

U.S. DEPARTMENT OF LABOR

+ + + + +

NATIVE AMERICAN EMPLOYMENT AND
TRAINING COUNCIL

+ + + + +

MEETING

+ + + + +

THURSDAY

OCTOBER 18, 2012

+ + + + +

The Council met in Room S-2322 at
the Department of Labor, 200 Constitution
Avenue, NW, Washington, DC, at 9:00 a.m.,
Winona Whitman, Vice Chair, presiding.

PRESENT

WINONA WHITMAN, Vice Chair

JACOB BERNAL, Member

CARLA BOWLAN, Member

KIM CARROLL, Member

JESSICA JAMES, Member

CHRISTINE MOLLE, Member

ANNE RICHARDSON, Member

ELKTON RICHARDSON, Member

LORENDA SANCHEZ, Member*

RODNEY STAPP, Member

DARRELL WALDRON, Member

DOL PARTICIPANTS

JANE OATES, Assistant Secretary, Employment
and Training Administration

EVANGELINE M. CAMPBELL, Designated Federal
Officer

AMANDA AHLSTRAND

JEREMY BISHOP

MIKE DELANEY

GABRIELA LEMUS

CRAIG LEWIS

ALSO PRESENT

JAMES HARDIN, LRDA

BRAD HARRIS, LED

ROD LOCKLEAR, LRDA

*Participating via teleconference

T-A-B-L-E O-F C-O-N-T-E-N-T-S

Roll Call to Order and
Council Recommendations 4
by Winona Whitman

Division of Indian and Native American Program
(DINAP) Update and Discussion 53

Education Measure
PY 2012 Training and Technical
Assistance (TAT) Contract

DOL Conference Request Process

U.S. Department of Labor
Employment and Training Administration. . . . 79
Jane Oates, Assistant Secretary

Closing and Adjourn 155

P-R-O-C-E-E-D-I-N-G-S

(9:23 a.m.)

1
2
3 MS. WHITMAN: We will begin with a
4 roll call.

5 Region I, Mr. Darrell Waldron?

6 MR. WALDRON: Here.

7 MS. WHITMAN: Region II, Anne
8 Richardson?

9 MS. RICHARDSON: Here.

10 MS. WHITMAN: Region III, Mr.
11 Elkton Richardson?

12 MR. RICHARDSON: Here.

13 MS. WHITMAN: Region IV, Ms. Kim
14 Carroll?

15 MS. CARROLL: Here.

16 MS. WHITMAN: Region IV, Dr.
17 Rodney Stapp?

18 DR. STAPP: Here.

19 MS. WHITMAN: Region V, Ms.
20 Jessica James?

21 MS. JAMES: Here.

22 MS. WHITMAN: Region V, Ms.

1 Christine Molle?

2 MS. MOLLE: Present.

3 MS. WHITMAN: Region VI, Ms. Julia
4 Davis-Wheeler?

5 Region VI, Ms. Lorenda Sanchez?

6 (Off the record discussion)

7 MS. WHITMAN: Region VI, Ms.
8 Roselyn Shirley?

9 Hawaii, Winona Whitman, here.

10 Oklahoma, Ms. Carla Bowlan?

11 MS. BOWLAN: Here.

12 MS. WHITMAN: Other discipline
13 members, Mr. Jacob Bernal?

14 MR. BERNAL: Present.

15 MS. WHITMAN: Dr. David Gipp?

16 Mr. Ryman LeBeau?

17 Dr. David Yarlott?

18 Thank you.

19 (Off the record discussion)

20 MS. CAMPBELL: Also before we get
21 started, I get to be the police board, the
22 Designated Federal Officer. I have to remind

1 you all that the meeting is scheduled to start
2 at 9 o'clock, and because it's posted in the
3 Federal Register, and you all are official
4 members or appointees from the Secretary's
5 office, we are required to start at 9:00.

6 And we can start, take the roll
7 call, if you need a coffee that's fine, but I
8 did want to have that for the record that we
9 do need to start at the time that is
10 identified, and that's according to the
11 Federal Advisory Act. I can send that
12 information if you like, but the time that's
13 designated in the formal register, we have to
14 adhere to that. All right.

15 MS. WHITMAN: All right. May we
16 all just start with a prayer, Ms. Richardson?

17 MS. RICHARDSON: Sure.

18 (Off microphone comments)

19 MS. RICHARDSON: Let's pray.

20 (Prayer)

21 MS. WHITMAN: Thank you. Everyone
22 has their meeting attachments that were sent

1 to us, and this is going to be the premise of
2 our discussion, and we were also going to make
3 a decision as to what we were going to be
4 sharing with Assistant Secretary Jane Oates.

5 And so we do have the priorities
6 on the last page, 2012 projects order
7 priority.

8 (Off the record discussion)

9 MS. CAMPBELL: What is it this
10 morning that you were wanting to just get
11 accomplished?

12 MS. WHITMAN: Looking at the notes
13 of what had taken place yesterday, what is the
14 suggestions from the Council members as to
15 what we should present to the Assistant
16 Secretary?

17 MS. RICHARDSON: Madam Chair?

18 MS. WHITMAN: Yes?

19 MS. RICHARDSON: I was just
20 thinking that, you know, we really didn't make
21 a decision on what we're going to do with the
22 education measure, if we're going to accept

1 the way it is and push it through or if we
2 were going to have further discussions with
3 her about it, so I think that's one of the
4 things that we just need to wrap up with her.

5 MS. WHITMAN: Well, we did have
6 these items on the agenda that were going to
7 be discussed, the education measure, the T&T
8 contract and the DOL conference request, and
9 what would you, well, do we want to first
10 decide on the education measure? Because we
11 discussed it but we didn't come to any
12 conclusion yesterday.

13 DR. STAPP: I thought we came to
14 the conclusion that we'll just get
15 clarification with her, and if she has the
16 same understanding then it will go on record
17 as to what we agreed with which would be, and
18 just for clarification Indian employment,
19 number one, is a mandatory, and then the next
20 two plus our new credentialing education
21 measure is fourth, and so a grantee would have
22 the choice to choose two of those three

1 remaining. Is that everyone's understanding?

2 And if that's the case, then I
3 think we said as a Council we'd go forward
4 with that and we'll put the enhancement later
5 on.

6 MS. CAMPBELL: Okay, and also too
7 though that there was going to, you know, have
8 some dialogue regarding her decision why the
9 other elements are not included.

10 MR. WALDRON: Will she be prepared
11 for that dialogue?

12 MS. CAMPBELL: That's my job.

13 MR. WALDRON: Okay.

14 FEMALE PARTICIPANT: And you're on
15 it.

16 MS. CAMPBELL: That's right. And
17 it's really important to have that dialogue
18 with her so you can understand the decisions
19 that are made.

20 DR. STAPP: As we're bringing that
21 part up to her, Kim, you had a pretty good
22 explanation on the enhancement part and the

1 importance. Can you cover that part?

2 MS. CARROLL: Sure.

3 DR. STAPP: Okay.

4 MS. WHITMAN: And the other area
5 is going to be the conference request that we
6 wanted to know from what premise this decision
7 was made, although we have, you know, emails
8 with the decision. But there was a question
9 as to whether this was really geared for, I
10 mean the document was really supposed to just
11 be cleared for the federal employees.

12 MS. CAMPBELL: Is it applicable to
13 grantees, is my understanding, A, B, a formal
14 request for that memo from the Deputy
15 Secretary to the Assistant Secretary to be
16 released and shared? That's what I heard.
17 And then 3, how the decision regarding the
18 cost per participant was determined or decided
19 that that was too much.

20 So the overall cost per
21 participant was 202.6 total for the Midwest
22 and Washington conference, which was broken

1 down to about \$1,600 per individual. That's
2 for the travel and per diem only for the first
3 number of 150 participants. And that didn't
4 include the registration fee. We didn't put
5 the registration fee in there.

6 So that's the information I know
7 that Jane has. That's the information that we
8 passed on.

9 MS. WHITMAN: Was that document
10 provided as far as how the calculation was
11 determined? Because there were questions as
12 to how --

13 MS. CAMPBELL: Well, that's all a
14 part of the memo package. And, you know, this
15 is if you want a copy of the memo she is the
16 person to ask.

17 And all the guidance and
18 information is in there, you know, in terms
19 of, and I did actually, and all of the
20 committee members who sit on the planning
21 committee for the National Conference, for the
22 Western Conference, for the Eastern

1 Conference, you know, the outline and all the
2 information that's needed and that has to be
3 provided has been shared with them, and you
4 all have that copy of them working with them
5 on trying to complete the information.

6 And I think yesterday half of the
7 room was able to see the break-out and the
8 information that was submitted. I can make
9 copies of what was submitted by the Eastern
10 Regional Office if you'd like to see them and
11 it's --

12 MS. MOLLE: In that packet does it
13 include the ceiling of \$2,000 per participant?
14 I mean where did that number come from?

15 MS. CAMPBELL: That's a good
16 question to ask the Assistant Secretary.

17 MS. MOLLE: So it's not written in
18 the packet?

19 MS. CAMPBELL: No. We just give
20 the total amount, what it costs, you know,
21 what's the per diem, I mean what's the travel
22 amount, what's the cost for the hotel per how

1 many days for the conferences. It's actually
2 an Excel spreadsheet that you just literally -
3 -

4 MS. MOLLE: I understand how the
5 calculation came about of what it was going to
6 cost per person excluding registration, but I
7 wondered where that dollar amount, well, it
8 was over \$2,000, but I wondered if that dollar
9 amount was documented somewhere in the memo.

10 MS. CAMPBELL: You'd have to ask
11 the Assistant Secretary of this. It's a good
12 question to ask her.

13 MS. WHITMAN: And looking at the
14 this 2012 projects, you cite the education
15 measure and the DOL conference request. We
16 also have listed our two-page white paper on
17 the statement of urgency, and BearTrack
18 updates, develop partnerships with 477.

19 But what should we just hone in
20 on? I mean we have several things listed that
21 we had listed as priorities, but what should
22 we hone in on to the Assistant Secretary?

1 MR. WALDRON: I definitely would
2 say education measure, and conference
3 understanding, are we're going to continue to
4 go ahead with training? I'm sure the
5 contractors are curious too, so we have a
6 direction to move forward, I think a problem
7 with a cost, but more action oriented, work
8 for the Council when we get here so to make
9 the best use of our time and money.

10 MS. CAMPBELL: There's also one
11 other item that didn't make the list but I
12 wanted to, is that so it can at least be
13 addressed and we can give a formal response
14 to, and that is the use of the Technical
15 Assistance --

16 (Crosstalk)

17 MS. CAMPBELL: -- one percent to
18 support the Council's activity. When we
19 brought that up it was part of the last couple
20 of meetings but never asked formally of Jane.

21 So I don't know whether or not
22 under the TAT after the conference, I mean

1 this is the time if you have questions and the
2 time to ask her.

3 DR. STAPP: Going on what?

4 Darrell said once we bring up the conferences
5 and how they're used with training and stuff
6 maybe that'll lead into the TAT training and
7 Number 4 here.

8 MS. CAMPBELL: And also too, just
9 to acknowledge if you came down when you begin
10 talking about the Technical Assistance at the
11 Lumbee Regional Development Corp, they are the
12 new contract, 8(a) contractor. She hasn't
13 formally met them but she is aware.

14 MS. WHITMAN: And also the two-
15 page white paper on the statement of urgency,
16 should that be addressed as to what we're, I
17 mean to the Assistant Secretary?

18 Yes? I'm sorry, Bernal?

19 MR. BERNAL: I'd recommend, if it
20 doesn't require her approval, to keep it off.

21 MS. WHITMAN: All right.

22 (Crosstalk)

1 MS. WHITMAN: Okay, so all we're
2 talking about is areas that require approval.

3 MS. RICHARDSON: And what about
4 the BearTracks? I mean are we going to have
5 to ask for extra money to upgrade it?

6 MS. CAMPBELL: Well, also too in
7 terms of priority, we're talking about changes
8 to BearTracks, we don't even have resolution
9 on the education measure.

10 So first, I mean because part of
11 the BearTrack changes and updates will include
12 the changes so we can incorporate them, the
13 education measure. And also too it would
14 probably be, hopefully, if it's okay with the
15 Council, but those are the sort of changes
16 that were going to occur next spring that
17 would allow for us to keep on being there to
18 approve this measure before we even start
19 making changes.

20 The basic, I'm not a programmer,
21 but if there are items, and I heard during
22 yesterday's call there were reportedly like

1 60-something or 60-some odd discrepancies or
2 fixes reportedly that needed to occur
3 according to CIMC. I did hear that. But
4 those are all programming issues.

5 And so what I did hear is that we
6 should consider procuring an Indian and Native
7 American contract that can actually do those
8 kind of fixes in BearTracks. Right now we do
9 have HeiTech. They're programmers.

10 And actually the Cherokee Nation
11 that has the technology contract with the
12 Department of Labor subcontracts with HeiTech
13 as a programmer. Terry Clark is not a
14 programmer. Jennifer Whitmore is not a
15 programmer, neither is Duane Hall.

16 So in order for us to make those
17 changes I do have to, we have to work with the
18 new contractor to, for us to find a programmer
19 if that's possible.

20 MS. RICHARDSON: I was just
21 wondering if there was going to be extra
22 funding needed for programming purposes.

1 MS. CAMPBELL: And we are also on
2 a CR, a continuing resolution, so there's not
3 a, we don't have a solid budget for her to
4 even --

5 MS. RICHARDSON: Okay.

6 MS. CAMPBELL: -- you know, have
7 it even speak of additional funding.

8 MR. WALDRON: Just sounds like
9 what's worth mentioning today may not be.

10 Got a phone call this morning from
11 one of the state people in the Employment
12 Training, and they were informed this morning,
13 they were on their way to the governor's
14 office, that Employment Training dollars were
15 going to be going out to lot grants for all
16 governments across the country. It's not our
17 money, I guess, but it's a new initiative and
18 because of the continuing resolutions it's a
19 little spooky.

20 (Off the record discussion)

21 MS. WHITMAN: All right, so next
22 we're going to cover the education measure,

1 T&T contract which includes, you know, and
2 talk about the one percent and the conference
3 and our new contractor, and BearTracks
4 updates. So three areas?

5 MR. WALDRON: Well, and --

6 MS. WHITMAN: Pardon?

7 MR. WALDRON: Seventy percent of
8 action oriented work every time we come
9 together, decision making meetings for the
10 advisors report.

11 MS. CAMPBELL: And what happened
12 with the importance in terms of Our Story and
13 really having the story start to be told?
14 Because we're going to issue that, have that
15 white paper and then, you know, really start
16 work.

17 MS. CARROLL: Well, didn't you say
18 that she was interested in some research?

19 MS. CAMPBELL: The Secretary's
20 office. This is the Assistant Secretary, so
21 it's her boss.

22 MS. CARROLL: I would think they

1 would want to just put it out there for that
2 reason. I don't know that we're going to
3 need, you know --

4 MS. CAMPBELL: Not into detail but
5 just to make sure that --

6 MR. WALDRON: That is important.

7 MS. CAMPBELL: -- yes, that would
8 do some work on that.

9 (Crosstalk)

10 MS. WHITMAN: And what would we be
11 covering on the 70 percent of action oriented
12 work? How would that be presented?

13 MS. CARROLL: I think that we
14 want, that's what we want, and perhaps if we
15 had some input on the agenda maybe that would
16 be a way to, I don't know.

17 MR. WALDRON: Just to get work
18 done for her and us that we come together and
19 make decisions so that we don't roll them
20 over since 2009 and --

21 MS. WHITMAN: Okay, all right,
22 completion rate.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

(Crosstalk)

MR. RICHARDSON: But that's a self commitment on behalf of the Council, I mean I guess what we're asking. We'd be asking the Secretary's office or the Assistant Secretary's commitment to work with us on the goal of completing 70 percent of our action items.

MR. WALDRON: We could say we're making that commitment and wanted her to be aware of it.

MR. RICHARDSON: Why do we set it at 70 percent?

MR. WALDRON: Well, I don't know. It's just a number. We can --

MR. RICHARDSON: I'd set it at seventy.

MS. CAMPBELL: Seventy percent, we're going for it.

MS. WHITMAN: All right, so we have the 70 percent of action oriented work, education measure, T&T with, and about the one

1 percent and the conference and our new
2 contractor. Our Story, BearTracks. So we
3 have five items that we're going to discuss.
4 Is that the --

5 MS. MOLLE: We weren't doing Our
6 Story, I thought.

7 MS. WHITMAN: Pardon?

8 MR. WALDRON: We're going to
9 mention it.

10 (Crosstalk)

11 MS. CAMPBELL: Yes, the Our Story.
12 Because once she hears it what we'll happen is
13 that, three different research projects was
14 forwarded. I suggested three projects to the
15 Secretary's office. And one of them, the
16 first project was Our Story. They're calling
17 it an oral history account.

18 And ultimately Jane will decide
19 which projects will be funded because there is
20 money in this current budget. And so she
21 hears it and she's reminded that it was a
22 suggestion from the Secretary. The Secretary

1 remembered that she suggested for us to do it,
2 and that's why she had said, oh, what about
3 that project?

4 And so to reinforce that would be
5 positive and it'd be in the record and then I
6 could continue to --

7 FEMALE PARTICIPANT: To work on
8 it?

9 MS. CAMPBELL: Yes, to ask.

10 MS. WHITMAN: For the education
11 measure, who would like to begin the
12 presentation? All right, Dr. Stapp.

13 For the T&TA and related to the
14 conference and one percent and any
15 contractors, who would like to begin that
16 presentation?

17 MR. WALDRON: I'll pick up the
18 conference and what's going on now with us,
19 and I don't have a whole lot to say about the
20 T&TA but I'd say, yes, we can introduce them
21 and just say that we're moving forward.

22 MS. WHITMAN: All right.

1 MR. WALDRON: And we're looking
2 for direction.

3 MS. WHITMAN: All right, so
4 Congress, I mean --

5 MR. WALDRON: Congress?

6 MS. WHITMAN: I'm elevating you to
7 Congress.

8 (Crosstalk)

9 MS. WHITMAN: Councilman Waldron
10 will handle those. And on the Our Story, who
11 would like, Jessica, would you like to?

12 MS. JAMES: Sure.

13 MS. WHITMAN: Jessica? All right.
14 Thank you, Councilwoman James.

15 And we have the BearTracks and the
16 70 percent action oriented. Who would like to
17 start that presentation to the Assistant
18 Secretary?

19 MS. CARROLL: We don't use
20 BearTracks.

21 (Off microphone comments)

22 MS. WHITMAN: Pardon?

1 MS. CARROLL: We don't use
2 BearTracks so, no, so I don't, I wouldn't be -
3 -

4 MS. WHITMAN: Okay, great.

5 MS. CAMPBELL: And also in terms
6 of BearTracks and update that's not going to
7 mean anything to her, because it's a program
8 that, I mean it's a system that just our
9 grantees use. Unless the goal is to obtain
10 additional resources she's going to say we're
11 in a CR. That there are no additional
12 resources to obtain right now.

13 MS. RICHARDSON: So I think that's
14 kind of a mute point to talk to her about.

15 MS. WHITMAN: Okay, so we
16 shouldn't bring up about the BearTracks.

17 MS. MOLLE: But under the TAT,
18 should it be mentioned under that that it
19 needs, or does it matter?

20 MS. CAMPBELL: It doesn't matter
21 to her.

22 MS. MOLLE: It doesn't matter.

1 That's just among us.

2 MS. CAMPBELL: Right. We used to
3 be under a grant. She's approved the TAT.
4 That's why we would have that group discussion
5 with her. She said take that money and put it
6 in the contract. So now the statement and the
7 agreement is already done. It's a done deal
8 so there is no --

9 MS. WHITMAN: All right, so we
10 will not address the BearTracks. Is that the
11 understanding?

12 MS. CAMPBELL: Or, you know, we do
13 have the contractor here. So they have heard
14 the information, correct, yes. And we've
15 already set up a meeting for next week, and
16 really going to reach out to the resources
17 that we've mentioned and that, what's his
18 name, Bob, Mr. Kellam had mentioned, use Terry
19 or Jennifer Whitmore. Also I'm confident that
20 they had staff as well, programmers. So we're
21 going to need to do all this next week.

22 MS. WHITMAN: All right. Let me

1 recap. Education measures, Dr. Stapp. T&TA
2 and the conference, et cetera, is Councilman
3 Maldron. The Our Story oral history,
4 Councilwoman James. And we're not going to
5 touch on the BearTracks, is that it?

6 MS. CAMPBELL: No need.

7 MS. WHITMAN: Okay, and the 70
8 percent action oriented, who would like to
9 begin addressing that? Because all of us can
10 add, I mean after the initial person does the
11 initial presentation then others can add to
12 it.

13 MS. CAMPBELL: And also too, if I
14 can make a suggestion, is that just, I mean if
15 you feel comfortable doing this, Kim, is just
16 to briefly touch on the partnership between
17 the federal agencies. Because that's a White
18 House initiative, and I represented her for
19 the most --

20 (Crosstalk)

21 MS. CAMPBELL: Because it made the
22 White House.

1 MS. CARROLL: I think when we're
2 talking about the PA would be the right time
3 for that to come up.

4 MS. CAMPBELL: Something.

5 MS. CARROLL: Yes.

6 MS. CAMPBELL: So they would know
7 that we are partnering.

8 MS. CARROLL: That's the urgency
9 of us having this at the conference.

10 MS. CAMPBELL: Right. There you
11 go. That is --

12 MS. WHITMAN: Councilwoman Carroll
13 will --

14 MS. CARROLL: I will assist
15 Congressman --

16 (Laughter)

17 MR. WALDRON: Got a nice ring to
18 it.

19 FEMALE PARTICIPANT: You never
20 know what might come about.

21 MR. WALDRON: I doubt that will.

22 MS. WHITMAN: Should this be put

1 on the flow chart, just the items so that we
2 have the order?

3 MS. CAMPBELL: She has the --

4 MS. WHITMAN: Pardon?

5 MS. CAMPBELL: She has the list.
6 She doesn't have the priorities, but you can
7 put them in order how you want.

8 FEMALE PARTICIPANT: She has this.

9 MS. WHITMAN: She has what?

10 MR. WALDRON: So she's going to
11 probably bring it up herself.

12 MS. WHITMAN: Oh, okay.

13 MR. WALDRON: She probably will,
14 going to read down the list.

15 MS. WHITMAN: She has this?

16 MS. CAMPBELL: I'll bet she has.
17 When you all asked is she prepared, that's my
18 job. Absolutely.

19 MS. WHITMAN: Okay.

20 MS. CAMPBELL: She has this.
21 She's briefed. She knows what the concerns
22 are.

1 MS. WHITMAN: All right.

2 MS. CAMPBELL: And so she's ready

3 --

4 MR. WALDRON: Are we going to give
5 her a thank you, Chair, for all the work that
6 she's done and --

7 MS. CAMPBELL: This may be the
8 last time that we see --

9 (Crosstalk)

10 MR. WALDRON: There's been a lot
11 of accomplishment so there may be like a thank
12 you.

13 FEMALE PARTICIPANT: Give a
14 blanket --

15 (Crosstalk)

16 MS. CAMPBELL: Because this may be
17 the last time she meets with us.

18 MR. WALDRON: She has really
19 pushed a lot of things forward.

20 (Crosstalk)

21 MS. CAMPBELL: But even if the
22 president wins again, it doesn't mean that

1 they, the appointment is for four years. You
2 can ask her if, you know, if the
3 administration stays is she staying? I mean
4 those are the kind of questions you can ask
5 her. She'll let you know. That wasn't on the
6 list.

7 MS. CARROLL: No, we could say
8 that we're curious about what will happen
9 after the election regardless of how it goes,
10 what she foresees the future.

11 MS. MOLLE: That's good. We hope
12 that she stays and so that, you know --

13 MS. CARROLL: That's better than
14 to say, so are you going to be here next year?

15 MS. MOLLE: Since we have
16 developed a partnership with her and we
17 wouldn't have to retrain anyone. But we have
18 made progress under her.

19 MS. CAMPBELL: When she came on
20 board four years ago, you asked her for to
21 deliver two items, and that was to become a
22 division and to implement the education

1 measure, both of which she did.

2 The only other item that was
3 brought to her attention was working with the
4 state programs and really looking at improving
5 that working relationship with the local
6 workforce in that area. But it hasn't come up
7 in the last couple of sessions, but
8 nonetheless I remember that was like one of
9 the first things that you all said.

10 MR. WALDRON: We can thank her for
11 taking it off the table and keeping it off the
12 table would be nice.

13 MS. CAMPBELL: Yes.

14 MS. WHITMAN: Which one, of taking
15 what off the table?

16 MR. WALDRON: The regionization
17 stuff that was real scary.

18 MS. RICHARDSON: Yes, and we
19 definitely need to thank her for that.

20 MR. WALDRON: She told us that she
21 kaboshed it so --

22 MS. CAMPBELL: That's right.

1 MR. WALDRON: -- we can thank her
2 and ask for the continued support wherever she
3 may be.

4 MS. CAMPBELL: That was the third
5 thing. That wasn't an issue, well, it was an
6 issue but that's right, she did. She squashed
7 that real quick.

8 MS. SANCHEZ: Winona?

9 MS. WHITMAN: Yes. Yes, Lorenda.

10 MS. SANCHEZ: I just wanted to
11 make a comment on the relationship with the
12 state program. The TEGL that was issued for
13 the state plans include a requirement for the
14 first time in history that they were to
15 include how they would be serving the Indian
16 and Native Americans in their communities.

17 MS. WHITMAN: Yes, you're right.

18 MS. SANCHEZ: She did, I believe,
19 take that initiative from our communication.

20 MS. CAMPBELL: You know something,
21 is we do so much in the course of the day that
22 I forgot. I did do, I back briefed

1 specifically on the Montana state plan. For
2 the State of Montana I worked with one of the
3 FPOs who was responsible for that plan, Alina
4 Walker, and she did have a dialogue to ensure
5 that okay, is this a realistic agreement that
6 you would have with those tribes? So that's
7 right. A lot of things I overlooked.

8 So that there was, there was a
9 more comprehensive review especially in the
10 areas, so I guess that she did. It's
11 surprising what they pick up. So that's
12 another item.

13 FEMALE PARTICIPANT: Need to thank
14 her for it.

15 MR. WALDRON: And then the one
16 percent --

17 MS. CAMPBELL: Thanks, Lorenda.

18 MR. WALDRON: Yes, and it's good
19 to mention. In the one percent for the
20 Council, are we going to talk to her about,
21 because we did put a request in, \$75,000,
22 funds for the Advisory Board that it didn't

1 come out of the one percent T&TA. I don't
2 think we ever got an answer on it. But
3 probably that's not a good time.

4 MS. CAMPBELL: I don't know.

5 MR. WALDRON: Because right now
6 it's all being financed out of the one percent
7 of the grants to us.

8 MS. CAMPBELL: This is the time to
9 ask.

10 MS. RICHARDSON: Lorenda, you have
11 any weigh-in on that?

12 MS. SANCHEZ: We have made
13 requests. I don't know if anyone remembers
14 the two charts that we did on the TAT funding.
15 I think it was two Council meetings ago where
16 we showed the one percent money by program
17 year, and we did the second chart that showed
18 the funding that was put towards the Training
19 and Technical Assistance that was not one
20 percent.

21 And that there were, which
22 included the Department's contribution between

1 \$100,000 to \$120,000 a year to Council, to the
2 Council working group. So it has been since
3 probably 2006 since they contributed to
4 support the Council.

5 MS. CAMPBELL: Well, I think it
6 would be that since the funding for the
7 Council came out of the Secretary's budget.
8 Because the Department has over the last four
9 years supported it because in the law it says
10 that the Department could use up to one
11 percent, can set aside one percent and consult
12 or get advisement from the Council on how that
13 money is used. So I mean the money has been
14 made available and so the difference is is not
15 where's it's coming from.

16 Historically, and I wasn't here in
17 2006, but apparently in 2006 the funding to
18 support this Council came from what would be
19 called, I guess, some discretionary funds that
20 support all the other advisory boards in the
21 Department of Labor.

22 I don't know how they're funded,

1 but what I do know is that we were the first,
2 this is the first time and Mike can attest to
3 this, is that no one knew how to arrange for
4 the travel and do all of this because we're
5 the only ones that had to do it, you know, out
6 of the program part of funds.

7 And so there is something set in
8 place for the Secretary's office where they
9 just do everything, and there are 17 advisory
10 boards in the Department of Labor. So that's
11 all the information, and a couple of the
12 leaders that I talked to don't know how it's
13 paid. They schedule a meeting and they come
14 in, but they do a lot of teleconferences as
15 well, teleconference meetings or video
16 conference meetings.

17 I am curious in terms of the
18 meeting because I think that's one of the way
19 that she'll look at it and try to bridge it.

20 How many of the Council members
21 here have access to video conferencing,
22 Skyping, have Skyping capability, you know,

1 could really meet? Because like for example,
2 this monitor would end up Skyping. It can tap
3 into multiple --

4 MR. WALDRON: We're in the process
5 of setting that up.

6 MS. CAMPBELL: Right.

7 FEMALE PARTICIPANT: So I, for
8 one, have Skyping.

9 FEMALE PARTICIPANT: Yes, I have
10 Skype.

11 (Crosstalk)

12 MR. WALDRON: It can be
13 transferred.

14 MS. JAMES: The only thing is that
15 you have to have, make sure you have a lot of
16 bandwidth to upload and download, otherwise it
17 gets real slow and it's choppy and --

18 MS. CAMPBELL: So we're not there
19 yet but that's, you know.

20 FEMALE PARTICIPANT: Jessica
21 taught me how to do that.

22 (Crosstalk)

1 MR. WALDRON: I'd love to see it.
2 It'd be awesome. We're trying to do it now.
3 Sometimes when I'm talking to my staff near
4 the office I hear noises because they're not
5 in the office.

6 MR. RICHARDSON: Additional cost
7 here, but I mean we probably have some access
8 to the capability but there's probably an
9 additional cost associated with doing it. So
10 we have to use equipment or technology of an
11 office that we don't have, that's not ours, so
12 there may be a cost associated with that.

13 MS. CAMPBELL: So that's what she
14 would need to hear.

15 (Crosstalk)

16 MS. CAMPBELL: Then I guess we
17 could do the virtual and the teleconference
18 also as an option.

19 MR. WALDRON: Oh, less expensive
20 and it would allow us more meetings.

21 MS. CAMPBELL: Oh, it's far less
22 expensive. It's far less expensive.

1 MR. WALDRON: And we could get a
2 lot more meetings then, right?

3 MS. RICHARDSON: And a lot more
4 work done.

5 MS. WHITMAN: So the only item on
6 this list and that we will not address is the
7 two-page white paper, is that it?

8 MS. RICHARDSON: And the
9 BearTracks.

10 MS. WHITMAN: Right.

11 MR. WALDRON: We're going to bring
12 that up in the T&TA.

13 MS. RICHARDSON: Okay.

14 MR. WALDRON: I, you know, don't
15 like BearTracks. It's --

16 MS. JAMES: So you don't want me
17 to talk about the white paper or working with
18 the oral history project?

19 DR. STAPP: You know, we said
20 earlier that we don't need to necessarily
21 bring up anything that we don't need her
22 approval on, but we don't need her approval on

1 Our Story either.

2 If we're bringing it up, it
3 wouldn't hurt to mention it and I don't, you
4 know, we don't have to mention it as a
5 statement of urgency paper, but we mention it
6 as for what it's for, is an educational tool
7 for a transition to new people on the Hill.

8 MR. RICHARDSON: I was concerned
9 about, why don't we call it a statement of
10 urgency? And on the statement of need that's
11 in the package we got this morning, looking at
12 several of the items on it, I think we might
13 want to look at how we have laid this out.

14 I mean it looks we're just, it's
15 all about we're seeking more money. And I
16 think we need to be careful about that. I
17 mean I think it's just important. Funding,
18 yes, is very important but, however, the
19 program has other threats.

20 (Crosstalk)

21 MR. RICHARDSON: There's other
22 threats too. Right, that's one of them. So,

1 you know, I think that's part of any statement
2 of need for a continuation of --

3 MS. CAMPBELL: Jane doesn't have
4 this. She doesn't have --

5 MS. WHITMAN: All she has is just
6 the summary page. That's all.

7 MS. CAMPBELL: She doesn't have
8 the background that we worked on.

9 MR. RICHARDSON: That's fine, but
10 I think we've seen because, you know, all this
11 stuff we've worked on the past two days and
12 things that we feel are pressing needs, or the
13 Council, the grantee community advising the
14 Secretary as we go forward in the future with
15 the current administration and any transition
16 that will occur, you know, so it's important
17 that we have these things in the back of our
18 minds as we go forward. And it's not just
19 about money.

20 MS. MOLLE: Right, that we add
21 into. And I think the reason why I mentioned
22 the words, "statement of urgency," was to have

1 it done and prepared and ready to take on the
2 Hill for the new administration. Because I
3 feel that there's still going to be that
4 movement of the governors wanting our funding
5 and they're wanting to take it to the states.

6 So someplace in there we need to
7 say we would like to keep it where it is
8 through the Division of Native American
9 Programs through the Department of Labor, how
10 ever we want to word that.

11 But I think, personally I think
12 that's our biggest threat, because that threat
13 is already on the table, and the governors or
14 states are looking for pockets of money
15 because they're broke, and I feel we're under
16 attack there.

17 And I recall Secretary Oates
18 stating at our National Conference to get out
19 and, you know, rally against that. That it is
20 real. It may not happen for a few months
21 until the changeover, but once all the dust
22 settles, you think it's going to be a few

1 years? Did you say a few years or did I
2 mishear you?

3 MS. CAMPBELL: Well, they're not
4 doing anything with the reauthorization.

5 MS. MOLLE: Correct, but --

6 MS. CAMPBELL: That's where it
7 will occur.

8 MS. MOLLE: But they still, they
9 already have in place what they want to do
10 with the reauthorization, people right now do.
11 They'll carry it. They'll pass that torch to
12 the next if they're not there. That's my
13 concern.

14 And so I think we need to be ready
15 to do battle with that. We can't just say,
16 oh, that's not going to happen for awhile. I
17 don't believe that. I think it's on the table
18 and they're looking at it and I think they
19 think they've secured it.

20 MS. CAMPBELL: And when I say that
21 because just as, in her presentation as well
22 she said, be proactive, because really that's

1 a concern of the community, then it's the
2 community's responsibility to remain educated.
3 But what she's going to say, it's a bill.

4 MS. MOLLE: Right.

5 MS. CAMPBELL: And there's
6 multiple bills, and the most recent bill does
7 not include the Indian and Native American
8 Program. The 166, and I keep saying it, was
9 taken off the table. Right now they call it
10 the streamlining. The 166 program is no
11 longer proposed as a streamlining effort.
12 Banks actually was the chair when LeBeau was
13 here, because I truly believe that he had a
14 lot to do with that coming off.

15 Right now in the most recent
16 version, and it's a bill, it doesn't include
17 the 166 program at all.

18 MS. MOLLE: So that has been taken
19 out?

20 MS. CAMPBELL: It's not there.

21 MS. MOLLE: Do you know the bill,
22 the new bill's number or --

1 MS. CAMPBELL: No, I have not kept
2 on top of it, but I know that NCAI also is
3 taking, and Lorenda, you'll be at NCAI next
4 week, and Kim Carroll? Correct?

5 MS. SANCHEZ: Yes. Well, I'm
6 actually doing a presentation on
7 reauthorization and what the status of the WIA
8 program is in Indian Country.

9 MS. CAMPBELL: And there may be a
10 different, I mean in terms of discussing what
11 the difference would be is because the
12 perspective for 166 from a tribal perspective
13 is very different.

14 And you're right, and that's to a
15 non-profit. Those are different. I mean
16 that's the difference that, you know, if
17 anything we could hone in and focus on. But
18 the 166 portion is not.

19 Lorenda, do you also have the most
20 recent version of the bill that was
21 Councilwoman Carroll's question specifically?
22 The most recent version of that bill number?

1 MS. SANCHEZ: H.R., I'm thinking
2 4297? I have the House bill. That's the only
3 bill which does eliminate the program,
4 increased the funding but eliminated the
5 program. But it's also, I think, I don't want
6 to say it's been killed but it isn't --

7 MS. CAMPBELL: It doesn't
8 eliminate the program, it streamlines the WIA
9 services, state program services and the
10 regular WIA, not 166, but the WIA has been
11 streamlined. They're not eliminated. Those
12 are going to be more comprehensive, all one
13 service.

14 There's one bill after that one.
15 I could put it --

16 MS. SANCHEZ: That must be an
17 administrative recommendation, administration
18 recommendation? Because it's not --

19 MS. CAMPBELL: No, I don't --
20 (Construction noise)

21 MS. CAMPBELL: You know, also too,
22 what is the young lady's name, she calls me

1 all the time. She is the NCAI -- what's her
2 name? Kristalyn. She's going to be at NCAI.
3 She calls me all the time. And I think this
4 is going to be a main area of discussion also
5 at NCAI.

6 MS. SANCHEZ: She's not going to
7 be there. She just sent me an email this
8 morning.

9 MS. CAMPBELL: So she's not going
10 to come?

11 MS. SANCHEZ: No, but looking at
12 my PowerPoint --

13 MS. CAMPBELL: That's good
14 information, and if you see Ry also, Ry
15 LeBeau. And also if she's not going to be
16 there so we can't get the most recent version,
17 but I can certainly call her. She's on
18 maternity leave, but I can call her and get
19 the most recent information. That I can do.

20 MS. MOLLE: I think Brian Kessler
21 would appreciate that update.

22 MS. CAMPBELL: It's a bill so we

1 don't --

2 (Crosstalk)

3 MS. CAMPBELL: Please?

4 MS. CARROLL: Do you know who the
5 sponsor is?

6 MS. CAMPBELL: No. These are
7 questions too though in terms of if you have,
8 with concerns, I mean ask Jane. She's on top
9 of it because she wrote the original bill.
10 But again, I think she's going to say it's a
11 bill and it's not something that will pass
12 especially within the next couple of months.

13 MS. WHITMAN: I would like to ask
14 the Council, is this the order that you want
15 to present it or is there like a priority
16 order that you wanted to --

17 MS. CAMPBELL: We have to give you
18 an update.

19 (Off the record discussion)

20 MS. CAMPBELL: And also too, we're
21 going to have Gabby, Dr. Gabby Lemus as well
22 as Jeremy Bishop. They often stop in.

1 They're not on the agenda because they
2 couldn't give a formal update on the
3 consultation policy, but they have been doing
4 a lot of work with my office and we've done a
5 lot of work with them on the consultation
6 policy, so they did want to come in and say
7 hi.

8 MR. RICHARDSON: What time is Jane
9 coming in?

10 (Crosstalk)

11 MS. CAMPBELL: 10:30, quarter to
12 11:00.

13 MR. WALDRON: Just after the
14 drill?

15 MS. WHITMAN: Yes.

16 Well, again my question is, do we
17 want to go in any particular order or are we
18 just going to go down the list?

19 MR. WALDRON: Or we get the most
20 important one up first and then she maneuvers
21 us around.

22 MS. WHITMAN: Right.

1 FEMALE PARTICIPANT: Yes, that's
2 the education --

3 MR. WALDRON: On the education,
4 I'm sure she's anxious too. We just got to
5 get through.

6 MS. WHITMAN: And who was just
7 going to start adjusting the 70 percent of the
8 action oriented?

9 MR. WALDRON: You're the chair,
10 right?

11 MS. WHITMAN: Yes.

12 (Off microphone comments)

13 MR. WALDRON: And throw in there,
14 maybe we'll get electronics. Throw in there
15 we're working on getting electronics so that
16 we can maybe be electrical, what is it,
17 virtual, yes, technology. Yes.

18 MS. CAMPBELL: And also too an
19 hour will come and it will go very quick.
20 Jane is, like I always say that she's a
21 solution focused type of person. She'll
22 receive the information and look for a

1 solution or a plan.

2 And so the information or the
3 dialogue that you want to have, make sure it's
4 what you want her to hear. And everything
5 else she'll hear and she'll have a dialogue,
6 but an hour will come and go.

7 MR. RICHARDSON: I'd just like to
8 suggest maybe we take a break before that
9 drill starts, and before she gets here too.

10 MS. WHITMAN: Exactly. All right,
11 let's take a break until 10:20.

12 MS. CAMPBELL: No, it's going to
13 start at 10:18.

14 MS. WHITMAN: Oh, 10:18, so we
15 have only five minutes.

16 (Whereupon, the foregoing matter
17 went off the record at 10:10 a.m. and went
18 back on the record at 10:32 a.m.)

19 MS. CAMPBELL: We just got
20 finished with the shelter and the place, and
21 we're actually waiting for Jane to come.
22 She's out of the building. She should be here

1 between 10:30 and a quarter 'til, and we can
2 coordinate with Roselyn, you know, where she
3 is.

4 But in the interim, does anyone
5 have any questions or, for Amanda, or no?
6 Well, we can just go forward and continue to
7 talk about the education measure until Jane
8 comes, and the implementation.

9 MR. RICHARDSON: Did we answer
10 Lorenda's question?

11 MS. WHITMAN: Lorenda had asked
12 the question about sitting in a census
13 workgroup meeting in January. How many of the
14 Council members would be interested in the
15 meeting?

16 Councilwoman James?

17 Councilman Waldron?

18 Councilman Richardson?

19 Councilman Stapp?

20 MS. CAMPBELL: And that meeting
21 would hopefully be able to occur in either
22 Dallas or someplace close to Dallas. The

1 reason being is because Duane Hall is my point
2 of contact and I know that in January we still
3 may not have a travel budget or funding for
4 the travel.

5 (Off microphone comments)

6 MS. WHITMAN: All right,
7 Councilwoman Carroll and Councilwoman Bowlan.
8 Is there a particular date? Lorenda, were you
9 looking at a particular date for the census
10 meeting?

11 MS. SANCHEZ: I'm looking towards
12 the end of January because the, I guess the
13 next rollout of the census numbers is going to
14 be in December.

15 MS. WHITMAN: The next rollout of
16 the census figures would be in December, so
17 then we'd have a little bit more current
18 information by then, in January?

19 MS. CAMPBELL: And so the meeting
20 would be a one- or two-day meeting, and is
21 teleconferencing an option? Because remember,
22 that's the cost and we want to know the cost.

1 MS. WHITMAN: Well, Lorenda,
2 didn't we talk about an in-person meeting
3 because of having to review the data and --

4 MS. SANCHEZ: Yes, but I think we
5 can have the IT capability. And I would agree
6 with the recommendation to have it in Dallas,
7 and I believe we've had meetings at the
8 federal building where the offices are at.

9 MS. CAMPBELL: Right. That would
10 be ideal.

11 (Crosstalk)

12 MS. SANCHEZ: They have the IT
13 capability.

14 MS. CAMPBELL: Yes, exactly, to do
15 the teleconferencing also, the visual, I mean
16 what do they call that?

17 MS. WHITMAN: Because we have had
18 meetings at the federal building in the past
19 and they do have the capabilities of IT for,
20 you know, those that would not be able to
21 physically travel to Dallas.

22 So we're looking at the end of

1 January, sometime at the end of January?

2 MS. CAMPBELL: So that would be
3 one meeting.

4 MS. WHITMAN: Does anyone have any
5 problem about our trying to set up a date at
6 the end of January, and then I mean we can get
7 back with you in an email with a tentative, I
8 mean with a set date at the end of January?
9 Any questions about that?

10 MS. CAMPBELL: Will there be any
11 meeting dates that we need to set up and work
12 with -- hi, Dr. Lemus and Jeremy -- regarding
13 the white paper project? And if I could
14 contact you, Mr. Bernal?

15 MR. BERNAL: Yes.

16 MS. CAMPBELL: And we'll
17 coordinate some times, and then also the Our
18 Story, will there be a need for a meeting for
19 that? Just so we can try to pre-prepare.

20 (Off microphone comments)

21 MS. WHITMAN: Because the two of
22 them could be worked on together, the Our

1 Story and the two-page white paper. Is there
2 a preferable time to meet next year on that?

3 MS. RICHARDSON: Coming to a
4 National Conference.

5 MS. WHITMAN: Pardon me?

6 MS. RICHARDSON: Could we set up a
7 meeting, have one at the National Conference?

8 MS. CAMPBELL: The National
9 Conference is not until next year, but we
10 could work on that if you want to put it off
11 a whole year.

12 MS. CARROLL: We still have a
13 Regional Conference plan don't we?

14 MR. WALDRON: Well, there was in
15 the West, yes.

16 MS. CAMPBELL: Tentatively, yes,
17 so that could be a possibility. It has to go
18 through clearance but we'll, but if that's,
19 you know, an item that we want to go forward
20 with then that would be an option.

21 But the secondary option would be
22 really key and important to consider, because

1 that's going to be right in January and we're
2 not certain.

3 MS. WHITMAN: What was going to be
4 --

5 MS. CAMPBELL: Well, January and
6 February is the Western Regional Conference,
7 right?

8 MS. WHITMAN: We're looking more
9 in February now because things have to be, you
10 know.

11 MS. CAMPBELL: So that still would
12 have to go through clearance as well. So a
13 secondary option.

14 MS. WHITMAN: And Councilman
15 Bernal?

16 MR. BERNAL: I believe the
17 targeted date for the white paper was
18 completed by December 31st, 2012, with
19 presentation to the full Council in January
20 2013, because of the dates, the timelines we
21 established, not for the Our Story but just
22 for the two-pager.

1 MS. WHITMAN: Right, so we have
2 two time frames, for the Our Story and the
3 two-page white paper.

4 MS. RICHARDSON: So if we're
5 having a census workgroup meeting --

6 MS. WHITMAN: The end of January.

7 MS. RICHARDSON: Could we do it
8 all together?

9 MS. WHITMAN: Pardon me?

10 MS. RICHARDSON: Could we do it
11 all together, have both workgroups at the same
12 place?

13 MS. CAMPBELL: That's a lot of
14 work, the census material, that's a lot of
15 work. That in and of itself is a lot of work.
16 It just is, and we're trying to keep up with
17 it too.

18 Do you mind if we take a quick
19 break here too? We have two guests, and I
20 know that they're stopping in this morning,
21 wanted for everyone to take an opportunity to
22 say hello and so --

1 MS. WHITMAN: All right, let's
2 just take a break.

3 MS. CAMPBELL: And introduce
4 yourself.

5 DR. LEMUS: Hi, I'm Dr. Gabriela
6 Lemus. I'm with the Secretary's office, and
7 I've had the privilege of working with some of
8 you now for a little bit. It's been two, two
9 and a half years. And so I oversee the
10 Secretary's policy on Indian Affairs among
11 other things.

12 MS. CAMPBELL: Thank you for
13 coming.

14 MR. BISHOP: Hi, Jeremy Bishop,
15 and also with the Office of Public Engagement.
16 I'm working on the Tribal Consultation Policy.

17 MS. CAMPBELL: And Jeremy has been
18 serving as our tribal liaison and has been
19 doing an excellent job. We've worked on a lot
20 of projects together over the last year and
21 so, right, Jeremy?

22 MR. BISHOP: It's been a lot but

1 it's been great.

2 MS. CAMPBELL: It's been great. I
3 think so.

4 MR. BISHOP: Would Gabby have a
5 second that she could kind of report on the
6 trip to Seattle?

7 MS. CAMPBELL: Absolutely.

8 DR. LEMUS: Okay, so part of what
9 I do in my portfolio is to assist the
10 Secretary in pulling together her travel
11 schedule. And not just the schedule itself
12 but what happens when we're traveling.

13 And we had an opportunity to be in
14 Seattle just last week and -- how long have we
15 been trying to get her back there, two years?
16 So that she could indeed sit down.

17 And so we had an event at the
18 Daybreak Star Indian Cultural Center, and
19 invited tribal leaders and also leaders of the
20 organizations in the urban areas that are
21 serving the community. And it was very
22 striking.

1 One of the issues that came up,
2 and I think you've echoed this in the past,
3 but it's the question of apprenticeship and
4 ensuring that we get our young people and not-
5 so-young people into these programs and
6 partner with the different organizations.

7 So part of what we're going to do,
8 I hope, is have a follow-up meeting. Nicole
9 Willis, who used to be Jeremy, is now working
10 as one of the tribal liaisons for the mayor's
11 office, and she's in their Indian Affairs
12 department.

13 So it was kind of nice. We were
14 able to like bring the family back. But also
15 now we're hoping to do follow-up work both
16 with the apprentice programs locally, so we're
17 going to have, hopefully pull together a
18 meeting with the mayor's office, the
19 apprentice programs through the unions, as
20 well as certainly Indian contractors that are
21 there. I think one of the largest contractors
22 in the area, it's an Indian-owned company.

1 And it's pretty exciting. There's
2 a number of projects, because the mayor was
3 there as well, that he mentioned that they
4 are, the city government's going to contract
5 out, and so they want to ensure that we're
6 included in this population in both the credit
7 but also in the actual jobs so we can get
8 people back to work.

9 So that's the kind of stuff we've
10 been doing. We're hoping to do more. It just
11 depends on where we land.

12 Didn't we do something else
13 recently?

14 MR. BISHOP: We've done several
15 but they're all starting to come --

16 DR. LEMUS: Oh right. Well, we
17 had a meeting also with the Native American
18 Chamber of Commerce out of Kansas City, and
19 that was fairly recent. And we brought a
20 number of folks internally together for
21 Jeremy, who was sick at that moment, so it was
22 mostly staff level. But I think, Craig, you

1 were with us.

2 (Crosstalk)

3 MS. MOLLE: I'm a member of that
4 Chamber and I just wasn't able to travel with
5 them.

6 DR. LEMUS: Okay, so you were the
7 missing person.

8 (Crosstalk)

9 DR. LEMUS: But it was very
10 exciting because as an expansion of trying to,
11 you know, provide assistance and support for
12 the non-profit arms, you know, as they figure
13 out how they're going to build out, and I
14 think there's just going to be a lot of
15 opportunities.

16 So this is very much integrated
17 into our day-to-day work. It is not separate
18 and unique. It is very much our day-to-day
19 job.

20 MS. CAMPBELL: And the re-entry --

21 (Crosstalk)

22 DR. LEMUS: Oh, yes. We also

1 hosted, I forget about that. That was back in
2 July. End of July we hosted a re-entry
3 summit. We had approximately 700
4 participants. But again we included the
5 Native American voices because we understand
6 full well that this is a challenge.

7 What was here name, Dr. --

8 MR. BISHOP: Angie, what was our
9 friend's name from Oklahoma?

10 MS. CAMPBELL: She's with Wind
11 Hollow?

12 MR. BISHOP: Wind Hollow
13 Foundation.

14 MS. CAMPBELL: Doctor?

15 DR. LEMUS: Yes, I got the Dr.
16 part.

17 MR. BISHOP: McKeel.

18 DR. LEMUS: McKeel.

19 MS. CAMPBELL: McKeel, yes. She
20 works with a number of the 166 grantees to
21 include Jeff Foss's program in surveying,
22 well, reentering prisoners in the Oklahoma

1 area. and she works with a lot of the 166
2 programs in Oklahoma.

3 Are you familiar with --

4 DR. LEMUS: No, I'm not. We
5 should --

6 MS. CAMPBELL: -- Wind Hollow?

7 DR. LEMUS: It's really
8 interesting work. It's super innovative.
9 They're actually starting their own
10 businesses. Because, you know, obviously it's
11 a challenge.

12 One of the things she shared
13 especially in rural populations that they
14 don't have transportation, they can't get
15 drivers' licenses. I mean, you know, the
16 litany is long.

17 So how do you, support services
18 help pull everything together so that, one,
19 you help them get to the jobs, two, they have
20 a place they trust that they go to and learn
21 from, and then I think she also had a number
22 of, she's very creative in how she's

1 attracting resources.

2 She's looking at the USDA and
3 getting grants from them because it's a rural
4 area and there's this whole component around
5 building business. So she's really, I think,
6 done an excellent job, and it was good for the
7 rest of the reentry community to hear that
8 voice and ensure that that voice was at the
9 table.

10 So that's just some of the more
11 recent things that we've been doing.
12 Obviously it's at the forefront. We can't
13 wait for the TCP to get signed. We're looking
14 forward to that and hopefully we'll have a
15 nice little event to roll it out.

16 MS. CAMPBELL: We also had a visit
17 to the White House with Jodi Gillett.

18 DR. LEMUS: Oh, that's right. I
19 forgot about that too.

20 MS. CAMPBELL: And we also worked
21 on the 477 matter and veterans priority of
22 service matters, and we've done a lot of,

1 we've done so much work.

2 DR. LEMUS: So again, I mean it's
3 just to be totally integrated. I mean I don't
4 think we should treat these issues as
5 something special, I mean not that it's not,
6 but that it really is part and parcel of the
7 day-to-day work that we do.

8 MR. BISHOP: And we both want to
9 give major problems to Angie as well.

10 I mean Gabby and I were talking.
11 We have another trip planning meeting, or the
12 Secretary's traveling next week so we'll be
13 talking to Angie probably later in the day.

14 And what we try and do anytime the
15 Secretary's traveling is find out if there are
16 166 grantees on the region, and if we can to
17 make sure that we do some kind of trip, do a
18 visit when the Secretary's there.

19 MS. JAMES: Yes, are you guys
20 going to Omaha? I thought I seen on the
21 website.

22 DR. LEMUS: No, Omaha's not on

1 there right now. And here's the deal. The
2 travel as soon as it goes up it gets pulled.
3 So our lives are kind of like, we usually
4 have, to plan a trip for real, like 72 hours
5 to plan events, and we try to get at least 40
6 to 100 people to each of those. It's quite a
7 feat, and as you can see we're all tired.

8 But that's okay, it's good stuff
9 and the Secretary has a lot of good news to
10 share and that's what she's, she's the one
11 that's doing the work and whatever we can do
12 to support her.

13 I do know we're going to be in
14 Texas. I believe we're going to be in
15 Minnesota-St. Paul area.

16 DR. STAPP: Texas, Dallas.

17 DR. LEMUS: Dallas. I'm trying to
18 get her to Dallas. For some reason I'm having
19 a little bit of --

20 DR. STAPP: It's the center of
21 Texas.

22 DR. LEMUS: And Texas is the

1 center of the world, I understand. The world
2 revolves, the world's belly button.

3 DR. STAPP: Well, it's better than
4 the other side.

5 DR. LEMUS: But I am trying to get
6 her to Dallas and we would like to reach out
7 in Dallas.

8 DR. STAPP: The regional office is
9 in Dallas.

10 DR. LEMUS: Right, right. But at
11 this point I think what's on the table is
12 Houston, San Antonio and Austin. However, I
13 keep pushing Dallas, so there's maybe still an
14 opportunity.

15 She's in NOLA right now. And
16 because of the Gulf oil spill work that we did
17 in the past, we did invite our friends from
18 the tribal areas in New Orleans as well to
19 participate. So we're just ensuring that the
20 local populations are all included in whatever
21 we do as to the extent that we can.

22 MS. CAMPBELL: That was another

1 reason. Actually where we had the National
2 Conference in April is one of the sites that
3 the Secretary visited early in the year.
4 Absolutely, that's right.

5 MR. BISHOP: So one quick question
6 for all of you is, when Gabby was visiting
7 with United Indians of all Tribes Foundation
8 in Seattle, they mentioned a meeting, National
9 Urban Indian Conference or, does this ring a
10 bell to anyone, in December?

11 DR. LEMUS: In December, here in
12 DC.

13 (Crosstalk)

14 DR. STAPP: No, there's no such
15 thing. There's the NIHB which is National
16 Indian Health Board as in, NCUIH is the
17 National Coalition of Urban Indian Health.

18 (Crosstalk)

19 DR. LEMUS: So the mystery meeting
20 nobody's heard about.

21 DR. STAPP: Well, it's not
22 December. I believe it's in April when we'll

1 have our national meeting here in --

2 MR. BISHOP: Well, we're just
3 trying to find out. Well, I'll talk to Dr.
4 Frank who's in Seattle and try and get more
5 info from him. But if you do hear of events
6 and stuff that you would either like the
7 Secretary or someone from DOL to be at, even
8 if it means not speaking but just to listen,
9 if you can kind of let us know that we can try
10 and get them on the radar. Our travel budget
11 is very, very tight, especially here in DC
12 it's so easy for us to just --

13 DR. LEMUS: And I kind of feel we
14 should really start engaging more broadly as
15 much as we can though.

16 MS. CAMPBELL: I think you all
17 have done, I think, a fabulous job. At least
18 once a month or once every couple of weeks I
19 know there's always that outreach. You know,
20 if we could a grantee or identify an event we
21 certainly will do that.

22 MS. RICHARDSON: Angie's been

1 bragging on you all so --

2 DR. LEMUS: Oh, thank you. Well,
3 good luck, you guys.

4 MS. MOLLE: Do you have a card,
5 Gabby?

6 DR. LEMUS: I do. I didn't bring
7 them but I'll go back and get them.

8 MS. MOLLE: Okay.

9 MR. BISHOP: We'll get you some.

10 MS. CAMPBELL: Dr. Stapp, by any
11 chance do you have a card?

12 DR. STAPP: Yes.

13 MS. CAMPBELL: Just in case they
14 decide to go to Houston, half my work will
15 already be done.

16 DR. LEMUS: We're going to go get
17 them. Jeremy's going to go grab our cards.

18 (Crosstalk)

19 MS. BOWLAN: What was the name of
20 the representative, the reentry representative
21 in Oklahoma?

22 MS. CAMPBELL: Wind Hollow, give

1 me a few minutes I'll remember her.

2 DR. LEMUS: Keel, Dr. Keel.

3 something like that. K-H-I-E-L, maybe.

4 MS. CAMPBELL: Thelma is her first
5 name, right? But I met her. She did a
6 presentation at the Department of Justice with
7 a colleague of mine, and then she also did
8 another presentation at the Bureau. Is that
9 the same lady you're thinking about?

10 DR. LEMUS: No. Theda Keel.

11 MS. CARROLL: And you say she was
12 working with Jeff's program?

13 MS. CAMPBELL: Yes, she doesn't
14 work with a lot of the, just with some of the
15 tribes that Jeff is under that consortium.
16 She mentioned Jeff. Also too, there's one
17 other large tribe that she does a lot of --

18 DR. LEMUS: Is it the Creeks?

19 MS. CAMPBELL: It could be. I
20 don't know offhand. I just don't remember.

21 (Crosstalk)

22 MALE PARTICIPANT: They have a

1 great reentry.

2 MS. CAMPBELL: It might be the
3 Creeks, yes.

4 DR. LEMUS: So, you know, as we
5 move forward too, I think something to think
6 about, and we'd love your guidance and advice
7 is, you know, how do we think through a more
8 holistic approach? We're trying to do as much
9 as possible to ensure every agency is engaged.

10 And, you know, I look to you as
11 our guides because, frankly, I may know an
12 issue but I may not know it from the tribal
13 perspective and that's important. You know,
14 I mean some of it just takes common sense, but
15 it still is good to know.

16 I know one thing that I enjoyed
17 about Dr. Keel's presentation and we asked her
18 to raise it, is this whole issue of cultural
19 competency when engaging with different ethnic
20 groups, and the spirituality aspects and how
21 important it is.

22 There's a lot of overlap, for

1 example, with the Hispanic community and our
2 approaches, and some of the more successful
3 programs for reentry with the lowest levels of
4 recidivism do include that spirituality card.

5 And of course, you know, you have
6 this group of hardcore types in there and
7 they're kind of like scratching their heads,
8 but it was really important for them to hear
9 it, because I think if we don't raise it as
10 part and parcel of the whole thing and it's
11 the natural procedure then they're not going
12 to think about it. And it really, if it has
13 that kind of return then we should include it.
14 It should be part of the discussion.

15 MS. CAMPBELL: Gabby, would you
16 mind if we just, if someone from the Council
17 just give you maybe a brief synopsis of some
18 of the priorities that we're going to look at
19 --

20 DR. LEMUS: By all means.

21 MS. CAMPBELL: -- you know, for
22 next year? I know that you do meet with the

1 Secretary sometimes and she asks you about
2 interest in our community. We might even
3 guide some of the visits or what have you, but
4 if you just maybe look at a couple of the
5 items that we're looking at doing next year?

6 MS. WHITMAN: Yes. Some of the
7 items that the Council has worked on in
8 prioritizing for program year 2012, first of
9 all, the education measure, and we're looking
10 at the full implementation next year.

11 And then also we addressed the
12 Training and Technical Assistance, which
13 includes the regional and national
14 conferences, and also the one percent T&TA
15 funds for the Indian and Native Americans.

16 And the other area we had
17 discussed about doing, and this was discussed
18 last year as well, about doing an oral history
19 of the Indian and Native American programs.

20 DR. LEMUS: Oh that's beautiful.

21 (Off the record discussion)

22 MS. OATES: I was just at the

1 Department of Transportation, so let me switch
2 gears. No pun intended, right?

3 MS. WHITMAN: We will be going
4 over the priorities again for the Assistant
5 Secretary, so maybe perhaps at this time
6 because we do have some new members on the
7 Council, if everyone would introduce
8 themselves briefly.

9 MS. JAMES: Good morning, my name
10 is Jessica James. I'm a member of the
11 Shoshone-Bannock tribes. I represent the
12 Lincoln Indian Center out of Nebraska, Region
13 V.

14 (Crosstalk)

15 MR. WALDRON: Rhode Island Indian
16 Council.

17 MS. MOLLE: Good morning. It's a
18 pleasure to see you again. Chris Molle, a
19 member of Cherokee Nation of Oklahoma,
20 executive director of the American Indian
21 Council in Kansas City, Missouri.

22 MS. OATES: We just had a great

1 visit to Kansas City.

2 MS. MOLLE: Last Thursday?

3 MS. OATES: Last Thursday, yes.

4 It was terrific. The Secretary really enjoyed
5 her time there. I wish we had --

6 MS. MOLLE: She met with the
7 Hispanic Chamber, correct?

8 MS. OATES: She did. She met with
9 the Hispanic Chamber. So the next visit, we
10 definitely want to include you.

11 MS. MOLLE: Okay. Well, I was
12 included in that meeting but I had other, not
13 priorities, but I had clients to --

14 MS. OATES: Yes, unfortunately I
15 understand. We generally give people very
16 short notice because the travel changes and
17 we'd rather give people short notice than
18 cancel.

19 MS. MOLLE: Right.

20 MS. OATES: So we appreciate
21 anybody who can get there. But the next time
22 we'll work with you directly, how's that?

1 MS. MOLLE: Thank you very much.

2 (Off the record discussion)

3 MR. BERNAL: Good morning. My
4 name is Jacob Bernal. I'm an enrolled member
5 of the Colorado River Indian Tribes in Parker,
6 Arizona, and I serve as the executive director
7 of Tucson Indian Center.

8 DR. STAPP: Good morning, Jane.

9 MS. OATES: Nice to see you.

10 DR. STAPP: Dr. Rodney Stapp
11 again, member of the Comanche Nation of
12 Oklahoma and CEO of the Urban-Intertribal
13 Center of Texas in Dallas.

14 MS. CARROLL: Hello. Kim Carroll,
15 director of Grants Compliance with Cherokee
16 Nation. I'm a member of the Choctaw Nation
17 and also secretary of the 477 Tribal
18 Workgroup.

19 MS. BOWLAN: Good morning, I'm
20 Carla Bowlan and I'm a member of the Choctaw
21 Nation as well, and I'm the director of the
22 WIA programs for the Seminole Nation of

1 Oklahoma, and a new member to the Council.

2 MR. RICHARDSON: Good morning.

3 I'm Elk Richardson, member of the Haliwa-
4 Saponi Indian Tribe in North Carolina, and the
5 WIA program director of the North Carolina
6 Commission of Indian Affairs.

7 MS. OATES: Nice to see you.

8 MS. RICHARDSON: Hello, nice to
9 see you again. Anne Richardson with
10 Mattaponi-Pamunkey-Monacan in Virginia,
11 representing Region II on the Council.

12 (Off microphone comments)

13 MS. OATES: Oh, great. Wonderful.
14 We love having public people come to the
15 meetings and see how great the work is that
16 they're doing.

17 (Off microphone comments)

18 MS. OATES: Good morning, good
19 morning, good morning. I can say hello to all
20 of you. I don't see them every day. I don't
21 barely get to see them at all, right?

22 MS. WHITMAN: And Lorenda Sanchez

1 is on the --

2 MS. OATES: I was going to say,
3 where's Lorenda?

4 MS. WHITMAN: Lorenda?

5 MS. SANCHEZ: Good morning, Jane.

6 MS. OATES: Good morning.

7 MS. SANCHEZ: It's afternoon
8 there.

9 MS. OATES: Yes, we're still
10 morning, right? We're still morning barely.

11 MS. SANCHEZ: Okay.

12 MS. WHITMAN: At this time, do you
13 want to first address, the Council has some
14 priority projects that they wanted to share
15 with you.

16 MS. OATES: Yes, I'd love to hear
17 what you, you know, Angie and Amanda and I met
18 on your performance request, and I apologize
19 to those people for whom it's my first meeting
20 with you. Everybody else is used to my
21 frankness.

22 First of all, I want to say to you

1 we're willing to do anything. We want to work
2 with you.

3 But we think it's a great idea to
4 add other measures to show the real richness
5 of what you're doing and to show the real
6 need. Because clearly if we look at things
7 like numeracy and literacy gains, it paints an
8 accurate picture of the poor job that's been
9 done by many other programs to get Indian
10 Country the skills that they need in order to
11 be competitive.

12 So we would be willing to do
13 anything. I do, and I lean on your knowledge
14 of how much I care about these programs to say
15 to you, I think it is really dangerous to go
16 away from the core measures.

17 I'm willing to listen to your
18 arguments, but in a time of great uncertainty,
19 I don't just mean the election, you know, but
20 I mean the economy, I am very concerned if we
21 have the Native American programs as the only
22 programs that where we don't measure entered

1 employment, retained in employment and wages.
2 I am concerned that that will come back to
3 haunt us as we look for more funding, as we
4 look for continued separate programming, and
5 in any reauthorization instead of block
6 granting.

7 I think that any ammunition that
8 we give to people that don't know the value of
9 the 166 programs, to eliminate them, is
10 something that will come back and really
11 become a problem.

12 I need to say that to you because
13 this may be our last meeting, and I don't know
14 what kind of relationship you will have with
15 any successor that I might have. So I need to
16 be really frank with you because we know,
17 appreciate and love one another.

18 The second piece that I'm really
19 concerned about is you know there is still a
20 bias with employers about hiring Native
21 Americans. We know that all the horrible
22 stereotypes that we've worked hard to debunk

1 still exist for some employers. And if we
2 give them any excuse not to hire a Native
3 American because they don't have the same
4 standards as other WIA programs, I'm afraid
5 even if one of them uses it it's one too many.

6 So I just need to talk to you that
7 frankly because if, you know, if it's
8 something that you feel strongly about and
9 want to push, I just want you to understand my
10 concerns not only in my limited three and a
11 half years as the Assistant Secretary, but in
12 my ten-plus years working on Capitol Hill,
13 knowing many of the members who are there now
14 and knowing how they are committed, not
15 necessarily to surgically looking program-by-
16 program to those programs that are
17 ineffective, but are looking to blanket-cut
18 things.

19 And again, I would say this if I
20 were meeting with other groups that worked
21 specifically with targeted groups like migrant
22 and seasonal farm workers or people with

1 disabilities, I just don't think this is the
2 right time to talk someone into why we
3 shouldn't do the three core measures.

4 So again, I wanted you to know my
5 visceral reaction, but I am still willing to
6 listen as long as you allowed me the
7 opportunity for you to hear my real fear about
8 what that could lead to when you might not
9 have Secretary Solis here who really believes
10 in these programs.

11 You have lived through secretaries
12 on both sides of the aisle who are anemic
13 about the programs and you've lived with
14 secretaries who are supportive. We don't know
15 what will happen next, and in these times of
16 great uncertainty, you know, I hope that
17 whether a Republican or a Democrat is the
18 Secretary of Labor, I hope they value the real
19 need for us to continue our investment in
20 Indian Country, but I can't guarantee that.

21 So unless I can come to you
22 saying, yes, I think this is the time to

1 experiment, we don't know what's going to
2 happen with the Draconian bills we've seen
3 introduced in this Congress. We don't know
4 what's going to happen in the next Congress.
5 They could get better or they could get much
6 worse.

7 So my feeling is I needed to speak
8 to you with the passion that I have about
9 maintaining my belief that these programs meet
10 and exceed, meet and exceed all measures that
11 they've been given. And to dilute what we
12 think the outcomes could be now, could lead us
13 into a place where none of us is going to be
14 happy.

15 You know, if there's a change in
16 leadership there's going to be a transition,
17 and all of you know whether transitioning from
18 a Republican to a Democrat or a Democrat to a
19 Republican, it doesn't matter. There's not
20 the people here. People can't get confirmed
21 immediately, so there's people who I refer to
22 in both parties as "zealots" making decisions.

1 And if zealots come in to do cost savings
2 instead of quality improvements, everybody is
3 at risk not just Native Americans, everybody's
4 at risk.

5 So I just ask you to think about
6 that as you're making your decision about
7 putting forward that particular
8 recommendation. Other than that I'm, you know
9 I can have a strong opinion on this. I'm
10 sorry. Actually my friends know me, so those
11 of you that don't I do apologize. I'm this
12 animated about most things.

13 MS. WHITMAN: Dr. Stapp would like
14 to address additional items about the
15 education measure.

16 DR. STAPP: Yes, so I'm presenting
17 our version of what we're looking at on the
18 education measure. And so first, on behalf of
19 the Council, thank you so much for you and the
20 Department for getting it this far. That's
21 been a big accomplishment.

22 We just had a couple questions for

1 clarification, and we got some of that
2 information yesterday, but after hearing what
3 you just said it might be different from what
4 we heard yesterday.

5 I have here before me the paper
6 part where you checked off on the option, and
7 let's see, we were not clear on the way the
8 option was worded what exactly was being
9 approved, and I think we hear something a
10 little bit different from what you said.

11 But yesterday we were told and
12 given a good explanation about what Labor was
13 looking at or what they were thinking in this.
14 And what we were told was that Option 1 being
15 selected, of course the original three
16 measures would still be in place with entered
17 employment as a mandatory, but with average
18 earnings and employment retention, which is
19 the second and third current measure, would be
20 added in with the credential measure or the
21 education measure as the fourth measure, and
22 that grantees would have the option to pick

1 any two of those three, and that the
2 enhancement section of the education part has
3 kind of been left off to the side.

4 So that didn't sound to be the
5 case more than --

6 MS. OATES: Well, you know, I
7 didn't want either Angie or Amanda to have to
8 deliver how I really feel. I deliver that.
9 I think that the three common measures are the
10 only way to make comparison across programs.
11 And if you let some of your programs elect not
12 to use all three common measures I think
13 they're vulnerable.

14 And I wouldn't put that in writing
15 because it could be on Fox News tomorrow.

16 DR. STAPP: Sure.

17 MS. OATES: Right? So it was very
18 important for me to be able to say that and I
19 think adding additional measures doesn't hurt
20 anybody.

21 So look at any one of them.
22 Entered employment has to be it, we're the

1 Department of Labor, right? But if your
2 program no longer wants to measure whether
3 someone is retained in employment it looks
4 like no one's being retained, to the outside
5 observer.

6 And all of you are well versed in
7 this. Again, the newcomers, I'm making an
8 assumption. The people that have been on this
9 committee, I know the quality of your
10 leadership. I know your history in these
11 programs. But many of the program operators
12 that are out there are much less sophisticated
13 than you, and they won't see that this could
14 be used against them. That's what I'm
15 concerned about.

16 You know, if I'm running a program
17 for a tribal organization in New Mexico, in
18 Arizona, you know, I was just on the phone
19 with the Navajos so I'm thinking of them. If
20 I'm running a program there I'm thinking about
21 I'm running the same quality program, what, if
22 this is just easier it's one less thing I have

1 to report on. And reporting on retention in
2 employment is time consuming. You know, you
3 have to call the employer. You have to hope
4 that that client will come back.

5 But believe me, we talked about
6 this at length when we were together. My real
7 concern is again something that I could say
8 among people who know me, I just think it's
9 really problematic to make that change now.
10 Because we don't know who's going to be in the
11 seat of power on committees of jurisdiction.

12 And if, for instance, you know,
13 I'll use a deceased senator. If a tribe in
14 New England had decided not to do retention
15 anymore and Senator Kennedy was still on the
16 health committee, I know how he would act, but
17 I don't know how Judd Grey would have reacted.

18 Judd Grey would have said, that
19 tribe stopped doing retention in employment
20 because they can't keep anybody in a job and
21 they have a deal with employers, just take
22 them for 30 days, fire them, because that's

1 all we have to do for our outcome measure.

2 I believe without any doubt that
3 there have always been members in Congress
4 that would have used that and I believe there
5 are today.

6 DR. STAPP: We agree, but that's
7 why we wanted clarification and to hear it
8 from you on what was actually being approved.
9 So it's different from what we heard
10 yesterday, so going forward --

11 MS. OATES: And that's not their
12 fault, it's mine, because I didn't want them
13 to have to deliver this.

14 DR. STAPP: Sure.

15 MS. OATES: This shouldn't have
16 been a "Jane said," this is a "Jane is
17 saying."

18 DR. STAPP: Okay. So for
19 clarification for the Council, then a
20 recommendation is have the original three
21 common measures with the fourth half education
22 part being, the credential part going forward

1 as a fourth optional measure?

2 MS. OATES: And I want to say to
3 the Council that because of the location of
4 many of your programs, not you, but because
5 God knows Rhode Island's in a hard time right
6 now. But what I'm really talking about are
7 locations that are more remote and where
8 average wages might not look as what they are,
9 I would like to continue looking with the
10 Council for those particularly rural or
11 frontier areas where the average wage in the
12 state might be considerably higher than the
13 average wage continuous to a program or a
14 reservation. You know, I think we need to
15 look at a better way to describe that.

16 So whether we annotate, whether,
17 but I'm open to any suggestions there, even in
18 our reporting, to put something in about the
19 programs and the difference, because everyone
20 knows the average wage in Virginia might be
21 very different than the average wage adjacent
22 to a tribal program, because northern Virginia

1 drives the average wage and rural Virginia
2 lags behind.

3 I'm not as familiar with Oklahoma
4 as some of the other states, but I have to
5 assume that's the same. You know, the metro
6 areas are going to drive a higher wage.

7 So if there is some need, because
8 we do want to keep our talent close to Indian
9 Country, we don't want them to go to the big
10 city and leave their population behind. You
11 know, we encourage them to stay close to
12 family and tradition.

13 But if there is a unique need
14 where we have to say, we need to annotate in
15 this area of the state, the average wage is
16 considerably lower than the state average
17 wage, I think that's something we should
18 explore.

19 And, you know, it may be even in
20 some areas of New England, Darrell, you know,
21 Maine may be a specific case where there's
22 real variance, but it could be Massachusetts

1 as well, where western Massachusetts has a
2 much lower salary base than eastern
3 Massachusetts with Boston as the driver.

4 So I don't want to close the door
5 on that because I do think the average wage is
6 probably something, even though in reporting
7 it hasn't been a problem. I mean we've been
8 able to get really strong wages, and now with
9 the development in Montana and North Dakota,
10 we may see, you know, the Indian programs in
11 those states really driving, killing the rest
12 of the country.

13 But I think we need to really look
14 specifically as if there's a need we're open
15 to exploring that as a note on the data.
16 Hawaii is such a different case.

17 MS. CAMPBELL: Jane, to answer the
18 question and as we move forward as a program
19 is, is that the three measures will remain in
20 place and that they have the option to add the
21 fourth measure?

22 MS. OATES: Is that where we are,

1 Dr. Stapp, then?

2 DR. STAPP: Yes.

3 MS. OATES: I would
4 enthusiastically endorse that because I think
5 there's nothing there but showing that your
6 programs are doing more than they need to do.

7 Thank you very much. Again I
8 apologize to those people who don't me. I
9 know I look like I'm either schizophrenic or
10 a buttinski. I am both. But in this area it
11 really is because of my strong feelings about
12 making sure that these programs are not cut.

13 DR. STAPP: All right, thank you
14 very much.

15 MS. WHITMAN: The next area to be
16 addressed is the training and technical
17 assistance by, I called him Congressman
18 Waldron.

19 (Crosstalk)

20 MR. WALDRON: First I want to
21 thank you because it's been an eight-year
22 struggle on this education measure. As you

1 know I've been very frustrated about it
2 because of the educational level in my state
3 particularly with Indians. We're seeing them
4 in fourth and fifth grade and it's just scary
5 when you think about them at 20 years old
6 moving forward with that type of an education
7 basis.

8 So I personally want to thank you.
9 It's been an eight-year struggle for some of
10 us that have been here awhile, and we're happy
11 to have, and I'm happy with adding the fourth
12 measure. It doesn't intimidate me at all. It
13 just encourages me to move forward.

14 MS. OATES: What has ever
15 intimidated you?

16 MR. WALDRON: The topic I want to
17 talk a little bit about is the National
18 Conference and the Training, and I know that
19 it's been stressed with Training because of
20 the horrible conference that happened with the
21 SGA.

22 And I did attend one of the OMB's

1 webinars on the financial no-noes that are
2 coming in. I know that these conferences are
3 in that category, and we just had one that was
4 cancelled which caused a great deal of
5 distress for the grantees who were hooked into
6 it and were looking to go.

7 And I have the next level of
8 stress because I became the national chair for
9 the National Conference that's supposed to go
10 on this year, and we ended up in the Michigan
11 area.

12 And so kind of following all of
13 the language and the activity and interpreting
14 the best I could some of the policies or the
15 recommendations coming down, it appears that
16 these conferences are all in trouble.

17 So what I did prior to this
18 meeting today to plead with you to allow our
19 conference to go on, was I called Margaret
20 Zinteck with 477 and we conversed on the phone
21 about the possibility of merging our National
22 166 Conference with the 477 Conference, and

1 changing our date perhaps and perhaps changing
2 their date and meeting someplace in the
3 middle.

4 It had great favoritism to do that
5 and, in fact, Margaret was going to make
6 several calls, and I felt it was premature to
7 do that, but just a couple of people in the
8 discussion of merging us together for one big,
9 huge conference would be beneficial to
10 everybody.

11 So we are awaiting this meeting
12 for us to schedule a meeting to get together
13 and talk about that. We have the forms filled
14 out here. They are what they are as far as
15 the cost goes. You know as well as I do you
16 can play with numbers a little bit. I did to
17 keep them low. We're at about \$1,200 a
18 client. Some of the areas are a little low
19 but, you know, we were trying to keep it under
20 that \$500,000 threshold.

21 But the two of us joined together
22 we think would be a savings for everybody. We

1 could probably negotiate more business
2 investment and tribal investment that would
3 back these numbers out. It would be less
4 expensive for the new T&TA contract because
5 they'd have one major conference to address
6 everyone. So I'm really pleading that we can
7 do that one.

8 At the Western Conference, they're
9 holding off. I did talk to them. They wanted
10 to wait. They have pushed their conference
11 back or postponed it for now awaiting
12 outcomes. So I'm kind of enthusiastically
13 asking if we can get a waiver for this and
14 push this forward.

15 And in the conversation around
16 gaming facilities, a lot of times when they're
17 Indian gaming facilities we get them extremely
18 cheap. They offer a great deal of savings.
19 You know, the numbers are what they are. The
20 rooms are great. They're usually cheap. They
21 throw cash in. In some cases they feed
22 everybody, which saves part of the per diem.

1 I know that Kim has a couple comments in
2 reference to 477, and I call.

3 MS. CARROLL: One of the things
4 that 477 has done over the years is try to
5 schedule our Tribal Workgroup quarterly
6 meetings in conjunction with National
7 Conferences that are going on as well as
8 Regional Conferences.

9 E&T is a perfect fit for us
10 because over 90 percent of our 477 grantees
11 include WIA as part of their 477 plan. We've
12 been involved, I'm sure as you know, with the
13 Administrative Flexibility Workgroup. We're
14 coming to closure on that. It's been a lot of
15 work meeting weekly, almost, for the past
16 year.

17 A lot of changes to our planning
18 process and our reporting process. The forms
19 that we're going to be using, new definitions,
20 also to things like that it's going to require
21 some extensive training for the grantee
22 community.

1 April, that time period is going
2 to be, we think, pretty close to what we need
3 to be able to roll that out to our community.
4 That's one reason we thought perhaps if we
5 were to go in together it would certainly be
6 cost efficient for us as most of the
7 individuals with the 477 would be attending at
8 WIA conference anyway. Two birds with one
9 stone, that sort of thing.

10 We know we're going to need a
11 couple of days at least for our training for
12 the new processes. It seemed to be a win-win
13 for both groups.

14 MS. CAMPBELL: I mean I've been
15 working with the committees on these
16 conferences so we're personally invested, but
17 more importantly I've worked for more than a
18 year with the 477 folks. So what that would
19 mean is I would be able to help conduct some
20 of the training, not only just on the 166 side
21 but the 477 side as well.

22 MS. CARROLL: And that would be

1 very helpful to us. Angie has been wonderful
2 in helping us move this process forward.

3 MS. OATES: Look, I mean nobody
4 can dispute the policy. It's the right
5 policy. I mean it's smart, it saves your
6 locals money because they'd like to come to
7 both programs as tribes or organizations.
8 Tribal organizations are struggling with, do
9 we go with 477? Do we do something else?

10 You know, it was something that
11 came up on the Navajo call the other day. I
12 think it makes great sense and we would
13 enthusiastically endorse the partnership.

14 My being able to grant you a
15 waiver is so out of the realm of possibility.
16 Let me tell you, I'm sure you've heard about
17 this. We have an internal process that is the
18 chief financial officer, the folks from the
19 solicitor's office and the folks, who's the
20 third member of the triad?

21 FEMALE PARTICIPANT: OCM.

22 MS. OATES: Oh, the people who do

1 management here so well. So that group, we go
2 through what I think is painstakingly
3 laborious paperwork to get things done.

4 So I can tell you that we've
5 gotten ten government oversight requests from
6 the Hill on cost per participant. So I think
7 you're doing exactly the right thing, driving
8 down the cost per participant. Even though
9 it's Technical assistance, it's critical. Not
10 having five-day conferences, I haven't seen
11 one five-day conference get approved.

12 So truncating, you know, so that
13 you can say it's a three-day conference, it's
14 a four-day conference, but five-day
15 conferences seem to be verboten for some
16 reason.

17 And, you know, each agency, sadly,
18 has their own process. So I don't know
19 anything about Interior's process, but we
20 should make sure that you don't have to hop on
21 your right foot to get through the Department
22 of Labor process and hop on your left foot to

1 get the through Interior's process.

2 So I think it would make sense to
3 do some exploring with the people at Interior
4 to talk about, you know, what are the things
5 that are going to be red flags in your agency,
6 what are the things that are going to be red
7 flags in ours? So before we even do the
8 written request we make sure that we've
9 eliminated the red flags from each agency.

10 I told you the red flags in ours.
11 Because of the Congressional requests, cost
12 per participant is a red flag, and days. You
13 know, days are a huge red flag. Everything
14 that we do has to include an agenda, so
15 therefore combining the conferences is going
16 to make a much richer, action-packed agenda.

17 I always say the people who are
18 approving these things don't understand the
19 value of networking and not having back-to-
20 back-to-back-to-back workshops so that people
21 can actually talk to people.

22 But clearly if you're combining

1 them there would be back-to-back-to-back-to-
2 back workshops because people wouldn't
3 necessarily be interested in every one. When
4 the 166 folks have their meeting everybody's
5 interested in every workshop that's going on.

6 So trying to pack more in in fewer
7 days destroys the networking and destroys the
8 relationship building. That's a part of the
9 program and it's a part of all programs, all
10 good programs. People want to hear your
11 success stories and people want to hear their
12 challenges as well, so that I don't have to
13 replicate every challenge.

14 So I think it's absolutely doable.
15 We have already requested a waiver, a blanket
16 kind of thing for Indian Country on this.
17 We've brought that directly to the center. We
18 haven't gotten a response yet. I will warn
19 you that this process has given molasses a new
20 meaning.

21 And so -- I do apologize that you
22 had to cancel, and I don't say this because I

1 don't take your problem uniquely, we've
2 probably cancelled more conferences than we've
3 had. We're getting hit from people for not
4 spending money fast enough in the TH plans
5 when the TH plans was to have meetings
6 included having convenings, and then we
7 couldn't get the convenings okayed.

8 We're going through that with the
9 National Governors Association right now. I
10 mean so this extreme reaction to a horrible
11 situation, I mean Indians would never think
12 about paying \$50,000 to build bikes as a team
13 building activity because you'd be taking
14 49,990 of those dollars to put into program
15 because you're so strapped for funds and your
16 needs are so great.

17 The fact that a government agency
18 did this is disgusting. I mean hiring a
19 magician? I mean if even a third of the
20 stories are true, shame on them. But now
21 we're all paying that price. And believe me,
22 we're doing whatever we can to clear that up

1 here.

2 I do not think we have a good
3 process here at the Department of Labor yet.
4 I think it's better than it was the first day
5 we started, but my weight loss is better than
6 it was the first day I started and I'm nowhere
7 near where I want to be and I would not want
8 to give you that alignment.

9 But we're going to continue to
10 work on it. And right now because of silly
11 season, you know, everybody's worried about
12 sequestration, everybody's worried about
13 everything else, this is not in the top five
14 of anybody, you know, conference approval is
15 not anybody's top five. So we're still
16 continuing to push and hopefully we'll have an
17 answer for you at some point. Notice I didn't
18 use the word "soon."

19 Kim, I'm sorry.

20 MS. CARROLL: I think one bit of
21 confusion amongst the grantee community has to
22 do with the funding itself. The one percent

1 that is used for our Technical Assistance
2 actually comes from the grants, and it was the
3 tribes themselves that decided to use that one
4 percent for Technical Assistance.

5 And it's a little confusing as to
6 how that falls under the system to begin with.
7 You know, the grantees have determined that
8 this is how they wish to receive Technical
9 Assistance. All of those things have been in
10 place for some time and have worked quite
11 well. Is that not a consideration?

12 MS. OATES: No. It was a shock to
13 us somewhere in the process when we were told
14 that grantee convenings, at our first
15 understanding was anything that had five or
16 more federal employees was to be under this
17 process. So we swallowed that. We said
18 that's fine, you know, because it involves our
19 travel money, it involves work.

20 Then I would say several weeks,
21 maybe months into this process it was
22 redefined. Because our regional offices were

1 bringing people in and there weren't five
2 federal employees, in fact, there were no
3 federal employees traveling. They were having
4 meetings in federal building space. And they
5 were told no, no, if they're using DOL grant
6 funds that has to come under this process.

7 Now I hope when folks who are
8 looking across agencies like our friends at
9 the White House, like our friends at OPM and
10 GSA, when they're looking at things across
11 agencies they will make some of these leaps
12 that say, if there's not a federal employee
13 there that's your business, you have to abide
14 by the rules. But that's not where we are
15 right now.

16 MR. WALDRON: Well, that's good
17 because that was some of the confusion with
18 folks in public comment yesterday. It was
19 asked. Folks have interpreted the language
20 that grantees were exempt and that it was
21 state and federal agencies only, and that it's
22 what, somewhat, although we've been told but,

1 you know, we are a stubborn bunch and always
2 don't play well in the sandbox with others.
3 You know, and it just kept prolonging a
4 decision that no one wanted to make.

5 And I had several conversations
6 with Jeff, and I know Jeff very well. I mean
7 he was really torn between standing up and
8 fighting for what's right in his community
9 that he owes so much to, and so it was just
10 sort of unclear.

11 Even though we've got the, you
12 know, Amanda's letter came out and people were
13 still kicking and screaming, we never got an
14 opportunity to see the actual written policy
15 that was internal, and we understand those
16 functions, you know, that it was just for
17 certain eyes only that were department heads.
18 Everybody was begging to see a copy of that
19 and kind of to move forward.

20 And I just think we have an
21 inherent mistrust in our DNA for the past 500
22 years, so we're like doubting Thomas and the

1 disciples, you know, take the things and so
2 show me. So that's where we are, yes.

3 MS. OATES: No, I think that's
4 exactly right. But this is a time when your
5 frustration is shared by career staff as well.
6 You know, I mean politicals, I'm on a team and
7 I have to do what the team says, right?

8 But I think the career staff, this
9 is probably the biggest area of angst in my
10 time here. I mean people are very, very
11 frustrated. They're putting lots of work into
12 it, and the appearance to career staff is that
13 it's sitting in someone's inbox and, you know,
14 everybody's been trying to follow the rules in
15 the submission of these things and it's been
16 very difficult.

17 But I don't know if it's any
18 solace, but it's not just -- no pun intended
19 on Solis -- I don't know whether it's any
20 solace here, but definitely this is going on
21 in every aspect of ETA's business. And I can
22 tell you from my weekly meetings with my

1 colleagues that this is a pain in the neck for
2 every agency in DOL.

3 And I think given the time,
4 putting some distance between the magicians
5 and the bike building, maybe calmer heads will
6 prevail and maybe what we need is just a
7 little more space. I think we're committed to
8 continuing to take this on.

9 It's now silly, you know, I mean
10 that you can't plan a meeting three months
11 out. You have to say where you're having the
12 meeting, but you don't know whether you can
13 make a commitment on a contract until you have
14 the okay to have the meeting. It's like so
15 many, it's not just one chicken and egg, it's
16 a whole henhouse. And I hope people are
17 understanding the process a little better.

18 And the three people in this
19 Department of Labor who are the three decision
20 makers are completely overwhelmed. You know,
21 they're completely crazy.

22 MS. MOLLE: Thank you. I have a

1 question about the cost. You talked about
2 limiting the days, no five days, and then the
3 cost is this magic number, \$2,000 per
4 participant, and it needs to be below that?
5 I mean what --

6 MS. OATES: You know, I don't
7 think there's a magic number. I'm saying, and
8 even five is something that I'm saying I
9 haven't seen anybody get anything approved
10 with five. So I think cutting down the days
11 improves your chances and keeping the cost as
12 low as is reasonable, you know.

13 And I think if you're going to do
14 things that drive the cost up, so if you're
15 going to do, for instance, training, where
16 you're bringing someone in and somebody's
17 going to get some kind of certificate because
18 of that training, that's going to be more
19 expensive than just having somebody come and
20 talk.

21 So, or if you had to bring some
22 thing in, a piece of equipment in to show or

1 something, I mean I think you always want to
2 leave room for yourself if in order to do your
3 business, to do what you have to do you have
4 to incur costs.

5 I think you have to just make sure
6 that Angie has that so she document it when
7 she's putting the paper in. You know, so that
8 in the actual narrative we can say, this is
9 going to cost us \$2,000 instead of \$1,300
10 because people are going to walk out of here
11 with something.

12 You know, there are many trainings
13 that go on where you leave with a manual.
14 Well, that manual has a cost, you know, it's
15 \$10 times 300 people. Guess what, that
16 quickly gets up to an extra \$3,000 for the
17 conference that's going to add, you know, to
18 something.

19 So I think, you know, and there
20 have been trainings where people actually left
21 with a piece of equipment whether, you know,
22 a handheld tablet or something. I've been to

1 adult literacy conferences where they actually
2 gave people loaded tablets so they could see
3 what they could do if they wanted to purchase
4 those. Kim's laughing because she's been to
5 the same kinds of things.

6 Well, that's going to add \$300 per
7 participant, but they're going to leave there
8 not having to go home and talk to somebody
9 about what they saw. They're going to be able
10 to show them, and say to their tribal
11 leadership, if we did this we wouldn't have to
12 worry about rebuilding our library in this
13 isolated place. We could build our library in
14 everybody's home on their tablet.

15 I think those are the kinds of
16 things that we just need to put in the
17 justification. Who could argue with that?

18 MS. CAMPBELL: And also it's
19 sufficient time, Jane, that show them that we
20 can go back and forth, or if they need
21 additional information. If Jane needs
22 additional information that we have ample time

1 to provide that. This should go back and
2 forth.

3 This was the first process that we
4 went through, the Midwest in Regional and
5 Eastern Regional Conference, and there's a lot
6 of lessons that we've learned as a team. But
7 nonetheless, you know --

8 MS. OATES: That's right.

9 MS. CAMPBELL: -- just wanted for
10 you all, thank you.

11 MR. WALDRON: Just in closing on
12 my part, because again there's been phone
13 calls, is there a possibility of us getting a
14 copy of the mandate that came in that we can
15 share with our community?

16 MS. OATES: What one are we
17 talking about, the OMB's letter?

18 (Crosstalk)

19 MS. CAMPBELL: According to the
20 memo that, what is it, February 17th, from the
21 --

22 FEMALE PARTICIPANT: The James

1 Taylor memo.

2 (Crosstalk)

3 MS. OATES: We can ask. I don't
4 know the answer to that. The reason I asked
5 if it was something that I put out to my
6 people I would say yes. But since it's under
7 somebody else's name and it's Department-wide,
8 let me just ask and maybe we can get that
9 answer while you're still in town.

10 MR. WALDRON: It would help quite
11 a bit. And when I first heard James Taylor I
12 was like, James Taylor?

13 FEMALE PARTICIPANT: I can get
14 directly to him. I can see, Darrell, I could
15 see you driving right to the gate to find him.

16 MR. WALDRON: Oh yes. Well, thank
17 you very much for your patience with me.

18 MS. CARROLL: I'm assuming that
19 this would also affect our Advisory Council
20 meetings, is that correct?

21 MS. OATES: It's not, because
22 you're FACA.

1 MS. CARROLL: Okay, all right.

2 MS. OATES: Different rules.

3 MR. WALDRON: There was one other
4 thing. Because the Council's expenses are
5 coming out of the one percent, and years ago
6 we had a second budget that came out, I think
7 it was the Secretary's discretionary monies.

8 And it's becoming increasingly the
9 question asked because we serve at the will of
10 the Secretary and our community combined
11 hopefully for the better success of our
12 communities, that and we had put a request in,
13 I think, for \$75,000 to fund the Council here
14 on its travel and in its arrangements and that
15 that was going to continue, it's probably a
16 bad time to ask that, but if that was going to
17 continue to come out of the grantee's one
18 percent to finance the conferences?

19 MS. OATES: So the Secretary, you
20 know, each year the Budget and the
21 Appropriations committees decide line-by-line
22 how to give the Department of Labor their

1 money, and there is no more discretionary
2 money. So the Secretary doesn't have money
3 nor does the Assistant Secretary have money
4 that they could use.

5 In years past that was standard.
6 So those were the ways that, for instance, I
7 funded pilots and demos. It's how I funded
8 the research conference that we did in 2009.
9 2009 was the last year we had any
10 discretionary money and that came from the
11 Recovery Act.

12 MR. WALDRON: That was the year we
13 put the request in.

14 MS. OATES: Right. So we have
15 really no ability. We could probably get a
16 legal opinion on whether we could use money
17 from our PA account to do something like this.

18 That would mean, my PA account is
19 where I get my salary money for my staff. So
20 if we were to take it from PA, we would
21 probably have to reduce the staff in DINAP in
22 order to pay for it.

1 (Crosstalk)

2 MS. OATES: So I mean that's the
3 Draconian --

4 (Crosstalk)

5 MS. WHITMAN: We are trying to
6 balance it all, you know, because it is taken
7 from their grants, and very small grantees.
8 So we're trying to balance this out within the
9 needs for the branches.

10 MS. OATES: Yes, I mean look, I
11 think if there are other ways that we can
12 explore with you, with our advisory council on
13 apprenticeship. They now have the majority of
14 their meetings virtually.

15 MR. WALDRON: Yes, we've been
16 talking about that.

17 MS. OATES: So because the travel
18 costs are really the big costs. You know, I
19 mean that's the issue here. So I think last
20 year, you wouldn't know either, I think they
21 normally have four meetings. I think last
22 year they only had two in person, and two, and

1 they're meeting at two virtually and we try to
2 help with that.

3 You know, many of the colleges,
4 the tribal colleges especially in your area
5 have, they've been the leaders on technology
6 because they have to depend on it. But we
7 have that capability here now in this
8 conference room. That's something.

9 The other thing is, you know, I
10 think you should look at all the ways that you
11 can save money. So if the majority of your
12 people are traveling from, I'll use Oklahoma,
13 are traveling from Oklahoma, and it's cheaper
14 to have a meeting there and us to send two
15 staff people there, we should put that on the
16 table and do a cost analysis.

17 You know, if it ends up that DC is
18 really expensive in order to do meetings
19 because of high cost of a hotel. Where we
20 need to look is where we could get federal
21 space, because it would be very hard to get
22 any money to pay, you know, getting meeting

1 space could obliterate the cost of travel.

2 But I think what we need to do is
3 a cost analysis of any alternative, whether
4 it's virtual, whether it's doing it at a
5 different location, moving out of DC and, you
6 know, paying for two of our staff to travel.
7 You'd probably only get two and everybody else
8 would call in, you know, I mean that's,
9 because then we'd get into a huge bind of how
10 many people are traveling.

11 But I think without saying yes or
12 no to anything it would be good for the
13 committee to look at those options to see if
14 there are places where it would be
15 considerably cheaper. And certainly I think
16 the staff here would be more than willing to
17 do hotel comparisons and things like that.

18 But I know just from my traveling,
19 oftentimes in DC it's between \$250 and \$300
20 for a hotel room no matter what happens, and
21 in other cities it's very easy to get a hotel
22 room for under \$100.

1 MS. WHITMAN: So I would assume
2 that Hawaii's out of the question?

3 MS. OATES: I think we put
4 everything on the table, but that's going to
5 be --

6 (Crosstalk)

7 MR. WALDRON: We never engaged
8 business relations. We had started to engage
9 them years ago. We have a committee that's
10 still active, you know, and we were looking at
11 working with them, because in the end
12 hopefully everything we do affects businesses
13 in a positive manner with better training and
14 all that stuff. But I know that they had some
15 cash but we never quite got there and so just
16 --

17 MS. MOLLE: For a point of
18 clarification, we are a FACA committee, so
19 discretionary funds for FACA committees, I
20 mean I thought there was a separate set of
21 funds for FACA committees. That was my
22 confusion, I guess. So how are the other four

1 or five FACA committees funded?

2 MS. OATES: We only have one other
3 here in ETA, and that's why I used them as the
4 reference. They lost their funding as well.
5 It comes out of apprenticeship funding.

6 MS. MOLLE: Apprenticeship, okay.

7 MR. WALDRON: I was the only one
8 with civil rights and they had zero budget.
9 I mean everything we did was on the phone and
10 the one staff person there would once a year
11 fly out to our meetings, the civil rights --

12 MS. CAMPBELL: So a couple of
13 points is one that we are exploring, I think,
14 that doing some teleconference meetings, we
15 all see that come through.

16 But also oftentimes the, at least
17 one of the Council meetings are held in
18 conjunction with the National Conference, it
19 would be a cost savings and may be beneficial
20 for us to continue to do it that way.

21 But they just to sort of reserve
22 that government-to-government relationship,

1 that's why we always try to have at least one
2 meeting here so we can come and see you or
3 have Secretary Solis join us or Amanda or any
4 other of the government officials that wants
5 to visit.

6 So we can especially take a look
7 at how often we want to come in and meet with
8 the administration if that's an issue.

9 MS. WHITMAN: All right, and then
10 our next item is by Councilwoman James on our
11 oral history, Our Story.

12 MS. JAMES: Well, we have met with
13 previous meetings and we defined our purpose
14 of our workgroup, of Our Story research
15 workgroup, is to identify and document the
16 history of Indian and Native American
17 employment training programs to educate the
18 stakeholders.

19 The workgroup will review where we
20 have been to understand where we need to be
21 and verify that the government-to-government
22 relationship is ongoing through the community-

1 driven values and goals. And we want to have
2 quantified results.

3 And we met yesterday and we
4 decided that we would like to do it in
5 different phases. I believe we've established
6 three phases which are, the first phase would
7 be like a historical background and
8 identifying the different resources that we
9 can gather to get all the documentation
10 together.

11 And then the second phase would be
12 to go into interviewing various different
13 people that have been involved in the process
14 of WIA programs, JTPA, from historical to
15 really capture the positive results of what
16 these type of programs do for Indian Country
17 and throughout Indian Country and the impact.

18 And then the third phase would be
19 to produce the materials. We did want to
20 identify the production of materials, such as
21 we wanted to do a DVD to have a video produced
22 so that we can educate visually, and then a

1 historical piece where we can get people,
2 documents, papers about what we've been doing
3 and the impact of it.

4 And we are actually working with
5 the outreach workgroup to develop a two-page
6 educational tool to inform people about who we
7 are and what we do and the uniqueness of our
8 targeted population groups that we serve
9 throughout Indian Country.

10 And basically that's a summary of
11 what we talked about.

12 MS. OATES: That's really
13 exciting. I mean, you know, I would, first of
14 all, get my sarcastic comment off. Maybe we
15 can put that on a continuous loop in some
16 Congressional offices once it's done so they
17 have to see it over and over again.

18 But, you know, I really think at
19 some point the committee, I would suggest that
20 we get in touch with Carrie Gilley, you know,
21 and just talk a little bit about how, you
22 know, the Association could get involved

1 getting people to see this and then do
2 research on it, you know. Because as Native
3 Americans are involved more and more in labor
4 research and things like that, you know, we
5 have a very small fund that we use, I think
6 it's like \$60,000 that we give people \$10,000,
7 researchers, to look into specific things. It
8 would be great to use this as, you know, a
9 catalyst to get some Indians who are looking
10 at either, I think we do it for PhD candidates
11 and post-docs, you know, to kind of get them
12 looking.

13 Even if we had to get non-Indians
14 looking at this, you know, this is a very
15 underrepresented research topic because people
16 think they know all about Indian Country and
17 what they do. They know they build casinos.
18 They think they know it all. You know, like
19 that's the one thing they know.

20 If we could really look, and I
21 think it's so powerful when Secretary Solis
22 stands in front of an audience and talks about

1 that she was in a CETA program, you know, the
2 precursor to JTPA.

3 Maybe using all the resources that
4 are around in Indian Country, getting some
5 recognizable figures, business owners, you
6 know, successes. Not just, you know, I always
7 laugh at my own people saying, not just people
8 who own bars.

9 I'm of Irish heritage, you know
10 what I mean? Not just bar owners, but getting
11 the doctors, the lawyers, all the people that
12 have come that started with these programs.
13 That's the program that got them started, and
14 get them involved.

15 I think it would be, I'm not
16 joking about continuous reel in most
17 Congressional offices. Think how many
18 members, you know, your delegations that are
19 the most. They understand that Indian Country
20 isn't Rhode Island but there are a lot of
21 Native Americans who deserve programs.

22 But, you know, most states that

1 don't have a recognized tribe, and there are
2 many of them, or don't have a recognized tribe
3 that has significant voter block numbers, you
4 know, they're invisible. I mean I could
5 really excited about that. That's a terrific
6 idea.

7 MS. CAMPBELL: Jane, can I tell
8 you something, and Amanda's aware of this as
9 well. We had a meeting, and this Our Story,
10 oral history of 166, we did put it forward as
11 a program for consideration.

12 MS. AHLSTRAND: That's the
13 Department-wide research on that, so Jane
14 mentioned some of ETA's work and the
15 Department of Labor's efforts trying to
16 prioritize which students, and there are many
17 on the list --

18 MS. OATES: Yes, I think this is
19 really, and this should be a Department-wide
20 issue because we have a women's bureau. Ah,
21 there's women in Indian Country. We have a
22 vets division. Look at how fabulous Native

1 Americans have been in choosing to serve their
2 country and are disproportionately unemployed
3 when they come back when compared with their
4 other peers.

5 You know, we also have a
6 disabilities unit. Many Native Americans
7 disabled and living in areas that are not
8 programmatically, they might be physically
9 accessible because their people are afraid of
10 ADA compliance but they're not
11 programmatically accessible.

12 So I think it's, and even Wage and
13 Hour and things like that, I don't think we do
14 enough in Indian Country to get around to
15 everyone. I don't think we do enough in any
16 community to say you have a right to complain
17 if you're not being paid overtime.

18 You have a right to complain if
19 you're walking on a wet floor and that's
20 causing you to slip. You haven't broken your
21 hip yet but it could be coming.

22 You know, I mean so Wage and Hour

1 and OSHA and federal contracting, you know, I
2 mean all those areas should be engaged in
3 this, because I think it's how do we get more
4 Indian-owned businesses to apply for federal
5 money? Because, you know, we've been very
6 successful in Job Corps with an Alaska native
7 corporation, you know our friend from Alaska,
8 and also with some of the tribes, Kicking
9 Horse, operates their own Job Corps.

10 Well, why aren't we doing more of
11 that? And we have a new Job Corps that
12 probably won't break ground until next year,
13 in Wyoming. It's between two tribal lands in
14 Riverton, Wyoming. So why aren't we already
15 trying to think about those Indian businesses
16 that could apply to construct, they could
17 apply to do programming in there?

18 We have to do all aspects of that
19 and it's hard because you're all working 24/7
20 anyway, but how do we kind of promote those
21 ideas so that Native American small businesses
22 could say, I could be the training provider in

1 that Job Corps. It's really easy. I have an
2 electrical company here, I can do that right
3 on the Job Corps rather than bring somebody in
4 from another state. So I think that's
5 exciting.

6 MS. CAMPBELL: We've got ten
7 minutes. Jessica, will you --

8 MS. JAMES: Yes, I was just going
9 to wrap it up. We kind of started, well, we
10 did meet about the project. However, we had
11 some issues on allocating funding for the
12 project, and think that it's interesting when
13 you had mentioned the researcher possible --

14 (Off microphone comments)

15 MS. JAMES: We did discuss interns
16 working on the video part, from Native
17 colleges throughout the Indian Country to
18 start with the production --

19 (Off microphone comments)

20 MS. OATES: And since they're not
21 here, I can also say our Office of Public
22 Affairs, you know, could be helpful. You

1 know, we should see what they can do either in
2 the area of technical assistance or actual
3 footage.

4 For instance, they take tapes and
5 pictures anytime the Secretary goes anywhere.
6 If we put on their radar screen, any time
7 you're visiting a Native American program, if
8 we could have that footage.

9 MR. WALDRON: Absolutely.

10 MS. OATES: You know what I mean?
11 So I'm not saying, they could go out and do
12 what they're doing but there are many times
13 when the Secretary has visited training
14 programs or tribal organizations that we could
15 put that in there and we could make that ask
16 of other agencies.

17 Think if we could ask Interior, if
18 when they're doing that if they could give you
19 their footage. So you'd end up with lots of
20 video but you could get the clips and pictures
21 that you needed without having people actually
22 go out. Because one of the problems you're

1 going to have is if you get students in six
2 places, there are 60 more places that are
3 going to say, how come you didn't put Hawaii
4 in there?

5 And I would also say, this is an
6 area where, not that I'm dumping more work on
7 you, but this is an area where maybe we can
8 get some money from that prize competition,
9 you know, that we're always looking at? Why
10 can't we put something very specifically out
11 to do --

12 (Crosstalk)

13 MS. CAMPBELL: Prize competition,
14 so I'll do the more work if it's beneficial to
15 --

16 MS. OATES: Javier is into this
17 prize thing where people give a monetary
18 prize, but you own all the things. So we did
19 one in ten on your best ideas for something,
20 I forget what it was, and we gave out a
21 \$10,000 prize.

22 So what if you said to all your

1 programs, you know, we want you to videotape
2 the best training that you've done, the best
3 literacy work that you've done. We want you
4 to videotape your most exciting success story.

5 We want you to videotape three
6 employers who, whatever you want to do, and
7 then say, and we're going to give a prize for
8 the best video. You would then own, DINAP
9 would own all the videos and give them to you.

10 MR. WALDRON: And, you know, the
11 chances of those people in those videos that
12 are Native and are 70 and under --

13 (Off microphone comments)

14 MS. OATES: That's right.

15 MR. WALDRON: We're determining
16 that now every time we meet somebody.

17 MS. OATES: So I mean you think
18 about how you could use that because then you
19 get every program, and you could include the
20 477 programs even because they're sister
21 programs, right?

22 I mean you could say who's the

1 competition open to and it's any Native
2 American training program, and then you'd have
3 this rich library. We probably got 30 videos,
4 you know, and gave out two prizes, I think.

5 You know, and it doesn't have to
6 be a lot of money, because if you're just
7 making a video and everybody has it almost on
8 their cell phone now, right? It's amazing the
9 quality of the things that we got.

10 And they have to submit the video
11 on a CD. You know, you can tell them very
12 specifically what you want. And then you have
13 a team, which would be the advisory committee
14 probably in this case, who would pick the
15 winners and, you know, you have lots of
16 material and it's very cost efficient.

17 (Crosstalk)

18 MS. OATES: Because, you know, we
19 gave out a \$1,000 prize, right? I mean it was
20 amazing how many people, was it about
21 apprenticeship? What did we write about?

22 MS. AHLSTRAND: I thought it was

1 coding or something weird, and then there was
2 the career awareness prize that we did first.

3 MS. OATES: Oh, it was career
4 awareness. Yes, that's exactly what it was.
5 We asked people to do a video on the sector,
6 you know, tell us what a day in the life of.
7 What's it like to be an electrical worker?
8 What's it like to be a carpenter? And we got
9 lots of interesting video that we then could
10 use for other things.

11 But I think it might really work
12 here, and coming up with that kind of money,
13 you know, coming up with a couple thousand
14 dollars is not impossible.

15 MS. CAMPBELL: That's an option.
16 I'll definitely put that on my action item.

17 MR. WALDRON: Access to everything
18 all over the country --

19 MS. OATES: Right.

20 MR. WALDRON: -- without having to
21 pay for it.

22 MS. OATES: Right, that's exactly

1 right. You know, and you have people on the
2 ground where you could verify, is this person
3 for real, you know, is this truth or fiction?
4 Because all your networks could say, you know,
5 if I said I've got a PhD and somebody is, you
6 could check with somebody and they were like,
7 no, she got a JOB but not a PhD. That's
8 right. That's exactly right.

9 MS. RICHARDSON: And we were
10 looking at the types of people that had been
11 produced through the program. Thomas Dowd is
12 one of them.

13 MS. OATES: Right, that's exactly
14 right.

15 MS. RICHARDSON: And we were
16 talking about John Herrington, the astronaut.

17 MS. OATES: Is that right?

18 MS. RICHARDSON: And 41 tribal
19 leaders it's produced, and I mean untold
20 doctors, attorneys.

21 MR. WALDRON: Everybody here.

22 MS. RICHARDSON: Yes, everybody

1 here just about, yes.

2 MS. OATES: I mean that's the kind
3 of thing that I think when people talk in
4 these business terms that drive me crazy, when
5 they talk about ROI, return on investment,
6 you're like how do you quantify Tom Dowd?

7 MR. WALDRON: Right.

8 MS. OATES: You know, it's not
9 that he gave back \$10 for every dollar that
10 was invested in him, it's like he gave back
11 ten-fold. You know, every place he's been
12 whether at Interior, whether here in ETA, now
13 in OFCCP, wherever he's been he's not only
14 done a great job but he's mentored people and
15 he's changed peoples' perceptions of Native
16 American. He wears his Native American
17 heritage with great pride.

18 MR. WALDRON: And the stuff he
19 gave us when he was the director of a
20 workforce program for us. Created a whole new
21 economic development piece there with selling
22 Native jewelry and stuff.

1 MS. OATES: Is that right?

2 MR. WALDRON: Yes, he did.

3 MS. WHITMAN: And also the Council
4 has made a commitment to complete at least 70
5 percent or more of their action oriented work
6 activities that will be related to the
7 Council's priorities and those of the
8 Secretary.

9 And I guess in the interest of
10 time because you were going to just be here
11 with us for about an hour --

12 MS. OATES: I'm on my way to
13 Nashua.

14 MS. WHITMAN: Oh, wow. Okay,
15 well, thank you very much.

16 MS. OATES: You know, I can't tell
17 you, I changed my travel schedule when I found
18 out I was supposed to be out of the office
19 today so that I could be here, because there
20 is nothing more important than connecting with
21 you.

22 I mean I think you have some idea

1 how much we value you. You know Angie, and
2 now you've gotten to know Amanda, you know the
3 whole DINAP team. Your opinions are really
4 valued. And this program is treasure here.
5 I mean there is absolutely no question.

6 And we definitely want to make
7 sure that you know that what you're telling us
8 is taken seriously and respected. And it's
9 disappointing to us when we can't do what you
10 ask.

11 We are under tremendous oversight.
12 You know, I don't ask for pity when I say
13 this. I took this job with a happy heart and
14 do it every day with a happy heart. I have
15 the best career staff in government and a
16 great political team and terrific
17 stakeholders.

18 But when you think about the fact
19 that I've been called 25 times in three and a
20 half years to testify before Congress, 25
21 hearings, it just gives you some sense of why
22 I'm so paranoid.

1 Now, you know, I'm happy to do it,
2 that's my job, right? But it just gives you
3 an idea of the scrutiny, and you have lived up
4 to that. I don't say that lightly. Your
5 performance measures in a horrible recession
6 and a tepid recovery are terrific. You know,
7 it's great.

8 So I would just like to add to
9 you, tell me what else we can do? I just left
10 Transportation, as I told you, talking about
11 getting vets into transportation careers.

12 I gave money to North Carolina.
13 At the end of the year we often have money
14 that I can only give to travel organizations
15 or states. We've done it for the last three
16 years, and on the on-the-job training, and
17 we've done it very specifically. I'm very
18 thrilled that we have three tribes
19 participating in that. Some of them had a
20 hard time getting started. They're doing a
21 great job now.

22 But I gave money to North Dakota

1 because they have a very unique need, 20,000
2 job vacancies last week, but 60 percent
3 unemployment on their reservations. So they
4 got \$2 million from me specifically to work on
5 two populations, veterans and Native
6 Americans.

7 And if you are not feeling that
8 your peers are getting the attention they need
9 from the State of North Dakota to really train
10 and get Native Americans into those jobs,
11 doesn't have to be Native Americans from North
12 Dakota if people are willing to move.

13 MR. WALDRON: Right.

14 MS. OATES: So if you are not
15 feeling that presence, they have two years to
16 spend it, I will put more pressure on them.

17 That's the only reason they got
18 that specific money, because with this career,
19 it's not just in, you know, I would never ask
20 somebody to move states to take a job in
21 drilling, because I wouldn't drill myself, I'd
22 be too nervous.

1 But the job growth in North Dakota
2 are all the supporting industries that the
3 doubling of their population is creating. And
4 many people from Indian Country are used to
5 winters like North Dakota, are used to
6 lifestyles like North Dakota and will stay
7 there and flourish, whether as a teacher, as
8 a nurse, but let's get them into the training.

9 And if they want to go into
10 construction and mining, God bless them for
11 doing that. But I want to make sure that you
12 know it's for all occupations that are growing
13 in North Dakota.

14 So please, you know, tell me if
15 you're not feeling that because our intent
16 from the very beginning, speaking with the
17 labor commissioner and the governor was
18 saying, as long as you focus on these two
19 populations that's what the money's for. So
20 use it.

21 MS. WHITMAN: Well, you have
22 provided and we appreciate so much of the

1 tremendous support you have provided for the
2 Indian and Native American Program. Thank you
3 for taking off the table the regionalization
4 of the Indian and Native American Programs.

5 Thank you for adding in the TEGL
6 for the first time, the state plan to work
7 with the Indian and Native American Program.

8 MS. OATES: We're going to see how
9 that goes.

10 MR. WALDRON: I have a question.
11 Are you sticking around? I mean like if this
12 administration and --

13 MS. OATES: You know, we don't
14 know what's going to happen, and I don't want
15 to ever talk about that because I love all of
16 you whether you're Democrats or Republicans.
17 That party politics, I'm the only Assistant
18 Secretary for Employment and Training so I
19 can't be partisan.

20 I would tell you that it would be
21 very difficult for me to leave Secretary
22 Solis. I love Secretary Solis. So that the

1 one assurance I can give you, if Secretary
2 Solis is invited to stay and she invites me to
3 stay, there is no question that I will stay.
4 So that's the best answer I can give.

5 (Applause)

6 MS. OATES: Lorenda, we miss you.

7 MS. SANCHEZ: Oh, I miss being
8 there too.

9 I just wanted to mention something
10 and that is when I said hello to you this
11 morning, I think it's one of the first times
12 that I've actually not said, Assistant
13 Secretary Oates. And that's because when you
14 first met with us you mentioned that you were
15 going to earn your place with us. And I want
16 to let you know you certainly have done that.

17 MS. OATES: Oh, that's lovely.
18 Thank you. That means so much, thank you very
19 much.

20 And I am honored that you called
21 me Jane, because I came out of the womb like
22 a crazy person, Jane. I was named Jane before

1 I actually stuck my head out, from my
2 grandmother, and I will leave this world as
3 Jane. All the other titles will go including
4 maybe my last name someday, but I don't know.
5 But thank you for that.

6 And I will say one word on
7 sequestration. The official line is that it
8 will not happen that calmer heads will
9 prevail. I've seen very good signs in the
10 last few days that are people on both sides of
11 the aisle putting funding proposals out there,
12 whether we agree with them or disagree with
13 them. A very good sign.

14 There are Republicans putting
15 proposals out, and Democrats. I think that
16 gives us hope. If the worst should happen,
17 and I don't think it will, if we get hit with
18 sequestration, and we are preparing, Jane, ETA
19 is being very fiscally conservative in the
20 event that we do, because my prime directive
21 to my staff is we will lose no staff person.

22 So I'm being very frugal on back

1 hiring. I'm being very frugal. My folks will
2 get an announcement later this week that we're
3 not giving anybody a budget for the first
4 quarter to buy supplies and things like that
5 because I think if people think they have five
6 dollars to spend on supplies they'll spend it.

7 So we're not going to spend
8 anything until January until we know that for
9 sure that this isn't going to happen. But if
10 it does, as unlikely as I believe that is,
11 each agency will have 120 days to decide how
12 we'll absorb the cuts that they'll have to
13 take.

14 Now what that means for us in ETA
15 is that Day 120 the program has to be over at
16 the White House and they have to know what DOL
17 is doing. So count back. My guess is we have
18 about 60 days to figure out in ETA how we
19 would absorb the cuts and present that to the
20 Secretary.

21 So nothing will be impacted on
22 January 3rd, nothing. We will instead go into

1 a planning phase, and we will certainly call
2 an emergency meeting of the advisory committee
3 here, but the Council will have to talk to us
4 by phone or whatever in order to say, what do
5 we do.

6 So again, let's hope. I really
7 am, I'm thrilled over the past couple days.

8 MS. WHITMAN: We have so many, so
9 many areas that we are appreciative of you,
10 but also last year, thank you for honoring the
11 grantees and being at our National Conference.

12 MS. OATES: Oh, I had a ball. How
13 about that airport though? That airport was
14 the best.

15 (Crosstalk)

16 MS. OATES: Thank you very much.
17 Great seeing all of you and great meeting the
18 new people. Thank you. Get ready to work
19 hard.

20 (Off the record discussion)

21 MS. CAMPBELL: And we're going to
22 go forward, and so what she stated today is

1 what the measure will be. It's a little
2 different from what people were going to
3 implement, but that's okay.

4 (Crosstalk)

5 MR. WALDRON: And we're educating
6 them to get them jobs.

7 MS. CAMPBELL: But it is different
8 from that menu of measured concept that you're
9 all seeking. But that's okay, we're going to
10 go forward.

11 DR. STAPP: So we have one minute
12 left. As a matter of business, since we've
13 got the fiscal clarification from Jane, as a
14 Council can we go ahead and say aye, we're
15 pushing it forward? And if so, I'll make the
16 motion.

17 MALE PARTICIPANT: I'll second it.

18 DR. STAPP: We're going to push it
19 forward.

20 MS. CAMPBELL: All those in favor?

21 (Chorus of ayes)

22 MR. WALDRON: And I'm going push

1 forward with the Conference, I agree with the
2 positive.

3 MS. WHITMAN: Yes.

4 MR. WALDRON: Okay, so I'll be
5 phoning you guys.

6 MS. WHITMAN: But the dates are --

7 MR. WALDRON: Yes, well, that's
8 not a problem. It's only four days anyway.

9 MS. CARROLL: We talked about a
10 meeting in January. Is there going to be a
11 winter session of NCAI in DC, could be in
12 January, couldn't it?

13 MS. WHITMAN: I'm not sure about
14 that. Lorenda would know.

15 MS. CARROLL: That might be a
16 possibility for us.

17 MS. CAMPBELL: You know, also too
18 I did hear her say that the apprenticeship
19 office, they do teleconferences more than once
20 a year. So immediately if not sooner I'm
21 going to put in some conference requests for
22 the full Council via the telephone, and also

1 we'll try to make some video conferences
2 available so we can go for two conferences, do
3 at least four conferences, right? And a
4 video, right?

5 There will be no travel, and I'll
6 specifically, that was one of the tasks but
7 that's going to be a good one. I'll do that.

8 MS. RICHARDSON: Easy, make it
9 easy.

10 MS. WHITMAN: Thank you, Council
11 members --

12 (Applause)

13 (Whereupon, the foregoing matter
14 went off the record at 12:05 p.m.)
15
16
17
18
19
20
21
22

A				
abide 111:13	117:21,22	AHLSTRAND 2:9	announcement	93:8 105:11 115:9
ability 121:15	address 26:10 40:6	132:12 139:22	151:2	approving 106:18
able 12:7 53:21	82:13 88:14 101:5	airport 152:13,13	answer 35:2 53:9	approximately
55:20 62:14 64:4	addressed 14:13	aisle 86:12 150:11	96:17 109:17	65:3
90:18 96:8 103:3	15:16 77:11 97:16	Alaska 134:6,7	119:4,9 149:4	April 71:2,22 103:1
103:19 104:14	addressing 27:9	alignment 109:8	Antonio 70:12	area 10:4 32:6 48:4
117:9	adhere 6:14	Alina 34:3	anxious 51:4	62:22 66:1 67:4
absolutely 29:18	adjacent 94:21	allocating 135:11	anybody 79:21	69:15 77:16 95:15
61:7 71:4 107:14	Adjourn 3:22	allow 16:17 39:20	90:20 92:20	97:10,15 99:11
136:9 144:5	adjusting 51:7	99:18	109:14 115:9	113:9 123:4 136:2
absorb 151:12,19	administration 2:5	allowed 86:6	151:3	137:6,7
accept 7:22	3:19 31:3 42:15	alternative 124:3	anybody's 109:15	areas 16:2 19:4
access 37:21 39:7	43:2 47:17 127:8	Amanda 2:9 53:5	anymore 92:15	34:10 61:20 70:18
140:17	148:12	82:17 90:7 127:3	anytime 68:14	94:11 95:6,20
accessible 133:9,11	administrative	144:2	136:5	100:18 133:7
accomplished 7:11	47:17 102:13	Amanda's 112:12	anyway 103:8	134:2 152:9
accomplishment	adult 117:1	132:8	134:20 154:8	argue 117:17
30:11 88:21	advice 75:6	amazing 139:8,20	apologize 82:18	arguments 83:18
account 22:17	advisement 36:12	American 1:3 3:9	88:11 97:8 107:21	Arizona 80:6 91:18
121:17,18	advising 42:13	17:7 43:8 45:7	apparently 36:17	arms 64:12
accurate 83:8	advisors 19:10	63:17 65:5 77:19	appearance 113:12	arrange 37:3
acknowledge 15:9	advisory 6:11	78:20 83:21 85:3	appears 99:15	arrangements
act 6:11 92:16	34:22 36:20 37:9	127:16 134:21	Applause 149:5	120:14
121:11	119:19 122:12	136:7 139:2	155:12	aside 36:11
action 14:7 19:8	139:13 152:2	142:16,16 148:2,4	applicable 10:12	asked 14:20 29:17
20:11 21:7,21	Affairs 60:10 62:11	148:7	apply 134:4,16,17	31:20 53:11 75:17
24:16 27:8 51:8	81:6 135:22	Americans 33:16	appointees 6:4	111:19 119:4
140:16 143:5	affect 119:19	77:15 84:21 88:3	appointment 31:1	120:9 140:5
action-packed	afraid 85:4 133:9	130:3 131:21	appreciate 48:21	asking 21:4,4
106:16	afternoon 82:7	133:1,6 146:6,10	79:20 84:17	101:13
active 125:10	agencies 27:17	146:11	147:22	asks 77:1
activities 143:6	111:8,11,21	ammunition 84:7	appreciative 152:9	aspect 113:21
activity 14:18	136:16	amount 12:20,22	apprentice 62:16	aspects 75:20
99:13 108:13	agency 75:9 105:17	13:7,9	62:19	134:18
actual 63:7 112:14	106:5,9 108:17	ample 117:22	apprenticeship	assist 28:14 61:9
116:8 136:2	114:2 151:11	analysis 123:16	62:3 122:13 126:5	assistance 3:14
ADA 133:10	agenda 8:6 20:15	124:3	126:6 139:21	14:15 15:10 35:19
add 27:10,11 42:20	50:1 106:14,16	anemic 86:12	154:18	64:11 77:12 97:17
83:4 96:20 116:17	ago 31:20 35:15	Angie 65:8 68:9,13	approach 75:8	105:9 110:1,4,9
117:6 145:8	120:5 125:9	82:17 90:7 104:1	approaches 76:2	136:2
added 89:20	agree 55:5 93:6	116:6 144:1	Appropriations	Assistant 2:4 3:20
adding 90:19 98:11	150:12 154:1	Angie's 72:22	120:21	7:4,15 10:15
148:5	agreed 8:17	angst 113:9	approval 15:20	12:16 13:11,22
additional 18:7	agreement 26:7	animated 88:12	16:2 40:22,22	15:17 19:20 21:5
25:10,11 39:6,9	34:5	Anne 1:18 4:7 81:9	109:14	24:17 78:4 85:11
88:14 90:19	Ah 132:20	annotate 94:16	approve 16:18	121:3 148:17
	ahead 14:4 153:14	95:14	approved 26:3 89:9	149:12

118:9,19 126:12 132:7 135:6 137:13 140:15 152:21 153:7,20 154:17 cancel 79:18 107:22 cancelled 99:4 108:2 candidates 130:10 capabilities 55:19 capability 37:22 39:8 55:5,13 123:7 Capitol 85:12 capture 128:15 card 73:4,11 76:4 cards 73:17 care 83:14 career 113:5,8,12 140:2,3 144:15 146:18 careers 145:11 careful 41:16 Carla 1:15 5:10 80:20 Carolina 81:4,5 145:12 carpenter 140:8 Carrie 129:20 Carroll 1:16 4:14 4:15 10:2 19:17 19:22 20:13 24:19 25:1 28:1,5,8,12 28:14 31:7,13 46:4 49:4 54:7 57:12 74:11 80:14 80:14 102:3 103:22 109:20 119:18 120:1 154:9,15 Carroll's 46:21 carry 44:11 case 9:2 73:13 90:5 95:21 96:16 139:14 cases 101:21	cash 101:21 125:15 casinos 130:17 catalyst 130:9 category 99:3 caused 99:4 causing 133:20 CD 139:11 ceiling 12:13 cell 139:8 census 53:12 54:9 54:13,16 59:5,14 center 61:18 69:20 70:1 78:12 80:7 80:13 107:17 CEO 80:12 certain 58:2 112:17 certainly 48:17 62:20 72:21 103:5 124:15 149:16 152:1 certificate 115:17 CETA 131:1 cetera 27:2 chair 1:13,14 7:17 30:5 45:12 51:9 99:8 challenge 65:6 66:11 107:13 challenges 107:12 Chamber 63:18 64:4 79:7,9 chance 73:11 chances 115:11 138:11 change 87:15 92:9 changed 142:15 143:17 changeover 43:21 changes 16:7,11,12 16:15,19 17:17 79:16 102:17 changing 100:1,1 chart 29:1 35:17 charts 35:14 cheap 101:18,20 cheaper 123:13 124:15	check 141:6 checked 89:6 Cherokee 17:10 78:19 80:15 chicken 114:15 chief 104:18 Choctaw 80:16,20 choice 8:22 choose 8:22 choosing 133:1 choppy 38:17 Chorus 153:21 Chris 78:18 Christine 1:17 5:1 CIMC 17:3 cite 13:14 cities 124:21 city 63:4,18 78:21 79:1 95:10 civil 126:8,11 clarification 8:15 8:18 89:1 93:7,19 125:18 153:13 Clark 17:13 clear 89:7 108:22 clearance 57:18 58:12 cleared 10:11 clearly 83:6 106:22 client 92:4 100:18 clients 79:13 clips 136:20 close 53:22 95:8,11 96:4 103:2 closing 3:22 118:11 closure 102:14 Coalition 71:17 coding 140:1 coffee 6:7 colleague 74:7 colleagues 114:1 colleges 123:3,4 135:17 Colorado 80:5 Comanche 80:11 combined 120:10 combining 106:15	106:22 come 8:11 12:14 19:8 20:18 28:3 28:20 32:6 35:1 37:13 48:10 50:6 51:19 52:6,21 63:15 81:14 84:2 84:10 86:21 88:1 92:4 104:6 111:6 115:19 120:17 126:15 127:2,7 131:12 133:3 137:3 comes 53:8 110:2 126:5 comfortable 27:15 coming 36:15 45:14 50:9 57:3 60:13 99:2,15 102:14 120:5 133:21 140:12,13 comment 33:11 111:18 129:14 comments 6:18 24:21 51:12 54:5 56:20 81:12,17 102:1 135:14,19 138:13 Commerce 63:18 Commission 81:6 commissioner 147:17 commitment 21:3 21:6,10 114:13 143:4 committed 85:14 114:7 committee 11:20 11:21 91:9 92:16 124:13 125:9,18 129:19 139:13 152:2 committees 92:11 103:15 120:21 125:19,21 126:1 common 75:14 90:9,12 93:21	communication 33:19 communities 33:16 120:12 community 42:13 45:1 61:21 67:7 76:1 77:2 102:22 103:3 109:21 112:8 118:15 120:10 127:22 133:16 community's 45:2 company 62:22 135:2 compared 133:3 comparison 90:10 comparisons 124:17 competency 75:19 competition 137:8 137:13 139:1 competitive 83:11 complain 133:16 133:18 complete 12:5 143:4 completed 58:18 completely 114:20 114:21 completing 21:7 completion 20:22 compliance 80:15 133:10 component 67:4 comprehensive 34:9 47:12 concept 153:8 concern 44:13 45:1 92:7 concerned 41:8 83:20 84:2,19 91:15 concerns 29:21 49:8 85:10 conclusion 8:12,14 conduct 103:19 conference 3:16
--	---	--	--	---

8:8 10:5,22 11:21 11:22 12:1 13:15 14:2,22 19:2 22:1 23:14,18 27:2 28:9 37:16 43:18 57:4,7,9,13 58:6 71:2,9 98:18,20 99:9,19,22,22 100:9 101:5,8,10 103:8 105:11,13 105:14 109:14 116:17 118:5 121:8 123:8 126:18 152:11 154:1,21	consortium 74:15 Constitution 1:12 construct 134:16 construction 47:20 147:10 consult 36:11 consultation 50:3,5 60:16 consuming 92:2 contact 54:2 56:14 continuation 42:2 continue 14:3 23:6 53:6 86:19 94:9 109:9 120:15,17 126:20 continued 33:2 84:4 continuing 18:2,18 109:16 114:8 continuous 94:13 129:15 131:16 contract 3:14 8:8 15:12 17:7,11 19:1 26:6 63:4 101:4 114:13 contracting 134:1 contractor 15:12 17:18 19:3 22:2 26:13 contractors 14:5 23:15 62:20,21 contributed 36:3 contribution 35:22 convenings 108:6,7 110:14 conversation 101:15 conversations 112:5 conversed 99:20 coordinate 53:2 56:17 copies 12:9 copy 11:15 12:4 112:18 118:14 core 83:16 86:3 Corp 15:11	corporation 134:7 Corps 134:6,9,11 135:1,3 correct 26:14 44:5 46:4 79:7 119:20 cost 10:18,20 12:22 13:6 14:7 39:6,9 39:12 54:22,22 88:1 100:15 103:6 105:6,8 106:11 115:1,3,11,14 116:9,14 123:16 123:19 124:1,3 126:19 139:16 costs 12:20 116:4 122:18,18 council 1:4,11 3:5 7:14 9:3 14:8 16:15 21:3 34:20 35:15 36:1,2,4,7 36:12,18 37:20 42:13 49:14 53:14 58:19 76:16 77:7 78:7,16,21 81:1 81:11 82:13 88:19 93:19 94:3,10 119:19 120:13 122:12 126:17 143:3 152:3 153:14 154:22 155:10 Councilman 24:9 27:2 53:17,18,19 58:14 Councilwoman 24:14 27:4 28:12 46:21 53:16 54:7 54:7 127:10 Council's 14:18 120:4 143:7 count 151:17 country 18:16 46:8 83:10 86:20 95:9 96:12 107:16 128:16,17 129:9 130:16 131:4,19 132:21 133:2,14	135:17 140:18 147:4 couple 14:19 32:7 37:11 49:12 72:18 77:4 88:22 100:7 102:1 103:11 126:12 140:13 152:7 course 33:21 76:5 89:15 cover 10:1 18:22 covering 20:11 CR 18:2 25:11 Craig 2:13 63:22 crazy 114:21 142:4 149:22 Created 142:20 creating 147:3 creative 66:22 credential 89:20 93:22 credentialing 8:20 credit 63:6 Creeks 74:18 75:3 critical 105:9 Crosstalk 14:16 15:22 20:9 21:1 22:10 24:8 27:20 30:9,15,20 38:11 38:22 39:15 41:20 49:2 50:10 55:11 64:2,8,21 71:13 71:18 73:18 74:21 78:14 97:19 118:18 119:2 122:1,4 125:6 137:12 139:17 152:15 153:4 cultural 61:18 75:18 curious 14:5 31:8 37:17 current 22:20 42:15 54:17 89:19 cut 97:12 cuts 151:12,19 cutting 115:10	C-O-N-T-E-N-T-S 3:2 <hr/> D <hr/> Dakota 96:9 145:22 146:9,12 147:1,5,6,13 Dallas 53:22,22 55:6,21 69:16,17 69:18 70:6,7,9,13 80:13 dangerous 83:15 Darrell 1:22 4:5 15:4 95:20 119:14 data 55:3 96:15 date 54:8,9 56:5,8 58:17 100:1,2 dates 56:11 58:20 154:6 David 5:15,17 Davis-Wheeler 5:4 day 33:21 68:13 81:20 104:11 109:4,6 140:6 144:14 151:15 Daybreak 61:18 days 13:1 42:11 92:22 103:11 106:12,13 107:7 115:2,2,10 150:10 151:11,18 152:7 154:8 day-to-day 64:17 64:18 68:7 DC 1:12 71:12 72:11 123:17 124:5,19 154:11 deal 26:7 69:1 92:21 99:4 101:18 debunk 84:22 deceased 92:13 December 54:14,16 58:18 71:10,11,22 decide 8:10 22:18 73:14 120:21 151:11 decided 10:18
---	--	---	--	--

92:14 110:3 128:4 decision 7:3,21 9:8 10:6,8,17 19:9 88:6 112:4 114:19 decisions 9:18 20:19 87:22 defined 127:13 definitely 14:1 32:19 79:10 113:20 140:16 144:6 definitions 102:19 DELANEY 2:11 delegations 131:18 deliver 31:21 90:8 90:8 93:13 Democrat 86:17 87:18,18 Democrats 148:16 150:15 demos 121:7 department 1:1,12 3:18 17:12 36:8 36:10,21 37:10 43:9 62:12 74:6 78:1 88:20 91:1 105:21 109:3 112:17 114:19 120:22 132:15 Department's 35:22 Department-wide 119:7 132:13,19 depend 123:6 depends 63:11 Deputy 10:14 describe 94:15 deserve 131:21 designated 2:6 5:22 6:13 destroys 107:7,7 detail 20:4 determined 10:18 11:11 110:7 determining 138:15 develop 13:18	129:5 developed 31:16 development 15:11 96:9 142:21 dialogue 9:8,11,17 34:4 52:3,5 diem 11:2 12:21 101:22 difference 36:14 46:11,16 94:19 different 22:13 46:10,13,15 62:6 75:19 89:3,10 93:9 94:21 96:16 120:2 124:5 128:5 128:8,12 153:2,7 difficult 113:16 148:21 dilute 87:11 DINAP 3:10 121:21 138:8 144:3 direction 14:6 24:2 directive 150:20 directly 79:22 107:17 119:14 director 78:20 80:6 80:15,21 81:5 142:19 disabilities 86:1 133:6 disabled 133:7 disagree 150:12 disappointing 144:9 disciples 113:1 discipline 5:12 discrepancies 17:1 discretionary 36:19 120:7 121:1 121:10 125:19 discuss 22:3 135:15 discussed 8:7,11 77:17,17 discussing 46:10 discussion 3:10 5:6 5:19 7:2,8 18:20	26:4 48:4 49:19 76:14 77:21 80:2 100:8 152:20 discussions 8:2 disgusting 108:18 disproportionately 133:2 dispute 104:4 distance 114:4 distress 99:5 division 3:9 31:22 43:8 132:22 DNA 112:21 doable 107:14 Doctor 65:14 doctors 131:11 141:20 document 10:10 11:9 116:6 127:15 documentation 128:9 documented 13:9 documents 129:2 doing 22:5 27:15 39:9 44:4 46:6 50:3 60:19 63:10 67:11 69:11 77:5 77:17,18 81:16 83:5 92:19 97:6 105:7 108:22 124:4 126:14 129:2 134:10 136:12,18 145:20 147:11 151:17 DOL 2:3 3:16 8:8 13:15 72:7 111:5 114:2 151:16 dollar 13:7,8 142:9 dollars 18:14 108:14 140:14 151:6 door 96:4 doubling 147:3 doubt 28:21 93:2 doubting 112:22 Dowd 141:11 142:6 download 38:16	Dr 4:16,18 5:15,17 8:13 9:20 10:3 15:3 23:12 27:1 40:19 49:21 56:12 60:5,5 61:8 63:16 64:6,9,22 65:7,15 65:15,18 66:4,7 67:18 68:2,22 69:16,17,20,22 70:3,5,8,10 71:11 71:14,19,21 72:3 72:13 73:2,6,10 73:12,16 74:2,2 74:10,18 75:4,17 76:20 77:20 80:8 80:10,10 88:13,16 90:16 93:6,14,18 97:1,2,13 153:11 153:18 Draconian 87:2 122:3 drill 50:14 52:9 146:21 drilling 146:21 drive 95:6 115:14 142:4 driven 128:1 driver 96:3 drivers 66:15 drives 95:1 driving 96:11 105:7 119:15 Duane 17:15 54:1 dumping 137:6 dust 43:21 DVD 128:21 <hr/> E <hr/> earlier 40:20 early 71:3 earn 149:15 earnings 89:18 easier 91:22 eastern 11:22 12:9 96:2 118:5 easy 72:12 124:21 135:1 155:8,9	echoed 62:2 economic 142:21 economy 83:20 educate 127:17 128:22 educated 45:2 educating 153:5 education 3:12 7:22 8:7,10,20 13:14 14:2 16:9 16:13 18:22 21:22 23:10 27:1 31:22 51:2,3 53:7 77:9 88:15,18 89:21 90:2 93:21 97:22 98:6 educational 41:6 98:2 129:6 efficient 103:6 139:16 effort 45:11 efforts 132:15 egg 114:15 eight-year 97:21 98:9 either 41:1 53:21 72:6 90:7 97:9 122:20 130:10 136:1 elect 90:11 election 31:9 83:19 electrical 51:16 135:2 140:7 electronics 51:14 51:15 elements 9:9 elevating 24:6 eliminate 47:3,8 84:9 eliminated 47:4,11 106:9 Elk 81:3 Elkton 1:18 4:11 else's 119:7 email 48:7 56:7 emails 10:7 emergency 152:2
---	---	---	---	--

employee 111:12	ETA 126:3 142:12 150:18 151:14,18	exploring 96:15 106:3 126:13	feelings 97:11	Flexibility 102:13
employees 10:11 110:16 111:2,3	ETA's 113:21	extensive 102:21	felt 100:6	floor 133:19
employer 92:3	132:14	extent 70:21	FEMALE 9:14	flourish 147:7
employers 84:20 85:1 92:21 138:6	ethnic 75:19	extra 16:5 17:21 116:16	23:7 28:19 29:8	flow 29:1
employment 1:3 2:4 3:19 8:18	EVANGELINE 2:6	extreme 108:10	30:13 34:13 38:7	fly 126:11
18:11,14 84:1,1	event 61:17 67:15 72:20 150:20	extremely 101:17	38:9,20 51:1	focus 46:17 147:18
89:17,18 90:22	events 69:5 72:5	eyes 112:17	104:21 118:22	focused 51:21
91:3 92:2,19	everybody 82:20 88:2 100:10,22	E&T 102:9	119:13	folks 63:20 103:18 104:18,19 107:4
127:17 148:18	101:22 112:18		fewer 107:6	111:7,18,19 151:1
encourage 95:11	124:7 139:7	F	fiction 141:3	follow 113:14
encourages 98:13	141:21,22	fabulous 72:17 132:22	fifth 98:4	following 99:12
ended 99:10	everybody's 88:3 107:4 109:11,12	FACA 119:22 125:18,19,21	fighting 112:8	follow-up 62:8,15
endorse 97:4 104:13	113:14 117:14	126:1	figure 64:12 151:18	foot 105:21,22
ends 123:17	everyone's 9:1	facilities 101:16,17	figures 54:16 131:5	footage 136:3,8,19
engage 125:8	exactly 52:10 55:14 89:8 105:7 113:4	fact 100:5 108:17 111:2 144:18	filled 100:13	forefront 67:12
engaged 75:9 125:7 134:2	140:4,22 141:8,13	fairly 63:19	finance 120:18	foregoing 52:16 155:13
Engagement 60:15	example 38:1 76:1	falls 110:6	financed 35:6	foresees 31:10
engaging 72:14 75:19	Excel 13:2	familiar 66:3 95:3	financial 99:1 104:18	forget 65:1 137:20
England 92:14 95:20	excellent 60:19 67:6	family 62:14 95:12	find 17:18 68:15 72:3 119:15	forgot 33:22 67:19
enhancement 9:4 9:22 90:2	excited 132:5	far 11:10 39:21,22 88:20 100:14	fine 6:7 42:9 110:18	formal 6:13 10:13 14:13 50:2
enjoyed 75:16 79:4	exciting 63:1 64:10 129:13 135:5	farm 85:22	finished 52:20	formally 14:20 15:13
enrolled 80:4	138:4	fast 108:4	fire 92:22	forms 100:13 102:18
ensure 34:4 63:5 67:8 75:9	excluding 13:6	fault 93:12	first 8:9 11:2 16:10 22:16 32:9 33:14	forth 117:20 118:2
ensuring 62:4 70:19	excuse 85:2	favor 153:20	37:1,2 50:20 74:4	forward 9:3 14:6 23:21 30:19 42:14
entered 83:22 89:16 90:22	executive 78:20 80:6	favoritism 100:4	77:8 82:13,19,22	42:18 53:6 57:19
enthusiastically 97:4 101:12	exempt 111:20	fear 86:7	88:18 97:20 109:4	67:14 75:5 88:7
104:13	exist 85:1	feat 69:7	109:6 110:14	93:10,22 96:18
equipment 39:10 115:22 116:21	expansion 64:10	February 58:6,9 118:20	118:3 119:11	98:6,13 101:14
especially 34:9 49:12 66:13 72:11	expenses 120:4	6:11 10:11 27:17	128:6 129:13	104:2 112:19
123:4 127:6	expensive 39:19,22 39:22 101:4	55:8,18 110:16	140:2 148:6	132:10 152:22
established 58:21 128:5	115:19 123:18	111:2,3,4,12,21	149:11,14 151:3	153:10,15,19
et 27:2	experiment 87:1	123:20 134:1,4	fiscal 153:13	154:1
	explanation 9:22 89:12	fee 11:4,5	fiscally 150:19	forwarded 22:14
	explore 95:18 122:12	feed 101:21	fit 102:9	Foss's 65:21
		feel 27:15 42:12 43:3,15 72:13	five 22:3 52:15 109:13,15 110:15	found 143:17
		85:8 90:8	111:1 115:2,8,10	Foundation 65:13 71:7
		feeling 87:7 146:7 146:15 147:15	126:1 151:5	four 31:1,20 36:8 122:21 125:22
			five-day 105:10,11 105:14	154:8 155:3
			fixes 17:2,8	fourth 8:21 89:21
			flag 106:12,13	
			flags 106:5,7,9,10	

93:21 94:1 96:21 98:4,11 four-day 105:14 Fox 90:15 FPOs 34:3 frames 59:2 frank 72:4 84:16 frankly 75:11 85:7 frankness 82:21 friend 134:7 friends 70:17 88:10 111:8,9 friend's 65:9 front 130:22 frontier 94:11 frugal 150:22 151:1 frustrated 98:1 113:11 frustration 113:5 full 58:19 65:6 77:10 154:22 functions 112:16 fund 120:13 130:5 funded 22:19 36:22 121:7,7 126:1 funding 17:22 18:7 35:14,18 36:6,17 41:17 43:4 47:4 54:3 84:3 109:22 126:4,5 135:11 150:11 funds 34:22 36:19 37:6 77:15 108:15 111:6 125:19,21 further 8:2 future 31:10 42:14	geared 10:9 gears 78:2 generally 79:15 getting 51:15 67:3 88:20 108:3 118:13 123:22 130:1 131:4,10 145:11,20 146:8 Gillett 67:17 Gilley 129:20 Gipp 5:15 give 12:19 14:13 30:4,13 49:17 50:2 68:9 73:22 76:17 79:15,17 84:8 85:2 109:8 120:22 130:6 136:18 137:17 138:7,9 145:14 149:1,4 given 87:11 89:12 107:19 114:3 gives 144:21 145:2 150:16 giving 151:3 go 8:16 9:3 14:4 28:11 42:14,18 50:17,18 51:19 52:6 53:6 57:17 57:19 58:12 66:20 73:7,14,16,17 83:15 95:9 99:6,9 99:19 103:5 104:9 105:1 116:13 117:8,20 118:1 128:12 136:11,22 147:9 150:3 151:22 152:22 153:10,14 155:2 goal 21:7 25:9 goals 128:1 God 94:5 147:10 goes 31:9 69:2 100:15 136:5 148:9 going 7:1,2,3,21,22 8:2,6 9:7 10:5	13:5 14:3 15:3 16:4,16 17:21 18:15,15,22 19:14 20:2 21:19 22:3,8 23:18 25:6,10 26:16,21 27:4 29:10,14 30:4 31:14 34:20 40:11 43:3,22 44:16 45:3 47:12 48:2,4 48:6,9,15 49:10 49:21 50:18 51:7 52:12 54:13 58:1 58:3 62:7,17 63:4 64:13,14 68:20 69:13,14 73:16,17 76:11,18 78:3 82:2 87:1,4,13,16 92:10 93:10,22 95:6 100:5 102:7 102:19,20 103:1 103:10 106:5,6,15 107:5 108:8 109:9 113:20 115:13,15 115:17,18 116:9 116:10,17 117:6,7 117:9 120:15,16 125:4 135:8 137:1 137:3 138:7 143:10 148:8,14 149:15 151:7,9 152:21 153:2,9,18 153:22 154:10,21 155:7 good 9:21 12:15 13:11 31:11 34:18 35:3 48:13 67:6 69:8,9 73:3 75:15 78:9,17 80:3,8,19 81:2,18,18,19 82:5,6 89:12 107:10 109:2 111:16 124:12 150:9,13 155:7 gotten 105:5 107:18 144:2 government 105:5	108:17 127:4 144:15 governments 18:16 government's 63:4 government-to-g... 126:22 127:21 governor 147:17 governors 43:4,13 108:9 governor's 18:13 grab 73:17 grade 98:4 grandmother 150:2 grant 26:3 104:14 111:5 grantee 8:21 42:13 72:20 102:21 109:21 110:14 grantees 10:13 25:9 65:20 68:16 89:22 99:5 102:10 110:7 111:20 122:7 152:11 grantee's 120:17 granting 84:6 grants 18:15 35:7 67:3 80:15 110:2 122:7 great 25:4 61:1,2 75:1 78:22 81:13 81:15 83:3,18 86:16 99:4 100:4 101:18,20 104:12 108:16 130:8 142:14,17 144:16 145:7,21 152:17 152:17 Grey 92:17,18 ground 134:12 141:2 group 26:4 36:2 76:6 105:1 groups 75:20 85:20 85:21 103:13 129:8 growing 147:12	growth 147:1 GSA 111:10 guarantee 86:20 guess 18:17 21:4 34:10 36:19 39:16 54:12 116:15 125:22 143:9 151:17 guests 59:19 guidance 11:17 75:6 guide 77:3 guides 75:11 Gulf 70:16 guys 68:19 73:3 154:5
<hr/> G <hr/>				<hr/> H <hr/>
Gabby 49:21,21 61:4 68:10 71:6 73:5 76:15 Gabriela 2:12 60:5 gains 83:7 gaming 101:16,17 gate 119:15 gather 128:9				half 12:6 60:9 73:14 85:11 93:21 144:20 Haliwa 81:3 Hall 17:15 54:1 handheld 116:22 handle 24:10 happen 22:12 31:8 43:20 44:16 86:15 87:2,4 148:14 150:8,16 151:9 happened 19:11 98:20 happens 61:12 124:20 happy 87:14 98:10 98:11 144:13,14 145:1 hard 84:22 94:5 123:21 134:19 145:20 152:19 hardcore 76:6 HARDIN 2:17 HARRIS 2:18 haunt 84:3 Hawaii 5:9 96:16 137:3 Hawaii's 125:2 head 150:1

heads 76:7 112:17 114:5 150:8	33:14 40:18 77:18 91:10 127:11,16 132:10	143:22 145:3	Indian 3:9 8:18 17:6 33:15 45:7 46:8 60:10 61:18 62:11,20 71:9,16 71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interested 19:18 53:14 107:3,5
health 71:16,17 92:16	hit 108:3 150:17	ideal 55:10	62:11,20 71:9,16 71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interesting 66:8 135:12 140:9
hear 17:3,5 39:4,14 52:4,5 67:7 72:5 76:8 82:16 86:7 89:9 93:7 107:10 107:11 154:18	holding 101:9	ideas 134:21 137:19	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interim 53:4
heard 10:16 16:21 26:13 71:20 89:4 93:9 104:16 119:11	holistic 75:8	identified 6:10	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	Interior 106:3 136:17 142:12
hearing 89:2	Hollow 65:11,12 66:6 73:22	identify 72:20 127:15 128:20	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	Interior's 105:19 106:1
hearings 144:21	home 117:8,14	identifying 128:8	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	internal 104:17 112:15
hears 22:12,21	hone 13:19,22 46:17	II 4:7 81:11	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	internally 63:20
heart 144:13,14	honored 149:20	III 4:10	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interns 135:15
HeiTech 17:9,12	honoring 152:10	immediately 87:21 154:20	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interpreted 111:19
held 126:17	hooked 99:5	implement 31:22 153:3	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interpreting 99:13
hello 59:22 80:14 81:8,19 149:10	hop 105:20,22	implementation 53:8 77:10	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	interviewing 128:12
help 66:18,19 103:19 119:10 123:2	hope 31:11 62:8 86:16,18 92:3 111:7 114:16 150:16 152:6	importance 10:1 19:12	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	intimidate 98:12
helpful 104:1 135:22	hopefully 16:14 53:21 62:17 67:14 109:16 120:11 125:12	important 9:17 20:6 41:17,18 42:16 50:20 57:22 75:13,21 76:8 90:18 143:20	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	intimidated 98:15
helping 104:2	hoping 62:15 63:10	importantly 103:17	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	introduce 23:20 60:3 78:7
henhouse 114:16	horrible 84:21 98:20 108:10 145:5	impossible 140:14	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	introduced 87:3
heritage 131:9 142:17	Horse 134:9	improvements 88:2	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	invested 103:16 142:10
Herrington 141:16	hosted 65:1,2	improves 115:11	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	investment 86:19 101:2,2 142:5
hi 50:7 56:12 60:5 60:14	hotel 12:22 123:19 124:17,20,21	improving 32:4	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	invisible 132:4
high 123:19	hour 51:19 52:6 133:13,22 143:11	inbox 113:13	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	invite 70:17
higher 94:12 95:6	hours 69:4	include 11:4 12:13 16:11 33:13,15 45:7,16 65:21 76:4,13 79:10 102:11 106:14 138:19	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	invited 61:19 149:2
Hill 41:7 43:2 85:12 105:6	House 27:18,22 47:2 67:17 111:9 151:16	includes 19:1 77:13 63:6 65:4 70:20 79:12 108:6	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	invites 149:2
hip 133:21	Houston 70:12 73:14	including 150:3	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	involved 102:12 128:13 129:22 130:3 131:14
hire 85:2	how's 79:22	incorporate 16:12	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	involves 110:18,19
hiring 84:20 108:18 151:1	huge 100:9 106:13 124:9	increased 47:4	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	in-person 55:2
Hispanic 76:1 79:7 79:9	hurt 41:3 90:19	increasingly 120:8	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	Irish 131:9
historical 128:7,14 129:1	H.R. 47:1	incur 116:4	71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	Island 78:15 131:20
Historically 36:16	<hr/> I <hr/>		71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	Island's 94:5
history 22:17 27:3	idea 83:3 132:6		71:17 77:15,19 78:12,15,20 80:5 80:7 81:4,6 83:9 86:20 95:8 96:10 101:17 107:16 127:16 128:16,17 129:9 130:16 131:4,19 132:21 133:14 134:15 135:17 147:4 148:2,4,7	isolated 117:13

34:12 40:5 57:19 127:10 140:16 items 8:6 16:21 21:8 22:3 29:1 31:21 41:12 77:5 77:7 88:14 it'd 23:5 39:2 IV 4:13,16	jewelry 142:22 job 9:12 29:18 60:19 64:19 67:6 72:17 83:8 92:20 134:6,9,11 135:1 135:3 141:7 142:14 144:13 145:2,21 146:2,20 147:1 jobs 63:7 66:19 146:10 153:6 Jodi 67:17 John 141:16 join 127:3 joined 100:21 joking 131:16 JTPA 128:14 131:2 Judd 92:17,18 Julia 5:3 July 65:2,2 jurisdiction 92:11 Justice 74:6 justification 117:17	102:1 109:19 Kim's 117:4 kind 17:8 25:14 31:4 61:5 62:13 63:9 68:17 69:3 72:9,13 76:7,13 84:14 90:3 99:12 101:12 107:16 112:19 115:17 130:11 134:20 135:9 140:12 142:2 kinds 117:5,15 knew 37:3 know 7:20 9:7 10:6 10:7 11:6,14,18 12:1,20 14:21 18:6 19:1,15 20:2 20:3,16 21:14 26:12 28:6,20 31:2,5,12 33:20 35:4,13 36:22 37:1,5,12,22 38:19 40:14,19 41:4 42:1,10,16 43:19 45:21 46:2 46:16 47:21 49:4 53:2 54:2,22 55:20 57:19 58:10 59:20 64:11,12 66:10,15 69:13 72:9,19,19 74:20 75:4,7,10,11,12 75:13,15,16 76:5 76:21,22 82:17 83:19 84:8,13,16 84:19,21 85:7 86:4,14,16 87:1,3 87:15,17 88:8,10 90:6 91:9,10,16 91:18 92:2,8,10 92:12,16,17 94:14 95:5,11,19,20 96:10 97:9 98:1 98:18 99:2 100:15 100:19 101:19 102:1,12 103:10	104:10 105:12,17 105:18 106:4,13 109:11,14 110:7 110:18 112:1,3,6 112:12,16 113:1,6 113:13,17,19 114:9,12,20 115:6 115:12 116:7,12 116:14,17,19,21 118:7 119:4 120:20 122:6,18 122:20 123:3,9,17 123:22 124:6,8,18 125:10,14 129:13 129:18,20,22 130:2,4,8,11,14 130:16,17,18,18 130:19 131:1,6,6 131:9,18,22 132:4 133:5,22 134:1,5 134:7 135:22 136:1,10 137:9 138:1,10 139:4,5 139:11,15,18 140:6,13 141:1,3 141:4 142:8,11 143:16 144:1,2,2 144:7,12 145:1,6 146:19 147:12,14 148:13,14 149:16 150:4 151:8,16 154:14,17 knowing 85:13,14 knowledge 83:13 knows 29:21 94:5 94:20 Kristalyn 48:2 K-H-I-E-L 74:3	Labor's 132:15 lady 74:9 lady's 47:22 lags 95:2 laid 41:13 land 63:11 lands 134:13 language 99:13 111:19 large 74:17 largest 62:21 laugh 131:7 laughing 117:4 Laughter 28:16 law 36:9 lawyers 131:11 lead 15:6 86:8 87:12 leaders 37:12 61:19 61:19 123:5 141:19 leadership 87:16 91:10 117:11 lean 83:13 leaps 111:11 learn 66:20 learned 118:6 leave 48:18 95:10 116:2,13 117:7 148:21 150:2 LeBeau 5:16 45:12 48:15 LED 2:18 left 90:3 105:22 116:20 145:9 153:12 legal 121:16 Lemus 2:12 49:21 56:12 60:5,6 61:8 63:16 64:6,9,22 65:15,18 66:4,7 67:18 68:2,22 69:17,22 70:5,10 71:11,19 72:13 73:2,6,16 74:2,10 74:18 75:4 76:20 77:20
J				
Jacob 1:15 5:13 80:4 James 1:17 2:17 4:20,21 24:12,14 27:4 38:14 40:16 53:16 68:19 78:9 78:10 118:22 119:11,12 127:10 127:12 135:8,15 Jane 2:4 3:20 7:4 11:7 14:20 22:18 42:3 49:8 50:8 51:20 52:21 53:7 80:8 82:5 93:16 93:16 96:17 117:19,21 132:7 132:13 149:21,22 149:22 150:3,18 153:13 January 53:13 54:2 54:12,18 56:1,1,6 56:8 58:1,5,19 59:6 151:8,22 154:10,12 Javier 137:16 Jeff 65:21 74:15,16 112:6,6 Jeff's 74:12 Jennifer 17:14 26:19 Jeremy 2:10 49:22 56:12 60:14,17,21 62:9 63:21 Jeremy's 73:17 Jessica 1:17 4:20 24:11,13 38:20 78:10 135:7	keel 15:20 16:17 43:7 45:8 59:16 70:13 92:20 95:8 100:17,19 keeping 32:11 115:11 Kellam 26:18 Kennedy 92:15 kept 46:1 112:3 Kessler 48:20 key 57:22 kicking 112:13 134:8 killed 47:6 killing 96:11 Kim 1:16 4:13 9:21 27:15 46:4 80:14	K		
			L	
			labor 1:1,12 3:18 17:12 36:21 37:10 43:9 86:18 89:12 91:1 105:22 109:3 114:19 120:22 130:3 147:17 laborious 105:3	

length 92:6	locals 104:6	118:5 131:20	139:16	32:1 53:7 77:9
lessons 118:6	location 94:3 124:5	139:6	materials 128:19	83:22 88:15,18
letter 112:12	locations 94:7	lots 113:11 136:19	128:20	89:19,20,21,21
118:17	LOCKLEAR 2:19	139:15 140:9	maternity 48:18	91:2 93:1 94:1
let's 6:19 52:11	long 61:14 66:16	love 39:1 75:6	Mattaponi-Pamu...	96:21 97:22 98:12
60:1 89:7 147:8	86:6 147:18	81:14 82:16 84:17	81:10	153:1
152:6	longer 45:11 91:2	148:15,22	matter 25:19,20,22	measured 153:8
level 63:22 98:2	look 37:19 41:13	lovely 149:17	52:16 67:21 87:19	measures 27:1 83:4
99:7	51:22 75:10 76:18	low 100:17,18	124:20 153:12	83:16 86:3 87:10
levels 76:3	77:4 83:6 84:3,4	115:12	155:13	89:16 90:9,12,19
LEWIS 2:13	90:21 94:8,15	lower 95:16 96:2	matters 67:22	93:21 96:19 145:5
liaison 60:18	96:13 97:9 104:3	lowest 76:3	mayor 63:2	meet 38:1 57:2
liaisons 62:10	122:10 123:10,20	LRDA 2:17,19	mayor's 62:10,18	76:22 87:9,10
library 117:12,13	124:13 127:6	luck 73:3	McKeel 65:17,18	127:7 135:10
139:3	130:7,20 132:22	Lumbee 15:11	65:19	138:16
licenses 66:15	looking 7:12 13:13		mean 10:10 12:14	meeting 1:6 6:1,22
life 140:6	24:1 32:4 41:11	M	12:21 13:20 14:22	26:15 37:13,18
lifestyles 147:6	43:14 44:18 48:11	M 2:6	15:17 16:4,10	53:13,15,20 54:10
lightly 145:4	54:9,11 55:22	Madam 7:17	21:3 24:4 25:7,8	54:19,20 55:2
limited 85:10	58:8 67:2,13 77:5	magic 115:3,7	27:10,14 30:22	56:3,11,18 57:7
limiting 115:2	77:9 85:15,17	magician 108:19	31:3 36:13 39:7	59:5 62:8,18
Lincoln 78:12	88:17 89:13 94:9	magicians 114:4	41:14,17 46:10,15	63:17 68:11 71:8
line 150:7	99:6 111:8,10	main 48:4	49:8 55:15 56:6,8	71:19 72:1 79:12
line-by-line 120:21	125:10 130:9,12	Maine 95:21	66:15 68:2,3,5,10	82:19 84:13 85:20
list 14:11 29:5,14	130:14 137:9	maintaining 87:9	75:14 83:19,20	99:18 100:2,11,12
31:6 40:6 50:18	141:10	major 68:9 101:5	96:7 103:14,19	102:15 107:4
132:17	looks 41:14 91:3	majority 122:13	104:3,5 108:10,11	114:10,12,14
listed 13:16,20,21	loop 129:15	123:11	108:18,19 112:6	123:1,14,22 127:2
listen 72:8 83:17	Lorenda 1:19 5:5	makers 114:20	113:6,10 114:9	132:9 152:2,17
86:6	33:9 34:17 35:10	making 16:19 19:9	115:5 116:1	154:10
litany 66:16	46:3,19 53:11	21:10 87:22 88:6	121:18 122:2,10	meetings 14:20
literacy 83:7 117:1	54:8 55:1 81:22	91:7 97:12 139:7	122:19 124:8	19:9 35:15 37:15
138:3	82:3,4 149:6	Maldron 27:3	125:20 126:9	37:16 39:20 40:2
literally 13:2	154:14	MALE 74:22	129:13 131:10	55:7,18 81:15
little 18:19 54:17	Lorenda's 53:10	153:17	132:4 133:22	102:6 108:5 111:4
60:8 67:15 69:19	lose 150:21	management 105:1	134:2 136:10	113:22 119:20
89:10 98:17	loss 109:5	mandate 118:14	138:17,22 139:19	122:14,21 123:18
100:16,18 110:5	lost 126:4	mandatory 8:19	141:19 142:2	126:11,14,17
114:7,17 129:21	lot 18:15 23:19	89:17	143:22 144:5	127:13
153:1	30:10,19 34:7	maneuvers 50:20	148:11	meets 30:17
lived 86:11,13	37:14 38:15 40:2	manner 125:13	meaning 107:20	member 1:15,15,16
145:3	40:3 45:14 50:4,5	manual 116:13,14	means 72:8 76:20	1:17,17,18,18,19
lives 69:3	59:13,14,15 60:19	Margaret 99:19	149:18 151:14	1:20,22 64:3
living 133:7	60:22 64:14 66:1	100:5	measure 3:12 7:22	78:10,19 80:4,11
loaded 117:2	67:22 69:9 74:14	Massachusetts	8:7,10,21 13:15	80:16,20 81:1,3
local 32:5 70:20	74:17 75:22	95:22 96:1,3	14:2 16:9,13,18	104:20
locally 62:16	101:16 102:14,17	material 59:14	18:22 21:22 23:11	members 5:13 6:4

7:14 11:20 37:20 53:14 78:6 85:13 93:3 131:18 155:11 memo 10:14 11:14 11:15 13:9 118:20 119:1 mention 22:9 34:19 41:3,4,5 149:9 mentioned 25:18 26:17,18 42:21 63:3 71:8 74:16 132:14 135:13 149:14 mentioning 18:9 mentored 142:14 menu 153:8 merging 99:21 100:8 met 1:11 15:13 74:5 79:6,8 82:17 127:12 128:3 149:14 metro 95:5 Mexico 91:17 Michigan 99:10 microphone 6:18 24:21 51:12 54:5 56:20 81:12,17 135:14,19 138:13 middle 100:3 Midwest 10:21 118:4 migrant 85:21 Mike 2:11 37:2 million 146:4 mind 59:18 76:16 minds 42:18 mine 74:7 93:12 mining 147:10 Minnesota-St 69:15 minute 153:11 minutes 52:15 74:1 135:7 mishear 44:2 missing 64:7	Missouri 78:21 mistrust 112:21 molasses 107:19 Molle 1:17 5:1,2 12:12,17 13:4 22:5 25:17,22 31:11,15 42:20 44:5,8 45:4,18,21 48:20 64:3 73:4,8 78:17,18 79:2,6 79:11,19 80:1 114:22 125:17 126:6 moment 63:21 monetary 137:17 money 14:9 16:5 18:17 22:20 26:5 35:16 36:13,13 41:15 42:19 43:14 104:6 108:4 110:19 121:1,2,2 121:3,10,16,19 123:11,22 134:5 137:8 139:6 140:12 145:12,13 145:22 146:18 money's 147:19 monies 120:7 monitor 38:2 Montana 34:1,2 96:9 month 72:18 months 43:20 49:12 110:21 114:10 morning 7:10 18:10,12 41:11 48:8 59:20 78:9 78:17 80:3,8,19 81:2,18,19,19 82:5,6,10,10 149:11 motion 153:16 move 14:6 75:5 96:18 98:13 104:2 112:19 146:12,20 movement 43:4	moving 23:21 98:6 124:5 multiple 38:3 45:6 mute 25:14 mystery 71:19 <hr/> N <hr/> name 26:18 47:22 48:2 65:7,9 73:19 74:5 78:9 80:4 119:7 150:4 named 149:22 narrative 116:8 Nashua 143:13 Nation 17:10 78:19 80:11,16,16,21,22 national 11:21 43:18 57:4,7,8 71:1,8,15,17 72:1 77:13 98:17 99:8 99:9,21 102:6 108:9 126:18 152:11 native 1:3 3:9 17:6 33:16 43:8 45:7 63:17 65:5 77:15 77:19 83:21 84:20 85:2 88:3 127:16 130:2 131:21 132:22 133:6 134:6,21 135:16 136:7 138:12 139:1 142:15,16 142:22 146:5,10 146:11 148:2,4,7 natural 76:11 Navajo 104:11 Navajos 91:19 NCAI 46:2,3 48:1,2 48:5 154:11 NCUIH 71:16 near 39:3 109:7 Nebraska 78:12 necessarily 40:20 85:15 107:3 neck 114:1 need 6:7,9 8:4 20:3	26:21 27:6 32:19 34:13 39:14 40:20 40:21,22 41:10,16 42:2 43:6 44:14 56:11,18 83:6,10 84:12,15 85:6 86:19 94:14 95:7 95:13,14 96:13,14 97:6 103:2,10 114:6 117:16,20 123:20 124:2 127:20 146:1,8 needed 12:2 17:2 17:22 87:7 136:21 needs 25:19 42:12 108:16 115:4 117:21 122:9 negotiate 101:1 neither 17:15 nervous 146:22 networking 106:19 107:7 networks 141:4 never 14:20 28:19 108:11 112:13 125:7,15 146:19 new 8:20 15:12 17:18 18:17 19:3 22:1 41:7 43:2 45:22 70:18 78:6 81:1 91:17 92:14 95:20 101:4 102:19 103:12 107:19 134:11 142:20 152:18 newcomers 91:7 news 69:9 90:15 nice 28:17 32:12 62:13 67:15 80:9 81:7,8 Nicole 62:8 NIHB 71:15 nobody's 71:20 noise 47:20 noises 39:4 NOLA 70:15 non-Indians	130:13 non-profit 46:15 64:12 normally 122:21 North 81:4,5 96:9 145:12,22 146:9 146:11 147:1,5,6 147:13 northern 94:22 note 96:15 notes 7:12 notice 79:16,17 109:17 no-noes 99:1 number 8:19 11:3 12:14 15:7 21:15 45:22 46:22 63:2 63:20 65:20 66:21 115:3,7 numbers 54:13 100:16 101:3,19 132:3 numeracy 83:7 nurse 147:8 NW 1:12 <hr/> O <hr/> Oates 2:4 3:20 7:4 43:17 77:22 78:22 79:3,8,14,20 80:9 81:7,13,18 82:2,6 82:9,16 90:6,17 93:11,15 94:2 96:22 97:3 98:14 104:3,22 110:12 113:3 115:6 118:8 118:16 119:3,21 120:2,19 121:14 122:2,10,17 125:3 126:2 129:12 132:18 135:20 136:10 137:16 138:14,17 139:18 140:3,19,22 141:13,17 142:2,8 143:1,12,16 146:14 148:8,13
--	---	---	--	--

149:6,13,17 152:12,16 obliterate 124:1 observer 91:5 obtain 25:9,12 obviously 66:10 67:12 occupations 147:12 occur 16:16 17:2 42:16 44:7 53:21 OCM 104:21 OCTOBER 1:9 odd 17:1 OFCCP 142:13 offer 101:18 offhand 74:20 office 6:5 12:10 18:14 19:20 21:5 22:15 37:8 39:4,5 39:11 50:4 60:6 60:15 62:11,18 70:8 104:19 135:21 143:18 154:19 officer 2:7 5:22 104:18 offices 55:8 110:22 129:16 131:17 official 6:3 150:7 officials 127:4 oftentimes 124:19 126:16 oh 23:2 29:12 39:19 39:21 44:16 52:14 63:16 64:22 67:18 73:2 77:20 81:13 104:22 119:16 140:3 143:14 149:7,17 152:12 oil 70:16 okay 9:6,13 10:3 16:1,14 18:5 20:21 25:4,15 27:7 29:12,19 34:5 40:13 61:8 64:6 69:8 73:8 79:11 82:11 93:18	114:14 120:1 126:6 143:14 153:3,9 154:4 okayed 108:7 Oklahoma 5:10 65:9,22 66:2 73:21 78:19 80:12 81:1 95:3 123:12 123:13 old 98:5 Omaha 68:20 Omaha's 68:22 OMB's 98:22 118:17 once 15:4 22:12 43:21 72:18,18 126:10 129:16 154:19 ones 37:5 one's 91:4 ongoing 127:22 on-the-job 145:16 open 94:17 96:14 139:1 operates 134:9 operators 91:11 opinion 88:9 121:16 opinions 144:3 OPM 111:9 opportunities 64:15 opportunity 59:21 61:13 70:14 86:7 112:14 option 39:18 54:21 57:20,21 58:13 89:6,8,14,22 96:20 140:15 optional 94:1 options 124:13 oral 22:17 27:3 40:18 77:18 127:11 132:10 order 3:4 7:6 17:16 29:2,7 49:14,16 50:17 83:10 116:2	121:22 123:18 152:4 organization 91:17 organizations 61:20 62:6 104:7 104:8 136:14 145:14 oriented 14:7 19:8 20:11 21:21 24:16 27:8 51:8 143:5 original 49:9 89:15 93:20 Orleans 70:18 OSHA 134:1 outcome 93:1 outcomes 87:12 101:12 outline 12:1 outreach 72:19 129:5 outside 91:4 overall 10:20 overlap 75:22 overlooked 34:7 oversee 60:9 oversight 105:5 144:11 overtime 133:17 overwhelmed 114:20 owes 112:9 owners 131:5,10 o'clock 6:2 O-F 3:2	paints 83:7 paper 13:16 15:15 19:15 40:7,17 41:5 56:13 57:1 58:17 59:3 89:5 116:7 papers 129:2 paperwork 105:3 paranoid 144:22 parcel 68:6 76:10 Pardon 19:6 22:7 24:22 29:4 57:5 59:9 Parker 80:5 part 9:21,22 10:1 11:14 14:19 16:10 37:6 42:1 61:8 62:7 65:16 68:6 76:10,14 89:6 90:2 93:22,22 101:22 102:11 107:8,9 118:12 135:16 participant 9:14 10:18,21 12:13 23:7 28:19 29:8 30:13 34:13 38:7 38:9,20 51:1 74:22 104:21 105:6,8 106:12 115:4 117:7 118:22 119:13 153:17 participants 2:3 11:3 65:4 participate 70:19 participating 2:22 145:19 particular 50:17 54:8,9 88:7 particularly 94:10 98:3 parties 87:22 partisan 148:19 partner 62:6 partnering 28:7 partnership 27:16	31:16 104:13 partnerships 13:18 party 148:17 pass 44:11 49:11 passed 11:8 passion 87:8 patience 119:17 Paul 69:15 pay 121:22 123:22 140:21 paying 108:12,21 124:6 peers 133:4 146:8 people 18:11 41:7 44:10 62:4,5 63:8 69:6 79:15,17 81:14 82:19 84:8 85:22 87:20,20,21 91:8 92:8 97:8 100:7 104:22 106:3,17,20,21 107:2,10,11 108:3 111:1 112:12 113:10 114:16,18 116:10,15,20 117:2 119:6 123:12,15 124:10 128:13 129:1,6 130:1,6,15 131:7 131:7,11 133:9 136:21 137:17 138:11 139:20 140:5 141:1,10 142:3,14 146:12 147:4 150:10 151:5 152:18 153:2 peoples 142:15 percent 14:17 19:2 19:7 20:11 21:7 21:13,18,21 22:1 23:14 24:16 27:8 34:16,19 35:1,6 35:16,20 36:11,11 51:7 77:14 102:10 109:22 110:4 120:5,18 143:5
--	---	--	---	--

146:2	planning 11:20 68:11 102:17 152:1	precursor 131:2	96:6 101:1 108:2 113:9 120:15 121:15,21 124:7 134:12 139:3,14	17:22 84:4 134:17
perceptions 142:15	plans 33:13 108:4,5	preferable 57:2	problem 14:6 56:5 84:11 96:7 108:1 154:8	programs 32:4 43:9 62:5,16,19 66:2 76:3 77:19 80:22 83:9,14,21 83:22 84:9 85:4 85:16 86:10,13 87:9 90:10,11 91:11 94:4,19 96:10 97:6,12 104:7 107:9,10 127:17 128:14,16 131:12,21 136:14 138:1,20,21 148:4
perfect 102:9	play 100:16 112:2	premature 100:6	problematic 92:9	
performance 82:18 145:5	pled 99:18	premise 7:1 10:6	problems 68:9 136:22	
period 103:1	pleading 101:6	prepared 9:10 29:17 43:1	procedure 76:11	
person 11:16 13:6 27:10 51:21 64:7 122:22 126:10 141:2 149:22 150:21	please 49:3 147:14	preparing 150:18	process 3:16 38:4 102:18,18 104:2 104:17 105:18,19 105:22 106:1 107:19 109:3 110:13,17,21 111:6 114:17 118:3 128:13	
personally 43:11 98:8 103:16	pleasure 78:18	presence 146:15	processes 103:12	
perspective 46:12 46:12 75:13	plus 8:20	present 1:14 2:15 5:2,14 7:15 49:15 151:19	procuring 17:6	
phase 128:6,11,18 152:1	pockets 43:14	presentation 23:12 23:16 24:17 27:11 44:21 46:6 58:19 74:6,8 75:17	produce 128:19	
phases 128:5,6	point 25:14 54:1 70:11 109:17 125:17 129:19	presented 20:12	produced 128:21 141:11,19	program-by 85:15
PhD 130:10 141:5 141:7	points 126:13	presenting 88:16	production 128:20 135:18	progress 31:18
phone 18:10 91:18 99:20 118:12 126:9 139:8 152:4	police 5:21	president 30:22	program 3:9 25:7 33:12 35:16 37:6 41:19 45:8,10,17 46:8 47:3,5,8,9 65:21 74:12 77:8 81:5 85:16 91:2 91:11,16,20,21 94:13,22 96:18 107:9 108:14 131:1,13 132:11 136:7 138:19 139:2 141:11 142:20 144:4 148:2,7 151:15	project 22:16 23:3 40:18 56:13 135:10,12
phoning 154:5	policy 50:3,6 60:10 60:16 104:4,5 112:14	pressing 42:12	prolonging 112:3	projects 7:6 13:14 22:13,14,19 60:20 63:2 82:14
physically 55:21 133:8	political 144:16	pressure 146:16	promote 134:20	
pick 23:17 34:11 89:22 139:14	politicals 113:6	pretty 9:21 63:1 103:2	proposals 150:11 150:15	
picture 83:8	politics 148:17	prevail 114:6 150:9	proposed 45:11	
pictures 136:5,20	poor 83:8	previous 127:13	provide 64:11 118:1	
piece 84:18 115:22 116:21 129:1 142:21	population 63:6 95:10 129:8 147:3	pre-prepare 56:19	provided 11:10 12:3 147:22 148:1	
pilots 121:7	populations 66:13 70:20 146:5 147:19	price 108:21	provider 134:22	
pity 144:12	portfolio 61:9	pride 142:17	public 60:15 81:14 111:18 135:21	
place 7:13 37:8 44:9 52:20 59:12 66:20 87:13 89:16 96:20 110:10 117:13 142:11 149:15	portion 46:18	prime 150:20	pull 62:17 66:18	
places 124:14 137:2,2	positive 23:5 125:13 128:15 154:2	prior 99:17	pulled 69:2	
plan 34:1,3 52:1 57:13 69:4,5 102:11 114:10 148:6	possibility 57:17 99:21 104:15 118:13 154:16	priorities 7:5 13:21 29:6 76:18 78:4 79:13 143:7	pulling 61:10	
	possible 17:19 75:9 135:13	prioritize 132:16	pun 78:2 113:18	
	posted 6:2	prioritizing 77:8	purchase 117:3	
	postponed 101:11	priority 7:7 16:7 49:15 67:21 82:14	purpose 127:13	
	post-docs 130:11	prisoners 65:22	purposes 17:22	
	power 92:11	privilege 60:7	push 8:1 85:9 101:14 109:16 153:18,22	
	powerful 130:21	prize 137:8,13,17 137:18,21 138:7 139:19 140:2	pushed 30:19 101:10	
	PowerPoint 48:12	prizes 139:4	pushing 70:13	
	pray 6:19	proactive 44:22		
	prayer 6:16,20	probably 16:14 29:11,13 35:3 36:3 39:7,8 68:13		

153:15
put 9:4 11:4 20:1
 26:5 28:22 29:7
 34:21 35:18 47:15
 57:10 90:14 94:18
 108:14 117:16
 119:5 120:12
 121:13 123:15
 125:3 129:15
 132:10 136:6,15
 137:3,10 140:16
 146:16 154:21
putting 88:7
 113:11 114:4
 116:7 150:11,14
PY 3:13
P-R-O-C-E-E-D-...
 4:1
p.m 155:14

Q

quality 88:2 91:9
 91:21 139:9
quantified 128:2
quantify 142:6
quarter 50:11 53:1
 151:4
quarterly 102:5
question 10:8
 12:16 13:12 46:21
 50:16 53:10,12
 62:3 71:5 96:18
 115:1 120:9 125:2
 144:5 148:10
 149:3
questions 11:11
 15:1 31:4 49:7
 53:5 56:9 88:22
quick 33:7 51:19
 59:18 71:5
quickly 116:16
quite 69:6 110:10
 119:10 125:15

R

radar 72:10 136:6
raise 75:18 76:9
rally 43:19

rate 20:22
reach 26:16 70:6
reacted 92:17
reaction 86:5
 108:10
read 29:14
ready 30:2 43:1
 44:14 152:18
real 32:17 33:7
 38:17 43:20 69:4
 83:4,5 86:7,18
 92:6 95:22 141:3
realistic 34:5
really 7:20 9:17
 10:9,10 19:13,15
 26:16 30:18 32:4
 38:1 44:22 57:22
 66:7 67:5 68:6
 72:14 76:8,12
 79:4 83:15 84:10
 84:16,18 86:9
 90:8 92:9 94:6
 96:8,11,13 97:11
 101:6 112:7
 121:15 122:18
 123:18 128:15
 129:12,18 130:20
 132:5,19 135:1
 140:11 144:3
 146:9 152:6
realm 104:15
reason 20:2 42:21
 54:1 69:18 71:1
 103:4 105:16
 119:4 146:17
reasonable 115:12
reauthorization
 44:4,10 46:7 84:5
rebuilding 117:12
recall 43:17
recap 27:1
receive 51:22 110:8
recession 145:5
recidivism 76:4
recognizable 131:5
recognized 132:1,2
recommend 15:19

recommendation
 47:17,18 55:6
 88:8 93:20
recommendations
 3:5 99:15
record 5:6,19 6:8
 7:8 8:16 18:20
 23:5 49:19 52:17
 52:18 77:21 80:2
 152:20 155:14
recovery 121:11
 145:6
red 106:5,6,9,10,12
 106:13
redefined 110:22
reduce 121:21
reel 131:16
reentering 65:22
reentry 67:7 73:20
 75:1 76:3
refer 87:21
reference 102:2
 126:4
regarding 9:8
 10:17 56:12
regardless 31:9
region 4:5,7,10,13
 4:16,19,22 5:3,5,7
 68:16 78:12 81:11
regional 12:10
 15:11 57:13 58:6
 70:8 77:13 102:8
 110:22 118:4,5
regionalization
 148:3
regionization 32:16
register 6:3,13
registration 11:4,5
 13:6
regular 47:10
reinforce 23:4
related 23:13 143:6
relations 125:8
relationship 32:5
 33:11 84:14 107:8
 126:22 127:22
released 10:16

remain 45:2 96:19
remaining 9:1
remember 32:8
 54:21 74:1,20
remembered 23:1
remembers 35:13
remind 5:22
reminded 22:21
remote 94:7
replicate 107:13
report 19:10 61:5
 92:1
reportedly 16:22
 17:2
reporting 92:1
 94:18 96:6 102:18
represent 78:11
representative
 73:20,20
represented 27:18
representing 81:11
Republican 86:17
 87:18,19
Republicans
 148:16 150:14
request 3:16 8:8
 10:5,14 13:15
 34:21 82:18 106:8
 120:12 121:13
requested 107:15
requests 35:13
 105:5 106:11
 154:21
require 15:20 16:2
 102:20
required 6:5
requirement 33:13
research 19:18
 22:13 121:8
 127:14 130:2,4,15
 132:13
researcher 135:13
researchers 130:7
reservation 94:14
reservations 146:3
reserve 126:21
resolution 16:8

18:2
resolutions 18:18
resources 25:10,12
 26:16 67:1 128:8
 131:3
respected 144:8
response 14:13
 107:18
responsibility 45:2
responsible 34:3
rest 67:7 96:11
results 128:2,15
retained 84:1 91:3
 91:4
retention 89:18
 92:1,14,19
retrain 31:17
return 76:13 142:5
review 34:9 55:3
 127:19
revolves 70:2
re-entry 64:20 65:2
Rhode 78:15 94:5
 131:20
rich 139:3
Richardson 1:18
 1:18 4:8,9,11,12
 6:16,17,19 7:17
 7:19 16:3 17:20
 18:5 21:2,12,16
 25:13 32:18 35:10
 39:6 40:3,8,13
 41:8,21 42:9 50:8
 52:7 53:9,18 57:3
 57:6 59:4,7,10
 72:22 81:2,3,8,9
 141:9,15,18,22
 155:8
richer 106:16
richness 83:4
right 6:14,15 9:16
 15:21 17:8 18:21
 20:21 21:20 23:12
 23:22 24:3,13
 25:12 26:2,9,22
 28:2,10 30:1
 32:22 33:6,17

34:7 35:5 38:6 40:2,10 41:22 42:20 44:10 45:4 45:9,15 46:14 50:22 51:10 52:10 54:6 55:9 58:1,7 59:1 60:1,21 63:16 67:18 69:1 70:10,10,15 71:4 74:5 78:2 79:19 81:21 82:10 86:2 90:17 91:1 94:5 97:13 104:4 105:7 105:21 108:9 109:10 111:15 112:8 113:4,7 118:8 119:15 120:1 121:14 127:9 133:16,18 135:2 138:14,21 139:8,19 140:19 140:22 141:1,8,8 141:13,14,17 142:7 143:1 145:2 146:13 155:3,4 rights 126:8,11 ring 28:17 71:9 risk 88:3,4 River 80:5 Riverton 134:14 ROD 2:19 Rodney 1:20 4:17 80:10 ROI 142:5 roll 3:4 4:4 6:6 20:19 67:15 103:3 rollout 54:13,15 room 1:11 12:7 116:2 123:8 124:20,22 rooms 101:20 Roselyn 5:8 53:2 rules 111:14 113:14 120:2 running 91:16,20 91:21 rural 66:13 67:3	94:10 95:1 Ry 48:14,14 Ryman 5:16 <hr/> S <hr/> sadly 105:17 salary 96:2 121:19 San 70:12 Sanchez 1:19 5:5 33:8,10,18 35:12 46:5 47:1,16 48:6 48:11 54:11 55:4 55:12 81:22 82:5 82:7,11 149:7 sandbox 112:2 Saponi 81:4 sarcastic 129:14 save 123:11 saves 101:22 104:5 savings 88:1 100:22 101:18 126:19 saw 117:9 saying 45:8 86:22 93:17 115:7,8 124:11 131:7 136:11 147:18 says 36:9 113:7 scary 32:17 98:4 schedule 37:13 61:11,11 100:12 102:5 143:17 scheduled 6:1 schizophrenic 97:9 scratching 76:7 screaming 112:13 screen 136:6 scrutiny 145:3 season 109:11 seasonal 85:22 seat 92:11 Seattle 61:6,14 71:8 72:4 second 35:17 61:5 84:18 89:19 120:6 128:11 153:17 secondary 57:21	58:13 secretaries 86:11 86:14 secretary 2:4 3:20 7:4,16 10:15,15 12:16 13:11,22 15:17 19:20 22:22 22:22 24:18 42:14 43:17 61:10 69:9 71:3 72:7 77:1 78:5 79:4 80:17 85:11 86:9,18 120:10,19 121:2,3 127:3 130:21 136:5,13 143:8 148:18,21,22 149:1,13 151:20 Secretary's 6:4 19:19 21:5,6 22:15 36:7 37:8 60:6,10 68:12,15 68:18 120:7 section 90:2 sector 140:5 secured 44:19 see 12:7,10 30:8 39:1 48:14 69:7 78:18 80:9 81:7,9 81:15,20,21 89:7 91:13 96:10 112:14,18 117:2 119:14,15 124:13 126:15 127:2 129:17 130:1 136:1 148:8 seeing 98:3 152:17 seeking 41:15 153:9 seen 42:10 68:20 87:2 105:10 115:9 150:9 selected 89:15 self 21:2 selling 142:21 Seminole 80:22 senator 92:13,15 send 6:11 123:14	sense 75:14 104:12 106:2 144:21 sent 6:22 48:7 separate 64:17 84:4 125:20 sequestration 109:12 150:7,18 seriously 144:8 serve 80:6 120:9 129:8 133:1 service 47:13 67:22 services 47:9,9 66:17 serving 33:15 60:18 61:21 session 154:11 sessions 32:7 set 21:12,16 26:15 36:11 37:7 56:5,8 56:11 57:6 125:20 setting 38:5 settles 43:22 seventy 19:7 21:17 21:18 SGA 98:21 shame 108:20 share 69:10 82:14 118:15 shared 10:16 12:3 66:12 113:5 sharing 7:4 shelter 52:20 she'll 31:5 37:19 51:21 52:5,5 Shirley 5:8 shock 110:12 short 79:16,17 Shoshone-Banno... 78:11 show 83:4,5 113:2 115:22 117:10,19 showed 35:16,17 showing 97:5 sick 63:21 side 70:4 90:3 103:20,21 sides 86:12 150:10	sign 150:13 signed 67:13 significant 132:3 signs 150:9 silly 109:10 114:9 sister 138:20 sit 11:20 61:16 sites 71:2 sitting 53:12 113:13 situation 108:11 six 137:1 skills 83:10 Skype 38:10 Skyping 37:22,22 38:2,8 slip 133:20 slow 38:17 small 122:7 130:5 134:21 smart 104:5 solace 113:18,20 solicitor's 104:19 solid 18:3 Solis 86:9 113:19 127:3 130:21 148:22,22 149:2 solution 51:21 52:1 somebody 115:19 117:8 119:7 135:3 138:16 141:5,6 146:20 somebody's 115:16 someday 150:4 someone's 113:13 someplace 43:6 53:22 100:2 somewhat 111:22 soon 69:2 109:18 sooner 154:20 sophisticated 91:12 sorry 15:18 88:10 109:19 sort 16:15 103:9 112:10 126:21 sound 90:4 sounds 18:8
--	---	--	--	---

Tentatively 57:16	139:9 140:10	128:18	99:18 143:19	155:5
ten-fold 142:11	151:4	Thomas 112:22	152:22	traveling 61:12
ten-plus 85:12	think 8:3 9:3 12:6	141:11	told 19:13 32:20	68:12,15 111:3
tepid 145:6	14:6 19:22 20:13	thought 8:13 22:6	89:11,14 106:10	123:12,13 124:10
terms 11:18 16:7	25:13 28:1 35:2	68:20 103:4	110:13 111:5,22	124:18
19:12 25:5 37:17	35:15 36:5 37:18	125:20 139:22	145:10	treasure 144:4
46:10 49:7 142:4	41:12,16,17 42:1	thousand 140:13	Tom 142:6	treat 68:4
terrific 79:4 132:5	42:10,21 43:11,11	threat 43:12,12	tomorrow 90:15	tremendous 144:11
144:16 145:6	43:22 44:14,17,18	threats 41:19,22	tool 41:6 129:6	148:1
Terry 17:13 26:18	44:19 47:5 48:3	three 8:22 19:4	top 46:2 49:8	triad 104:20
testify 144:20	48:20 49:10 55:4	22:13,14 85:10	109:13,15	tribal 46:12 60:16
Texas 69:14,16,21	61:3 62:2,21	86:3 89:15 90:1,9	topic 98:16 130:15	60:18 61:19 62:10
69:22 80:13	63:22 64:14 66:21	90:12 93:20 96:19	torch 44:11	70:18 75:12 80:17
TH 108:4,5	67:5 68:4 70:11	114:10,18,19	torn 112:7	91:17 94:22 101:2
thank 5:18 6:21	72:16,17 75:5,5,7	128:6 138:5	total 10:21 12:20	102:5 104:8
24:14 30:5,11	76:9,12 83:3,15	144:19 145:15,18	totally 68:3	117:10 123:4
32:10,19 33:1	84:7 86:1,22	three-day 105:13	touch 27:5,16	134:13 136:14
34:13 60:12 73:2	87:12 88:5 89:9	threshold 100:20	129:20	141:18
80:1 88:19 97:7	90:9,12,19 92:8	thrilled 145:18	town 119:9	tribe 74:17 81:4
97:13,21 98:8	94:14 95:17 96:5	152:7	tradition 95:12	92:13,19 132:1,2
114:22 118:10	96:13 97:4 98:5	throw 51:13,14	train 146:9	tribes 34:6 71:7
119:16 143:15	100:22 103:2	101:21	training 1:4 2:5	74:15 78:11 80:5
148:2,5 149:18,18	104:12 105:2,6	Thursday 1:8 79:2	3:13,19 14:4 15:5	104:7 110:3 134:8
150:5 152:10,16	106:2 107:14	79:3	15:6 18:12,14	145:18
152:18 155:10	108:11 109:2,4,20	tight 72:11	35:18 77:12 97:16	trip 61:6 68:11,17
Thanks 34:17	112:20 113:3,8	time 6:9,12 14:9	98:18,19 102:21	69:4
Theda 74:10	114:3,7 115:7,10	15:1,2 19:8 28:2	103:11,20 115:15	trouble 99:16
Thelma 74:4	115:13 116:1,5,19	30:8,17 33:14	115:18 125:13	true 108:20
they'd 101:5 104:6	117:15 120:6,13	35:3,8 37:2 48:1,3	127:17 134:22	truly 45:13
thing 33:5 38:14	122:11,19,20,21	50:8 57:2 59:2	136:13 138:2	truncating 105:12
71:15 75:16 76:10	123:10 124:2,11	78:5 79:5,21	139:2 145:16	trust 66:20
91:22 103:9 105:7	124:15 125:3	82:12 83:18 86:2	147:8 148:18	truth 141:3
107:16 115:22	126:13 129:18	86:22 92:2 94:5	trainings 116:12,20	try 37:19 56:19
120:4 123:9	130:5,10,16,18,21	103:1 110:10	transferred 38:13	68:14 69:5 72:4,9
130:19 137:17	131:15,17 132:18	113:4,10 114:3	transition 41:7	102:4 123:1 127:1
142:3	133:12,13,15	117:19,22 120:16	42:15 87:16	155:1
things 8:4 13:20	134:3,15 135:4,12	136:6 138:16	transitioning 87:17	trying 12:5 39:2
30:19 32:9 34:7	136:17 138:17	143:10 145:20	transportation	56:5 59:16 61:15
42:12,17 58:9	139:4 140:11	148:6	66:14 78:1 145:10	64:10 69:17 70:5
60:11 66:12 67:11	142:3 143:22	timelines 58:20	145:11	72:3 75:8 100:19
83:6 85:18 88:12	144:18 149:11	times 56:17 86:15	travel 11:2 12:21	107:6 113:14
102:3,20 105:3	150:15,17 151:5,5	101:16 116:15	37:4 54:3,4 55:21	122:5,8 132:15
106:4,6,18 110:9	thinking 7:20 47:1	136:12 144:19	61:10 64:4 69:2	134:15
111:10 113:1,15	74:9 89:13 91:19	149:11	72:10 79:16	Tucson 80:7
115:14 117:5,16	91:20	tired 69:7	110:19 120:14	two 8:20,22 15:14
124:17 130:4,7	third 33:4 89:19	titles 150:3	122:17 124:1,6	31:21 35:14,15
133:13 137:18	104:20 108:19	today 18:9 93:5	143:17 145:14	42:11 56:21 59:2

59:19 60:8,8 61:15 66:19 90:1 100:21 103:8 122:22,22 123:1 123:14 124:6,7 134:13 139:4 146:5,15 147:18 155:2 two-day 54:20 two-page 13:16 40:7 57:1 59:3 129:5 two-pager 58:22 type 51:21 98:6 128:16 types 76:6 141:10 T&T 8:7 19:1 21:22 T&TA 23:13,20 27:1 35:1 40:12 77:14 101:4 T-A-B-L-E 3:2	uniquely 108:1 uniqueness 129:7 unit 133:6 United 71:7 untold 141:19 update 3:10 25:6 48:21 49:18 50:2 updates 13:18 16:11 19:4 upgrade 16:5 upload 38:16 urban 61:20 71:9 71:17 Urban-Intertribal 80:12 urgency 13:17 15:15 28:8 41:5 41:10 42:22 USDA 67:2 use 14:9,14 24:19 25:1,9 26:18 36:10 39:10 90:12 92:13 109:18 110:3 121:4,16 123:12 130:5,8 138:18 140:10 147:20 uses 85:5 usually 69:3 101:20 U.S 1:1 3:18	146:5 vets 132:22 145:11 VI 5:3,5,7 Vice 1:13,14 video 37:15,21 128:21 135:16 136:20 138:8 139:7,10 140:5,9 155:1,4 videos 138:9,11 139:3 videotape 138:1,4,5 Virginia 81:10 94:20,22 95:1 virtual 39:17 51:17 124:4 virtually 122:14 123:1 visceral 86:5 visit 67:16 68:18 79:1,9 127:5 visited 71:3 136:13 visiting 71:6 136:7 visits 77:3 visual 55:15 visually 128:22 voice 67:8,8 voices 65:5 voter 132:3 vulnerable 90:13	28:17,21 29:10,13 30:4,10,18 32:10 32:16,20 33:1 34:15,18 35:5 38:4,12 39:1,19 40:1,11,14 50:13 50:19 51:3,9,13 53:17 57:14 78:15 97:18,20 98:16 111:16 118:11 119:10,16 120:3 121:12 122:15 125:7 126:7 136:9 138:10,15 140:17 140:20 141:21 142:7,18 143:2 146:13 148:10 153:5,22 154:4,7 walk 116:10 Walker 34:4 walking 133:19 want 6:8 8:9 11:15 20:1,14,14 29:7 40:16 41:13 43:10 44:9 47:5 49:14 50:6,17 52:3,4 54:22 57:10,19 63:5 68:8 79:10 82:13,22 83:1 85:9,9 90:7 93:12 94:2 95:8,9 96:4 97:20 98:8,16 107:10,11 109:7,7 116:1 127:7 128:1 128:19 138:1,3,5 138:6 139:12 144:6 147:9,11 148:14 149:15 wanted 10:6 14:12 21:10 33:10 49:16 59:21 82:14 86:4 93:7 101:9 112:4 117:3 118:9 128:21 149:9 wanting 7:10 43:4 43:5 wants 91:2 127:4	warn 107:18 Washington 1:12 10:22 wasn't 31:5 33:5 36:16 64:4 way 8:1 18:13 20:16 37:18 89:7 90:10 94:15 126:20 143:12 ways 121:6 122:11 123:10 wears 142:16 webinars 99:1 website 68:21 week 26:15,21 46:4 61:14 68:12 146:2 151:2 weekly 102:15 113:22 weeks 72:18 110:20 weight 109:5 weigh-in 35:11 weird 140:1 went 52:17,17 118:4 155:14 weren't 22:5 111:1 West 57:15 western 11:22 58:6 96:1 101:8 wet 133:19 we'll 8:14 9:4 22:12 51:14 56:16 57:18 67:14 68:12 71:22 73:9 79:22 109:16 151:12 155:1 we're 7:21,22 9:20 14:3 15:16 16:1,7 18:22 19:14 20:2 21:4,9,19 22:3,8 23:21 24:1 25:10 26:20 27:4 28:1 31:8 37:4 38:4,18 39:2 40:11 41:2 41:14,15 43:15 49:20 51:15 52:21 55:22 58:1,8 59:4 59:16 61:12 62:7
U	V	W		
ultimately 22:18 uncertainty 83:18 86:16 unclear 112:10 underrepresented 130:15 understand 9:18 13:4 65:5 70:1 79:15 85:9 106:18 112:15 127:20 131:19 understanding 8:16 9:1 10:13 14:3 26:11 110:15 114:17 unemployed 133:2 unemployment 146:3 unfortunately 79:14 unions 62:19 unique 64:18 95:13 146:1	V 4:19,22 78:13 vacancies 146:2 value 84:8 86:18 106:19 144:1 valued 144:4 values 128:1 variance 95:22 various 128:12 verboden 105:15 verify 127:21 141:2 versed 91:6 version 45:16 46:20,22 48:16 88:17 veterans 67:21	wage 94:11,13,20 94:21 95:1,6,15 95:17 96:5 133:12 133:22 wages 84:1 94:8 96:8 wait 67:13 101:10 waiting 52:21 waiver 101:13 104:15 107:15 Waldron 1:22 4:5,6 9:10,13 14:1 18:8 19:5,7 20:6,17 21:9,14 22:8 23:17 24:1,5,9		

62:15,16 63:5,10 67:13 69:7,13,14 70:19 72:2 73:16 75:8 76:18 77:5,9 82:9,10 83:1 88:17 90:22 96:14 98:3,10 100:17 102:13,19 103:10 103:16 108:3,8,21 108:22 109:9,15 112:22 114:7 122:8 137:9 138:7 138:15 148:8 151:2,7 152:21 153:5,9,14,18 we've 26:14,17 42:10,11 50:4 55:7 60:19 63:9 63:14 67:11,22 68:1 84:22 87:2 96:7 102:11 105:4 106:8 107:17 108:1,2 111:22 112:11 118:6 122:15 128:5 129:2 134:5 135:6 145:15,17 153:12 white 13:16 15:15 19:15 27:17,22 40:7,17 56:13 57:1 58:17 59:3 67:17 111:9 151:16 Whitman 1:13,14 3:6 4:3,7,10,13,16 4:19,22 5:3,7,9,12 5:15 6:15,21 7:12 7:18 8:5 10:4 11:9 13:13 15:14 15:21 16:1 18:21 19:6 20:10,21 21:20 22:7 23:10 23:22 24:3,6,9,13 24:22 25:4,15 26:9,22 27:7 28:12,22 29:4,9 29:12,15,19 30:1	32:14 33:9,17 40:5,10 42:5 49:13 50:15,22 51:6,11 52:10,14 53:11 54:6,15 55:1,17 56:4,21 57:5 58:3,8,14 59:1,6,9 60:1 77:6 78:3 81:22 82:4 82:12 88:13 97:15 122:5 125:1 127:9 143:3,14 147:21 152:8 154:3,6,13 155:10 Whitmore 17:14 26:19 WIA 46:7 47:8,10 47:10 80:22 81:5 85:4 102:11 103:8 128:14 willing 83:1,12,17 86:5 124:16 146:12 Willis 62:9 Wind 65:10,12 66:6 73:22 winnners 139:15 Winona 1:13,14 3:6 5:9 33:8 wins 30:22 winter 154:11 winters 147:5 win-win 103:12 wish 79:5 110:8 womb 149:21 women 132:21 women's 132:20 wondered 13:7,8 wonderful 81:13 104:1 wondering 17:21 word 43:10 109:18 150:6 worded 89:8 words 42:22 work 14:7 17:17 19:8,16 20:8,12	20:17 21:6,21 23:7 30:5 40:4 50:4,5 56:11 57:10 59:14,15,15 62:15 63:8 64:17 66:8 68:1,7 69:11 70:16 73:14 74:14 79:22 81:15 83:1 102:15 109:10 110:19 113:11 132:14 137:6,14 138:3 140:11 143:5 146:4 148:6 152:18 worked 34:2 42:8 42:11 56:22 60:19 67:20 77:7 84:22 85:20 103:17 110:10 worker 140:7 workers 85:22 workforce 32:6 142:20 workgroup 53:13 59:5 80:18 102:5 102:13 127:14,15 127:19 129:5 workgroups 59:11 working 12:4 32:3 32:5 36:2 40:17 51:15 60:7,16 62:9 74:12 85:12 103:15 125:11 129:4 134:19 135:16 works 65:20 66:1 workshop 107:5 workshops 106:20 107:2 world 70:1,1 150:2 world's 70:2 worried 109:11,12 worry 117:12 worse 87:6 worst 150:16 worth 18:9 wouldn't 25:2	31:17 41:3 90:14 107:2 117:11 122:20 146:21 wow 143:14 wrap 8:4 135:9 write 139:21 writing 90:14 written 12:17 106:8 112:14 wrote 49:9 Wyoming 134:13 134:14 <hr/> Y <hr/> Yarlott 5:17 year 31:14 35:17 36:1 57:2,9,11 60:20 71:3 76:22 77:5,8,10,18 99:10 102:16 103:18 120:20 121:9,12 122:20 122:22 126:10 134:12 145:13 152:10 154:20 years 31:1,20 36:9 44:1,1 60:9 61:15 85:11,12 98:5 102:4 112:22 120:5 121:5 125:9 144:20 145:16 146:15 yesterday 7:13 8:12 12:6 89:2,4 89:11 93:10 111:18 128:3 yesterday's 16:22 young 47:22 62:4 <hr/> Z <hr/> zealots 87:22 88:1 zero 126:8 Zinteck 99:20 <hr/> \$ <hr/> \$1,000 139:19 \$1,200 100:17 \$1,300 116:9	\$1,600 11:1 \$10 116:15 142:9 \$10,000 130:6 137:21 \$100 124:22 \$100,000 36:1 \$120,000 36:1 \$2 146:4 \$2,000 12:13 13:8 115:3 116:9 \$250 124:19 \$3,000 116:16 \$300 117:6 124:19 \$50,000 108:12 \$500,000 100:20 \$60,000 130:6 \$75,000 34:21 120:13 <hr/> 1 <hr/> 1 89:14 10:10 52:17 10:18 52:13,14 10:20 52:11 10:30 50:11 53:1 10:32 52:18 100 69:6 11:00 50:12 12:05 155:14 120 151:11,15 150 11:3 155 3:22 166 45:8,10,17 46:12,18 47:10 65:20 66:1 68:16 84:9 99:22 103:20 107:4 132:10 17 37:9 17th 118:20 18 1:9 <hr/> 2 <hr/> 20 98:5 20,000 146:1 200 1:12 2006 36:3,17,17 2009 20:20 121:8,9 2012 1:9 3:13 7:6
---	---	--	---	---

13:14 58:18 77:8
2013 58:20
202.6 10:21
24/7 134:19
25 144:19,20

3

3 10:17
3rd 151:22
30 92:22 139:3
300 116:15
31st 58:18

4

4 3:5 15:7
40 69:5
41 141:18
4297 47:2
477 13:18 67:21
80:17 99:20,22
102:2,4,10,11
103:7,18,21 104:9
138:20
49,990 108:14

5

500 112:21
53 3:10

6

60 137:2 146:2
151:18
60-some 17:1
60-something 17:1

7

70 20:11 21:7,13,21
24:16 27:7 51:7
138:12 143:4
700 65:3
72 69:4
79 3:19

8

8(a) 15:12

9

9 6:2

C E R T I F I C A T E

This is to certify that the foregoing transcript

In the matter of: Meeting of the Native American
Employment and Training Council

Before: US DOL

Date: 10-18-12

Place: Washington, DC

was duly recorded and accurately transcribed under
my direction; further, that said transcript is a
true and accurate record of the proceedings.

Neal R Gross

Court Reporter

NEAL R. GROSS

COURT REPORTERS AND TRANSCRIBERS

1323 RHODE ISLAND AVE., N.W.

WASHINGTON, D.C. 20005-3701