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1 IN RE:)
2 INVESTIGATIVE INTERVIEW OF)
3 VICKI RIZZO)
4
5 The investigative interview of VICKI
6 RIZZO, taken before KAREN A. FAZIO, CSR
7 No. 84-1834, a Notary Public within and for the
8 County of Cook, State of Illinois, and a Certified
9 Shorthand Reporter of the State of Illinois, taken
10 at Maine Township, 1700 Ballard Road, Park Ridge,
11 Illinois, on the 8th day of June, A.D. 2018, at
12 9:27 a.m.
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1 PRESENT:
2 ANCEL, GLINK, DIAMOND, BUSH,
3 DiCIANNI & KRAFTHFER, P.C.,
4 (140 South Dearborn Street, Suite 600,
5 Chicago, Illinois 60603,
6 (312) 782-7606), by:
7 MR. ROBERT T. MC CABE,
8 appeared on behalf of Maine Township.
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23 REPORTED BY: KAREN A. FAZIO, CSR
24 CSR No. 84-1834

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

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

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1 about the fact that, you know, this investigation,
 2 they don't like what was said or done, the fact you
 3 participated at all, you need to bring that to us
 4 because that's not only prohibited by policy, but
 5 it's also illegal. So none of this and your
 6 participation in this investigative process --
 7 which is mandated by law, by the way, we have to
 8 investigate complaints, allegations, rumors. You
 9 know, if something comes up that fits into the
 10 framework of the law of sexual harassment,
 11 harassment or discrimination, we have to conduct an
 12 investigation.

13 So that's why we're here, but please do
 14 be cognizant of that, and if anything comes up,
 15 please do let us know.

16 MS. RIZZO: Absolutely.

17 MR. MC CABE: So, generally, just let me get
 18 right into this, what is your position with the
 19 Township?

20 MS. RIZZO: So my official title is
 21 administrative assistant/backup bookkeeper.

22 MR. MC CABE: And how long have you been doing
 23 that?

24 MS. RIZZO: Well, I've been here for 14 years.

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1 MR. MC CABE: Really?

2 MS. RIZZO: Yes, with additional duties added
 3 on over the course of time.

4 MR. MC CABE: Okay. Do you know Trustee
 5 Carrabotta.

6 MS. RIZZO: I know him professionally as a
 7 trustee here.

8 MR. MC CABE: Okay. How long have you known
 9 him?

10 MS. RIZZO: Since May of last year when he
 11 became a trustee.

12 MR. MC CABE: Did you know him at all before
 13 then?

14 MS. RIZZO: No.

15 MR. MC CABE: Don't socialize with him?

16 MS. RIZZO: No.

17 MR. MC CABE: Have any outside relationship
 18 with him at all?

19 MS. RIZZO: No.

20 MR. MC CABE: You're not friends?

21 MS. RIZZO: No.

22 MR. MC CABE: How about Trustee Jones, do you
 23 know her?

24 MS. RIZZO: Professionally, yes.

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1 MR. MC CABE: And how long have you known her?

2 MS. RIZZO: Since she became a trustee, and I
 3 don't know how long she's been a trustee, to be
 4 honest. It's been less -- I don't remember who she
 5 replaced, but just since she became a board member
 6 here.

7 MR. MC CABE: Is she a friend outside of work?

8 MS. RIZZO: No.

9 MR. MC CABE: Do you know her at all outside
 10 of work?

11 MS. RIZZO: No.

12 MR. MC CABE: Okay. So here's how we got
 13 here, and I think I gave you a brief outline of
 14 this. We received a complaint from Trustee Jones
 15 about specific activities, and then your name and
 16 Dana's name got into this as being, well, there's a
 17 couple other people who have mentioned or who have
 18 knowledge of Trustee Carrabotta's behavior which
 19 may be similar to what Trustee Jones is alleging.
 20 So that's how your name got put into this.

21 And, specifically, it was mentioned that
 22 something untoward or something inappropriate
 23 happened at a December 22, 2017 holiday party that
 24 happened here, upstairs in the board room.

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1 So did you attend that holiday party?

2 MS. RIZZO: Yes.

3 MR. MC CABE: Do you remember what time it
 4 started?

5 MS. RIZZO: We closed at 1:00, and so I
 6 believe the party started -- because we had half a
 7 day, and then it started right at closing time.

8 MR. MC CABE: Okay. And do you remember what
 9 time it ended?

10 MS. RIZZO: It ended -- well, I know what time
 11 I was out of here, at about 4:30. So it kind of
 12 dwindled down I want to say between like 3:00 and
 13 4:30, it kind of died down and people left.

14 MR. MC CABE: Did Trustee Carrabotta come to
 15 the party?

16 MS. RIZZO: Yes.

17 MR. MC CABE: So you said between 3:00 and
 18 4:30?

19 MS. RIZZO: Yes, but I never thought I'd have
 20 to remember this. So memory serving, I believe I
 21 picked my child up that day, so that's why I'm
 22 thinking it was around that time.

23 MR. MC CABE: So here's what I can tell you.
 24 Both Margaret and I recognize in conducting this

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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1 final report, I don't know. We'll see.
2 MS. RIZZO: Okay.
3 MR. MC CABE: There is no retaliation allowed.
4 As I mentioned when we first started talking, if
5 you feel like in any way you're being retaliated
6 against in the Township, you have my card, you
7 should let us know immediately. It is a violation
8 of both the policy and state and federal law.
9 Any final questions for me?
10 MS. RIZZO: No.
11 MR. MC CABE: That's it.
12 MS. RIZZO: Okay.
13 MR. MC CABE: We're off the record.
14 (WHICH WERE ALL THE PROCEEDINGS HAD
15 IN THE ABOVE-ENTITLED CAUSE ON THIS
16 DATE.)
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1 I, KAREN A. FAZIO, CSR No. 84-1834, a
2 Certified Shorthand Reporter of the State of
3 Illinois, do hereby certify that I reported in
4 shorthand the proceedings had at the interview
5 aforesaid, and that the foregoing is a true,
6 complete, and correct transcript of the proceedings
7 of said interview as appears from my stenographic
8 notes so taken and transcribed under my personal
9 direction.

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

13 *Karen A. Fazio*
14

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