

Page 1

1 IN RE: )  
2 INVESTIGATIVE INTERVIEW OF )  
3 WALTER KAZMIERCZAK )  
4  
5 The investigative interview of WALTER  
6 KAZMIERCZAK, 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 7th day of June, A.D. 2018, at  
12 2:49 p.m.  
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Page 2

1 PRESENT:  
2 ANCEL, GLINK, DIAMOND, BUSH,  
3 DiCIANNI & KRAFTHOFER, P.C.,  
4 (140 South Dearborn Street, Suite 600,  
5 Chicago, Illinois 60603,  
6 (312) 782-7606), by:  
7 MR. ROBERT T. MC CABE and  
8 MS. MARGARET KOSTOPULOS,  
9 appeared on behalf of Maine Township.  
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23 REPORTED BY: KAREN A. FAZIO, CSR  
24 CSR No. 84-1834

Page 3

1 MR. MC CABE: We have a court reporter present  
2 today, and I'll tell you -- let me go through this  
3 quickly. My name is Robert McCabe. This is  
4 Margaret Kostopulos. I'm an attorney with Ancel  
5 Glink, and Margaret is a partner with Ancel Glink.  
6 We are attorneys that the board has recently hired,  
7 and we are part of the labor and employment group.  
8 We're here to conduct an investigation  
9 into allegations of sexual harassment. We've  
10 interviewed a number of witnesses today. Some of  
11 them have had information, some of them have not.  
12 Some of them weren't able to recall certain things.  
13 So we fully expect that you may or may not remember  
14 things. We're asking you questions that go back  
15 months. So all we're going to do is ask you the  
16 most pointed questions that we can, and hopefully  
17 you'll be able to give us the answers.  
18 MR. KAZMIERCZAK: Okay.  
19 MR. MC CABE: If you can't remember something,  
20 no shame in saying I can't remember.  
21 MR. KAZMIERCZAK: Right.  
22 MR. MC CABE: We're not looking for you to  
23 come up with anything that, you know, you didn't  
24 witness or hear.

Page 4

1 MR. KAZMIERCZAK: Right.  
2 MR. MC CABE: That's it. We do have a court  
3 reporter present, and the reason is so that we can  
4 go back if we don't catch something in our notes or  
5 what have you when we analyze it this and come up  
6 with recommendations.  
7 MR. KAZMIERCZAK: All right.  
8 MR. MC CABE: And that's the only reason the  
9 court reporter is here. We would prefer all of  
10 this remain confidential for purposes of the  
11 integrity of the process.  
12 MR. KAZMIERCZAK: Sure.  
13 MR. MC CABE: You should know there is a no  
14 retaliation policy, so if anybody says anything to  
15 you or does anything as a result of the fact you  
16 came here and spoke with us today, that's  
17 inappropriate, and we would want to know about it  
18 so we can deal with it.  
19 MR. KAZMIERCZAK: Right.  
20 MR. MC CABE: That said, we will get right  
21 into it.  
22 MR. KAZMIERCZAK: Okay.  
23 MR. MC CABE: Margaret?  
24 MS. KOSTOPULOS: So you are the highway

Page 5

1 commissioner?

2 MR. KAZMIERCZAK: Correct.

3 MS. KOSTOPULOS: And you were elected when?

4 MR. KAZMIERCZAK: As highway commissioner,

5 2017. I was trustee since 2001, up to August

6 of 2016. Then I took over the last eight months or

7 so of the retired highway commissioner's tenure.

8 MR. MC CABE: What does the highway

9 commissioner do? I've always wanted to know.

10 MR. KAZMIERCZAK: Well, we're responsible for

11 the maintenance of the road; resurfacing, sewer

12 work, curbs and gutter, snow removal, things of

13 that nature.

14 MR. MC CABE: So you pretty much have to work

15 year-round doing something?

16 MR. KAZMIERCZAK: Something, yeah.

17 MS. KOSTOPULOS: So as you probably know, this

18 issue that we're looking into is between Trustee

19 Jones and Trustee Carrabotta.

20 MR. KAZMIERCZAK: Yeah.

21 MS. KOSTOPULOS: So I think that Trustee Jones

22 described you as her buddy. Would you agree with

23 that?

24 MR. KAZMIERCZAK: Yeah, we're friends.

Page 6

1 MS. KOSTOPULOS: Like friends outside the

2 Township?

3 MR. KAZMIERCZAK: Yeah. If she had a

4 barbecue, conceivably I could be at it. I'm sure

5 I'm not at every function, but I've been at her

6 house.

7 MS. KOSTOPULOS: So you socialize?

8 MR. KAZMIERCZAK: Yes.

9 MR. MC CABE: How long would you say you've

10 known her? You've been with the Township for

11 17 years.

12 MR. KAZMIERCZAK: Yeah, I knew her before that

13 even.

14 MR. MC CABE: Okay.

15 MR. KAZMIERCZAK: Because we worked at banks

16 and real estate. I probably know her for over

17 20 years.

18 MR. MC CABE: So private banks and real estate

19 before?

20 MR. KAZMIERCZAK: No, it was a state agency.

21 It's a state agency.

22 MR. MC CABE: And you worked there, too?

23 MR. KAZMIERCZAK: Yeah.

24 MR. MC CABE: You went from that to highway

Page 7

1 commissioner? That's remarkable.

2 MR. KAZMIERCZAK: Well, you know, that's not

3 my background, but clerically and administratively,

4 I guess I can do the job. It's just I'm not

5 pouring concrete.

6 MR. MC CABE: That's incredible. I mean,

7 that's super interesting.

8 MR. KAZMIERCZAK: Maybe to you.

9 MR. MC CABE: Off the record.

10 (WHEREUPON, a discussion was had off

11 the record.)

12 MR. MC CABE: Okay. So do you still socialize

13 with Trustee Jones outside of work?

14 MR. KAZMIERCZAK: Yeah. I mean, once in a

15 while we'll have breakfast.

16 MR. MC CABE: How about Trustee Carrabotta,

17 what's your relationship with him.

18 MR. KAZMIERCZAK: I only know him for like

19 18 months, and I don't associate with him outside

20 of the meetings.

21 MR. MC CABE: How would you character --

22 MR. KAZMIERCZAK: And perhaps an event we

23 attend.

24 MR. MC CABE: How would you characterize your

Page 8

1 relationship with him.

2 MR. KAZMIERCZAK: Well, politically, we don't

3 see eye on eye. He's never done anything to me

4 personally, but there's a political rift on the

5 board.

6 MR. MC CABE: Describe that for me. What's

7 going on with that?

8 MR. KAZMIERCZAK: Well, it's from all

9 different angles. There's three people, one a

10 Democrat, two Republicans. They're all coming from

11 different angles. One of them, Sweeney, is her big

12 bone of contention is we're not transparent, she

13 wants to make the Township more transparent. If

14 you really want to know, look at the tapes since

15 we've been taping. Sometimes I just want to crawl

16 under the desk. They're very, very rancorous and

17 mean spirited, and it's -- you don't even want to

18 be in the same room. And it wasn't always like

19 that.

20 MR. MC CABE: Well, you served on the board,

21 right?

22 MR. KAZMIERCZAK: Yeah. And there would be

23 some bones of contention, but it was -- you know,

24 what's that old adage, you can disagree without

1 being disagreeable. That's not the case now.  
 2 MR. MC CABE: Okay. So I want to talk to you  
 3 about an incident that we've been told happened on  
 4 January 23rd of 2018, and we were told that you may  
 5 have some knowledge of that incident. It's our  
 6 understanding there was a meeting that day -- or  
 7 that evening, there was an Eagle Scout there to be  
 8 recognized, and there was a photo taken. And we  
 9 have a picture, and I think we found you in the  
 10 photo. And we did ask the question --

11 MR. KAZMIERCZAK: Uh-huh, that's me.

12 MR. MC CABE: We saw you over there, and so we  
 13 were trying to figure out why people were  
 14 positioned the way they were. And Trustee Jones  
 15 said the taller people were put in the back.

16 MR. KAZMIERCZAK: I'm not that tall.

17 MR. MC CABE: So we asked that question, and  
 18 we were told he doesn't really like the photos.  
 19 It's not his thing.

20 MR. KAZMIERCZAK: No.

21 MR. MC CABE: So, you know --

22 MR. KAZMIERCZAK: I'm only 5'7, so I --

23 MR. MC CABE: I thought that was great  
 24 because I sympathize. If you tell me I have to

1 stand in front of a camera, I would not be jumping  
 2 for joy.

3 MR. KAZMIERCZAK: Yeah, that's the case.

4 MR. MC CABE: But you were in the photo?

5 MR. KAZMIERCZAK: Yeah.

6 MR. MC CABE: And you were on the same back  
 7 row with Trustee Carrabotta and Trustee Jones.

8 MR. KAZMIERCZAK: Yeah.

9 MR. MC CABE: Did you see anything unusual  
 10 happen at that photo opportunity?

11 MR. KAZMIERCZAK: To be honest, no.

12 MR. MC CABE: Between Carrabotta and Jones?

13 MR. KAZMIERCZAK: No.

14 MR. MC CABE: No?

15 MR. KAZMIERCZAK: No.

16 MR. MC CABE: Did anyone say anything to you  
 17 after that photo was taken about something  
 18 happening?

19 MR. KAZMIERCZAK: It's hard to recollect if  
 20 that's the first or the second occasion because  
 21 Trustee Jones did confide in me that on two  
 22 occasions, this might have been the first, that he  
 23 had touched her hind quarters, and this might be  
 24 the first occasion. You know, I think from what's

1 been ascertained, there might have been three  
 2 separate occasions. This might have been one of  
 3 them.

4 MR. MC CABE: But you didn't specifically see  
 5 anything?

6 MR. KAZMIERCZAK: No, I didn't see anything.  
 7 I wasn't looking for it.

8 MR. MC CABE: Did she, Trustee Jones, that  
 9 night, did you see her react in any unusual way,  
 10 the look on her face?

11 MR. KAZMIERCZAK: No.

12 MR. MC CABE: Body language?

13 MR. KAZMIERCZAK: No.

14 MS. KOSTOPULOS: So when did she tell you  
 15 about it?

16 MR. KAZMIERCZAK: It was a phone conversation.  
 17 I don't know precisely when, but she told me twice  
 18 over the phone. Once, this might have been it, or  
 19 another photo, I don't know. And the one that  
 20 precipitated this confrontation at the board  
 21 meeting, at the 90th birthday party which I didn't  
 22 attend, a senior function they have once a year,  
 23 that was the second time she mentioned that she  
 24 seemed to be a little more upset, and, you know,

1 was thinking out loud what she should do about it.

2 MR. MC CABE: So she's only mentioned two  
 3 incidents to you?

4 MR. KAZMIERCZAK: No, she mentioned three, but  
 5 she only talked to me about it twice. She said in  
 6 the past that it happened three times, but --

7 MR. MC CABE: When did she say the first one  
 8 happened, do you recall?

9 MR. KAZMIERCZAK: This was months ago. And  
 10 the other thing was less than a month ago because  
 11 that senior thing was only about three weeks ago.

12 MR. MC CABE: If you can recall specifically,  
 13 what did she tell you on the phone about the senior  
 14 thing?

15 MR. KAZMIERCZAK: Well, something along the  
 16 lines, and I'm paraphrasing, he did it again, and  
 17 she seemed more visibly upset, and she gave him a  
 18 dirty look, and he pretended like -- he didn't  
 19 react to it. And she just wondered if he ever did  
 20 it again she would call him out loudly at the time  
 21 he did it. You know, I felt more uncomfortable the  
 22 second time around because I don't know what to  
 23 say.

24 MR. MC CABE: Yeah.

1 MR. KAZMIERCZAK: And it sounded like --  
 2 MS. KOSTOPULOS: Well, what did you say?  
 3 MR. KAZMIERCZAK: What did I say?  
 4 MR. MC CABE: So you weren't at the 90th  
 5 birthday thing?  
 6 MR. KAZMIERCZAK: No, I wasn't, no.  
 7 MR. MC CABE: Okay.  
 8 MR. KAZMIERCZAK: Yeah, I kind of concurred  
 9 that you can't allow it to go on forever, and if he  
 10 did it a fourth time you should embarrass him  
 11 publicly. But that fortunately wasn't the case  
 12 because it was handled a different way on the  
 13 advice of an attorney in your law firm. And the  
 14 way he responded was another matter.  
 15 MR. MC CABE: Okay. Tell us about that. I  
 16 was getting there. Were you present at that --  
 17 MS. KOSTOPULOS: Well, hold on.  
 18 MR. KAZMIERCZAK: Yeah.  
 19 MS. KOSTOPULOS: So when she told you about  
 20 these incidents, did she say that she was upset or  
 21 did she describe her emotion?  
 22 MR. KAZMIERCZAK: Well, she definitely didn't  
 23 like it, didn't encourage it, didn't want it. You  
 24 know, I don't know, I can't judge on a scale from

1 one to ten how visibly upset she was, but she  
 2 wasn't happy.  
 3 MS. KOSTOPULOS: So she was kind of  
 4 complaining about it to you?  
 5 MR. KAZMIERCZAK: Yeah. And I think she  
 6 was -- the second time she mentioned it to me, she  
 7 said it was the third time, and that she has to  
 8 either do something about it or make -- if it ever  
 9 happens again to be forcefully -- make it more  
 10 outspoken that she's upset about it.  
 11 MS. KOSTOPULOS: Now when she told you about  
 12 these situations, did she question whether they  
 13 were inadvertent or intentional? Did she give an  
 14 idea about what she thought about that?  
 15 MR. KAZMIERCZAK: Only the first time she was  
 16 questioning whether or not that was inadvertent.  
 17 But, usually, if you do something like that, you  
 18 apologize, or at least I do. And then by the third  
 19 time, she was sure that this is not an accident.  
 20 MR. MC CABE: Were you at the board meeting on  
 21 May 22nd?  
 22 MR. KAZMIERCZAK: Yeah. Prior to the official  
 23 board meeting, there's a bill pay.  
 24 MR. MC CABE: Do you participate in that?

1 MR. KAZMIERCZAK: Well, I hang around because  
 2 some of the bills they look at involve the highway  
 3 department. If they have any questions, I sit  
 4 there, and they ask me a question or a comment or  
 5 something. And my recollection was that -- and I  
 6 had my head down. So I wasn't looking, but I heard  
 7 Kim -- Trustee Jones say that she wants to use  
 8 Denise Jajko's office, which is right behind the  
 9 dais up there. So I don't know why. I don't know  
 10 if she was going in there herself. I didn't know  
 11 both of them went in because I wasn't looking in  
 12 that direction.  
 13 And then a little while later, the doors  
 14 open, and Carrabotta's extremely upset, yelling  
 15 that talk to my lawyer, you know. I don't know if  
 16 he said I'm going to sue you, but I got that  
 17 impression. And then he yelled out, she said I  
 18 touched her butt. You know, I'm thinking to  
 19 myself, if it was me, and if I did it, I'd  
 20 apologize profusely, and if I didn't do it, I still  
 21 wouldn't want the whole world to know that she  
 22 accused me of it. I thought that was a very  
 23 strange reaction to blurt that out after you storm  
 24 out of a room, you know.

1 And then once the meeting started, he  
 2 wanted to go into closed session, which is  
 3 always -- the minutes are taken, a tape recorder is  
 4 taken, and you're going to be -- the contents of  
 5 that meeting will be shown in minutes six months  
 6 after it happens, and the tape lasts for 18 months.  
 7 So I don't know why anybody, especially -- that  
 8 you'd want that on tape. Plus, the tape was going  
 9 on -- I don't know if you're aware of this, but the  
 10 tape is on during the finance committee, too. So  
 11 you can hear this for yourself, his reaction.  
 12 MR. MC CABE: What do you recall his reaction  
 13 being? What did he say when he came out of the  
 14 room?  
 15 MR. KAZMIERCZAK: Well, that -- don't talk to  
 16 me, talk to my lawyer. And then for sure he -- I  
 17 guess telling the room or the trustees at the table  
 18 that she said I touched her butt. And words to  
 19 that effect should be on the recording that the  
 20 clerk should have.  
 21 MR. MC CABE: Have you talked to anybody else  
 22 about what Trustee Jones told you about Trustee  
 23 Carrabotta touching her buttocks?  
 24 MR. KAZMIERCZAK: No. I mean, I don't think I

Page 17

1 brought it up to anybody in the interim before this  
2 incident, you know, at the bill pay. I really  
3 don't recollect talking to anybody about it.  
4 MR. MC CABE: Have you heard anybody here  
5 talking about it?  
6 MR. KAZMIERCZAK: No.  
7 MR. MC CABE: Are there any other individuals,  
8 other than Trustee Jones, about whom you've heard  
9 allegations of sexual harassment against Trustee  
10 Carrabotta being made?  
11 MS. KOSTOPULOS: Or just inappropriate  
12 conduct.  
13 MR. KAZMIERCZAK: Yeah, I know of two  
14 individuals. I don't want to get into their names  
15 because I don't know their interest in pursuing  
16 this. But I heard of two ladies upstairs that I  
17 think had comparable experiences.  
18 MS. KOSTOPULOS: So how did you hear about  
19 that?  
20 MR. KAZMIERCZAK: Best of my knowledge, it was  
21 just mentioned offhand. I wasn't asked for, you  
22 know, any opinion or anything. It was just  
23 conversation. That's how I recollect it.  
24 MR. MC CABE: Who said it?

Page 18

1 MS. KOSTOPULOS: Yeah, who said that?  
2 MR. KAZMIERCZAK: The two. I certainly didn't  
3 bring it up.  
4 MS. KOSTOPULOS: So tell us in what context.  
5 MR. KAZMIERCZAK: That would be hard for me to  
6 say. It was months ago. So I don't know what or  
7 why that came up.  
8 MS. KOSTOPULOS: Just in a meeting?  
9 MR. KAZMIERCZAK: No, it was just me probably  
10 dropping something off from the highway department  
11 or having to talk to these people for some  
12 governmental reason because that's the only reason  
13 I visit them.  
14 MR. MC CABE: We think we know who they both  
15 are.  
16 MS. KOSTOPULOS: So it was just during the  
17 day?  
18 MR. KAZMIERCZAK: Yeah, probably a morning, I  
19 drop stuff off or pick something up or have a  
20 question to ask. I go there on occasion.  
21 MS. KOSTOPULOS: And can you remember what  
22 they said?  
23 MR. KAZMIERCZAK: Well, usually, the context  
24 is we start complaining about these people, and

Page 19

1 maybe that's how his name was mentioned, you know.  
2 And then it's just something that I would never  
3 repeat normally except in a setting like this if  
4 it's asked of me. It's just something -- you know,  
5 I don't know where or how or why, but that was  
6 mentioned. And I certainly didn't -- I wasn't that  
7 curious as to the circumstances or asked more  
8 questions about it.  
9 MS. KOSTOPULOS: But what did they say?  
10 MR. KAZMIERCZAK: It was the same thing,  
11 somehow their buttocks were touched. That's my  
12 recollection.  
13 MR. MC CABE: By Trustee Carrabotta?  
14 MR. KAZMIERCZAK: Yeah.  
15 MR. MC CABE: If we told you the names, could  
16 you tell us which one told you what?  
17 MR. KAZMIERCZAK: They both said pretty much  
18 the same thing. That's my recollection, but, you  
19 know, if their names --  
20 MR. MC CABE: We're talking about Dana Berman  
21 and Vicki Rizzo?  
22 MR. KAZMIERCZAK: Yeah, they were the ones  
23 that alluded to that. And, you know, what one said  
24 versus the other to me, I thought it was in context

Page 20

1 it was the same thing. You know, maybe different  
2 times or dates, but I didn't get into that.  
3 MS. KOSTOPULOS: So were they together when  
4 they told you this?  
5 MR. KAZMIERCZAK: Yeah, because they have  
6 adjacent offices.  
7 MS. KOSTOPULOS: All right. So you were in  
8 their offices doing something?  
9 MR. KAZMIERCZAK: Yeah.  
10 MS. KOSTOPULOS: And maybe talking about the  
11 dissension on the board?  
12 MR. KAZMIERCZAK: Or somehow his name was  
13 brought up.  
14 MS. KOSTOPULOS: And then one or both of them  
15 said what? That he had touched their butts?  
16 MR. KAZMIERCZAK: Yeah, that's the best I can  
17 do. Any more detail as to how or why or where, I  
18 have no idea.  
19 MS. KOSTOPULOS: All right. So what did you  
20 say to them?  
21 MR. KAZMIERCZAK: I don't think I said much.  
22 You know, I don't really recollect precisely. I'm  
23 sure I said something like -- I really don't know.  
24 I didn't want to overreact or, you know, under

1 react. I just listened. You know, one thing I  
 2 didn't say, you know, report him immediately or --  
 3 MS. KOSTOPULOS: Right.  
 4 MR. KAZMIERCZAK: It's really their -- in all  
 5 circumstances, it's really up to the person who --  
 6 how they feel about it, and what they do about it.  
 7 MS. KOSTOPULOS: Now was that ever talked  
 8 about elsewhere? So did you hear that repeated by  
 9 others?  
 10 MR. KAZMIERCZAK: I heard that people that  
 11 heard it at a Christmas party that was held on-site  
 12 here. Well, just before Christmas, I guess.  
 13 MS. KOSTOPULOS: So that --  
 14 MR. KAZMIERCZAK: But I didn't hear it there.  
 15 MS. KOSTOPULOS: Do you know who did?  
 16 MR. KAZMIERCZAK: I think Supervisor Morask  
 17 may have heard it at that time. I'm not sure. I  
 18 think so.  
 19 MR. MC CABE: Did she tell you that?  
 20 MR. KAZMIERCZAK: Yeah, because there was --  
 21 it was just recently I heard that -- you know, that  
 22 these two ladies said something similar to what  
 23 they told me at a Christmas party.  
 24 MR. MC CABE: Who told you that?

1 MR. KAZMIERCZAK: It was -- like I was just  
 2 sitting there. It was a conversation with maybe  
 3 three or four people, and I know Morask  
 4 acknowledged it, but I really don't know who else  
 5 overheard it or was there. This was just  
 6 essentially that's what I recollect, that she was  
 7 the one who said don't you remember -- not  
 8 specifically to me, but maybe to somebody else,  
 9 don't you remember them saying it at a Christmas  
 10 party.  
 11 MR. MC CABE: Supervisor Morask said that?  
 12 MR. KAZMIERCZAK: Yeah, right.  
 13 MR. MC CABE: Okay. So were you at Supervisor  
 14 Morask's Christmas party on December 30th?  
 15 MR. KAZMIERCZAK: No, I didn't show up.  
 16 MR. MC CABE: You didn't go to it?  
 17 MR. KAZMIERCZAK: I didn't go to it. But this  
 18 was a Christmas party held here.  
 19 MS. KOSTOPULOS: Right.  
 20 MR. MC CABE: Did you go to that?  
 21 MR. KAZMIERCZAK: Yeah.  
 22 MR. MC CABE: Did you see Trustee Carrabotta  
 23 at that party?  
 24 MR. KAZMIERCZAK: Yeah, I think he came late.

1 MR. MC CABE: Okay.  
 2 MS. KOSTOPULOS: But that is where you heard  
 3 people talking about --  
 4 MR. KAZMIERCZAK: Well, no, I didn't hear it  
 5 at that date. I heard it at a later date.  
 6 MR. MC CABE: So you were at that Christmas  
 7 party. Did you see Trustee Carrabotta interacting  
 8 at all with Vicki Rizzo and Dana Berman?  
 9 MR. KAZMIERCZAK: Not that I can recollect. I  
 10 think he came late. That's all I know. But -- I  
 11 think he was there. You're going back seven  
 12 months, so I don't know.  
 13 MR. MC CABE: I can hardly remember what I had  
 14 for breakfast.  
 15 MR. KAZMIERCZAK: So, you know, I can't say  
 16 with 100 percent certitude he was there, but that's  
 17 my recollection.  
 18 MR. MC CABE: Okay. Can you think of anything  
 19 else, we've talked about a lot of stuff, that you  
 20 think might be relevant to our investigation?  
 21 MR. KAZMIERCZAK: Well, you know, I remember  
 22 last year the legislature felt compelled to hurry  
 23 up and pass the sexual harassment.  
 24 MR. MC CABE: Right.

1 MR. KAZMIERCZAK: And it compelled all  
 2 municipality and governmental bodies to have a  
 3 sexual harassment policy on the book, and it was  
 4 kind of frame worked the way they wanted to frame  
 5 it.  
 6 MS. KOSTOPULOS: Yeah.  
 7 MR. KAZMIERCZAK: You had to do that I think  
 8 in December. And this should be on tape because we  
 9 were already taping. I found that a little odd  
 10 because I would never think of this. You know,  
 11 basically, there was some interjection by  
 12 Carrabotta that the word unwelcome touching.  
 13 Touching was the word that they used in this  
 14 verbiage for the ordinance, and he wanted the word  
 15 unwelcome touching inserted, and I think it was.  
 16 And then he was saying what a warm friendly place  
 17 this is, and, you know, that there's a lot of  
 18 hugging that goes on. I found that a little weird  
 19 because, you know, I've been here 18 or 19 years,  
 20 and I never would insert that.  
 21 MR. MC CABE: You're not the guy that walks  
 22 around hugging everybody?  
 23 MR. KAZMIERCZAK: No. Male, women, dogs, I  
 24 just don't do it.

1 MR. MC CABE: Margaret characterizes me as not  
 2 the guy who people see and they want to give a hug  
 3 to. So that's fine. I get that.  
 4 MS. KOSTOPULOS: No offense.  
 5 MR. MC CABE: She said no offense.  
 6 MR. KAZMIERCZAK: Even huggers don't hug me.  
 7 I must have an aura or something.  
 8 MR. MC CABE: Yeah, I think you and I have  
 9 that same aura. I don't think there's anything  
 10 wrong with that.  
 11 MR. KAZMIERCZAK: No. But that should be on  
 12 tape. I mean, that doesn't define anybody, but I  
 13 find that odd that you have to insert that in  
 14 there. It's almost like you're looking for a  
 15 cover. I don't know. At the time it seemed weird.  
 16 MS. KOSTOPULOS: Did you ever see him hug  
 17 people?  
 18 MR. KAZMIERCZAK: I don't -- no, I can't  
 19 honestly -- you know, when do I see him? Once a  
 20 month? There would be no reason to hug at a board  
 21 meeting. A couple of social functions through the  
 22 Township, no, I don't recollect any -- I didn't  
 23 witness anything like that.  
 24 MR. MC CABE: All right. Anybody else that

1 you can think of who may have information that we  
 2 need? We talked to a lot of people. I can tell  
 3 you we talked to Trustee Jones, we talked to Susan  
 4 Moylan Krey, we've talked to Clerk Gialamas, you,  
 5 Marie. We've scheduled Dawn Hayman, Dana Berman,  
 6 Vicki Rizzo, Mike Saaman, Susan Sweeney. Anybody  
 7 else that you can think of?  
 8 MR. KAZMIERCZAK: There's another trustee,  
 9 McKenzie.  
 10 MR. MC CABE: What would Trustee McKenzie --  
 11 what do you think she might know?  
 12 MR. KAZMIERCZAK: Personally, not much. But  
 13 she was in the same room as -- you know, if she  
 14 wanted to verify the tone or the circumstances at  
 15 that bill pay session when they came storming out  
 16 of the room. I don't know if that would be of any  
 17 help or it would be just regurgitating what I said.  
 18 MR. MC CABE: The only reason I we don't have  
 19 her is I did listen to the tape you mentioned, and  
 20 you're spot on, it's all there.  
 21 MR. KAZMIERCZAK: Yeah.  
 22 MR. MC CABE: Everything you've said, I've  
 23 heard the same thing on tape, everything you've  
 24 said with regard to that meeting.

1 MR. KAZMIERCZAK: Yeah.  
 2 MR. MC CABE: All right. So you have our  
 3 cards. If you remember something at a later date,  
 4 think we need to know about it or you think it's  
 5 important, feel free to call us or email us.  
 6 We would prefer that this matter be kept  
 7 confidential. We can't order you to do that.  
 8 MR. KAZMIERCZAK: No, I'm not going to talk to  
 9 anybody.  
 10 MR. MC CABE: But it helps to maintain the  
 11 integrity of the process.  
 12 MR. KAZMIERCZAK: I'm not going to talk to  
 13 anybody about people who don't know any of the  
 14 participants.  
 15 MR. MC CABE: Retaliation is prohibited. If  
 16 you feel anybody is retaliating against you in any  
 17 way, you should bring that to our attention.  
 18 Any final comments, questions for us,  
 19 anything?  
 20 MR. KAZMIERCZAK: No, I don't think so.  
 21 MR. MC CABE: Okay. Well, if you do come up  
 22 with anything, do contact us, please.  
 23 MR. KAZMIERCZAK: I have two cards.  
 24 MR. MC CABE: Okay. Thanks for coming. I'm

1 sorry for the inconvenience today.  
 2 MR. KAZMIERCZAK: Yeah. Apparently, there was  
 3 an email.  
 4 (WHICH WERE ALL THE PROCEEDINGS HAD  
 5 IN THE ABOVE-ENTITLED CAUSE ON THIS  
 6 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 

14 KAREN A. FAZIO, CSR No. 84-4083

15 Certified Shorthand Reporter  
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