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1 2	NEW YORK CITY TEACHERS' RETIREMENT SYSTEM
	REGULAR BOARD MEETING
	held on Thursday, May 15, 2014
4	at 55 Water Street
4	New York, New York
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	ATTENDEES:
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0	MELVYN AARONSON, Chairperson, Trustee, TRS MONA ROMAIN, Trustee, TRS
8	SANDRA MARCH, Trustee, TRS
9	PATRICIA REILLY, Executive Director, TRS
	THADDEUS McTIGUE, Deputy Executive Director, TRS
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	SCOTT STRINGER, Comptroller
11	SUSANNAH VICKERS, Trustee, Comptroller's Office VALERIE BUDZIK, TRS
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	ANDREW BRADFORD, TRS
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	ROBERT C. NORTH, JR., Actuary
14	KEITH SNOW, Corporation Counsel ROBERT BETHELMY
15	CARMELA CRIVELLI
10	KATHLEEN GRIMM
16	ANNETTE HANRAHAN
	ANTHONY MEZZACAPPA
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18	BOB GRAY
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0002 1 2 PROCEEDINGS 3 (Time noted: 3:45 p.m.) 4 MS. REILLY: Good afternoon. We're going to 5 begin the May 15, 2014 regular meeting of the Teachers' б Retirement Board. I will start by calling the roll. 7 Melvyn Aaronson? 8 CHAIRPERSON AARONSON: Here. 9 MS. REILLY: Kathleen Grimm? 10 MS. GRIMM: Present. 11 MS. REILLY: Sandra March? 12 MS. MARCH: Present. 13 MS. REILLY: Mona Romain? 14 MS. ROMAIN: Present. 15 MS. REILLY: Susannah Vickers? 16 MS. VICKERS: Here. 17 MS. REILLY: Carolyn Wolpert? 18 MS. WOLPERT: Here. 19 MS. REILLY: We do have a quorum. 20 So we can proceed to the next item, an 21 update on TRS operations. Ellen DeLeo has a couple of 22 updates for us. 23 MS. DELEO: TRS completed the efforts to 24 notify members requiring them to take minimum 25 distributions in 2014, on April 27. This mailing was

0003 1 sent to approximately 2,500 first time RMD recipients, along with under 18,000 additional members that received 2 3 RMDs last year and are required to receive another RMD 4 in the calendar year. 5 To date, approximately 4,800 members have б responded, electing to receive either distribution in a 7 specific month or informing TRS that they have satisfied their RMD requirements to another 403B plan 8 9 distribution. 10 The mailing of the quartelry account 11 statements for the first quarter of 2014 to 12 approximately 108,000 members and an additional 45,000 13 participants with TDA deferral status was completed May 14 8. Members who elected to receive statements 15 electronically only were able to start viewing statements April 30 and May 2 respectively. 16 17 The mailing of TDA quarterly statements for 18 beneficiary participants to approximately 600 was 19 completed on May 13. 20 TRS is preparing for a very busy retirement 21 In response, TRS will be open on June 28 and season. 22 Sunday, June 29. TRS has requested that the Department 23 of Education send representatives to assist with 24 coordination of health benefits. 25 TRS is completing the processing of

1 approximately 1,500 retirement revisions for members that have received additional earnings credited toward 2 3 their retirement benefits as a result of this payment. 4 Members will be receiving a notification of the benefit 5 increase in the next week, and will see the benefit increase in their monthly retirement allowance upon б 7 certification by the Office of the Actuary. 8 Additional cases, predominantly 9 paraprofessionals, are pending to be revised for these 10 payments also. 11 MS. REILLY: Thank you, Ellen. 12 Next is the executive director's report. 13 The first item there is the next meeting. It has been 14 suggested that the next regular meeting of the Teachers' 15 Retirement Board be held on the third Thursday of the 16 month, June 19, 2014. 17 CHAIRPERSON AARONSON: Everybody mark their 18 calendars. 19 MS. REILLY: The next item is the annual 20 meeting of the Teachers' Retirement Board. In 21 accordance with Section 13-509 of the Administrative 22 Code of the City of New York, as well as Article 2 of 23 the bylaws, the Teachers' Retirement Board shall elect a 24 chairperson from its membership at the annual meeting to 25 be held in May of each year.

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0005 1 We therefore open the floor for nominations. 2 MS. ROMAIN: Madam Chair, it is my honor. 3 CHAIRPERSON AARONSON: To what? 4 MS. ROMAIN: To nominate Mel Aaronson as 5 chair of this board. б CHAIRPERSON AARONSON: Is there a second? 7 MS. GRIMM: Second. 8 CHAIRPERSON AARONSON: Any discussion? 9 Seeing no discussion, we're ready for a 10 vote. 11 All those in favor say "Aye." 12 (A chorus of "Ayes.") 13 Any opposed say "Nay." 14 (No response.) 15 The motion carries. And can I say thank you very much for your vote of confidence. I appreciate it. 16 17 Probably the best job of city government in 18 the City of New York is chairman of the board of the 19 Teachers' Retirement System. And that has to do with my 20 colleagues who serve on the board and the staff at the 21 Teachers' Retirement System. And as I said, I 22 appreciate your show of confidence. 23 Move on, please. 24 MS. REILLY: The next resolution is to 25 authorize the Actuary to utilize pension census data to

0006 1 compute other post employment benefits obligations for 2 the fiscal year ending June 30, 2014. 3 MS. ROMAIN: The resolved, please. 4 MS. REILLY: "Resolved, that the Board of 5 Trustees authorize the Actuary to utilize June 30, 2013 б pension census data to determine other post-employment 7 benefit obligations for the City of New York, and where 8 appropriate, certain component units." 9 CHAIRPERSON AARONSON: Do I hear a second? 10 MS. ROMAIN: I move the resolution. 11 CHAIRPERSON AARONSON: The resolution was 12 made and seconded. 13 Any questions? 14 I have a general question. 15 Bob, can you give us an explanation of what 16 you do with these figures? 17 MR. NORTH: Yes. Under governmental 18 accounting standards for statement numbers 43 and 45, 19 for the last eight years it has been required of the 20 City and the health benefits fund to report accounting 21 information on other post-employment benefits. 22 To determine the values used, the Actuary's 23 office prepares a report which determines those 24 actuarial values. In order to prepare the numbers, it 25 is very helpful to begin with the pension census data,

0007 1 since the pension, 95 percent plus of all retired members of the retirement systems are also in receipt of 2 3 post-employment benefits; and consequently, beginning 4 with the pension data, makes the process of developing 5 this information for the benefit of the city and б employers much easier. 7 And that's why we request that the board 8 allows us to use it. 9 CHAIRPERSON AARONSON: You say for the last 10 eight years we've used that? 11 MR. NORTH: Since fiscal year 2006. 12 CHAIRPERSON AARONSON: Anybody else with a 13 question? Ready to vote? 14 All those in favor of allowing the Actuary 15 to have these figures say "Aye." 16 (A chorus of "Ayes.") 17 Any opposed? 18 (No response.) 19 Will you please, at the appropriate time and 20 in the appropriate format, send the information? You 21 have the information and want the right to use it? 22 MR. NORTH: We do. And I thank the board. 23 CHAIRPERSON AARONSON: We're up to a 24 resolution. 25 MS. REILLY: Request of the Retirement Board

8000 1 to support the Actuary's recommendation for fiscal year 2014, employer contributions, to the Excess Benefit Fund 2 3 of the New York City Teachers' Retirement System. 4 CHAIRPERSON AARONSON: 5 MS. REILLY: I missed 4; so I did 5. б CHAIRPERSON AARONSON: We can finish. 7 Move to the resolved. MS. REILLY: "Resolved, that the Retirement 8 9 Board hereby supports the Actuary's determination of the 10 employer contributions of \$493 to the Excess Benefit 11 Fund for fiscal year 2014." 12 CHAIRPERSON AARONSON: Do I hear a second? 13 MS. ROMAIN: I move the resolution. 14 MS. GRIMM: Second. 15 CHAIRPERSON AARONSON: So, Mr. North, can you give us an explanation of this request for funds? 16 17 MR. NORTH: Yes. Under Internal Revenue Code Section 415 there are limits on the amount of 18 19 benefits that may be paid from a qualified pension fund. 20 In the case of public retirement systems, 21 one of the more complex elements of that was eliminated 22 years ago, which was called the Combined Limits. But 23 nevertheless, we have had several individuals in 24 Teachers affected. 25 The solution, which the State of New York

0009 1 passed a law, I believe in 2004, allowing for an Excess Benefit Plan under IRC Section 415M, permits us to pay 2 3 the total calculated benefit under Teachers' Retirement 4 System formulas; but we must pay the amount above of IRC 5 415 limit from a quote "Excess Benefit Plan." б Last year for the first time we kind of 7 caught up with getting things fixed and providing the 8 benefits entitled to the members, the retirees. And 9 this year we had one remaining individual whose benefit 10 exceeded the \$415 limits; and this amount which you 11 notice is substantially less than the billions I am usually requesting from the board, is the amount 12 13 required to meet the obligation under the state and 14 federal statutes. 15 CHAIRPERSON AARONSON: Can this group 16 re-grow in the future, or is it a closed group? 17 MR. NORTH: In theory it can, but given the 18 characteristics of the participants of the Teachers' 19 Retirement System, it's not as likely. What really 20 caused most of the people to be affected in the past was 21 something called the combined limit, in which we had to 22 put together their entire defined benefit value, the 23 defined contribution value, which both the TDA and the 24 other forms of member money going in were all put 25 together with combined limitations, and for a very few

0010 1 people, especially during early retirement incentives, which added some extra service, caused it to be 2 3 triggered. 4 But we have not had a new case in many 5 years, since they got rid of the combined limits, and it б would be unlikely to see it. 7 We will check it every time we certify a benefit, it isn't likely to be seen for some time again. 8 9 Nevertheless, we have the mechanics in place, and should it happen, the member will receive the total benefit as 10 11 set forth in the New York State statutes. And if we 12 have to pay some from this defined excess benefit fund, 13 we will. 14 I guess I should clarify, the contribution 15 that I provide to the board to the qualified pension plan, that number includes this number. So in a sense 16 17 this is identifying a part of your total contribution 18 that is for the excess benefit plan. It is based on the 19 real person and how much they got above the \$415 limit. 20 CHAIRPERSON AARONSON: Anybody with any 21 other questions? 22 Can a person paid at the teacher level, for 23 instance, get into this excess plan? Or is it usually 24 people paid at a higher --25 MR. NORTH: It would be very difficult to

0011 1 do so. In fact, bordering on impossible. It requires both a lot of service and a high salary under your 2 3 formulas. And if you get enough service, the limit 4 itself is at a higher level at later ages. So it's unusual. In fact, I would be surprised if we had anyone 5 б in the teacher ranks of the Department of Education who 7 would be impacted. 8 CHAIRPERSON AARONSON: Anybody else? 9 Okay. We vote on all of these --10 MS. REILLY: Next. Then we go to the 11 resolution. Did you vote on this one? 12 CHAIRPERSON AARONSON: Hearing no further 13 discussion, all those in favor? 14 (A chorus of "Ayes.") 15 Any opposed? 16 Okay. 17 MR. NORTH: I thank the board. 18 MS. REILLY: Resolution prohibiting use of 19 placement agents or intermediaries in the engagement of 20 public-private market firms. 21 "Resolved, that the Teachers' Retirement 22 System Board of Trustees accept the recommendation of 23 the Comptroller of the City of New York to prohibit the 24 use of placement agents or intermediaries as defined in 25 Part 136 of Chapter 4 of Title 2 of the official

0012 1 compilation of Codes, Rules and Regulations of the State of New York, Insurance Regulation 85, in the engagement 2 3 of all public-private firms by the Teachers' Retirement 4 System." 5 CHAIRPERSON AARONSON: Do I hear a motion? б MS. MARCH: Motion. 7 MS. GRIMM: Second. 8 CHAIRPERSON AARONSON: Susannah, can you say 9 a few words about this, please? 10 MS. VICKERS: The Comptroller appreciates 11 the board taking a look at this resolution that we offer 12 to formalize our current practice that prohibits the use 13 of placement agents by investment managers seeking to do 14 business with the city pension funds. 15 This prohibition is based upon careful consideration of the best way to maintain the integrity 16 17 of the funds and eliminate even the appearance of 18 outside influence or potential conflicts of interest. 19 Further, we think it is important to align 20 our funds with state mandated regulations that prohibit 21 placement agents. 22 Any questions? 23 MS. GRIMM: No. 24 CHAIRPERSON AARONSON: Seeing no questions, 25 are we ready to vote?

0013 1 Those in favor of this resolution? 2 (A chorus of "Ayes.") 3 Any opposed? 4 Resolution carries. 5 MS. VICKERS: Thank you very much. б MS. REILLY: The next resolution is for Mona 7 Romain. "Whereas, Mona Romain, a trustee of the 8 9 Teachers' Retirement Board is retiring from city service 10 after over 40 years of distinguished service to the 11 people of the City of New York and the members of the 12 Teachers' Retirement System; and 13 "Whereas, after serving as a special 14 representative in the pension department at the United 15 Federation of Teachers, Mona Romain was elected by the membership of the office of the Board of Trustees in 16 17 1998, and for 16 years the board of TRS staff benefitted 18 from her wisdom, judgment and expertise; and 19 "Whereas, Mona Romain has served as an 20 assistant treasurer of the United Federation of 21 Teachers, a member of the executive board and a member 22 of the pensioin and retirement committee of the UFT and 23 New York State United Teachers; and 24 "Whereas, Mona Romain, prior to her service 25 for the union, served the children of the City of New

0014 1 York for many years teaching mathematics at the secondary school level; and 2 3 "Whereas, Mona Romain's intelligence, sharp 4 perspective and engaging personality have earned her the 5 deep respect and appreciation of her colleagues; б "Therefore, be it resolved that the trustees 7 of the Teachers' Retirement Board and the staff of TRS express their deep appreciation to Mona Romain for her 8 long distinguished service, and sincerely wish her a 9 rewarding retirement, success in all her future 10 11 endeavors, and continued good health for herself and her 12 family." 13 CHAIRPERSON AARONSON: Do I hear a second to 14 that? 15 MS. GRIMM: Second. 16 CHAIRPERSON AARONSON: Do a hear a third, 17 fourth, sixth? 18 (Laughter.) 19 Is there anybody that would like to discuss 20 the resolution? 21 MS. MARCH: I'm going to be very brief, 22 because I will get emotional. Mona, I wish you health, 23 and the time to be able to watch your most valued assets 24 grow, Michaela and Michael. I love you, and every 25 member of this system knows how grateful they should be

0015 1 because of your work. 2 CHAIRPERSON AARONSON: Anybody else? 3 (Applause.) 4 (Comptroller Stringer entered the room.) 5 CHAIRPERSON AARONSON: We have a problem б here, two people representing the Comptroller's Office. 7 (Laughter.) 8 Welcome, Scott. 9 MS. SANCHEZ-PAZ: There's actually a correct 10 resolution for Mona. Tricia read the wrong one, that 11 was my fault. This is the correct one. MS. REILLY: We would like to read it. 12 13 "Whereas, Mona Romain served the children of 14 the City of New York as an educator for many years, 15 dedicating her considerable talent to teaching 16 mathematics at the secondary school level and serving as 17 a mentor, colleague and friend to many teachers; and 18 "Whereas, Mona Romain continued her 19 commitment to service as a special representative in the pension department of the United Federation of Teachers, 20 21 and then was elected by the membership of the Board of 22 Trustees in 1998, and for 16 years the board and TRS 23 staff have benefitted from her wisdom, judgment and 24 expertise; and 25 "Whereas, Mona has also served as an

0016 1 assistant treasurer of the UFT, a member of the executive board and a member of the pension and 2 3 retirement committee of the UFT and the New York State 4 United Teachers; And 5 "Whereas, Mona Romain achieved a remarkable б balance between her compassionate advocacy for members 7 and fiduciary responsibilities as a trustee; and "Whereas, Mona Romain is known to all to be 8 9 fair-minded, insightful and strong in her unique 10 perspective, engaging personality and caring nature, has 11 earned her the deep respect, gratitude and appreciation 12 of her colleagues; and 13 "Whereas Mona, a trustee of the Teachers' 14 Retirement Board is retiring after over 40 years of 15 distinguished service to the children and residents of the City of New York, and particularly to the members of 16 17 the Teachers' Retirement System; 18 "Therefore, be it resolved that the trustees 19 of the Teachers' Retirement Board and the staff of TRS 20 express their deep appreciation to Mona for her long and 21 distinguished service, and sincerely wish her a 22 rewarding retirement, success in all her future 23 endeavors, abundant time with her grandchildren, 24 Michaela and Michael, and continued good health for 25 herself and her family."

0017 1 (Applause.) 2 CHAIRPERSON AARONSON: Ms. Reilly, would you 3 give that to her. 4 (Indicating plaque.) 5 (Applause.) 6 MS. ROMAIN: I want to say thank you to 7 everyone. In September it was very clear. Now I'm not sure, but it was really a pleasure working on this 8 9 board, and all that we do for the members. We manage 10 the most important career assets, something that is near 11 and dear to their hearts. Other than working with the 12 children, there can be no other work that is more 13 important, and I'm really honored to be a part of this. 14 Thank you. 15 (Applause.) 16 MS. REILLY: I believe the Comptroller has a 17 resolution. 18 MR. STRINGER: Yes. There was no way this 19 day was going to pass without me coming here personallly 20 on behalf of the Comptroller's Office and all 21 comptrollers past, whom you served with. And I have a 22 commendation from the Comptroller's Office but I'm not 23 going to read it; I think everybody knows about you and 24 you did an amazing job -- capturing your contribution. 25 I want to say on a personal level, that when

0018 1 I decided to get into this line of work and came to start understanding pension funds, this board, TRS, 2 3 three of you I think had such knowledge and such 4 commitment to the role of the fiduciary, that it 5 grounded me very early as to how serious this б responsibility is. 7 And the times that we've engaged and talked, 8 Mona, your passion and your knowledge base cannot be 9 replaced. And you did it always for the right reasons. 10 You believe that retirement security brought to members 11 was about making sure they could spend their time 12 educating kids, and you worked on that every single day. 13 And one thing people have to understand, you 14 are not exactly shy about giving your opinion, and 15 that's important; because trustees have to speak up, 16 trustees have to protect, and I think you have done that 17 better than anybody I could have ever imagined. 18 And I think you have a lot of respect and 19 love from this board. On behalf of the trustees whose 20 lives you have changed, I want to say on behalf of 21 everybody in New York, everybody with a pension, whether 22 you're a teacher or in some other pension system, your 23 standards have elevated all five boards and we are 24 grateful for your contribution. 25 And we just really love you and we can't

0019 1 think you're going to retire only, we're going to bring 2 you back for advice from time to time. 3 (Laughter.) 4 Let me present this from the Comptroller's 5 Office, a commendation. б (Indicating plaque.) 7 (Applause.) 8 MR. STRINGER: Thank you, everybody. 9 (Applause.) 10 CHAIRPERSON AARONSON: Move on. 11 MS. REILLY: So the next item is the 12 calendar. You all should have a copy of that, it was 13 sent to you. 14 Pages 1 through 14 inclusive are the monthly 15 payroll excess loan payments. 16 Page 15 is the payroll summary, advance 17 payments, new retirees and TDA accounts. 18 Page 16 through 41 inclusive are the 19 transfer of active TDA deferrals to annuity payments. 20 Pages 42 through 101 inclusive are 21 ftractional payments. 22 Pages 102 to 118 are uncollected checks for 23 deceased members. 24 Pages 119 through 127, beneficiaries 25 continuing options.

0020 Pages 128 to 142 inclusive, conversions to 1 2 pop-up payments. 3 Pages 143 through 150 inclusive are 4 beneficiaries who receive one time payments from the QPP 5 and TDA accounts. б Page 200 through 202 is the return net 7 salary deductions. 8 And page 203 is transfer of funds between 9 banks. 10 Pages 204 to 208 are purchase and sales of 11 securities from the Passport fund program. Page 209 is receipt of installment payments. 12 13 210 through 220 are outstanding checks. 14 Pages 221 through 227 inclusive are 15 revisions under class coverage. Page 228 are leaves of absence without pay. 16 17 Pages 229 through 231 are payments for 18 service credit. 19 Pages 232 through 233 inclusive are 20 restoration of service. 21 Page 234 is denied accident disability 22 benefits. 23 Page 235 are denied ordinary disability 24 benefits. 25 Page 236 is minimum accumulations.

0021 1 And page 237, new service retirement 2 payments. 3 That concludes --4 CHAIRPERSON AARONSON: Is there a motion? 5 MS. ROMAIN: Motion. 6 CHAIRPERSON AARONSON: Second? 7 MS. GRIMM: Second. 8 CHAIRPERSON AARONSON: Any discussion? 9 Seeing none, all those in favor of approving 10 the calendar, say "Aye." 11 (A chorus of "Ayes.") 12 Any opposed? 13 The calendar is carried. 14 We'll move on to the next item, which is 15 other business. Does any board member or staff person 16 have anything? 17 MS. REILLY: I do. I want to let the board 18 know that we're going to start our summer hours. We've 19 been doing those for the last two years. We'll be 20 starting those after summer retirement in July. That's 21 where we work, we close at 2:00 on Friday afternoons. 22 Staff makes up the hours throughout the week by working 23 longer hours Monday through Thursday. And it's worked 24 very well for us, and staff really appreciates it. 25 Thank you.

0022 1 CHAIRPERSON AARONSON: A happy staff makes members of the retirement system happy also. So we've 2 3 done this successfully for the last several years, and 4 thank you. 5 MS. REILLY: Thank you. б CHAIRPERSON AARONSON: Anybody else? 7 MS. MARCH: One order of business. 8 Could you please send the board a draft copy 9 of proposed meeting dates for our investment meetings 10 and board meetings for next year? 11 MS. REILLY: I will send that out. 12 CHAIRPERSON AARONSON: Anybody else? 13 Anybody in the public? 14 Please identify yourself. 15 MR. GELFIN: Henry Gelfin, retired beneficiary member. Two items. Nobody mentioned it, 16 17 but there was an article in the last two weeks in one of the papers directed to civil servants concerning 403Bs; 18 19 and comparing the New York City TRS 403Bs to those 20 available to rest of the teachers in New York State. 21 And it was just amazing the New York City 22 TRS 403B is so far superior to what was being offered to 23 other teachers in New York State. Okay. 24 CHAIRPERSON AARONSON: Thank you very much 25 for that.

0023 1 MR. GELFIN: I'm not sure if it was the 2 Leader or the Chief. 3 CHAIRPERSON AARONSON: We take great pride 4 in our TDA program. 5 MR. GELFIN: The other is the certificate б given to Ms. Romain to segue into the next one. You 7 mentioned fiduciary and advocate. I would like the board to look into creating a position of a member 8 9 advocate, a person who would not have any fiduciary 10 responsibility, but a person who is there to help and 11 represent members, possibly eliminating litigation, 12 working with the members, negotiating with the 13 retirement board, so that members and the TRS can meet 14 their obligations. 15 As it stands now, there is an adversarial 16 position when something arises, and there shouldn't be. 17 There should be an advocate who can work with the 18 person, help the person come to some sort of an 19 understanding and possibly an agreement, when it deals 20 with dealing with the TRS. 21 TRS employees are there to defend what the system has done. You as board members are there to have 22 23 the fiduciary responsibility to make sure that the 24 system protects all members, but that sometimes 25 infringes on a particular member or two. And that one

0024 1 or two individuals periodically should have somebody who is there to help them. 2 3 The UFT can't do it because they don't have 4 the access to the records, and they are also in somewhat 5 of a fiduciary responsibility, protecting all of the б members. There should be an individual who is there to 7 work with the individuals who are having problems. 8 Thank you. 9 CHAIRPERSON AARONSON: Thank you for your 10 suggestion. 11 Any other business before the board? 12 Do I hear a motion to adjourn? 13 MS. MARCH: Moved. 14 MS. GRIMM: Second. 15 CHAIRPERSON AARONSON: All in favor? 16 (A chorus of "Ayes.") 17 Any opposed? 18 We have refreshments. Everybody in the room 19 feel free celebrate Mona Romain's retirement by taking 20 some refreshments. Thank you all, and we'll see you all 21 in a couple of weeks at the investment meeting. 22 (Time noted: 4:10 p.m.) 23 24 25

0025 1	CERTIFICATION
2 3 4 5 6 7 8	I, Jeffrey Shapiro, a Shorthand Reporter and Notary Public, within and for the State of New York, do hereby certify that I reported the proceedings in the within-entitled matter, on Thursday, May 15, 2014, at the offices of the NEW YORK CITY TEACHERS RETIREMENT SYSTEM, 55 Water Street, New York, New York, and that
9 10	this is an accurate transcription of these proceedings. IN WITNESS WHEREOF, I have hereunto set my
11	hand this 18th day of May, 2014
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17	JEFFREY SHAPIRO
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