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**PORTLAND POLICE BUREAU**  
**Training Advisory Council**  
**Training Division**

**Meeting Date: 11/08/2023**

**CASTLE:** I'm going to go ahead - well, I've already shared my screen, so hopefully you can all see this. As you can see, we've got a slightly shorter agenda than usual. Typically, we'd do a Use-of-Force presentation today, but we've decided to delay that for - to enable our task groups to work with the force inspector, and hopefully we can revisit in January. And so, today is just going to be updates, and then we're going to end the meeting earlier than usual, and then we're going to break out into breakout rooms so that any task groups that want that time to collaborate can do that. Thanks again, everyone, for being here. Now, I'll go ahead and read our mission. The mission of the TAC is to provide ongoing advice to the Chief of Police and the Training Division in order to continuously improve training standards, practices, and outcomes through the examination of training philosophy, content, delivery, tactics, policy, equipment, and facilities. The mission of the Portland Police Bureau is to reduce crime and the fear of crime by working with all citizens to preserve life, maintain human rights, protect property, and promote individual responsibility and community commitment. All right. The next item on our agenda is approval of the prior meeting's minutes. These have been posted online as you can see about 35 minutes of them. Are there any corrections or changes to the minutes that need to be shared?

(None heard)

**CASTLE:** All right. Final chance. If anyone has anything to share, please raise your hand or mention something.

(None heard)

**CASTLE:** All right. It sounds like there are no corrections, so the minutes are approved. Thank you, all. Next item on our agenda is Community Agreements. These are the agreements for how we share space together in these meetings. Listen deeply; step up, step back; be mindful of your privileges; share responsibility; intent to impact; self-disclosure is self-decided; and address ideas, not people. Okay. Chair's Announcements. I don't have much. I actually sort of jumped into that earlier. The other thing I just want to mention is, please, when you unmute, say your name. It's not as much of an issue I think in the online-only format. And, of course, I forgot to introduce myself, so I'll try to model that better. This is Nathan Castle speaking, Chair. And then the other announcement is please let me know if you haven't had a ride-along yet. It's expected that all TAC members do their ride-alongs at least once a year. So, if you haven't done a ride-along in the last year, please let me know, and I'll try to get that facilitated for you. The other thing I just want to mention is I send out a lot of emails. I try to email about once a week, a little bit less consistently recently

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52 just because there hasn't been as much to announce. But if you did  
53 not get an email or multiple emails today for me announcing this  
54 meeting, please let me know so we can work out any Spam issues. I  
55 try not to Spam you, but sometimes Google does not see it that way.  
56 Okay. I think that takes us through the announcements. Oh, I have  
57 one last announcement. I did share some interesting documents  
58 relevant to the settlement agreement and new police oversight  
59 systems and various policies that might be of interest to TAC  
60 members, nothing specifically relevant to our work in the scope of  
61 our meeting but I think worth paying attention to. And so, please  
62 check your email for that. All right. Wow. This is amazing. We got  
63 through our 20-minute intersection in 6 minutes, so we're zooming  
64 through this. Let's see. Next item on our agenda is Training  
65 Division Updates. Is anyone from the Training Division ready to  
66 share an update?

67 **RODRIGUEZ:** This is Rebecca. I - oh, go ahead. I was going to say -  
68 I can't see all the participants, but if the captain has an update,  
69 I can follow that.

70 **SCHOENING:** Yeah, you go right ahead, Rebecca.

71 **RODRIGUEZ:** Okay. Just on our - actually, it's so great to have  
72 Caitlyn as a liaison for TAC and some of the work that we're doing  
73 on the evaluation end. So, just a quick update to the TAC group and  
74 perhaps an opportunity - I know there's some task groups, one of  
75 them particularly on CQI, strategies, and ideas. So, we in the last  
76 - since we met last on some areas of, like, (inaudible), Needs  
77 Assessment, looking at how we're doing the Kirk Patrick Method of  
78 evaluation for courses, kind of really taking a deep dive on that,  
79 that's where I've shifted some of the focus and just interested in  
80 the future maybe to connect with the task group that's working on  
81 CQI because I haven't had that as one task group that maybe I  
82 haven't - I've met with some other folks and different task groups,  
83 but that - just putting that out there as an opportunity for the  
84 future. So, that's my quick update on the curriculum end.

85 **CASTLE:** Thank you. I see Jim. You have your hand up. Do you want to  
86 ask a question?

87 **KAHAN:** No, I just - Rebecca, when Phil Levinson and I met with you,  
88 that was the CQI group.

89 **RODRIGUEZ:** I thought that was just body-worn cameras in general.

90 **KAHAN:** That is one of the two things that our group is focused on.  
91 The other is community engagement, and Sylvia who is a member of the  
92 group couldn't make that meeting. So, it was - you did meet with us.

93 **RODRIGUEZ:** Okay. I guess I was - then I would say the CQI  
94 initiatives that I'm embarking on are definitely different than  
95 those two but definitely still have opportunities to connect at some  
96 point.

97 **KAHAN:** Okay.

98 **CASTLE:** All right. Thank you, Jim. Captain Schoening?

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99 **SCHOENING:** Hi. This is Franz Schoening. Just to kind of round out  
100 the updates from the Training Division. So, we are still - well, I  
101 guess we're over halfway done now with fall In-Service. That's still  
102 going well. We just wrapped up Supervisor In-Service. We got a lot  
103 of positive feedback on that. And we are almost done with Command  
104 Staff In-Service. We've got one more session of that to go. Also,  
105 we're receiving very good feedback on that. We've got a little bit  
106 of turnover in our instructor staff we're looking at. We've just  
107 posted in a position announcement for our Police Vehicle Operations  
108 Program lead. I think Lieutenant Burton was going to reach out to  
109 your folks to get some assistance in the selection process for a new  
110 PVO instructor, and that's about all I've got.

111 **CASTLE:** All right. Thank you. Sounds like that wraps up the  
112 Training Division updates, and thank you for that. Oh, we are really  
113 zooming through this meeting which is a good thing I think. Okay.  
114 Let's move on to task group updates. I'm going to switch the tab  
115 that I'm sharing. Just give me a moment to do that, and then we can  
116 walk through. Okay. Can everyone see my screen?

117 (None heard)

118 **CASTLE:** All right. Fantastic. All right. Let's work through the  
119 list. We've got our task groups here, and if anyone sees any  
120 information on here in terms of membership that's incorrect, please  
121 let me know. If anything has changed, please let me know. I will  
122 call on the Advanced Academy and Instructional Design Task Group to  
123 share any updates. I think Chris and Corrine are both here  
124 (inaudible).

125 **FRECHETTE:** I'll take that one, Nathan. So, we've been trying to  
126 focus ourselves as far as what our, I guess, our point of interest  
127 is going to be for this upcoming session, and we're really  
128 interested in community policing as well as community engagement.  
129 So, those are the two things we're kind of focusing our efforts on  
130 right now.

131 **CASTLE:** All right. Do you have regular meetings set up? Are you in  
132 a flow of working together?

133 **FRECHETTE:** We do. We do on a regular basis.

134 **CASTLE:** All right. Fantastic. Okay. Thank you. And then I see - for  
135 Restorative Justice, I see Sarah, Patrick, and Kwame are here. Any  
136 updates on Restorative Justice?

137 **SCHURR:** Kwame and Patrick, you feel free to interrupt me. We're  
138 going to shut it down, and we're going to send you a nice report  
139 about it. But basically, it's not moving forward. Kwame and Patrick,  
140 you guys want to add anything to that?

141 (None heard)

142 **CASTLE:** All right. It sounds like there aren't any other updates. I  
143 think it will be great if you can share a report on everything you  
144 learned, any challenges you faced, and anything else that would be  
145 of interest to the rest of TAC or the public. And, yeah, thank you

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146 for your work on that. Feel free to let me know if you need any help  
147 or assistance with that process. Okay. I'm just making some notes  
148 here. Sorry, I'm a little less responsive. I don't have an extra  
149 monitor today, so it's going back and forth between tabs. Okay. Next  
150 task group I see if Officer-Community Relationships and Perceptions.  
151 I see Kristina, Corrine, Kwame are here, and I don't know if I  
152 missed any on - David. Any updates on this one?

153 **FRECHETTE:** I can take it if other people don't want to. We've also  
154 met, and we've been talking about kind of a dual purpose, so  
155 community relationships but also officer wellness, and we talked  
156 quite a bit about the necessity of a mental health leave for PPB  
157 members who are impacted by traumatic events. So, we started that  
158 conversation. Also, more support for full-time and (audible) mental  
159 health providers. We're still debating the details. We're just  
160 really focusing ourself on a trauma-informed environment for the  
161 staff.

162 **CASTLE:** And my audio cut out for a moment there. I don't know if  
163 you can read the screen and let me know if I've captured this  
164 accurately. All right.

165 **FLEISCHER:** That's good.

166 **FRECHETTE:** Thank you, Nathan.

167 **CASTLE:** I see David. Any other updates?

168 **FLEISCHER:** No, that's good. It's great.

169 **CASTLE:** All right. Fantastic. Thank you. Okay. Moving on. I see the  
170 CQI Task Group, and I know Jim and Sylvia are both here. Any updates  
171 on CQI and body-worn camera?

172 **KAHAN:** Do you want me to take it, Sylvia?  
173 (None heard)

174 **KAHAN:** Sylvia? Do you want me to take it?

175 **ZINGESER:** Yes. Yeah. Please do.

176 **KAHAN:** Okay. Yeah, as you can see there on the screen, there are  
177 two things that we're interested in. The BWC, we met with Rebecca  
178 Rodriguez, Phil and I did, just before the last meeting actually -  
179 it's almost two months ago now - and at this point on that one,  
180 we're waiting to see the analyses from the pilot run to see if  
181 there's anything - we would like to see what analyses from the pilot  
182 run have been done so that we can look at it and make  
183 recommendations about where we might want to go forward, but we're  
184 waiting until that's been done. In terms of the community  
185 involvement and training, et cetera, our principle contact with the  
186 PPB is Natasha Haunsperger, and she's over Serbia for a number of  
187 weeks visiting her family, and we're going to wait until she gets  
188 back, and then we're going to meet with her. There are also some  
189 (inaudible) to clear because former Chief Lovell maybe will have a  
190 role in that. I'm not sure whether or not we should meet with him,  
191 and we're going to check out that, but our contact is Natasha, so we  
192 can't go forward until we really - until she gets back. I heard

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193 Rebecca Rodriguez say that she's got some other stuff happening  
194 there. We'd be happy to meet with you and talk it over because we  
195 have a deep interest in all aspects of CQI, so Sylvia and I -  
196 probably Phil; he's got some family business right now - would be  
197 happy to meet with you and have a chat about where you think it  
198 should go because we're certainly interested in the direction you  
199 want to go.

200 **ZINGESER:** Absolutely.

201 **RODRIGUEZ:** Great. Thank you. Well, I'll reach out probably tomorrow  
202 just to get something kind of going for scheduling.

203 **ZINGESER:** That would be great. Thank you.

204 **KAHAN:** Yeah. Thank you very much.

205 **ZINGESER:** Thanks, Jim.

206 **CASTLE:** All right. Thank you. Next task group, I see Data Analysis  
207 Regarding Use of Force Project Group, and I think Avi and Jim and  
208 Patrick are all here. Would any of you like to share updates?

209 **KLEPPER:** Sure. I'll take a crack at it, and then one of them can  
210 fill in the blanks. We had a meeting with Mary Claire and her staff  
211 at the Inspector General's Office, and we got some really  
212 interesting information that we have yet to discuss. I think tonight  
213 would be a good opportunity for us to get together and figure out  
214 what our next steps are. But I think that we've got enough  
215 information that we have a sense of the lay of the land and can make  
216 a plan going forward.

217 **KAHAN:** I would concur with Avi with one exception. I don't think we  
218 can do anything today because Albyn Jones is as we speak on an  
219 airplane heading for Minnesota to participate in a multiday  
220 conference on use-of-force data and statistics, and he and - he was  
221 a key figure at the meeting that we had on October 12<sup>th</sup>, and I would  
222 not feel comfortable really talking about it without him in the  
223 room. I'd really rather wait until Albyn gets back before we  
224 regather.

225 **CASTLE:** Okay. Any other updates before we move on?

226 **MALE:** Nope.

227 **CASTLE:** Okay. Thank you. I see Crowd Management and Public Ordered  
228 Policing, and I don't think either Barry or Gregg are here. Let me  
229 just confirm that. So, I guess we'll have to move on. I will just  
230 share a quick announcement that the Training Division published the  
231 Annual Training Plan and also a separate annual training plan for  
232 Crowd Management. On the website, I've shared attachments with those  
233 to members via email, so that's another reason to check the emails  
234 and not to send them to spam. And so, hopefully you call got that.  
235 Of course, it's not mandatory reading, but if you're interested, I  
236 think it will be fascinating. And, of course, for the public, that's  
237 all available online on the Training Division website. Captain  
238 Schoening?

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239 **SCHOENING:** I just want to double check there. You said the Annual  
240 Training Plan? It's the Training Needs Assessment that was  
241 completed. We're still working on the Training Plan.  
242 **CASTLE:** Thank you for catching that. That's a very important  
243 clarification. And, actually, let me see if I can find the website  
244 for members of the public to share. Just give me one moment.  
245 **ATWOOD:** Hey, Nathan, can I come in just real quick with a couple  
246 questions for the members?  
247 **CASTLE:** Of course.  
248 **ATWOOD:** I'm just setting up the breakout rooms for everybody, and  
249 given what was provided in some of your summaries, the Restorative  
250 Justice participants, I'm not sure if you would like me to put you  
251 in a separate room. Also, for Jim and Patrick, you both are in  
252 multiple groups, and I'm not quite sure which group you would like  
253 to be put in, so whether that's chat or right now, you tell me. I  
254 just want to make sure I get everybody in the correct rooms when we  
255 go to that - the work sessions.  
256 **CASTLE:** All right. Any input on that before we move on?  
257 **ZINGESER:** Nathan, this is Sylvia.  
258 **CASTLE:** Go ahead.  
259 **ZINGESER:** I don't think Jim and I will probably be meeting tonight  
260 because I don't think that we have enough to work with because we  
261 have - we're waiting on people to return to Portland so we can get  
262 in touch with people. And I heard the message that Rebecca will get  
263 in touch with Jim about the CQI that she's working on and that we  
264 can meet with her at some point. Other than that, I think that  
265 probably - Jim, if I'm not - if that's not correct, please correct  
266 me that we won't be meeting tonight.  
267 **KAHAN:** I agree with you entirely. I just sent a text message to  
268 that effect.  
269 **ZINGESER:** Okay. Thank you.  
270 **ATWOOD:** So, the CQI group will not be meeting?  
271 **KAHAN:** That is correct.  
272 **ATWOOD:** Okay.  
273 **CASTLE:** I actually think an easier way to do this might be to just  
274 go through the list and have the groups announce whether they plan  
275 to meet tonight, and that can save us maybe some difficulty in  
276 setting up the meeting rooms. I did see your hand up Corrine, did  
277 you - or Corrine. Did you have anything to say?  
278 **FRECHETTE:** Yeah. For Advanced Academy, we have a meeting planned at  
279 a later date, it's a recurring meeting, and for Officer Wellness and  
280 Relations, the same thing.  
281 **CASTLE:** Okay. I think Restorative Justice is also not using  
282 breakout room time. If you do want to use that time for report  
283 writing or anything just let me know, and I'll change that. Okay.  
284 And I'm sorry; I don't know if I heard correctly. It sounds like the  
285 Data Analysis is also not going to meet tonight.

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286 **KLEPPER:** Well, I'm just - you know, I agree with what Jim said. I'm  
287 just wondering if there is - for Jim, and who is the other one of  
288 our group that's here?  
289 **CASTLE:** It looks like Patrick.  
290 **KLEPPER:** I'm on my phone, and I can't see.  
291 **CASTLE:** Yeah, it's you, Jim, and Patrick.  
292 **KAHAN:** Patrick.  
293 **KLEPPER:** Oh, okay. I mean, maybe we can just briefly put our heads  
294 together and just maybe even, I don't know, just touch base. Jim,  
295 Patrick, what do you think about that?  
296 **KAHAN:** I really -  
297 **ALEXANDER:** This is Patrick. I'm okay with that.  
298 **KAHAN:** Avi, you and I have been communicating by email, and  
299 everybody else has been copied, and I really at this point have  
300 nothing to add over what I've already said.  
301 **KLEPPER:** Okay.  
302 **KAHAN:** And, Patrick, if you have something to say, I'll be happy to  
303 hear it, but I haven't seen any emails from you recently.  
304 **ALEXANDER:** No, I've said all that I really needed to say in the  
305 emails. I just didn't know if you had any updates or anything at  
306 all.  
307 **KLEPPER:** Okay. All right. So, it looks like Data Analysis is not  
308 meeting. We'll arrange a separate meeting offline.  
309 **ATWOOD:** So, all breakout rooms then have been removed. I think that  
310 was all groups.  
311 **CASTLE:** All right. Yeah. I think the only one left is the  
312 Instructional Methods, and that's gone away actually, so yeah. That  
313 makes things easy. All right. Let's see. The Crowd Management Task  
314 Group - and we said - Sarah, did I record this correctly? Are you  
315 intending to join the Crowd Control Task Group?  
316 **SCHURR:** Yes, please. I probably ought to finish up the report or  
317 help finish up the report for RJ, but that is the task group I'd  
318 like to do next. And so, when they have a meeting, I would love to  
319 know about it.  
320 **KAHAN:** Caitlyn, can you send Barry and Gregg an email to that  
321 effect?  
322 **ATWOOD:** Yeah, I can do that.  
323 **SCHURR:** They can welcome me to the fold.  
324 **KAHAN:** Thank you. Yeah, she should - she'll help it a lot, I'm  
325 sure.  
326 **CASTLE:** Okay. Let's see. All right. I think that takes us through  
327 our updates, and I just want to give one last opportunity if anyone  
328 has anything to share about their task group work. It will be good  
329 to - well, this is your last chance to share it. Any other updates?  
330 (None heard)  
331 **CASTLE:** All right. Thanks, everyone. Moving on. I'll share this tab  
332 instead. Hopefully you all can see the agenda. We've completed

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333 everything except for public comment. I think we're going to set a  
334 record for fastest TAC meeting ever which is sort of incredible. So,  
335 I guess I'll open it up. Does anyone have public comment to share?  
336 And if you do have public comment, please raise your hand or post in  
337 the chat, or if you're on telephone, you can just unmute yourself  
338 and start talking.

339 (None heard)

340 **CASTLE:** Oh, I'm going to be - I might drop dead of shock if we  
341 don't get at least one public comment. Also, a historic first.

342 (None heard)

343 **SCHURR:** I'm not public, but I actually have a comment.

344 **CASTLE:** Oh, feel free.

345 **SCHURR:** Is that okay?

346 **CASTLE:** Yeah, go ahead.

347 **SCHURR:** On NPR - I was listening to NPR. And there was this article  
348 about some anti-bias training at some police department that was  
349 reducing complaints, and I wondered if anybody is digging into that  
350 in our team.

351 **CASTLE:** That is a fantastic question. I think I heard a podcast  
352 episode about that, and it was great to hear that there's actually  
353 evidence of that anti-bias training actually, you know, having  
354 positive effects in the real world because sometimes there's some  
355 controversy about that. I don't know - and maybe this is a good  
356 opportunity to talk since we're running, like, hours ahead of  
357 schedule. Does anyone from the Training Division - not to put you on  
358 the spot, but does anyone from the Training Division have any, off  
359 the top of your head, insight into the anti-bias training that  
360 officers are given and how we're measuring the effectiveness of  
361 that? And feel free to not answer if you can't because I realize  
362 this is not something you were prepared for. I see Rebecca.

363 **RODRIGUEZ:** Yeah. I mean, I can - this is actually something - this  
364 ties to kind of what I was talking about earlier with our Kirk  
365 Patrick Methods of Evaluation. You know, I'm sure those who are  
366 already familiar with that - we're really trying to get more level 3  
367 and level 4 when it comes to change behavior and then organizational  
368 impact. So, we have bias training. We have - I know Emma does a lot  
369 of work to (inaudible) complaints in the Needs Assessment process,  
370 but that is precisely what I think we're going to be working on with  
371 levels of evaluation. To be able to do that, we need the capacity  
372 and the structure to do that vigorously. So, we're not doing that  
373 now, but I think it's something that we want to start doing, and we  
374 have to in terms of complaints and other things. An aside that I  
375 think one of the things that helps this kind of research is, like,  
376 those community contact surveys (inaudible) that that I know that  
377 has been discussed in the past. So, yeah. Just hoping to maybe close  
378 that loop at some point.



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379 **CASTLE:** All right. Yeah. Thank you. And I will just mention that  
380 both, just for context, both TAC and now PCCEP have passed  
381 resolutions calling for or recommending contact surveys, so that's  
382 definitely in the air. I see Corrine.  
383 **FRECHETTE:** Yeah. I was wondering,` that anti-bias training, the  
384 specifics because there's so many kinds and so many versions, if you  
385 guys knew exactly which one they were referring to in that program?  
386 **CASTLE:** I think it was implicit bias specifically. Does that sound  
387 right, Sarah?  
388 (None heard)  
389 **CASTLE:** I just found an article that I'm going to share in the  
390 chat. Not an endorsement, just sharing because it was mentioned. All  
391 right. Any other comments?  
392 (None heard)  
393 **CASTLE:** All right.  
394 **MALE:** (Inaudible). I just posted in the chat. There's four suicides  
395 for LA Sherrif's Department employees that happened just, like,  
396 posted yesterday, and, you know, Corrine was talking about, like,  
397 you know, the trauma and, you know, officer health and stuff, so I  
398 was like, wow. You know, that's, you know, kind of relevant in  
399 everything. You know, I thought it'd be interesting to share that  
400 just, you know, for, you know, background (inaudible).  
401 **FRECHETTE:** I really appreciate (inaudible).  
402 **CASTLE:** Yeah, that's -  
403 **FRECHETTE:** Thank you.  
404 **CASTLE:** Thanks for sharing. That's a really heartbreaking article.  
405 **ZINGESER:** Nathan, this is Sylvia.  
406 **CASTLE:** Go ahead.  
407 **ZINGESER:** Can I interject here?  
408 **CASTLE:** Of course.  
409 **ZINGESER:** For the group that is working on mental health for police  
410 officers, if you would like to talk with me, I can share a personal  
411 experience because my ex-husband was a Portland police officer, and  
412 he did try to commit suicide. So, if you would like to talk with me,  
413 I'd be happy to talk with your group about that trauma, and I'm very  
414 happy to see that you're going in this direction.  
415 **FRECHETTE:** We will absolutely connect with you, Sylvia. Absolutely.  
416 **ZINGESER:** Okay.  
417 **FRECHETTE:** Thanks so much.  
418 **ZINGESER:** Yeah. Yeah. And by the way, he was a Portland police  
419 officer, so I have a long history with PPB.  
420 **CASTLE:** Thank you, Sylvia. Any other updates or comments before we  
421 wrap the meeting up?  
422 (None heard)  
423 **CASTLE:** All right. I'm not seeing anything. So, unless there are  
424 any objections, I think we can adjourn the meeting. On the agenda,  
425 you'll see that there's the work session for task groups. This was

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426 sort of an experiment to see if anyone would take advantage of that.  
427 It doesn't seem that that's going to happen which is totally fine,  
428 so I think we can go ahead and wrap up and say farewell. Thanks,  
429 everyone. Yeah, thank you all, and have a wonderful rest of your -  
430  
431 TAC 11-08-2023  
432 Transcribed 11/22/2023 @ 11:54 a.m. Elice Turnbull (1121et01)