Yes, Mike Saaman.  
10 MR. MC CABE: So we'll let you know what our  
11 ultimate findings are. We prefer that this be  
12 maintained confidential.  
13 MS. RIZZO: Absolutely. I prefer that, as  
14 well.  
15 MR. MC CABE: If you're contacted by the  
16 media, you can feel free to say whatever you want,  
17 obviously, but if you want to refer it back to the  
18 Village, you can.  
19 MS. RIZZO: Sure.  
20 MR. MC CABE: They shouldn't be contacting  
21 you.  
22 MS. RIZZO: May I ask so is this  
23 recorded-recorded or recorded typed?  
24 MR. MC CABE: This is recorded typed.

Page 35

1 MS. RIZZO: Is it like you can play it later  
2 or just what's typed?  
3 MR. MC CABE: No, it's just what's typed.  
4 There's a transcript of everything we said.  
5 MS. RIZZO: Hopefully, I didn't talk to fast.  
6 MR. MC CABE: No, you didn't. She would have  
7 told you.  
8 MS. RIZZO: Who gets to read this transcript?  
9 MR. MC CABE: Well, we may or may not order  
10 them. You know, we take notes, so there may be a  
11 transcript. If you wanted to, you could certainly  
12 ask for a copy of it, if it was ordered.  
13 MS. RIZZO: Okay.  
14 MR. MC CABE: But if it's not ordered, then if  
15 you wanted to read it, you would have to pay  
16 them --  
17 MS. RIZZO: No, I don't.  
18 MR. MC CABE: -- to transcribe it.  
19 MS. RIZZO: I don't want to read it. I'm just  
20 wondering where my words are going.  
21 MR. MC CABE: And, typically, we don't  
22 transcribe unless, you know, there's going to be  
23 some sort of significant issue. So we'll see what  
24 happens in the end. It could be attached to the

Page 36

1 final report, I don't know. We'll see.  
2 MS. RIZZO: Okay.  
3 MR. MC CABE: There is no retaliation allowed.  
4 As I mentioned when we first started talking, if  
5 you feel like in any way you're being retaliated  
6 against in the Township, you have my card, you  
7 should let us know immediately. It is a violation  
8 of both the policy and state and federal law.  
9 Any final questions for me?  
10 MS. RIZZO: No.  
11 MR. MC CABE: That's it.  
12 MS. RIZZO: Okay.  
13 MR. MC CABE: We're off the record.  
14 (WHICH WERE ALL THE PROCEEDINGS HAD  
15 IN THE ABOVE-ENTITLED CAUSE ON THIS  
16 DATE.)  
17  
18  
19  
20  
21  
22  
23  
24

1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.

10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 13th day of  
12 September, 2018.



13  
14  
15 KAREN A. FAZIO, CSR No. 84-4083  
16 Certified Shorthand Reporter

17  
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Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 MIKE SAAMAN )  
4  
5 The investigative interview of MIKE  
6 SAAMAN, taken before KAREN A. FAZIO, CSR  
7 No. 84-1834, a Notary Public within and for the  
8 County of Cook, State of Illinois, and a Certified  
9 Shorthand Reporter of the State of Illinois, taken  
10 at Maine Township, 1700 Ballard Road, Park Ridge,  
11 Illinois, on the 7th day of June, A.D. 2018, at  
12 3:25 p.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
10  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: My name is Bob McCabe, from  
2 Ancel Glink. Margaret Kostopulos, who you met out  
3 in the hallway, also a partner at Ancel Glink.  
4 MR. SAAMAN: I appreciate it.  
5 MR. MC CABE: And so she and I are part of the  
6 labor and employment group. We do all of the labor  
7 and employment work, including conducting  
8 investigations of this type.  
9 MR. SAAMAN: Okay.  
10 MR. MC CABE: This investigation involves  
11 allegations of sexual harassment. So we'll be  
12 asking you questions specifically narrowly tailored  
13 to figure out what you know about things that have  
14 happened.  
15 MR. SAAMAN: Sure.  
16 MR. MC CABE: We'll give you dates, times of  
17 incidents that we think you may have knowledge. If  
18 you answer our questions and think, you know what,  
19 I know something about other stuff that's important  
20 in the context of what I'm being asked, then we'd  
21 ask you to let us know.  
22 MR. SAAMAN: Sure.  
23 MR. MC CABE: We do have a court reporter here  
24 today. Karen is here to accurately record

Page 4

1 everything we say.  
2 MR. SAAMAN: Okay.  
3 MR. MC CABE: Because sometimes when we do  
4 nine, ten, 11, 12, 15 witnesses, when we sit down  
5 to analyze everything, we may take notes, but we  
6 can't remember something important, and then we can  
7 get a copy of the transcript.  
8 MR. SAAMAN: Okay.  
9 MR. MC CABE: We do ask that you maintain this  
10 in confidence because we think that, you know,  
11 keeping things confidential helps to maintain the  
12 integrity of the investigative process. I can't  
13 order you to do that, but we would ask that you do  
14 it.  
15 MR. SAAMAN: Right.  
16 MR. MC CABE: And, finally, the sexual  
17 harassment policy that exists here at the Township  
18 has a very specific no retaliation policy.  
19 Retaliation is illegal, not only based on the  
20 policy but based on state and federal law. So if  
21 you participate in an investigation like this,  
22 nobody has the right to retaliate against you or do  
23 anything negative or inflict any negative job  
24 consequences. So be aware of that, and if anything

Page 5

1 happens along those lines or you think you're being  
2 retaliated against, you need to bring that to our  
3 attention immediately.  
4 MR. SAAMAN: Not a problem.  
5 MR. MC CABE: We'll wait for Margaret, and  
6 then we'll be good to go.  
7 MR. SAAMAN: Not a problem.  
8 MR. MC CABE: So we'll go back off the record.  
9 (WHEREUPON, discussion was had off  
10 the record.)  
11 MS. KOSTOPULOS: So, Mike, what is your job  
12 here?  
13 MR. SAAMAN: I'm the maintenance foreman here.  
14 I'm in charge of the building and grounds.  
15 MS. KOSTOPULOS: And for how long now?  
16 MR. SAAMAN: I just took this position about a  
17 month or so now. I've been here for 15 years,  
18 though, in other capacities. So I've been here for  
19 15 years.  
20 MS. KOSTOPULOS: So who do you report to?  
21 MR. SAAMAN: I report to my supervisor, Laura  
22 Morask, and my administrator, Dana Berman.  
23 MS. KOSTOPULOS: All right. So in your job,  
24 have you had a chance to be acquainted with Trustee

Page 6

1 Jones and Trustee Carrabotta?  
2 MR. SAAMAN: Yes.  
3 MS. KOSTOPULOS: And how would you describe  
4 your relationship with each of them?  
5 MR. SAAMAN: Very good. Obviously, I've known  
6 Trustee Kim Jones, obviously, a little bit longer  
7 than Trustee Carrabotta, but in my time with both  
8 of them, just showing up at board meetings or maybe  
9 some other events or whatever, I have nothing bad  
10 to say about either one of them.  
11 MS. KOSTOPULOS: And so is your relationship  
12 with them limited to the Township?  
13 MR. SAAMAN: Yes.  
14 MR. MC CABE: How long would you say you've  
15 known Trustee Jones?  
16 MR. SAAMAN: I would say about eight years, I  
17 want to say. I think this is her -- is it her  
18 second term now? About eight years now. Maybe a  
19 little bit longer. Just as a trustee.  
20 MS. KOSTOPULOS: Just as a trustee?  
21 MR. SAAMAN: Correct.  
22 MR. MC CABE: So you don't have any type of  
23 friendship or socializing outside?  
24 MR. SAAMAN: No.

Page 7

1 MR. MC CABE: And how about Carrabotta, just  
2 since he got on the board?  
3 MR. SAAMAN: Correct.  
4 MR. MC CABE: Okay. There was a holiday party  
5 here around December 22nd of 2017, a luncheon  
6 upstairs, in the board room. Were you here for  
7 that?  
8 MR. SAAMAN: Yes.  
9 MR. MC CABE: Do you remember what time that  
10 party started?  
11 MR. SAAMAN: 12:00, 1:00 o'clock, I want to  
12 say.  
13 MR. MC CABE: Do you remember what time  
14 approximately it ended?  
15 MR. SAAMAN: I do recall. I want to say it  
16 was like 3:45, 4:00 o'clock, if I'm not mistaken.  
17 Maybe a little bit longer than that.  
18 MR. MC CABE: And were you just in attendance  
19 or were you working that day or were you doing a  
20 little bit of both?  
21 MR. SAAMAN: A little bit of both.  
22 MR. MC CABE: Did you see Dana Berman there?  
23 MR. SAAMAN: Yes.  
24 MR. MC CABE: Vicki Rizzo?

Page 8

1 MR. SAAMAN: Yes.  
2 MR. MC CABE: How about Trustee Carrabotta,  
3 did he come that day?  
4 MR. SAAMAN: Yes.  
5 MR. MC CABE: What time would you say he  
6 arrived?  
7 MR. SAAMAN: He was a couple hours late. In  
8 fact, he came later, 3:30 maybe, towards the end of  
9 it. It was just the four of us at one point, and  
10 that was it.  
11 MR. MC CABE: When you say just the four of  
12 us --  
13 MR. SAAMAN: He came later on.  
14 MR. MC CABE: Who were the four?  
15 MR. SAAMAN: Vicki, Dana, Trustee Carrabotta  
16 and myself. I locked up the building that day, so  
17 I was the last one to leave the building. I  
18 believe that he came late, he might have been  
19 working, whatever it might have been, but he showed  
20 up, and all four of us just talked, and that was  
21 basically it.  
22 MR. MC CABE: All right. Now I know there was  
23 alcohol there that was sanctioned at the event.  
24 MR. SAAMAN: Yes.

Page 9

1 MR. MC CABE: Was Vicki drinking?  
2 MR. SAAMAN: Yes.  
3 MR. MC CABE: Was Dana?  
4 MR. SAAMAN: Yes.  
5 MR. MC CABE: How about Trustee Carrabotta?  
6 MR. SAAMAN: Yes.  
7 MR. MC CABE: All right. You? It's perfectly  
8 legal.  
9 MR. SAAMAN: Yes.  
10 MS. KOSTOPULOS: How much?  
11 MR. SAAMAN: Two beers. Two beers.  
12 MR. MC CABE: You had two beers.  
13 MR. SAAMAN: Yes.  
14 MR. MC CABE: Off the record a second.  
15 (WHEREUPON, a discussion was had off  
16 the record.)  
17 MR. MC CABE: Back on the record having  
18 discussed matters that needed discussion off the  
19 record.  
20 So you were there with Vicki, Dana -- it  
21 was Vicki, Dana, you, Trustee Carrabotta?  
22 MR. SAAMAN: Yes.  
23 MR. MC CABE: Nobody else was present at that  
24 point?

Page 10

1 MR. SAAMAN: At that point, I don't believe  
2 so. I want to say no. I'm almost pretty confident  
3 no.  
4 MR. MC CABE: And where were the four of you?  
5 MR. SAAMAN: We were in the board room.  
6 MR. MC CABE: Upstairs?  
7 MR. SAAMAN: Yes.  
8 MR. MC CABE: Were you standing, seated? What  
9 were you doing?  
10 MR. SAAMAN: Standing.  
11 MR. MC CABE: And just general conversation?  
12 MR. SAAMAN: Yeah, general conversation. In  
13 fact, I think I remember it was something about the  
14 Kris Kringle, whatever the market is. We were  
15 talking about things just like that, what you're  
16 doing for the holidays.  
17 MR. MC CABE: I like that place. Good brats.  
18 MR. SAAMAN: Did you say brats?  
19 MR. MC CABE: Yeah, there's a brat place at  
20 the Kris Kringle building. Make sure you get that  
21 down.  
22 MR. SAAMAN: That's interesting. I've never  
23 been, but that makes me want to go for that.  
24 MR. MC CABE: You gotta go. You gotta check

Page 11

1 it out.  
2 MR. SAAMAN: Interesting.  
3 MR. MC CABE: And those nuts that are covered  
4 in -- with the cinnamon sugar.  
5 MR. SAAMAN: Right. They had one in Oak  
6 Brook. They had a market like that. I had them  
7 over there, but I've never been to the one  
8 downtown.  
9 MR. MC CABE: You gotta go this year. Things  
10 just got green.  
11 Trustee Carrabotta arrived a little bit  
12 on the later side. Did he bring anything with him  
13 to the party, Trustee Carrabotta?  
14 MR. SAAMAN: He brought something for -- we  
15 had a --  
16 MR. MC CABE: Gift exchange?  
17 MR. SAAMAN: Yes, thank you. We had a gift  
18 exchange.  
19 MR. MC CABE: But he was a little late for  
20 that.  
21 MR. SAAMAN: Yes.  
22 MR. MC CABE: Did he keep his gift?  
23 MR. SAAMAN: That I don't know.  
24 MR. MC CABE: Well, if you remember, let us

Page 12

1 know. What did he do when he arrived at the party?  
2 He just started talking?  
3 MR. SAAMAN: Yeah, just came on in, and  
4 started talking, and I remember opening up a beer  
5 for him, and conversation going.  
6 MR. MC CABE: Did you hand him his beer?  
7 MR. SAAMAN: I would almost -- I would say yes  
8 to that.  
9 MR. MC CABE: So you were pretty close to him?  
10 MR. SAAMAN: Yeah.  
11 MR. MC CABE: Did he appear to be intoxicated  
12 when he arrived?  
13 MR. SAAMAN: No.  
14 MR. MC CABE: Did he appear to have been  
15 drinking at all when he arrived?  
16 MR. SAAMAN: No.  
17 MS. KOSTOPULOS: How about Dana and Vicki, had  
18 they been drinking?  
19 MR. SAAMAN: They had been.  
20 MS. KOSTOPULOS: I'm not saying were they  
21 drunk.  
22 MR. SAAMAN: Right.  
23 MS. KOSTOPULOS: Had they been drinking?  
24 MR. SAAMAN: Yes.

Page 13

1 MS. KOSTOPULOS: Like you?  
2 MR. SAAMAN: Yes.  
3 MS. KOSTOPULOS: Two beers?  
4 MR. SAAMAN: They probably were more on the  
5 wine side of things, I would have to say, yes.  
6 MR. MC CABE: But it wasn't like they had too  
7 much to drink in your impression?  
8 MR. SAAMAN: No.  
9 MR. MC CABE: Okay. And did Trustee  
10 Carrabotta have a conversation directly with Dana,  
11 with Vicki or was it more like a group  
12 conversation?  
13 MR. SAAMAN: A group.  
14 MR. MC CABE: Group conversation. Okay.  
15 MS. KOSTOPULOS: Who left first?  
16 MR. SAAMAN: That's a very good question. I  
17 would probably say Trustee Carrabotta left first.  
18 MS. KOSTOPULOS: By himself?  
19 MR. SAAMAN: Yes.  
20 MR. MC CABE: Okay. So he leaves first, he  
21 leaves by himself.  
22 MR. SAAMAN: I'll be the first to say, that  
23 question there I'm not 100 percent sure, but I want  
24 to say it was Trustee Carrabotta.

Page 14

1 MR. MC CABE: He didn't leave with Vicki and  
2 Dana?  
3 MR. SAAMAN: No.  
4 MR. MC CABE: Or Vicki or Dana?  
5 MR. SAAMAN: No.  
6 MR. MC CABE: And when he did leave, did you  
7 observe any interaction between Trustee Carrabotta  
8 and Vicki?  
9 MR. SAAMAN: I don't know. I don't know.  
10 MR. MC CABE: Like a handshake, hug, nothing  
11 like that you can't recall?  
12 MR. SAAMAN: I don't recall it. I really wish  
13 I could. I don't recall it, though. I know like  
14 with him and I, we always give a little handshake  
15 or whatever.  
16 MR. MC CABE: And that's that?  
17 MR. SAAMAN: Yeah.  
18 MR. MC CABE: So I've been up to the board  
19 room. You kind of leave the board room, and then  
20 you walk out into another area. Were you in the  
21 board room when Trustee Carrabotta left or were you  
22 in another location of the building by that time?  
23 MR. SAAMAN: I can't recall exactly where I  
24 was, but I would have to say I was probably in the

Page 15

1 board room.  
2 MR. MC CABE: Okay. Do you know if he left  
3 out the doors --  
4 MR. SAAMAN: He would have left out the front  
5 doors.  
6 MR. MC CABE: But you didn't see him with  
7 Vicki at all?  
8 MR. SAAMAN: No.  
9 MR. MC CABE: How about with Dana?  
10 MR. SAAMAN: No.  
11 MS. KOSTOPULOS: So when the four of you were  
12 standing around talking, was it easy conversation  
13 or did you notice any tension?  
14 MR. SAAMAN: No tension at all. Very easy-  
15 going conversation. Everyone was happy. I think  
16 we were going on a little three-day, or whatever it  
17 was, weekend. I believe so, I think it was.  
18 MS. KOSTOPULOS: Yeah.  
19 MR. SAAMAN: But no, no tension at all.  
20 MS. KOSTOPULOS: Now at that time or at any  
21 other time did either Dana or Vicki tell you or  
22 talk in front of you about Trustee Carrabotta being  
23 inappropriate in any way?  
24 MR. SAAMAN: No. Nothing. In fact, to be

Page 16

1 honest, I think we were all kind of happy like he  
2 showed up, and, you know, he took the time out of  
3 his day to shoot over, even if it was late. So,  
4 no, nothing at all, no.  
5 MS. KOSTOPULOS: So have you ever heard either  
6 of them say or complain or remark that Trustee  
7 Carrabotta acted inappropriately with them?  
8 MR. SAAMAN: No, no.  
9 MS. KOSTOPULOS: Have you ever heard other  
10 people talking about Trustee Carrabotta's behavior?  
11 MR. SAAMAN: No, nothing negative or anything  
12 like that, no.  
13 MR. MC CABE: Have you heard any discussion  
14 since the holiday party about what happened at the  
15 holiday party? Any rumors, things like that?  
16 MR. SAAMAN: Just in regards to that day? In  
17 general? I mean, just in general, no, nothing.  
18 MR. MC CABE: How about with regard to Vicki  
19 and Dana and their interaction with Trustee  
20 Carrabotta?  
21 MR. SAAMAN: No.  
22 MR. MC CABE: Have you talked to anybody else  
23 about or been asked questions by anyone else other  
24 than us, obviously, about interactions between

Page 17

1 Vicki Rizzo and Dana Berman and Trustee Carrabotta  
2 at the holiday party.  
3 MR. SAAMAN: No. This would be the first time  
4 I'm having any questions.  
5 MR. MC CABE: Have you talked to Supervisor  
6 Morask about any of this?  
7 MR. SAAMAN: No.  
8 MR. MC CABE: Trustee Jones?  
9 MR. SAAMAN: No.  
10 MR. MC CABE: Have you overheard anyone else  
11 talking about it?  
12 MR. SAAMAN: No.  
13 MR. MC CABE: Margaret, do you have anything  
14 else?  
15 MS. KOSTOPULOS: No.  
16 MR. MC CABE: All right. Any other  
17 information you think may be relevant to our  
18 investigation or anybody else you think we should  
19 talk to now that you understand sort of the scope  
20 of all this?  
21 MR. SAAMAN: I would say no, nothing at all.  
22 I wish I had something further to add onto it, but  
23 I really don't.  
24 MR. MC CABE: Let me ask you, there were a

Page 18

1 couple of other incidents that occurred.  
2 January 23, 2018, there was a photo of an Eagle  
3 Scout taken. Were you present for any of that  
4 during a board meeting?  
5 MR. SAAMAN: I was present.  
6 MR. MC CABE: Okay.  
7 MR. SAAMAN: I'm at every -- for the last I  
8 want to say three years, since I -- when I was code  
9 enforcement three years ago, when I started my code  
10 enforcement job before I came into where I am now,  
11 and I still go to the board meetings, so for the  
12 last three years I've been going to the board  
13 meetings, and I was present at that board meeting.  
14 MR. MC CABE: Do you remember the Eagle Scout  
15 photo?  
16 MR. SAAMAN: No.  
17 MS. KOSTOPULOS: Okay. Good.  
18 MR. MC CABE: Okay. Fine. That takes care of  
19 that.  
20 MR. SAAMAN: No. I know that they were there,  
21 whatever. I know that there's always someone  
22 taking -- but nothing, I don't remember any of that  
23 or seeing any of it.  
24 MS. KOSTOPULOS: Do you remember anything

Page 19

1 unusual at that meeting, maybe around the time of  
2 photos?  
3 MR. SAAMAN: No. I'm actually surprised to  
4 hear anything at all right now about it.  
5 MR. MC CABE: How about May 16th, did you have  
6 the pleasure of attending the 90-year-old and older  
7 birthday party for the Maine Streamers?  
8 MR. SAAMAN: No, I was not at that.  
9 MR. MC CABE: And then there was a meeting on  
10 May 22nd where there were some words exchanged at a  
11 board meeting. Were you present for that board  
12 meeting?  
13 MR. SAAMAN: I was present at that board  
14 meeting. I usually sign in at that board meeting  
15 at probably about 6:15. I go and I do my thing in  
16 the building, do a little work, whatever, and then  
17 I usually go in like right at five to 7:00, last  
18 minute. But I did not hear any exchanges or  
19 nothing like that taking place.  
20 MS. KOSTOPULOS: How about during the meeting?  
21 MR. SAAMAN: During the meeting, it started  
22 off with Trustee Carrabotta asking for an emergency  
23 closed session. That was basically it. Once they  
24 went into closed session, I ended up leaving the

Page 20

1 room with our current code enforcement officer, but  
2 that was it, no. The only unusual thing out of  
3 that meeting was the very beginning of it, of him  
4 asking for the closed session just right off the  
5 bat. Other than that, though, I did not hear  
6 anything.  
7 MR. MC CABE: Okay. All right. So if you  
8 remember something at a later date and time that  
9 you think we need to know about, please let us  
10 know. You've got our cards.  
11 MR. SAAMAN: Sure, absolutely.  
12 MR. MC CABE: You can contact us via email,  
13 via phone. We'd prefer this matter be kept  
14 confidential, as I said earlier.  
15 Retaliation in any way, shape or form is  
16 strictly prohibited by your policy and the law. If  
17 you think you're being retaliated in any way for  
18 speaking with us today, you need to let us know.  
19 MR. SAAMAN: Okay.  
20 MR. MC CABE: Any final comments, questions,  
21 anything else you can think of that you want to  
22 talk to us about?  
23 MR. SAAMAN: I don't have much to add. I  
24 don't have anything to add, actually. Just thank

1 you. That's it.  
2 MS. KOSTOPULOS: Thank you.  
3 MR. MC CABE: Thanks for coming in.  
4 (WHICH WERE ALL THE PROCEEDINGS HAD  
5 IN THE ABOVE-ENTITLED CAUSE ON THIS  
6 DATE.)  
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1 I, KAREN A. FAZIO, CSR No. 84-1834, a  
2 Certified Shorthand Reporter of the State of  
3 Illinois, do hereby certify that I reported in  
4 shorthand the proceedings had at the interview  
5 aforesaid, and that the foregoing is a true,  
6 complete, and correct transcript of the proceedings  
7 of said interview as appears from my stenographic  
8 notes so taken and transcribed under my personal  
9 direction.  
10 IN WITNESS WHEREOF, I do hereunto set my  
11 hand at Chicago, Illinois, this 13th day of  
12 September, 2018.  
13   
14  
15 KAREN A. FAZIO, CSR No. 84-1834  
16 Certified Shorthand Reporter  
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