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INDIANA CIVIL RIGHTS COMMISSION
MONTHLY MEETING
AUGUST 28, 2009

ORIGINAL

Transcript of the proceedings held August 28, 2009, at
402 W. Washington Street, Conference Room A, Indianapolis,
Indiana, before Heather S. Orbaugh, Notary Public in and for
the County of Boone, State of Indiana, CCR: LA.

ACCURATE REPORTING OF INDIANA
William F. Daniels, Prop., RPR/CP, CM
12922 Brighton Avenue
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1 A P P E A R A N C E S

2

3 David C. Carter, Vice Chairman

4 Steven A. Ramos, Commissioner

5 Tehiji G. Crenshaw, Commissioner

6 Barry Baynard, Commissioner

7 Charles D. Gidney, Commissioner

8 John E. Garcia, Commissioner

9 Joan T. Essex, Chief Financial Officer

10 Robert D. Lange

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1 10:23 AM

2 AUGUST 28, 2009

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5 MR. CARTER: I would like to call the Indiana
6 Civil Rights Commission to order for our August monthly
7 meeting or the monthly meeting for August, and we do have a
8 quorum for the first time in months and thank you for
9 coming. You have minutes which are now in the form of
10 transcripts of the various meetings. May I have a motion to
11 accept those or hear objections or comments or corrections
12 if you have any?

13 MR. RAMOS: Motion to accept.

14 MR. CARTER: Second?

15 MS. CRENSHAW: Second.

16 MR. CARTER: All in favor?

17 (Aye was heard.)

18 MR. CARTER: Any opposed?

19 (Nothing heard.)

20 MR. CARTER: Thank you. Ms. Essex, Financial
21 Report?

22 MS. ESSEX: You have the July 31 month ending
23 financial report in your packets. For those of you who were
24 not here last month, we did end the fiscal year in very good
25 shape. We were requested to revert \$310,000 and we reverted

1 \$310,600, so we were \$600 to the good.

2 We are starting off the year with an anticipated
3 reversion this fiscal year of only five percent, which is
4 really only going to be about \$110,000 this year, so we are
5 moving to, as always, to use our dollars wisely.

6 We have a Communications Plan that was just approved
7 by the State Budget Agency. In that Communications Plan
8 there has been \$10,000 allotted to run an advertising
9 campaign on IndyGo buses in the City of Indianapolis. This
10 is a new venture for us. We are hoping to reach 27,000
11 individuals per day and cover the entire Indianapolis
12 metropolitan area and we hope to run this campaign for
13 approximately six months.

14 We have a 1-800 number that we will use to gauge the
15 response directly from the solicitations in the buses, and
16 as we progress with that we will be giving you updates at
17 that time.

18 MR. RAMOS: Questions?

19 MS. ESSEX: Sure.

20 MR. RAMOS: So you are only giving back five
21 percent, is your budget by default down five percent so it
22 is total net about the same?

23 MS. ESSEX: Yeah, net about the same.

24 MR. RAMOS: Okay. Good.

25 MR. CARTER: I have a question about all this

1 reversion stuff. We have money each year that's allocated
2 to us?

3 MS. ESSEX: Absolutely.

4 MR. CARTER: But it isn't really because we
5 have to give some of it back. What if we really need it to
6 conduct the business of the agency?

7 MS. ESSEX: We could always make a request to
8 the Budget Agency, and we would have to have a very good
9 justification obviously to do so. Previous experience that
10 I have had, there have been agencies in the past that if
11 they truly needed the dollars were able to go back and
12 request either not to make the reversion that they are
13 currently slated for in that fiscal year, but to also maybe
14 go back and tap previous fiscal years' reversions showing
15 that they gave that money back in good faith.

16 The whole reversion process is basically to give
17 agencies as many dollars as you can up front so that they
18 can go out and get grants, either federal, state, local
19 grants and maybe have matching dollars and then be able to
20 generate revenue from those grants and be able still to meet
21 that reversion. So it is -- basically it is saying, okay,
22 we are going to give you a little bit of extra money, but we
23 want it back.

24 MR. CARTER: Okay. And everybody engages in
25 creative bookkeeping?

1 MS. ESSEX: Pretty much, yeah. You know,
2 usually the agencies -- I don't know too many agencies that
3 fall short of their reversion. Some of the bigger agencies
4 it is a little bit harder because five percent of over a
5 hundred million dollar agency is much more than a \$5 million
6 or a \$3 million agency. But I think everybody is agreeable
7 to the system that is set up and I don't really think they
8 have too many issues with it.

9 MR. CARTER: Essentially it acts as an
10 incentive to cut expenditures?

11 MS. ESSEX: Well, that, and generate outside
12 money sources as well.

13 MR. CARTER: It's the old thing if you don't
14 need the money, you can get it; but if you do need it, you
15 can't get it.

16 MS. ESSEX: You can't have it.

17 MR. CARTER: The justice of which escapes me,
18 but that's personal. Thank you. Are there any other
19 questions?

20 MR. RAMOS: Yes, I'm sorry. The number of
21 cases, are you going to cover that separately?

22 MS. ESSEX: We can go over that now if you
23 like. In your packets also there is a trend analysis that
24 we were -- I have been promising you for some time. And I
25 think you have the comparison of 2009 to 2008 and 2007 as

1 well. It looks as if from what I was looking at is that
2 2009 is really lower than 2008 and 2007 with regard to some
3 of the influx of cases coming into the agency, for whatever
4 reason. So we are hoping though that this advertising
5 campaign will boost those numbers.

6 I think it is just -- and I have said this before, I
7 think it is just a lack of awareness that we exist. At the
8 Indiana Black Expo we had a booth and I had several people
9 come up and say we didn't know you were here. So we have
10 got to get the word out, we have got to start making sure
11 that people know or are aware of us.

12 MR. RAMOS: Good. Thank you.

13 MS. ESSEX: Uh-huh.

14 MR. CARTER: Since there isn't ever any, I am
15 going to take old and new business together and ask if there
16 is any of either? Apparently not. We are maintaining our
17 tradition.

18 There are four consent agreements, Jeffery Johnson
19 versus Centerstone of Indiana; Maria J. Kubiak versus
20 Walgreen Company; Donald Gilmore versus Baker Concrete
21 Construction, Inc.; and Sevasmia Panagiotides versus Carlos
22 Gallegos. And may I have a motion to accept those consent
23 agreements?

24 MR. BAYNARD: So moved.

25 MS. CRENSHAW: Second.

1 MR. CARTER: All in favor?

2 (Aye was heard.)

3 MR. CARTER: Opposed?

4 (Nothing heard.)

5 MR. CARTER: We have a number of Findings of
6 Fact, Conclusions of Law, and Order which have been in your
7 packet. And I am going to take those individually because
8 we may have some discussion about the third one. Darden
9 versus -- Darden & Reinstatler versus Highland Springs South
10 Homeowners Association, Inc.; Bill Dailey, Greg Christenson,
11 Judi Corbit, Jim Miller, Jeff Augustinovicz, Amanda Fronek,
12 Sleana Moore, Geoff Flinn, Todd Hancock, Ken Fronek, Keith
13 Brennan, Joe Davis, Dan Justus, and Jim Henderson. May I
14 have a motion to accept those Findings of Fact, Conclusions
15 of Law, and Order?

16 MS. CRENSHAW: So move.

17 MR. CARTER: Second?

18 MR. GIDNEY: Second.

19 MR. CARTER: All in favor?

20 (Aye was heard.)

21 MR. CARTER: Opposed?

22 (Nothing heard.)

23 MR. CARTER: Cornwell versus Copeland, Real
24 Estate Agent; Jerry Tanselle, Manager; Robert Cowan Real
25 Estate Agent; and Talk 2 Tucker Realtors/F.C. Tucker

1 Company. May I have a motion to accept that one?

2 MR. RAMOS: So moved.

3 MR. CARTER: Second?

4 MR. BAYNARD: Second.

5 MR. CARTER: All in favor?

6 (Aye was heard.)

7 MR. CARTER: Opposed?

8 (Nothing heard.)

9 MR. CARTER: Okay. Beard versus Citizens Gas
10 & Coke Utility. This was the case that we heard last month.
11 Have you had an occasion -- I believe you all had gotten a
12 copy of the arguments in the case and we have two alternate
13 motions, both of which overrule the Complainant's
14 objections, one generally and the second specifically. We
15 will argue why each objection should be overruled and if you
16 have other alternatives in mind about the case, now is the
17 time to make that motion; otherwise, if one of you would
18 please pick one of those two and make that motion.

19 MR. RAMOS: Do we have that paper?

20 MR. CARTER: Well, I can give you this copy.

21 MR. RAMOS: Do you want to formally read that
22 just so we have the options?

23 MR. CARTER: One is, "In the case Beard versus
24 Citizens Gas & Coke Utility, I move that the Commission
25 enter an order that overrules Complainant's objection and

1 adopts the Findings of Fact, Conclusions of Law, and Order
2 proposed by the administrative law judge in the proposed
3 Findings of Fact, Conclusions of Law, and Order."

4 Or, "In the case of Beard versus Citizens Gas & Coke
5 Utility I move that the Commission enter an order that
6 overrules Complainant's objection" -- and here is where it
7 is different -- "addressing and rejecting each objection
8 specifically and adopts the Findings of Facts, Conclusions
9 of Law, and Order proposed by the administrative law judge
10 in the proposed Findings of Fact, Conclusions of Law, and
11 Order."

12 And other alternative would be accepting the
13 objections, Complainant's objections and in that case
14 remanding it for another hearing or --

15 MR. LANGE: For another proceeding.

16 MR. CARTER: And we haven't had an opportunity
17 to discuss this, this is the first time we have been
18 together about this case. If you would like to think about
19 it more, I guess we could table it and put it off until next
20 month, but otherwise now is the time to make a motion.

21 MR. GARCIA: I have got a question. Stating
22 specifically, I mean what does that do? I mean as opposed
23 to general.

24 MR. LANGE: It states the reason, or one or
25 more reasons why the Commission rejects each objection that

1 the complainant made. The other one just more in a
2 conclusory manner rejects the objections.

3 MR. CARTER: If Citizens Gas & Coke Utility
4 should appeal this decision, assuming we decide in this
5 manner, if they should appeal it, is an itemized argument
6 for each objection or overruling each objection something
7 that the Appeals Court is more interested in or --

8 MR. LANGE: Well, if you adopt one of the ones
9 on that sheet of paper, it won't be Citizens appealing, it
10 will be Beard. And it probably -- it gives the Court of
11 Appeals more options if you don't express and state your
12 reasons. On the other hand, it may be a fairer thing for
13 the Complainant to tell him why he lost more specifically.
14 It just kind of limits the Court's review to those reasons
15 for rejecting the rejections rather than any others it or
16 Citizens Gas might come up with on appeal.

17 MR. RAMOS: Don't both of them effectively
18 ultimately give the same preserve right, they can come back
19 on a specific item but the overall one doesn't -- it is more
20 blanket, right? So the --

21 MR. LANGE: The overall one meaning the
22 shorter version?

23 MR. RAMOS: Yes.

24 MR. LANGE: Yes, it is more blanket, right.
25 The result in either of those two is the same.

1 MR. CARTER: The first one --

2 MR. LANGE: One may be harder for the
3 Complainant to successfully appeal than the other.

4 MR. CARTER: The first one would say --
5 correct me if I am wrong -- that your objections were not
6 persuasive and then the second one says your objections are
7 not persuasive because and here is why?

8 MR. LANGE: Yes, right. That is right.

9 MR. CARTER: Would anyone like to make a
10 motion?

11 MR. GARCIA: I move we adopt the second one,
12 the more specific.

13 MR. CARTER: Is there a second?

14 MS. CRENSHAW: So moved.

15 MR. CARTER: All in favor, please say aye.

16 (Aye was heard.)

17 MR. CARTER: Any opposed or abstentions?

18 (Nothing heard.)

19 MR. CARTER: Okay. So for the record, that is
20 the -- well, I read it, it is in the record so it is the
21 second one, it is the one that contains the phrase
22 "addressing and rejecting each objection specifically."

23 MR. LANGE: I would note I found this morning
24 in the Order that that is referring to, on Page 2 -- this is
25 going to be uncontroversial -- about halfway down under

1 Subparagraph B, the third line, the first word of that line
2 I will change from a-m to a-n, from am to an, just a typo.

3 MR. CARTER: Okay. Does anyone wish to change
4 a motion or a vote based on that typo?

5 MR. LANGE: I will substitute a corrected
6 page.

7 MR. CARTER: All right. Anything that gives
8 the appearance of literacy is always welcome.

9 whitfield versus Villager Restaurant, Inc. Dow S.
10 Henson; and Karen Henson. May I have a motion to accept
11 those findings of fact?

12 MR. RAMOS: So moved.

13 MR. CARTER: And a second?

14 MR. BAYNARD: Second.

15 MR. CARTER: All in favor?

16 (Aye was heard.)

17 MR. CARTER: Opposed?

18 (Nothing heard.)

19 MR. CARTER: Lapadat versus Steffey Insurance
20 Agency. May I have a motion to accept those?

21 MR. BAYNARD: So moved.

22 MR. CARTER: And a second?

23 MR. GIDNEY: Second.

24 MR. CARTER: All in favor?

25 (Aye was heard.)

1 MR. CARTER: Any opposed?

2 (Nothing heard.)

3 MR. CARTER: Weddle-Van Sickle versus Franklin
4 Gardens Family Restaurant, Inc. May I have a motion to
5 accept that?

6 MR. GIDNEY: So moved.

7 MR. CARTER: Second?

8 MR. RAMOS: Second.

9 MR. CARTER: All in favor?

10 (Aye was heard.)

11 MR. CARTER: Any opposed?

12 (Nothing heard.)

13 MR. CARTER: Rosie versus Equimax Lending.
14 May I have a motion to accept that?

15 MS. CRENSHAW: So moved.

16 MR. CARTER: Second?

17 MR. GIDNEY: Second.

18 MR. CARTER: All in favor?

19 (Aye was heard.)

20 MR. CARTER: Any opposed?

21 (Nothing heard.)

22 MR. CARTER: Thank you. And we move to report
23 by commissioners on complainant appeals. Any word from
24 Chair Blackburn?

25 MS. SHARP: Yes, Chair Blackburn recommends to

1 uphold the findings of the agency.

2 MR. CARTER: Okay. May I have a motion to
3 accept that recommendation?

4 MS. CRENSHAW: So moved.

5 MR. CARTER: Second?

6 MR. RAMOS: Second.

7 MR. CARTER: All in favor?

8 (Aye was heard.)

9 MR. CARTER: Opposed?

10 (Nothing heard.)

11 MR. CARTER: Okay. And my cases, at least one
12 of these is from a while ago, I had four of them last month.
13 Buckley versus Landry's Seafood House d/b/a Joe's Crab
14 Shack; Gordon versus Your Friends & Neighbors, Inc.; Palma
15 versus Kesler Schaefer Auto Auction; Watkins versus Ivy Tech
16 College; and Raphlah MD versus IUPUI Police. I recommend
17 that we uphold the no probable cause findings in each of
18 those. May I have a motion to accept that recommendation,
19 please?

20 MR. BAYNARD: So moved.

21 MR. GIDNEY: Second.

22 MR. CARTER: All in favor?

23 (Aye was heard.)

24 MR. CARTER: Thank you. Any opposed?

25 (Nothing heard.)

1 MR. CARTER: Mr. Baynard? Howard versus Eagle
2 Transport Group; and the case Wade versus Griswold Estates
3 Management Resources Development, Inc. Auburn Place
4 Apartments, LLC; Gonzales versus CVS Pharmacy; Millman
5 versus Indiana Horse Racing Commission. I will recommend to
6 the Commission that we uphold the director and the findings.

7 MR. CARTER: And may I have a motion to accept
8 that recommendation?

9 MR. GIDNEY: So moved.

10 MS. CRENSHAW: Second.

11 MR. CARTER: All in favor?

12 (Aye was heard.)

13 MR. CARTER: Any opposed?

14 (Nothing heard.)

15 MR. CARTER: Okay. Commissioner Crenshaw?

16 MS. CRENSHAW: In the case of Diaz versus M&M
17 Transport Services I make a recommendation that we uphold
18 the Deputy Director's finding of no probable cause.

19 MR. CARTER: May I have a motion to accept?

20 MR. GIDNEY: So moved.

21 MR. RAMOS: Second.

22 MR. CARTER: All in favor?

23 (Aye was heard.)

24 MR. CARTER: Any opposed?

25 (Nothing heard.)

1 MR. CARTER: Commissioner Garcia.

2 MR. GARCIA: First of all, I would like to --
3 I did send that one back to you, right?

4 MS. SHARP: Yes, I have it.

5 MR. GARCIA: Thank you. In the case of Jones
6 versus Finlay Fine Jewelry Corporation, I concur with the
7 Deputy Director's conclusion of no probable cause.

8 MR. CARTER: May I have a motion to accept
9 that recommendation, please?

10 MR. BAYNARD: So moved.

11 MS. CRENSHAW: Second.

12 MR. CARTER: All in favor?

13 (Aye was heard.)

14 MR. CARTER: Commissioner Gidney?

15 MR. GIDNEY: Okay. In the cases of Matthews
16 versus Indiana Health & Rehabilitation Centers; Correa
17 versus Wal-Mart; Boggs versus Sherie Proctor, David Fisher
18 DSI Properties; Lee versus Tool Dynamics, LLC; and Williams
19 versus Belgrade Property Services I recommend that we uphold
20 the findings of the Executive Director and Deputy Director
21 of no probable cause.

22 MR. CARTER: May I have a motion to accept
23 those recommendations?

24 MR. RAMOS: So moved.

25 MS. CRENSHAW: Second.

1 MR. CARTER: All in favor?

2 (Aye was heard.)

3 MR. CARTER: Any opposed?

4 (Nothing heard.)

5 MR. CARTER: And Commissioner Ramos.

6 MR. RAMOS: ~~In the case of Russell versus KCA~~

7 Financial Services, Inc. I recommend that we uphold the

8 Deputy Director's findings of no probable cause.

9 MR. CARTER: May I have a motion to accept
10 that recommendation?

11 MR. GIDNEY: So moved.

12 MR. CARTER: Second?

13 MS. CRENSHAW: Second.

14 MR. CARTER: All in favor?

15 (Aye was heard.)

16 MR. CARTER: Any opposed?

17 (Nothing heard.)

18 MR. CARTER: Okay. what was that, three
19 months' work? In the Assignment of Appeals to
20 Commissioners, I will review Baker versus TSI Paving.
21 Commissioner Baynard, if you would review Warfield versus
22 Larue D. Carter Memorial Hospital. Commissioner Crenshaw,
23 Collins versus Forszt d/b/a MJF Rentals. Commissioner
24 Garcia, Diop versus General Hotels d/b/a Holiday Inn Select
25 Airport. Commissioner Ramos, Adcox versus Great Dane

1 Trailers. And Commissioner Gidney, weekley versus Superior
2 Construction, Inc. And there is one appeal per commissioner
3 and all the commissioners for whom there is an appeal.

4 Everyone is here. Wow.

5 Administrative update, please.

6 MS. ESSEX: I am speaking for the executive
7 director who is out of town today, and we have had no
8 administrative changes of late except for the fact that our
9 interns have ended their time with us and they are all
10 happily either back at school or getting ready to go back to
11 school very soon. We are very pleased to have them and they
12 did a stellar job.

13 MR. CARTER: Is that it?

14 MS. ESSEX: That's it. Everyone is all happy.

15 MR. CARTER: The deputy director doesn't have
16 anything to say either?

17 MS. ESSEX: No.

18 MR. RAMOS: How was the conference down in
19 Evansville?

20 MS. ESSEX: You know, my understanding was
21 from everyone that went that it was very informative and
22 everyone came away glad that they had gone. We did not have
23 a commission meeting as we had planned down there, but maybe
24 next year hopefully we can get the word out a little bit
25 sooner. I think we were a little behind this year so we

1 will probably get that information out a little bit quicker
2 next year so that you all have a chance to attend that if
3 you care to.

4 MR. RAMOS: Any pending anticipatory changes
5 coming through the new administration?

6 MS. ESSEX: No, I think really everything is
7 slated to stay as it is. Right now we are -- the one thing
8 that we will be looking toward is making sure every year the
9 Department of Housing and Urban Development through our
10 cooperative agreement requires us to make sure that all of
11 our housing investigators attend one training event per year
12 and we are -- we have the calendar for those trainings
13 through the end of this year and we are slating our folks to
14 make sure that they get their training in by June 30, which
15 should not be a problem.

16 We do have the travel restrictions still in place for
17 out of state travel, but because this is a mandatory
18 training we have had no difficulties getting staff members
19 trained even going out of state to Washington to have these
20 done so that's very positive.

21 MR. RAMOS: I know the Commission does a
22 phenomenal job with the Martin Luther King program, is there
23 any anticipatory participation in Hispanic Heritage Month or
24 Asian Heritage Month or Disability week?

25 MS. ESSEX: We have talked about that from

1 time to time and we just have never been able to either
2 because of staffing concerns or because of other things that
3 are going on we just never seem to know about it enough in
4 advance to be able to prepare for it. When is Hispanic --

5 MR. RAMOS: September 15. And it is
6 interesting because it is September 15 to October 15 and
7 people say that is kind of strange but there are a lot of
8 activities in Hispanic history, you know, Columbus, October
9 12, and Independence, some of the different countries, so it
10 is actually a fascinating process.

11 MS. ESSEX: Well, and that's the other part,
12 too, is it goes in conjunction with the communications plan
13 that I mentioned earlier is we had had a contact from of the
14 local television stations wanting us to run, see if we were
15 interested in running paid advertising and they were asking
16 us what we were interested in and my response was
17 multi-cultural events are things that we really need to
18 start hitting a lot heavier.

19 I know that there is a -- it is, I don't know if it
20 is a marathon but it is a walk and run type of thing that is
21 Race for all Races. I would love to get ahold of those
22 folks and start looking at those types of things.

23 MR. RAMOS: I can help you with that.

24 MS. ESSEX: Okay. Great. If you could send
25 me some information on that, I would love to have a booth or

1 find some participation, maybe we could help sponsor,
2 something.

3 MR. RAMOS: The Race for all Races is in the
4 morning, I can get that information to you, but typically
5 the afternoon is the Fiesta Indianapolis, which is a Latino
6 event.

7 MS. ESSEX: And we do participate in that
8 pretty heavily.

9 MR. CARTER: On that same note I would like at
10 this point to point out, since it is sort of connected, next
11 year is the 20th Anniversary of the ADA on July 26.

12 MS. ESSEX: Okay.

13 MR. CARTER: And since we like round numbers,
14 I mean this is the 19th anniversary, 19th anniversary isn't
15 something people pay attention to, but next July is the 20th
16 anniversary so some -- perhaps a partnership with ADA
17 Indiana which is a local funding and I guess they do
18 promote, and the Governors Council for Disabilities who are
19 I am sure planning things.

20 MS. ESSEX: I am sure they are. In fact, we
21 have gotten information from the Disability Conference for
22 this year, we just started getting that information.

23 MR. CARTER: I am sure that is going to be a
24 big theme of this November, I believe it is. Are there any
25 further announcements?

1 MS. ESSEX: The only other thing that I have,
2 the Director wanted me to make sure that I handed each one
3 of you this piece of literature. I will hand this to you
4 after the meeting. We are partnering with the US Federal
5 folks to help make sure that the word about the census gets
6 out. And we are trying to get other agencies within Indiana
7 state government to also get on board so that everyone gets
8 counted.

9 I don't know, I have not attended one of these
10 meetings. I know there is a meeting slated that will have
11 further information on how we can do that and getting the
12 word out and that, but this is the preliminary information
13 and the director next month may have some more detailed
14 information for you at that time.

15 MR. CARTER: Okay. If there are no further
16 announcements, make note of the next meeting dates and we
17 can adjourn, but stay for signatures and to receive your
18 piece of literature. And we are adjourned.

19 (Proceedings adjourned at 10:52 a.m.)
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CERTIFICATE

STATE OF INDIANA)
) ss:
COUNTY OF BOONE)

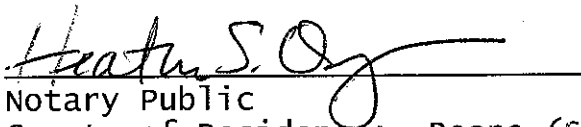
I, Heather S. Orbaugh, the undersigned Court Reporter and Notary Public residing and maintaining offices in the City of Zionsville, Boone County, Indiana, do hereby certify:

That I reported to the best of my ability in machine shorthand all of the words spoken by all parties in attendance during the course of the ensuing proceedings, including objections, if any, made by all counsel present;

That I later reduced my shorthand notes into the foregoing typewritten transcript form, which typewritten transcript is a true record to the best of my ability of the testimony given by the witness as stated above;

That I am not a relative or employee or attorney or counsel of any of the parties, nor am I a relative or an employee of such attorney or counsel, and that I am not financially interested in this action.

IN WITNESS HERETO, I have affixed my Notarial Seal and subscribed my signature below this 20th day of January, 2009.



Notary Public
County of Residence: Boone (Seal)
My Commission Expires on: April 27, 2017