MILITARY JUSTICE REVIEW PANEL (MJRP)

+ + + + +

9TH MEETING

+ + + + +

OPEN SESSION

+ + + + +

TUESDAY JANUARY 16, 2024

+ + + + +

The Military Justice Review Panel met via Videoconference, at 10:00 a.m. EST, Dr. Elizabeth Hillman, Chair, presiding.

PRESENT

Dr. Elizabeth Hillman, Chair
Judge Benes Z. Aldana
Col (R) Kirsten Brunson
MG (R) John Ewers*
Col (R) Will A. Gunn*
Judge Bruce E. Kasold*
MG (R) Robert Kenny
Col (R) Lawrence Morris*
Col (R) Tara Osborn
Judge James Redford
Capt (R) Bryan Schroder
Judge Jeri K. Somers*

ALSO PRESENT

- Mr. Dwight Sullivan, Designated Federal Official*
- Mr. Pete Yob, Executive Director
- Ms. Stacy A. Boggess, Senior Paralegal*
- Ms. Jennifer Campbell, Chief of Staff
- Ms. Alice Falk, Technical Writer-Editor*
- Ms. Breyana N. Franklin, Communication Specialist*
- Ms. Nalini Gupta, Acting Deputy Executive Director
- Ms. Theresa A. Gallagher, Staff Attorney*
- Ms. Amanda L. Hagy, Senior Paralegal*
- Mr. Michael Libretto, Staff Attorney*
- Mr. Chuck Mason, Staff Attorney
- Ms. Marguerite McKinney, Management and Program Analyst*
- Ms. Janelle L. McLaughlinali, Paralegal*
- Mr. Blake Morris, Paralegal*
- Ms. Meghan Peters, Staff Attorney*
- Ms. Stayce D. Rozell, Senior Paralegal*
- Ms. Terri Saunders, Staff Attorney*
- Ms. Kate Tagert, Staff Attorney
- Ms. Eleanor Magers Vuono, Staff Attorney*

PRESENTERS:

Col (R) James A. Barkei, U.S. Army*
LtCol Jasmine N. Candelario, U.S. Air Force*
CDR Michael D. Crowe, U.S. Coast Guard*
CDR Sara de Groot, U.S. Navy*
Col Evah McGinley, U.S. Army*
Col Iain D. Pedden, U.S. Marine Corps*
RADM (R) Charles N. Purnell, U.S. Navy*
LtCol (R) Mark F. Rosenow, U.S. Air Force*

^{*}attended virtually

CONTENTS

Welcome and Opening
Former Military Judges Session
Rear Admiral (Retired) Charles N. Purnell, U.S. Navy Lieutenant Colonel (Retired) Mark F. Rosenow, U.S. Air Force
Victims' Counsel Session

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

10:10 a.m.

CHAIR HILLMAN: Okay. Welcome, everybody. Thank you for your patience. This is actually the 9th meeting of the MJRP. This is our first public session of the day.

Just a couple notes; I appreciate all the technical assistance, everybody sorting things out. A note for everyone that our open meetings are being recorded and they'll be transcribed. A verbatim transcript of the four open sessions will be posted on the MJRP website.

So we have pretty good attendance; among our expert panelists here, former military judges who are joining us today.

So, Pete, shall I go ahead and introduce them? Go ahead if you want to --

MR. YOB: Just one admin announcement. We have seven persons we identified earlier at the admin session who are still in the room. And I believe we have at least one person, Mr. Kasold -- Judge Kasold is on the line virtually.

1	Can you just let us know can you
2	hear us okay?
3	CHAIR HILLMAN: We have Colonel Gunn,
4	too, I see.
5	JUDGE KASOLD: Can you hear me?
6	PARTICIPANT: You have General Ewers,
7	you have Judge Kasold, you have Judge Gunn, you
8	have Judge Somers.
9	JUDGE KASOLD: This is Judge Kasold.
LO	Can you hear me?
1	MR. YOB: We can. Thank you. So
L2	we've got four members who are on, as you just
L3	announced. So thank you.
L4	We'll go right into the session.
L5	Mike Libretto, are you on with us,
L6	staff member?
L7	MR. LIBRETTO: I am, sir. Bear with
L8	me just a moment. I have been having some
L9	difficulty touching base with Rear Admiral
20	Purnell, but I just got contacted with him. So
21	if we can just give me a few more minutes. And I
22	think I can get him on line via phone as well.

1 MR. YOB: It's a snow day. We'll take 2 one more minute. 3 MR. LIBRETTO: Okay. Thank you. Thank you for your 4 CHAIR HILLMAN: 5 perseverance. And thanks for everybody else for being patient. It's a great opportunity for us 6 7 to hear from former military judges. The changes 8 in the system that we're working to understand 9 and assess have changed the roles of military 10 judges in some respects and we're anxious to hear 11 your thoughts about where things stand now in 12 comparison to the past and where we're headed. 13 Just checking in on the Panel members 14 who are joining us virtually, everybody doing 15 okay with respect to the sound from the room and 16 hearing the folks who are speaking on the Zoom? 17 JUDGE KASOLD: Yes. PARTICIPANT: 18 Yes. 19 Yes, I can. JUDGE SOMERS: Thank you. 20 Hey, good to see you CHAIR HILLMAN: 21 there, so thank you for joining us here. 22 JUDGE SOMERS: Good morning, everyone.

1	MG (R) EWERS: John Ewers. I can hear
2	you fine. Thanks.
3	CHAIR HILLMAN: Great. Okay. Maybe
4	we should while Michael is getting our third
5	Admiral Purnell on, maybe we could start with
6	introductions. So we have two Nalini, should
7	we just go ahead and start then with Mike was
8	going to do introductions, but the folks could
9	introduce themselves, our other military judges -
LO	- former military judges?
L1	JUDGE KASOLD: After you.
L2	CHAIR HILLMAN: Okay. Another minute
L3	just to
L4	(Simultaneous speaking.)
L5	LTCOL (R) ROSENOW: Can I be heard?
L6	CHAIR HILLMAN: You sure can. Go
L7	ahead.
L8	LTCOL (R) ROSENOW: Okay. Thank you
L9	so much, ma'am. This is Mark Rosenow. I don't
20	know where I am on your screen, but I'll wave to
21	everybody that I can see. I'm joining you from
22	Washington, D.C. I'm in private practice now,

but I retired from the Air Force effective in August of last year, 2023. I was a military judge in two different assignments for five years. I was a senior prosecutor, as you know from my bio, for four years in (audio interference) area defense counsel for two years as well. Almost all of my time in the Air Force besides a couple staff positions was focused on military justice and their policy, prosecution, defense, and trying them as a military judge.

Happy to be here and given the incredible credentials of the people who are on the Military Justice Review Panel I am very circumspect that perhaps the most useful element of what I can offer is recency. So I'll try and really focus on things that are near in my experience because in terms of volume it just won't compare to some of the other backgrounds that we have here. And thank you.

CHAIR HILLMAN: Thank you. Thank you for that. And our U.S. Army former judge?

COL (R) BARKEI: Jim Barkei. Can

1 everybody hear me? 2 PARTICIPANT: Yes. 3 CHAIR HILLMAN: Sure can, sir. COL (R) BARKEI: All right. I retired 4 5 on the 1st of October, retired from the bench as a chief circuit judge in the First Circuit from 6 7 Fort Drum, New York. I am currently a managing 8 attorney for a district attorney's office in the 9 great state of Wisconsin. 10 Unlike Colonel Rosenow, I had a varied 11 career, both through operational assignments, some leadership assignments, staff judge 12 13 advocate, and so forth. So I'll try to bring a 14 little bit different perspective. My tenure on 15 the bench was started as a trial judge obviously 16 at Fort Drum and then took over the chief 17 So most of my experience like Colonel Rosenow's will be in the recency category. 18 19 forward to discussion today. 20 CHAIR HILLMAN: Thank you, Colonel 21 Barkei. And, Michael?

MR. LIBRETTO:

Yes, ma'am.

22

Thank you

very much. And I do appreciate both of those gentlemen introducing themselves. Still waiting to see if Retired Rear Admiral Charles Purnell will be joining us, but perhaps he might be by phone here shortly.

But in the interim we'll go ahead and get started. As last time, unfortunately where most of us are remote, so we'll be handling things in much the same way.

The two gentlemen for now will be prepared and have been provided the questions that you all have drafted with your respective teams. They're here to answer questions on several of the topics of particular interest to you including the expanded scope and use of Article 30a, pre-referral proceedings; the use of Article 16(c)(2)(A), judge-alone courts- martial, special courts-martial; plea agreements and how they compare as a practical matter to the formal pretrial agreements including negotiation-specified sentence; the handling and processing of charges relating to retaliation, domestic

violence, and sexual harassment allegations; and finally current sentencing procedures and perspectives on reforming the current process to one more similar to state and federal non-adversarial proceedings.

The pre-drafted questions are not intended to limit the topics to be discussed and to the extent that they are able I'm sure the panelists would be happy to provide their perspectives on a wide range of military justice issues. That said, because we do have a number of topics to get through, we will be mindful of the time spent on each and may be required to move on to another topic before all questions can be addressed.

We will attempt to reserve some time at the end of the two-hour block, or hour and forty-five minutes, I should say now, to circle back to some of those questions if there are any alibis. Much again like the last meeting we will sort of go around and identify the questions to be asked by the Panel, by the respective teams.

1 I will turn it over to Chair Hillman 2 at this point to get the guestions going. 3 believe that each of the teams, respected teams, 4 will be asking some questions for their 5 individual topics as well, but we'll begin with -- Chair Hillman, if you'd like to start off the 6 7 conversation? 8 CHAIR HILLMAN: Great. Thank you. 9 Let's dig right into plea agreements 10 as that's at the top of our list here. So if you 11 could talk about your perspective on the current 12 plea agreements versus the prior PTAs, pre-2019, 13 that would be a great place for us to start, and 14 then anything else you want to tell us about plea 15 agreements. 16 LTCOL (R) ROSENOW: Jim, do you want 17 to go first, or do you want me to take this one? 18 Oh, it looks like we just had another 19 gentleman join us. CHAIR HILLMAN: Colonel Rosenow, let's 20 21 hear from you and then Colonel Barkei. 22 LTCOL (R) ROSENOW: All right. Thank

you so much for that.

So I did obviously thread the needle in terms of having the experience under the old kind of negotiated agreements in a pretrial agreement as well being there when plea agreements first came in. I also had the opportunity to go through some of your prior transcripts from earlier sessions of the Panel and I think we're of -- not of one mind, but of similar minds that there's value in the certainty that's available through the new plea agreement system as set against the former pretrial agreement system.

When people are negotiating for a resolution, everybody has to leave kind of happy, kind of upset, and there's a certainty that's only available through this new system that I saw encouraging individuals from the bench to reach agreement where they might not have been able to reach agreement before. So I think there's some significant and real value in terms of finding consensus that was not available before.

I also know that at some point there's been conversation about, Is there a real concern about having a meaningful sentencing proceeding when the military judge might be so significantly boxed in, as it were, on length of confinement for instance, floor and ceiling; or whether or not a punitive discharge will be adjudged? I never really saw it that way or felt frustrated, like I was running up against limits in that way.

As we all know -- I think it's

McIlwain, off the top of my head -- it's been a

couple -- even at a couple years it feels like it

since I've been there. But a military judge in

the military justice system is not a mere

referee. So there's an expectation that when you

get there the hardest thing that you're doing

might not be determining whether or not five or

six months is the appropriate sentence for this

individual. It might be ensuring that all the

terms are in accord with the law. It might be

ensuring that there's a fair process that's being

delivered for the stakeholders under the rules.

So those are the two things that really came to the forefront of my mind with respect to the distinction between plea agreements and pretrial agreements.

CHAIR HILLMAN: Thank you.

Colonel Barkei?

COL (R) BARKEI: I'll start at the macro level just a little bit. My interest in the changes to the plea agreements at the start was noting that it seems that the narrowing of the sentence ranges and terms seem to give commanders more power, whereas, much of the changes from the MJA 2016 and moving forward, even through the last NDAA, seem to be stripping commanders of some of that discretion and power, whether it's an inability to modify sentences after findings or -- and obviously now with special trial counsel -- an inability to effect certain categories of special crimes. So I found it interesting that we are now giving commanders and SJAs, as their legal advisors and probable principal negotiators, the ability to really

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

define a particular sentence.

As a judge I find that a little bit
limiting from the judge to be that counterbalance
to a staff judge advocate and a commander and
their determination of what an appropriate
sentence would be as those limits got narrower
and narrower as the command and staff judge
advocate became more comfortable with using the
new-found powers. So I just found it curious
that that's the direction we're moving there.

I will be a little bit of a contrarian I guess on certainty. Just like Mr. Rosenow, did review some of the prior transcripts, and that seemed to be a common sentiment particularly amongst the prosecutors who have testified before the Panel before, talking about negotiating away certain elements or certain offenses or other things that may or may not go into a stipulation to further elaborate on the crimes themselves or the circumstances around there.

I think the old system, at least for pre-2019, was just fine with certainty because

you took a floor and a ceiling for those particular sentences. So there was some sense of certainty walking in there to the court. So I don't buy that the certainty is a primary motivating factor or a beneficial change, for that matter, for all of the parties.

The biggest reason for that, I think, is at the time of negotiation for a narrow sentence, I don't believe that a staff judge advocate and a convening authority have all the information at their fingertips as a judge would after going through the sentencing proceeding. That being the defense having the opportunity, whether it's through an unsworn statement; whether it's through gathering of last-minute evidence; whether it's family members or acquaintances, or even other members of their Bringing forth more information than we command. would have at the time of negotiating that particular plea agreement I think is very beneficial.

And not to say that a judge is an

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

expert on identifying remorse or something else in that category, but I do think there is more data, more facts, and certainly more emotion available to a judge at a sentencing proceeding when at least there is some type of range to choose from that has been pre-negotiated by the SJA and convening authority. So I think I -- like I said, I'm a little bit of the contrarian on that certainty principle, and I'll stop there.

CHAIR HILLMAN: Thank you, Colonel Barkei.

And thank you both for actually spending some time looking at what we'd heard from before and -- because we did particularly want to talk to experienced judges who are no longer sitting so we could get whatever perspectives you have on these issues that might be more difficult for judges to actually speak up to us as they continue to sit on the bench.

Let me just see if our Panel members have other questions related to plea agreements in particular before we move onto another topic.

Colonel Brunson?

COL (R) BRUNSON: Hi. So. Colonel
Rosenow, I saw that you were a defense counsel.

Judge Barkei, I don't recall seeing
whether you were or not.

But I just -- I think back to my experience as a defense counsel and the number of times that I couldn't get the government to offer a reasonable deal, and so my client pled naked. And it's because we could put our trust in the judge to have the experience to see kind of what a case was really worth. And I just -- I want to know what your thoughts are on that as we have these very narrow, very specific sentences. And as you mentioned, the SJA and the commander don't necessarily have all the information at that time.

Do you think -- is there still an opportunity or a use of the naked plea and have we lost that ability for the defense to really be able to make their case?

LTCOL (R) ROSENOW: It's a great

question, and I can only really rely on my lived experience, because as a defense counsel I was operating under the pretrial agreement system. I tended to -- and people make their own decisions for whatever normal or abnormal reasons, but I tended to not see a lot of naked, judge-alone guilty pleas in my courtroom. I just didn't. I know they were out there and I know that people were doing them, but I didn't see it under the plea agreement system.

I would think that the way that a negotiation would go that would be helpful for the defense who was an advocate and putting their faith in the judge's wisdom and their circumspection -- and maybe just like the contradistinction between the case that they planned to put on and what they expected the government would do once maybe they tempered their work a little bit to -- when they knew they were going to get a guaranteed conviction and they were just looking over the horizon to how much are we going to increase sentence. Maybe

being able to raise that floor is a significant benefit.

of course the normal experience before was there's a cap and you try and beat the cap, right? And there wasn't going to be a floor underneath it that was going to be drawn up. But now through negotiation you could say, well at a minimum there's going to be this or there's going to be that. And it's a roundabout way of answering that I think that the advocates, if given the time -- and they are given the time because as you all are I'm sure observing in these conversations and your own research, finding that there's many less cases as compared to how much the system used to push through.

If given the time to look at the individual circumstances in their case, they're going to be able to put forward an argument for an agreement. And if that argument is not recepted (phonetic) -- or well received, I should say, by the government, they're going to be able to go in and make that decision in front of the

military judge.

So candidly, I wouldn't see a big difference on that, and I think they still have that opportunity to go with the judge.

COL (R) BARKEI: Ms. Brunson, I'll chime in just a little bit. I echo Mr. Rosenow's final conclusion that there is still room for a naked plea. I think it all goes back to knowing your judge if you're a defense counsel. And I regret and apologize for not having been a defense counsel to bring that perspective to the table, but it's really knowing your judge, and basically also assessing the negotiation tactics and abilities of both the Office of the Staff Judge Advocate and the convening authority.

So if the terms on the other side of the table from the defense counsel aren't within a client's prerogative to accept or something that's advantageous to that particular case, I think there is still room for accountability by the actual plea of guilt, which is a major factor obviously that we look at for those particular

pleas.

The naked part of it, again I think forum has a lot to do with it. Are we at a special court-martial? Are we at a general? And the types of offenses that are still in play, at least for my own assessment of a particular case, would have a great effect on whether or not advising a client or choosing to go through a naked plea. And then it goes back into resourcing the actual sentencing process.

I know from at least one of the other questions that we were given is the emphasis and the skills. And I guess we'll get there for sentencing on what counsel are putting in there, but I think that turns the table or the responsibility back to the defense again, and, quite frankly, upon the government in turn by going through a naked plea to put that much more preparation and emphasis into presenting that particular sentencing case if you choose to go naked.

So again, just coming full circle, I

1 think there's still an opportunity, but it goes 2 -- it comes to an even greater effect of knowing 3 your judge. CHAIR HILLMAN: Thank you, Colonel 4 5 Barkei. Mr. Libretto, did we successfully get 6 Admiral Purnell? 7 8 MR. LIBRETTO: Yes, ma'am, I believe he has called in now. 9 10 Sir, are you on the line? 11 RADM (R) PURNELL: Yes, I am. Good 12 morning. 13 Good morning, sir. MR. LIBRETTO: 14 CHAIR HILLMAN: Good morning. 15 Thank you, Michael, for your 16 persistence. 17 We'd love to hear your thoughts, 18 Admiral Purnell, as you can hear us talking about 19 plea agreements here, but first if you could just 20 introduce your background a little more -- we do 21 have your bio with us -- and then let us know 22 what you'd like to add for our edification

related to the current plea agreement system.

RADM (R) PURNELL: All right. I was on active duty until February 1st of last year. My last position was as the chief judge of the Department of the Navy for all Navy and Marine Corps trial and appellate judges. Before that I was the chief trial judge. And before that I was the circuit judge in Norfolk for the central judicial circuit. I'm currently serving as an immigration judge. I have some experience as a prosecutor and significant experience as a defense counsel.

And I know you were talking about the new plea agreements, but I didn't hear what the question was that was being discussed. I got in on the very last bit of the last answer.

CHAIR HILLMAN: Understood. Well, we're grateful that you found a way to join us this morning. So we asked for perspectives on the current plea agreements versus the old system; the pre-2019 system; the impact on judicial discretion, of changes; and anything

1 else that you think is important for us to 2 understand as we assess how plea agreements are 3 working now. RADM (R) PURNELL: I think that the --4 one major disadvantage to the current system I 5 think is that it --6 7 CHAIR HILLMAN: Admiral Purnell, did 8 we lose you there? 9 MR. YOB: I'd just ask, if you're on 10 virtually, could you please mute your connection 11 so we don't have any interference? If you're not 12 speaking please mute if you're on the connection. 13 It looks like we lost CHAIR HILLMAN: 14 Admiral Purnell; so, Michael, if you see him 15 return we will go right back as we were just 16 about to get that incredible insight from him. 17 So we were very close. 18 MR. LIBRETTO: Yes, ma'am, and I --19 he's still in. He's on mute. So I've sent him a 20 message letting him know that. 21 CHAIR HILLMAN: Ah, okay. Well that's 22 helpful actually. We should -- okay. Well, we

will jump backwards then to pick up his comments when he un-mutes, when we manage to reach him again. But I think we'll move onto the next set of questions about pre-referral judicial authority. And I'd love your thoughts.

There are several more detailed questions that we have here, but, Colonel Barkei, let's start with you on this one. What are your thoughts about how accessible to the defense the pre-referral judicial proceedings are? What effects do you think the expansion of matters that are litigated under Article 30a are having -- will have on the military justice system and your overall sense of how that pre-referral judicial authority is operating now?

COL (R) BARKEI: Sure. So I think for obvious reasons the pre-referral authorities are absolutely essential to our current process given the nature and the amount of data and potential evidence that third parties are holding, whether it's in the military justice system or currently in the civilian system. I'm working through --

it's rare for at least -- whether it's a sensitive crime or what I'll characterize as a serious crime where we're not reaching out to obtain some type of administered pre-referral, using the military term, systems. So it's an absolutely necessary tool.

One potential negative that I had heard early on in the process from the defense is that it gives the particular reviewing judge access to evidence and, whether it's through the affidavit or otherwise, information about the case that is one party-presented. Obviously we depend on the judges to maintain their independence and kind of push that stuff to the side after we've acted on the pre-referral warrant or subpoena.

I don't know that we have big enough jurisdictions unless, we set up some type of clearinghouse or special duty assignment to handle those pre-referrals, to get away from the presiding judge having access to those pre-referral matters. So that's more of a resourcing

issue I think than it is necessarily a conflict or concern, but it was just one that was brought up early on in my tenure that I thought I would raise.

So the negatives of that process are obviously the time it takes upon returns. We are extending our litigation aspects. At least that was my assessment at the time that I -- that would transpire between acting on a pre-referral warrant. And then actually seeing the referred charges was generally a relatively significant amount of time. That obviously has to do with the complexity of the data or the information that's being returned.

But I think the critical question that's asked here is the defense access. And I do think that the defense is somewhat at a disadvantage through the quick access, the government's ability to have that unilateral -- with the assistance of rather large law enforcement organizations to present that affidavit and that request. It's something that

the defense, at least during my tenure -- I hope they're getting more apt to use the process or try to obtain more investigative subpoenas and then get the assistance of staff judge advocates as well and convening authorities.

But I do think that they suffer a little bit from being able to obtain those in a timely manner; because I do think from the defense perspective and then from the judicial perspective primarily, I think defense access to greater third-party information prior to referral would make the motions and litigation process much more efficient and informed, having that equal basis of the defense, whether it's a victim's additional text messages or Facebook posts or something of that nature that had to be obtained through a third party just to present that counterbalance. And that's obviously only using one small example.

But I do think expanding the defense access, whether it's through resourcing or otherwise -- the Army just within the last couple

of years has tried to and has done or made an increase in defense investigators and so forth. That's great for individual investigation processes, but what we're really talking about here is that third-party possession of information.

And I find it, in my current job, Google's recent announcement about how they're not going to be storing some of this information in their own cloud services. It will be on the individual handheld devices and therefore at a limited period, as well as -- are really going to throw some very interesting potential roadblocks, not only just for Google and potential other remote computing services and so forth, but I could even see this extending into things like medical records, or other health care information and so forth. Where if companies start deciding to remove these large storage applications, it's really going to hamper all the parties, quite frankly, from obtaining that necessary information, or at least necessary to the extent

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

that we now know what these can prove; whether it's through geo-fencing; whether it's content of communications; whether it's locations of uses of devices and so forth.

It was strange at first taking the bench and working on these, but it became what I think a very effective tool as I saw the case very early on in the investigatory stage and then when they were actually presenting the evidence at trial. It's absolutely important and it's important to a panel for a contested case as well. Most of the contested cases that I saw, taking on that more referee role rather than the findings portion — that kind of data and information was really impactful upon a panel, regardless of which side was able to present that evidence. So I found that to be an advantage as well, using that pre-referral authorities.

With that I'll hold off knowing that there's plenty to come from others.

CHAIR HILLMAN: Thanks, Colonel Barkei.

Colonel Rosenow?

LTCOL (R) ROSENOW: Thank you. The Air Force experience might be -- may be significant to the Panel, I don't know, but it is certainly different. There was no overlap in my time on the bench where we had this 309 prereferral judicial proceeding authority where the same judge, at least to my knowledge, served in that capacity and then served as the trial judge. There's no admission or suggestion from the Air Force Trial Judiciary that that would be a disqualifying thing to have served an earlier role and then served again as the finder of fact or as the judge in a case with members. wasn't the case.

Indeed, our docketing form that gets sent out to the bases, at least at the time that I was on the bench, had them fill out whether or not a military judge had served as a preliminary hearing officer. And if so, who was the judge? And had a military judge been involved in 309 proceedings? And if so, who was the military

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

judge? And my understanding is that there was some de-conflicting that went on there. So you have a process that's maybe not required to be that stovepiped, but is.

It is helpful in a certain sense of allowing for an outside observer to go, Well, now there's another look at this that's completely and wholly independent from the earlier look, although as a judge I'll admit to sua sponte reconsidering many things across my time. So I'm certainly able to judge my own work impartially. So I would just say that that's a slight distinction that would not present a disadvantage or a frustration at least in the volume of work that we were doing in the Air Force when these things were coming through.

One comment I would add before moving to the defense issue is, This is not new, but it feels as if it is new. Often when you're getting presented these applications it was not an irregular thing at all for -- and we have our whole system that's available for anyone to

review in terms of our Uniform Rules of Practice.

But it was not irregular at all for me to reject
an application, and sometimes just for
administrative requirements.

An easy example might be you did not give me information that suggests that this was pre-referral. That might be rejected in the sense of a follow-up question back and forth that's captured in a written record that's ultimately attached to a record of trial, but it is a rejection nonetheless in the first instance.

And if, as the previous speaker had mentioned, if we are working against the clock here and there hasn't been a preservation request that's successful, or there is a disposition policy that kicks these things out sooner rather than later, there's some real concerns that the advocates who are applying for these pre-referral applications, or excuse me, submitting these pre-referral applications aren't getting them right in the first pass.

So I mention that just because it

seemed too often that the first pass was not the final pass. And there are consequences that flow therefrom, so there is an opportunity for additional training. That opportunity obviously will benefit all parties and litigants once it is a more regular process to the defense counsel to seek these same authorities.

Now on that point, I will tell you as well, I never once ruled upon a defense request the time I was on the bench. I did dozens of these things across my years on the bench and I never had one pass through from trial counsel. don't recall ever litigating either any kind of criticism of a trial counsel decision with respect to an earlier application either. may be that these defense investigators -- and there's a program in the Air Force that's moving forward as well as we speak. But it may be that when you have people who are more individuallyoriented towards a particular case and pursuing evidence inside a particular case all the times that these kinds of applications come through.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

is, Yes, if I was king for the day and I were able to draft the rules and we could also have the bandwidth of the judiciary to treat these things, I certainly would like litigants to be able to apply for these things without having to go through the other side and not having to make some kind of calculation of risk or benefit as to whether or not they're indicating too much or tipping their hands in some way.

Courts are independent for a reason and we set ourselves apart from the litigants who are engaged in this zealous advocacy so that we can make a determination about the truth-finding function of the court-martial downstream. But the pre-referral authority is really about, Should this even be a trial? So if I were king for the day, as I had mentioned, I would like to have it more expansive for everyone.

CHAIR HILLMAN: Thanks, Colonel Rosenow.

Michael, did we get Admiral Purnell

back?

MR. LIBRETTO: Yes, ma'am, I believe we did.

CHAIR HILLMAN: Admiral Purnell, if you're back we'd love to hear from you on plea agreements, and then maybe also on pre-referral judicial authority if you have thoughts on that, too. But we lost you right before you shared what you wanted to let us know about the plea agreement system.

RADM (R) PURNELL: Can you hear me now, ma'am?

CHAIR HILLMAN: Indeed.

RADM (R) PURNELL: All right. So I'm going to start with the more recent question first. I think that we did not have much difficulty implementing pre-referral authorities in the Navy and Marine Corps. We're averaging, I believe, about 600 requests a year. We have a program that is similar to the Air Force's in that the officer who is reviewing the request for a pre-referral authority is typically different

than the judge that will preside at trial.

We try and use judges from different circuits or judges that had been designated only as special court-martial judges to do those.

Since this is almost entirely on paper, it doesn't really require the reviewing judge to be co-located. And so it's something we have been able to do remotely.

I think that it is a tremendous capability that has aided both the search for truth and the ability of the government to assess the merits of the case. I mean, I think it helps in the truth-finding function. I think it is slowing down the process significantly because in a social media era the volume of discovery that's returned from social media providers is extraordinary, and so it adds -- not in every case, but in many cases. And so it is something that I think that is increasing the length of the process.

We in the Navy and Marine Corps, I believe, are rejecting maybe 5 to 10 percent of

the requests. And that's not primarily because they're substantively deficient, but mostly because they're procedurally or administratively deficient. That is the biggest issue.

We worked with Reserve judges from our Navy and Marine Corps judiciary -- Reserve judiciary who were U.S. attorneys and also we had a couple of Google executives in our military judge Reserve community. And we worked with them to implement our policies. And our understanding is that our rejection rate is not really different than the U.S. attorneys see in terms of what comes back to them rejected.

And I do think the -- probably the number one complaint I hear from the defense bar is that the changes that make the process more similar to the federal system failed in not giving these authorities to defense counsel. They note that their federal public defender counterparts have the right to issue subpoenas and to seek preservation directly. And so they would I think argue that the system change

1 advantages trial counsel and it's one way in which the defense wasn't afforded similar 2 3 opportunities. 4 The defense have been using pre-5 referral authorities on occasion to challenge 6 pretrial confinement and have a handful of times 7 each year since pre-referral authorities were 8 granted challenge pretrial confinement, but 9 they're reluctant, I believe, to request the assistance of trial counsel and to make 10 11 disclosures to request the government to seek 12 that information. 13 Thank you, Admiral CHAIR HILLMAN: 14 Purnell. 15 RADM (R) PURNELL: So that --16 CHAIR HILLMAN: Go ahead, sir. 17 No, so that is what RADM (R) PURNELL: 18 I had to say really about the Article 30 pre-19 referral authorities. I'm happy to answer any 20 questions. 21 With respect to the plea agreements, 22 I think that we made that transition fairly

successfully as well. I think it was -- I don't think we expected a lot of difficulty implementing that change and I don't think we experienced it. The judges' role under the new system is -- continues to be to safeguard and ensure that a plea is provident. Now I think the judge has the responsibility as well to ensure that justice is being done in the plea agreement.

And I guess the one criticism or observation that I would have is that I believe that most military judges who had served before and after the change just observed a significant decline in the amount of effort expended by both parties to present sentencing evidence. Because if there's a term provided in the agreement, what really is the incentive or the motivation to do that? I think that there are really good reasons to do that. I think we tried to pass what those good reasons were in a training -- from a training perspective to both the trial and defense bars, to their TCAPs and DCAPs.

But I would say that the quality of

sentencing cases has declined dramatically because -- and frankly, I think in most cases there's not a reason to do so and so you might expect that it would -- it wouldn't have an effect on those cases where the sentencing really matters because it's a judge-alone case and it's not a plea.

But I think not doing it routinely in every case has sort of degraded the competency given that there aren't -- there are a small number of cases being tried annually in the services, and so I think that we're just not seeing as much time and energy invested in sentencing as we used to.

And again, I think for the majority of cases that have plea agreements it's probably not necessary or something that only has an impact much later when there's information that's not in the record on appeal. But that is a trade-off that has been observed, I think.

CHAIR HILLMAN: Thanks, Admiral Purnell.

I'm going to go off script a little bit just to ask all of you about something you just raised, which is the quality of advocacy and the preparedness of counsel that you have seen in your experience in more recent courts than we've all been able to see that many of.

So, Admiral Purnell, we'll just start with you and then we'll maybe go back through Colonel Rosenow and Colonel Barkei.

Admiral Purnell, what do you think about the preparedness of the advocates before courts these days?

RADM (R) PURNELL: Well, I think that in general I didn't -- when I was suggesting that counsel were much less prepared or less thorough in sentencing, it wasn't to suggest that they're unprepared altogether. I think that it simply shifted priorities and what they're focusing now on is either contesting the case or advocacy to the government or negotiating the plea, all the things that used to be invested in. Just the sentencing piece is what I saw drop off.

I will raise an issue that I think was not directly asked by any of your questions, but I think in a system that -- where the caseloads are lower it's very difficult to build and retain experience when there just aren't that many contested cases in the system. Counsel simply don't have the opportunities that they've had in the past and so it's challenging. It's not something I think you can necessarily train to or obtain in classroom settings or in training evolutions. It's something that's gained by experience.

You know, you only see -- in a training environment you don't have your case fall apart because of a withering cross-examination or a withering direct and then figure out how to have to respond to that. It's just -- it doesn't provide that kind of environment. There's really no substitute for experience. At least in the Navy and Marine Corps when we're trying well fewer than 200 cases a year and only a fraction of those are contested, it's really

difficult to maintain experience levels.

So I would say that our trial counsel and our defense counsel are smarter than ever and come with as much dedication, investment, and enthusiasm as I have ever seen, but I think there's an issue about sustainability given that the Navy and Marine Corps may be trying -- contesting -- fully contested cases, maybe 30 a year. And so I don't think that your average captain or major or lieutenant or lieutenant commander has the same experience base that they've had in the past.

As the chief judge I was a community sponsor for the Military Judge Litigation Career Track and was one of the plank owners of that program. And certainly over the years the experience levels of applicants has just decreased significantly. And it's not that there's -- they're not working. Their work has shifted to other areas. There's far more -- hundreds of case reviews going on in every command at the time. They're much -- to a much

higher degree than I think there was historically.

But I think there is -- there was some trepidation on the boards I sat to select career litigators about that they tried five or six contested cases. Is that really enough to make a call that this is really time to admit them as a career litigator? And at one point we might have -- at the initiation of the track we might have been seeing folks who had 20 or 30 contested cases under their belt as sole counsel and now we might see 5 or 6 or 7 typically as co-counsel, you know, and not as the sole counsel.

So it's not -- it doesn't have anything to do with the changes per se. It has to do with determinations by commanders about whether this process is efficient enough and/or I think changes in societal attitudes and also to the -- at least in the period of 2000 to 2018 or 2019 just the high ASVAB and high quality recruits that are in the services.

I don't think that anyone should

underestimate the counsel that we have now, but I don't think that I can say that the experience level is the same for new career litigators now as it was 10 or 20 years ago because they just don't have the same opportunities to contest cases.

CHAIR HILLMAN: Thank you, Admiral Purnell.

Judge Redford has a follow-up.

JUDGE REDFORD: Admiral Purnell and Colonel Barkei and Colonel Rosenow, this is Jim Redford. Thank you for your service and your distinguished careers of helping military justice for so many decades.

Admiral, you just said that the experiential level is a challenge. If, and I guess I'd like to hear from all three if we have time, Madam Chair, you're the king or queen of the universe, you're the person who can make everything happen.

What would you do, what changes would you make to the system to obviate, if possible,

or lessen, the experience gap? What would you do? Active duty, reserve, retired, retired recall, the world's your oyster, tell us what you would do.

LTCOL (R) ROSENOW: I guess I go first

PARTICIPANT: -- oh, go ahead, right,

please, Colonel.

LTCOL (R) ROSENOW: I guess I'll go.

All right, if I were in charge, the first thing

I'll say is what the Admiral just mentioned is

entirely adopted and true in my own experience in

the United States Air Force.

I went back and forth as he was speaking because it was a lengthy and detailed response, and I was nodding if you were following along. And I wondered what adjective I would use that would be acceptable, but not overstating for emphasis.

I think it's a serious and a significant problem, as it may -- as several or both of those things together. You don't just experience in terms of the courtrooms, Oh, they

missed an objection. It's the kind of evidence that's brought to the courtroom. It's the kind of witnesses that are marshaled for the trial.

It's the ability of that witness to be able to give their testimony in a truthful manner that's well received and allows for the fair determination of the action where he or she isn't distracted because they've been mistreated or ignored on the way.

And I say that mistreatment not in terms of any, you know, overstatement again.

It's just not the kind of delicate touch that you might have through the thousands of hours of experience that you get when you're dealing with witnesses over and over and over and over again and getting into the courtroom.

So I think it's a significant and serious concern. To answer your question, if I had my druthers, I've mentioned this to people in company before, I think the real problem is at the pipeline, there's no lateral hires, excuse me, that are coming in.

It's a pipeline from recruiting, brilliant people, and then giving them or not giving them opportunities to become brilliant litigators, and everything that goes into that.

So I think the easiest way, and I don't think it would be necessarily easy, but the easiest way that I would see is how do you increase repetition? How do you allow for a cadre of individuals who are committed early on in their careers to doing this to be able to continue to do this over and over?

My own experience, just using some data points in case they would be useful as a demonstration but not an answer, my own experience was I went to Holloman Air Force Base in New Mexico. Fairly busy, not the busiest base in the world.

I raised my hand every time over two years, and I was able to do eight cases, raising my hand every single time over two years. One time kind of as lead in a special court-martial, but pretty much sitting second chair to people.

I became the Area Defense Counsel for two years at Holloman, I did 40 cases, raising my hand every time, traveling about 180 days on the road, trying to do as many cases as I could, and learn as much as I could and contribute as much as I could to my clients.

And then I went to two more cycles as a prosecutor ultimately, and I think with 94 cases in total as an advocate. And then I became a judge, like I said, for five years and did 101 cases. Most of those cases are with numbers across both branches.

Probably a third to a little bit more than a third are with members included or, excuse me, or with contested. You would call them unlitigated cases.

So that's my experience of raising my hand and also having leaders who were looking out for me and kind of helping me build a path that was atypical in the Air Force. This was before we had a career litigation development plan that they'd integrated and maybe will make difference.

But that's what you could do over my years in the JAG Corps, which was 2008 to 2023, if you raised your hand and you traveled nearly as much as you possibly could. So I ended up with about 200 cases.

If you go back ten years before me, a guy or gal acting like me would have double that. So I don't know exactly what the floor would be, but I would humbly submit to you since I was asked to answer the question, that I think you need to look seriously at whether or not this is a universally recognized skill for the professional development of all JAGs.

Or if there's a specialized cadre that we could start developing, not necessarily for a first assignment or second assignment, but pretty soon thereafter, to say you're on this path and we're going to give you all of these opportunities so that you can get better and better and better and better.

But I know there are competing and significant interests that are set against that,

including Article 6 and TJAG in every service having the flexibility of putting the right person to the right job at the right time.

So I'm circumspect enough to know that while military justice is job one for me, in terms of my own experience, the JAG Corps provides in all the services so much more to the warfighting arms of the country. Thank you.

CHAIR HILLMAN: Colonel Barkei? Thank you, Colonel Rosenow.

COL (R) BARKEI: Yeah, I'll just tie in on Mr. Rosenow's last comment. I do think the bottom line answer to the question is it's a career management issue for the JAG Corps itself.

It requires a significant change to our progressive model to increase those repetitions early and then throughout someone's career, keeping in mind that in our pyramid structure, at the end of the day, we still need leaders in the JAG Corps who can advise commanders on the other issues and the administrative law issues, the ethics and so

forth.

And it can't just be a military justice particularly, as the rules tend to remove some of the commanders from that military justice process. So in some effect, it almost -- it creates a minimizing effect for those later stage career management, or excuse me, leadership advisory roles that commanders --

But I'd like to just take a moment to compare some of my recent assessments managing a district attorney's office. I don't think that competency or preparedness is an issue for the JAG Corps litigators.

I think, as the Admiral and Mr.

Rosenow put forward, and I think it's no surprise to any member of the Panel, that the repetition is probably the greatest challenge. It is not competency, it's not training, it's not preparedness, it's not caseload.

In my own practice now, some of the attorneys that I observe, the time to prepare for a very highly complex case is minimal compared to

what I think most judge advocates have available to them.

And that's because of the amount of time spent in court, which does add to their litigation skills. But it's not in the final stage of a findings, it's not in front of a jury trial or a bench trial.

It's all of the motions and prelitigation matters. It's all of the literally
wheeling and dealing in front of a judge from the
initial appearance, on through arraignments,
pleas, and sentencings, and other motions
hearings that I think the civilian sector builds
up a little bit more of those comfort-inlitigation skills, but not necessarily expertise
in the both procedural and substantive matters.

From my own experience being a stickler for evidence, I know I've only been with the DA's Office for six months, but I've yet to hear an evidentiary objection in some of our jury trials, or at least not one of prime substance.

So I don't think it's the competency, the

experiential factor.

And if I were king for the day, I think, as Mr. Rosenow put it, we are in a pipeline. We bring in young officers who, for the most part, not consistently true across the board, but for the most part, and having been the Career Management Branch Chief for a while, we bring in those officers who we have a vision of being long-term in service. That's the hope, and so they don't come in with a lot of experience.

I think our training programs are over and above what most civilian agencies are able to offer. We're in the process of hiring a new young prosecutor in our office and the amount of training that we're going to be able to offer that individual, outside of literally leaders in the DA's Office sitting down with that person, are minimal to none when you compare it to what we in the military offer our new prosecutors. So I don't think that's the issue.

How to increase those repetitions -- both of your prior speakers are correct. It has

to be greater longevity in those primarily focused litigation billets.

There can be a career sacrifice, which has been my position for several years now, that that can come back to haunt the individual and/or the Corps itself in how we develop our leaders and what they're able to -- the positions that they're able to take later on in their career.

But as far as increasing those repetitions, I will -- I don't have a great answer, other than identifying those -- it could be, I know the other services do this more than the Army does, having some of those pooled resources and experts.

We have those programs in the Army too, the trial counsel assistance program, the defense counsel assistance program, those experts who kind of jump in and help out and so forth.

But that's not necessarily a repetition issue.

And unfortunately I don't have an assessment, and I don't know if anyone can at this point, of what the special trial counsel

program is offering in the increase of repetitions for individuals or how much assistance they're having in reaching out.

But one thing that the Army Judge
Advocate General's Corps has done, and this is
only about three or four years old now, is the
Admiral pointed out that a lot of the workload
for counsel is those other case reviews and so
forth.

What we did is we created military justice advisors. They are at the command level doing a lot of those case reviews, and then transitioning those cases that are ripe for litigation to our designated trial counsel, or to our prosecutors.

I think it's great in theory, but I don't know from the practicality that it's actually resulting in any more litigation opportunities. Because I just don't know that -- I think my general answer, and I better cut it short here, is that I just don't think we're litigating as an organization as much, period.

With those reduced, I know the case numbers prove that over time.

But when you're talking about reduced litigations across the board, incentives to litigate and otherwise, I don't know that there's a statutory or a organizational change that will bring about more opportunities without somebody signing up for 10, 15, or a 20-year career solely dedicated to litigation.

CHAIR HILLMAN: Thank you, Colonel
Barkei. I'm going to -- we have a few, we have
some topics we'd like to hit. We have about 30
minutes left to get your insight on these issues.

I want to check in with the Panel members and see if there's anything in particular they want to follow up on.

First the folks who are joining us remotely. General Ewers, Colonel Gunn, Judge Kasold, Judge Somers, do you -- do the four of you have any questions for our experts here?

JUDGE SOMERS: Hi, this is Judge Somers. I don't have any questions. You've

1	covered everything that I was thinking of.
2	CHAIR HILLMAN: Okay, thank you.
3	Anybody else?
4	COL (R) GUNN: I don't right now.
5	CHAIR HILLMAN: Okay, thank you,
6	Colonel Gunn. Okay, folks in the room here then,
7	any questions?
8	MG (R) EWERS: I'm sorry, I'm sorry,
9	Dr. Hillman.
10	CHAIR HILLMAN: No, go ahead.
11	MG (R) EWERS: This is John Ewers
12	here. I just a got a little bit confused by the
13	timing issue. So, and I guess just in sheer
14	numbers, the phenomenon that was referred to by a
15	couple of the speakers about how our the
16	number of cases that we litigated has gone down,
17	that's the same complaint we had in 2005, 2010.
18	I'm just wondering, over the last 20
19	years, and in the last five years particularly
20	since I left the Marine Corps, how does the
21	caseload compare? How does the caseload compare
22	now to the way it was then? And what do you

1 think the new trial counsel, the Special Trial 2 Counsel Office, is going to do to the caseload? 3 Thanks. CHAIR HILLMAN: Thanks, General Ewers. 4 5 Admiral Purnell, I think that's yours. RADM (R) PURNELL: All right, well, I 6 7 think the caseloads when General Ewers retired 8 were probably in the Marine Corps and the Navy 9 somewhere between like 250 and 300 cases a year, 10 including general and special courts-martial. 11 Does that sound about right, sir? And --Yeah, I'm sorry, yeah, 12 MG (R) EWERS: 13 that sounds about right. 14 RADM (R) PURNELL: And so I think that 15 this last year for fiscal year 2023, the Navy did 16 about 165 courts-martial and the Marine Corps did 17 about 185. And so there's -- the rapid drop-off 18 isn't happening, but there's still erosion. 19 And the -- I talked with the chief 20 judge, and you know, it's very early still in 21 2024, but they said that extrapolating this 22 year's numbers so far would result in about 132

courts-martial in the Navy and the Marine Corps - I mean, in the Navy, not in the Marine Corps.
I don't have the Marine Corp's numbers.

So continued erosion, at least at the margins. I think this really kind of answers the last question, but to General Ewer's question about the Office of Trial Counsel, I really think that gives us the best opportunity to be able to improve having the right resources in the right places.

I'm aware that all of the services, and I participated in a lot of these conversations, went through a very exacting review to figure out how many trial counsel they really need for cover defenses and where they should be located and what other support staff they needed.

Because I have sense that we have the wrong balance. And I think that each of the services had tried to rectify it. But I think that unity of effort is going to pay significant dividends to make sure that we're having the

right types of officers and enlisted and civilians in the process at the right places.

And they have the ability to quickly move them around. And so the one change, you know, that I would like to see, is to have the defense counsel and then the trial counsel for non-covered offenses also be in single commands so that the leaders of those efforts could make the same sorts of decisions.

I mean, they have pyramid organizations that culminate in a chief defense counsel for the Navy and a commander Naval Legal Service Command who's ultimately in charge of the trial counsel. But they're still organized in command structures. And I'm not sure that that is the most efficient or effective model.

So that's my answer to General Ewer's question. I think the Office of Trial Counsel has great promise and I would expect them on a number of fronts to be able to sort of establish what the worth of their case is, establish their prosecutorial guidelines, and to be able to

figure out what level of experience and what flavor of personnel are best suited to doing the various steps in the process, with the hopes that maybe litigation would be more constrained.

And I think that the Colonel raised a good point also, is at some point it may be, I think, necessary to review whether every judge advocate needs to be certified, 27(b)-certified as counsel of record in courts-martial. I just don't know given the low number of cases, that stretching it as thin as we are to get everybody experience is necessarily a viable model for the future.

Thank you.

CHAIR HILLMAN: Thank you. General Ewers, any follow-up on that?

MG (R) EWERS: No, ma'am, thank you.

CHAIR HILLMAN: Okay, we're going to shift into sentencing here, and I'm going to ask you all to be a little bit brief in your responses so that we can get any follow-up from the Panel members that they might have.

So you can see the lineup of the questions that were set out by our team that's been thinking about the changes in the sentencing processes. In particular, I just wanted to queue up a couple of these.

The factual, the writing that's required, writing a factual basis for sentencing outside of the parameters. I'd like your perspective on that. What you think about that.

And then the second one I'll queue up right from the start is the presentencing process, do you think an independent presentencing authority would be an advisable shift as opposed to what we have right now, the process that has not been changed. So those two things.

And let's start with Colonel Barkei.

After you, sir, we'll go to the Air Force and then to the Navy.

COL (R) BARKEI: I'll try to be brief, ma'am. On the parameters, I am not a proponent of the system of particularly judiciary

illuminating what has been characterized as the factual basis for going outside of the parameters.

I think the danger there is creating a false or a fictitious range of whether you call it facts or we call it emotions or something else, and this goes for both parties, that they can further rely on to try to influence, whether it's the lower or the upper range at those particular parameters.

As I noted before, I think the judge is in a different position from the convening authority and the SJA or any other party at the conclusion of those sentencing cases to make an informed decision, independent decision, and impartial decision.

And going outside of those parameters, there are those cases that's part of what our defense bar is for, is identifying those cases that have those special circumstances where, you know what, the facts, the emotions, the impact upon the victim, whatever the case might be,

family history, don't really support a sentence within these parameters. And then to fill in the blank. So I'm not a great proponent of that.

As far as an independent review authority to provide additional data points for a sentencing, now, it's only the judge who sentences. I think it's absolutely a great idea. In my current civilian jurisdiction, the presentencing investigation is almost solely relied upon by the judge in the sentencing process.

The opportunity to bring all of those other assessments; whether it's social work; whether it's mental health, behavioral health; whether it's employment factors -- and those professionals do a wonderful job, as our counsel do as well, of digging into some family histories and so forth.

I think adding that impartial view will assist the court in identifying an appropriate sentence for individuals. So I'm a big proponent of incorporating or introducing that independent authority.

Obviously there come some resources and expertise there, but I don't believe our counsel had the same expertise that that individual or that organization would provide to the court. I'll end there.

CHAIR HILLMAN: Thanks, Colonel Barkei. Colonel Rosenow.

the opportunity. I would slightly depart, I think, on both issues. On the first in terms of writing down and giving a written explication of some departure from where the sentence may need to fall, I'm very comfortable with that.

The right of automatic appeal, especially in the cases that we're most focused on here and the fact that a CCA is going to be reviewing the decision of the military judge at the trial level for me and the suggested additional data that's available upon review could be helpful in terms of explaining the position of the military judge.

I'll tell you as well, and it's just

slightly adjacent, then I'll answer the second question quickly. In all, it occurs to me that with military judges being the sole source of sentencing with the exception of capital cases, it seems like a reprimand, which was something that I adjudged in the appropriate cases.

A reprimand could well be written by a military judge. I don't know if your charge goes so far as to consider revisions to R.C.M.

1003. But from my vantage point, the military judge is the sentencing authority as against now a convening authority who in OSVP cases is going to be another JAG, who is some ways is much further removed from the circumstance as a JAG than a commander who might have offered a different host of experiences in terms of his or her language that's going to be applied to the entry of judgment if the reprimand is ultimately approved.

It doesn't give the same kind of reward as he or she might have in the past. So something to think about, that maybe a military

judge could also be heard in the form of specifying the language of a reprimand.

You can put it on the STR and it could still go through the normal post-trial review process with the convening authority; either approving it or not on the entry of judgment after he or she had consideration of everything in post-trial.

And then, on timing, I really worry about what the nature and purpose of military law is in terms of bifurcation. I tend to agree entirely with Colonel Barkei that you could get perhaps to a better answer and maybe even at a program it would more likely get to a better answer.

I do worry about splitting these things out over time -- having an individual and having the, at that point, victims if there was a victim-driven offense, because he or she would have been convicted at that point, living with that at some far-flung date. If you could collapse that time, maybe that would allay some

of my concerns. But it does push against this idea of efficiency.

And then it occurs to me, as well, that if a plea agreement has already dictated some serious, you know, cabined-in range of choices -- So the military judge in terms of, for instance, a punitive discharge or confinement, how much additional time is necessary to be able to have sufficient information to reach a legally defensible and appropriate, not just legally defensible but appropriate, punishment for all the reasons that we do impose punishment.

Thank you.

CHAIR HILLMAN: Thank you. Admiral Purnell.

RADM (R) PURNELL: I think the judges are well-equipped to provide their justifications for departures. I'm not at all concerned about that. I think they have the independence and courage to do that. They've certainly not had any difficulty in the last few years finding

unlawful command influence.

And so I think departing from a sentence guideline is not something that judges are going to be shy about doing. And frankly, I think they have the time to be able to do a really good job if they think a departure is warranted.

I think that adding, you know, a parole officer function might be ideal, but I don't know if it's at all feasible, just given that we're probably talking in all of the Navy and Marine Corps maybe 50 or 60 contested cases in a year. And I don't know that that's particularly feasible to build another infrastructure to be able to provide that.

And I don't know that the dividends it pays would be worth the cost. I do think that that would be ideal. And I have noted before my concerns that counsel are losing experience in doing sentencing cases because they don't really do them now for plea cases. And so that just shrinks the number of opportunities.

Frankly, if you've -- I read a lot of parole reports. In immigration court, because I work on a detained docket -- and I'm not really convinced that they're always that helpful, or they're so much more detailed than are already provided. I mean, it's definitely within the competency of counsel to be able to develop the facts that a parole officer does.

And I think in cases where they have the incentive to do so, because what the sentence will be is very much up in the air and they, you know, can obtain a benefit from -- for their client on the defense side or for the enhanced good order and discipline on the government's side, they're incentivized to do it in contested cases.

 $\label{thm:concerned} \mbox{So I'm not terribly concerned about}$ the sentencing changes. Thank you.

CHAIR HILLMAN: Thank you. Just a couple other sentencing questions, and then we'll turn to the last two topics. Are there -- did you, the last question that we put on here, did

1 you ever or did you know other judges who would have liked to have tools at their disposal at 2 3 sentencing that they didn't have: rehabilitative programs, suspension of sentence, anything like 4 5 that? And along those lines too, did you 6 7 think the appropriate things were brought up for 8 consideration in sentencing? I know you all 9 weighed in on already whether a neutral party would do that. 10 11 Did you have experience with or hear 12 other judges hear about not getting what they 13 needed in terms of sentencing, information on 14 sentencing, and not having the options available 15 that they wanted? 16 We'll start with you, Admiral Purnell. 17 Admiral Purnell? 18 RADM (R) PURNELL: I'm sorry, can you 19 hear me now? 20 CHAIR HILLMAN: Sure can, thank you. 21 RADM (R) PURNELL: Okay, I think the 22 -- you know, judges have broad -- they're in

control of the fact-finding process. So if they're not getting things they think they need, they can ask for them. And I don't think people have been shy about doing that.

I'm aware of judges on a couple of occasions who have continued sentencing proceedings demanding more information because they didn't feel they were getting what they needed, either from the government or from the defense in terms of just sheer information.

But no, the only thing -- I do think it is worth exploring the possibility of Alford pleas. Because sometimes I think getting to a provident plea has been more difficult in some cases than getting to a sentence.

And you know, I've seen maybe one or two cases where I think people would have preferred to have a diversion option. And so we'll see. You know, I think time will tell what discretion the Office of Chief Trial Counsel uses.

My major concern in the way the

guidelines were being developed was that they were being based on federal guidelines and not really -- I think the reports they did were excellent, and the work they did were great.

But you know, the one thing I didn't see taken into consideration was the fact that in many jurisdictions, yes, this is the recommended sentence, but there are any number of cases that wouldn't go forward and wouldn't be referred for prosecution.

And we'll see if the extra independence of the Office of Trial Counsel maybe makes a decision not to prosecute in very appropriate circumstances, like for first-time offenders and less serious offenses; sending them back to the command, whether they exercise that option or not. Thank you.

CHAIR HILLMAN: Admiral Purnell.

Colonel Rosenow.

LTCOL (R) ROSENOW: I have no significant concerns, either myself based on my own experience, or conversations that I had

1 shared with other judges who were judging sentences about the host of options that are 2 3 available under the manual in terms of punishment. I think there's a wide-ranging 4 5 enough opportunity there. And then certainly, although the judge 6 7 isn't considering it, the force has all kinds of 8 9

administrative actions that can be taken outside and after a court-martial in terms of making sure we have a fit fighting force.

So no concerns to express past that. Thank you.

CHAIR HILLMAN: Thank you. And Colonel Barkei.

COL (R) BARKEI: Neither myself nor any of the judges that I communicated with expressed any deficiencies in the tools that were available. I would touch upon one thing that the Admiral brought up, which is diversion programs.

I just did a little bit of a deep dive for our office on use, because our diversion program in our county is relatively new, and

10

11

12

13

14

15

16

17

18

19

20

21

there is some information that diversion programs at a local level, that being in our county, are far more successful than they are in a correctional environment.

So if there were to be a change in the military system where we do consider some other types of, we'll call it rehabilitative punishments rather than true punishments, there is some evidence out there that in a correctional setting, they're not nearly as effective as they are if we did it in a pre-confinement atmosphere. That's just one of the things there.

But as far as other tools that are available, I don't think that there's any deficiencies there for a judge to put on.

I will note that I -- the opportunity to write into the record as well as in the STR our recommendations to the convening authority on carrying out or certain elements of suspensions -- every time I did that, the convening authority denied it, which is fine. That's within their authority.

1 So I'm not sure how influential that 2 So that may be one thing that other judges might comment on as far as our ability to 3 4 influence when we might have been restricted, 5 whether through a plea agreement or otherwise. But in general, nothing further to add 6 7 on additional tools needed for the judiciary. 8 CHAIR HILLMAN: Okay, thank you. So 9 we have a few minutes left. There's a couple of 10 short questions here at the end. Let me just 11 canvas the Panel members and see if there's 12 anything anybody wants to follow up on with 13 respect to sentencing or the other areas that we 14 already talked about here. 15 So anybody on the virtual side? 16 General Ewers, Colonel Gunn, Judge Kasold, Judge 17 Somers? 18 JUDGE SOMERS: Nothing from me, thank 19 you. 20 COL (R) GUNN: No, thank you. CHAIR HILLMAN: Okay, looking like 21 22 we're clear on the virtual screen. We're going

1	to go to Captain Aldana here in the room.
2	CAPT ALDANA: Hello, everyone. In
3	terms of appropriateness of sentence of
4	sentencing, have you seen any kind of disparities
5	across the board? In your own experience?
6	Anyone?
7	CHAIR HILLMAN: Admiral Purnell, let's
8	start with you. Any disparities, Admiral
9	Purnell, to Captain Aldana's question?
10	RADM (R) PURNELL: Disparities how?
11	I'm not sure what the question is.
12	CAPT ALDANA: In terms of the
13	appropriateness of sentence. I mean, obviously
14	you'd have, whether in your role as a chief trial
15	judge seen perhaps, you know, looking at certain
16	offenses thinking that that may not be the
17	appropriate sentence or very, you know?
18	RADM (R) PURNELL: No, I so I was
19	
20	CAPT ALDANA: Sentences that weren't
21	appropriate for the offenses.
22	RADM (R) PURNELL: You mean with the

ranges? I think there are a couple of Category 4 offenses that I wondered about. I wondered -- I can see some manslaughter situations that may not call for a minimum ten-year sentence.

But in general, the ranges are so broad that there was nothing that really stood out, except, you know, that there were maybe one or two offenses I might have viewed a little bit differently.

But by and large, I think that they've

-- the sentencing commission did a good job in

addressing appropriate ranges that I think are

sort of consistent with what I have seen as being

broad ranges in both, you know, members and

judge-alone cases.

What I was struck with is that the ranges are really very broad. And so they, I think, still provide judges in contested sentencing cases a very broad range of alternatives. And then there's also the opportunity -- is that the question you're asking? I'm not sure if I've answered your

question.

CAPT ALDANA: Yes. And also in terms of similar cases, is everyone, you know -- someone, accused one, who has the same similar offenses -- getting similar appropriate sentence or the same similar sentence?

RADM (R) PURNELL: So no one's been, you know, sentenced under the new guidelines yet. We'll see, I think. But there's not really data pre-.

I mean, I think that was the reason the sentencing was changed, was because there was a perception that similarly situated accused were getting different sentences from members based on location or branch of service or just because panels saw what seemed to be similar facts differently.

So I think the whole establishment of parameters and guidelines is an attempt to address that concern. And so we'll see how that pans out.

CAPT ALDANA: Okay, so okay, no

preliminary kind of anecdotal data from you.

Okay. How about the other judges?

CHAIR HILLMAN: Yeah, and let's just
-- Colonel Brunson has a follow-up, too, and then
we'll hear from the Air Force and the Army on
this.

Colonel Brunson.

COL (R) BRUNSON: Yeah, thank you. I mean, this ship may have sailed and I think I'm probably in the minority on the whole sentence guidelines thing. I don't think they're guidelines, I think they're mandates. And I hate them, so I'll just say that.

But if, given that judges are doing sentencing and we're supposed to individualize sentencing, I'm really confused -- I'm not confused. But I'll say I'm confused by why we need the sentence mandates.

If the sentence is supposed to be individual, then there are no similarly situated accused. Every accused is different, and everyone should be treated as an individual.

That's my argument.

So given that, with judges doing the sentencing, as former judges, do you really see a need for -- and I'm serious, I really want your honest opinion -- Do you see a need for the sentence so-called guidelines, especially given that in order to give an individualized sentence you now have to justify why you're going outside of them?

You can clearly see where I'm coming from.

CHAIR HILLMAN: Admiral Purnell, if you're still on, why don't take that, then we'll go to the Air Force and the Army.

RADM (R) PURNELL: Well, again, I think my answer would be that the ranges are so broad that I do think there's plenty of room still for individualized.

I don't necessarily agree with changing the system to begin with. I mean, I think that it was fine before and wasn't -- I think it was a matter of perceptions. And I

emphasized that was the perception they were addressing. I don't know that that was what I saw in reality. And I think members had tremendous wisdom.

What I worry about now is lawyers who have never been to sea or served with operational units making determinations without that lived experience of the members in their service. And so, you know, I think this is going to be less of a problem obviously with the Marine Corps than it is with the other services.

But I understand the argument and I don't think the argument for changing the system, and I don't think that my initial fears have been realized, given that in their wisdom, the sentencing commission established such incredibly broad ranges that are so close together. I think they're still a great opportunity for individualized sentences.

And I do think that judges have the courage and the ability to deviate from guidelines in appropriate circumstances and to

articulate what those are.

And I guess at least now that's a transparent process that other participants in the process are able to see and understand why the sentence that was awarded is the sentence that was given.

Just like we had, you know, military judges had to do special findings when requested. It's the same drill. And I do think that does have the benefit of enhancing transparency.

So I think it's something of a mixed bag. Thank you.

CHAIR HILLMAN: So if everybody could stay on for a few more minutes, we'd like to take everybody else's perspective on these questions.

So Colonel Rosenow on the questions from Captain Aldana and Colonel Brunson.

LTCOL (R) ROSENOW: Thank you. So to answer directly, "No," there's no need for sentencing guidelines. The precedent prescribes in the manual a range of sentences that are

permissible for any given offense. And then you have on top of that the adjudicative forum, right.

So if it's a general court-martial, there's a greater range. If it's a special court-martial, there's a more limited range. And if it's an Article 16(c)(2)(A) special courtmartial, it's a more limited range still.

So I don't think that that's necessary. I also, just because my own experience informs, I have to doubt some of the numbers that went into the system that ultimately derived the numbers that further define the boundaries of what an appropriate sentence might be.

It's incredibly difficult to draw comparisons between offenses, even when they're notionally punished in the same way. Because you don't know, for instance, why it was dealt down to that level.

Plea agreements have done a lot in terms of limiting how much we can discern as to

the meaning of the sentence that comes out once the bounds are drawn more tightly.

So anyway, I would answer you directly again at the end, I don't think that we need them, but we can absolutely operate inside of them for all the reasons that the Admiral has pointed out.

And then going back to Judge Aldana's earlier remark about disparate treatment, I can only think of one circumstance in my own experience on the bench where I would say that's not a way that a CCA would look at it and say that there was, you know, a disparate sentence in terms of providing for appellant relief.

But on the ground and looking at them, it was a consequence of the referral decision at the base. There was a case that was involving drug use that led to that special court-martial non-BCD under Article 16(c)(2)(A).

And then there was one that went to a special court-martial. And there were distinctions with a difference, and meaningful

distinctions. So like I said, I don't have any concerns of any kind of legal error there, at least based on my experience with the cases.

But it did look, and it certainly may well have appeared to an objective outside observer, that the decision on referral that was driven by consequences, or I'm sorry, driven by considerations like timing and which witnesses might be available first or after ultimately led kind of inescapably to this person is available to and experiences a punitive discharge. And this other person doesn't.

That would be the only experience that I could provide for you in case that's helpful.

CHAIR HILLMAN: Thank you. Colonel

Barkei.

COL (R) BARKEI: Really quick. I would be the last person to compare judges and their sentencing because they are getting individualized cases, as Ms. Brunson pointed out. So there could be a multitude of reasons for those discrepancies, if there's even a viewed

discrepancy there.

I am not an overall fan of the parameters. I do think there's a reason why we have the judiciary appointments and directives in establishing our capabilities and our independence in making those decisions.

I would also add, you know, we're not elected, we don't serve statutory tenures necessarily.

If there is a judge who is completely off his or her rocker, whether that's the responsibility of the judiciary leadership -- or, quite frankly, the TJAG himself or herself has the ability to rectify or mollify that situation through rescission of that particular assignment, exercising their statutory authority. So I don't think we're necessarily there.

But to go back to the -- well, I think any other comments would just be a reiteration of the prior two and respect for our time. So, not a fan of the parameters and I would be careful assessing judges just based purely upon their

sentence impositions.

Because it is truthful, each and every accused has a different story. Each and every fact pattern is actually different, whether it's through victims, through intent, or otherwise. So I just think it's a dangerous game to play.

CHAIR HILLMAN: Thanks, Colonel

Barkei. If you'd stay with us just for these two
last questions, we're going to get to the

concrete and away from the big and conceptual
here.

Just about the Article 16(c)(2)(A) special courts-martial have you presided over those and what are your thoughts about them?

And second, on the Article 140a question, have you seen PIA not be properly redacted -- PII not be properly redacted? And have you seen any problems in motions and pleadings regarding PII?

COL (R) BARKEI: I guess I'll go quick. So I did preside over one 16(c)(2)(A), and it was a naked plea.

I don't believe, going back to my SJA days, that there are a lot of circumstances where I would recommend the convening authority use that forum based upon the abilities of that particular court and what the punishments available are for sentencing purposes. And that just goes as a military justice philosophy.

Is there an advantage to the authority? It's another tool, which I think is fine. I think it's a great opportunity for brand new judges to exercise their skills from the bench.

The problem in our current structure is the ability to assign those judges to those particular cases without literally flying them all over the world to give them those particular opportunities.

For 140a, yes, there is PII that escapes every now and then. I don't believe that it is a rampant problem. I believe that our safeguards in the post-trial process are adequate due to the various levels of review of those

documents; whether it's the judicial review; whether it's the authentication and certification process; and also the post-trial paralegal process that most of our OSJAs use, I think impose sufficient safeguards.

Does that mean it's 100% accurate all the time? No. We could, again, it becomes a resource issue identifying additional personnel and/or training of personnel and then giving them extra duties or specific assigned tasks to focus on redactions. But I have no personal concerns with the 140a process.

CHAIR HILLMAN: Thank you. Colonel Rosenow.

LTCOL (R) ROSENOW: Thank you. As indicated, I think maybe two or three cases that I presided over under Article 16(c)(2)(A), again, I think it's exactly as said by Colonel Barkei. If the conversation the SJA has with the convening authority about whether this makes sense for the adjudication of the offense.

As a judge, it was exactly as hard.

I mean, there's all the same kinds of legal questions and concerns that you have to adjudicate. It's just as serious a proceeding. The stakes are just as high as any general courtmartial in terms of following the law and getting it right and entering the findings of fact that support your conclusions.

And then with respect to the Article 140a, at our level at the Air Force, the uniform rules of practice that I applied, and I'm sure it's going to be in the next iteration, which I understand is inbound, it required them to remove PII in the first instance.

It was not wholly uncommon for me to catch something and send it back. And it was exactly what my practice would be. If I found something, and it wouldn't be hard to find because they all tend to pop up in the same places, this kind of PII, I'd send it back.

And then I would also engage special victim's counsel in that process too if they had a stake in it. And what I would essentially say

is everybody go back to the filings and we're going to go back through. You're going to substitute them out.

And if you don't substitute them out because you think the original version needs to be in part of the record, we'll move that into the category of under seal. And then you can put a properly redacted one on the record.

So I think the judges have all of the powers and authorities they need if they're inclined to do so to apply that standard in the first instance when you're generating the record earlier than when it might be going out to the public.

CHAIR HILLMAN: Thank you. Admiral Purnell.

RADM (R) PURNELL: I agree with the earlier speakers. I don't have much to add. I think that in Navy and Marine Corps, we've maybe done about a dozen a year of the non-BCD special courts-martial.

And the feedback I have is that those

cases are being as aggressively litigated and can oftentimes raise as complex or serious issues as in the other courts-martial forum.

I don't know that they're proving to be a lot speedier than other forms of courts-martial or more efficient. And I don't see that they're being used a lot, except as original charging decisions for cases that then get pled back down to non-judicial punishment or an administrative forum.

So we see a lot of them initially referred that way. But the majority of them end up being -- end up falling out. Thank you.

CHAIR HILLMAN: I want to thank you for hanging with us for the extra time here and managing, you know, the tech challenges and all the rest. Also for your service and your insight overall.

It's a huge benefit for our Panel to be able to hear from you with the depth of experience you have and the breadth. And your subsequent experience too, you know, having

stepped down from being active military judges too.

So on behalf of the whole Panel here, thank you for your time and your service, and we'll do the best we can to make good on the insight that you've given us as we move ahead. Thank you.

And with that, we're going to close the public session. And go ahead, Pete.

MR. YOB: Just before we close, I'll just put on for the record and for the transcription that an update that we had seven Panel members here physically present. Those would include Chair Hillman, Panel members
Osborn, Kenny, Redford, Schroder, Brunson, and Aldana.

We had five Panel members who were virtually joining the session. Those would include Panel members Kasold, Gunn, Somers, Ewers, and Morris.

I also wanted to -- well, we can conclude, but then I'd want to throw it over to

1 Nalini just for a schedule update. 2 CHAIR HILLMAN: Absolutely. 3 MR. YOB: Nalini. 4 Sorry, we're going to go MS. GUPTA: 5 forward with switching the RFI session to 6 tomorrow so that it can be in person. It will be 7 at 9:00 a.m. 8 We have representatives from four of 9 the services confirmed. Unfortunately, the Coast 10 Guard cannot join us. So we will follow up and 11 see if there's a way that they can provide input perhaps in writing. 12 13 So in lieu of that RFI session this 14 afternoon, we will have more time for an 15 executive session for you to continue your deliberations. And then when those are 16 17 concluded, we can continue with our breakout 18 sessions as planned for the teams to talk about 19 the RFIs they did receive last week. 20 CHAIR HILLMAN: Okay, thank you, 21 everybody. 22 MR. YOB: We'll take a break. Ι

1 believe -- let me ask. Lunch is available if you 2 ordered it. Is it here now? Okay. 3 Once you get your lunch and you come back in the room, you can eat while we have a 4 5 working lunch meeting. The people who are online, the Panel members and the staff, can 6 7 It's not a public meeting, but obviously the Panel members and staff can remain on there. 8 9 And we'll cover the topics we'd like 10 to cover in that session or I can give a recap of 11 the HASC and SASC meeting that we had. We want 12 to talk about OSTC possibly. I think Colonel 13 Osborn is going to lead that part of the 14 conversation. And then -- we'll see. And then if we have time, I can start 15 16 covering the FY 2024 NDA changes that affect 17 military justice. JUDGE SOMERS: Hi, could you clarify, 18 19 so the RFI session's moving until tomorrow, you said at nine o'clock? 20 21 MR. YOB: That's correct. 22 JUDGE SOMERS: Okay, so then what are

1 we doing to replace it? Just I missed that part. 2 MR. YOB: The executive session that 3 we'll have will be this afternoon instead of tomorrow morning. So we're kind of flipping 4 5 spaces. 6 JUDGE SOMERS: Got it, okay. Thank 7 you, I appreciate that. 8 MR. YOB: Sure, no problem. 9 COL BRUNSON: Jeri, I had a question 10 about that too. Do we have a the ethics training 11 then this afternoon? MR. YOB: The ethics training is going 12 13 to be at noon tomorrow. Because it would have 14 been tomorrow morning, now that we have them in 15 the live panel, we've moved that. Dean Raab has 16 agreed to move that to noon tomorrow for us, and 17 that'll be about a 15-minute session. 18 Okay, so we'll break for lunch, but 19 we'll reconvene in just a couple minutes, as soon 20 as people are ready to talk further. 21 (Whereupon, the above-entitled matter 22 went off the record at 11:58 p.m. and resumed at

1	12:49 p.m.)
2	MR. YOB: We've got Chair Hillman,
3	Colonel Osborn, Major General Kenny, Judge
4	Redford, Captain Schroder, and Captain Aldana.
5	Any Panel members online, can you
6	please, well let me just go down the list.
7	Judge Kasold, are you online?
8	Colonel Gunn, are you online?
9	COL (R) GUNN: I am.
10	MR. YOB: Okay.
11	Judge Somers, are you online?
12	JUDGE SOMERS: Yes, I am.
13	MR. YOB: Major General Ewers?
14	MG (R) EWERS: Yes.
15	MR. YOB: Colonel Morris?
16	Morris is not. I think he had a
17	meeting, that's correct. And, Judge Kasold, back
18	with you, are you online?
19	Okay, so we've got three of the
20	members, Members Gunn, Somers, and Ewers, are
21	online virtually. This session is going to
22	include comments by victim counsel, Victim Legal

1 Counsel, Special Victim Counsel. 2 It's going to be emceed, I guess is 3 the right word, by Terry Gallagher, one of our staff members 4 5 So I'll throw it over to Terry. MS. GALLAGHER: Good afternoon, Chair 6 7 Hillman, and Military Justice Review Panel. victim counsel presenters have all virtually 8 9 joined us. Thank you to each of them for their 10 flexibility today. 11 Tab 3 of your materials from today 12 contain the presenters' impressive biographies 13 and the topics and questions they're prepared to 14 respond to. Tab 4 of the initial read ahead packet 15 16 also has the prepared questions. 17 The topics are the same as those 18 addressed by the former military judges. 19 So, I'm going to briefly introduce the 20 presenters and then we can jump straight to the 21 questions.

Representing the Air Force we have

1 Lieutenant Colonel Jasmine Candelario, the Deputy Chief of the Victims' Counsel Division. 2 3 Representing the Army is Colonel Evah McGinley, the Program Manager for Special Victims 4 5 Counsel. For the Navy, we have Commander Sara 6 7 de Groot, the Operations Officer for the Victims 8 Legal Counsel Program. 9 For the Marine Corps, we're joined by Colonel Iain Pedden, the Chief Victims' Legal 10 11 Counsel and Officer in Charge of the Victims' 12 Legal Counsel Organization. 13 Our Coast Guard representative is 14 Commander Michael Crowe, the Senior Special 15 Victims Counsel. 16 The goal here is to have each of the 17 representatives answer the questions. So if need 18 be, I'll kind of try to prompt responses if 19 people haven't appropriately chimed in. 20 We're going to attempt to reserve a 21 few minutes at the end for some wrap up

questions, if that's possible.

1 Chair Hillman, back to you to start 2 the questioning. 3 CHAIR HILLMAN: Thank you, Terry, and 4 thank you to everybody for joining us today. 5 It's a huge benefit to the Panel to hear directly from you on these issues that we're considering. 6 7 We have quite a few topics here. 8 going to ask that you stick to the order that 9 Terry just introduced you in, just so we can move 10 from one to another with relative dispatch. 11 And we'll start with plea agreements. 12 Your perspective on the current plea agreements 13 as compared to the prior PTAs. And also, any 14 observations you have about how they're being 15 administered, and how they're effective or could 16 be improved. 17 So we'll start then, let's see, we'll 18 go in the order that Terry said out. 19 MS. GALLAGHER: Yes. Yes, it was the 20 Air Force, the Army, Navy, Marine Corps, and 21 Coast Guard. 22 So if you would like to kick off with

1 the first question, Lieutenant Colonel Jasmine Candelario would answer. 2 3 LTCOL CANDELARIO: Yes, ma'am. So, in general, we're finding the changes and additions 4 5 to R.C.M. 705, the plea agreements, thus far appear to allow more flexibility, transparency, 6 7 and certainty. 8 And especially the certainty with 9 regard to the victim in some cases. 10 CHAIR HILLMAN: Okay, thank you for 11 that brief and succinct answer. That's awesome. 12 Okay, over to the Army. 13 COL MCGINLEY: Ladies and gentlemen, 14 good afternoon. So, in general, we concur with the Air Force on that way ahead. 15 16 Predictability has been the key 17 difference between the current and the former 18 plea agreement arrangement. 19 And we have found that generally 20 speaking, our clients tend to appreciate having 21 that certainty that there will be some sort of 22 floor; some sort of minimum.

1 We might have anticipated that with a 2 floor and a ceiling, it might be more difficult 3 for the accused to enter into a plea agreement. But as a practical matter, that does 4 5 not seem to have been the case, which has been a 6 positive. 7 We do appreciate the greater focus on 8 getting to the right sentence, rather than just 9 sort of a, an attempt to beat the deal. 10 However, and this will be our theme 11 throughout, I think, as with other changes in the 12 Military Justice system, we just haven't seen 13 enough yet to truly determine whether or not, 14 what things we might want to tweak; what things 15 we might want to recommend changes for. 16 Many of our counsel also don't have 17 experience with the prior system. They've now 18 only known the new system. So, we're learning 19 and developing as we go. 20 CHAIR HILLMAN: Thank you. 21 To the Navy. 22 CDR de GROOT: Thank you. So, I agree and concur with the current PTA. It does give us, and help victims legal counsel manage expectations going into a guilty plea, at least to know that the accused will be held accountable in a way that they're aware of and can see.

Whether or not it's effective from the victims' standpoints, since we don't really have a say in the PTA, we don't have access to the ROI in the Navy.

We don't get to see whether or not the deal that the trial counsel, defense counsel, and convening authority have created, is a, a good deal.

We can't speak to that but we can speak to being able to manage the victim's expectation under the current PTA system vice the old -- I'm sorry, the current plea agreement system vice the old PTA as before.

When I was a practicing VLC under the old PTA system, and the ability to plead the deal was devastating. Over.

CHAIR HILLMAN: Thank you. Is Colonel

1	Pedden on from the Marine Corps?
2	Still muted there.
3	(Pause.)
4	CHAIR HILLMAN: We're still not
5	getting any audio there.
6	MS. GALLAGHER: Could you try to call
7	in, Colonel Pedden?
8	CHAIR HILLMAN: Okay, we'll head to
9	the Coast Guard then while we're waiting for
10	Colonel Pedden to get the audio connected.
11	FEMALE SPEAKER: He can't get his
12	audio working.
13	CHAIR HILLMAN: Is Commander Crowe
14	there?
15	CDR CROWE: Yes, I'm here.
16	(Simultaneous speaking.)
17	CHAIR HILLMAN: Oh, good, go ahead,
18	please.
19	CDR CROWE: Great. So I'll echo my
20	colleagues that overall, the new plea agreement
21	system generally more positive for our clients to
22	the element of having a fairly certain outcome

1	during the sentencing hearing, as far as a range
2	of confinement is very helpful in managing their
3	expectations and leading to better satisfied
4	outcome.
5	And I'll also echo that this system
6	really relies on communication and
7	(Simultaneous speaking.)
8	CHAIR HILLMAN: Hang on, sorry, hang
9	on one second, Commander Crowe.
LO	If you're not Commander Crowe, if you
1	could mute right now that would be great.
L2	So, go ahead, Commander Crowe. Thank
L3	you.
L4	CDR CROWE: Thank you, ma'am. I was
L5	just saying that this system really relies on
L6	good communication between the government and the
L7	STCs/VLCs to ensure that our clients are informed
L8	of the nature of the deal and can have adequate
L9	opportunity to weigh in on
20	(Simultaneous speaking.)
21	CHAIR HILLMAN: So, thank you,
22	Commander Crowe, for reckoning with that.

1	Can we mute people on the can our
2	team mute somebody there? Do we have the power?
3	MR. YOB: It's an individual calling
4	with the 301 area code, could you please mute?
5	(Pause.)
6	CHAIR HILLMAN: Okay, so a little
7	clunky as we're going through there. Do we have
8	the Marine Corps back? Did Colonel Pedden call
9	in?
10	Okay, I think not so I'm just going to
11	ask if there are further questions.
12	Captain Aldana has a question.
13	CAPT ALDANA: Hello, Commander de
14	Groot, I think you had mentioned that (audio
15	interference) counsel have no say in the plea
16	agreement process.
17	Or, did I misheard you say that
18	because isn't the opportunity to (audio
19	interference) still available?
20	CDR de GROOT: So, we are offered an
21	opportunity, because the government should, if
22	it's available to them and if they're able to

reasonably connect with VLC or a victim who is not represented by VLC, to let us know.

However, it is very trial counseldependent, convening authority-dependent as to
whether or not they will truly factor in victims'
input. But, really, the deal is between the
convening authority and the defense counsel. The
victim is reasonably notified and is
knowledgeable that it is going to happen.

But it is unclear to us, especially when we don't have access to the ROI if this is a good deal. If we're just being said, this is what the convening authority and the defense counsel want.

And so you can have input, but with no knowledge to back up whether or not this is a good deal, it makes it more challenging. But we are notified, for the most part, that a plea agreement is happening and what the results are.

CAPT ALDANA: If I can get a follow-up question. Commander Crowe, you said that you had an opportunity to weigh in. Is that a meaningful

or not?

CDR CROWE: Captain, in my experience it is a meaningful opportunity to weigh in. That all of our -- all of my clients -- and in my prior experience as a prosecutor as well -- are given an opportunity to review the proposed plea agreement, and provide input directly to the convening authority and the staff judge advocate.

CAPT ALDANA: Can I get an input from the other services, as well?

Thank you.

COL MCGINLEY: Sure. From the Army side, we concur also. Although to Commander de Groot's point, it is dependent upon the relationship with the prosecutorial team.

We're working hard to ensure that we have a good relationship there and, so far, that's yielded good results.

So in that way it's meaningful for us.

LTCOL CANDELARIO: From the Air Force standpoint, we would concur, as well. We are given meaningful opportunity to participate in

1 the negotiation process for the most part. 2 But it does really depend on the local 3 prosecution team, and now OSTC and, you know, how early they bring the victim's counsel in. 4 5 CHAIR HILLMAN: Thank you, all. I'm just checking on the Marine Corps 6 7 Do we have the Marine Corps back in the 8 room? I believe so. Can you 9 COL PEDDEN: 10 hear me now, ma'am? 11 CHAIR HILLMAN: We can. Go ahead, Colonel. 12 13 Thank you, ma'am. COL PEDDEN: 14 If I can, I'll double back and just 15 back clean up on the first question response that 16 my technology did not support, or at least my 17 feeble skills with it didn't support. 18 As to the perspective on current plea 19 agreements versus the old PTAs, I think generally 20 speaking, most of our VLCs regard the changes as 21 an improvement. 22 That said, they're speaking more from

book learning than from experience. Most of them
were not practicing VLCs under the old PTAs.

So that said, I also think it's an
improvement as well. And I look forward to
gathering more empirical information on that as

our current observations are a little bit

7 anecdotal.

As to the second question with regard to plea agreement negotiations, I think I shared most of my colleagues sense that these are good things, too.

I would note that I have a couple of concerns. One of which is that the way that the rules state those plea agreement requirements seems more aspirational than directive.

And then secondly, there's not really a remedy in the rule for those situations where trial counsel or an SJA don't consult with a victim.

Or provide such late notice that there's no real meaningful opportunity to deliberate on the nature of that plea agreement

1 with the advice of counsel, prior to providing 2 input on it. 3 So again, those observations are more than somewhat anecdotal and I look forward to 4 5 gathering more information moving forward. 6 But those are my responses to your 7 first two questions. 8 Thank you. 9 Thank you. CHAIR HILLMAN: 10 We'll move to the next topic then 11 about pre-referral judicial authority. 12 What's your experience with the use of 13 the Article 30a proceedings prior to referral? 14 We'll start with Lieutenant Colonel 15 Candelario. 16 LTCOL CANDELARIO: Yes, ma'am. So, 17 Article 30a, I think it's a step in the right 18 direction. It provides an avenue for military 19 judges to help resolve contested issues, right, 20 early on; which, in essence, should help avoid delays, improper search and seize, pre-trial 21 22 confinement violations, et cetera.

1 The problem our VCs are finding in the field is that R.C.M. 309 does not consider victim 2 3 discovery issues, where the material may be arguably in the possession of military 4 5 authorities. We currently have a case before CAAF, 6 7 right now, that touches on this issue with regard to medical records. 8 9 Okay, thank you. CHAIR HILLMAN: 10 Colonel McGinley? 11 COL MCGINLEY: Yes. So our SVCs' experience with the use and utility of Article 12 13 30a is somewhat limited. We think it's a useful 14 tool to have if there is a potential, but it's 15 just not being heavily used by our SVCs. 16 That said, our counsel currently 17 appreciate the scope in terms of the matters to 18 be addressed, and also appreciate that it is 19 there should they need it. Anecdotally, some of our counsel 20 21 actually found it more useful as prosecutors than

they did as SVCs. We just note that because in

1 those cases, actually the prosecutors' interests 2 benefitted our victims, as well. But they're 3 just not using it as much as SVCs. 4 CHAIR HILLMAN: Thank you. 5 Commander de Groot? CDR de GROOT: So, our VLCs have not 6 7 used, or have not been privy to these hearings. 8 Most recently, the only opportunities they've had 9 in these proceedings have been with regards to 10 pre-trial confinement. So, not too much 11 information to pass. 12 CHAIR HILLMAN: Just to stay with you 13 a moment, Commander de Groot, is that because 14 they haven't tried, or they have tried and been 15 unsuccessful? 16 CDR de GROOT: It's because they 17 haven't tried, and so maybe that's something we 18 need to move forward and start working on in our 19 practice. 20 CHAIR HILLMAN: Not necessarily for my 21 question, I just wanted to make sure of what the 22 implication of what you said was.

1 Thank you for clarifying. Colonel Pedden? 2 COL PEDDEN: Yes, ma'am, thank you, 3 and a couple things if I could. 4 5 I'd start by seconding my Air Force colleague's observation about the lack of similar 6 7 language in R.C.M. 309 with respect to government 8 -- excuse me -- with respect to information 9 that's already in the possession of the 10 government. 11 On the rest of Article 30a, while not 12 rare, our counsel informed that the use of pre-13 referral proceedings involving victim information 14 is also not common. 15 In some cases, it does enable other 16 things. One case comes to mind in particular 17 where our counsel used a pre-referral process to 18 petition the military judge for an appointment of 19 a designee in the case of deceased victims. 20 In other cases, Article 30a, in some 21 aspects of its implementation, including R.C.M. 22 703 -- and to the call of the question that Mr.

Libretto sent out -- it's not exactly properly scoped and it lacks a little bit of specificity and procedures necessary to safeguard victims' rights.

For example, only victims named in a specification can seek relief from a subpoena (audio interference) and forgive me if I'm -- I hope I'm not getting out too far ahead of your questions with respect to Article 30a. Is this within the scope of what you were asking about?

CHAIR HILLMAN: Yes, go ahead.

COL PEDDEN: Okay, thank you. With respect to pre-referral subpoenas, in my view, a victim's rights shouldn't be contingent on the government's tactical decision about whether or not to name a victim in a specification.

In particular, in light of United

States v. Hill, the CAAF case from several years

ago, that process is becoming far more common.

Wherein multiple victim sexual assault cases, for example, the government will leave one of the victims off the charge sheet if the proof, with

respect to that particular victim, isn't quite as strong as the others.

They do that so that they can get the propensity instruction under MRE 413, as to the named victims' case. Those tactical decisions, however, shouldn't bypass a victim's right to be heard on matters related to the production of private information.

We're seeking remedies to victims named in a specification places the rights of unnamed victims in the hands of government, in the hands of government counsel, whose client has competing interests with that of the victims.

Similarly, the play in language of the current R.C.M. 703(g)(3)(I), limits the authority to request relief to the person subpoenaed, which is rarely the victim and that's problematic.

Although a recent publication in the Federal Register announced that they would be looking to change that so that either the person subpoenaed or the victim could request that remedy. That remedy is not -- excuse me -- that language isn't

in place yet.

I'd also point out that I think there's a problem with the lack of definitions under the rule.

And so where the rule does create remedies to, they seek to quash the subpoena that seeks private and confidential information; those things are stated in the conjunctive in the remedies section.

Meaning that a person seeking to quash that subpoena will have to prove both of those things.

So it says in the conjunctive what an earlier portion of the rule says in the disjunctive; and that's the heading under, I think, R.C.M. 703(g)(3), which talks about private or confidential information.

And so that conjunctive/disjunctive disconnect I think is problematic, both for victims and for other people seeking relief from the subpoena.

And then lastly, I'd point out that

1 the terms private or confidential aren't defined 2 in the rule. 3 They are -- confidential rather, is 4 defined in several portions of the Military Rules 5 of Evidence. I think that's going to invite our 6 7 judiciary to gravitate to the MRE to define what is confidential. 8 And, in doing so, that will 9 10 potentially draw them to conclude that you can 11 only seek this remedy if what you're looking for 12 is a subpoena to quash; or excuse me, a quash of 13 the subpoena that seeks privileged information. 14 Even the CAAF's case in United States v. Mellette, I think, lends a broader application 15 16 to what is actually private. 17 So I think the rule would benefit, and 18 30a proceedings generally would benefit, from a 19 little more definitional scooping there that was 20 more friendly to protecting victim privacy. Thank you. 21 22 CHAIR HILLMAN: Thank you.

Commander Crowe?

CDR CROWE: Yes, our SVCs have not had many opportunities to use the Article 30a procedures as it relates to victims' practice.

Similar to the Navy and other services, I think our prosecutors are using it for numerous things.

But as to victims in the Coast Guard, it is not being taken advantage of.

Over.

CHAIR HILLMAN: Thank you. Some of your comments are pointing out the relative newness of the role that you're actually in right now and you're describing to us, and maybe some of the pieces that have yet to be clarified around it.

Another part of the system that has been changing, has been sentencing. Just want to turn you towards the sentencing processes now and your sense of how the processes in play right now.

In particular, where victims have a right to be heard but perhaps not more of a role

1 in that -- that -- process, counsel and the 2 victims, are there changes that would make that 3 be more effective actually in the system? And let's go in reverse order now. 4 So why don't we start with you, Commander Crowe? 5 Thank you, ma'am. 6 CDR CROWE: 7 So overall, I think that the 8 sentencing process works well. The concern I 9 would have with it is victims are fairly well 10 constrained into what they are permitted to speak 11 about in victim impact statements. 12 The case law and the judiciary have 13 crafted rules that are very well tied to direct 14 harm to the victims and the impact statements. 15 That can be problematic in some cases 16 where if the defense or the convicted person at 17 this point has very wide latitude in what they 18 are permitted to present on sentencing. 19 And unsworn statements, for example, 20 can often say almost anything that they want. 21 that case, we trust the court to weed out what is 22 inadmissible and not appropriate for sentencing.

1 But we tell victims that they're not 2 allowed to say certain things or they get 3 objected to and sustained. At times, that can leave the victims 4 5 feeling dissatisfied or, you know, left out, that, how come some parts of the system get to 6 7 truly say what they're feeling; whereas, they have been forced into a narrowly tailored 8 9 statement that may not capture exactly what their 10 feeling. 11 Over. 12 CHAIR HILLMAN: Thank you. 13 Judge Redford has a follow up. 14 JUDGE REDFORD: Commander Jim Redford, 15 I have a follow up. 16 Could you give an example of what 17 victims are not allowed to say in their version 18 of their allocution? 19 Yes, Judge. CDR CROWE: 20 So, we actually had a recent case 21 where the member was convicted of some fairly 22 violent domestic violence-related crimes against

1 his estranged spouse, and the mother of his 2 children. 3 The children were not victims of any 4 crimes in the case. However, they were aware of 5 the abuse that happened and, in some cases, witnessed some of it. But they were very young. 6 7 So, not capable of speaking on their own behalf. 8 But they also weren't named victims, 9 and they were not able to articulate direct 10 enough harm to even be appointed representatives 11 to speak during sentencing. 12 And so, the victim, the mother, she 13 was able to speak of the harm and impact to 14 herself of the crimes. 15 But she felt very strongly that her 16 children were adversely impacted by the crimes 17 committed against her, and had no way to bring 18 those concerns to the court. 19 JUDGE REDFORD: Was that a judge 20 alone, or a member sentencing? 21 CDR CROWE: It was judge -- it was 22 members. I'm sorry.

1 Thank you. JUDGE REDFORD: 2 CHAIR HILLMAN: Colonel Pedden? 3 COL PEDDEN: Yes, ma'am. Thank you. Judge Redford, Your Honor, if I could 4 5 also provide an anecdotal example of how this might apply. 6 It's often the case that sexual 7 8 offenses are pled down to lesser offenses. 9 assault consummated by a battery, for example, in 10 which case the scope of the victim's statement --11 the victim's impact statement would be drastically reduced. 12 13 That's a relatively common occurrence 14 with respect to plea agreements; in which case, 15 almost all are judge alone now and all will be 16 judge alone in very short order. 17 With respect to the call of the question that Mr. Libretto sent out, I'd also 18 19 note that the substantive and procedural changes 20 relating to content and delivery of victim impact 21 statements could make this process significantly

more fair.

One of the things that I believe we were asked, is whether or not this process should more closely parallel that which takes place in federal civilian, and state courts.

And my answer to that is, "Yes," on both counts.

When the DAC-IPAD had previously inquired of us on this issue, I noted that removal of the previous language in R.C.M. 1001, prohibiting victims to recommend specific sentences, leaves the majority of the rule in its prior form; which is a little bit problematic.

Although the new 2024 manual does include authority to recommend a specific sentence in a case, that's a little bit form without substance set against the broader back drop of a plea agreement negotiation process; which allows the parties to negotiate a specified sentence in a case.

So, while the victim may have had an opportunity to comment on that during the plea agreement negotiation process, being able to

recommend a specific sentence in the form of a dismissal or a dishonorable discharge for example, doesn't carry a lot of weight or meaning in a case where that particular form of punishment is not authorized by the terms of the plea agreement.

The other thing I'd note is that in previous testimony on this issue, I noted that where the, as with my Coast Guard colleague I believe, the R.C.M.s don't place the statements of victims and accused with respect to unsworn statements on an equal footing; which I find a little bit problematic.

At that DAC-IPAD hearing, one of the things that I pointed out was that under the current rules the victim is required to submit a proffer of the statement, which is reviewed by the government and the defense.

If there are any objections to it, then the parties and the military judge discuss that matter on the record, sometimes at great lengths. At the conclusion of which, if the

military judge determines that some portion is not properly admitted under R.C.M. 1001, the statement is redacted and then handed back to the victim to recite what remains on the page.

Which seems problematic in light of the fact that when the victim does, in fact, recite what remains on the page, the victim will be the only person in the room that hasn't been allowed to speak the words that were contained in the original submission.

In particular, in light of the knowledge, training, and the experience possessed by our military judges; and the legal presumption that they follow the law and can omit consideration of improper portions of an unsworn statement made by an accused; we should afford them similar latitude when considering unsworn statements by victims and allow them to hear that material and either state for the record that they're not considering proffered portions, or allow the law to presume that.

The other thing I'd point out is that

after the DAC-IPAD hearing on this subject, the DAC-IPAD had several other folks testify before the Panel after our testimony had concluded; that testimony included statements by military judges.

If I could quote just briefly from the March 30, 2023, report. One of the things that the DAC-IPAD pointed out at the conclusion of that testimony, and I'm quoting now I think from page 14, was that all of the former judges agreed that with the judge alone sentencing, there is no reason that victims should not have the ability to speak freely during their impact statements.

I would strongly second that in our comment by the military judges, to give victims a voice in that process, and including a voice about those parts of the process that aren't precisely germane, or directly flowing from an offense to which the accused has pled guilty. Actually, no longer the accused anymore.

And I think one of the other calls to the question that members of the Panel submitted to the VLC representatives was whether or not

1 this process should more closely parallel that of state and federal district courts. 2 3 I agree that they should, and would respectfully submit that we should be asking 4 5 important questions along the lines of why does the military justice process depart from that 6 7 practice. Why do victims of military offenders 8 9 have less rights than their civilian 10 counterparts? 11 And, I think those are important 12 questions that the Military Justice Review Panel 13 could consider, and make meaningful 14 recommendations on. 15 Thank you. 16 CHAIR HILLMAN: Thank you, Colonel 17 Pedden. 18 Commander de Groot? 19 Absolutely, I concur CDR de GROOT: 20 with my fellow sea service brethren. I have seen 21 personally as a prosecutor and as victims' legal 22 counsel, defense counsel, literally cross out and object to large portions of victims' unsworn statements.

A lot of it emotional responses to what has occurred to them.

Also, concur with Colonel Pedden that when a plea agreement comes down, and it originally was a specification and a charge of a penetration sexual assault and it's been pled down to a touching of the breast or the buttocks, and the victim is very much limited to, "How did you feel about that?", it does not give a victim a full voice in what actually happened to them or what they -- how they were impacted by the crime.

So, concur with Colonel Pedden and Commander Crowe. The victims should be allowed to have a much fuller voice to talk about the impact of the crimes that the accused was charged with and allow the judge to decide what is aggravation and what is not; much like what they do with the accused's statements.

Over.

CHAIR HILLMAN: Thank you.

Colonel McGinley?

COL MCGINLEY: So from the Army perspective, we don't disagree with anything that my sister service colleagues have stated.

We'll emphasize that the biggest issue for us is just maintaining the victim's ability to have a voice.

That's essential in the process, both, for we believe, for legal purposes; and, then also, just for the well-being of our clients overall.

We take a somewhat more cautious stance because we're just not sure. Sentencing is one piece of the process and we're not certain with all of the changes that have recently gone on, how we may get a more favorable result for our clients just by virtue of some of those other changes.

So we'd like to see how that goes before making specific recommendations about how to modify the sentencing procedure.

CHAIR HILLMAN: Thank you.

Colonel Candelario?

LTCOL CANDELARIO: I would say I would concur with everything that everyone has said thus far.

The limitations imposed on victims during the sentencing process are, you know, just unfair. Unfair from their perspective; unfair from just how it plays out in court.

And I have also experienced as a VC -- as an SVC -- as an SVC myself, having my client's statement redacted and how that impacted her; and the fact that everyone else in the room knew exactly what we were talking about but she wasn't allowed to say it.

And, that was in a judge alone case.

With regard to making our system a little bit more like the civilian system, just one caution from my part.

Bifurcating findings from sentencing, right. So splitting those up. Right now our victims, our clients, are able to go from findings for the most part within 24 hours,

sometimes sooner, into sentencing, right?

And that gives them some certainty; in some cases some closure, right. And, that's not the case in the civilian world and I understand that.

So, moving towards having more time in between findings and sentencing I think would be negative for at least the clients that we're seeing out there from the Air Force perspective, right.

There are a lot of good things that come from being able to run right into sentencing and know that if your -- if the convict at that point -- he or she is a convict, right? -- If the convict at that time is sentenced to any confinement, they are going into confinement immediately.

And especially for our clients who have safety concerns, our domestic violence clients, it is really impactful for them to have that.

CHAIR HILLMAN: Thank you, Colonel

Candelario.

Let's stay with you and we'll go, swing back through the order the other direction for the next sentences on this.

Judge Kasold, did you have a follow up question?

JUDGE KASOLD: Yes, I'm just curious from any of those who might want to talk.

If you have a significant crime charged and the government believes it can't prove it, so they go with a lesser charge, or because the command needs to go with a lesser charge, do the victims' representatives believe they should, nevertheless, be able to provide testimony on the greater uncharged offense; and how does that weigh against prejudice that would be present in such a situation?

I'm just interested in that because what I heard was, Oh, if we're charged with a higher offense but it doesn't go forward, we go with the lesser, we can't comment on that.

And I'm just curious how they see the

1 balancing of all that. 2 Thank you. CHAIR HILLMAN: Colonel Candelario? 3 LTCOL CANDELARIO: I think any 4 5 opportunity we can give our clients, the victims, an opportunity to truly express what the crime, 6 7 you know -- what the crime has done to them, is 8 going to be beneficial, right. 9 At this point in the military justice 10 process, we are doing judge alone sentencing; and 11 from my perspective, right, we have to trust our 12 judges to be able to parse out what is proper and 13 improper, and make their sentencing decisions in 14 accordance with the rules under UCMJ. 15 But allowing, whether -- you know, 16 allowing a victim to express what he or she 17 thought happened to them and the effects of that 18 in court, it is greatly beneficial to them. 19 And so any opportunity we can give 20 them to do that, I think is a positive. CHAIR HILLMAN: 21 Thank you. 22 Colonel McGinley?

COL MCGINLEY: So I know one of my colleagues gave an example of a victim that there was a penetrative offense originally charged, and then they were only able to testify about the non-penetrative offense.

I think what we're seeing from our SVCs is that the -- our clients come in with an impression overall of what has happened to them.

And so, asking them to think back and try to parse through exactly which impressions they had of which portion as opposed to being able to speak overall, even if they're not able to speak about a specific offense that was not -- that didn't end up going through. That would be -- I think that would be helpful.

CDR de GROOT: Yes, so I think I brought up this point. I do believe with judge alone sentencing, the trial counsel is allowed to provide aggravating evidence. Even in a plea agreement they're allowed to put forward aggravating evidence.

CHAIR HILLMAN: Commander de Groot?

The rule written for victims is for mitigation evidence, or impact to them. I think victims should be able to offer some aggravation.

And where we've seen this is really when a victim is very emotional about the emotional impact to them due to a penetrative offense, but can only talk to what a judge deems is appropriate as an emotional response to a touching event. Those are things that are being redacted by some judges.

So, being allowed -- to allow the victim to speak fully as to their experience and their impact to the crime that was committed against them, and allow the judge to use their judicial discretion to disregard, not disregard, but to hear and then come up with an appropriate sentence based on what is -- what are the true factors that they are allowed to, to consider when coming up with their sentencing.

CHAIR HILLMAN: Thank you.

Colonel Pedden?

COL PEDDEN: Yes, ma'am, thank you.

And Judge Kasold, Your Honor, I think I heard you ask basically a two-part question. And, I'll try to answer them in order.

The first was whether a victim should be allowed to speak as to the greater offense, if you will. And you mentioned testimony but I don't want to take your question out of context.

Obviously if the victim is providing testimony as part of the government's case in aggravation, or elects to submit a sworn statement, then the victim will be subject to cross-examination.

And, I would presume that that crossexamination would solve the problems with respect to the scoping and prejudice that your question addressed.

As to unsworn statements, again I believe that the victim should be able to speak to those issues because there is a separate and unique harm that flows from the nature of unwanted sexual touching, that isn't really captured by a plea to a lesser offense agreed upon by the accused and the government.

Whether or not the nature of those agreements and the quantum of proof available to the government will be different under the Office of Special Trial Counsel paradigm, I believe it's too soon to tell.

They have indicated that they will put in place a higher prosecutorial standard when determining whether or not to proceed with a case initially. But I think we've got a lot to learn about how they'll play out yet.

With respect to the prejudice issue, if I could, I'd refer the Panel's attention back to the DAC-IPAD report from March 30.

And not to insult anyone's intelligence and I don't want to read to everyone, but I do want to quote this portion, "The military judges also agreed that there is little to no risk of prejudice as the military judge can easily set aside information contained in the statement that is potentially unduly prejudicial to the accused, and decide the sentence based only on admissible information."

I think that's important. And again, I'm trusting our highly trained, very well experienced trial judiciary because it is as important for them as it is for victims.

That's especially important in light of the amount of voice and agency that a less restrained, unsworn statement could afford a victim.

They've been waiting a very long time for their day in court. To have that day be redacted seems like a separate unfairness that we can resolve. Thank you.

CHAIR HILLMAN: Thank you.

Commander Crowe?

CDR CROWE: Thank you. Yes, not much to add. I concur. I think the risk of prejudice is not any greater than any of the other myriad of issues that come up during trial, that judges have access to lots of inadmissible potential evidence that they might see during a trial.

And, they put those aside when needed and can counter any instance of prejudice.

1 So, I concur with the Colonel. 2 victims really look forward to that day in court 3 and when they have to be redacted, or constrained in a way that they feel is unfair, that could 4 leave a bad taste in their mouth and sour the 5 whole experience. 6 7 Over. 8 CHAIR HILLMAN: Thank you. 9 Colonel Osborn? Excuse me, I have 10 JUDGE SOMERS: 11 question. Sorry to interrupt but it's kind of the last two speakers. 12 13 So, I guess I'm confused. So, what is 14 the purpose for the judge to redact? Is it 15 because of the potential prejudice; because if 16 it's judge alone, as you've discussed, isn't it 17 the case that the judge could put that aside?

It just makes little sense to me to have the actual statements redacted. And I guess the redactions don't go up on appeal, so those are just kind of lost.

Is that correct, or am I

18

19

20

21

1	misunderstanding?
2	CDR CROWE: I think you're correct,
3	ma'am. And I think that is kind of our
4	perspective is it doesn't make sense except
5	that's the way the rule is written, and that's
6	the way that the rule has been put into practice
7	now, so that's the way that we do it.
8	But I think our perspective is, like
9	as you pointed out, what is the harm for them to
10	do that.
11	CHAIR HILLMAN: Thank you, and thank
12	you Judge Somers.
13	Judge Somers, any follow up on that?
14	JUDGE SOMERS: No follow up, thank
15	you.
16	CHAIR HILLMAN: Okay, thank you.
17	Colonel Osborn has a question.
18	COL OSBORN: I don't have a question,
19	I just want to complete the record.
20	So, since I forgot which one of you
21	was quoting from the DAC-IPAD report, I think we
22	ought to say what's in the report that was in the

ellipses (audio interference) mention.

Actually, one judge in the February 22, 2023, public meeting, cautioned that the victim's impact statement should relate only to the crimes for which the accused was convicted, footnote 63.

Also in the February 2020 DAC-IPAD public meeting, a panel of several former military judges provided information to the committee and in general. They stated that they limited a victim's impact statement when it contained information they previously ruled inadmissible, as well as when the statement recommended a particular sentence for the accused.

I don't normally like to read from the reports but when other people read from the reports, I just feel like we need to get a complete record and not leave out some of the pertinent information.

CHAIR HILLMAN: Thank you, Colonel Osborn.

1 I have a couple more questions on 2 sentencing, but let me open it up to the other 3 Panel members who are actually on the -- joining us virtually. Anybody not in the room have 4 5 questions with regard to sentencing, or anything else before we continue? 6 7 COL MORRIS: I don't right now, 8 thanks. 9 CHAIR HILLMAN: Thanks, Colonel 10 Morris. 11 Anybody else? MG (R) EWERS: Yes, Dr. Hillman, John 12 13 Ewers here. I'm just wondering if a couple of 14 different panel members talked about the problem 15 associated with the victim not being -- there's 16 basically no way to enforce anything that keeps 17 the victim informed. 18 Is there something that you've had in 19 mind specifically about how to remedy that? 20 I quess that's as far as my thinking takes me. 21 I'm just curious.

CHAIR HILLMAN: Thank you, General

Ewers.

I'll just run down so that for the purpose of speed. Lieutenant Colonel Candelario, anything you want to add on that and respond to General Ewers' questions?

LTCOL CANDELARIO: I've thought about this because I thought you were going to ask a question I guess.

But I'm not sure if there could be a rule written that says you must inform the victim five days within, when you think you're going to have plea negotiations and you must allow them a certain amount of time to get back with you.

I just don't think that that's -- I'm not sure that that's -- that we could write a rule like that, or that's what we should do with the military justice system.

But smarter minds than me. Anything that you could do to ensure that there is an opportunity for meaningful victim, if they're not represented, or through their victim's counsel or special events counsel, or with the legal counsel

if they are represented, meaningful discussion about the plea agreement to include stipulations of facts and, you know, confinement times and the limits of confinement.

Giving max opportunity for meaningful input is really what we need. But what that would like I'm just not, I'm not very sure.

CHAIR HILLMAN: Thank you.

Colonel McGinley?

COL MCGINLEY: So because so far our relationships with the prosecutorial teams have been relatively solid, we haven't really had to ponder deeply how we could make that more enforceable.

I do definitely sympathize with my colleague's point that there is not right now, a way to drive that, to compel that sort of cooperation of coordination. And so, we'd be open to any recommendations or suggestions for rules to add there.

I don't think our -- on the Army side,

I don't anticipate we would have much resistance

since our prosecutors are so far working well with our SVCs.

CHAIR HILLMAN: Thank you.

Commander de Groot?

CDR de GROOT: So, I vaguely remember numerous trainings I've had on things that are happening in the civilian world and have happened depending on their specific state, victims' statutes.

But, and these are just my suggestions, not the Navy's suggestions, we could do a continuance that allows the government and the victim -- the victim an opportunity to actually consult with the government to ensure that they're fully notified of the plea agreement.

It could be the judge throws out the plea agreement and says you have to renegotiate, ensuring that the victim is fully informed.

These are things that I remember hearing from other states where things like this have happened.

Are these things that could happen in the military justice system? I don't know, but I do know that there are ways -- should be ways to enforce these things and are being used in other systems.

CHAIR HILLMAN: Thank you.

Colonel Pedden?

COL PEDDEN: Yes, ma'am, thank you.

And Major General Ewers in response to your question, sir, I would agree with Commander de Groot that potentially a continuance could be one remedy.

I'd also like to point out that the lack of enumerated remedies in a rule also creates sort of a separate and problematic parallel practice, where really the only remedies available to victims through counsel are to make other complaints that are outside the military justice process, based on the counsel and SJA's failure to properly coordinate with the victim.

That's something that I strongly advocate against internal to the Marine Corps

victim legal counsel organization, at least with respect to making professional responsibility or Inspector General complaints, matters of routine practice although they are authorized by statute and our counsel can advise on those things.

We have to tell them it's an option.

It would be a much less appealing option if there were enforceable remedies at law, available within the R.C.M.

A continuance would be a good start.

A military judge inquiring of a victim during the caring query -- not the caring query itself, but the plea agreement negotiation inquiry process.

If the military judge were to inquiry of the victim "Hey, have you had an opportunity to provide meaningful input?" That might be helpful as well.

I would think that to the extent that a victim were not offered meaningful input, that would be one matter among many that a military judge might consider under the new rule, where even though there is a specified sentence in the

1 plea agreement, the military judge may depart 2 from that. 3 I think the language in the new rule 4 is plainly unreasonable. I would think that a 5 victim's vocal advocacy about not having been consulted could be one factor among many, that a 6 7 military judge might find was plainly 8 unreasonable. 9 Thank you. 10 CHAIR HILLMAN: Thank you. 11 Commander Crowe? 12 CDR CROWE: Thank you. I don't have 13 anything specific to add. I agree with my 14 colleagues that a mechanism to ensure that the 15 victim has meaningful participation would be a 16 good thing. 17 But I don't have any additional 18 recommendations that I would like. 19 Thank you. CHAIR HILLMAN: Okay, 20 we'll head back up to the top here, to Lieutenant Colonel Candelario. 21

Just the other two questions about

sentencing involve different sentences for more or less, the same similar offenses.

To what do you attribute differences that you've seen in sentencing, and with regard to plea agreements, did those seem similar with respect to relatively comparable offenses in your experience?

Lieutenant Colonel Candelario?
LTCOL CANDELARIO: Yes, ma'am.

So, really in my experience and from what we're seeing out in the field, we really are seeing sort of similar plea agreement terms for what you would call similar cases.

Although I use the word -- nothing is really similar, right? Every accused is different. The facts and circumstances of every case is different.

And for that matter, every victim is different, right? I mean, what the victim or client sees as their form of justice, or their form of case resolution is going to be different.

So with all those caveats with regard

1 to PTAs, we are seeing similar -- similar plea 2 agreements. 3 And then I believe you first question was on, was it on judge sentencing, whether we're 4 5 seeing the similar as well, ma'am? CHAIR HILLMAN: 6 Yes. 7 LTCOL CANDELARIO: Yes, so once again 8 like same caveat. Every case is going to be 9 weighed differently. The facts are different; circumstances are different. 10 11 The convict is going to be different, 12 right. Mitigation and aggravation. But 13 generally I think just anecdotally speaking, 14 we're seeing similar, right. 15 But any inconsistencies I think, are 16 going to be covered by the sentencing parameters 17 and criteria that we have. 18 And I'm hoping that they will be 19 covered by that, but it's just too early to tell. 20 I've never practiced as a VC with the new 21 parameters and criteria.

And a lot of our counsel, we just

1 don't have enough data to say right now, ma'am. 2 CHAIR HILLMAN: So noted with respect to all those caveats that you just set out. 3 Thank you. 4 5 Colonel McGinley? COL MCGINLEY: So I'll echo the 6 7 caveats that my Air Force colleague has just laid 8 out. First of all, we don't have hard data 9 10 regarding any patterns in either convening 11 authority plea agreements, or in the sentence 12 that is ultimately adjudged. So our information 13 is all anecdotal. 14 We believe each individual, not just 15 the accused, but each individual client may want something dramatically different from another. 16 17 So, we may not infrequently see cases 18 that on the surface look very similar, if not 19 identical. But there's an individual human being in our client behind each of those cases. 20 21 And they may want something very, very

different based on their own personal preference,

their life circumstances, or the rest.

So if there are differences there, we would actually hope to see some differences there taking into account the victim's preference.

But so far, we have not, again, anecdotally observed any concerning pattern with a wide disparity between sentences either in the plea agreement, or the adjudged sentence.

CHAIR HILLMAN: Thank you.

Commander de Groot?

CDR de GROOT: I concur on the different victims. But what I can't speak to -- I'm sorry, I'm not being articulate today.

But on victims wanting different things even in the same case, not necessarily being -- wanting different things when it comes to the plea agreement and potential sentences.

With regards to the judge, the judge isn't even in the plea agreement, it's very difficult to say whether or not certain cases are similarly situated because we don't have access to the ROI.

We cannot tell what the evidence is out there, what's available. And so, I cannot speak to whether or not someone is accused or similarly situated. I can only speak to that each case is different.

And judges, do you have reputations for either being nicer or not so nice. I had a judge back in 2000 who was a very hard sentencer. So depending on that judge, you made your plea agreement accordingly.

CHAIR HILLMAN: Thank you.

Colonel Pedden?

COL PEDDEN: Yes, ma'am. Thank you.

And strong second for me to the sameness of my

colleagues. These are important caveats, right?

These victims are not monolithic. They are

different people with different cases, different

feelings, and different harms.

Our hope is that a robust and informative sentencing process allows those facts to become known, and inform the judge's decisionmaking and deliberation on the imposition

with appropriate punishment.

For what it's worth, and this is just my personal opinion cultivated over a couple of decades -- and there's a great many judges both in the Marine Corps and in the other services whom I've known, and some of whom before I've practiced -- I believe that our judges faithfully apply the law. I think it's less a question of empirical data and whether or not there's disparate sentencing, than it is a question of how the law and policy is written to inform their decisionmaking process.

I think that, as many of my other colleagues commented, it's really difficult to quantify that at this early stage of proceedings.

And, although I generally have a strong bias for action, I might counsel a little bit of restraint of this one at least with respect to collecting and analyzing that information very, very carefully and, in particular, with a view toward the unique circumstances and facts of each individual case.

I won't miss an opportunity to weigh in on my colleague Commander de Groot's comment that access to case information is vitally important, not only in assessing that, but also for victims' legal counsel adequately to advise their clients on what, for lack of a better way to put it, what a case is worth in terms of punishment.

So again, I agree with my colleagues and think that we're very early in the process right now to assess whether or not judges are doing different things with similar cases.

Thank you.

CHAIR HILLMAN: Thank you.

Commander Crowe?

CDR CROWE: I concur particularly to Colonel Pedden and Commander de Groot, that to say a case is similarly situated is very difficult from our seat.

Sure, we can compare the charges on a charge sheet, but without knowing the full scope of what's in the investigation, there are unique

factors about the accused. There are unique factors about the victim.

There's unique factors about the circumstances of the offenses, and all of those could weigh on what an appropriate sentence is.

And for that reason, and very good reasons why cases that on the surface may look to be similar actually receive very different sentences. And I think that could be a good thing from time to time.

But from the VLC or SVC perspective, being able to have access to that information so that we, when a case does result in what looks like maybe an anomalous sentence, we have the ability to explain to our client and to others, why maybe that sentence makes more sense than it looks like from the outside.

Over.

CHAIR HILLMAN: Thank you. We have about 10 more minutes or so. I want to see if any of the Panel members have any questions they want to raise right now before we move into the

1 last two relatively short topics. 2 I think Captain Aldana? 3 CAPT ALDANA: I just have a general I believe I recall from previous panel 4 question. or speaker in previous meetings, and just 5 mentioned the confusion on the role of a SVC or 6 7 VLC in the military justice system. I know probably the earlier onset of 8 9 the implementation probably was the case. Is it 10 pretty much entrenched now that people are 11 familiar, or folks are familiar with the role of a SVC and VLC in the military justice system? 12 13 CHAIR HILLMAN: Let's start with 14 Commander Crowe, and we'll run back upstream this 15 time. 16 CDR CROWE: Yes, ma'am, thank you. Ι 17 think, generally, that the answer to the 18 Captain's question is yes. Obviously, the more 19 kind of separate from the system someone is, they 20 may not know what we deal with. 21 Dependents, clients, or from time to 22 time, through exceptions of policy we may

represent unaffiliated civilians who are victims of crimes committed by a servicemember. And those folks who maybe have little exposure to the Coast Guard and the military at all, might be a little confused at first with what our role is.

But I think within the system, defense counsel, the judges, and the prosecutors, I think our role is pretty well fleshed out. Obviously, there's some anomalies from time to time, but within the system, I think yes.

CHAIR HILLMAN: Thank you.

Colonel Pedden?

COL PEDDEN: Yes, ma'am. Thank you.

I think, generally speaking, I concur with

Commander Crowe; generally speaking, they know

who we are. That part is very well established.

What's not well established is, are things like

scope, and standing.

I think my Air Force colleague earlier mentioned the case that they have before the Court of Appeals for the Armed Forces right now, with respect to whether or not a victim's counsel

had standing to make certain motions and arguments at trial. And I don't want to misstate the facts of their case, I'll let them speak to it if they want to.

In other areas, we see problematic issues in some interactions where there are misunderstandings about the scope of our authority as victim counsel, and to advise clients.

There's another case wending its way
up through the Navy-Marine Corps Court of
Criminal Appeals process right now, where a
victim was questioned as a suspect and told that
she couldn't have her victim's counsel present,
even though the nature of what the law
enforcement agency suspected was directly related
to her having reported a sexual assault.

And so, there's some disagreement there about standing and when you're entitled to counsel, and things like that. And I think those things will in some cases, work their way, you know, find their resolution in the appellate

process.

But there's probably still other work that could be done to solidify when and where we can make certain objections; file certain motions; and, when we're entitled to certain pleadings and other information.

Thank you.

CHAIR HILLMAN: Thank you. Commander de Groot?

CDR de GROOT: I will concur. I remember my first motion session as a VLC. I wasn't allowed to argue the motion. I could only write the motion and submit it. And no one knew where I was to sit. So, all of those have been resolved. We know where to sit and we know that we can walk to the podium and make an oral argument.

Where we do still have work to do is for other parties, trial and other folks being gatekeepers to the information that we need in order to properly advocate for our clients' rights and still finding a role there, especially

1 with discovery. Much like the CAAF case that the 2 Air Force argued earlier. Over. 3 CHAIR HILLMAN: Thank you. Colonel 4 McGinley. 5 COL MCGINLEY: I concur with all that has been said so far with what we've had on. 6 Ι 7 said several times, we have a great relationship 8 with our prosecutorial team generally. 9 This would be the only area where 10 there might be a little bit of a rub, you know, 11 especially some very junior prosecutors may think 12 that the SVC is there to ensure that the victim 13 appears for trial as a witness. 14 That, of course, is not their role. 15 We provide legal guidance and advice to that individual victim as a client. It's still the 16 17 prosecutor's responsibility to prepare for trial, 18 to prepare that witness for trial, and the rest. 19 But that would be our only snaq. The system 20 overall seems to well recognize our position. 21 CHAIR HILLMAN: Thank you. Colonel 22 Candelario?

1 LTCOL CANDELARIO: I concur with my 2 colleagues on this one. The system recognizes 3 this, right. Where we have a little bit of work to do is in the courtroom and evidentiary things. 4 5 And I believe it was already mentioned, you know, we do have a case before CAAF for one of our hot 6 7 button issues. 8 CHAIR HILLMAN: Okay. Thank you. Ι 9 have two more areas that we wanted to ask you 10 about. 11 I'm going to go ahead and queue these up together. We'll start with you, Lieutenant 12 13 Colonel Candelario. And then, give everybody 14 else a chance. 15 You can speak to both of these or one. 16 And, if you skip one, you can trust your other 17 colleagues will pick it up. So, Commander Crowe, you're stuck with 18 answering the one that no one else answers if 19 20 that's what happens. 21 So, first, in the new punitive 22 articles, what kinds of services have you

provided, or your counsel team has provided, to victims of the new offenses: Article 93a, Article 117a, 128b, 130, 132 retaliation, and 134 sexual harassment? And has that affected the workload of the teams you manage, or your own workload, those offenses?

And then, second, is about the Article 16(c)(2)(A) special courts and your role in those. Have your clients been able to participate meaningfully in those? And what kinds of concerns might your clients have about those types of courts?

So, we'll start with you, Lieutenant Colonel Candelario.

LTCOL CANDELARIO: Thank you, ma'am.

Well, there's a lot in this question. Okay. So, with regard to the new punitive Articles, specifically for 93a; 117a; 128b, but only offenses (b)(1), (4), and (5), Article 130 and 132; those who are generally eligible for services either by statute or by the Department of the Air Force instruction, are receiving full

services.

And what I mean by full services is we represent them in any military proceedings. We enforce their rights and evidentiary privileges.

We attend interviews with them, with investigators, trial counsel, and defense counsel. We work with Commanders and the SARC or to prep in the IC Program for protective orders or expedited transfers.

We can assist in IG complaints. And that is to include from -- with retaliation complaints and written or verbal statements to Congress for congressional complaints. We also advise on collateral misconduct. And, we can advocate during the MEV process and in NVA hearings as well.

With specificity of looking at sexual harassment, in 2021, the Air Force started providing consultations for IPV victims, interpersonal violence victims, and that includes sexual harassment. It also includes other workplace violence like bullying and harassing.

1 For those victims who are entitled to 2 that program, they receive a one-time consult 3 with a victim's counsel, covered by confidentiality with regard to rights and options 4 5 and legal remedies. If, after that one time consult that 6 victim or survivor or client wants to seek 7 8 additional services, they can do so through our 9 Extraordinary Circumstances Request Program. 10 And then, I believe the next question was whether this has affected our workload? 11 I will say is generally speaking --12 13 CHAIR HILLMAN: Yes. 14 LTCOL CANDELARIO: Yes, ma'am. 15 Generally speaking, so far, 128b, right, domestic 16 violence clients, those clients, they need just 17 the additional support from victim's counsel. Right. 18 19 Many of their cases involve civil law 20 issues, divorce and custody, which fall outside 21 of the scope -- our scope of representation for

our program.

We still have to advise them that it falls outside of the scope and give them a warm handoff to some resources. For instance, Article Assistance Program, right.

So, more warm handoffs, more helping agencies to ensure the clients receive legal assistance for the things that they need that we can't provide them.

There's also the addition of heightened safety concerns, which go -- which link up to civilian protective orders and military protective orders. Right.

Our domestic violence clients just have a lot more safety concerns then our other types of sexual assault clients.

There's often more history and more emotion involved in these cases, because of the circle of violence. Because they tend to be over a larger amount of time rather than a single incident.

And that just means that there may be more litigation or advocacy to be had. It would

be, you know, 412, rape shield, or with mental health records.

Their assailants, right, their intimate partners tend to know a little bit -- a lot more, actually, about their mental health visits or their medical visits and other things that may or may not be involved with the case.

So, they are a heavier lift. I can't quantify how much time, you know, how many hours or the time. But, they are just a heavier lift in general.

With regard to the one time consults, we -- we have seen an up-tick since we started the program in 2021. But, I can't provide any real data as to, you know, how much more labor intensive those cases are.

They really are a lot less, a lot less than our domestic violence clients and our other sexual assault clients, absolutely.

CHAIR HILL: Thank you. If everybody can stay on for a few extra minutes, we'll take a few more minutes to get the rest of the responses

to these questions.

So, over to you, Colonel McGinley.

COL MCGINLEY: Just to add onto the Air Force without repeating a couple of different things. First, many of our clients, if not most of our clients, come to us with not just one UCMJ Article that is at play.

So, we very, very frequently see a mixture of different issues, different offenses with the same client. And, we treat the client holistically. We don't break that apart.

So, even though we don't provide, if it were purely a sexual harassment case, we wouldn't necessarily provide SVC services without any exception to policy.

We rarely see a client coming in just with that issue. It's usually a combination of different factors. And we would not parse out pieces of that and only advise the client on certain pieces. We would advise the client as a whole individual. And so, that's the emphasis there.

The other thing we have, as the Air Force mentioned, we work hand in glove with our legal assistance colleagues. And so, we've got sort of one foot in military justice, one foot in legal assistance. And that's actually -- that's worked relatively well. Because even issues that we wouldn't normally have strictly SVC services for, we have services via legal assistance.

And, in addition, our legal assistance colleagues have been able to provide guidance on separation agreements, other issues, protective orders, advising domestic violence clients, which has been helpful.

I believe you asked a question as well regarding Article 16(c). We've seen that the same as we've seen other case resolutions. It really just depends on the individual client, the individual case. Whether or not that is or is not helpful, it's always good to have additional options.

CHAIR HILLMAN: Thank you. Commander de Groot?

CDR de GROOT: I concur with our Air Force and Army SVCs and VLCs. We cover all of these already, all of these punitive Articles, we have already provided services for.

Sexual harassment is unique. We do not offer automatic services to victims of pure sexual harassment. But, like Colonel McGinley says, we do treat our victims, our clients holistically. So, normally they would come in for a sexual assault and then perhaps the trial counsel or command says its only sexual harassment.

We will continue to represent this victim even though -- because they originally would have come to us for a sexual offense. But we do allow for a waiver process if someone does to come to us -- does come to us and it is a purely sexual harassment case and it cannot be resolved administratively and through administrative processes.

Then we can do a waiver process through our Chief of Victims Legal Counsel

Program, to get a waiver for us to represent this victim.

When it comes to the special courtmartial, that is part of a plea agreement. It
has happened to numerous clients. Some are
happy. Some are unhappy with it. It is just
part of our practice.

But I would like to note that 90 percent of our cases never see court-martial, never see a plea agreement. They will always go -- they are headed towards administrative resolution or nothing at all.

Our biggest concern right now, we recently had a VLC whose client committed suicide when OSTC declined to prosecute and sent the case back to the command. The command, based on what they had, determined that they were not going to do anything, even administratively, to this accused.

And the VLC had no idea. They knew what was happening, but did not, could not manage expectations of the victim. Because they had no

1 idea of the evidence and why things were going 2 that way. 3 So, I just want to note that most of our cases do not go to court-martial. 4 And so. 5 having access to information to help our clients is of our -- is of utmost concern for our VLC. 6 7 Over. 8 CHAIR HILLMAN: Thank you. Colonel Pedden? 9 10 COL PEDDEN: Yes, ma'am. Thank you. 11 So, a similar response from the Marine Corps 12 concurs with what my colleagues have put out to 13 you already. 14 I would note, especially with respect 15 to Colonel McGinley's comments from the Army 16 about treating clients holistically, that's the 17 Marine Corps approach, too. 18 And so, it's not necessarily 19 immediately apparent what triggered the 20 representation of a given client based on looking 21 at the charge sheet or a disposition report. 22 You know, what comes originally as a

compliant for say, a sexual assault, to which -which would trigger entitlement for a victim's
legal counsel, that might get disposed of based
on something else that wouldn't trigger
entitlement to a victim's legal counsel.

In those cases involving the offenses that you specifically asked about, at least one of those, the Marine Corps has always done since the beginning. We've provided victim's legal counsel representation and advice for victims of domestic violence since the inception of the program.

As to the other charges -- Actually, let me back up. And so, that doesn't really add materially to the workload that we have now.

I've previously testified that were we to add sexual harassment as an offense, it would trigger automatic entitlement to victim's legal counsel representation.

My best estimate is that that would take about four more VLCs across the Marine Corps enterprise. As it currently stands, the

exceptions to policy constitute a little bit less of our volume of practice now than they did the last time I appeared before this panel.

I think the last time I said it was about 6.5 percent. Now, we're down to about 6 percent of the total Marine Corps VLCO caseload being exceptions to policy.

Those come to us from a variety of sources and methods. Those ETP requests, I weigh them all on an individual basis. I'm the only one with the authority to approve them in the Marine Corps.

When I look at things like the nature and severity of harm suffered by the victim, the types of charges, the likelihood that complex litigation will result, and things of that nature and generally have arrived in favor of granting those exception to policy requests where there are significant issues.

Any particular issues that although the case itself doesn't trigger an entitlement to a VLC, the matters to be litigated in that case,

1 for example, an MRE 513 motion, might require a 2 lot of technical knowledge about the law. 3 So, in terms of the form that you 4 mentioned, you know, as with the Army, we treat 5 that as a disposition like any other and provide our clients advise and representation during the 6 7 process. I think one of the calls in the 8 9 questions that were submitted to us, had to do 10 with whether or not victims were able to express 11 their views on that particular -- that type of outcome. My answer is a conditional yes. 12 13 But, in that case, largely they 14 express those views as part of a stated agreement 15 negotiation process and, obviously, not in the court-martial itself; because that wouldn't be a 16 17 proper matter to come in under R.C.M. 1001. 18 So, thank you. 19 Thank you. CHAIR HILLMAN: Commander 20 Crowe? 21 CDR CROWE: All right. So, with 22 regard to the first question, services for the

new Articles.

So, we take the approach that we will talk to anybody initially. So, like most of my colleagues mentioned, our clients, you know, don't always know, you know, what punitive Article or what the crime was or whether they're entitled to services.

So, we will take their call and talk to anybody. And then, we put it upon ourselves to determine, you know, what Articles are at play and what services are required.

If there's a -- if it's outside of the statutorily enumerated policies, we do have an exception policy process similar to the factors that Colonel Pedden mentioned. We waive those.

And then, another key factor is, like what is our role? So, similar to the Navy, I think where with the sexual harassment, kind of if it's a standalone purely sexual harassment case, you know, no other criminal misconduct involved in this case, we would look to like is there going to be a likelihood of military

justice action?

Is there a criminal investigation?

Or, is this purely an administrative action? And if there is a role for us, like we're anticipating that this is going to be complex, that we might end up inside of a military justice courtroom, or there is a criminal investigation, you know, that could imperil our potential client's rights, then we see a role for ourselves.

We might grant an exception policy and take a standalone sexual harassment case. But, I will kind of echo some of the comments from my other colleagues that I think those are fairly rare.

We often see a client that they initially complain on the sexual harassment case, but, really, there are other activities going on in the case that maybe haven't been reported yet or maybe weren't properly investigated. And, it turns into a full representation because there are additional issues.

So, I think that that's -- kind of highlights the importance of the approach of treating our clients holistically. And, you know, taking them for how they come to us and not pigeonholing them, you know, based on what the initial report might be.

And then, just quickly to the second question about the new court-martial disposition.

I personally don't -- haven't had any clients that have found themselves in that forum.

But just kind of echoing colleagues, from experience, you know, there's some clients who may, you know, fully support such a disposition, because that is consistent with their notions of justice in their particular case.

Other clients, you know, might oppose it, because they were hoping for, you know, the max punishment available under general court-martial. But, universally, in the Coast Guard, our clients would have the opportunity to weigh in on that again, you know, in the plea agreement

1 process before that charge was withdrawn from a more serious forum and referred to the new forum. 2 3 Over. CHAIR HILLMAN: Thank you. 4 I want to 5 thank you all for taking time with us this afternoon so that we could benefit from your 6 7 experience in this particular arena. 8 Navigating all the changes in military 9 justice, especially with respect to the folks 10 whose lives and dignity and, you know, well-being 11 you're helping to support through this process, 12 it's really important. And we couldn't do this 13 job without you. 14 So thank you so much. Take good care. 15 And with that, we'll wrap up this open session of 16 the Military Justice Review Panel. 17 MR. YOB: Thank you. I also want to 18 express my thanks to the VLC and SVC for being 19 here today and providing such great information 20 and such expertise. 21 So, thank you for your time and your 22 For the rest of us, let's take a ten efforts.

1	minute break. When we come back, we'll go into
2	an executive session that will be nonpublic.
3	There will be it will include Panel members
4	and staff.
5	We'll go over more of our
6	administrative announcements. Then, when we're
7	completed with that, we'll take another break.
8	And then you can go into an executive session
9	that does not include the just the Panel
10	members. That will conclude the day.
11	So, thank you. A ten-minute break.
12	(Whereupon, the above-entitled matter
13	went off the record at 2:10 p.m.)
14	
15	
16	
17	
18	
19	
20	
21	
22	

A
a.m 1:10 4:2 99:7
abilities 22:14 93:4
ability 15:22 19:20
29:19 39:11 50:4 64:3
80:3 86:21 91:14
93:14 108:20 132:11
135:6 162:15 able 11:8 13:19 19:21
21:1,18,21 30:7 32:16
34:11 37:3,6 39:8
44:6 50:5 51:10,19
57:12,15 58:7,8 63:8
64:20,22 72:9 73:5,15
74:7 87:4 97:20
108:15 111:22 127:9
127:13 129:22 136:21
137:12 138:14 139:12
140:4,12,12 141:3
142:17 162:12 169:9
175:10 181:10
abnormal 20:5
above-entitled 101:21
186:12
absolutely 27:18 28:6
32:10 68:7 89:5 99:2
133:19 173:19
abuse 127:5
accept 22:18
acceptable 49:17
access 28:10,21 29:16 29:18 30:10,21 108:8
112:11 144:19 158:21
161:3 162:12 178:5
accessible 27:9
accord 14:20
account 158:4
accountability 22:20
accountable 108:4
accurate 94:6
accused 83:4,13 84:21
84:21 92:3 107:3
108:4 130:11 131:16
132:18,19 134:17
142:22 143:21 147:5
147:15 155:15 157:15
159:3 162:1 177:19
accused's 134:20
acquaintances 17:17
acted 28:15
acting 2:5 29:9 53:7
action 50:7 160:17
183:1,3
actions 78:8 active 25:3 49:2 98:1
activities 183:18
actual 22:21 23:10
1/15:10

add 24:22 34:17 56:4 80:6 91:7 96:18 144:16 149:4 150:20 154:13 174:3 179:14 179:17 adding 68:18 73:8 addition 172:9 175:9 additional 30:15 36:4 68:5 69:19 72:8 80:7 94:8 154:17 171:8,17 175:19 183:22 additions 106:4 address 83:20 addressed 11:15 103:18 117:18 142:15 addressing 82:12 86:2 adds 39:17 adequate 93:21 110:18 adequately 161:5 adjacent 70:1 adjective 49:16 adjudged 14:7 70:6 157:12 158:8 adjudicate 95:3 adjudication 94:21 adjudicative 88:2 admin 4:18.20 administered 28:4 105:15 administrative 35:4 54:22 78:8 97:10 176:20 177:11 183:3 186:6 administratively 40:3 176:19 177:18 **Admiral** 3:4 5:19 7:5 10:3 24:7,18 26:7,14 37:22 38:4 41:13 43:21 44:7,10 48:7,10 48:15 49:10 55:14 59:7 62:5 72:15 75:16 75:17 77:18 78:19 81:7,8 85:12 89:6 96:15 admissible 143:22 admission 33:10 admit 34:9 47:7 admitted 131:2 adopted 49:11 advantage 32:17 93:8 124:8 advantageous 22:19 advantages 41:1

adversarial 11:5

advisable 66:13

179:10

adversely 127:16

advice 116:1 167:15

advise 54:20 153:5 161:5 165:8 170:14 172:1 174:19,20 181:6 advising 23:8 175:12 **advisors** 15:21 59:11 advisory 55:8 advocacy 37:13 44:3,19 154:5 172:22 advocate 9:13 16:4,8 17:10 20:13 22:15 52:9 59:5 65:8 113:8 152:22 166:21 170:15 advocates 21:10 30:4 35:18 44:11 56:1 affect 100:16 affidavit 28:11 29:22 **afford** 131:16 144:7 afforded 41:2 afternoon 99:14 101:3 101:11 103:6 106:14 185:6 agencies 57:12 172:6 agency 144:6 165:16 aggravating 140:20,22 aggravation 134:19 141:3 142:9 156:12 aggressively 97:1 ago 48:4 120:19 agree 71:11 85:19 96:17 107:22 133:3 152:10 154:13 161:9 agreed 101:16 132:9 142:21 143:17 agreement 13:5,11,13 13:19,20 17:20 20:3 20:10 21:19 25:1 38:10 42:8,15 72:4 80:5 106:18 107:3 108:17 109:20 111:16 112:19 113:7 115:9 115:14,22 129:17,22 130:6 134:6 140:21 150:2 151:16.18 153:13 154:1 155:12 158:8,17,19 159:10 177:4,10 181:14 184:22 **agreements** 10:18,20 12:9,12,15 13:4,6 15:4,4,9 18:21 24:19 25:14,20 26:2 38:6 41:21 43:16 88:21 105:11,12 106:5 114:19 128:14 143:2 155:5 156:2 157:11 175:11 Ah 26:21

ahead 4:16,17 7:7,17 10:6 41:16 49:6 61:10 98:6,9 103:15 106:15 109:17 110:12 114:11 120:8.11 168:11 aided 39:10 air 2:14,17 3:6,9 8:1,7 33:3,10 34:15 36:17 38:20 49:12 51:15 52:20 66:18 74:11 84:5 85:14 95:9 103:22 105:20 106:15 113:20 119:5 137:9 157:7 164:19 167:2 169:22 170:18 174:4 175:1 176:1 **Aldana** 1:13 81:1,2,12 81:20 83:2,22 87:18 98:16 102:4 111:12 111:13 112:20 113:9 163:2,3 Aldana's 81:9 89:8 **Alford** 76:12 **alibis** 11:20 Alice 2:3 allay 71:22 allegations 11:1 allocution 126:18 allow 51:8 106:6 131:18 131:21 134:18 141:11 141:14 149:12 176:16 allowed 126:2,17 131:9 134:15 136:14 140:19 140:21 141:11,18 142:5 166:12 **allowing** 34:6 139:15 139:16 allows 50:6 129:18 151:12 159:20 alternatives 82:20 altogether 44:17 Amanda 2:6 amount 27:19 29:12 42:13 56:3 57:14 144:6 149:13 172:19 Analyst 2:8 analyzing 160:19 and/or 47:17 58:5 94:9 anecdotal 84:1 115:7 116:4 128:5 157:13 anecdotally 117:20 156:13 158:6 announced 5:13 121:19 announcement 4:18 31:8 announcements 186:6 annually 43:11 anomalies 164:9

145:19

II.			100
anomalous 162:14	141:16 160:1 160:5	161:4	10:4 24:22 56:1 60:10
anomalous 162:14	141:16 160:1 162:5	161:4	18:4 34:22 56:1 69:19
answer 10:13 25:16	appropriately 104:19	assessment 23:6 29:8	75:14 78:3,18 79:14
41:19 50:18 51:14	appropriateness 81:3	58:21	90:9,10 93:6 100:1
53:10 54:13 58:11	81:13	assessments 55:10	111:19,22 143:2
59:20 64:17 70:1	approve 180:11	68:12	152:17 153:8 159:2
71:13,15 85:16 87:20	approved 70:19	assign 93:14	184:19
89:3 104:17 106:2,11	approving 71:6	assigned 94:10	avenue 116:18
129:5 142:3 163:17	apt 30:2	assignment 28:19	average 46:9
181:12	area 8:6 52:1 111:4	53:16,16 91:15	averaging 38:18
answered 82:22	167:9	assignments 8:3 9:11	avoid 116:20
answering 21:10	areas 46:20 80:13	9:12	awarded 87:5
168:19	165:5 168:9	assist 68:19 170:10	aware 63:11 76:5 108:5
answers 63:5 168:19	arena 185:7	assistance 4:8 29:20	127:4
anticipate 150:22	arguably 117:4	30:4 41:10 58:16,17	awesome 106:11
anticipated 107:1	argue 40:22 166:12	59:3 172:4,7 175:3,5	divesome 100.11
anticipated 107.1	argued 167:2	175:8,9	В
anxious 6:10	argument 21:18,19	associated 148:15	b 169:19
anybody 61:3 80:12,15	85:1 86:12,13 166:17	ASVAB 47:20	back 11:19 19:6 22:8
148:4,11 182:3,9	arguments 165:2	atmosphere 79:11	23:9,16 26:15 35:8
anymore 132:19	Armed 164:21	attached 35:10	38:1,5 40:13 44:8
anyone's 143:14	arms 54:8	attempt 11:16 83:19	49:13 53:6 58:5 77:16
anyway 89:3	Army 2:13,15 3:4,7 8:21	104:20 107:9	89:8 91:18 93:1 95:15
apart 37:12 45:15	30:22 58:13,15 59:4	attend 170:5	95:19 96:1,2 97:9
174:11	84:5 85:14 104:3	attendance 4:13	100:4 102:17 105:1
apologize 22:10	105:20 106:12 113:12	attended 2:19	111:8 112:16 114:7
apparent 178:19	135:2 150:21 176:2	attention 143:12	114:14,15 129:16
appeal 43:19 69:14	178:15 181:4	attitudes 47:18	131:3 138:3 140:9
145:20	arraignments 56:11	attorney 2:6,7,7,10,11	143:12 149:13 154:20
appealing 153:7	arrangement 106:18	2:11,12 9:8	159:8 163:14 177:16
Appeals 164:21 165:12	arrived 180:17	attorney's 9:8 55:11	179:14 186:1
appear 106:6	Article 10:16,17 27:12	attorneys 40:7,12 55:21	background 24:20
appearance 56:11	41:18 54:1 88:7 89:19	attribute 155:3	backgrounds 8:18
appeared 90:5 180:3	92:12,15 94:17 95:8	atypical 52:20	backwards 27:1
appears 167:13	116:13,17 117:12	audio 8:5 109:5,10,12	bad 145:5
appellant 89:14	119:11,20 120:9	111:14,18 120:7	bag 87:12
appellate 25:6 165:22	124:3 169:2,2,7,19	147:1	balance 63:19
applicants 46:17	172:3 174:7 175:15	August 8:2	balancing 139:1
application 35:3 36:15	182:6	authentication 94:2	bandwidth 37:4
123:15	articles 168:22 169:17	authorities 27:17 30:5	bar 40:15 67:19
applications 31:19	176:3 182:1,10	32:18 36:7 38:17	Barkei 2:13 3:3 8:22,22
34:20 35:19,20 36:22	articulate 87:1 127:9	40:18 41:5,7,19 96:10	9:4,21 12:21 15:6,7
applied 70:17 95:10	158:13	117:5	18:11 19:4 22:5 24:5
apply 37:6 96:11 128:6	aside 143:19 144:21	authority 17:10 18:7	27:7,16 32:22 44:9
160:8	145:17	22:15 27:5,15 33:7	48:11 54:9,11 60:11
applying 35:18	asked 11:22 25:19	37:16 38:7,22 66:13	66:17,20 69:7 71:12
appointed 127:10	29:16 45:2 53:10	67:13 68:5,22 70:11	78:14,15 90:16,17
appointment 119:18	129:2 175:14 179:7	70:12 71:5 79:18,20	The state of the s
			92:8,20 94:18 bars 42:21
appointments 91:4	asking 12:4 82:22	79:22 91:16 93:3,9	
appreciate 4:7 10:1	120:10 133:4 140:9	94:20 108:12 112:7	base 5:19 46:11 51:15
101:7 106:20 107:7	aspects 29:7 119:21	112:13 113:8 116:11	51:16 89:17
117:17,18	aspirational 115:15	121:15 129:14 157:11	based 77:2,21 83:14
approach 178:17 182:2	assailants 173:3	165:8 180:11	90:3 91:22 93:4
184:2	assault 120:20 128:9	authority-dependent	141:17 143:22 152:19
appropriate 14:18 16:5	134:8 165:17 172:15	112:4	157:22 177:16 178:20
68:20 70:6 72:11,12	173:19 176:10 179:1	authorized 130:5 153:4	179:3 184:5
75:7 77:14 81:17,21	assess 6:9 26:2 39:11	automatic 69:14 176:6	bases 33:17
82:12 83:5 86:22	161:11	179:18	basically 22:13 142:2
88:14 125:22 141:8	assessing 22:13 91:22	available 13:11,17,22	148:16
	I	I	I

basis 30:14 66:7 67:2 board 57:6 60:4 81:5 **calling** 111:3 173:7 174:13 175:16 180:10 boards 47:4 calls 132:20 181:8 175:18 176:18 177:15 **battery** 128:9 Boggess 2:2 Campbell 2:3 180:21,22 181:13 **Bear** 5:17 **book** 115:1 Candelario 2:14 3:8 182:20,21 183:12,17 beat 21:4 107:9 **bottom** 54:13 104:1 106:2,3 113:20 183:19 184:16 116:15,16 136:1,2 **becoming** 120:19 boundaries 88:14 caseload 55:19 61:21 beginning 179:9 138:1 139:3,4 149:3,6 61:21 62:2 180:6 **bounds** 89:2 behalf 98:3 127:7 **boxed** 14:5 154:21 155:8,9 156:7 caseloads 45:3 62:7 behavioral 68:13 branch 57:7 83:15 167:22 168:1,13 cases 21:14 32:12 believe 4:21 12:3 17:9 branches 52:12 169:14,15 171:14 39:18 43:1,2,5,11,16 24:8 38:2,19 39:22 **brand** 93:10 candidly 22:2 45:6,21 46:8 47:6,11 41:9 42:10 69:2 93:1 breadth 97:21 **canvas** 80:11 48:6 51:19 52:2,4,9 93:19,20 100:1 114:9 break 99:22 101:18 cap 21:4,4 52:11,11,16 53:5 129:1 130:10 135:9 174:11 186:1,7,11 capabilities 91:5 59:13 61:16 62:9 65:10 67:14,18,19 138:13 140:18 142:17 breakout 99:17 capability 39:10 143:4 156:3 157:14 capable 127:7 **breast** 134:9 69:15 70:4,6,12 73:12 160:7 163:4 168:5 **brethren** 133:20 capacity 33:9 73:20,21 74:9,16 171:10 175:14 Breyana 2:4 capital 70:4 76:15,17 77:8 82:15 **believes** 138:10 brief 65:20 66:20 Capt 1:17 81:2,12,20 82:19 83:3 90:3,20 belt 47:11 106:11 83:2,22 111:13 93:15 94:16 97:1,8 **briefly** 103:19 132:5 **bench** 9:5,15 13:18 112:20 113:9 163:3 106:9 118:1 119:15 18:19 32:6 33:6,18 119:20 120:20 125:15 **brilliant** 51:2,3 captain 46:10 81:1,9 36:10,11 56:7 89:11 bring 9:13 22:11 57:4,8 87:18 102:4,4 111:12 127:5 137:3 155:13 93:12 60:7 68:11 114:4 113:2 163:2 157:17,20 158:20 beneficial 17:5.21 127:17 **Captain's** 163:18 159:17 161:12 162:7 139:8.18 Bringing 17:18 **capture** 126:9 165:21 171:19 172:17 benefit 21:2 36:5 37:8 **broad** 75:22 82:6,14,17 captured 35:9 142:21 173:16 177:9 178:4 74:12 87:10 97:19 82:19 85:17 86:17 care 31:17 185:14 179:6 105:5 123:17,18 **broader** 123:15 129:16 career 9:11 46:14 47:4 **catch** 95:15 185:6 brought 29:2 50:2 75:7 47:8 48:3 52:21 54:14 categories 15:19 benefitted 118:2 78:19 140:18 54:18 55:7 57:7 58:3 category 9:18 18:2 82:1 **Benes** 1:13 **Bruce** 1:15 58:8 60:8 96:7 best 63:8 65:2 98:5 **Brunson** 1:13 19:1,2 careers 48:13 51:10 caution 136:18 179:20 22:5 84:4,7,8 87:18 careful 91:21 cautioned 147:3 90:20 98:15 101:9 better 53:19.20.20 carefully 160:20 **cautious** 135:12 59:20 71:13,14 110:3 **Bryan** 1:17 caring 153:12,12 **caveat** 156:8 161:6 **build** 45:4 52:19 73:14 carry 130:3 caveats 155:22 157:3,7 bias 160:17 **builds** 56:13 carrying 79:19 159:15 Bifurcating 136:19 bullying 170:22 case 19:12,21 20:16 **CCA** 69:16 89:12 bifurcation 71:11 **busiest** 51:16 21:17 22:19 23:6,20 **CDR** 2:14,15 107:22 **big** 22:2 28:17 68:21 **busy** 51:16 28:12 32:7,11 33:14 109:15,19 110:14 buttocks 134:9 33:15 36:20,21 39:12 111:20 113:2 118:6 92:10 biggest 17:7 40:4 135:5 **button** 168:7 39:18 43:6,9 44:19 118:16 124:2 125:6 177:13 45:14 46:21 51:13 126:19 127:21 133:19 buy 17:4 billets 58:2 55:22 59:8,12 60:1 140:17 144:15 146:2 **bypass** 121:6 bio 8:5 24:21 64:21 67:22 89:17 151:5 154:12 158:11 C biographies 103:12 90:14 107:5 117:6 161:16 163:16 166:10 bit 9:14 15:8 16:2,11 **CAAF** 117:6 120:18 119:16,19 120:18 176:1 181:21 ceiling 14:6 17:1 107:2 18:8 20:19 22:6 25:16 167:1 168:6 121:5 123:14 125:12 30:7 44:2 52:13 56:14 **CAAF's** 123:14 125:21 126:20 127:4 central 25:8 61:12 65:20 78:20 128:7,10,14 129:15 certain 15:19 16:17,17 cabined-in 72:5 82:8 115:6 120:2 cadre 51:9 53:14 129:19 130:4 136:15 34:5 79:19 81:15 129:12,15 130:13 137:4 142:9 143:8 109:22 126:2 135:14 calculation 37:8 136:17 160:18 167:10 145:17 155:17,21 149:13 158:20 165:1 call 47:7 52:15 67:5,6 168:3 173:4 180:1 166:4,4,5 174:20 79:7 82:4 109:6 111:8 156:8 158:15 159:5 **Blake** 2:9 119:22 128:17 155:13 160:22 161:3,7,18 certainly 18:3 33:5 **blank** 68:3 182:8 162:13 163:9 164:20 34:11 37:5 46:16 72:21 78:6 90:4 block 11:17 called 24:9 165:3,10 167:1 168:6

11	
certainty 13:10,16	185:8
16:12,22 17:3,4 18:9	changing 85:20 86:13
106:7,8,21 137:2	124:17
certification 94:2	characterize 28:2
certified 65:8 cetera 116:22	characterized 67:1 charge 49:9 64:13 70:8
chair 1:10,12 4:3 5:3	104:11 120:22 134:7
6:4,20 7:3,12,16 8:20	138:11,13 161:21
9:3,20 12:1,6,8,20	178:21 185:1
15:5 18:10 24:4,14	charged 134:17 138:10
25:17 26:7,13,21	138:19 140:3
32:21 37:20 38:4,13 41:13,16 43:21 48:7	charges 10:22 29:11 161:20 179:13 180:15
48:18 51:22 54:9	charging 97:8
60:10 61:2,5,10 62:4	Charles 2:16 3:4 10:3
65:15,18 69:6 72:15	check 60:14
74:19 75:20 77:18	checking 6:13 114:6
78:13 80:8,21 81:7	chief 2:3 9:6,16 25:4,7
84:3 85:12 87:13 90:15 92:7 94:13	46:13 57:7 62:19 64:11 76:20 81:14
96:15 97:14 98:14	104:2,10 176:22
99:2,20 102:2 103:6	children 127:2,3,16
105:1,3 106:10	chime 22:6
107:20 108:22 109:4	chimed 104:19
109:8,13,17 110:8,21	choices 72:6 choose 18:6 23:20
111:6 114:5,11 116:9 117:9 118:4,12,20	choosing 23:8
120:11 123:22 124:10	Chuck 2:7
126:12 128:2 133:16	circle 11:18 23:22
134:22 135:22 137:22	172:18
139:3,21 140:16	circuit 9:6,6,17 25:8,9
141:20 144:13 145:8 146:11,16 147:21	circuits 39:3 circumspect 8:14 54:4
148:9,22 150:8 151:3	circumspection 20:15
152:6 154:10,19	circumstance 70:14
156:6 157:2 158:9	89:10
159:11 161:14 162:19 163:13 164:11 166:8	circumstances 16:20 21:17 67:20 77:14
167:3,21 168:8	86:22 93:2 155:16
171:13 173:20 175:21	156:10 158:1 160:22
178:8 181:19 185:4	162:4 171:9
challenge 41:5,8 48:16	civil 171:19
55:17 challenges 97:16	civilian 27:22 56:13 57:12 68:8 129:4
challenging 45:8	133:9 136:17 137:4
112:17	151:7 172:11
chance 168:14	civilians 64:2 164:1
change 17:5 40:22 42:3	clarified 124:14
42:12 54:15 60:6 64:4 79:5 121:20	clarify 100:18 clarifying 119:1
changed 6:9 66:15	clarifying 119.1
83:12	clean 114:15
changes 6:7 15:9,13	clear 80:22
25:22 40:16 47:15,18	clearinghouse 28:19
48:21 66:3 74:18 100:16 106:4 107:11	clearly 85:10 client 19:9 23:8 74:13
107:15 114:20 125:2	121:12 155:20 157:15
128:19 135:15,18	157:20 162:15 167:16
, in the second of the second	

```
ng 85:20 86:13
49:9 64:13 70:8
120:22 134:7
134:17 138:10
179:13 180:15
2:16 3:4 10:3
3 9:6,16 25:4,7
0:6,6,17 25:8,9
pect 8:14 54:4
pection 20:15
tances 16:20
158:1 160:22
136:17 137:4
house 28:19
9:9 23:8 74:13
2 155:20 157:15
```

171:7 174:10.10.16 174:19,20 175:17 177:14 178:20 183:16 client's 22:18 136:10 183:9 clients 52:6 106:20 109:21 110:17 113:4 135:10,17 136:21 137:8,18,20 139:5 140:7 161:6 163:21 165:9 169:9,11 171:16,16 172:6,13 172:15 173:18,19 174:5,6 175:12 176:8 177:5 178:5,16 181:6 182:4 184:3,9,12,17 184:21 clients' 166:21 **clock** 35:13 close 26:17 86:17 98:8 98:10 closely 129:3 133:1 **closure** 137:3 **cloud** 31:10 **clunky** 111:7 co-counsel 47:12 co-located 39:7 Coast 2:14 3:10 99:9 104:13 105:21 109:9 124:7 130:9 164:4 184:20 code 111:4 Col 1:13,14,16,16 2:13 2:15,16 8:22 9:4 15:7 19:2 22:5 27:16 54:11 61:4 66:20 78:15 80:20 84:8 90:17 92:20 101:9 102:9 106:13 113:12 114:9 114:13 117:11 119:3 120:12 128:3 135:2 140:1 141:22 146:18 148:7 150:10 152:8 157:6 159:13 164:13 167:5 174:3 178:10 collapse 71:22 collateral 170:14 colleague 130:9 157:7 161:2 164:19 colleague's 119:6 150:16 colleagues 109:20 115:10 135:4 140:2 154:14 159:15 160:14 161:9 168:2,17 175:3 175:10 178:12 182:4 183:14 184:11 collecting 160:19

Colonel 3:3,5,7,8,9 5:3 9:10,17,20 12:20,21 15:6 18:10 19:1,2 24:4 27:7 32:21 33:1 37:20 44:9,9 48:11,11 49:7 54:9,10 60:10,18 61:6 65:5 66:17 69:6 69:7 71:12 77:19 78:14 80:16 84:4,7 87:17,18 90:15 92:7 94:13,18 100:12 102:3,8,15 104:1,3,10 106:1 108:22 109:7 109:10 111:8 114:12 116:14 117:10 119:2 128:2 133:16 134:5 134:14 135:1 136:1 137:22 139:3,22 141:21 145:1,9 146:17 147:21 148:9 149:3 150:9 152:7 154:21 155:8 157:5 159:12 161:17 164:12 167:3,21 168:13 169:14 174:2 176:7 178:8.15 182:15 combination 174:17 come 32:20 36:22 46:4 57:10 58:5 69:1 100:3 126:6 137:12 140:7 141:16 144:18 174:6 176:9,15,17,17 180:8 181:17 184:4 186:1 comes 24:2 40:13 89:1 119:16 134:6 158:16 177:3 178:22 comfort-in- 56:14 **comfortable** 16:8 69:13 coming 23:22 34:16 50:22 85:10 141:19 174:16 command 16:7 17:18 46:22 59:11 64:13,15 73:1 77:16 138:12 176:11 177:16,16 commander 3:8,10 16:4 19:15 46:11 64:12 70:15 104:6,14 109:13 110:9,10,12 110:22 111:13 112:21 113:13 118:5,13 124:1 125:5 126:14 133:18 134:15 140:16 144:14 151:4 152:10 154:11 158:10 161:2 161:15,17 163:14 164:15 166:8 168:18 175:21 181:19

II
commanders 15:12,15
15:20 47:16 54:21
55:4,8 170:7
commands 64:7
comment 34:17 54:12
80:3 129:21 132:14
138:21 161:2
commented 160:14
comments 27:1 91:19 102:22 124:11 178:15
183:13
commission 82:11
86:16
committed 51:9 127:17
141:13 164:2 177:14
committee 147:10
common 16:14 119:14
120:19 128:13
communicated 78:16
communication 2:4
110:6,16
communications 32:3
community 40:9 46:13
companies 31:18
company 50:20
comparable 155:6 compare 8:18 10:19
55:10 57:18 61:21,21
90:18 161:20
compared 21:14 55:22
105:13
comparison 6:12
comparisons 88:17
compel 150:17
competency 43:9 55:12
55:18 56:22 74:7
competing 53:21 121:13
complain 183:17
complaint 40:15 61:17
complaints 152:18
153:3 170:10,12,13
complete 146:19
147:19
completed 186:7
completely 34:7 91:10
complex 55:22 97:2
180:15 183:5
complexity 29:13
compliant 179:1
computing 31:15 conceptual 92:10
concern 14:2 29:2
50:18 76:22 83:20
125:8 177:13 178:6
concerned 72:19 74:17
concerning 158:6
concerns 35:17 72:1

73:19 77:21 78:11 90:2 94:11 95:2 115:13 127:18 137:19 169:11 172:10,14 conclude 98:22 123:10 186:10 concluded 99:17 132:3 conclusion 22:7 67:14 130:22 132:7 conclusions 95:7 concrete 92:10 concur 106:14 108:1 113:13,21 133:19 134:5,14 136:3 144:16 145:1 158:11 161:16 164:14 166:10 167:5 168:1 176:1 concurs 178:12 conditional 181:12 confidential 122:7,17 123:1,3,8 confidentiality 171:4 confinement 14:5 41:6 41:8 72:8 110:2 116:22 118:10 137:16 137:16 150:3.4 confirmed 99:9 conflict 29:1 confused 61:12 84:16 84:17,17 145:13 164:5 confusion 163:6 **Congress** 170:13 congressional 170:13 conjunctive 122:8,13 conjunctive/disjuncti... 122:18 connect 112:1 connected 109:10 **connection** 26:10,12 consensus 13:22 consequence 89:16 consequences 36:2 90:7 consider 70:9 79:6 117:2 133:13 141:18 153:21 consideration 71:7 75:8 77:6 131:15 considerations 90:8 **considering** 78:7 105:6 131:17,20 consistent 82:13 184:14 consistently 57:5 constitute 180:1 constrained 65:4

consult 115:18 151:14 171:2.6 consultations 170:19 consulted 154:6 **consults** 173:12 consummated 128:9 contacted 5:20 contain 103:12 contained 131:9 143:19 147:12 content 32:2 128:20 **CONTENTS** 3:1 contest 48:5 contested 32:11,12 45:6,22 46:8 47:6.10 52:15 73:12 74:15 82:18 116:19 contesting 44:19 46:8 context 142:7 contingent 120:14 continuance 151:12 152:11 153:10 continue 18:19 51:11 99:15,17 148:6 176:13 continued 63:4 76:6 continues 42:5 contradistinction 20:16 contrarian 16:11 18:8 contribute 52:5 control 76:1 **convening** 17:10 18:7 22:15 30:5 67:12 70:12 71:5 79:18,20 93:3 94:20 108:12 112:4,7,13 113:8 157:10 conversation 12:7 14:2 94:19 100:14 conversations 21:13 63:13 77:22 **convict** 137:13,14,15 156:11 convicted 71:20 125:16 126:21 147:5 conviction 20:20 convinced 74:4 cooperation 150:18 coordinate 152:20 coordination 150:18 Corp's 63:3 Corps 2:16 3:9 25:6 38:18 39:21 40:6 45:20 46:7 53:2 54:6 54:14,20 55:13 58:6 59:5 61:20 62:8,16 63:1,2 73:12 86:10 96:19 104:9 105:20

109:1 111:8 114:6.7 152:22 160:5 165:11 178:11,17 179:8,21 180:6,12 correct 57:22 100:21 102:17 145:22 146:2 correctional 79:4,9 cost 73:17 counsel 3:7 8:6 15:18 19:3,7 20:2 22:9,11 22:17 23:14 25:12 36:6,12,14 40:18 41:1 41:10 44:4,15 45:6 46:2,3 47:11,13 48:1 52:1 58:16,17,22 59:8 59:14 62:1,2 63:7,14 64:6,6,12,14,18 65:9 68:15 69:3 73:19 74:7 76:20 77:12 95:21 102:22 103:1,1,8 104:2,5,8,11,12,15 107:16 108:2,11,11 111:15 112:7,14 114:4 115:18 116:1 117:16,20 119:12,17 121:12 125:1 133:22 133:22 140:19 143:4 149:21,22,22 152:17 152:19 153:1,5 156:22 160:17 161:5 164:7,22 165:8,14,20 169:1 170:6,7 171:3 171:17 176:11,22 179:3,5,10,19 counsel- 112:3 **counter** 144:22 counterbalance 16:3 30:18 counterparts 40:20 133:10 country 54:8 counts 129:6 county 78:22 79:2 couple 4:7 8:8 14:12,12 30:22 40:8 61:15 66:5 74:20 76:5 80:9 82:1 101:19 115:12 119:4 148:1,13 160:3 174:4 courage 72:21 86:21 course 21:3 167:14 court 17:3 56:4 68:19 69:5 74:2 93:5 125:21 127:18 136:8 139:18 144:10 145:2 164:21 165:11 court-88:7 95:4 177:3 184:19 court-martial 23:4

125:10 145:3

37:15 39:4 51:21 78:9 88:4,6 89:18,21 177:9 178:4 181:16 184:8 179:22 **courtroom** 20:7 50:2,16 168:4 183:7 **cut** 59:20 courtrooms 49:22 cycles 52:7 **courts** 37:11 44:5,12 129:4 133:2 169:8,12 courts-10:17 97:5 courts-martial 10:18 **D.C** 7:22 62:10,16 63:1 65:9 92:13 96:21 97:3 cover 63:15 100:9,10 176:2 covered 61:1 156:16,19 171:3 covering 100:16 crafted 125:13 **create** 122:5 created 59:10 108:12 **creates** 55:6 152:15 date 71:21 creating 67:4 credentials 8:12 **crime** 28:2,3 134:13 138:9 139:6.7 141:13 182:6 149:11 crimes 15:19 16:19 126:22 127:4,14,16 134:17 147:5 164:2 **criminal** 165:12 182:20 183:2.7 criteria 156:17.21 critical 29:15 **criticism** 36:14 42:9 cross 133:22 176:1 **cross-** 45:15 142:12 cross-examination 142:11 Crowe 2:14 3:10 104:14 109:13,15,19 110:9 110:10,12,14,22 dealt 88:19 112:21 113:2 124:1,2 **Dean** 101:15 125:5,6 126:19 127:21 134:15 144:14 144:15 146:2 154:11 154:12 161:15,16 deciding 31:18 163:14,16 164:15 168:18 181:20,21 culminate 64:11 cultivated 160:3 120:15 **curious** 16:9 138:7,22 148:21 160:12 current 11:2,3 12:11 25:1,20 26:5 27:18 31:7 68:8 93:13 139:13 105:12 106:17 108:1 decline 42:13 108:16,17 114:18 115:6 121:15 130:16

currently 9:7 25:9 27:21 117:6,16 **custody** 171:20 D **D** 2:10,14,16 3:9,10 **DA's** 56:19 57:17 **DAC-IPAD** 129:7 130:14 132:1.2.7 143:13 146:21 147:7 danger 67:4 dangerous 92:6 data 18:3 27:19 29:13 32:14 51:13 68:5 157:9 160:9 173:15 day 4:6 6:1 37:2.18 145:2 186:10 days 44:12 52:3 93:2 **DCAPs** 42:21

69:19 83:9 84:1 157:1 54:19 57:2 144:10,10 de 2:15 3:8 104:7 107:22 111:13.20 113:13 118:5.6.13.16 133:18,19 140:16,17 151:4,5 152:11 158:10,11 161:2,17 166:9,10 175:22 de-conflicting 34:2 deal 19:9 107:9 108:11 108:13,20 110:18 112:6,12,17 163:20 dealing 50:14 56:10 decades 48:14 160:4 deceased 119:19 decide 134:18 143:21 decision 21:22 36:14 67:15,15,16 69:17 77:13 89:16 90:6 decisionmaking 159:22 **decisions** 20:4 64:9 91:6 97:8 121:5 declined 43:1 177:15 decreased 46:18

dedicated 60:9 dedication 46:4 **deems** 141:7 **deep** 78:20 **deeply** 150:13 defender 40:19 **defense** 8:6,10 17:13 19:3,7,20 20:2,13 22:9,11,17 23:16 25:12 27:9 28:8 29:16 29:17 30:1,9,10,14,20 31:2 34:18 36:6,9,16 40:15,18 41:2,4 42:21 46:3 52:1 58:17 64:6 64:11 67:19 74:13 76:10 108:11 112:7 112:13 125:16 130:18 133:22 164:6 170:6 **defenses** 63:15 **defensible** 72:10,11 deficiencies 78:17 79:15 deficient 40:2,4 define 16:1 88:13 123:7 **defined** 123:1,4 **definitely** 74:6 150:15 definitional 123:19 definitions 122:3 degraded 43:9 degree 47:1 delays 116:21 deliberate 115:22 deliberation 159:22 deliberations 99:16 delicate 50:12 delivered 14:22 delivery 128:20 demanding 76:7 demonstration 51:14 denied 79:21 depart 69:9 133:6 154:1 departing 73:2 Department 25:5 169:21 departure 69:12 73:6 departures 72:19 depend 28:13 114:2 dependent 112:4 113:14 Dependents 163:21 depending 151:8 159:9 **depends** 175:17 depth 97:20 **Deputy** 2:5 104:1 **derived** 88:13

designee 119:19 detailed 27:6 49:14 74:5 detained 74:3 determination 16:5 37:14 50:7 determinations 47:16 86:7 determine 107:13 182:10 determined 177:17 determines 131:1 determining 14:17 143:8 devastating 108:21 **develop** 58:6 74:7 developed 77:1 developing 53:15 107:19 development 52:21 53:13 deviate 86:21 devices 31:11 32:4 dictated 72:4 difference 22:3 52:22 89:22 106:17 differences 155:3 158:2 158:3 different 8:3 9:14 33:5 38:22 39:2 40:12 67:12 70:16 83:14 84:21 92:3,4 143:3 148:14 155:1,16,17 155:19,21 156:9,10 156:11 157:16,22 158:12,14,16 159:5 159:17,17,17,18 161:12 162:8 174:4,9 174:9,18 differently 82:9 83:17 156:9 difficult 18:18 45:4 46:1 76:14 88:16 107:2 158:20 160:14 161:19 difficulty 5:19 38:17 42:2 72:22 dig 12:9 digging 68:16 dignity 185:10 direct 45:16 125:13 127:9 direction 16:10 116:18 138:3 directive 115:15 directives 91:4 directly 40:21 45:2 87:20 89:3 105:5

describing 124:13

59:14

designated 2:1 39:3

113:7 132:17 165:16

Director 2:2.5 disadvantage 26:5 29:18 34:13 disagree 135:3 disagreement 165:18 discern 88:22 discharge 14:7 72:7 90:11 130:2 discipline 74:14 disclosures 41:11 disconnect 122:19 **discovery** 39:15 117:3 167:1 discrepancies 90:22 discrepancy 91:1 discretion 15:15 25:22 76:20 141:15 discuss 130:20 discussed 11:7 25:15 145:16 **discussion** 9:19 150:1 dishonorable 130:2 disjunctive 122:15 dismissal 130:2 disparate 89:9,13 160:10 **disparities** 81:4,8,10 disparity 158:7 dispatch 105:10 disposal 75:2 disposed 179:3 disposition 35:15 178:21 181:5 184:8 184:14 disqualifying 33:12 disregard 141:15,15 dissatisfied 126:5 **distinction** 15:3 34:13 distinctions 89:22 90:1 distinguished 48:13 distracted 50:8 district 9:8 55:11 133:2 dive 78:20 diversion 76:18 78:19 78:21 79:1 dividends 63:22 73:16 Division 104:2 divorce 171:20 **docket** 74:3 docketing 33:16 documents 94:1 doing 6:14 14:16 20:9 34:15 43:8 51:10 59:12 65:2 73:4,20 76:4 84:14 85:2 101:1 123:9 139:10 161:12 domestic 10:22 126:22 137:19 171:15 172:13

173:18 175:12 179:11 double 53:7 114:14 doubt 88:11 downstream 37:15 dozen 96:20 dozens 36:10 **Dr** 1:10,12 61:9 148:12 **draft** 37:3 drafted 10:12 dramatically 43:1 157:16 drastically 128:12 draw 88:16 123:10 drawn 21:6 89:2 drill 87:9 drive 150:17 driven 90:7,7 drop 44:22 129:17 **drop-off** 62:17 drug 89:18 **Drum** 9:7,16 druthers 50:19 due 93:22 141:6 **duties** 94:10 duty 25:3 28:19 49:2 Dwight 2:1

Ε E 1:15 earlier 4:19 13:8 33:12 34:8 36:15 89:9 96:13 96:18 122:14 163:8 164:19 167:2 early 28:8 29:3 32:8 51:9 54:17 62:20 114:4 116:20 156:19 160:15 161:10 easiest 51:5,7 easily 143:19 easy 35:5 51:6 eat 100:4 echo 22:6 109:19 110:5 157:6 183:13 echoing 184:11 edification 24:22 effect 15:18 23:7 24:2 43:5 55:5.6 **effective** 8:1 32:7 64:16 79:10 105:15 108:6 125:3 effects 27:11 139:17 efficiency 72:2 efficient 30:13 47:17 64:16 97:6 effort 42:13 63:21 **efforts** 64:8 185:22 eight 51:19 either 36:13,15 44:19

71:5 76:9 77:21 121:20 131:19 157:10 158:7 159:7 169:21 elaborate 16:19 Eleanor 2:12 elected 91:8 **elects** 142:10 element 8:14 109:22 elements 16:17 79:19 eligible 169:20 **Elizabeth** 1:10,12 ellipses 147:1 else's 87:15 **emceed** 103:2 emotion 18:3 172:17 emotional 134:3 141:5 141:6.8 **emotions** 67:6,21 **emphasis** 23:12,19 49:18 174:21 emphasize 135:5 emphasized 86:1 **empirical** 115:5 160:9 employment 68:14 **enable** 119:15 encouraging 13:18 **ended** 53:4 **energy** 43:13 enforce 148:16 152:4 170:4 enforceable 150:14 153.8 enforcement 29:21 165:16 engage 95:20 engaged 37:13 enhanced 74:13 enhancing 87:10 enlisted 64:1 **ensure** 42:6,7 110:17 113:16 149:19 151:14 154:14 167:12 172:6 **ensuring** 14:19,21 151:19 enter 107:3 entering 95:6 enterprise 179:22 enthusiasm 46:5 entirely 39:5 49:11 71:12 entitled 165:19 166:5 171:1 182:7 entitlement 179:2,5,18 180:21 entrenched 163:10 entry 70:18 71:6 enumerated 152:14

environment 45:14,18 79:4 equal 30:14 130:12 era 39:15 erosion 62:18 63:4 error 90:2 **escapes** 93:19 **especially** 69:15 85:6 106:8 112:10 137:18 144:5 166:22 167:11 178:14 185:9 **essence** 116:20 essential 27:18 135:8 essentially 95:22 **EST** 1:10 establish 64:20,21 established 86:16 164:16.17 establishing 91:5 establishment 83:18 **estimate** 179:20 estranged 127:1 et 116:22 ethics 54:22 101:10,12 **ETP** 180:9 **Evah** 2:15 3:7 104:3 event 141:9 events 149:22 everybody 4:4,8 6:5,14 7:21 9:1 13:15 65:11 87:13.15 96:1 99:21 105:4 168:13 173:20 evidence 17:16 27:20 28:10 32:9,17 36:21 42:14 50:1 56:18 79:9 123:5 140:20.22 141:2 144:20 159:1 178:1 evidentiary 56:20 168:4 170:4 evolutions 45:11 **Ewer's** 63:6 64:17 **Ewers** 1:14 5:6 7:1,1 60:18 61:8,11,11 62:4 62:7,12 65:16,17 80:16 98:20 102:13 102:14,20 148:12,13 149:1 152:9 Ewers' 149:5 exacting 63:13 exactly 53:8 94:18,22 95:16 120:1 126:9 136:13 140:10 examination 45:16 142:13 **example** 30:19 35:5 120:5,21 125:19

182:13

126:16 128:5,9 130:3

140:2 181:1 **extending** 29:7 31:16 feeble 114:17 focus 8:16 94:10 107:7 feedback 96:22 focused 8:8 58:2 69:15 excellent 77:4 extent 11:8 31:22 feel 76:8 134:11 145:4 **exception** 70:4 174:15 153:18 focusing 44:18 180:18 182:14 183:11 147:18 **extra** 77:11 94:10 97:15 **folks** 6:16 7:8 47:10 exceptions 163:22 173:21 feeling 126:5,7,10 60:17 61:6 132:2 extraordinary 39:17 **feelings** 159:18 163:11 164:3 166:19 180:1,7 **excuse** 35:19 50:21 feels 14:12 34:19 185:9 171:9 follow 60:16 80:12 52:14 55:7 119:8 extrapolating 62:21 fellow 133:20 121:22 123:12 145:10 felt 14:8 127:15 99:10 126:13.15 **executive** 2:2,5 99:15 **FEMALE** 109:11 131:14 138:5 146:13 F 2:17 3:5 101:2 186:2,8 fewer 45:21 146:14 executives 40:8 Facebook 30:15 fictitious 67:5 follow-up 35:8 48:9 exercise 77:16 93:11 fact 33:13 69:16 77:6 field 117:2 155:11 65:16,21 84:4 112:20 exercising 91:16 92:4 95:6 131:6,6 fighting 78:10 **following** 49:15 95:5 figure 45:16 63:14 65:1 expanded 10:15 136:12 foot 175:4,4 file 166:4 **footing** 130:12 expanding 30:20 fact-finding 76:1 expansion 27:11 factor 17:5 22:21 57:1 filings 96:1 footnote 147:6 112:5 154:6 182:16 force 2:14,17 3:6,9 8:1 expansive 37:19 fill 33:18 68:2 8:7 33:3,11 34:15 **expect** 43:4 64:19 **factors** 68:14 141:18 final 22:7 36:2 56:5 36:17 49:12 51:15 expectation 14:15 162:1,2,3 174:18 finally 11:2 108:16 182:14 **find** 16:2 31:7 95:17 52:20 66:18 78:7,10 expectations 108:3 facts 18:3 67:6,21 74:8 130:12 154:7 165:22 84:5 85:14 95:9 110:3 177:22 83:16 150:3 155:16 **finder** 33:13 103:22 105:20 106:15 **expected** 20:17 42:2 156:9 159:20 160:22 finding 13:21 21:14 113:20 119:5 137:9 72:22 106:4 117:1 157:7 164:19 167:2 expedited 170:9 165:3 expended 42:13 factual 66:6,7 67:2 166:22 169:22 170:18 174:4 **experience** 8:17 9:17 failed 40:17 **findings** 15:17 32:14 175:2 176:2 13:3 19:7,11 20:2 failure 152:20 56:6 87:8 95:6 136:19 Force's 38:20 21:3 25:10,11 33:3 fair 14:21 50:6 128:22 136:22 137:7 forced 126:8 44:5 45:5,12,19 46:1 fairly 41:22 51:16 fine 7:2 16:22 79:21 Forces 164:21 109:22 125:9 126:21 46:11,17 48:2 49:1,11 85:21 93:10 forefront 15:2 49:22 50:14 51:12,15 183:14 fingertips 17:11 forgive 120:7 52:17 54:6 56:17 faith 20:14 first 4:6 9:6 12:17 13:6 forgot 146:20 57:10 65:1.12 73:19 faithfully 160:7 24:19 32:5 35:11,21 **form** 33:16 71:1 129:12 75:11 77:22 81:5 86:8 Falk 2:3 36:1 38:16 49:5.9 129:15 130:1.4 88:11 89:11 90:3,13 fall 45:15 69:13 171:20 53:16 60:17 69:10 155:20,21 181:3 97:21,22 107:17 falling 97:13 90:9 95:13 96:12 **formal** 10:19 113:2,5 115:1 116:12 falls 172:2 106:1 114:15 116:7 former 3:3 4:14 6:7 117:12 131:12 141:12 false 67:5 142:4 156:3 157:9 7:10 8:21 13:12 85:3 145:6 155:7,10 familiar 163:11,11 164:5 166:11 168:21 103:18 106:17 132:9 184:12 185:7 family 17:16 68:1,16 174:5 181:22 147:8 **experienced** 18:15 42:4 first-time 77:14 forms 97:5 fan 91:2,21 far 46:20 58:9 62:22 136:9 144:3 **fiscal** 62:15 Fort 9:7.16 experiences 70:16 68:4 70:9 79:3.13 fit 78:10 forth 9:13 17:18 31:2,15 90:11 80:3 106:5 110:1 five 8:3 14:17 47:5 31:18 32:4 35:8 49:13 52:10 61:19 98:17 **experiential** 48:16 57:1 55:1 58:18 59:9 68:17 113:17 120:8,19 expert 4:14 18:1 136:4 148:20 150:10 149:11 forty-five 11:18 **expertise** 56:15 69:2,3 151:1 158:5 167:6 flavor 65:2 forum 23:3 88:2 93:4 97:3,10 184:10 185:2 185:20 171:15 **fleshed** 164:8 experts 58:14,17 60:20 flexibility 54:2 103:10 185:2 far-flung 71:21 forward 9:19 15:13 **explain** 162:15 favor 180:17 106:6 explaining 69:20 favorable 135:16 flipping 101:4 21:18 36:18 55:15 explication 69:11 floor 14:6 17:1 21:1,5 77:9 99:5 115:4 116:4 fears 86:14 feasible 73:10,14 exploring 76:12 53:8 106:22 107:2 116:5 118:18 138:20 flow 36:2 140:21 145:2 exposure 164:3 February 25:3 147:2,7 flowing 132:17 found 15:19 16:9 25:18 **express** 78:11 139:6,16 federal 2:1 11:4 40:17 181:10,14 185:18 40:19 77:2 121:18 **flows** 142:19 32:17 95:16 106:19 expressed 78:17 129:4 133:2 **flying** 93:15 117:21 184:10

four 4:11 5:12 8:5 59:6 getting 7:4 30:2 34:19 156:11,16 168:11 87:2 92:20 103:2 60:19 99:8 179:21 35:20 50:16 75:12 177:17 178:1 182:22 145:13,19 148:20 fraction 45:22 76:2,8,13,15 83:5,14 183:5,18 149:8 guidance 167:15 Franklin 2:4 90:19 95:5 107:8 **good** 4:13 6:20,22 frankly 23:17 31:21 109:5 120:8 24:11,13,14 42:17,19 175:10 43:2 73:4 74:1 91:13 give 5:21 15:11 35:6 65:6 73:6 74:14 82:11 guideline 73:3 guidelines 64:22 77:1,2 freely 132:12 50:5 53:18 70:20 85:7 98:5 103:6 106:14 frequently 174:8 93:16 100:10 108:1 108:12 109:17 110:16 83:8,19 84:11,12 85:6 126:16 132:14 134:11 112:12,17 113:17,18 friendly 123:20 86:22 87:21 139:5,19 168:13 front 21:22 56:6,10 115:10 137:11 153:10 guilt 22:21 fronts 64:20 172:2 154:16 162:6,9 guilty 20:7 108:3 frustrated 14:8 given 8:11 21:11,11,16 175:19 185:14 132:18 Google 31:14 40:8 frustration 34:14 23:12 27:18 43:10 **Gunn** 1:14 5:3,7 60:18 full 23:22 134:12 46:6 65:10 73:10 Google's 31:8 61:4,6 80:16,20 98:19 84:14 85:2,6 86:15 161:21 169:22 170:2 government 19:8 20:18 102:8,9,20 21:21 23:17 39:11 183:21 87:6 88:1 98:6 113:6 **Gupta** 2:5 99:4 fuller 134:16 113:22 178:20 41:11 44:20 76:9 guy 53:7 110:16 111:21 119:7 fully 46:8 141:12 gives 28:9 63:8 137:2 Н 119:10 120:21 121:11 151:15,19 184:13 giving 15:20 40:18 51:2 **function** 37:15 39:13 121:12 130:18 138:10 51:3 69:11 94:9 150:5 **Hagy** 2:6 73:9 glove 175:2 142:22 143:3 151:12 **hamper** 31:20 further 16:19 67:8 **qo** 4:16,17 5:14 7:7,16 151:14 hand 51:18,20 52:3,18 70:14 80:6 88:13 10:6 11:21 12:17 13:7 government's 29:19 53:3 175:2 101:20 111:11 16:18 20:12 21:22 74:14 120:15 142:9 handed 131:3 future 65:13 22:4 23:8,20 26:15 grant 183:11 handful 41:6 **FY** 100:16 34:6 37:7 41:16 44:1 granted 41:8 handheld 31:11 44:8 49:5.6.8 53:6 granting 180:17 handle 28:20 G 61:10 66:18 71:4 77:9 grateful 25:18 handling 10:8,21 gained 45:11 81:1 85:14 91:18 handoff 172:3 gravitate 123:7 92:20 96:1,2 98:9 great 6:6 7:3 9:9 12:8 handoffs 172:5 **gal** 53:7 Gallagher 2:6 103:3,6 99:4 102:6 105:18 12:13 19:22 23:7 31:3 hands 37:10 121:11,12 105:19 109:6 107:19 109:17 110:12 58:10 59:16 64:19 hang 110:8,8 114:11 120:11 125:4 **game** 92:6 68:3,7 77:4 86:18 hanging 97:15 gap 49:1 136:21 138:2,11,12 93:10 109:19 110:11 happen 48:20 112:9 gatekeepers 166:20 138:20,20 145:20 130:21 160:4 167:7 152:1 gathering 17:15 115:5 168:11 172:10 177:10 185:19 happened 127:5 134:12 116:5 178:4 186:1,5,8 greater 24:2 30:11 58:1 139:17 140:8 151:7 general 5:6 23:4 44:14 goal 104:16 88:5 107:7 138:15 151:22 177:5 59:20 60:18 62:4,7,10 goes 22:8 23:9 24:1 142:5 144:17 happening 62:18 63:6 64:17 65:15 80:6 51:4 67:7 70:9 93:7 greatest 55:17 112:19 151:7 177:21 80:16 82:5 88:4 95:4 135:19 greatly 139:18 happens 168:20 102:3,13 106:4,14 going 7:8 12:2 17:12 Groot 2:15 3:8 104:7 happy 8:11 11:9 13:15 147:10 148:22 149:5 20:20,22 21:5,6,8,8 107:22 111:14,20 41:19 177:6 152:9 153:3 163:3 21:18,21 23:18 31:9 118:5,6,13,16 133:18 harassing 170:22 173:11 184:19 31:12,20 38:15 44:1 133:19 140:16,17 harassment 11:1 169:4 46:21 53:18 57:15 151:4,5 152:11 General's 59:5 170:18,21 174:13 generally 29:11 106:19 60:11 62:2 63:21 158:10,11 161:17 176:5,7,12,18 179:17 109:21 114:19 123:18 65:18,19 67:2,17 166:9,10 175:22 182:18,19 183:12,17 69:16 70:12,17 73:4 156:13 160:16 163:17 176:1 hard 94:22 95:17 80:22 85:8 86:9 89:8 **Groot's** 113:14 161:2 164:14,15 167:8 113:16 157:9 159:8 169:20 171:12,15 92:9 93:1 95:11 96:2 ground 89:15 hardest 14:16 180:17 96:2,13 98:8 99:4 guaranteed 20:20 harm 125:14 127:10,13 100:13 101:12 102:21 generating 96:12 Guard 2:14 3:10 99:10 142:19 146:9 180:14 104:13 105:21 109:9 103:2,19 104:20 harms 159:18 gentleman 12:19 124:7 130:9 164:4 **HASC** 100:11 gentlemen 10:2,10 105:8 108:3 111:7,10 106:13 112:9 123:6 137:16 184:20 **hate** 84:12 geo-fencing 32:2 139:8 140:14 149:7 guess 16:12 23:13 42:9 **haunt** 58:5 **germane** 132:17 149:11 155:21 156:8 48:17 49:5,8 61:13 head 14:11 109:8

154:20 headed 6:12 177:11 106:10 107:20 108:22 1093:48,13,17 110.8 incorporating 68:21 1092:113 114:5 11	п			190
headed 6:12 177:11 heading 122:15 health 31:17 68:13,13 173:25 hear 5:2,5,10 6:7,10 7:1 18:4,12 2:0 120:11 123:22 124:10 123:22 124:10 123:22 128:13 136:11 178:13 178:13 18:13 140:15 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:22 137:22 1393: 135:23 1393: 135:22 1393: 135:22 1393: 135:22 1393: 135:22 1393: 135:23 1393: 135	154:20	106:10 107:20 109:22	IC 170:10	inconsistensies 156:15
heading 122:15 health 3117 68:13,13 1732.5 hear 52.5,10 67,10 7.1 9.1 12:21 24:17,18 14:11 16:9 117.9 118.4,12.20 120:11 128:2 133:16 134:22 135:22 137.22 139.3 138:19 14:10 131:18 141:16 heard 71:5 18:13 28:8 71:1 121:7 124:22 138:19 142:1 hearing 6:16 33:20 110:11 10:11 130:14 132:1 110:11 130:14 132:1				
health 31:17 68:13,13 173:25 hear 57:26,10 67;10 7:1 9:1 12:21 24:17,18 12:21 124:10 126:12 178:19				
173.2.5 184.3 12.9 12.0 12.1 12.3 12.3 12.3 13.6 13.4 12.5 12.4 13.6 13.				
hear 5:2,5,10 6:7,10 7:1				
9:112:21 24:17,18				
25:14 38:5,11 40:15				
A8:17 66:20 76:11,12			· ·	
T5:19 84:5 97:20	•			
141:16 1				
141:16				
heard 7:15 18:13 28:8 151:3 152:6 154:10 154:19 156:6 157:2 158:19 142:1 158:9 159:11 161:14 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:18 167:3,21 168:1 166:19 167:19 168:1 166:19 167:19 168:1 166:19 167:19 168:1 166:19 167:19 168:1 166:19 167:19 168:1 166:19 167:19 168:1 166:19 168:1				
Ti.1: 121.7: 124.22 158.9: 159.11 161.72 158.9: 159.11 161.72 158.9: 159.11 161.72 166.8: 167.3.21 168.8 171.13 175.21 178.8 166.8: 167.3.21 168.8 171.13 175.21 178.8 181.19: 185.4 166.8: 167.3.21 168.8 171.13 175.21 178.8 181.19: 185.4 181.19:				1
138:19 142:1 hearing 6:16 33:20 168:19 169:13 164:11 166:8 167:3,21 168:8 impartial 87:16 68:18 impartial 87:16 68:18 impartial 93:4:11 impartial 93:17 idia:9:14 idia				
hearing 6:16 33:20				
110:f 130:14 132:1				
151:20				
hearings 56:13 118:7				
170:16 heavier 173:8,10 hires 50:21 hiring 57:13 historically 47:2 histories 68:16 history 68:1 172:16 history 68:1 172:20 hold 32:19 hold 32:19 holding 27:20 holdistically 174:11 176:9 178:16 184:3 140:2 140:15 153:17 helping 48:13 52:19 hopes 48:5 honest 85:5 honest 85:5 honest 85:5 honest 85:5 honest 85:5 hopes 65:3 hopes 65:3 hopes 65:3 hopes 65:3 hopes 65:3 hopes 65:3 host 70:16 78:2 highlights 184:2 highly 55:22 144:2 highly 55:20 173:9 human 1:7:19 highlights 184:2 highly 53:9 human 1:7:19 highlights 18:13 13:16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8.21 81:7 84:3 80:12 87:13 90:15 identify 11:21 identify 11:21 identify 11:21 identify 11:21 include g 27:20,21 includes 170:20,21 individualize 84:15 individualize 84:15 individualize 88:13:10 180:19 individualize 88:13:10 individualize 88:13:1				
heavier 173:8,10 heavily 117:15 historically 47:2 historices 68:16 history 68:1 172:16 history 68:1 172:17 holding 27:20 history 68:1 172:18 history 68:1 172:				
heavily 117:15 heightened 172:10 heightened 172:10 history 68:1 172:16 history 68:11 172:16 history 68:11 172:16 hold 32:19 hold 32:19 144:4,5 159:15 161:4 185:12 impose 72:13 94:5 impose 72:13 94:5 impose 136:5 impose 126:10 influente 67:8 73:1 inform 149:10 159:21 inform 149:	1			
heightened 172:10 held 108:4 hello 81:2 111:13 hit 60:12 hold 32:19 holding 27:20 holding 27:20 holding 27:20 holding 27:20 holding 27:20 holping 48:13 52:19 175:51 3.19 helping 48:13 52:19 172:5 185:11 hope 30:1 57:9 120:8 high 47:20,20 95:4 higher 47:1 138:20 143:7 higher 47:1 138:20 143:7 higher 47:1 138:20 higher 47:1 138:20 higher 47:1 138:20 higher 47:1 138:20 holding 173:9 holding 173:9 holling 18:2 13:10 hope 66:3 horizon 20:21 horse 50:13 136:22 holding 18:2 13:10 hope 66:13 hope 66:13 hope 66:13 hope 66:13 hope 66:13 horizon 20:21 holding 18:2 host 70:16 78:2 hot 168:6 hour 11:17 hope 30:1 50:13 136:22 hot 168:6 hour 11:0, 12 4:3 5:3 64:20 7:3, 12, 16 8:20 holding 18:2 host 70:16 78:2 hot 168:6 hour 11:17 home 50:13 136:22 173:9 humbly 53:9 hundreds 46:21 humbly 53:9 hundreds 46:21 humbly 53:9 hundreds 46:21 humbly 53:9 hundreds 46:21 hope 30:1 157:19 identified 4:19 including 10:15, 20 54:1 hope 30:1 57:19 identified 4:19 including 17:20, 20 14:14:14 hope 30:1 57:19 identified 4:19 including 17:30 holding 27:20 hold				
held 108:4 Hello 81:2 111:13 hit 60:12 hit 60:12 hit 60:12 hold 32:19 holding 27:20 holding 27:20 holding 27:20 holistically 174:11 176:13,19 helping 48:13 52:19 hry 6:20 153:15 high ghar 47:20,20 95:4 high 47:20,20 95:4 highly 55:22 144:2 highly 55:22 144:2 hill 120:18 173:20 holistically 174:11 hours 50:13 136:22 holistically 174:11 hours 50:13 136:22 holistically 174:11 holloman 51:15 52:2 honest 85:5 honor 128:4 142:1 hope 30:1 57:9 120:8 horizon 20:21 highly 47:20,20 95:4 highly 55:22 144:2 host 70:16 78:2 hot 168:6 hour 11:17 highly 55:22 144:2 hot 173:20 Hillman 1:10,12 4:3 5:3 6:4,20 7:3,12,16 8:20 9:3,20 12:1,6,8,20 15:5 18:10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 dea 68:7 72:2 177:20 ficentive 42:16 74:10 incentives 60:4 incentives 60:4 incentives 60:4 incentives 60:4 incentives 60:4 incentive 42:16 74:10 incentive 42:16 74			·—··	
Hello 81:2 111:13 hit 60:12 hold 32:19 hold 32:19 holding 27:20 helpful 20:12 26:22 34:5 69:20 74:4 90:14 110:2 140:15 153:17 175:13,19 helps 39:12 hopes 65:3 hopis 65:3 hopis 65:3 hopis 65:3 hopis 65:3 hopis 65:3 hopis 150:18 184:2 high 47:20,20 95:4 highly 55:22 144:2 hill 120:18 173:20 hill 120:18 173:20 hill 26:3 159:19 hopes 65:3 hopis 15:11 hopes 65:3 hopis 15:18 184:18 horizon 20:21 host 70:16 78:2 hot 168:6 horizon 20:21 hour 11:17 hours 50:13 136:22 155:18 10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 individually 36:19 individual				
help 58:18 108:2		_		
116:19,20 178:5 helpful 20:12 26:22 holistically 174:11 176:9 178:16 184:3 176:9 178:16 184:3 176:9 178:15 161:4 185:12 imposed 136:5 imposed 136:5 imposition 159:22 information 159:21 information 159:21 information 159:21 information 159:21 information 17:11,18 inf				
helpful 20:12 26:22				
34:5 69:20 74:4 90:14 176:9 178:16 184:3 Impose 72:13 94:5 Imposed 136:5 Imposition 159:22 Imposition 159:22 Imposition 159:21 Imposition 159:22 Imposition 159:22 Imposition 159:22 Imposition 159:22 Imposition 159:21 Imp				
110:2 140:15 153:17				
175:13,19			· -	
helping 48:13 52:19			· -	
172:5 185:11 helps 39:12 158:3 159:19 hopes 65:3 hopes 65:16 hopes 10:15 hopes 65:3 hopes 10:15 39:14 31:6:21 39:15 35:6 41:12 host 70:16 78:2 host 70:13 136:22 131:15 139:13 32:15 35:6 41:12 host 70:13 136:22 175:14 110:5 118:11 19:8 115:4 115:4 116:5 118:11 119:8 115:4 119:13 12:18 122:7 123:13 143:19 122:17 123:13 143:19 143:				
helps 39:12				
Hey 6:20 153:15				
Hi 19:2 60:21 100:18 hoping 156:18 184:18 horizon 20:21 131:15 139:13 30:11 31:6,9,17,22 32:15 35:6 41:12 131:15 139:13 improve 63:9 43:18 72:10 75:13 improve 63:9 43:18 72:10 75:13 improve 63:9 43:18 72:10 75:13 improve 63:9 improve 63:9 43:18 72:10 75:13 improve 63:9 improve 63:9 improve 63:9 43:18 72:10 75:13 improve 63:9 improve 63:9 improve 63:9 43:18 72:10 75:13 improve 63:9 impro				
high 47:20,20 95:4 horizon 20:21 131:15 139:13 32:15 35:6 41:12 higher 47:1 138:20 host 70:16 78:2 improve 63:9 43:18 72:10 75:13 highlights 184:2 hour 11:17 improved 105:16 76:7,10 79:1 115:5 highly 55:22 144:2 hours 50:13 136:22 115:4 116:5 118:11 119:8 Hill 120:18 173:20 hours 50:13 136:22 173:9 inability 15:16,18 122:17 123:13 143:19 Hillman 1:10,12 4:3 5:3 huge 97:19 105:5 inadmissible 125:22 144:19 147:13 157:12 160:20 161:3 9:3,20 12:16,8,20 humdreds 46:21 incentive 42:16 74:10 178:5 185:19 160:10 20:16 13:3 160:12 12 166:6,20 15:5 18:10 24:4,14 13:16 39:104:10 13:16 39:104:10 13:16 39:104:10 13:16 39:104:10 13:16 39:104:10 13:16 39:13 13:15 139:13 13:18 72:10 75:13 14:12 43:18 72:10 75:13 14:12 43:18 72:10 75:13 14:12 115:5 143:18 72:10 75:13 14:12 115:4 110:5 118:11 119:8 12:17 123:13 143:19 12:17 123:13 143:19 12:17 123:13 143:19 12:17 123:13 143:19 12:17 123:13 143:19 12:17 123:13 143:19 15:12 12 16:12:12 160:6,20 178:5 18:10			•	
higher 47:1 138:20				
143:7				
highlights 184:2 hour 11:17 improvement 114:21 116:5 118:11 119:8 Hill 120:18 173:20 Hill 120:18 173:20 hour 50:13 136:22 173:9 inability 15:16,18 122:17 123:13 143:19 6:4,20 7:3,12,16 8:20 hour 157:19 human 157:19 humbly 53:9 humbly 53:9 144:19 147:13 157:12 160:20 161:3 9:3,20 12:1,6,8,20 humbly 53:9 humbly 53:9 humdreds 46:21 incentive 42:16 74:10 178:5 185:19 25:17 26:7,13,21 1 1 incentive 42:16 74:10 informative 159:20 32:21 37:20 38:4,13 I Iain 2:16 3:9 104:10 IC 170:8 inception 179:11 incident 172:20 informed 30:13 67:15 61:10 62:4 65:15,18 Idea 68:7 72:2 177:20 inclined 96:11 include 98:14,19 151:19 informs 88:11 80:8,21 81:7 84:3 ideal 73:9,18 identified 4:19 included 52:14 132:4 included 52:14 132:4 includes 170:20,21 initially 97:11 143:9 92:7 94:13 96:15 jdentify 11:21 identifying 18:1 58:11 including 10:15,20 54:1 182:3 183:17				
highly 55:22 144:2 hours 50:13 136:22 115:4 119:13 121:8 122:7 Hill 120:18 173:20 hours 50:13 136:22 115:4 inability 15:16,18 122:17 123:13 143:19 Hillman 1:10,12 4:3 5:3 huge 97:19 105:5 huge 97:12 105:0 huge 97:12 106:20 161:3 15:4 i19:13 12:3:13 143:19 12:17 13:13 12:8 122:7 12:17 13:13 12:8 122:7 14:19 147:13 15:19 15:10 162:12 166:6,20 178:5 185:19 162:12 166:6,20			· -	
Hill 120:18 173:20 Hillman 1:10,12 4:3 5:3 6:4,20 7:3,12,16 8:20 9:3,20 12:1,6,8,20 15:5 18:10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 80:8,21 81:7 84:3 85:12 87:13 90:15 97:14 98:14 99:2,20 Hillman 1:10,12 4:3 5:3 huge 97:19 105:5 human 157:19 human 157:19 humbly 53:9 humbly 53:9 humbly 53:9 humbly 53:9 humdreds 46:21 Inability 15:16,18 inadmissible 125:22 144:19 147:13 157:12 160:20 161:3 inbound 95:12 incentive 42:16 74:10 incentives 60:4 incentivized 74:15 inception 179:11 include 98:14,19 informs 88:11 include 52:14 132:4 includes 170:20,21 includes 170:20,21 including 10:15,20 54:1 including 10:15,20 54:1				
Hillman 1:10,12 4:3 5:3 huge 97:19 105:5 human 157:19 humbly 53:9 hundreds 46:21 162:12 166:6,20 178:5 185:19 incentive 42:16 74:10 incentive 42:16 74:15 incentivized 98:14,19 151:19 informative 159:20 informative	11			
6:4,20 7:3,12,16 8:20 9:3,20 12:1,6,8,20 15:5 18:10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 97:14 98:14 99:2,20 human 157:19 humbly 53:9 humdreds 46:21 144:19 147:13 inbound 95:12 incentive 42:16 74:10 incentives 60:4 incentives 60:4 incentives 60:4 incentive 42:16 74:10 incentives 60:4 incentives 60:4 incentive 42:16 74:10 incentives 60:4 incentives 60:4 incentive 42:16 74:10 informative 159:20 informed 30:13 67:15 110:17 119:12 148:17 151:19 informs 88:11 include 98:14,19 102:22 129:14 150:2 170:11 186:3,9 included 52:14 132:4 included 52:14 132:4 includes 170:20,21 initially 97:11 143:9 182:3 183:17				
9:3,20 12:1,6,8,20 15:5 18:10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 97:14 98:14 99:2,20 humbly 53:9 hundreds 46:21 Lain 2:16 3:9 104:10 Lain 2:16 7:15 Lain 2:16 3:9 104:10 Lain 2:16 3:9 104:10	•			
15:5 18:10 24:4,14 25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19				
25:17 26:7,13,21 32:21 37:20 38:4,13 41:13,16 43:21 48:7 54:9 60:10 61:2,5,9 61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 97:14 98:14 99:2,20 Iain 2:16 3:9 104:10 Iain 2:16 3:9 104:11 Iain 2:16 3:11 Iain 2:16 3:11 Iain 2:16 3:11 Iain 2:16 3:9 104:10 Iain 2:16 3:9 104:11 Iain 2:16 3:10 104:11 Iain 2:16 3:11 Iain 2:16 3:9 104:11 Iain 2:16 3:11 Iain 2:				*
32:21 37:20 38:4,13	11			
41:13,16 43:21 48:7 Iain 2:16 3:9 104:10 inception 179:11 110:17 119:12 148:17 54:9 60:10 61:2,5,9 IC 170:8 idea 68:7 72:2 177:20 inclined 96:11 informs 88:11 69:6 72:15 74:19 178:1 include 98:14,19 infrastructure 73:15 75:20 77:18 78:13 ideal 73:9,18 102:22 129:14 150:2 infrequently 157:17 80:8,21 81:7 84:3 identical 157:19 170:11 186:3,9 initial 56:11 86:14 92:7 94:13 96:15 identified 4:19 includes 170:20,21 initially 97:11 143:9 97:14 98:14 99:2,20 identifying 18:1 58:11 including 10:15,20 54:1 182:3 183:17		I		
54:9 60:10 61:2,5,9 IC 170:8 incident 172:20 151:19 61:10 62:4 65:15,18 idea 68:7 72:2 177:20 inclined 96:11 informs 88:11 69:6 72:15 74:19 178:1 include 98:14,19 infrastructure 73:15 75:20 77:18 78:13 ideal 73:9,18 102:22 129:14 150:2 infrequently 157:17 80:8,21 81:7 84:3 identical 157:19 170:11 186:3,9 initial 56:11 86:14 85:12 87:13 90:15 identified 4:19 included 52:14 132:4 103:15 184:6 92:7 94:13 96:15 identify 11:21 includes 170:20,21 initially 97:11 143:9 97:14 98:14 99:2,20 identifying 18:1 58:11 including 10:15,20 54:1 182:3 183:17		lain 2:16 3:9 104:10		
61:10 62:4 65:15,18 69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 92:7 94:13 96:15 97:14 98:14 99:2,20 idea 68:7 72:2 177:20 178:1 idea 68:7 72:2 177:20 178:1 inclined 96:11 include 98:14,19 102:22 129:14 150:2 170:11 186:3,9 included 52:14 132:4 includes 170:20,21 includes 170:20,21 includes 170:20,21 including 10:15,20 54:1 informs 88:11 informs 8:11 informs 1:15 informs 1:15 informs 1:15 informs 1:15 informs 1:15 informs 1:15 informs 1:1	54:9 60:10 61:2,5,9		incident 172:20	151:19
69:6 72:15 74:19 75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 92:7 94:13 96:15 97:14 98:14 99:2,20 178:1 include 98:14,19 102:22 129:14 150:2 170:11 186:3,9 included 52:14 132:4 included 52:14 132:4 includes 170:20,21 includes 170:20,21 includes 170:20,21 including 10:15,20 54:1 infrastructure 73:15 infrequently 157:17 initial 56:11 86:14 103:15 184:6 includes 170:20,21 including 10:15,20 54:1				
75:20 77:18 78:13 80:8,21 81:7 84:3 85:12 87:13 90:15 92:7 94:13 96:15 97:14 98:14 99:2,20 ideal 73:9,18 102:22 129:14 150:2 infrequently 157:17 initial 56:11 86:14 103:15 184:6 includes 170:20,21 initially 97:11 143:9 including 10:15,20 54:1 182:3 183:17				
80:8,21 81:7 84:3 85:12 87:13 90:15 92:7 94:13 96:15 97:14 98:14 99:2,20 Identifying 18:1 58:11 Identifying 18:1 Ide		ideal 73:9,18		
85:12 87:13 90:15 92:7 94:13 96:15 97:14 98:14 99:2,20 identify 11:21 identifying 18:1 58:11 including 10:15,20 54:1 132:3 183:17	80:8,21 81:7 84:3			
92:7 94:13 96:15 identify 11:21 includes 170:20,21 initially 97:11 143:9 97:14 98:14 99:2,20 identifying 18:1 58:11 including 10:15,20 54:1 182:3 183:17				
97:14 98:14 99:2,20 identifying 18:1 58:11 including 10:15,20 54:1 182:3 183:17				
	97:14 98:14 99:2,20		including 10:15,20 54:1	
	102:2 103:7 105:1,3		62:10 119:21 132:15	initiation 47:9
ll de la company de la comp			l	l

Κ

input 99:11 112:6,15 issue 29:1 34:18 40:4 113:7,9 116:2 150:6 40:20 45:1 46:6 54:14 153:16,19 55:12 57:20 58:19 inquired 129:8 61:13 94:8 117:7 inquiring 153:11 129:8 130:8 135:5 inquiry 153:13,14 143:11 174:17 inside 36:21 89:5 183:6 issues 11:11 18:17 insight 26:16 60:13 54:21,22 60:13 69:10 97:2 105:6 116:19 97:17 98:6 117:3 142:18 144:18 Inspector 153:3 165:6 168:7 171:20 instance 14:6 35:11 72:7 88:19 95:13 174:9 175:6,11 96:12 144:22 172:3 180:19,20 183:22 instruction 121:4 iteration 95:11 169:22 J insult 143:14 integrated 52:22 **JAG** 53:2 54:6,14,20 intelligence 143:15 55:13 70:13,14 **JAGs** 53:13 intended 11:7 **intensive** 173:16 **James** 1:17 2:13 3:3 intent 92:5 Janelle 2:9 interactions 165:6 **JANUARY** 1:7 interest 10:14 15:8 Jasmine 2:14 3:8 104:1 interested 138:18 106:1 **interesting** 15:20 31:13 Jennifer 2:3 interests 53:22 118:1 Jeri 1:18 101:9 121:13 Jim 8:22 12:16 48:11 interference 8:6 26:11 126:14 111:15,19 120:7 **job** 31:7 54:3,5 68:15 147:1 73:6 82:11 185:13 interim 10:6 John 1:14 7:1 61:11 **internal** 152:22 148.12 interpersonal 170:20 ioin 12:19 25:18 99:10 interrupt 145:11 ioined 103:9 104:9 interviews 170:5 joining 4:15 6:14,21 intimate 173:4 7:21 10:4 60:17 98:18 **introduce** 4:17 7:9 105:4 148:3 24:20 103:19 judge 1:13,15,17,18 introduced 105:9 4:22 5:5,7,7,8,9,9 introducing 10:2 68:21 6:17,19,22 7:11 8:3 introductions 7:6,8 8:10,21 9:6,12,15 invested 43:13 44:21 14:4,13 16:2,3,4,7 investigated 183:20 17:9,11,22 18:4 19:4 investigation 31:3 68:9 19:11 22:1,4,9,12,15 161:22 183:2,7 24:3 25:4,7,8,10 28:9 investigative 30:3 28:21 30:4 33:8,9,14 investigators 31:2 33:19,20,21 34:1,9,11 36:16 170:6 39:1,6 40:9 42:7 investigatory 32:8 46:13,14 48:9,10 investment 46:4 52:10 56:1,10 59:4 **invite** 123:6 60:18,19,21,21 62:20 **involve** 155:1 171:19 65:7 67:11 68:6,10 involved 33:21 172:17 69:17,21 70:8,11 71:1 173:7 182:21 72:6 78:6 79:15 80:16 involving 89:17 119:13 80:16,18 81:15 89:8 179:6 91:10 94:22 100:18 **IPV** 170:19 100:22 101:6 102:3,7 irregular 34:21 35:2 102:11,12,17 113:8

119:18 126:13.14.19 127:19,19,21 128:1,4 128:15,16 130:20 131:1 132:10 134:18 136:15 138:5,7 139:10 140:18 141:7 141:14 142:1 143:19 145:10,14,16,17 146:12,13,14 147:2 151:17 153:11,14,21 154:1,7 156:4 158:18 158:18 159:8,9 judge's 20:14 159:21 judge-alone 10:17 20:6 43:6 82:15 judges 3:3 4:15 6:7,10 7:9,10 18:15,18 25:6 28:13 39:2,3,4 40:5 42:11 70:3 72:17 73:3 75:1,12,22 76:5 78:1 78:16 80:2 82:18 84:2 84:14 85:2,3 86:20 87:8 90:18 91:22 93:11,14 96:9 98:1 103:18 116:19 131:13 132:4.9.14 139:12 141:10 143:17 144:18 147:9 159:6 160:4,7 161:11 164:7 iudges' 42:4 judging 78:1 judgment 70:18 71:6 judicial 25:9,22 27:4,10 27:15 30:9 33:7 38:7 94:1 116:11 141:15 judiciary 33:11 37:4 40:6,7 66:22 80:7 91:4,12 123:7 125:12 144:3 jump 27:1 58:18 103:20 junior 167:11 jurisdiction 68:8 jurisdictions 28:18 77:7 jury 56:6,20 justice 1:1,9 8:9,13 11:10 14:14 27:13,21 42:8 48:13 54:5 55:3 55:4 59:11 93:7 100:17 103:7 107:12 133:6,12 139:9 149:17 152:2,19 155:20 163:7,12 175:4 183:1,6 184:15 185:9,16 justifications 72:18 iustify 85:8

K 1:18 Kasold 1:15 4:21,22 5:5 5:7,9,9 6:17 7:11 60:19 80:16 98:19 102:7,17 138:5,7 142:1 Kate 2:11 **keeping** 54:18 **keeps** 148:16 **Kenny** 1:15 98:15 102:3 key 106:16 182:16 kick 105:22 kicks 35:16 **kind** 13:4,15,16 19:11 28:14 32:14 36:13 37:8 45:18 50:1,2,12 51:21 52:19 58:18 63:5 70:20 81:4 84:1 90:2,10 95:19 101:4 104:18 145:11,21 146:3 163:19 182:18 183:13 184:1,11 kinds 36:22 78:7 95:1 168:22 169:11 king 37:2,17 48:18 57:2 Kirsten 1:13 knew 20:19 136:12 166:13 177:20 know 5:1 7:20 8:4 14:1 14:10 19:13 20:8,8 23:11 24:21 25:13 26:20 28:17 32:1 33:4 38:9 45:13 47:13 50:11 53:8,21 54:4 56:18 58:12,21 59:17 59:19 60:1,5 62:20 64:5 65:10 67:21 70:8 72:5 73:8,10,13,16 74:12 75:1,8,22 76:16 76:19 77:5 81:15,17 82:7,14 83:3,8 86:2,9 87:7 88:19 89:13 91:7 97:4,16,22 108:4 112:2 114:3 126:5 136:6 137:13 139:7 139:15 140:1 150:3 152:2,3 163:8,20 164:15 165:22 166:15 166:15 167:10 168:5 173:1,4,9,15 178:22 181:4 182:4,5,5,10,20 183:8 184:4,5,12,13 184:17,18,22 185:10 **knowing** 22:8,12 24:2 32:19 161:21 knowledge 33:8 112:16 131:12 181:2

knowledgeable 112:9 61:12 65:20 78:20 66:21 106:3 110:14 lessen 49:1 known 107:18 159:21 lesser 128:8 138:11,12 82:8 111:6 115:6 114:10,13 116:16 120:2 123:19 129:12 160:6 138:21 142:21 119:3 125:6 128:3 let's 12:9,20 27:8 66:17 129:15 130:13 136:17 141:22 146:3 152:8 81:7 84:3 105:17 143:18 145:18 160:17 155:9 156:5 157:1 159:13 163:16 164:13 L 2:6,9 125:4 138:2 163:13 164:3,5 167:10 168:3 185:22 173:4 180:1 169:15 171:14 178:10 **labor** 173:15 lack 119:6 122:3 152:14 letting 26:20 live 101:15 **macro** 15:8 level 15:8 48:3,16 59:11 lived 20:1 86:7 Madam 48:18 161:6 lacks 120:2 65:1 69:18 79:2 88:20 lives 185:10 Magers 2:12 **Ladies** 106:13 95:9 living 71:20 maintain 28:13 46:1 laid 157:7 levels 46:1,17 93:22 **local** 79:2 114:2 maintaining 135:6 **Libretto** 2:7 5:15,17 6:3 located 63:16 major 22:21 26:5 46:10 language 70:17 71:2 119:7 121:14,22 9:22 24:6,8,13 26:18 location 83:15 76:22 102:3,13 152:9 129:9 154:3 38:2 120:1 128:18 locations 32:3 majority 43:15 97:12 large 29:20 31:19 82:10 lieu 99:13 long 144:9 129:11 134:1 **lieutenant** 3:5,8 46:10 long-term 57:9 making 78:9 86:7 91:6 largely 181:13 46:10 104:1 106:1 longer 18:16 132:19 135:20 136:16 153:2 larger 172:19 116:14 149:3 154:20 longevity 58:1 manage 27:2 108:2,15 155:8 168:12 169:13 169:5 177:21 last-minute 17:15 look 9:18 21:16 22:22 lastly 122:22 **life** 158:1 34:7,8 53:11 89:12 management 2:8 54:14 late 115:20 lift 173:8,10 90:4 115:4 116:4 55:7 57:7 lateral 50:21 light 120:17 131:5,11 145:2 157:18 162:7 Manager 104:4 180:13 182:21 latitude 125:17 131:17 144:5 managing 9:7 55:10 liked 75:2 looking 18:13 20:21 97:16 110:2 law 14:20 29:20 54:22 71:10 95:5 125:12 likelihood 180:15 52:18 80:21 81:15 mandates 84:12.18 131:14,21 153:8 182:22 89:15 121:19 123:11 manner 30:8 50:5 160:8,11 165:15 limit 11:7 170:17 178:20 manslaughter 82:3 171:19 181:2 limitations 136:5 **looks** 12:18 26:13 manual 78:3 87:22 Lawrence 1:16 **limited** 31:12 88:6,8 162:13,17 129:13 lawyers 86:5 117:13 134:10 147:11 lose 26:8 March 132:6 143:13 lead 51:21 100:13 limiting 16:3 88:22 **losing** 73:19 margins 63:5 **leaders** 52:18 54:20 **limits** 14:9 16:6 121:15 lost 19:20 26:13 38:8 Marguerite 2:8 Marine 2:16 3:9 25:5 57:16 58:6 64:8 150:4 145:21 **leadership** 9:12 55:7 line 4:22 5:22 24:10 lot 20:6 23:3 42:2 57:10 38:18 39:21 40:6 91:12 54:13 59:7,12 63:12 74:1 45:20 46:7 61:20 62:8 leading 110:3 lines 75:6 133:5 88:21 93:2 97:5,7,11 62:16 63:1,2,3 73:12 learn 52:5 143:9 **lineup** 66:1 130:3 134:3 137:11 86:10 96:19 104:9 learning 107:18 115:1 link 172:11 143:9 156:22 169:16 105:20 109:1 111:8 leave 13:15 120:21 list 12:10 102:6 172:14 173:5,17,17 114:6,7 152:22 160:5 126:4 145:5 147:19 literally 56:9 57:16 181:2 178:11,17 179:8,21 **lots** 144:19 93:15 133:22 180:6,12 leaves 129:11 Mark 2:17 3:5 7:19 led 89:18 90:9 litigants 36:5 37:5,12 love 24:17 27:5 38:5 left 60:13 61:20 80:9 litigate 60:5 marshaled 50:3 low 65:10 **litigated** 27:12 61:16 lower 45:4 67:9 martial 10:17 88:8 95:5 126:5 97:1 180:22 **LtCol** 2:14,17 7:15,18 97:6 177:4 184:20 legal 15:21 64:12 90:2 litigating 36:13 59:22 95:1 102:22 104:8,10 12:16,22 19:22 33:2 Mason 2:7 104:12 108:2 131:13 **litigation** 29:7 30:12 49:5,8 69:8 77:20 material 117:3 131:19 46:14 52:21 56:5,9,15 materially 179:15 133:21 135:9 149:22 87:19 94:15 106:3 58:2 59:14,18 60:9 113:20 116:16 136:2 materials 103:11 153:1 161:5 167:15 65:4 172:22 180:16 171:5 172:6 175:3,5,8 139:4 149:6 155:9 matter 10:19 17:6 85:22 175:9 176:22 179:3,5 litigations 60:4 156:7 168:1 169:15 101:21 107:4 130:21 171:14 153:20 155:18 181:17 179:9,18 litigator 47:8 **litigators** 47:5 48:3 51:4 lunch 100:1,3,5 101:18 186:12 legally 72:10,11 55:13 matters 27:11 28:22 **lends** 123:15 M length 14:5 39:19 little 9:14 15:8 16:2,11 43:6 56:9,16 117:17 18:8 20:19 22:6 24:20 ma'am 7:19 9:22 24:8 121:7 153:3 180:22 lengths 130:22 30:7 44:1 52:13 56:14 26:18 38:2,12 65:17 max 150:5 184:19 **lengthy** 49:14

McGinley 2:15 3:7 104:4 106:13 113:12 117:10,11 135:1,2 139:22 140:1 150:9 150:10 157:5,6 167:4 167:5 174:2,3 176:7 **McGinley's** 178:15 McIlwain 14:11 McKinney 2:8 McLaughlinali 2:9 mean 39:12 63:2 64:10 74:6 81:13,22 83:11 84:9 85:20 94:6 95:1 155:19 170:2 meaning 89:1 122:10 130:3 meaningful 14:3 89:22 112:22 113:3,19,22 115:21 133:13 149:20 150:1,5 153:16,19 154:15 meaningfully 169:10 means 172:21 mechanism 154:14 media 39:15.16 medical 31:17 117:8 173:6 meeting 1:3 4:5 11:20 100:5,7,11 102:17 147:3,8 meetings 4:10 163:5 Meghan 2:10 Mellette 123:15 member 5:16 55:16 126:21 127:20 **members** 5:12 6:13 17:16,17 18:20 33:14 52:14 60:14 65:22 80:11 82:14 83:14 86:3,8 98:13,14,17,19 100:6,8 102:5,20,20 103:4 127:22 132:21 148:3,14 162:21 186:3.10 mental 68:13 173:1,5 mention 35:22 147:1 mentioned 19:15 35:13 37:18 49:10 50:19 111:14 142:6 163:6 164:20 168:5 175:2 181:4 182:4,15 mere 14:14 merits 39:12 message 26:20 messages 30:15 **met** 1:9 methods 180:9 **MEV** 170:15

Mexico 51:16 **MG** 1:14,15 7:1 61:8,11 62:12 65:17 102:14 148:12 Michael 2:7,14 3:10 7:4 9:21 24:15 26:14 37:22 104:14 Mike 5:15 7:7 military 1:1,9 3:3 4:14 6:7,9 7:9,10 8:2,9,10 8:13 11:10 14:4,13,14 22:1 27:13,21 28:5 33:19,21,22 40:8 42:11 46:14 48:13 54:5 55:2,4 57:19 59:10 69:17,21 70:3,8 70:10,22 71:10 72:6 79:6 87:7 93:7 98:1 100:17 103:7,18 107:12 116:18 117:4 119:18 123:4 130:20 131:1,13 132:4,14 133:6,8,12 139:9 143:17,18 147:9 149:17 152:2,18 153:11,14,20 154:1,7 163:7,12 164:4 170:3 172:12 175:4 182:22 183:6 185:8,16 mind 13:9 15:2 54:18 119:16 148:19 mindful 11:12 minds 13:10 149:18 minimal 55:22 57:18 minimizing 55:6 minimum 21:8 82:4 106:22 minority 84:10 minute 6:2 7:12 186:1 minutes 5:21 11:18 60:13 80:9 87:14 101:19 104:21 162:20 173:21.22 misconduct 170:14 182:20 misheard 111:17 missed 50:1 101:1 misstate 165:2 mistreated 50:8 mistreatment 50:10 misunderstanding 146:1 misunderstandings 165:7 mitigation 141:2 156:12 mixed 87:11

mixture 174:9

MJA 15:13

MJRP 1:1 4:5,12 **model** 54:16 64:16 65:12 **modify** 15:16 135:21 **mollify** 91:14 moment 5:18 55:9 118:13 monolithic 159:16 months 14:18 56:19 morning 6:22 24:12,13 24:14 25:19 101:4,14 **Morris** 1:16 2:9 98:20 102:15,16 148:7,10 mother 127:1,12 motion 166:11,12,13 181:1 motions 30:12 56:8,12 92:18 165:1 166:5 motivating 17:5 motivation 42:16 **mouth** 145:5 move 11:14 18:22 27:3 64:4 96:6 98:6 101:16 105:9 116:10 118:18 162:22 moved 101:15 **moving** 15:13 16:10 34:17 36:17 100:19 116:5 137:6 MRE 121:4 123:7 181:1 **multiple** 120:20 multitude 90:21 **mute** 26:10,12,19 110:11 111:1,2,4 **muted** 109:2 myriad 144:17

N 2:4,14,16 3:4,8 naked 19:9,19 20:6 22:8 23:2,9,18,21 92:22 Nalini 2:5 7:6 99:1,3 name 120:16 named 120:5 121:5,10 127:8 **narrow** 17:8 19:14 **narrower** 16:6,7 narrowing 15:10 narrowly 126:8 nature 27:19 30:16 71:10 110:18 115:22 142:19 143:1 165:15 180:13,16 **Naval** 64:12 Navigating 185:8 Navy 2:15,16 3:5,8 25:5

25:5 38:18 39:21 40:6

45:20 46:7 62:8.15 63:1,2 64:12 66:19 73:11 96:19 104:6 105:20 107:21 108:9 124:5 182:17 Navy's 151:11 Navy-Marine 165:11 **NDA** 100:16 **NDAA** 15:14 near 8:16 nearly 53:3 79:10 **necessarily** 19:16 29:1 45:9 51:6 53:15 56:15 58:19 65:12 85:19 91:9,17 118:20 158:15 174:14 178:18 necessary 28:6 31:21 31:22 43:17 65:7 72:9 88:10 120:3 need 53:11 54:19 63:15 69:12 76:2 84:18 85:4 85:5 87:20 89:4 96:10 104:17 117:19 118:18 147:18 150:6 166:20 171:16 172:7 needed 63:17 75:13 76:9 80:7 144:21 needle 13:2 needs 65:8 96:5 138:12 **negative** 28:7 137:8 negatives 29:5 negotiate 129:18 negotiated 13:4 negotiating 13:14 16:16 17:19 44:20 negotiation 17:8 20:12 21:7 22:13 114:1 129:17,22 153:13 181:15 negotiation- 10:20 negotiations 115:9 149:12 negotiators 15:22 Neither 78:15 neutral 75:9 never 14:8 36:9,12 86:6 156:20 177:9,10 nevertheless 138:14 **new** 9:7 13:11,17 25:14 34:18,19 42:4 48:3 51:16 57:13,19 62:1 78:22 83:8 93:11 107:18 109:20 129:13 153:21 154:3 156:20 168:21 169:2,17 182:1 184:8 185:2 new-found 16:9

newness 124:12

nice 159:7 nicer 159:7 nine 100:20 **nodding** 49:15 non-11:4 non-BCD 89:19 96:20 non-covered 64:7 non-judicial 97:9 non-penetrative 140:5 nonpublic 186:2 noon 101:13,16 Norfolk 25:8 normal 20:5 21:3 71:4 normally 147:16 175:7 176:9 note 4:9 40:19 79:16 115:12 117:22 128:19 130:7 177:8 178:3,14 **noted** 67:11 73:18 129:8 130:8 157:2 notes 4:7 notice 115:20 notified 112:8,18 151:15 **noting** 15:10 notionally 88:18 **notions** 184:15 number 11:11 19:7 40:15 43:11 61:16 64:20 65:10 73:22 77:8 numbers 52:11 60:1 61:14 62:22 63:3 88:12.13 numerous 124:6 151:6 177:5 **NVA** 170:15 0 o'clock 100:20 **object** 134:1 objected 126:3 **objection** 50:1 56:20 objections 130:19

o'clock 100:20 object 134:1 objected 126:3 objection 50:1 56:20 objections 130:19 166:4 objective 90:5 observation 42:10 119:6 observations 105:14 115:6 116:3 observe 55:21 observed 42:12 43:20 158:6 observer 34:6 90:6 observing 21:12 obtain 28:4 30:3,7 45:10 74:12 obtaining 31:21 obviate 48:22 obvious 27:17 **obviously** 9:15 13:2 15:17 22:22 28:12 29:6,12 30:18 36:4 69:1 81:13 86:10 100:7 142:8 163:18 164:8 181:15 occasion 41:5 occasions 76:6 occurred 134:4 occurrence 128:13 occurs 70:2 72:3 October 9:5 offenders 77:15 133:8 offense 71:19 88:1 94:21 132:18 138:15 138:20 140:3,5,13 141:7 142:5,21 176:15 179:17 offenses 16:17 23:5 64:7 77:15 81:16,21 82:2,8 83:5 88:17 128:8,8 155:2,6 162:4 169:2.6.19 174:9 179:6 offer 8:15 19:8 57:13,15 57:19 141:3 176:6 offered 70:15 111:20 153:19 offering 59:1 office 9:8 22:14 55:11 56:19 57:14,17 62:2 63:7 64:18 76:20 77:12 78:21 143:3 officer 33:20 38:21 73:9 74:8 104:7,11 officers 57:4,8 64:1 Official 2:1 oftentimes 97:2 oh 12:18 49:6,22 109:17 138:19 okay 4:3 5:2 6:3,15 7:3 7:12,18 26:21,22 61:2 61:5,6 65:18 75:21 80:8,21 83:22,22 84:2 99:20 100:2,22 101:6 101:18 102:10,19 106:10,12 109:8 111:6,10 117:9 120:12 146:16 154:19 168:8 169:16 old 13:3 16:21 25:20 59:6 108:17,18,20 114:19 115:2

100:3 156:7 one's 83:7 one-time 171:2 online 100:6 102:5,7,8 102:11,18,21 onset 163:8 **open** 1:5 4:9,12 148:2 150:19 185:15 Opening 3:2 operate 89:5 operating 20:3 27:15 operational 9:11 86:6 **Operations** 104:7 opinion 85:5 160:3 opportunities 41:3 45:7 48:5 51:3 53:19 59:19 60:7 73:22 93:17 118:8 124:3 opportunity 6:6 13:7 17:13 19:19 22:4 24:1 36:3,4 63:8 68:11 69:9 78:5 79:16 82:21 86:18 93:10 110:19 111:18,21 112:22 113:3,6,22 115:21 129:21 139:5.6.19 149:20 150:5 151:13 153:15 161:1 184:21 **oppose** 184:17 opposed 66:14 140:11 option 76:18 77:17 153:6.7 options 75:14 78:2 171:4 175:20 oral 166:16 order 74:14 85:7 105:8 105:18 125:4 128:16 138:3 142:3 166:21 ordered 100:2 orders 170:8 172:11,12 175:12 organization 59:22 69:4 104:12 153:1 organizational 60:6 organizations 29:21 64:11 organized 64:14 oriented 36:20 original 96:5 97:7 131:10 originally 134:7 140:3 176:14 178:22 **Osborn** 1:16 98:15 100:13 102:3 145:9 146:17,18 147:22 **OSJAs** 94:4 **OSTC** 100:12 114:3

OSVP 70:12 ought 146:22 outcome 109:22 110:4 181:12 outside 34:6 57:16 66:8 67:2,17 78:8 85:8 90:5 152:18 162:17 171:20 172:2 182:12 overall 27:14 91:2 97:18 109:20 125:7 135:11 140:8,12 167:20 overlap 33:5 overstatement 50:11 overstating 49:17 **owners** 46:15 oyster 49:3

Ρ P-R-O-C-E-E-D-I-N-G-S p.m 101:22 102:1 186:13 packet 103:15 page 131:4,7 132:9 panel 1:1,9 6:13 8:13 11:22 13:8 16:16 18:20 32:11,15 33:4 55:16 60:14 65:22 80:11 97:19 98:3.13 98:14,17,19 100:6,8 101:15 102:5 103:7 105:5 132:3,21 133:12 147:8 148:3 148:14 162:21 163:4 180:3 185:16 186:3,9 Panel's 143:12 panelists 4:14 11:9 panels 83:16 pans 83:21 paper 39:5 paradigm 143:4 paralegal 2:2,6,9,9,10 94:3 parallel 129:3 133:1 152:16 parameters 66:8,21 67:3,10,17 68:2 83:19 91:3,21 156:16,21 parole 73:9 74:2,8 parse 139:12 140:10 174:18 part 23:2 57:5,6 67:18 96:6 100:13 101:1 112:18 114:1 124:16

177:15

omit 131:14

once 20:18 36:5,9 89:1

obtained 30:17

136:18,22 142:9

164:16 177:4,7

181:14

II			201
PARTICIPANT 5:6 6:18	period 31:12 47:19	22:8,21 23:9,18 24:19	possession 31:5 117:4
9:2 49:6	59:22	25:1,14,20 26:2 38:5	119:9
participants 87:3	permissible 88:1	38:9 41:21 42:6,8	possibility 76:12
participate 113:22	permitted 125:10,18	43:7,16 44:20 72:4	possible 48:22 104:22
169:10	perseverance 6:5	73:21 76:14 80:5	possibly 53:4 100:12
participated 63:12	persistence 24:16	88:21 92:22 105:11	post-trial 71:4,8 93:21
participation 154:15	person 4:21 48:19 54:3	105:12 106:5,18	94:3
particular 10:14 16:1	57:17 90:10,12,18	107:3 108:3,17	posted 4:12
17:2,20 18:22 22:19	99:6 121:16,20	109:20 111:15 112:18	posts 30:16
22:22 23:6,20 28:9	122:10 125:16 131:8	113:6 114:18 115:9	potential 27:19 28:7
36:20,21 60:15 66:4	personal 94:11 157:22	115:14,22 128:14	31:13,14 117:14
67:10 91:15 93:5,15	160:3	129:17,21 130:6	144:19 145:15 158:17
93:16 119:16 120:17	personally 133:21	134:6 140:20 142:21	183:8
121:1 124:21 130:4	184:9	149:12 150:2 151:15	potentially 123:10
131:11 147:14 160:21	personnel 65:2 94:8,9	151:18 153:13 154:1	143:20 152:11
180:20 181:11 184:15	persons 4:19	155:5,12 156:1	power 15:12,15 111:2
185:7	perspective 9:14 12:11	157:11 158:8,17,19	powers 16:9 96:10
particularly 16:14	22:11 30:9,10 42:20	159:9 177:4,10	practical 10:19 107:4
18:14 55:3 61:19	66:9 87:15 105:12	184:22	practicality 59:17
66:22 73:14 161:16	114:18 135:3 136:7	plead 108:20	practice 7:22 35:1
parties 17:6 27:20	137:9 139:11 146:4,8	pleadings 92:19 166:6	55:20 95:10,16
31:20 36:5 42:14 67:7	162:11	pleas 20:7 23:1 56:12	118:19 124:4 133:7
129:18 130:20 166:19	perspectives 11:3,10	76:13	146:6 152:16 153:4
partners 173:4	18:17 25:19	please 26:10,12 49:7	177:7 180:2
parts 126:6 132:16	pertinent 147:20	102:6 109:18 111:4	practiced 156:20 160:7
party 30:17 67:13 75:9	Pete 2:2 4:16 98:9	pled 19:9 97:8 128:8	practicing 108:19 115:2
party-presented 28:12	Peters 2:10	132:18 134:8	pre- 28:21 33:6 35:19
pass 35:21 36:1,2,12	petition 119:18	plenty 32:20 85:17	41:4,18 56:8 68:8
42:18 118:11	phenomenon 61:14	podium 166:16	83:10 119:12
path 52:19 53:17	philosophy 93:7 phone 5:22 10:5	point 12:2 14:1 36:8 47:8 58:22 65:6,6	pre-2019 12:12 16:22 25:21
patience 4:4 patient 6:6	phonetic 21:20	70:10 71:18,20	pre-confinement 79:11
pattern 92:4 158:6	physically 98:13	113:14 122:2,22	pre-drafted 11:6
patterns 157:10	PIA 92:16	125:17 131:22 137:14	pre-negotiated 18:6
Pause 109:3 111:5	pick 27:1 168:17	139:9 140:18 150:16	pre-referral 10:16 27:4
pay 63:21	piece 44:22 135:14	152:13	27:10,14,17 28:4,15
pays 73:17	pieces 124:14 174:19	pointed 59:7 89:7 90:20	29:9 32:18 35:7,18
Pedden 2:16 3:9 104:10	174:20	130:15 132:7 146:9	37:16 38:6,17,22 41:7
109:1,7,10 111:8	pigeonholing 184:5	pointing 124:11	116:11 119:17 120:13
114:9,13 119:2,3	PII 92:17,19 93:18	points 51:13 68:5	pre-referrals 28:20
120:12 128:2,3	95:13,19	policies 40:10 182:13	pre-trial 116:21 118:10
133:17 134:5,14	pipeline 50:21 51:1	policy 8:9 35:16 160:11	precedent 87:21
141:21,22 152:7,8	57:4	163:22 174:15 180:1	precisely 132:17
159:12,13 161:17	place 12:13 122:1 129:3	180:7,18 182:14	Predictability 106:16
164:12,13 178:9,10	130:10 143:7	183:11	preference 157:22
182:15	places 63:10 64:2 95:19	ponder 150:13	158:4
penetration 134:8	121:10	pooled 58:13	preferred 76:18
penetrative 140:3 141:6	plainly 154:4,7	pop 95:18	prejudice 138:16
people 8:12 13:14 20:4	plan 52:21	portion 32:14 122:14	142:14 143:11,18
20:8 36:19 50:19 51:2	plank 46:15	131:1 140:11 143:16	144:16,22 145:15
51:22 76:3,17 100:5 101:20 104:19 111:1	planned 20:17 99:18 play 23:5 92:6 121:14	portions 123:4 131:15 131:20 134:1	prejudicial 143:21 preliminary 33:19 84:1
122:20 147:17 159:17	124:19 143:10 174:7	position 25:4 58:4	prep 170:8
163:10	182:10	67:12 69:21 167:20	preparation 23:19
percent 39:22 177:9	plays 136:8	positions 8:8 58:7	prepare 55:21 167:17
180:5,6	plea 10:18 12:9,12,14	positive 107:6 109:21	167:18
perception 83:13 86:1	13:5,11 15:3,9 17:20	139:20	prepared 10:11 44:15
perceptions 85:22	18:21 19:19 20:10	possessed 131:12	103:13,16
1			
••			

preparedness 44:4,11 55:12,19 prerogative 22:18 prescribes 87:21 present 1:12 2:1 29:21 30:17 32:16 34:13 42:14 98:13 125:18 138:17 165:14 presented 34:20 presentencing 66:11 66:13 **presenters** 2:13 103:8 103:20 presenters' 103:12 presenting 23:19 32:9 preservation 35:14 preside 39:1 92:21 presided 92:13 94:17 presiding 1:10 28:21 presume 131:21 142:12 presumption 131:13 pretrial 10:20 13:4,12 15:4 20:3 41:6,8 pretty 4:13 51:22 53:16 163:10 164:8 previous 35:12 129:9 130:8 163:4,5 previously 129:7 147:12 179:16 primarily 30:10 40:1 58:1 primary 17:4 **prime** 56:21 principal 15:22 principle 18:9 **prior** 12:12 13:7 16:13 30:11 57:22 91:20 105:13 107:17 113:5 116:1,13 129:12 priorities 44:18 **privacy** 123:20 private 7:22 121:8 122:7,17 123:1,16 privileged 123:13 privileges 170:4 **privy** 118:7 probable 15:21 probably 40:14 43:16 52:13 55:17 62:8 73:11 84:10 163:8,9 166:2 problem 49:20 50:20 86:10 93:13,20 101:8 117:1 122:3 148:14 problematic 121:17 122:19 125:15 129:12 130:13 131:5 152:15

165:5 **problems** 92:18 142:13 procedural 56:16 128:19 procedurally 40:3 procedure 135:21 procedures 11:2 120:3 124:4 **proceed** 143:8 proceeding 14:3 17:12 18:4 33:7 95:3 proceedings 10:16 11:5 27:10 33:22 76:7 116:13 118:9 119:13 123:18 160:15 170:3 process 11:3 14:21 23:10 27:18 28:8 29:5 30:2,12 34:3 36:6 39:14,20 40:16 47:17 55:5 57:13 64:2 65:3 66:12,15 68:10 71:5 76:1 87:3,4 93:21 94:3,4,12 95:21 111:16 114:1 119:17 120:19 125:1,8 128:21 129:2.17.22 132:15,16 133:1,6 135:8,14 136:6 139:10 152:19 153:13 159:20 160:12 161:10 165:12 166:1 170:15 176:16,21 181:7,15 182:14 185:1,11 **processes** 31:4 66:4 124:18.19 176:20 processing 10:21 production 121:7 professional 53:13 153.2 professionals 68:15 **proffer** 130:17 proffered 131:20 program 2:8 36:17 38:20 46:16 58:16,17 59:1 71:14 78:22 104:4,8 170:8 171:2,9 171:22 172:4 173:14 177:1 179:12 **programs** 57:11 58:15 75:4 78:19 79:1 progressive 54:16 prohibiting 129:10 promise 64:19 prompt 104:18 **proof** 120:22 143:2 propensity 121:4

proponent 66:21 68:3 68:21 proposed 113:6 prosecute 77:13 177:15 prosecution 8:9 77:10 114:3 prosecutor 8:4 25:11 52:8 57:14 113:5 133:21 prosecutor's 167:17 prosecutorial 64:22 113:15 143:7 150:11 167.8 prosecutors 16:15 57:19 59:15 117:21 124:6 151:1 164:7 167:11 prosecutors' 118:1 protecting 123:20 **protective** 170:8 172:11 172:12 175:11 prove 32:1 60:1 122:11 138:11 provide 11:9 45:18 68:5 69:4 72:18 73:15 82:18 90:14 99:11 113:7 115:20 128:5 138:14 140:20 153:16 167:15 172:8 173:14 174:12,14 175:10 181:5 provided 10:11 42:15 74:6 147:9 169:1.1 176:4 179:9 provident 42:6 76:14 providers 39:16 provides 54:7 116:18 providing 89:14 116:1 142:8 170:19 185:19 proving 97:4 **PTA** 108:1,8,16,18,20 **PTAs** 12:12 105:13 114:19 115:2 156:1 public 4:6 40:19 96:14 98:9 100:7 147:3,8 publication 121:18 punished 88:18 **punishment** 72:12,13 78:4 97:9 130:5 160:1 161:8 184:19 punishments 79:8,8 93:5 **punitive** 14:7 72:7 90:11 168:21 169:17 176:3 182:5 **pure** 176:6

120:1 131:2 152:20

166:21 183:20

purely 91:22 174:13 176:18 182:19 183:3 Purnell 2:16 3:4 5:20 7:5 10:3 24:7,11,18 25:2 26:4,7,14 37:22 38:4,11,14 41:14,15 41:17 43:22 44:7,10 44:13 48:8,10 62:5,6 62:14 72:16,17 75:16 75:17,18,21 77:18 81:7,9,10,18,22 83:7 85:12,15 96:16,17 purpose 71:10 145:14 149:3 purposes 93:6 135:9 pursuing 36:20 push 21:15 28:14 72:1 put 19:10 20:17 21:18 23:18 55:15 57:3 71:3 74:22 79:15 96:7 98:11 140:21 143:6 144:21 145:17 146:6 161:7 178:12 182:9 putting 20:13 23:14 54:2 pyramid 54:18 64:10

quality 42:22 44:3 47:20 quantify 160:15 173:9 quantum 143:2 quash 122:6,10 123:12 123:12 **aueen** 48:18 query 153:12,12 question 20:1 25:15 29:15 35:8 38:15 50:18 53:10 54:13 63:6,6 64:18 70:2 74:22 81:9,11 82:21 83:1 92:16 101:9 106:1 111:12 112:21 114:15 115:8 118:21 119:22 128:18 132:21 138:6 142:2,7,14 145:11 146:17,18 149:8 152:10 156:3 160:8,10 163:4,18 169:16 171:10 175:14 181:22 184:8 questioned 165:13 questioning 105:2 questions 10:11,13 11:6,14,19,21 12:2,4 18:21 23:12 27:4,7 41:20 45:2 60:20,22

proper 139:12 181:17

properly 92:16,17 96:8

61:7 66:2 74:20 80:10

87:15.17 92:9 95:2 rate 40:11 147:14 167:7 103:13,16,21 104:17 reach 13:18,20 27:2 reconsidering 34:10 relationships 150:11 104:22 111:11 116:7 72:10 reconvene 101:19 relative 105:10 124:11 120:9 133:5,12 148:1 relatively 29:11 78:22 reaching 28:3 59:3 **record** 35:9,10 43:19 148:5 149:5 154:22 read 74:1 103:15 65:9 79:17 96:6,8,12 128:13 150:12 155:6 162:21 174:1 181:9 143:15 147:16,17 98:11 101:22 130:21 163:1 175:6 queue 66:4,10 168:11 ready 101:20 131:19 146:19 147:19 relied 68:9 real 13:21 14:2 35:17 relief 89:14 120:6 quick 29:18 90:17 186:13 50:20 115:21 173:15 recorded 4:10 121:16 122:20 92:21 quickly 64:3 70:2 184:7 records 31:17 117:8 relies 110:6,15 reality 86:3 quite 23:17 31:20 91:13 realized 86:15 173:2 reluctant 41:9 105:7 121:1 really 8:16 14:8 15:2,22 recruiting 51:1 rely 20:1 67:8 quote 132:5 143:16 19:12,20 20:1 22:12 recruits 47:21 remain 100:7,8 quoting 132:8 146:21 31:4,12,20 32:15 rectify 63:20 91:14 remains 131:4,7 remark 89:9 37:16 39:6 40:11 redact 145:14 R redacted 92:17,17 96:8 remedies 121:9 122:6.9 41:18 42:16,17 43:5 **R** 1:13,14,14,15,16,16 45:19,22 47:6,7 63:5 131:3 136:11 141:10 152:14,16 153:8 1:17 2:13,16,17 7:1 63:7,15 68:1 71:9 144:11 145:3,19 171:5 redactions 94:11 7:15,18 8:22 9:4 73:6,20 74:3 77:3 remedy 115:17 121:21 145:20 121:22 123:11 148:19 12:16,22 15:7 19:2,22 82:6,17 83:9 84:16 22:5 24:11 25:2 26:4 85:3,4 90:17 108:7 **Redford** 1:17 48:9,10 152:12 110:6,15 112:6 114:2 remember 151:5,20 27:16 33:2 38:11.14 48:12 98:15 102:4 41:15,17 44:13 49:5,8 115:16 137:20 141:4 126:13,14,14 127:19 166:11 142:20 145:2 150:6 128:1,4 remorse 18:1 54:11 61:4,8,11 62:6 150:12 152:16 155:10 reduced 60:1.3 128:12 remote 10:8 31:15 62:12,14 65:17 66:20 69:8 72:17 75:18,21 155:11.15 160:14 refer 143:12 remotely 39:8 60:18 77:20 78:15 80:20 173:17 175:17 179:14 referee 14:15 32:13 removal 129:9 81:10,18,22 83:7 84:8 183:18 185:12 referral 28:22 30:11 remove 31:19 55:3 Rear 3:4 5:19 10:3 33:7 35:20 41:5,19 95:12 85:15 87:19 90:17 92:20 94:15 96:17 reason 17:7 37:11 43:3 89:16 90:6 116:13 **removed** 70:14 102:9,14 148:12 83:11 91:3 132:11 119:13 renegotiate 151:18 **R.C.M** 70:9 106:5 117:2 162:6 referred 29:10 61:14 repeating 174:4 119:7,21 121:15 reasonable 19:9 77:9 97:12 185:2 repetition 51:8 55:16 122:16 129:9 131:2 reasonably 112:1,8 reforming 11:3 58:19 153:9 181:17 reasons 20:5 27:17 regard 106:9 114:20 repetitions 54:17 57:21 **R.C.M.s** 130:10 42:17,19 72:12 89:6 115:8 117:7 136:16 58:10 59:2 **Raab** 101:15 90:21 162:6 148:5 155:4,22 replace 101:1 **RADM** 2:16 24:11 25:2 recall 19:4 36:13 49:3 169:17 171:4 173:12 report 132:6 143:13 26:4 38:11,14 41:15 163:4 181:22 146:21,22 178:21 41:17 44:13 62:6,14 recap 100:10 regarding 92:19 157:10 184:6 72:17 75:18,21 81:10 **receive** 99:19 162:8 reported 165:17 183:19 175:15 81:18,22 83:7 85:15 171:2 172:6 regardless 32:16 reports 74:2 77:3 96:17 received 21:20 50:6 regards 118:9 158:18 147:17,18 raise 21:1 29:4 45:1 represent 164:1 170:3 receiving 169:22 Register 121:19 97:2 162:22 recency 8:15 9:18 **regret** 22:10 176:13 177:1 raised 44:3 51:18 53:3 recepted 21:20 regular 36:6 representation 171:21 65:5 recite 131:4,7 rehabilitative 75:3 79:7 178:20 179:10,19 raising 51:19 52:2,17 reckoning 110:22 reiteration 91:19 181:6 183:21 rampant 93:20 recognize 167:20 reject 35:2 representative 104:13 recognized 53:12 rejected 35:7 40:13 representatives 99:8 range 11:10 18:5 67:5,9 104:17 127:10 132:22 72:5 82:19 87:22 88:5 rejecting 39:22 recognizes 168:2 88:6,8 110:1 recommend 93:3 rejection 35:11 40:11 138:13 107:15 129:10,14 relate 147:4 represented 112:2 ranges 15:11 82:1,5,12 130:1 related 18:21 25:1 149:21 150:1 82:14,17 85:16 86:17 121:7 165:16 recommendations Representing 103:22 rape 173:1 79:18 133:14 135:20 rapid 62:17 relates 124:4 104:3 rare 28:1 119:12 183:15 150:19 154:18 relating 10:22 128:20 reprimand 70:5,7,18 rarely 121:17 174:16 recommended 77:7 relationship 113:15,17 71:2

reputations 159:6 resulting 59:18 166:22 167:14 169:8 102:4 request 29:22 35:14 results 112:19 113:18 182:17 183:4,9 **scooping** 123:19 36:9 38:21 41:9,11 **resumed** 101:22 roles 6:9 55:8 **scope** 10:15 117:17 room 4:20 6:15 22:7,20 121:16,21 171:9 retain 45:4 120:10 128:10 161:21 requested 87:8 retaliation 10:22 169:3 61:6 81:1 85:17 100:4 164:18 165:7 171:21 114:8 131:8 136:12 requests 38:19 40:1 171:21 172:2 170.11 180:9,18 retired 3:3,4,5 8:1 9:4,5 **scoped** 120:2 148:4 Rosenow 2:17 3:5 7:15 **require** 39:6 181:1 10:3 49:2,2 62:7 scoping 142:14 required 11:13 34:3 return 26:15 7:18.19 9:10 12:16.20 screen 7:20 80:22 66:7 95:12 130:16 returned 29:14 39:16 12:22 16:12 19:3,22 script 44:1 182:11 returns 29:6 33:1,2 37:21 44:9 **se** 47:15 requirements 35:4 reverse 125:4 48:11 49:5,8 54:10 **sea** 86:6 133:20 115:14 review 1:1,9 8:13 16:13 55:15 57:3 69:7,8 seal 96:7 requires 54:15 35:1 63:14 65:7 68:4 77:19,20 87:17,19 search 39:10 116:21 69:19 71:4 93:22 94:1 rescission 91:15 94:14,15 seat 161:19 103:7 113:6 133:12 Rosenow's 9:18 22:6 second 51:22 53:16 research 21:13 reserve 11:16 40:5,6,9 185:16 54:12 66:10 70:1 92:15 roundabout 21:9 49:2 104:20 reviewed 130:17 110:9 115:8 132:13 resistance 150:22 reviewing 28:9 38:21 **routine** 153:3 159:14 169:7 184:7 resolution 13:15 39:6 69:17 routinely 43:8 seconding 119:5 155:21 165:22 177:12 reviews 46:21 59:8,12 Rozell 2:10 secondly 115:16 resolutions 175:16 revisions 70:9 rub 167:10 section 122:9 resolve 116:19 144:12 **reward** 70:21 rule 115:17 122:4,5,14 **sector** 56:13 **RFI** 99:5,13 100:19 resolved 166:15 176:19 123:2,17 129:11 see 5:4 6:20 7:21 10:3 141:1 146:5.6 149:10 18:20 19:11 20:6,9 resource 94:8 **RFIs** 99:19 resources 58:14 63:9 right 5:14 9:4 12:9.22 149:16 152:14 153:21 22:2 26:14 31:16 69:1 172:3 21:5 25:2 26:15 35:20 154:3 40:12 44:6 45:13 resourcing 23:10 28:22 38:8,14 40:20 49:6,9 ruled 36:9 147:12 47:12 51:7 60:14 64:5 54:2,3,3 61:4 62:6,11 rules 14:22 35:1 37:3 66:1 76:19 77:6,11 30:21 respect 6:15 15:3 36:15 62:13 63:9,9 64:1,2 55:3 95:10 115:14 80:11 82:3 83:9,20 41:21 80:13 91:20 66:11,14 69:14 88:3 123:4 125:13 130:16 85:3,5,10 87:4 97:6 97:11 99:11 100:14 95:8 119:7,8 120:9,13 95:6 103:3 107:8 139:14 150:20 run 137:12 149:2 105:17 108:5,10 121:1 128:14,17 110:11 116:17,19 130:11 142:13 143:11 117:7 121:6 124:12 163:14 135:19 138:22 144:20 153:2 155:6 157:2 124:19,22 136:20,20 running 14:9 157:17 158:3 162:20 160:19 164:22 178:14 137:1,3,10,12,14 165:5 174:8,16 177:9 S 185:9 139:8,11 148:7 177:10 183:9,16 respected 12:3 150:16 155:15,19 sacrifice 58:3 seeing 19:4 29:10 respectfully 133:4 156:12,14 157:1 safeguard 42:5 120:3 43:13 47:10 137:9 respective 10:12 11:22 159:15 161:11 162:22 safeguards 93:21 94:5 140:6 155:11,12 respects 6:10 164:21 165:12 168:3 safety 137:19 172:10 156:1,5,14 171:15,18 172:4,12 seek 36:7 40:21 41:11 respond 45:17 103:14 172:14 sailed 84:9 149:4 173:3 177:13 181:21 120:6 122:6 123:11 response 49:15 114:15 **sameness** 159:14 rights 120:4,14 121:10 171:7 141:8 152:9 178:11 133:9 166:22 170:4 Sara 2:15 3:8 104:6 seeking 121:9 122:10 171:4 183:9 responses 65:21 **SARC** 170:7 122:20 104:18 116:6 134:3 **ripe** 59:13 **SASC** 100:11 seeks 122:7 123:13 risk 37:8 143:18 144:16 sat 47:4 seen 44:4 46:5 76:16 173:22 responsibility 23:16 road 52:4 satisfied 110:3 81:4,15 82:13 92:16 42:7 91:12 153:2 roadblocks 31:13 92:18 107:12 133:20 Saunders 2:11 saw 13:17 14:8 19:3 167:17 **Robert** 1:15 141:4 155:4 173:13 rest 97:17 119:11 158:1 robust 159:19 32:7,12 44:22 83:16 175:15,16 167:18 173:22 185:22 rocker 91:11 sees 155:20 86:3 restrained 144:7 **ROI** 108:8 112:11 seize 116:21 **saying** 110:15 restraint 160:18 says 122:13,14 149:10 select 47:4 158:22 restricted 80:4 role 32:13 33:13 42:4 151:18 176:8,11 send 95:15,19 result 62:22 135:16 schedule 99:1 sending 77:15 81:14 124:12,22 162:13 180:16 163:6,11 164:5,8 **Schroder** 1:17 98:15 senior 2:2,6,10 8:4

II			
104:14	64:13 83:15 86:8	46:18 128:21	100:18,22 101:6
sense 17:2 27:14 34:5	97:17 98:4 133:20	signing 60:8	102:11,12,20 145:10
35:8 63:18 94:21	135:4	similar 11:4 13:10	146:12,13,14
115:10 124:19 145:18	servicemember 164:2	38:20 40:17 41:2 83:3	somewhat 29:17 116:4
146:4 162:16	services 31:10,15	83:4,5,6,16 119:6	117:13 135:12
sensitive 28:2	43:12 47:21 54:7	124:5 131:17 155:2,5	soon 53:17 101:19
sent 26:19 33:17 120:1	58:12 63:11,20 86:11	155:12,13,15 156:1,1	143:5
128:18 177:15	99:9 113:10 124:5	156:5,14 157:18	sooner 35:16 137:1
sentence 10:21 14:18	160:5 168:22 169:21	161:12 162:7 178:11	sorry 61:8,8 62:12
15:11 16:1,6 17:9	170:1,2 171:8 174:14	182:14,17	75:18 90:7 99:4
20:22 68:1,20 69:12	175:7,8 176:4,6	similarly 83:13 84:20	108:17 110:8 127:22
73:3 74:10 75:4 76:15	181:22 182:7,11	121:14 158:21 159:4	145:11 158:13
77:8 81:3,13,17 82:4	serving 25:9	161:18	sort 11:21 43:9 64:20
83:5,6 84:10,18,19	session 1:5 3:3,7 4:6	simply 44:17 45:6	82:13 106:21,22
85:6,7 87:5,5 88:14	4:20 5:14 98:9,18	Simultaneous 7:14	107:9 150:17 152:15
89:1,13 92:1 107:8	99:5,13,15 100:10	109:16 110:7,20	155:12 175:4
129:15,19 130:1	101:2,17 102:21	single 51:20 64:7	sorting 4:8
141:17 143:22 147:14	166:11 185:15 186:2	172:19	sorts 64:9
153:22 157:11 158:8	186:8	sir 5:17 9:3 24:10,13	sound 6:15 62:11
162:5,14,16	session's 100:19	41:16 62:11 66:18	sounds 62:13
sentenced 83:8 137:15	sessions 4:12 13:8	152:10	sour 145:5
sentencer 159:8	99:18	sister 135:4	source 70:3
sentences 15:16 17:2	set 13:12 27:3 28:18	sit 18:19 166:14,15	sources 180:9
19:14 68:7 78:2 81:20	37:12 53:22 66:2	sitting 18:16 51:22	spaces 101:5
83:14 86:19 87:22	129:16 143:19 157:3	57:17	speak 18:18 36:18
129:11 138:4 155:1	setting 79:10	situated 83:13 84:20	108:14,15 125:10
158:7,17 162:8	settings 45:10	158:21 159:4 161:18	127:11,13 131:9
sentencing 11:2 14:3	seven 4:19 98:12	situation 91:14 138:17	132:12 140:12,13
17:12 18:4 23:10,14	severity 180:14	situations 82:3 115:17	141:12 142:5,17
23:20 42:14 43:1,5,14	sexual 11:1 120:20	six 14:18 47:5 56:19	158:12 159:3,4 165:3
44:16,22 65:19 66:3,7	128:7 134:8 142:20	SJA 18:7 19:15 67:13	168:15
67:14 68:6,9,10 70:4	165:17 169:3 170:17	93:1 94:19 115:18	speaker 35:12 109:11
70:11 73:20 74:18,20	170:21 172:15 173:19	SJA's 152:19	163:5
75:3,8,13,14 76:6	174:13 176:5,7,10,11	SJAs 15:21	speakers 57:22 61:15
80:13 81:4 82:11,19	176:15,18 179:1,17	skill 53:12	96:18 145:12
83:12 84:15,16 85:3	182:18,19 183:12,17	skills 23:13 56:5,15	speaking 6:16 7:14
86:16 87:21 90:19	shared 38:8 78:1 115:9	93:11 114:17	26:12 49:14 106:20
93:6 110:1 124:17,18	sheer 61:13 76:10	skip 168:16	109:16 110:7,20
125:8,18,22 127:11	sheet 120:22 161:21	slight 34:12	114:20,22 127:7
127:20 132:10 135:13	178:21	slightly 69:9 70:1	156:13 164:14,15
135:21 136:6,19	shield 173:1	slowing 39:14	171:12,15
137:1,7,12 139:10,13	shift 65:19 66:14	small 30:19 43:10	special 10:18 15:18,19
140:19 141:19 148:2	shifted 44:18 46:20	smarter 46:3 149:18	23:4 28:19 39:4 51:21
148:5 155:1,4 156:4	ship 84:9	snag 167:19	58:22 62:1,10 67:20
156:16 159:20 160:10	short 59:21 80:10	snow 6:1	87:8 88:5,7 89:18,21
sentencings 56:12	128:16 163:1	so-called 85:6	92:13 95:20 96:20
sentiment 16:14	shortly 10:5	social 39:15,16 68:12	103:1 104:4,14 143:4
separate 142:18 144:11	shrinks 73:22	societal 47:18	149:22 169:8 177:3
152:15 163:19	shy 73:4 76:4	sole 47:11,13 70:3	Specialist 2:4
separation 175:11	side 22:16 28:15 32:16	solely 60:8 68:9	specialized 53:14
serious 28:3 49:19	37:7 74:13,15 80:15	solid 150:12	specific 19:14 94:10
50:18 72:5 77:15 85:4	113:13 150:21	solidify 166:3	129:10,14 130:1
95:3 97:2 185:2	significant 13:21 21:1	solve 142:13	135:20 140:13 151:8
seriously 53:11	25:11 29:11 33:4	somebody 60:7 111:2	154:13
serve 91:8	42:12 49:20 50:17	someone's 54:17	specifically 148:19
served 33:8,9,12,13,19	53:22 54:15 63:21	Somers 1:18 5:8 6:19	169:18 179:7
42:11 86:6	77:21 138:9 180:19	6:22 60:19,21,22	specification 120:6,16
service 48:12 54:1 57:9	significantly 14:4 39:14	80:17,18 98:19	121:10 134:7
	l		I

specificity 120:2 170:17 **specified** 10:21 129:18 153:22 specifying 71:2 **speed** 149:3 speedier 97:5 spending 18:13 spent 11:13 56:4 **splitting** 71:16 136:20 **sponsor** 46:14 **sponte** 34:9 **spouse** 127:1 Stacy 2:2 staff 2:3,6,7,7,10,11,11 2:12 5:16 8:8 9:12 16:4,7 17:9 22:14 30:4 63:16 100:6,8 103:4 113:8 186:4 stage 32:8 55:6 56:6 160:15 **stake** 95:22 stakeholders 14:22 stakes 95:4 **stance** 135:13 **stand** 6:11 standalone 182:19 183:12 **standard** 96:11 143:7 **standing** 164:18 165:1 165:19 standpoint 113:21 standpoints 108:7 **stands** 179:22 **start** 7:5,7 12:6,13 15:7 15:9 27:8 31:18 38:15 44:7 53:15 66:11,17 75:16 81:8 100:15 105:1,11,17 116:14 118:18 119:5 125:5 153:10 163:13 168:12 169:13 started 9:15 10:7 170:18 173:13 **state** 9:9 11:4 115:14 129:4 131:19 133:2 151:8 stated 122:8 135:4 147:10 181:14 statement 17:14 126:9 128:10,11 130:17 131:3,16 136:11 142:10 143:20 144:7 147:4,11,13 **statements** 125:11,14 125:19 128:21 130:10 130:12 131:18 132:4 132:12 134:2,20

142:16 145:19 170:12 states 49:12 120:18 123:14 151:21 **status** 114:7 statute 153:4 169:21 **statutes** 151:9 statutorily 182:13 **statutory** 60:6 91:8,16 stay 87:14 92:8 118:12 138:2 173:21 **Stayce** 2:10 **STCs/VLCs** 110:17 step 116:17 stepped 98:1 **steps** 65:3 stick 105:8 stickler 56:18 stipulation 16:18 stipulations 150:2 stood 82:6 **stop** 18:9 storage 31:19 storing 31:9 **story** 92:3 stovepiped 34:4 **STR** 71:3 79:17 straight 103:20 strange 32:5 stretching 65:11 strictly 175:7 stripping 15:14 strong 121:2 159:14 160:17 strongly 127:15 132:13 152:21 struck 82:16 **structure** 54:19 93:13 structures 64:15 stuck 168:18 stuff 28:14 **sua** 34:9 subject 132:1 142:11 submission 131:10 submit 53:9 130:16 133:4 142:10 166:13 **submitted** 132:21 181:9 submitting 35:19 subpoena 28:16 120:6 122:6,11,21 123:12 123:13 subpoenaed 121:16,20 subpoenas 30:3 40:20 120:13

subsequent 97:22

substantive 56:16

substance 56:21

129:16

128:19

substantively 40:2 **substitute** 45:19 96:3,4 **successful** 35:15 79:3 successfully 24:6 42:1 succinct 106:11 **suffer** 30:6 suffered 180:14 **sufficient** 72:9 94:5 suggest 44:16 suggested 69:18 suggesting 44:14 suggestion 33:10 suggestions 150:19 151:11,11 suggests 35:6 **suicide** 177:14 suited 65:2 Sullivan 2:1 **support** 63:16 68:1 95:7 114:16,17 171:17 184:13 185:11 supposed 84:15,19 sure 7:16 9:3 11:8 21:12 27:16 63:22 64:15 75:20 78:9 80:1 81:11 82:22 95:10 101:8 113:12 118:21 135:13 149:9,15 150:7 161:20 surface 157:18 162:7 surprise 55:15 survivor 171:7 **suspect** 165:13 suspected 165:16 suspension 75:4 suspensions 79:19 sustainability 46:6 sustained 126:3 **SVC** 136:10,10 162:11 163:6,12 167:12 174:14 175:7 185:18 **SVCs** 117:15,22 118:3 124:2 140:7 151:2 176:2 SVCs' 117:11 **swing** 138:3 switching 99:5 sworn 142:10 sympathize 150:15 system 6:8 13:12,13,17 14:14 16:21 20:3,10 21:15 25:1,21,21 26:5 27:13,21,22 34:22 38:10 40:17,22 42:5 45:3,6 48:22 66:22 79:6 85:20 86:13 88:12 107:12,17,18 108:16,18,20 109:21

110:5,15 124:16 125:3 126:6 136:16 136:17 149:17 152:2 163:7,12,19 164:6,10 167:19 168:2 systems 28:5 152:5

Т

Tab 103:11,15 table 22:12,17 23:15 tactical 120:15 121:5 tactics 22:13 Tagert 2:11 tailored 126:8 take 6:1 12:17 55:9 58:8 85:13 87:14 99:22 135:12 142:7 173:21 179:21 182:2,8 183:12 185:14,22 186:7 taken 77:6 78:8 124:8 takes 29:6 129:3 148:20 talk 12:11 18:15 99:18 100:12 101:20 134:16 138:8 141:7 182:3,8 talked 62:19 80:14 148:14 talking 16:16 24:18 25:13 31:4 60:3 73:11 talks 122:16 Tara 1:16 tasks 94:10 taste 145:5 **TCAPs** 42:21 team 66:2 111:2 113:15 114:3 167:8 169:1 teams 10:13 11:22 12:3 12:3 99:18 150:11 169:5 tech 97:16 technical 2:3 4:8 181:2 technology 114:16 tell 12:14 36:8 49:3 69:22 76:19 126:1 143:5 153:6 156:19 159:1 tempered 20:18 ten 53:6 185:22 **ten-minute** 186:11 ten-year 82:4 tend 55:3 71:11 95:18 106:20 172:18 173:4 tended 20:4,6 tenure 9:14 29:3 30:1 tenures 91:8 term 28:5 42:15 terms 8:17 13:3,21

I	1	1	ı
14:20 15:11 22:16	185:18	91:3,17,18 92:6 93:9	timely 30:8
35:1 40:12 49:22	theme 107:10	93:10 94:4,16,18 96:5	times 19:8 36:21 41:6
50:11 54:6 69:10,20	theory 59:16	96:9,19 100:12	126:4 150:3 167:7
70:16 71:11 72:6	therefrom 36:3	102:16 107:11 111:10	timing 61:13 71:9 90:8
75:13 76:10 78:3,9	Theresa 2:6	111:14 114:19 115:3	tipping 37:10
81:3,12 83:2 88:22	they'd 52:22	115:9 116:17 117:13	TJAG 54:1 91:13
89:14 95:5 117:17	thin 65:11	122:2,16,19 123:6,15	today 4:15 9:19 103:10
123:1 130:5 155:12	thing 14:16 33:12 34:21	123:17 124:5 125:7	103:11 105:4 158:13
161:7 181:3	37:1 49:9 59:4 76:11	132:8,20 133:11	185:19
Terri 2:11	77:5 78:18 80:2 84:11	137:7 139:4,20 140:6	told 165:13
terribly 74:17	130:7 131:22 154:16	140:9,15,17 141:2	tomorrow 99:6 100:19
Terry 103:3,5 105:3,9	162:9 175:1	142:1 143:9 144:1,16	101:4,13,14,16
105:18	things 4:9 6:11 8:16	146:2,3,8,21 149:11	tool 28:6 32:7 93:9
testified 16:15 179:16	10:9 15:1 16:18 31:16	149:14 150:21 153:18	117:14
testify 132:2 140:4	34:10,16 35:16 36:11	154:3,4 156:13,15	tools 75:2 78:17 79:13
testimony 50:5 130:8	37:5,6 44:21 49:21	160:8,13 161:10	80:7
132:3,4,8 138:15	66:16 71:17 75:7 76:2	162:9 163:2,17 164:6	top 12:10 14:11 88:2
142:6,8	79:12 107:14,14	164:7,10,14,19	154:20
text 30:15	115:11 119:4,16	165:20 167:11 180:4	topic 11:14 18:22
thank 4:4 5:11,13 6:3,4	122:8,12 124:6 126:2	181:8 182:18 183:14	116:10
6:19,21 7:18 8:19,20	129:1 130:15 132:6	184:1	topics 10:14 11:7,12
8:20 9:20,22 12:8,22	137:11 141:9 151:6	thinking 61:1 66:3	12:5 60:12 74:21
15:5 18:10,12 24:4,15	151:20,21 152:1,4	81:16 148:20	100:9 103:13,17
33:2 41:13 48:7,12	153:5 158:15,16	third 7:4 27:20 30:17	105:7 163:1
54:8,9 60:10 61:2,5	161:12 164:17 165:20	52:13,14	total 52:9 180:6
65:14,15,17 69:8	165:21 168:4 172:7	third-party 30:11 31:5	touch 50:12 78:18
72:14,15 74:18,19	173:6 174:5 178:1	thorough 44:15	touches 117:7
75:20 77:17 78:12,13	180:13,16	thought 29:3 139:17	touching 5:19 134:9
80:8,18,20 84:8 87:12	think 5:22 13:9,20	149:6,7	141:9 142:20
87:19 90:15 94:13,15	14:10 16:21 17:7,20	thoughts 6:11 19:13	track 46:15 47:9
96:15 97:13,14 98:4,7	18:2,7 19:6,18 20:11	24:17 27:5,9 38:7	trade-off 43:19
99:20 101:6 103:9	21:10 22:3,8,20 23:2	92:14	train 45:9
105:3,4 106:10	23:15 24:1 26:1,4,6	thousands 50:13	trained 144:2
107:20,22 108:22	27:3,11,16 29:1,15,17	thread 13:2	training 36:4 42:19,20
110:12,14,21 113:11	30:6,8,10,20 32:7	three 48:17 59:6 94:16	45:10,14 55:18 57:11
114:5,13 116:8,9	38:16 39:9,12,13,19	102:19	57:15 94:9 101:10,12
117:9 118:4 119:1,3	40:14,22 41:22 42:1,2	throw 31:13 98:22	131:12
120:12 123:21,22	42:3,6,17,18 43:2,8	103:5	trainings 151:6
124:10 125:6 126:12	43:12,15,20 44:10,13	throws 151:17	transcribed 4:11
128:1,3 133:15,16 134:22 135:22 137:22	44:17 45:1,3,9 46:5,9	tie 54:11	transcript 4:11
	47:1,3,18,22 48:2	tied 125:13	transcription 98:12
139:2,21 141:20,22	49:19 50:17,20 51:5,6	tightly 89:2	transcripts 13:8 16:13
144:12,13,15 145:8	52:8 53:10 54:12	time 8:7 10:7 11:13,16	transfers 170:9
146:11,11,14,16	55:11,14,15 56:1,13	17:8,19 18:13 19:17	transition 41:22
147:21 148:22 150:8	56:22 57:3,11,20	21:11,11,16 29:6,8,12	transitioning 59:13
151:3 152:6,8 154:9	59:16,20,21 62:1,5,7	33:6,17 34:10 36:10	transparency 87:10
154:10,12,19 157:4	62:14 63:5,7,19,20	43:13 46:22 47:7	106:6
158:9 159:11,13	64:18 65:5,7 66:9,12 67:4,11 68:7,18 69:10	48:18 51:18,20,21 52:3 54:3 55:21 56:4	transparent 87:3
161:13,14 162:19 163:16 164:11,13	70:22 72:17,20 73:2,5	60:2 71:17,22 72:8	transpire 29:9 traveled 53:3
166:7,8 167:3,21	73:6,8,17 74:9 75:7	73:5 76:19 79:20	traveling 52:3
168:8 169:15 173:20	75:21 76:2,3,11,13,17	91:20 94:7 97:15 98:4	treat 37:4 174:10 176:8
175:21 178:8,10	76:19 77:3 78:4 79:14	99:14 100:15 137:6	181:4
181:18,19 185:4,5,14	82:1,10,12,18 83:9,11	137:15 144:9 149:13	treated 84:22
185:17,21 186:11	83:18 84:9,11,12	162:9,10 163:15,21	treating 178:16 184:3
thanks 6:5 7:2 32:21	85:16,17,21,22 86:3,9	163:22 164:9,9 171:6	treatment 89:9
37:20 43:21 62:3,4	86:13,14,17,20 87:9	172:19 173:9,10,12	tremendous 39:9 86:4
69:6 92:7 148:8,9	87:11 88:9 89:4,10	180:3,4 185:5,21	trepidation 47:4
,	ĺ		
II			

trial 0:45 45:40 05:6 7	2,46,47,2,4,5,6,7,0,0	20:2 76:01	144.2 144.4 145.2
trial 9:15 15:18 25:6,7	2:16,17 3:4,5,6,7,8,9	uses 32:3 76:21	141:3 144:4 145:2
32:10 33:9,11 35:10	3:9,10 8:21 40:7,12	usually 174:17	152:17 158:12,14
36:12,14 37:17 39:1	UCMJ 139:14 174:6	utility 117:12	159:16 164:1 169:2
41:1,10 42:20 46:2	ultimately 35:10 52:8	utmost 178:6	170:19,20 171:1
50:3 56:7,7 58:16,22	64:13 70:18 88:12		176:6,8,22 179:10
59:14 62:1,1 63:7,14	90:9 157:12		181:10
64:6,14,18 69:18	un-mutes 27:2	v 120:18 123:15	victims' 3:7 104:2,10,11
76:20 77:12 81:14	unaffiliated 164:1	vaguely 151:5	108:7 112:5 120:3
108:11 112:3 115:18	uncharged 138:15	value 13:10,21	121:5 124:4 133:21
140:19 143:4 144:3	unclear 112:10	vantage 70:10	134:1 138:13 151:8
144:18,20 165:2	uncommon 95:14	varied 9:10	161:5
166:19 167:13,17,18	underestimate 48:1	variety 180:8	Videoconference 1:10
170:6 176:10	underneath 21:6	various 65:3 93:22	view 68:18 120:13
trials 56:21	understand 6:8 26:2	VC 136:9 156:20	160:21
tried 31:1 42:18 43:11	86:12 87:4 95:12	VCs 117:1	viewed 82:8 90:22
47:5 63:20 118:14,14	137:4	verbal 170:12	views 181:11,14
118:17	understanding 34:1	verbatim 4:11	violations 116:22
trigger 179:2,4,18	40:10	version 96:5 126:17	violence 11:1 137:19
180:21	Understood 25:17	versus 12:12 25:20	170:20,22 171:16
riggered 178:19	unduly 143:20	114:19	172:13,18 173:18
true 49:11 57:5 79:8	unfair 136:7,7,7 145:4	viable 65:12	175:12 179:11
141:17	unfairness 144:11	vice 108:16,18	violence-related
truly 107:13 112:5	unfortunately 10:7	victim 67:22 102:22,22	126:22
126:7 139:6	58:20 99:9	103:1,8 106:9 112:1,8	violent 126:22
trust 19:10 125:21	unhappy 177:6	115:19 117:2 119:13	virtual 80:15,22
139:11 168:16	uniform 35:1 95:9	120:16,20 121:1,17	virtually 2:19 4:22 6:14
trusting 144:2	unilateral 29:19	121:21 123:20 125:11	26:10 98:18 102:21
truth 39:11	unique 142:19 160:21	127:12 128:20 129:20	103:8 148:4
truth-finding 37:14	161:22 162:1,3 176:5	130:16 131:4,6,7	virtue 135:17
39:13	United 49:12 120:17	134:10,11 139:16	vision 57:8
truthful 50:5 92:2	123:14	140:2 141:5,12 142:4	visits 173:6,6
try 8:15 9:13 21:4 30:3	units 86:7	142:8,11,17 144:8	vitally 161:3
39:2 66:20 67:8	unity 63:21	148:15,17 149:10,20	VLC 108:19 112:1,2
104:18 109:6 140:10	universally 53:12	151:13,13,19 152:20	132:22 162:11 163:7
142:2	184:20	153:1,11,15,19	163:12 166:11 177:14
trying 8:10 45:21 46:7	universe 48:19	154:15 155:18,19	177:20 178:6 180:22
52:4	unlawful 73:1	162:2 165:8,13	185:18
TUESDAY 1:7	unlitigated 52:16	167:12,16 171:7	VLCO 180:6
turn 12:1 23:17 74:21	unnamed 121:11	176:14 177:2,22	VLCs 114:20 115:2
124:18	unprepared 44:17	180:14	118:6 176:2 179:21
turns 23:15 183:21	unreasonable 154:4,8	victim's 30:15 95:21	vocal 154:5
tweak 107:14	unsuccessful 118:15	108:15 114:4 120:14	voice 132:15,15 134:12
two 7:6 8:3,6 10:10 15:1	unsworn 17:14 125:19	121:6 128:10,11	134:16 135:7 144:6
51:18,20 52:2,7 66:15	130:11 131:15,17	135:6 147:4,11	volume 8:17 34:14
74:21 76:17 82:8	134:1 142:16 144:7	149:21 154:5 158:4	39:15 180:2
91:20 92:8 94:16	unwanted 142:20	164:22 165:14 171:3	Vuono 2:12
116:7 145:12 154:22	up-tick 173:13	171:17 179:2,5,9,18	
163:1 168:9	update 98:12 99:1	victim-driven 71:19	W
two-hour 11:17	upper 67:9	victims 71:18 92:5	waiting 10:2 109:9
two-part 142:2	upset 13:16	104:4,7,15 108:2	144:9
type 18:5 28:4,18	upstream 163:14	118:2 119:19 120:5	waive 182:15
181:11	use 10:15,16 19:19 30:2	120:22 121:9,11,13	waiver 176:16,21 177:1
types 23:5 64:1 79:7	39:2 49:16 78:21	122:20 124:7,21	walk 166:16
13 POO 20.0 OT. 1 10.1	89:18 93:3 94:4	125:2,9,14 126:1,4,17	walking 17:3
160-12 172-15 180-15	JJ. 10 JJ.J JT.H		want 4:17 12:14,16,17
169:12 172:15 180:15	116-12 117-12 110-12		
	116:12 117:12 119:12	127:3,8 129:10	
typically 38:22 47:12	124:3 141:14 155:14	130:11 131:18 132:11	18:15 19:12 60:14,15

11	ı		ı
112:14 124:17 125:20	we've 5:12 28:15 44:5	worth 19:12 64:21	103 3:7
138:8 142:7 143:15	96:19 101:15 102:2	73:17 76:12 160:2	11:58 101:22
143:16 146:19 149:4	102:19 141:4 143:9	161:7	117a 169:3,18
157:15,21 162:20,22	167:6 175:3,15,16	wouldn't 22:2 43:4 77:9	12:49 102:1
165:2,4 178:3 185:4	179:9	77:9 95:17 174:14	128b 169:3,18 171:15
11			
185:17	website 4:12	175:7 179:4 181:16	130 169:3,19
wanted 38:9 66:4 75:15	weed 125:21	wrap 104:21 185:15	132 62:22 169:3,20
98:21 118:21 168:9	week 99:19	write 79:17 149:15	134 169:3
wanting 158:14,16	weigh 110:19 112:22	166:13	14 132:9
wants 80:12 171:7	113:3 138:16 161:1	Writer-Editor 2:3	140a 92:15 93:18 94:12
warfighting 54:8	162:5 180:9 184:21	writing 66:6,7 69:11	95:9
warm 172:2,5	weighed 75:9 156:9	99:12	15 60:8
warrant 28:16 29:10	weight 130:3	written 35:9 69:11 70:7	15-minute 101:17
warranted 73:7	Welcome 3:2 4:3	141:1 146:5 149:10	16 1:7
Washington 7:22	well-being 135:10	160:11 170:12	16(c) 175:15
wasn't 21:5 33:15 41:2	185:10	wrong 63:19	16(c)(2)(A) 10:17 88:7
44:16 85:21 136:13	well-equipped 72:18		89:19 92:12,21 94:17
166:12	wending 165:10	X	169:8
wave 7:20	went 34:2 49:13 51:15		165 62:16
way 10:9 14:8,9 20:11	52:7 63:13 88:12	Y	180 52:3
21:9 25:18 37:10 41:1	89:20 101:22 186:13	yeah 54:11 62:12,12	185 62:17
50:9 51:5,7 61:22	weren't 81:20 127:8	84:3,8	1st 9:5 25:3
76:22 88:18 89:12	183:20	year 8:2 25:3 38:19	1010.0 20.0
97:12 99:11 106:15	wheeling 56:10	41:7 45:21 46:9 62:9	2
108:5 113:19 115:13	wholly 34:8 95:14	62:15,15 73:13 96:20	2:10 186:13
127:17 145:4 146:5,6	wide 11:10 125:17	year's 62:22	20 47:10 48:4 61:18
146:7 148:16 150:17	158:7	1 -	20 -year 60:8
161:6 165:10,21	wide-ranging 78:4	years 8:4,5,6 14:12	200 45:21 53:5
178:2	Wisconsin 9:9	31:1 36:11 46:16 48:4	
		51:19,20 52:2,10 53:2	2000 47:19 159:8
ways 70:13 152:3,3	wisdom 20:14 86:4,15	53:6 58:4 59:6 61:19	2005 61:17
we'll 5:14 6:1 10:6,8	withdrawn 185:1	61:19 72:22 120:18	2008 53:2
12:5 23:13 27:3 44:7	withering 45:15,16	yielded 113:18	2010 61:17
44:8 66:18 74:20	witness 50:4 167:13,18	Yob 2:2 4:18 5:11 6:1	2016 15:13
75:16 76:19 77:11	witnessed 127:6	26:9 98:10 99:3,22	2018 47:19
79:7 83:9,20 84:5	witnesses 50:3,15 90:8	100:21 101:2,8,12	2019 47:20
85:13 96:6 98:5 99:22	wondered 49:16 82:2,2	102:2,10,13,15 111:3	2020 147:7
100:9,14 101:3,18,19	wonderful 68:15	185:17	2021 170:18 173:14
105:11,17,17 109:8	wondering 61:18	York 9:7	2023 8:2 53:2 62:15
116:10,14 135:5	148:13	young 57:4,14 127:6	132:6 147:3
138:2 154:20 163:14	word 103:3 155:14		2024 1:7 62:21 100:16
168:12 169:13 173:21	words 131:9	Z	129:13
185:15 186:1,5,7	work 20:19 34:11,14	Z 1:13	22 147:3
we're 6:8,10,12 13:9	46:19 68:12 74:3 77:4	zealous 37:13	24 136:22
16:10 25:18 28:3 31:4	165:21 166:2,18	Zoom 6:16	250 62:9
38:18 43:12 45:20	168:3 170:7 175:2		27(b)-certified 65:8
53:18 57:13,15 59:21	worked 40:5,9 175:6	0	
63:22 65:18 69:15	working 6:8 26:3 27:22		3
73:11 80:22,22 84:15	32:6 35:13 46:19	1	3 103:11
91:7,17 92:9 96:1	100:5 109:12 113:16	1 169:19	30 41:18 46:8 47:10
98:8 99:4 101:4 104:9	118:18 151:1	10 39:22 48:4 60:8	60:12 132:6 143:13
104:20 105:6 106:4	workload 59:7 169:4,5	162:20	300 62:9
107:18 109:4,9 111:7	171:11 179:15	10:00 1:10	301 111:4
112:12 113:16 121:9	workplace 170:22	10:10 4:2	309 33:6,21 117:2 119:7
135:13,14 137:8	works 125:8	100% 94:6	30a 10:16 27:12 116:13
138:19 140:6 155:11	world 51:17 93:16	1001 129:9 131:2	116:17 117:13 119:11
156:4,14 161:10	137:4 151:7	181:17	119:20 120:9 123:18
166:5 180:5 183:4	world's 49:3	1003 70:10	124:3
186:6	worry 71:9,16 86:5	101 52:10	
	, , , , , , , , , , , , , , , , , , ,	151.02.10	
	Į.		

<u>C E R T I F I C A T E</u>

This is to certify that the foregoing transcript

In the matter of: DOHA MJRP Open Session

Before: DOHA DAC-IPAD

Date: 01-16-24

Place: teleconference

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

Court Reporter

Mac Nous &