Tennessee Alarm Systems Contractors Board 12-7-17

MINUTES of the Tennessee Alarm Systems Contractors Board Meeting, held **December 7, 2017**, in Nashville Tennessee.

Vivian Hixson, Chair

McKenzie C. Roberts, Vice Chair

Karen D. Jones, Secretary

William Scott Cockroft

John Keith Harvey

ALARM SYSTEMS CONTRACTORS

BOARD MEETING December 07, 2017



Associate Reporter

Chattanooga (423) 266-2332 · Jackson (731) 425-1222 Knoxville (865) 329-9919 · Nashville (615) 595-0073 · Memphis (901) 522-4477 www.elitereportingservices.com

			Page 1
1		1	rage .
2		2	I N D E X
3		- 3	all of the male of
4		4	Chair's Welcome
5	ALARM SYSTEMS CONTRACTORS	5	Page 4 Old Business
3	BOARD MEETING		Minutes, 10/19/17
6		6	Page 5
7	December 7, 2017	7	Legal Report
,	DAVY CROCKETT TOWER		Page 8
8	500 JAMES ROBERTSON PARKWAY, ROOM 1B	8	
9	NASHVILLE, TN 37243		Appearances
2		9	Page 43
10		- 10	Administrative Report
11		11	Page 60
12 13		11	Education Report
14		12	Page 61
	TRANSCRIPT OF BOARD MEETING	13	New Business
15	Commonsiss at 0.00 a		Page 73
16	Commencing at 9:00 a.m.	14	
17		15	
18		16	
19 20		17	
21		18	
		19	
22	militar manual in a const	20	
23	Elite Reporting Services www.elitereportingservices.com	21	
	Jenny Checuga, LCR, RPR	22	
24	Post Office Box 292382	23	
25	Nashville, Tennessee 37229 (615)595-0073	25	
	(013/333 00/3		
	Page		Page 4
1	APPEARANCES	1	
2		2	PROCEEDINGS
3		3	(WHEREUPON, the above-captioned board
	DARD MEMBERS	4	meeting was heard as follows:)
4	aptain Vivian L. Hixson, Chair, via telephone	5	,
5	aptain vivian B. Hixson, Chair, via terephone	6	CHAIRPERSON HIXSON: Good morning,
	Kenzie C. Roberts, Vice Chair		
6		7	everybody and welcome to the Alarm Systems
	eith Harvey	8	Contractors Board on December 7, 2017. Ms. Vest,
7		9	will you please call the roll?
8 AL	SO PRESENT	10	MS. VEST: Steve Harvey – Keith Harvey?
9		11	MR. HARVEY: Here.
As	shley Thomas, Staff Attorney	12	MS. VEST: Ken Roberts?
10			
	annual Three-energy Charles The annual Charles	13	MR. ROBERTS: Here, more or less.
St	ewart Huffman, Staff Attorney	11	
St 11		14	MS. VEST: Vivian Hixson?
St 11 Co	ody Vest, Executive Director	11	
St 11 Co 12		14	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here.
St 11 Co 12 Sh 13	ody Vest, Executive Director	14 15 16	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones?
St 11 Co 12 Sh 13 14	ody Vest, Executive Director	14 15 16 17	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen
St 11 Co 12 Sh 13 14	ody Vest, Executive Director	14 15 16 17 18	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling
St 11 Co 12 Sh 13 14 15	ody Vest, Executive Director	14 15 16 17 18 19	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam
St 11 Co 12 Sh 13 14 15 16 17	ody Vest, Executive Director	14 15 16 17 18	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling
St 11 Co 12 Sh 13 14 15 16 17 18	ody Vest, Executive Director	14 15 16 17 18 19	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam Chair.
St 11 Co 12 Sh 13 14 15 16 17 18 19 20	ody Vest, Executive Director	14 15 16 17 18 19 20 21	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam Chair. CHAIRPERSON HIXSON: Thank you. The next
St 11 Co 12 Sh 13 14 15 16 17 18 19 20 21	ody Vest, Executive Director	14 15 16 17 18 19 20 21	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam Chair. CHAIRPERSON HIXSON: Thank you. The nex item on our agenda is to review the agenda for
11 Co Sh 13 14 15 16 17 18 19 20 21 22	ody Vest, Executive Director	14 15 16 17 18 19 20 21 22 23	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam Chair. CHAIRPERSON HIXSON: Thank you. The nex item on our agenda is to review the agenda for today's meeting, and if so, we will have to have a
St 11 Co 12 Sh 13 14 15 16 17 18 19 20 21	ody Vest, Executive Director	14 15 16 17 18 19 20 21	MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Here. MS. VEST: Scott Cockroft? Karen Jones? Let the record show that Scott Cockroft and Karen Jones are not present, and Vivian Hixson is calling in electronically, but you do have a quorum, Madam Chair. CHAIRPERSON HIXSON: Thank you. The nex item on our agenda is to review the agenda for

Page 7 CHAIRPERSON HIXSON: Okay. Do we have a this meeting was posted to the Board website on 1 2 motion to adopt? 2 November 29, 2017. MR. ROBERTS: Make a motion to adopt. 3 As there is not a physical quorum 3 4 You going to second? present, a statement of necessity will be read into 5 MR. HARVEY: Second, yes. 5 the record and filed with the Tennessee Secretary of 6 CHAIRPERSON HIXSON: Okay. We have a 6 State, as required by statute. Pursuant to Tennessee 7 Code Annotated 8-44-108(b)(2), which states, "If a motion by Mr. Roberts and a second by Mr. Harvey to 7 adopt the agenda for today's meeting as presented. 8 8 physical quorum is not present at the location of a 9 Ms. Vest, please call the roll for the motion. meeting of a governing body, then an order for a 10 MS. VEST: Keith Harvey? quorum of members to participate by electronic or 11 MR. HARVEY: Yes. 11 other means of communication, the governing body must 12 MS. VEST: Ken Roberts? make a determination that a necessity exists. That 13 MR. ROBERTS: Yes. determination must include a recitation of the facts 14 MS. VEST: Vivian Hixson? 14 and circumstances on which it was based." 15 CHAIRPERSON HIXSON: Yes. Okay, the 15 Further, Tennessee Code Annotated 16 8-44-108(a)(3) defines necessity as matters to be 16 motion carries. 17 The next item are the minutes from the 17 considered by the governing body at that meeting October 19, 2017, board meeting. Do we have a motion require timely action by the body, that physical 19 to approve those minutes as presented? 19 presence by a quorum of the members is not practical 20 MR. ROBERTS: Madam Chair, I make a 20 within the period of time requiring action and that 21 motion that we do not approve the minutes as they participation by a quorum of the members by 22 have been presented, there were a number of 22 electronic or other means of communication is 23 corrections that still need to be made, and that they 23 necessary. 24 should be brought back to our next meeting after they 24 This is the regularly scheduled meeting 25 have been more thoroughly reviewed. 25 of the Tennessee Alarms Systems Contractors Board. Page 6 1 CHAIRPERSON HIXSON: Okay. 1 The purpose of this meeting, with members attending MR. HARVEY: Second. 2 by teleconference, is to discuss the agenda as posted CHAIRPERSON HIXSON: All right. We have to the Board website. MS. VEST: Thank you. Madam Chair, we a motion by Mr. Roberts and a second by Mr. Harvey 4 not to approve the minutes as presented, but to 5 can continue. present at the February meeting. Ms. Vest, please do 6 MR. ROBERTS: Do we need a motion to 7 the rollcall vote. approve that or just reading it is sufficient? 8 MS. THOMAS: Reading is sufficient. MS. VEST: Keith Harvey? MR. HARVEY: Yes. 9 Thank you. MS. VEST: Ken Roberts? 10 CHAIRPERSON HIXSON: So we don't need a MR. ROBERTS: Yes. motion; Ashley reading it into the record is 11 MS. VEST: Vivian Hixson? 12 sufficient to approve it by -- or to approve the CHAIRPERSON HIXSON: Yes. The motion meeting handled this way? 13

2 3 4 6 7 8 9 10 11 12 13 14 carries, these will be delayed until the February 15 hearing. MS. VEST: Madam Chair, let me stop you 16 17 just a moment, please. 18 CHAIRPERSON HIXSON: Okav. 19 MS. THOMAS: I just wanted to read the 20 statement of necessity, for the record, since we do 21 have a quorum by electronic means. 22 This is the regularly scheduled meeting

23 of the Tennessee Alarm Systems Contractors Board,

25 Crockett Tower in Nashville, Tennessee. Notice of

24 which is taking place in Conference Room 1-B of Davy

14 MS. VEST: Correct. 15 CHAIRPERSON HIXSON: Okay. The next item 16 on the agenda is the legal report. Ms. Thomas? 17 MS. THOMAS: Yes, ma'am. I'll begin with 18 case number 1, 2017047171. Complainant alleges that 19 Respondent is advertising installation of security cameras without a license. This matter was sent for 20 21 investigation. The investigator determined that Respondent was licensed as an alarm systems 22 23 contractor on May 8, 2014; that license expired on 24 May 31, 2016. 25 Additionally, there was no evidence that

Page 12

```
Page 9
  Respondent ever registered as a corporation with the
2 State of Tennessee; however, a limited liability
3 corporation in the State of Kentucky was located, but
4 this corporation was dissolved on October 1, 2016.
5
          The Respondent told investigator that he
```

6 was a qualifying agent for another alarm company, 7 which was a based in Tennessee. Respondent told the 8 investigator that the Respondent company only 9 operates in Kentucky at this time. Respondent also 10 told the investigator that he was in the process of 11 severing his association with the Tennessee company. 12 so that he can apply for licensure for the Respondent 13 company. Respondent states that he has not conducted 14 any business in Tennessee since the expiration of the 15 company license.

My recommendation is to close.

17 CHAIRPERSON HIXSON: Okay. Do we have 18 any discussion on the decision or the recommendation? 19 MR. HARVEY: I would make a motion we 20 concur with Counsel on this decision.

21 CHAIRPERSON HIXSON: Okay. We have a 22 motion by Mr. Harvey. Do we have a second?

23 MR. ROBERTS: Second.

24 CHAIRPERSON HIXSON: And a second by

25 Mr. Roberts. Ms. Vest?

motion by Mr. Roberts and a second by Mr. Harvey to

2 concur with our counsel's recommendation. All in

3 favor -- Ms. Vest, please call the roll.

4 MS. VEST: Keith Harvey?

5 MR. HARVEY: Yes. 6 MS. VEST: Ken Roberts?

MR. ROBERTS: Yes. 8 MS. VEST: Vivian Hixson?

9 CHAIRPERSON HIXSON: Yes. The motion

10 carries.

7

11 MS. THOMAS: Case number 3 is 2017057241. Complainant alleges that Respondent came to her home 12

and told her that her current alarm company had

merged with Respondent's employer and that he was

15 there to, quote, upgrade the system.

16 Complainant made calls and determined 17 that there was no merger, and she immediately put a stop payment order with her bank. Complainant 18 alleged that Respondent obtained her business 19

20 fraudulently.

21 Respondent responded to the complaint and 22 states that they resolved the matter through the

23 Better Business Bureau complaints and that the

24 services were cancelled and the agreement was

25 terminated. Respondent provided no statements as it

Page 10

```
1
         MS. VEST: Keith Harvey?
```

2 MR. HARVEY: Yes.

3 MS. VEST: Ken Roberts?

4 MR. ROBERTS: Yes.

MS. VEST: Vivian Hixson?

6 CHAIRPERSON HIXSON: Yes. So the motion 7 carries to concur with our Counsel's recommendation.

8 Number 2?

5

21

16

9 MS. THOMAS: Yes. Case number 2 is 10 2017057221. Complainant alleges that Respondent

11 continued to bill for services after they were

12 cancelled personally with the CEO via telephone in

13 June 2017 and by letter in July 2017. Respondent

14 stated that the contract with Complainant required

15 30-days written notice prior to cancellation.

16 Respondent received written notice of cancellation on 17

July 12, 2017.

18 Respondent responded to the complaint and 19 stated that the contract has been cancelled and that 20 there is no balance owed on the account.

My recommendation is to close.

22 MR. ROBERTS: Madam Chairman, I make a 23 motion that we concur with recommendation of Counsel.

24 MR. HARVEY: Second.

25 CHAIRPERSON HIXSON: Okav. We have a relates to the alleged fraudulent activity in

2 obtaining the Complainant's business.

3 My recommendation is to authorize a

4 formal hearing and send a consent order with a civil

penalty of \$500 for violation of Tennessee

Comprehensive Rules and Regulations

7 0090-06-.03(2)(f), being the standards of conduct and 8 ethics.

9 MR. ROBERTS: Madam Chairman, a make a 10 motion we concur with recommendation of our Counsel.

11 MR. HARVEY: I second.

CHAIRPERSON HIXSON: We have a motion by 12

Mr. Roberts and a second by Mr. Harvey to concur with

our Counsel's recommendation. Ms. Vest? 14

MS. VEST: Keith Harvey?

16 MR. HARVEY: Yes.

17 MS. VEST: Ken Roberts?

18 MR. ROBERTS: Yes.

19 MS. VEST: Vivian Hixson?

20 CHAIRPERSON HIXSON: Yes.

21 MS. VEST: Motion carries.

22 CHAIRPERSON HIXSON: Motion carries.

23 Okay.

15

24 MS. THOMAS: Case number 4 is 2017057981.

25 This is an industry complaint. Complainant alleges

```
that Respondent was performing an upgrade to a
  hospital's fire alarm devices and that Respondent is
2
3
  unlicensed.
```

4 Respondent responded to the complaint and 5 states that they were not installing the system, only 6 furnishing materials for the installation. An 7 investigation was requested.

8 The investigator determined that a 9 licensed company had contracted with two individuals 10 to perform the work. One of the workers is listed as 11 an applicant and one is not listed at all.

12 Respondent states that he never received any 13 paperwork back from the State on the expired 14 applicant. 15

My recommendation is to close.

16 MR. ROBERTS: May I ask a question here? The Respondent apparently replied that they had 17 contracted with two individuals to do the work?

MS. THOMAS: Yes.

18

19

20

6

7

8

21

25

MR. ROBERTS: Okay.

21 MS. THOMAS: So two employees -- or they 22 would have been independent contractors, I'm

23 assuming, to conduct the work. And their argument is 24 that one of the people they thought had a license and

25 it was expired, and the other person had an

1099, basically you are saying they are independent 2 contractors.

3 MS. THOMAS: Okay.

4 MR. ROBERTS: They would have to be QAs 5 and have a license in order to do that.

MS. THOMAS: Okay. So I guess in that 6 7 sense, if we are going by that, then I would need to change my recommendation that there was some sort of 9 joint venture happening.

10 MR. ROBERTS: Either a joint venture or the two individuals that were supposed to be doing 11 12 the work were not licensed to do it. This, I think, 13 needs some more work on this one. Actually, it

14 appears to me that what's happened -- and I don't 15 know about the original Respondent; were they just an

equipment supplier, they were just supplying the 16

17 equipment, or is that the licensed company we are 18 talking about here?

19 MS. THOMAS: That's the licensed company 20 that said they were furnishing the materials. That's

21 the licensed company.

22 MR. ROBERTS: Something's not right 23 there. They are -- it sounds like what they were

24 doing was they were trying to do the job -- they were

a licensed company. They were trying to do the job,

8

9

Page 13

application on file. And I guess they reached out to 2 the Board office to determine the license status of 3 the expired party, but they claimed they did not get 4 a response back. 5

MR. ROBERTS: The licensed company couldn't contract with other individuals or companies because the individuals would be acting as independent contractors, couldn't do that.

9 MS. THOMAS: Right. And I think in this 10 case, the terminology of "contracted with", I think 11 they are referring to the employer/employee 12 relationship as the -- I guess the alarm systems 13 contractor and then the person they hired being the 14 independent contractor. So they are paying them as a 15 1099 verses a W-2. I think in this instance that's 16 the term "contracted with". So not necessarily joint 17 venture on --

18 MR. HARVEY: You are saying they were 19 working as employees through the licensed contractor. 20

MS. THOMAS: Right.

MR. ROBERTS: I don't think you can do

22 that. You are paying them --

CHAIRPERSON HIXSON: It doesn't seem to 23 24 me either that they could.

MR. ROBERTS: If you are paying them as a

but weren't going use their employees to do it and weren't going to hire somebody as part of their company to do it, that -- something's not right here. 3

4 MS. THOMAS: Okay. So are you requesting 5 additional investigation?

6 MR. ROBERTS: I think we need some 7 additional investigation and information on this.

MS. THOMAS: And you --

MR. ROBERTS: It would appear to me, just 10 from what I'm seeing here, that the licensed company is not doing -- they are not aboveboard on this 11 thing. 12

13 MS. THOMAS: Okay, so do you want me to 14 investigate, I guess, their business practices? Because, like I said, there was an investigation 15 conducted on this particular complaint, so if I can 16 17 get some guidance as to exactly what I'm looking 18 into.

19 MR. ROBERTS: What do you think, Keith? 20 MR. HARVEY: We need to figure out the 21 two gentlemen that are working, what is their 22 relationship. I think that's what we are really 23 after.

24 MR. ROBERTS: If they were going to be 25 employed by the licensed contractor, then --

Page 17 Page 19 MS. THOMAS: Without giving the names, MR. ROBERTS: One apparently had an 1 2 can you read that portion of their story for the 2 application. 3 MS. THOMAS: Right. MR. ROBERTS: Something's not right. 4 MR. ROBERTS: And -- but the other one MS. THOMAS: And I'm asking Stewart to 5 had expired. read from the actual investigation files so you can 6 MS. THOMAS: Right. And part of their 7 response in that regard is that they contacted the MR. HUFFMAN: The investigator called the Board office about the expired applicant, but did not Respondent and asked about the allegations, admitted hear back. And I cannot confirm whether or not that to paying a Tennessee licensed contractor to make the 10 actual communication was true. 11 needed renovations and upgrades to the establishment. 11 MS. VEST: Our office wasn't able to --MR. ROBERTS: That would be the hospital 12 when I checked into this, I wasn't able to follow up on this either. I don't know whether they did or did MR. HUFFMAN: That would be the not contact the office. 14 MR. ROBERTS: That would sound like an 15 MS. THOMAS: The named Respondent. So actionable complaint, that they are -- they have 17 they are saying that we gave the equipment to another working employees with an expired application. 17 18 CHAIRPERSON HIXSON: I agree. MR. HUFFMAN: Right. And then the other 19 MR. ROBERTS: But it sounds like the 20 company that the equipment was given to confirmed original Respondent just furnishing the equipment to 20 21 that they were currently installing the fire alarm 21 a licensed contractor, that doesn't seem to be a 22 system at the hospital. And that's -- he also told 22 violation. 23 the investigator that two men at his company were 23 MR. HARVEY: Huh-uh. 24 working onsite doing the installation of the new fire 24 MS. THOMAS: Right. And that goes to my 25 recommendation. I think if we are going to Page 18 Page 20 investigate the other company, that's a separate 2 complaint. 3 MR. ROBERTS: That would seem 4 appropriate. 5 MR. HARVEY: So we need to close this 6 case as it is and open a new one. 7 MS. THOMAS: Yes. 8 CHAIRPERSON HIXSON: Okay. Keith, I only 9 heard a small portion of what you said. 10 MR. HARVEY: So I would make a motion to 11 follow the recommendation of Counsel to close this case and to open another case against the secondary company to check on the registration of their 13 14 employees. 15 MR. ROBERTS: Second. CHAIRPERSON HIXSON: Okay. We have a 16

1 CHAIRPERSON HIXSON: Is that person that 2 said they had the two people working onsite, is that company licensed in Tennessee as an alarm systems 4 contractor? 5 MS. THOMAS: Yes. 6 MR. HUFFMAN: Yes. 7 MR. ROBERTS: For fire alarms. 8 MR. HUFFMAN: Yes. 9 MR. ROBERTS: Okay, well that sounds 10 proper. 11 MS. THOMAS: So the named Respondent in 12 this complaint, they indicated that we only furnished 13 the equipment to a licensed company. The Olicensed 14 company said, yes, we did get the equipment from the 15 named Respondent, and we sent two people onsite to do 16 the installation. Those people had, I think -- did 17 they say an expired license and then the other person 18 had an application on file. 19 MR. HUFFMAN: Right. 20 MR. HARVEY: But they worked for a 21 licensed company. 22 MS. THOMAS: Right. 23 CHAIRPERSON HIXSON: Does the licensed 24 company use employees that were either not registered 25 or expired?

Board?

see exactly what was said.

13 that is making that reply.

15 Respondent.

25 alarm system.

18 licensed company.

4

5

6

7

8

9

12

14

16

19

Page 21

1 CHAIRPERSON HIXSON: Yes. 2

MS. VEST: Motion carries.

11

23

10

11

3 MS. THOMAS: Okay, case number five is 4 2017059121. Complainant alleges that Respondent 5 installed an alarm system at a home that she owns, 6 but that her daughter lives in. Complainant was 7 alerted to this when she received an e-mail that her credit score had changed. Complainant discovered 9 that Respondent had written off the account for 10 nonpayment and that her name was listed as the

customer. Complainant had her daughter locate the

original contract and it was not signed by the 12 13 Complainant. 14 Respondent responded to the complaint and states that they are work to go resolve the complaint 15 16 to Complainant's satisfaction. They state that

Complainant's name has been removed from all aspects 18 of the delinquent account, there's been no rebuttal

from the Complainant, and my recommendation is to 19 20 close.

21 MR. HARVEY: Make a motion to concur with 22 Counsel and close this case.

MR. ROBERTS: Second.

24 CHAIRPERSON HIXSON: Okay. We have a 25 motion by Mr. Harvey and a second by Mr. Roberts

states that the Complainant actually contracted with

2 one of their authorized dealers and that these

authorized dealers are authorized to market and sell

Respondent's monitoring equipment -- or services, I'm 4

5 sorry. Respondent states that these authorized

6 dealers are independent contractors and not agents of

7 Respondent. Respondent states that the complaint --

I'm sorry, the Complainant currently has no

9 obligation to them, but provided a response from the

authorized dealer. The authorized dealer provided a 10

response and is refusing to provide a refund or 11

12 cancel Complainant's contract.

13 My recommendation is to close as to the 14 named Respondent. Additionally, I would recommend establishing a complaint against the authorized dealers for violations of Tennessee Comprehensive

Rules and Regulations 0090-06 being the standards of 17 18 conduct.

19 MR. HARVEY: That's kind of sticky. We 20 don't really have a good response from the Respondent

of what their situation was, whether he felt like 21

that this lady was telling the truth about this

23 situation or not.

24 MS. THOMAS: And to that point, I would

25 say that I think that that is probably because

concurring with Counsel's recommendation in this 2 case. Ms. Vest, please call the roll.

3 MS. VEST: Keith Harvey?

4 MR. HARVEY: Yes. 5

MS. VEST: Ken Roberts?

6 MR. ROBERTS: Yes.

7 MS. VEST: Vivian Hixson? 8 CHAIRPERSON HIXSON: Yes.

9 MS. VEST: Motion carries.

MS. THOMAS: Case number six is

2017059721. Complainant alleges that she was on a

12 free trial period with Respondent and that she had paid for the system in full with the money back 13

guarantee. When she called to cancel and get her 14

15 money back, she was told that she signed a three-year

16 contract. Complainant has halted the monitoring and

17 Respondent is still charging 27.99 for nothing.

18 Complainant alleges she was never told about the

19 contract. Complainant blocked her credit card 20 company from paying Respondent without her

21 permission.

22 Respondent initially requested an

23 extension for the response until September 27, 2017.

Respondent provided a response to the complaint on 24

25 November 22, 2017. In their response, Respondent

they -- the named Respondent did not contract with

the Complainant, an authorized dealer did, and so

their knowledge of the actual contracting is limited in that an authorized dealer made the contract and

5 that's why I said establish a complaint against those parties. 6

7 MR. ROBERTS: But they are the ones that are charging her apparently. Apparently she's still 9 being charged 27.99 for -- from the Respondent 10 company.

MS. THOMAS: Right. And Respondent 12 company did indicate that she has no obligation -the Complainant has no obligation to them. 13

14 MR. ROBERTS: Having no obligation to 15 them, what does that exactly mean?

16 MS. THOMAS: From my reading of it, they 17 are not charging her the 27.99, and so they don't 18 have any additional business with her.

19 CHAIRPERSON HIXSON: Didn't you say the 20 authorized dealer provided the response to provide a 21 refund or cancel her contract?

MS. THOMAS: Right, and that is a separate party from the named Respondent.

23 24 CHAIRPERSON HIXSON: Yeah, but didn't the

25 original company not send the second company out to

11

22

1 upgrade her system or whatever it was or provide a 2 free period?

3 MS. THOMAS: No, I wouldn't say that the named Respondent sent out the authorized dealer, I 5 think the authorized dealer is probably marketing the 6 named Respondent's equipment and monitoring services. 7 So it's not they sent them out on this particular 8 sales pitch, it's just that when they showed up door 9 to door, they are saying we are offering this 10 equipment, these monitoring services. 11 MR. ROBERTS: It sounds like the

12 installing company -- not the Respondent that we have 13 here, that the installing company went out and 14 installed an alarm system, got a contract, and turned 15 around and sold that contract off to the Respondent 16 company that we have here.

MS. THOMAS: Right.

18 MR. ROBERTS: They started billing the 19 customer. Customer says, well, I don't want this, 20 don't know anything about a contract, and you are 21 charging me 27.99 effecting -- probably effecting my 22 credit and who knows what else. And the Respondent 23 company is saying, oh, no, you don't have -- you 24 don't have an obligation to us, the -- and the --25 don't have any obligation to them -- and that's kind

1 authorized dealer.

2 The customer here has still got --3 apparently the customer here still has not received a 4 refund and still is being held to a contract. The 5 Respondent company says we can't do that, but I would guess that the contract is between the customer and

7 the Respondent here. 8 MS. THOMAS: So the contract has the 9 named Respondent there, so it has the name, but then it says an authorized dealer in smaller print under 11 it. So if I were imagining, I would think that the 12 customer is assuming that it's contracting with --

13 MR. ROBERTS: You have a copy of the 14 contract or something that you've seen?

MS. THOMAS: In the file.

15 16 MR. ROBERTS: Fine. So technically the contract would be between the customer and the 17 18 authorized dealer.

19 MS. THOMAS: Yes. 20 MR. ROBERTS: Okay.

21 CHAIRPERSON HIXSON: Is the authorized

22 dealer in this case a licensed contractor?

23 MS. THOMAS: I believe so, but I would 24 have to double-check. Give me just a second, I'll

25 check.

Page 26

1 of a vague term.

17

2

3

5

6

I'm not real comfortable with the understanding exactly what that is. The authorized dealer, the installing company, if you will, is refusing to provide any sort of refund or cancel the contract.

7 MS. THOMAS: Right. And I think that 8 that's indicative of maybe a bigger conversation at 9 some point about that type of relationship and who 10 owes the customer what as it relates to -- I'm 11 installing equipment from one company, but I am a 12 dealer, you know, for this company. Because I think 13 a lot of times the complaints that I see, sometimes 14 the customers are confused as to who they are 15 actually contracting with, so I think that might be a 16 bigger conversation to have, and I think that's

17 probably what causes confusion in these complaints. 18 MR. ROBERTS: I'm sure it is. The 19 authorized dealer -- and maybe I ought to call it the 20 installer company, and I would assume that they are a 21 licensed company, it will go out and do -- provide 22 all their services in the name of the Respondent 23 company that we have here, so the customer probably

24 never realizes that they are not dealing with the 25 name they are seeing, but rather dealing with an

Page 28 CHAIRPERSON HIXSON: Because if they are 1

2 the one that came out and told her it was a free

trial period, but yet somehow led her to -- is there a -- I don't know, is there a signed contract for two 4

5 vears of service.

6 MS. THOMAS: I'd have to look at that 7 contract again.

8 CHAIRPERSON HIXSON: Okay. Is that 9 something you can do now or do we need to move on and come back to it later? 10

11 MS. THOMAS: I have Stewart is looking at 12 it now, but if you wanted to move on, that's completely up to the Board. 13

14 MR. ROBERTS: You know, it would seem to 15 me that the recommendation here is probably a valid 16 one, that the Respondent is a large company somewhere 17 else, and they -- the only thing they did was buy the

contract, technically. So closing that with regards 19

to them is probably an appropriate response. But -and also, the recommendation would be to establish a

20 21 complaint about the authorized dealer.

22 MS. THOMAS: And to answer the question, 23 it appears that the authorized dealer has an expired 24 contract -- expired license, I'm sorry.

25 MR. ROBERTS: Oh. Do we know --

Page 29 MS. THOMAS: Right. I think that goes 2 back to the guestion of, are they an authorized dealer, are they working under the larger company's license so that they don't need this one, and I think 5 that's why I say it's a bigger conversation.

6

7

4

5

6

7

14

17

MR. ROBERTS: I wouldn't think so. I wouldn't think that the authorized dealer -- and I keep -- you refer to them as the installing company makes it a little bit clearer. The installing 10 company is a separate legal entity operating under 11 some sort of contract agreement with the -- our 12 Respondent here.

13 And I would say that -- well, that they 14 would -- are not operating under the Respon -- any license that the Respondent may have. It would be 16 interesting to find out when this system was installed and compare that back to when the 18 installing company's license expired, because they 19 may have been installing it licensed -- may have been 20 installing the system with an expired license.

21 All right. Let me offer a hypothetical 22 case that's related to this. Let's assume for a 23 moment that the company installed a system, 24 installing dealer, has now gone out of business. 25 Then that would leave this customer with a contract 1 paid their money right then. And in effect, the 2 Respondent company's buying the contract. Now that hasn't been stated here. Would you agree, Keith? 4 MR. HARVEY: Absolutely.

5 MR. ROBERTS: That would be the normal practice, and I'm confident that's what happened here. You know, the recommendation -- the

recommendation we have got here is a reasonable and valid one. My concern is that here we have got a

10 situation where the customer out there is going to be 11 left holding the bag with a \$27.99 charge per month

12 for who knows how long and receiving no services and 13 has no recourse back against that.

14 CHAIRPERSON HIXSON: Well, she's blocked 15 payment with her credit card. I know she -- you

know, right now she's still liable for it, but I 16

17 agree with the recommendation to close against the

18 Respondent, but to open an investigation -- or open a

19 complaint with investigation against this authorized 20

dealer slash installer as to -- if they are

21 legally -- or they are still licensed and what their 22

practices are. Could she file a complaint with the Secretary of State or the State Consumers Office

24 about this billing practice, since we have no power

25 over it?

9

14

15

16

21

that has been purchased by our Respondent here, with no recourse to go back and have anything done about 3 it. Where would we go in that situation?

MR. HARVEY: I think that would become a civil matter at that point.

CHAIRPERSON HIXSON: Ken, I don't -- am I missing something about the contract being sold? I mean, it seems to me the installing company -- the authorized dealer installing company, went out under 10 the name of Company A that sold the system, but then 11 when she called Company A to cancel, they said, well, 12 we didn't actually do it, Company B, one of our 13 authorized dealer did. We have no -- we don't have a problem cancelling it, but we can't do it because our 15 contract is actually with Company B. Is that kind of correct, Ashley? 16

MS. THOMAS: It is.

18 CHAIRPERSON HIXSON: Ken, tell me where 19 you are getting that her contract was sold to 20 somebody. I think I am just missing that part. MR. ROBERTS: I think actually that would

21 22 be the normal practice in that the authorized dealer 23 would go out and do the work, do the installation, 24 they turn around and pass that back to the -- to the

25 Respondent company here and they get paid -- they get

Page 32 1 MS. THOMAS: She can. Yeah, we can refer 2 that to Consumer Affairs as well.

3 MR. ROBERTS: I'd say there's a good 4 chance that -- as far as the installing company's concerned, I bet you there's a good chance that they 5 have folded their tents and moved off into some other 7 form of business. I'd be surprised to find they 8 still exist.

MS. THOMAS: Right.

10 CHAIRPERSON HIXSON: But I would like to 11 open a complaint against them and have an 12 investigation to see if they are still operating or 13 what their status is.

MR. ROBERTS: Absolutely. Absolutely. CHAIRPERSON HIXSON: So we are -- her recommendation we are going to agree with, as well as the authorizing a complaint or establishing a

17 18 complaint against the second company.

19 MR. ROBERTS: I think we should go a 20 little bit further than that.

CHAIRPERSON HIXSON: Okay.

22 MR. ROBERTS: That I think we should 23 write a letter to the Respondent company, perhaps

urging them to get this situation resolved. Just the

25 fact that they are getting an official letter from

Page 36

```
1 our Board here would encourage them to come up with
2 some sort of satisfactory response. So closing it.
3 yes, but I think we should send them, like I say, a
   letter urging them to make some sort of settlement
   with this -- with this customer and see where that
5
   goes. So let me -- let's not close this yet.
7
           CHAIRPERSON HIXSON: Okay.
8
           MR. ROBERTS: We certainly need to
9
   establish a complaint against the authorized dealer,
10 whoever that was, and they are possibly operating --
11 installing systems without a license, so there needs
12 to be complaint against them, also against our
13 standards of conduct. So that would be one, perhaps
14 two complaints against the company that actually did
15 the installation. But I think -- like I said, I
16 think we need to send a letter to the Respondent
17 company urging them to resolve this satisfactorily on
```

behalf of the customer.
So I guess we need a motion to do that.
I would make a motion that we send a letter asking
them to make some sort of satisfactory reconciliation
with the customer and that we establish a complaint
against the authorized dealer here in violation of
the -- our standards of conduct and also possibly
installing without a license.

```
2
          MS. THOMAS: Okav.
3
          MS. VEST: Okay.
4
          MR. ROBERTS: So -- and then we can close
5
   it at that point.
6
          MS. THOMAS: Okay.
7
          MS. VEST: All right. We have the
8
   motion. Keith Harvey?
9
          MR. HARVEY: Yes.
10
           MS. VEST: Ken Roberts?
11
           MR. ROBERTS: Yes.
12
           MS. VEST: Vivian Hixson?
13
           CHAIRPERSON HIXSON: Yes.
14
           MS. VEST: Motion carries.
15
           MS. THOMAS: Okay. Case number seven is
16 2017 --
17
           CHAIRPERSON HIXSON: Ashley, I'm sorry,
    before we go to number seven. When you open the
19
   complaint against the authorized dealer and we do end
20
   up -- we conduct an investigation, will we determine,
   number one, whether the license was expired, but will
22
   the investigators also delve into whether or not this
23
   is registered employees or if there's other
   violations in addition to a possible standard of
24
25
  conduct violation as well?
```

Page 34 1 MR. HARVEY: Second. 2 CHAIRPERSON HIXSON: Okay. We have a 3 motion by Mr. Roberts -- this is a lot of things --4 to Respondent company, requesting that they make some sort of satisfactory resolution with the customer and then open a complaint against the authorized dealer 7 listed in this complaint to determine their status and also for possible violations of our standard of 9 conduct. Is that correct, Ken? 10 MR. ROBERTS: Yes. 11 CHAIRPERSON HIXSON: Okay. Ms. Vest? 12 MS. THOMAS: Just before the Board votes, if I can ask a question. So we are holding the complaint open, I'll send a letter; and at that 15 point, do you want me to bring it back to the Board 16 with their response to the letter? 17 MR. ROBERTS: Yeah, why don't you do that, just so we'll know what's going on. Will that 19 be a problem for you? 20 MS. THOMAS: No, I can bring it back. 21 MR. ROBERTS: Just let us know what 22 happened. My guess is that the Respondent company will make some sort of arrangement to settle this 24 with the client, as we are encouraging them to do,

25 but I'd like to find out what actually took place

2 all that information in my investigation request. 3 CHAIRPERSON HIXSON: Okay, thank you. I 4 quess, number seven? 5 MS. THOMAS: Okay, case number seven is 2017060071. This is an industry complaint. 7 Complainant alleges that Respondent advertised on 8 Facebook to install security cameras without a 9 license. 10 Respondent responded to the complaint and 11 states that he does asphalt sealing and installs self-monitoring Samsung security cameras from Sam's 13 Club that require no monthly fees or monitoring. 14 Respondent states that the Complainant is a 15 competitor who is trying to create confusion about his business. Respondent states that he has a 16 business license and he does asphalt sealing and 17 18 pressure washing. Respondent also states again that he, quote, "Puts up self-monitoring Samsung security 19 20 cameras from Samsung." Respondent again states that 21 there are no monthly fees or monitoring included. 22 My recommendation is to issue a letter of 23 warning regarding Tennessee Code Annotated 24 62-32-304(j), which prohibits the sale, installation,

and servicing of television or still cameras without

MS. THOMAS: Yes, ma'am, I will include

1

here.

Page 37 Page 39 1 certification and close. 1 MS. VEST: Motion carries. 2 MR. ROBERTS: I think that that would be 2 MS. THOMAS: Case number eight is 2017060321. Complainant alleges that Respondent 3 incorrect. This guy's installing camera systems. 4 Where he buys the camera systems is immaterial. 4 contracted with his parents for services since 1995. Whether he buys them from Sam's Club or finds them on 5 After the death of his father, his mother had to move the street, he is still installing close circuit TV to a facility and the phone service was disconnected. 7 7 systems, which requires a license. Complainant worked with Respondent and agreed to meet 8 MS. THOMAS: Okay. 8 and have a mobile service installed. Complainant 9 MR. HARVEY: The only way that would not 9 states that the agent failed to appear for the 10 require a license is if you were installing it for installation appointment and that Respondent is 10 11 yourself. 11 currently billing for no services. 12 MS. THOMAS: Right. 12 When Complainant's mother was diagnosed MR. HARVEY: Not for others. 13 13 with dementia, he discovered that Respondent had been billing his mother and that she was unaware that 14 MS. THOMAS: Right, and I don't dispute there was no service. Complainant states that 15 that. 16 Respondent continued to bill his parents even though MR. ROBERTS: So --17 they knew they were not providing any services. 17 CHAIRPERSON HIXSON: So are you all wanting to open a complaint against this person for 18 Respondent turned Complainant's mother's unlicensed activity; is that what I gather? 19 account over to a collection agency. Respondent 19 20 MR. ROBERTS: We have a complaint open, 20 states that they did not initially cancel the account 21 due to receiving no written notice. They state that 21 but I think the letter of warning would be 22 inappropriate. What is the proposed settlement for 22 as a gesture of good will, the account was closed at 23 installation of security systems without a license, the agency, and that the additional agency fees have 24 unlicensed installations? been paid and all balances have been cleared. 24 25 25 MS. THOMAS: Unlicensed activity by My recommendation is to close. Page 38 Page 40 statute is a \$1,000 civil penalty. MR. ROBERTS: Make a motion that we 2 MR. ROBERTS: I would make a motion then 2 concur with the recommendation of Counsel. 3 that we authorize a formal complaint and offer a 3 MR. HARVEY: Second. settlement of a \$1,000 penalty for installing alarm 4 CHAIRPERSON HIXSON: Okay. We have a 4 5 systems without a license. 5 motion by Mr. Roberts and a second by Mr. Harvey to concur with our Counsel's recommendation in this 6 MR. HARVEY: Second. 7 matter. Ms. Vest? CHAIRPERSON HIXSON: Ms. Vest? 7 8 MS. VEST: You going to repeat the 8 MS. VEST: Keith Harvey? 9 9 motion? MR. HARVEY: Yes. 10 CHAIRPERSON HIXSON: Okay. We have a 10 MS. VEST: Ken Roberts? 11 motion by Mr. Roberts to authorize a formal 11 MR. ROBERTS: Yes. 12 12 MS. VEST: Vivian Hixson? conference --13 13 CHAIRPERSON HIXSON: Yes. MR. ROBERTS: Hearing.

14 CHAIRPERSON HIXSON: Huh? 15 MR. ROBERTS: Formal hearing. 16 CHAIRPERSON HIXSON: I'm sorry, formal hearing, and to impose a \$1,000 civil penalty with an 17 18 offer of settlement for installing CCTV systems 19 without a license as required by law. MS. VEST: Keith Harvey? 20 21 MR. HARVEY: Yes. 22 MS. VEST: Ken Roberts? 23 MR. ROBERTS: Yes. 24 MS. VEST: Vivian Hixson? 25 CHAIRPERSON HIXSON: Yes.

14 MS. VEST: Motion carries. 15 MS. THOMAS: And case number nine is 2017060641. This is an industry complaint. 16 17 Complainant alleges that he received an e-mail from 18 Respondent asking if they ever sub out any of their 19 work. Complainant states that Respondent is 20 unlicensed. Respondent states that he only performs, quote, "this type of work," end quote, if he is 22 working with a licensed -- a state licensed 23 contractor. This matter was sent for investigation. Respondent provided the investigator with 24 25 a sworn statement indicating that he only

Page 41 Page 43 1 subcontracts with licensed companies. Respondent for the Alarm Systems Contractors Board. We'd like to welcome him aboard. And Madam Chair, can we take 2 indicated that he has contacted the Board staff 3 twice, and each time he was told that a license was like a five-minute break? 4 not needed for him to subcontract. Respondent also 4 CHAIRPERSON HIXSON: Yes. 5 5 provided a copy of his subcontracting agreement with (Short break.) 6 CHAIRPERSON HIXSON: We are going to call 6 the licensed company. It appears that Respondent may be 7 our meeting back to order. The next item on the 7 8 confused as to the requirements of the Alarm Systems 8 agenda is appearances. Do we have any appearances Contractors Board and the Board for Licensing 9 today? 10 Contractors, and it can be assumed that Respondent 10 MS. VEST: Yes, ma'am, we do. 11 spoke with members of the Contractors Board office. 11 CHAIRPERSON HIXSON: Okay. Do you want 12 My recommendation is to issue a letter of 12 to proceed? 13 13 warning regarding Tennessee Code Annotated MS. VEST: Yes. You should have 14 62-32-304(f) and close. And that particular statute 14 Exhibit A, should be John Murray on your iPads. deals with subcontracting with a licensed alarm 15 Mr. Murray is here with his qualifying agent. Would you come up and sign in, please? You 16 systems contractor. 16 are the qualifying agent, could you sign in? And if 17 MR. HARVEY: I make a motion to concur 17 you gentlemen would, please, take a seat over there 18 with Counsel. 19 MR. ROBERTS: Second. 19 to the right. 20 CHAIRPERSON HIXSON: Okay. We have a 20 I'll give you a little history while they 21 are signing in. This is Mr. Murray. Mr. Murray has 21 motion by Mr. Harvey and a second by Mr. Roberts to concur our Counsel's recommendation in this matter. come before the Board before. He was here, I 22 believe, February of '17. We did -- you did approve 23 Ms. Vest? 23 24 MS. VEST: Keith Harvey? 24 his application based on the fact that he would take 25 25 drug tests and pass the drug test. We were notified MR. HARVEY: Yes. Page 42 by his company at that time, which was ACT Security. 1 MS. VEST: Ken Roberts? 2 2 that he had been terminated, he had failed his drug MR. ROBERTS: Yes. 3 MS. VEST: Vivian Hixson? test. According to the order, he was revoked. 4 He since now - I think, as of February 4 CHAIRPERSON HIXSON: Yes. 5 5 the 5th, made new application and is with a new MS. VEST: Motion carries. 6 MR. ROBERTS: Let me say this, I think company Beacon Technology. Since his application was 7 7 revoked, I told him he would need to come before the that rather than just a standard letter of warning, it needs to be explained to this Respondent that he Board and talk to you about making his new 9 cannot -- that the fact that he's subcontracted from 9 application, see if you would approve it. 10 a licensed contractor has no bearing, that if he is 10 Rest I am going to leave to Mr. Murray to explain the circumstances. Like I said, he made the 11 doing installations, he has to be licensed. And he 11 application online, I got to think February the 4th 12 obviously -- or I am assuming that he does not 13 understand that. And so I would -- the letter that 13 -- December the 4th, excuse me. He just made it.

CHAIRPERSON HIXSON: Yes.

MS. VEST: Motion carries.

MR. ROBERTS: Let me say this, I think
that rather than just a standard letter of warning,
it needs to be explained to this Respondent that he
cannot -- that the fact that he's subcontracted from
a licensed contractor has no bearing, that if he is
doing installations, he has to be licensed. And he
obviously -- or I am assuming that he does not
understand that. And so I would -- the letter that
you are sending needs to make that clear so that he
won't continue that action any longer.

MS. THOMAS: Absolutely. And that's why
I say in looking at his response in the
investigation, I think that he spoke with the
Contractors Board, which has a bit of different
requirements, as far as subcontracting, and so, like
you said, the letter will include the difference in
this Board's requirements for subcontracting.

MS. VEST: I apologize, I forgot to
introduce on record our new assistant general
counsel, Stewart Huffman. He is now your litigator

14 MR. MURRAY: Basically I made a bad 15 decision in using someone else's urine sample to pass the test, when I was requested to take the test from 16 17 ACT Security. I didn't know if I was going to have a 18 clean sample or not, so that's why I chose to do that 19 because of past experiences. So I was just looking for another opportunity to continue doing alarm 21 systems, which I have done pretty much my whole 22 career. 23 MS. VEST: Would you introduce yourself, 24 sir? 25 MR. CUNNINGHAM: My name is Adam

Page 48

```
Cunningham, and I am with Beacon Technologies. I am
2
  our fire QA.
```

3 MS. VEST: I am going to leave this up to 4 the Board and let them ask whatever questions they 5 need to ask.

6 MR. HARVEY: I guess the most obvious 7 question would be, why was it any question that you may not pass?

9 MR. MURRAY: Well, from marijuana use in 10 the past, I wasn't sure if it would be out of my 11 system or not. And instead of taking it a step 12 further and thinking it through and possibly testing 13 myself prior to going and seeing if I was clear or 14 not, I chose to use my helper's urine sample at the 15 time, which ended up failing the test. Which is a 16 bad choice on my part, but I have been drug tested 17 since then several times and I have not tested 18 positive for anything.

19 MS. VEST: Did you bring one of those 20 tests with you?

21 MR. CUNNINGHAM: I have six copies.

22 MS. VEST: All right. Vivian, you are not going to be able to see this one. It's the drug

24 tests that he had. 25

CHAIRPERSON HIXSON: Okay.

MS. VEST: How did you get somebody 1

2 else's in there?

3 MR. MURRAY: In a separate little bottle 4 in my pocket.

5 MS. VEST: I'm sorry, I apologize, I have 6 never had one.

7 MR. ROBERTS: You have obviously never 8 done that.

9 MS. VEST: I never have. No, sir, I 10 never have.

11 MR. ROBERTS: That's not an uncommon 12 practice for folks that are trying to get a clean 13 drug test.

14 MS. VEST: How do you trust a clean drug 15 test then?

16 MR. CUNNINGHAM: I think he's proved that 17 you don't.

18 MR. ROBERTS: I know Vivian may have more 19 intimate knowledge of that -- I mean, more knowledge 20 of that than we might have.

21 MS. VEST: Yeah, Vivian, you got any 22 input?

23 MR. MURRAY: The places I have been to 24 recently have -- they make you empty your pockets and

they check your pockets.

Page 46

```
MS. VEST: I'll read this out to you.
2 It's from screen -- Escreen, Specimen Results
3 Certificate for John Murray. The date was December
4 the 4th, 2017, and he came back negative.
```

5 MR. MURRAY: I would also like to say 6 that prior to getting the results of the positive 7 test, ACT -- once I told them the situation and what 8 I had done, they took me for another drug screen the 9 day that I was terminated, and I tested negative that 10 day as well. But they said that the results were 11 already submitted to the Alarm Board and that they 12 had to terminate me due to the revoked license and

14 MS. VEST: Can I ask you, how does 15 Escreen do that? I mean, you didn't have to go in 16 personally to give the sample? How did you get the 17 sample --

18 MR. ROBERTS: It's hard to give a sample 19 impersonally.

20 MS. VEST: I thought maybe he mailed it 21 in. I don't know.

22 MR. CUNNINGHAM: It's a rapid drug 23 screen. You pay, you go down there that day, they do 24 a screen and have the results in like 15 minutes, I

25 think is what it is.

13 what happened.

CHAIRPERSON HIXSON: That's how I have 2 always known them to be done by reputable companies, 3 and they check the person before they are allowed to give the urine specimen to ensure that they don't

have another sample to substitute. So I don't know

about the Escreen or that first company's policy,

7 that they are really that good.

8 MS. VEST: Is that the way Escreen did 9 it. Mr. Murray?

10 MR. MURRAY: Yeah, the places that I have 11 been to recently have -- they are, like, Concentra, and so when they check everything, they check your 13 pockets and everything before you take the urine 14 sample.

MS. VEST: Okay.

15 MR. MURRAY: The first time that it came 16 17 back positive was from -- I don't know what company 18 it was from, but it was a lab that sent the results 19 out. It wasn't a rapid screen. 20

MS. VEST: So you are telling me I can 21 trust this one here, that you gave me, this negative? 22

MR. MURRAY: Yes, ma'am.

23 MR. HARVEY: How long you been working 24 with Beacon?

25 MR. MURRAY: Probably about five months.

Page 52

9

11

20

21

22

23

24

chance.

1 I came on in the cabling department, but I have --2 from being in the business for so long, I have a lot 3 of knowledge in the industry, and I would like to further my career -- instead of being in the cabling department, be able to further my knowledge. 6 MR. HARVEY: And Mr. QA, what can you

tell us about his work time with Beacon?

7

8

9

1

22

23

MR. CUNNINGHAM: Well, obviously I wouldn't put myself on the line, if I didn't feel strong about this. For what he's done in the past, 11 I -- it's not my business what he's done in the past, 12 I want what he's doing now. He's a good employee, 13 he's there, he's smart, his knowledge is good. He

14 knows a lot more than a lot of guys we got doing lead 15 work. And it's his career, it's an opportunity to 16 get back into doing alarms.

17 I know he's passionate about it and I 18 think that he's good at it and I want him for that, 19 if we can have him for that. So we are at your mercy 20 and realize that. And he's taken, I guess, three 21 drug tests since he's been with Beacon now. We're a 22 drug-free workplace. When he got hired on, he took a drug test. Specific sites, when you go, contractors 23 24 require you to do that, and, of course, we did one

another day for me. He had never failed a drug test

1 here in February of this year. The beginning of 2 probably last summer, prior to moving here.

3 CHAIRPERSON HIXSON: But yet you used 4 someone else's sample because you weren't sure any 5 marijuana would show up in your system?

6 MR. MURRAY: Yeah, because of being 7 around it with other people and knowing people that do it and putting myself in bad situations.

CHAIRPERSON HIXSON: Are you still 10 hanging out with those people?

MR. MURRAY: No, ma'am.

12 MR. ROBERTS: Mr. Murray, I am not 13 terribly sympathetic. It is my understanding that at the previous appearance before the Board, we gave you 15 a second chance and you blew it. I am not terribly sympathetic to your situation at this point. You know, it just doesn't seem that you have been trying to live up to the second chance that you had at that point, now you are asking us for basically a third

MR. MURRAY: I agree.

MR. HARVEY: Yeah, Ken took the words right out of my mouth. We obviously put some faith and trust in you the last time around to give you the chance to -- and that's not something we do a lot of

Page 50

submitted to me. Found this out from the past.

2 So yeah, he made some mistakes and it's not good, but I think he's a good employee, I think 3 he's a good person, and I want to -- if things go okay, I have already talked about the owners of the company of doing a monthly -- maybe weekly random -whatever, enforce that policy, make sure that -- it's not that I don't trust him, but we want to keep 8 9 ourselves straight too.

10 MS. VEST: Okay. Mr. Murray, have you 11 been charged since your last arrest? 12

MR. MURRAY: No, ma'am.

13 MS. VEST: The reason that he was before you before was the -- or his arrest record and the 14 15 drug use, quite frankly.

16 MR. MURRAY: That was all prior to moving 17 to Tennessee and trying to start over and get my life 18 together.

19 CHAIRPERSON HIXSON: Are you the 20 gentleman from New Jersey that came before the Board 21 earlier this year?

MR. MURRAY: Yes, ma'am.

CHAIRPERSON HIXSON: Okay. When was the

24 last time you used any drugs at all? 25

MR. MURRAY: It would be prior to coming

to even go so far as to ask for the drug test

regularly to kind of keep you on board. I don't --

you know, we hear about how passionate you are, you

4 want to be in the industry and want to further your

5 career, but you are not doing those simple things

6 that it takes to get there, from our standpoint, from

7 what we are seeing. You may be seeing something

8 totally different as the QA in short-term employment,

9 but what assurances do we have? What's going to

happen different, should we give that third chance? 10

In a year, I might add. 11

12 MR. MURRAY: I mean, the difference would 13 be, you know, subjected to the drug testing that was 14 initially asked for me to do, you know, providing 15 results and -- I mean, the difference would be just doing the right thing and making the right decisions, not falling back on bad habits. 17

18 MR. ROBERTS: See, really, this Board is 19 charged with protecting the general public. But in fact, what we really are in charge of is protecting 20 the general public, Beacon Technologies as an

21

employer, and hopefully you. Because if you are out 23 on a job site and under the influence and have some

sort of an accident, it could hurt you, it could be 24

25 very detrimental to Beacon, it could hurt the general

Page 56

1 public.

2

So it's important that the role that we 3 fulfill in trying to make sure that the people that are in the alarm industry are clean, sober, and

qualified employees, to the best that we can do that.

6 And frankly, your record just doesn't show that.

7

MR. MURRAY: I understand.

8 MR. ROBERTS: It just does not. On the 9 other hand, I am fully sympathetic with somebody

10 that's trying to make an honest living and support a

11 family and conduct a normal lifestyle, I am fully

12 sympathetic to that. So these two understandings on

13 my part are kind of in conflict. On one hand, I'm

14 sympathetic, on the other hand, I'm not. I am just

15 trying to figure out some real solution that would

16 help all parties involved, would set aside the

17 statute that we are charged to operate under.

CHAIRPERSON HIXSON: Well, Ken and Keith,

19 would y'all entertain that he continue on in a

20 nonregistered employee capacity with Beacon so he

21 does remain employed for a period of six months and

22 we require Beacon to test him at a legitimate

23 screening site once a month for six months and then

24 reconsider?

MR. ROBERTS: Yeah, I'd be agreeable to

MR. ROBERTS: And come back before the 1

2 Board six months from now --

MS. VEST: Well, if he's not a registered

4 employee --

3

5 MR. ROBERTS: He's not working in the

6 alarm industry --

7 MS. VEST: That's correct. So he's not

subject to whatever decision we are going to -- you

are going to make here. So what are we saying, it's 9

10 up to Beacon if they want to keep him in a

11 nonregistered employee position for that length of

12 time?

13 MR. CUNNINGHAM: Correct.

14 MR. ROBERTS: What we are proposing would

be an opportunity for you to become a registered 15

16 employee in the alarm industry. That seems like a

17 pretty reasonable solution to me.

18 MR. HARVEY: We cannot ask you to give

19 drug screening, since you are not registered, but

what we are saying is if you were to come back here

21 with six months worth of clean drug tests, we would

22 reconsider.

24

23 MR. MURRAY: Right.

CHAIRPERSON HIXSON: Yes, that way he

25 continues to be employed with Beacon. You know, Adam

Page 54

Page 53

1 that.

18

25

8

18

2 CHAIRPERSON HIXSON: That way in six 3 months, if he screened by Beacon -- and I want these

4 to be surprise tests, I don't want them to be given

-- any notice given to him. I guess -- I don't

remember the man's -- is it Mr. Cunningham? I know 7 you said Adam.

MR. CUNNINGHAM: Yes, that's correct.

9 CHAIRPERSON HIXSON: Okay. Adam, these 10 will not need to be scheduled on the same day every

11 month so he has opportunity to make arrangements, but

12 almost be a surprise testing for a period of six

13 months. And then we'll bring him back before the

14 Board, and if he's tested clean, then we'll

15 reconsider.

16 MR. ROBERTS: Would that seem to be a

17 reasonable solution?

MR. CUNNINGHAM: Absolutely. We are a 19 drug free employment, so we are very hard on that and 20 we do that anyway, but we don't want people using.

21 MR. ROBERTS: I know our company's the 22 same way, we are a drug-free workplace and we do

23 random testing. This would be more than random 24 testing, this would be a monthly test.

25 MR. CUNNINGHAM: Correct. 1 says he's a really good, dedicated employee, very

2 intelligent, so you don't really want to punish

3 Beacon, but yet we have to ensure, before we give him

registered employee status, that he's drug free for

six months. I mean, it's a win-win for everybody, as

far as Beacon and with Mr. Murray, I think.

MR. ROBERTS: I would also suspect if he

8 turned up with a positive drug test that Beacon would

9

7

10

MR. CUNNINGHAM: Immediate termination.

11 MR. ROBERTS: -- with the drug-free

12 workplace, would terminate immediately. I know

13 that's what we do.

14 MR. CUNNINGHAM: That's correct. That's

15 correct.

16 MS. VEST: Let me also explain, I am not

going to be able to hold the application open for six 17 18 months. The computer has been designed now to close

19 quicker.

20 MR. ROBERTS: Make a reapplication.

21 MS. VEST: You would have to make a new 22 application.

MR. CUNNINGHAM: Just the midway point 23 24 make a new application or --

25 MS. VEST: At the end of the six months.

Page 57 Page 59 1 MR. CUNNINGHAM: Let it expire --1 screens are clear, he can make reapplication and his 2 MR. ROBERTS: It's going to expire anyway 2 registered employee status can be approved 3 at the end of six months. If you'll come back to the administratively; is that correct? Board with a record of random drug tests on a monthly 4 MR. ROBERTS: Yes. 5 basis that you can show -- demonstrate those records, CHAIRPERSON HIXSON: All right. All in 6 that we would reconsider an application at that 6 favor voice -- I'm sorry. Ms. Vest, will you call a 7 point. 7 roll? 8 MR. CUNNINGHAM: Okay. 8 MS. VEST: Keith Harvey? 9 9 MR. ROBERTS: Do we need to put that in MR. HARVEY: Yes. 10 the form of a motion? 10 MS. VEST: Ken Roberts? 11 MS. VEST: Yes. 11 MR. ROBERTS: Yes. 12 MR. ROBERTS: All right. I'll make a 12 MS. VEST: Vivian Hixson? 13 motion then that if Mr. Murray and the qualified 13 CHAIRPERSON HIXSON: Yes. 14 agent come back six months from now, approximately 14 MS. VEST: Motion carries. 15 six months from now, with six monthly clean drug 15 MR. HARVEY: Good luck. MR. CUNNINGHAM: Thank you, guys, very 16 tests, then we would consider an application for a 16 17 registered employee in the alarm industry at that much. 17 MR. MURRAY: Thank you. 18 point. 18 19 MR. HARVEY: Second. 19 CHAIRPERSON HIXSON: Thank you for 20 appearing before the Board. And Mr. Murray, don't MS. VEST: Let me ask the question, do 21 you want me to bring it back to the Board or do you 21 let us down this time, please. 22 want me to look at them and see if they are clean and 22 MR. MURRAY: I won't. Thank you for 23 just approve it? 23 another opportunity. 24 MR. ROBERTS: I think it can be handled 24 CHAIRPERSON HIXSON: Okay. Ms. Vest, the 25 administratively. 25 next item on the --Page 58 Page 60 1 MS. VEST: Then we'll take a look at your 1 MS. VEST: Madam Chair, can you hold just 2 drug exam when you make your application. You'll a moment, please? 3 need to turn in all your drug tests, all right, so I 3 (Discussion off the record.) can make that determination. 4 MS. VEST: All right, I'm finished, Madam 5 MR. ROBERTS: So they'll give you an 5 Chair. I was just doing some discussion there with opportunity to continue on in this -- or to reengage Mr. Murray how he was going to --6 7 in this industry, but you've got to stay clean to do CHAIRPERSON HIXSON: That's okay. When 7 8 it. you all step out of the microphone, I don't hear 9 MR. MURRAY: Absolutely. 9 anything, it just goes silent. 10 MR. ROBERTS: It's in your own best 10 MS. VEST: Okay. We can move on down to 11 interest to do that anyway, unless you want to stay my administrative matters, if you would like. 11 12 working for Beacon. I assume, I'm guessing, Beacon 12 CHAIRPERSON HIXSON: The next item is the 13 wants you to stay with them or they wouldn't be here 13 regulatory Board monthly report. 14 in the first place. 14 MS. VEST: Yes, ma'am. We have the MR. CUNNINGHAM: That's correct, I need 15 15 monthly report. All I have here, actually, is for 16 him. October. There's not that much to report. We still 17 MR. ROBERTS: That gives you a pass. We are showing our two vacant positions, that was for 17 have a motion then. Did you make a second? Karen Jones and Ken Roberts. 18 CHAIRPERSON HIXSON: Do we have any 19 MR. HARVEY: Second. 19 20 MS. VEST: Vivian. 20 update on that at all? 21 CHAIRPERSON HIXSON: I'm sorry, I am not 21 MS. VEST: There has not been any update 22 hearing Keith sometimes, is what it is. We have a 22 to my office. 23 motion by Mr. Roberts and a second by Mr. Harvey that 23 CHAIRPERSON HIXSON: Okay.

24

24 states Mr. Murray will submit to drug screening for

25 the next six months under Beacon's purview, if his

MS. VEST: The governor has not informed

25 me yet. And, of course, they both continue to serve

Page 64

Page 61

until we hear, and we certainly appreciate that.

2 CHAIRPERSON HIXSON: I am not hearing 3 anything.

4 MS. VEST: I said they continue to serve 5 and we certainly appreciate it.

CHAIRPERSON HIXSON: Okay. Thank you.

MS. VEST: The next item is the budget review, which I do not have; I just got that

9 yesterday afternoon. I do have some questions about

10 that, so therefore I am not going to put it on this

11 agenda, I will present -- it would have been the

12 October. So in February we'll have several months of

13 budgets from me to present to you.

14 The next item would be the legislative 15 update, and I don't have a legislative update either.

16 I don't have an application for review, and I do not 17 have a request for an extension, and we do not have

any criminal records for review.

CHAIRPERSON HIXSON: Okay. So we move to 20 the education report.

21 MS. VEST: Yes, ma'am. I believe that

22 this information was given out. We did send some

23 material to Karen Jones, but since she was not able

24 to be present, I believe we sent that information to

25 Ken Roberts.

6

7

19

4

9

19

Productivity Hacks, which would be for one hour of

2 continuing education, which I would recommend

approval.

4 There was a course called Hiring and

5 Engaging Veterans, Why It Makes Business Sense and

How To Do It, one hour of continuing education; I

7 would recommend approval for that.

8 There's a course called the Sneaky Ways

9 of Self Sabotage. That sounded like a really

interesting course. One hour of continuing

education, which I would recommend that be approved

12 for that. There was a course called Servant Selling

for one hour of continuing education, which I would

14 recommend.

15 There was a course, What Keeps You Up At

16 Night 2017. That also sounded like an interesting

course, but I would recommend it be approved for the

18 one hour of continuing education. There was a course

19 entitled And Then Some, the Art of Exceeding

20 Expectations, which would be for one hour of

21 continuing education; I would recommend approval.

22 And there was a course called, The Data You Need to

23 Effectively Sell Comprehensive Security, also for one

24 hour of continuing education, which I would recommend

25 it be approved. Those were the courses that I was

Page 62

1 MR. ROBERTS: Foisted it off on Ken 2 Roberts, I believe.

3 MS. VEST: Okay.

MR. ROBERTS: I can -- I can go through

5 the list. Why don't I go through the list that I was

sent first with the recommendations. I received some

7 35 pages, initially. Let me just list the courses

8 and the recommendation.

The first course I have in my hand was

10 Dinosaur Wisdom for one hour of continuing education;

11 I would recommend approval. Second one was Managing

12 Cyber Security Bridging, the Gap Between Leadership

and Technology, one hour of continuing education, and

14 I would approve it for continuing education.

15 Incidentally, these were requested for 16 initial application, but they would be inappropriate

17 for that, so they would just be for continuing

18 education.

The next one would be Cyber Security

20 Trends for the 2018, How Business Leaders Need to

21 Take Charge, one hour of continuing -- one hour of

22 continuing education; I would recommend it be

23 approved for that. The next one is called

24 Unmarketing for one hour of continuing education; I

25 recommend it be approved. The next one will be Five

1 sent initially.

2

Subsequent to that, I received another

3 series of courses. I think these were the ones that

4 were sent to Karen initially. There was a course

called System Enhancement Module 201 for one hour of

continuing education. There was a course that is 6

7 called Video As A Service 201 for one hour of

8 continuing education, which I would recommend it be

9 approved for that. There was a course called

10 Interactive Services and Image Sensor 201, which I

11 would also recommend for one hour of continuing

12 education. There was a course entitled Installer 13 Tools 201 for one hour of continuing education, which

14 I would recommend approval. There was a course

15 called Automation and Energy 201 for one hour of

16 continuing education, which I would recommend

17 approval. And there was a course called Alarm.com

18 Doorbell Camera 201 for one hour of continuing

19 education, which I would also recommend approval.

Those were the courses that I reviewed.

21 And do we want to make that a motion at this point?

22 You have some courses?

23 MR. HARVEY: Uh-huh.

24 MR. ROBERTS: I make a motion that

25 these -- all those courses I just read be approved

20

Page 65 Page 67 and two hours of continuing education. CHAIRPERSON HIXSON: Do we need those 2 MS. VEST: Vivian, did you hear that? 3 read into the record? Vivian? Vivian? Okay, apparently we have lost 4 MS. VEST: Yes. I believe so, yes, Vivian Hixson, who is calling in telephonically. ma'am. Hold just a moment. If you'd like me to, MR. ROBERTS: We can still continue on. Keith, I can read them into the record, unless you 6 Once you establish a quorum for a meeting, then it 7 want to. would continue, unless there's an objection. That's 8 MR. HARVEY: That will be fine with me. 9 MS. VEST: Okay. With the ESA is MS. VEST: Yes, sir. Our staff attorney 10 Troubleshooting Service and Maintenance Online, 11 is telling me no. We had this discussion in case 11 continuing education for one hour. These are all 12 Vivian did drop-off, and I have been instructed that continuing education. ESA, How to Present the Best 13 Solutions for Your Client's Needs, one hour. Adams MS. THOMAS: And that's been confirmed 14 Rite, R-I-T-E, Storefront Product Application, two with the policy director. So discussions can happen. hours for continuing education. Introduction to but once quorum is lost, the vote has to stop. Commercial Sales, one hour. Alarm.com -- no, this MR. ROBERTS: Let's see if we can get 17 is --18 MS. BALASZI: You have two copies. There CHAIRPERSON HIXSON: I'm back. 19 you go. MS. VEST: Okay. You are back Vivian? 20 MS. VEST: I'm sorry. Selling Integrated CHAIRPERSON HIXSON: Yes, I got dropped. Systems, one hour. Selling Commercial Video 21 22 Surveillance Systems, one hour. Selling Commercial MS. VEST: Okay. Well, Mr. Roberts, will 23 Intrusion Systems, one hour. Selling Commercial Fire you mind making your motion again, please? 24 Alarm Systems, one hour. Selling Commercial Access MR. ROBERTS: I made a motion that we Control Systems, one hour. Prospecting for Potential Page 66 Page 68 Clients, one hour. 2 They are also asking for 11 hours of 3 credit for their Leadership Summit, which will be held on February the 12th through the 15th, 2018. It 4 will be The Data You Need to Effectively Sell 5 Comprehensive Security and Then Some. 7 MS. BALASZI: That's already approved by Mr. Roberts. 8 9 MS. VEST: Is that the one that you 10 already had, Ken? 11 MR. ROBERTS: (Nodding head 12 affirmatively.) 13 MS. VEST: I apologize. It got approved

approve all of the courses I read for one hour of 2 continuing education as requested. 3 MR. HARVEY: And I seconded. 4 CHAIRPERSON HIXSON: Okay, thank you. We 5 have a motion by Mr. Roberts and a second by 6 Mr. Harvey to approve all the courses read into the 7 record for CEU -- or for CEU credit at one hour. 8 MR. ROBERTS: Yes. CHAIRPERSON HIXSON: Okay. Ms. Vest, 9 10 will you call the roll? 11 MS. VEST: Keith Harvey? 12 MR. HARVEY: Yes. 13 MS. VEST: Ken Roberts? 14 MR. ROBERTS: Yes. 15 MS. VEST: Vivian Hixson? 16 CHAIRPERSON HIXSON: Yes. 17 MS. VEST: Motion carries. 18 CHAIRPERSON HIXSON: Thank you. 19 MS. VEST: I believe, Keith, you have 20 some courses as well. 21 MR. HARVEY: I didn't cut down any trees

22 like Ken did, but I just -- the ones you sent me was

23 the ESA, they were all for continuing education. I

25 thought they were all well sufficient for one hour

24 did read through every one of them individually and

for the one hour of continuing education.

MR. HARVEY: Second.

Roberts Rules of Order, which we adopted.

13 we would not be able to vote.

Vivian back on the line.

I'm back, though.

2

3

4

6

7

9

10

14

15

16

17

18

19

20

21

22

23

24

25

14 twice. 15 MR. ROBERTS: We haven't approved that 16 the second time yet. 17 MS. VEST: Okay. And these were given to 18 Keith as well. 19 MS. BALASZI: No, this is just a 20 duplicate. 21 MS. VEST: That's all that we had. We 22 are going to approve those. 23 MR. HARVEY: I'd make a motion to approve 24 the ESA courses for continuing education that's been 25 read into the record.

Page 69

```
1
          MR. ROBERTS: Second.
2
          CHAIRPERSON HIXSON: Okay. We have a
  motion by Mr. Harvey and second by Mr. Roberts to
  approve the ESA courses for continuing education at
5
  the rate of one and two hours as read into the
6
   record. Ms. Vest?
7
          MS. VEST: Keith Harvey?
8
          MR. HARVEY: Yes.
```

9 MS. VEST: Ken Roberts? 10 MR. ROBERTS: Yes. 11 MS. VEST: Vivian Hixson? CHAIRPERSON HIXSON: Yes.

12 13 MS. VEST: Motion carries.

14 CHAIRPERSON HIXSON: Okay. And you all 15 cut out, do we need to also have a motion on the 16 11-hour leadership conference request for February?

MS. VEST: No -- no, ma'am, that was in 17

18 Mr. Roberts's course listing.

19 MR. ROBERTS: That was just when they 20 were going to offer these particular courses that I 21 read into the record.

22 CHAIRPERSON HIXSON: Okay. I'm with you 23 now. Do we have any more course reviews to go over?

24 MS. VEST: No, but I do have something I 25 need to bring to the Board's attention. I would like spell the last name, Y-U-N-G-B-L-U-T, vice-president

2 of training and certification with the Electronics

3 Security Association.

4 Now I know we have discussed before the 5 proctoring and the web-based, as far as -- as far as 6 I can remember, we had some problems with that. Or 7 you did.

8 CHAIRPERSON HIXSON: How about we have 9 Ms. Yungblut appear before the Board in February to provide detailed information on how this works,

instead of trying to vote on it today. Because I see in her e-mail, she said that she would be present at

a future meeting. Would that be agreeable, 13

14 Mr. Roberts and Mr. Harvey.

15 MR. ROBERTS: That would be agreeable 16 with me.

17 MR. HARVEY: Yeah.

18 MS. VEST: All right. So we'd like to 19 extend her an invitation to the February 2018

meeting. What do I need to tell her she's coming to

speak on? Just explain the web base or --21

22 MR. ROBERTS: Explain how they -- how 23 they would conduct the course work and how they would

24 proctor the examination. Is that right? 25

MR. HARVEY: Yes.

Page 70

1

1 to read this e-mail that I have received from ESA.

2 "As a provider of approved quality 3 education for fire, burglar, and CCT installation 4 classifications, the Electronic Security Association, known as ESA, would like to request information on what steps we need to take to have a new exam 7 proctoring process approved by the Tennessee Alarm 8 Systems Contractors Board.

Currently we use either ESA's National 10 Training School, initials are NTS, instructor or a

11 third party testing center to proctor the 12 end-of-course exam. This proctoring and test taking 13 occurs with a proctor and test taker in the same

14 room. However, we now have the ability to use

15 web-based proctoring through a third-party provider. 16

The ESA education committee thoroughly 17 vetted the web-based proctoring process and feels 18 very confident that it is a secured method of 19 proctoring an ESA slash NTS course exam. We are 20 happy to provide the Tennessee Alarm System

21 Contractors Board more information on the web-based 22 proctoring system so that they can adequately review

23 it. Please let me know if you need any additional

24 information."

25

9

And this is from Michelle, and I will

Page 72 CHAIRPERSON HIXSON: My biggest concern

2 is that the person taking the test is actually the person that's being tested.

4 MR. ROBERTS: I think we would all have 5 that concern.

MS. VEST: Yes. And I think -- like I 6 7 have said, we have addressed this before, like, with

colleges. A lot of -- they are going to web-based

9 testing. You can do it at home, you can do it in a 10 classroom. This is how we do some of our testing.

11 Instead of in our office, when we have to do our

12 exams or whatever, take specific courses, we do it on

our own computers. We are locked in, they know who 13 we are, and we are sitting at our desk taking these.

15 So I mean it's something we might -- we are going to

16 have to consider. This is more and more -- moving

17 further and further into the future.

18 MR. ROBERTS: I think Vivian's suggestion 19 that we invite the lady to come and explain the

process and how it's done and how it's validated so 20

that it's secure -- assuring the person taking the 21

22 exam is actually the one that's getting credit for 23 the course.

24 MS. VEST: Okay. I will extend her the 25 invitation to come at the February meeting.

Page 76

Page 73

1 MR. ROBERTS: I think it was a good 2 suggestion Vivian made.

3 MS. VEST: We don't need a motion on 4 that, Vivian.

CHAIRPERSON HIXSON: Okay. That works for me. The next thing -- let's see, let me pull the agenda back up. Did you have that under the course review? Did we have any unfinished business?

9 MS. VEST: I don't have any unfinished 10 business.

11 CHAIRPERSON HIXSON: Do we have any new 12 business?

MS. VEST: Yes.

5

6

7

8

13

14

12

CHAIRPERSON HIXSON: Okay.

15 MS. VEST: I am going to read this e-mail 16 as well. Not going to read it all, just says, "Nice speaking to you." I have been asked, "What type of 17 18 license and testing do I need to obtain to install

19 residential alarm systems that would include keypads,

20 door contacts, motion sensors and glass breaks, smoke

21 detectors and heat detectors. We also install door

22 locks, doorbell cameras, thermostats, and lamp

23 modules that integrate with our alarm systems so that

24 these devices can be controlled over the customer's

25 cellphone. I saw on your website you encourage

detectors as part of a residential burglar alarm 2 system. So in summation --

3 CHAIRPERSON HIXSON: I am sorry, it 4 wouldn't be required, but we could encourage him to 5 seek the fire category. I agree with you on the 6 doorbell alarm, that's kind of minimal for CCTV, but 7 if he's going to be installing the fire components. 8 maybe encourage him to seek the fire classification 9 as well.

10 MR. ROBERTS: We can encourage him to do 11 that, but the way we have looked at that in the past, 12 and I believe the way our statute reads, that if 13 that's as a portion of -- a smoke detector added as part of a burglar alarm system would not require beyond the burglar alarm category.

15 16 If on the other hand he were installing fire systems, that that was what he was installing, 17 then he would need the fire alarm license. But if he 18 19 was installing smoke detectors as part of a residential burglar alarm system, then his burglar 20 21 alarm classification would allow that. 22

MS. VEST: So what I am going to respond back to this gentleman is, based on the information 24 that he has provided in his e-mail, he would need the 25 burglar alarm classification.

Page 74

1

3

17

further education and list Alarm.com as a resource.

We are Alarm.com certified and an authorized dealer 3 in seven states." This is from Ryan Torrence,

4 T-O-R-R-E-N-C-E, with Safe and Sound.

CHAIRPERSON HIXSON: It sounds to me that 5 he needs to be -- go through the process and become 7 an alarm systems contractor in the State of

8 Tennessee, just like anybody else, if he's installing 9 alarm systems.

10 MS. VEST: I think he's asking his 11 classification, what classification.

MR. ROBERTS: It would be my opinion that 13 if he were licensed as a burglar alarm installer, 14 that that would be sufficient. Now, that would be 15 predicated on the understanding that what he is doing 16 is installing a couple of heat detectors, couple of smoke detectors as part of a burglar alarm system. 17

and that also that installing the doorbell cameras 18

19 and such would still fall closely enough under the

20 burglar alarm category to be sufficient.

21 I would not think that to install a 22 doorbell alarm as part of a burglar alarm system, 23

that he would need, for instance, a closed circuit TV 24 license, just as he would not be required to have a

25 fire alarm license just to install a couple of smoke

MR. ROBERTS: That is correct.

2 MR. HARVEY: I completely agree.

MS. VEST: Thank you. That's all I have,

4 Madam Chair.

CHAIRPERSON HIXSON: Okay. Keith, Ken, 5 6 do y'all have anything?

7 MR. ROBERTS: Let me ask a question. In 8 going through the minutes of our previous meeting, it 9 seems like there was something else that was going to

10 be brought back before the Board. I don't recall

11 right offhand what it was. There was some previous

12 business that I had expected to be brought back. 13 presumably at this meeting.

14 MS. VEST: Just a moment.

15 MR. ROBERTS: I honestly don't recall 16 what it was.

MS. VEST: Well, it's obvious --

18 MR. ROBERTS: It wasn't stipulated to be

19 brought back at this meeting, so it could be 20 something we brought back at a future meeting.

21 MS. VEST: All right. We'll go back and 22 look at our minutes.

23 MR. ROBERTS: Look through it and see if 24 there was something else that was supposed to be

25 brought back to the Board. I don't recall what it

Page 77 Page 79 will not see the Board again until February of 2018. was. 2 CHAIRPERSON HIXSON: I found it. It's on Thank you. Page 22 of the October minutes. I am trying to go 3 (WHEREUPON, the meeting was adjourned at back and see what it pertains to. Maybe start on 10:47 a.m.) Page 20. MS. VEST: Give us just a minute, Vivian, we are looking it up. CHAIRPERSON HIXSON: That's okay. I just В opened the minutes to see if I can find out what Ken 10 was talking about, and Page 22 referenced what Ken's 10 talking about. Go back to Page 12, I think that 11 11 12 might be where it starts. 13 MS. THOMAS: Is this in regards, if I can 13 ask, to a complaint? 14 14 15 CHAIRPERSON HIXSON: Yes, ma'am, it is. Case number four from October legal report. 16 16 MS. THOMAS: Okay. 17 17 CHAIRPERSON HIXSON: Case number 2017047211. It says, "This case arises out of an 19 19 20 industry complaint alleging failure to register 20 21 employee." I think that is where this actually 21 22 starts. I pulled it up on Page 22. 22 23 MS. THOMAS: Okay. I can kind of speak 23 to that. 24 24 25 CHAIRPERSON HIXSON: Okav. 25 Page 80 Page 78 1 MS. THOMAS: At this time we are still 1 REPORTER'S CERTIFICATE 2 waiting on the full investigative report to come back 2 STATE OF TENNESSEE 3 from the investigator. I have spoken to him a couple COUNTY OF SUMNER 4 of times, but I wanted to wait until I get the full I, JENNY CHECUGA, Licensed Court Reporter, with offices in Nashville, Tennessee, hereby certify 6 file before I brought it back to the Board. that I reported the foregoing board meeting by CHAIRPERSON HIXSON: Okay. So we can machine shorthand to the best of my skills and Α expect it at a future meeting then? abilities, and thereafter the same was reduced to 10 typewritten form by me. А MS. THOMAS: Yes. I should be able to 11 I further certify that I am not related to present that to the Board in February. any of the parties named herein, nor their counsel, 12 CHAIRPERSON HIXSON: Okay. 10 13 and have no interest, financial or otherwise, in the 14 outcome of the proceedings. 11 MR. ROBERTS: That will be fine with me. I further certify that in order for this 15 12 CHAIRPERSON HIXSON: Okay. Mr. Roberts, document to be considered a true and correct copy, it 1.3 anything else? must bear my original signature and that any 16 unauthorized reproduction in whole or in part and/or 14 MR. ROBERTS: No, I don't believe so. 17 transfer of this document is not authorized, will not 15 CHAIRPERSON HIXSON: Okay. The meeting be considered authentic, and will be in violation of is adjourned, if we can turn the camera off. 16 Tennessee Code Annotated 39-14-104, Theft of 18 17 MS. VEST: Don't we need a motion for Services. 19 18 adjournment? 20 CHAIRPERSON HIXSON: No. Do we normally 19 20 have one? 21 JENNY CHECUGA, LCR, RPR Elite Reporting Services 21 MR. ROBERTS: She can declare it 22 Licensed Court Reporter (TN) 22 adjourned. If there's no further business, she can Notary Public State of Tennessee 23 declare it adjourned. My Notary Commission Expires: 5/22/2019 24 MS. VEST: That's fine. We'll go off the 24 LCR #153 - Expires: 6/30/2018

25

record then. Happy holidays to everybody because we

2017059721 22:11 agency 39:19,23 A 2017060071 36:6 agenda 4:22 5:8 8:2,16 43:8 61:11 73:7 2017060321 39:3 **\$1,000** 38:1,4,17 ability 70:14 agent 9:6 39:9 43:16,17 2017060641 40:16 \$27.99 31:11 aboard 43:2 57:14 2018 62:20 68:4 71:19 **\$500** 12:5 above-captioned 4:3 agents 23:6 22 22:25 aboveboard 16:11 agree 19:18 31:3,17 0 27 22:23 32:16 51:21 75:5 76:2 **Absolutely** 31:4 32:14 42:16 54:18 58:9 27.99 22:17 24:9,17 agreeable 53:25 71:13, 0090-06 23:17 15 25:21 Access 67:24 0090-06-.03(2)(f) 12:7 29 7:2 agreed 39:7 accident 52:24 Olicensed 18:13 agreement 11:24 29:11 account 10:20 21:9,18 3 41:5 39:19,20,22 1 alarm 4:7 6:23 8:22 9:6 ACT 44:1,17 46:7 3 11:11 11:13 13:2 14:12 17:21, 1 8:18 9:4 acting 14:7 25 18:3 20:20 21:5 25:14 30-days 10:15 38:4 41:8,15 43:1 44:20 1-B 6:24 action 7:18,20 42:15 31 8:24 46:11 53:4 55:6,16 57:17 1099 14:15 15:1 actionable 19:16 67:24 70:7,20 73:19,23 **35** 62:7 74:7,9,13,17,20,22,25 11 68:2 activity 12:1 37:19,25 75:1,6,14,15,18,20,21,25 11-hour 69:16 4 actual 17:6 19:10 24:3 Alarm.com 64:17 67:16 12 10:17 Adam 44:25 54:7,9 55:25 74:1.2 4 12:24 12th 68:4 Adams 67:13 alarms 7:25 18:7 49:16 4th 44:12.13 46:4 15 46:24 add 52:11 alerted 21:7 15th 68:4 added 75:13 allegations 17:9 5 **17** 43:23 addition 35:24 alleged 11:19 12:1 5th 44:5 19 5:18 additional 16:5,7 24:18 alleges 8:18 10:10 11:12 39:23 70:23 12:25 21:4 22:11,18 36:7 **1995** 39:4 6 39:3 40:17 Additionally 8:25 23:14 allowed 48:3 2 addressed 72:7 62-32-304(f) 41:14 **Annotated** 7:7,15 36:23 adequately 70:22 62-32-304(j) 36:24 2 10:8.9 41:13 administrative 60:11 201 64:5,7,10,13,15,18 apologize 42:23 47:5 7 administratively 57:25 68:13 2014 8:23 59:3 apparently 13:17 19:1 7 4:8 2016 8:24 9:4 admitted 17:9 24:8 27:3 65:4 2017 4:8 5:18 7:2 10:13, adopt 5:2,3,8 appearance 51:14 8 17 22:23,25 35:16 46:4 adopted 65:9 appearances 43:8 63:16 8 8:23 2017047171 8:18 advertised 36:7 appearing 59:20 8-44-108(a)(3) 7:16 2017057221 10:10 advertising 8:19 appears 15:14 28:23 8-44-108(b)(2) 7:7 41:7 2017057241 11:11 Affairs 32:2 applicant 13:11,14 19:8 affirmatively 68:12 2017057981 12:24 application 14:1 18:18 2017059121 21:4 afternoon 61:9 19:2,17 43:24 44:5,6,9,

12 56:17,22,24 57:6,16 58:2 61:16 62:16 67:14

apply 9:12

appointment 39:10

approval 62:11 63:3,7, 21 64:14,17,19

approve 5:19,21 6:5 8:7, 12 43:23 44:9 57:23 62:14 66:1,6 68:22,23 69:4

approved 59:2 62:23,25 63:11,17,25 64:9,25 68:7,13,15 70:2,7

approximately 57:14

argument 13:23

arrangement 34:23

arrangements 54:11

arrest 50:11,14

Art 63:19

Ashley 8:11 30:16 35:17

aspects 21:17

asphalt 36:11,17

assistant 42:24

association 9:11 70:4 71:3

assume 26:20 29:22 58:12

assumed 41:10

assuming 13:23 27:12 42:12

assurances 52:9

assuring 72:21

attending 8:1

attention 69:25

attorney 65:10

authorize 12:3 38:3,11

authorized 23:2,3,5,10, 15 24:2,4,20 25:4,5 26:3, 19 27:1,10,18,21 28:21, 23 29:2,7 30:9,13,22 31:19 33:9,23 34:6 35:19 74:2

authorizing 32:17

Automation 64:15

В

back 5:24 13:13 14:4 19:9 22:13,15 28:10 29:2,17 30:2,24 31:13 34:15,20 43:7 46:4 48:17 49:16 52:17 54:13 55:1, 20 57:3,14,21 65:18,19, 20,22 73:7 75:23 76:10, 12,19,20,21,25

bad 44:14 45:16 51:8 52:17

bag 31:11

balance 10:20

balances 39:24

BALASZI 67:18 68:7,19

bank 11:18

base 71:21

based 7:14 9:7 43:24 75:23

basically 15:1 44:14 51:19

basis 57:5

Beacon 44:6 45:1 48:24 49:7,21 52:21,25 53:20, 22 54:3 55:10,25 56:3,6, 8 58:12

Beacon's 58:25

bearing 42:10

begin 8:17

beginning 51:1

behalf 33:18

bet 32:5

bigger 26:8,16 29:5

biggest 72:1

bill 10:11 39:16

billing 25:18 31:24 39:11,14

bit 29:9 32:20 42:19

blew 51:15

blocked 22:19 31:14

board 4:3,8 5:18 6:23 7:1,25 8:3 14:2 17:3 19:8 28:13 33:1 34:12,15 41:2,9,11 42:19 43:1,22 44:8 45:4 46:11 50:20 51:14 52:2,18 54:14 55:2 57:4,21 59:20 60:13 70:8,21 71:9 76:10,25

Board's 42:22 69:25

body 7:9,11,17,18

bottle 47:3

break 43:3.5

breaks 73:20

Bridging 62:12

bring 34:15,20 45:19 54:13 57:21 69:25

brought 5:24 76:10,12, 19,20,25

budget 61:7

budgets 61:13

Bureau 11:23

burglar 70:3 74:13,17, 20,22 75:1,14,15,20,25

business 9:14 11:19,23 12:2 16:14 24:18 29:24 32:7 36:16,17 49:2,11 62:20 63:5 73:8,10,12 76:12

buy 28:17

buying 31:2

buys 37:4,5

C

cabling 49:1,4

call 4:9 5:9 11:3 22:2 26:19 43:6 59:6 66:10

called 17:8 22:14 30:11 62:23 63:4,8,12,22 64:5, 7,9,15,17

calling 4:18 65:5

calls 11:16

camera 37:3,4 64:18

cameras 8:20 36:8,12, 20,25 73:22 74:18

cancel 22:14 23:12 24:21 26:5 30:11 39:20

cancellation 10:15,16

cancelled 10:12,19 11:24

cancelling 30:14

capacity 53:20

card 22:19 31:15

career 44:22 49:4,15 52:5

carries 5:16 6:14 10:7 11:10 12:21,22 21:2 22:9 35:14 39:1 40:14 42:5 59:14 66:17 69:13

case 8:18 10:9 11:11 12:24 14:10 20:6,12,19 21:3,22 22:2,10 27:22 29:22 35:15 36:5 39:2 40:15 65:11

category 74:20 75:5,15

CCT 70:3

CCTV 38:18 75:6

cellphone 73:25

center 70:11

CEO 10:12

Certificate 46:3

certification 37:1 71:2

certified 74:2

CEU 66:7

Chair 4:20 5:20 6:16 8:4 43:2 60:1,5 76:4

Chairman 10:22 12:9

CHAIRPERSON 4:6,15, 21 5:1,6,15 6:1,3,13,18 8:10,15 9:17,21,24 10:6, 25 11:9 12:12,20,22 14:23 18:1,23 19:18 20:8,16 21:1,24 22:8 24:19,24 27:21 28:1,8 30:6,18 31:14 32:10,15, 21 33:7 34:2,11 35:13,17 36:3 37:17 38:7,10,14, 16,25 40:4,13 41:20 42:4 43:4,6,11 45:25 48:1 50:19,23 51:3,9 53:18

54:2,9 55:24 58:21 59:5,

13,19,24 60:7,12,19,23 61:2,6,19 65:19,21 66:4, 9,16,18 67:2 69:2,12,14, 22 71:8 72:1 73:5,11,14 74:5 75:3 76:5

chance 32:4,5 51:15,18, 20,25 52:10

change 15:8

changed 21:8

charge 31:11 52:20 62:21

charged 24:9 50:11 52:19 53:17

charging 22:17 24:8,17 25:21

check 20:13 27:25 47:25 48:3.12

checked 19:12

choice 45:16

chose 44:18 45:14

circuit 37:6 74:23

circumstances 7:14 44:11

civil 12:4 30:5 38:1,17

claimed 14:3

classification 74:11 75:8,21,25

classifications 70:4

classroom 72:10

clean 44:18 47:12,14 53:4 54:14 55:21 57:15, 22 58:7

clear 42:14 45:13 59:1

cleared 39:24

clearer 29:9

client 34:24

Client's 67:13

Clients 68:1

close 9:16 10:21 13:15 20:5,11,18 21:20,22 23:13 31:17 33:6 35:4 37:1,6 39:25 41:14 56:18

closed 39:22 74:23

closely 74:19

closing 28:18 33:2

Club 36:13 37:5

Cockroft 4:16.17

Code 7:7,15 36:23 41:13

collection 39:19

colleges 72:8

comfortable 26:2

Commercial 67:16,21, 22,23,24

committee 70:16

communication 7:11, 22 19:10

companies 14:6 41:1 48:2

company 9:6,8,11,13,15 11:13 13:9 14:5 15:17, 19,21,25 16:3,10 17:18, 20,23 18:3,13,14,21,24 20:1,13,19 22:20 24:10, 12,25 25:12,13,16,23 26:4,11,12,20,21,23 27:5 28:16 29:8,10,23 30:8,9, 10,11,12,15,25 32:18,23 33:14,17 34:4,22 41:6 44:1,6 48:17 50:6

company's 29:3,18 31:2 32:4 48:6 54:21

compare 29:17

competitor 36:15

Complainant 8:18 10:10,14 11:12,16,18 12:25 21:4,6,8,11,13,19 22:11,16,18,19 23:1,8 24:2,13 36:7,14 39:3,7,8, 15 40:17,19

Complainant's 12:2 21:16,17 23:12 39:12,18

complaint 10:18 11:21 12:25 13:4 16:16 18:12 19:16 20:2,18 21:14,15 22:24 23:7,15 24:5 28:21 31:19,22 32:11,17,18 33:9,12,22 34:6,7,14 35:19 36:6,10 37:18,20 38:3 40:16

complaints 11:23 26:13,

17 33:14

completely 28:13 76:2

components 75:7

Comprehensive 12:6 23:16 63:23 68:6

computer 56:18

computers 72:13

Concentra 48:11

concern 31:9 72:1,5

concerned 32:5

concur 9:20 10:7,23 11:2 12:10,13 21:21 40:2,6 41:17,22

concurring 22:1

conduct 12:7 13:23 23:18 33:13,24 34:9 35:20,25 53:11 71:23

conducted 9:13 16:16

conference 6:24 38:12 69:16

confident 31:6 70:18

confirm 19:9

confirmed 17:20 65:14

conflict 53:13

confused 26:14 41:8

confusion 26:17 36:15

consent 12:4

considered 7:17

Consumer 32:2

Consumers 31:23

contact 19:14

contacted 19:7 41:2

contacts 73:20

continue 8:5 42:15 44:20 53:19 58:6 60:25 61:4 65:6,8

continued 10:11 39:16

continues 55:25

continuing 62:10,13,14, 17,21,22,24 63:2,6,10, 13,18,21,24 64:6,8,11, 13.16,18 65:1 66:2,23

67:1,11,12,15 68:24 69:4

contract 10:14,19 14:6 21:12 22:16,19 23:12 24:1,4,21 25:14,15,20 26:6 27:4,6,8,14,17 28:4, 7,18,24 29:11,25 30:7, 15,19 31:2

contracted 13:9,18 14:10,16 23:1 39:4

contracting 24:3 26:15 27:12

contractor 8:23 14:13, 14,19 16:25 17:10 18:4 19:21 27:22 40:23 41:16 42:10 74:7

contractors 4:8 6:23 7:25 13:22 14:8 15:2 23:6 41:9,10,11 42:19 43:1 49:23 70:8,21

Control 67:25

controlled 73:24

conversation 26:8,16 29:5

copies 45:21 67:18

CODY 27:13 41:5

corporation 9:1,3,4

correct 4:24 8:14 30:16 34:9 54:8,25 55:7,13 56:14,15 58:15 59:3 76:1

corrections 5:23

counsel 9:20 10:23 12:10 20:11 21:22 40:2 41:18 42:25

counsel's 10:7 11:2 12:14 22:1 40:6 41:22

couple 74:16,25

courses 62:7 63:25 64:3,20,22,25 66:1,6,20 68:24 69:4,20 72:12

create 36:15

credit 21:8 22:19 25:22 31:15 66:7 68:3 72:22

criminal 61:18

Crockett 6:25

Cunningham 44:25 45:1,21 46:22 47:16 49:8 54:6,8,18,25 55:13 56:10,14,23 57:1,8 58:15 59:16

current 11:13

customer 21:11 25:19 26:10,23 27:2,3,6,12,17 29:25 31:10 33:5,18,22 34:5

customer's 73:24

customers 26:14

cut 66:21 69:15

Cyber 62:12,19

D

Data 63:22 68:5

date 46:3

daughter 21:6,11

Davy 6:24

day 46:9,10,23 49:25 54:10

dealer 23:10 24:2,4,20 25:4,5 26:4,12,19 27:1, 10,18,22 28:21,23 29:3, 7,24 30:9,13,22 31:20 33:9,23 34:6 35:19 74:2

dealers 23:2,3,6,16

dealing 26:24,25

deals 41:15

death 39:5

December 4:8 44:13 46:3

decision 9:18,20 44:15 55:8

decisions 52:16

dedicated 56:1

defines 7:16

delaved 6:14

delinguent 21:18

delve 35:22

dementia 39:13

demonstrate 57:5

department 49:1,5

designed 56:18

desk 72:14

detailed 71:10

detector 75:13

detectors 73:21 74:16, 17 75:1,19

determination 7:12,13

determine 14:2 34:7 35:20

determined 8:21 11:16 13:8

detrimental 52:25

devices 13:2 73:24

diagnosed 39:12

difference 42:21 52:12, 15

Dinosaur 62:10

director 65:15

disconnected 39:6

discovered 21:8 39:13

discuss 8:2

discussed 71:4

discussion 9:18 60:3,5 65:11

discussions 65:15

dispute 37:14

dissolved 9:4

door 25:8,9 73:20,21

doorbell 64:18 73:22 74:18.22 75:6

double-check 27:24

drop-off 65:12

dropped 65:21

drug 43:25 44:2 45:16,23 46:8,22 47:13,14 49:21, 23,25 50:15 52:1,13 54:19 55:19,21 56:4,8 57:4,15 58:2,3,24

drug-free 49:22 54:22 56:11

drugs 50:24

due 39:21 46:12

duplicate 68:20

E

e-mail 21:7 40:17 70:1 71:12 73:15 75:24

earlier 50:21

education 61:20 62:10, 13,14,18,22,24 63:2,6, 11,13,18,21,24 64:6,8, 12,13,16,19 65:1 66:2,23 67:1,11,12,15 68:24 69:4 70:3,16 74:1

effect 31:1

effecting 25:21

Effectively 63:23 68:5

electronic 6:21 7:10,22 70:4

electronically 4:19

Electronics 71:2

else's 44:15 47:2 51:4

employed 16:25 53:21 55:25

employee 49:12 50:3 53:20 55:4,11,16 56:1,4 57:17 59:2

employees 13:21 14:19 16:1 18:24 19:17 20:14 35:23 53:5

employer 11:14 52:22

employer/employee 14:11

employment 52:8 54:19

empty 47:24

encourage 33:1 73:25 75:4,8,10

encouraging 34:24

end 35:19 40:21 56:25 57:3

end-of-course 70:12

ended 45:15

Energy 64:15

enforce 50:7

Engaging 63:5

Enhancement 64:5

ensure 48:4 56:3

entertain 53:19

entitled 63:19 64:12

entity 29:10

equipment 15:16,17 17:17,20 18:13,14 19:20 23:4 25:6,10 26:11

ESA 66:23 67:9,12 68:24 69:4 70:1,5,16,19

ESA's 70:9

Escreen 46:2.15 48:6.8

establish 24:5 28:20 33:9,22 65:7

establishing 23:15 32:17

establishment 17:11

ethics 12:8

evidence 8:25

exam 58:2 70:6,12,19 72:22

examination 71:24

exams 72:12

Exceeding 63:19

excuse 44:13

Exhibit 43:14

exist 32:8

exists 7:12

Expectations 63:20

expected 76:12

experiences 44:19

expiration 9:14

expire 57:1,2

expired 8:23 13:13,25 14:3 18:17,25 19:5,8,17 28:23,24 29:18,20 35:21

explain 44:11 56:16 71:21,22 72:19

explained 42:8

extend 71:19 72:24 **extension** 22:23 61:17

F

Facebook 36:8

facility 39:6

fact 32:25 42:9 43:24 52:20

facts 7:13

failed 39:9 44:2 49:25

failing 45:15

faith 51:23

fall 74:19

falling 52:17

family 53:11

father 39:5

favor 11:3 59:6

February 6:6,14 43:23 44:4,12 51:1 61:12 68:4 69:16 71:9,19 72:25

feel 49:9

feels 70:17

fees 36:13,21 39:23

felt 23:21

figure 16:20 53:15

file 14:1 18:18 27:15 31:22

filed 7:5

files 17:6

find 29:16 32:7 34:25

finds 37:5

fine 27:16 67:8

finished 60:4

fire 13:2 17:21,24 18:7 45:2 67:23 70:3 74:25 75:5,7,8,17,18

five-minute 43:3

Foisted 62:1

folded 32:6

folks 47:12

follow 19:12 20:11

forgot 42:23

form 32:7 57:10

formal 12:4 38:3,11,15,

Found 50:1

frankly 50:15 53:6

fraudulent 12:1

fraudulently 11:20

free 22:12 25:2 28:2 54:19 56:4

fulfill 53:3

full 22:13

fully 53:9,11

furnished 18:12

furnishing 13:6 15:20 19:20

future 71:13 72:17 76:20

G

Gap 62:12

gather 37:19

gave 17:17 48:21 51:14

general 42:24 52:19,21,

gentleman 50:20 75:23

gentlemen 16:21 43:18

gesture 39:22

give 27:24 43:20 46:16, 18 48:4 51:24 52:10 55:18 56:3 58:5

giving 17:1

glass 73:20

good 4:6 23:20 32:3,5 39:22 48:7 49:12,13,18 50:3,4 56:1 59:15 73:1

governing 7:9,11,17

governor 60:24

guarantee 22:14

guess 14:1,12 15:6 16:14 27:6 33:19 34:22 36:4 45:6 49:20 54:5

quessing 58:12

guidance 16:17

guy's 37:3

guys 49:14 59:16

Н

habits 52:17

Hacks 63:1

halted 22:16

hand 53:9,13,14 62:9 75:16

handled 8:13 57:24

hanging 51:10

happen 52:10 65:15

happened 15:14 31:6 34:22 46:13

happening 15:9

happy 70:20

hard 46:18 54:19

Harvey 4:10,11 5:5,7,10, 11 6:2,4,8,9 9:19,22 10:1,2,24 11:1,4,5 12:11, 13,15,16 14:18 16:20 18:20 19:23 20:5,10,17, 21,22 21:21,25 22:3,4 23:19 30:4 31:4 34:1 35:8,9 37:9,13 38:6,20, 21 40:3,5,8,9 41:17,21, 24,25 45:6 48:23 49:6 51:22 55:18 57:19 58:19, 23 59:8,9,15 64:23 65:2 66:3,6,11,12,21 67:8 68:23 69:3,7,8 71:14,17, 25 76:2

head 68:11

hear 19:9 52:3 60:8 61:1 65:3

heard 4:4 20:9

hearing 6:15 12:4 38:13, 15,17 58:22 61:2

heat 73:21 74:16

held 27:4 68:4

helper's 45:14

hire 16:2

hired 14:13 49:22

Hiring 63:4

history 43:20

Hixson 4:6,14,15,18,21 5:1,6,14,15 6:1,3,12,13, 18 8:10.15 9:17.21.24 10:5,6,25 11:8,9 12:12, 19,20,22 14:23 18:1,23 19:18 20:8,16,25 21:1,24 22:7,8 24:19,24 27:21 28:1,8 30:6,18 31:14 32:10,15,21 33:7 34:2,11 35:12.13.17 36:3 37:17 38:7,10,14,16,24,25 40:4,12,13 41:20 42:3,4 43:4,6,11 45:25 48:1 50:19,23 51:3,9 53:18 54:2,9 55:24 58:21 59:5, 12.13.19.24 60:7.12.19. 23 61:2,6,19 65:5,19,21 66:4,9,15,16,18 67:2 69:2,11,12,14,22 71:8 72:1 73:5,11,14 74:5

hold 56:17 60:1 67:5

holding 31:11 34:13

home 11:12 21:5 72:9

honest 53:10

75:3 76:5

honestly 76:15

hospital 17:12,22

hospital's 13:2

hour 62:10,13,21,24 63:1,6,10,13,18,20,24 64:5,7,11,13,15,18 65:1 66:1,7,25 67:11,13,16, 21,22,23,24,25 68:1

hours 67:1,15 68:2 69:5

Huffman 17:8,14,19 18:6,8,19 42:25

Huh-uh 19:23

hurt 52:24,25

hypothetical 29:21

ı

Image 64:10

imagining 27:11

immaterial 37:4

immediately 11:17 56:12

impersonally 46:19

important 53:2

impose 38:17

inappropriate 37:22 62:16

Incidentally 62:15

include 7:13 36:1 42:21 73:19

included 36:21

incorrect 37:3

independent 13:22 14:8,14 15:1 23:6

indicating 40:25

indicative 26:8

individually 66:24

individuals 13:9,18 14:6,7 15:11

industry 12:25 36:6 40:16 49:3 52:4 53:4 55:6,16 57:17 58:7

influence 52:23

information 16:7 36:2 61:22,24 70:5,21,24 71:10 75:23

informed 60:24

initial 62:16

initially 22:22 39:20 52:14 62:7 64:1,4

initials 70:10

input 47:22

install 36:8 73:18,21 74:21.25

installation 8:19 13:6 17:24 18:16 30:23 33:15 36:24 37:23 39:10 70:3 installations 37:24 42:11

installed 20:19 21:5 25:14 29:17,23 39:8

installer 26:20 31:20 64:12 74:13

installing 13:5 17:21 25:12,13 26:4,11 29:8,9, 18,19,20,24 30:8,9 32:4 33:11,25 37:3,6,10 38:4, 18 74:8,16,18 75:7,16, 17.19

installs 36:11

instance 14:15 74:23

instructed 65:12

instructor 70:10

integrate 73:23

Integrated 67:20

intelligent 56:2

Interactive 64:10

interest 58:11

interesting 29:16 63:10, 16

intimate 47:19

introduce 42:24 44:23

Introduction 67:15

Intrusion 67:23

investigate 16:14 20:1

investigation 8:21 13:7 16:5,7,15 17:6 31:18,19 32:12 35:20 36:2 40:23 42:18

investigator 8:21 9:5,8, 10 13:8 17:8,23 40:24

investigators 35:22

invitation 71:19 72:25

invite 72:19

involved 53:16

ipads 43:14

issue 36:22 41:12

item 4:22 5:17 8:15 43:7 59:25 60:12 61:7,14

.

Jersey 50:20

job 15:24,25 52:23

John 43:14 46:3

joint 14:16 15:9,10

Jones 4:16,18 60:18 61:23

July 10:13,17

June 10:13

Κ

Karen 4:16,17 60:18 61:23 64:4

Keith 4:10 5:10 6:8 10:1 11:4 12:15 16:19 20:8,21 22:3 31:3 35:8 38:20 40:8 41:24 53:18 58:22 59:8 66:11,19 67:6 68:18 69:7 76:5

Ken 4:12 5:12 6:10 10:3 11:6 12:17 20:23 22:5 30:6,18 34:9 35:10 38:22 40:10 42:1 51:22 53:18 59:10 60:18 61:25 62:1 66:13,22 68:10 69:9 76:5

Kentucky 9:3,9

keypads 73:19

kind 23:19 25:25 30:15 52:2 53:13 75:6

knew 39:17

knowing 51:7

knowledge 24:3 47:19 49:3,5,13

L

lab 48:18

lady 23:22 72:19

lamp 73:22

large 28:16

larger 29:3

law 38:19

lead 49:14

Leaders 62:20

leadership 62:12 68:3 69:16

leave 29:25 44:10 45:3

led 28:3

left 31:11

legal 8:16 29:10

legally 31:21

legislative 61:14,15

legitimate 53:22

length 55:11

letter 10:13 32:23,25 33:4,16,20 34:14,16 36:22 37:21 41:12 42:7, 13.21

liability 9:2

liable 31:16

license 8:20,23 9:15 13:24 14:2 15:5 18:17 28:24 29:4,15,18,20 33:11,25 35:21 36:9,17 37:7,10,23 38:5,19 41:3 46:12 73:18 74:24,25 75:18

licensed 8:22 13:9 14:5, 19 15:12,17,19,21,25 16:10,25 17:10,18 18:3, 13,21,23 19:21 20:19 26:21 27:22 29:19 31:21 40:22 41:1,6,15 42:10,11 74:13

Licensing 41:9

licensure 9:12

life 50:17

lifestyle 53:11

limited 9:2 24:3

list 62:5,7 74:1

listed 13:10,11 21:10 34:7

listing 69:18

litigator 42:25

live 51:18

lives 21:6

living 53:10

locate 21:11

located 9:3

location 7:8

locked 72:13

locks 73:22

long 31:12 48:23 49:2

longer 42:15

looked 75:11

lost 65:4,16

lot 26:13 34:3 49:2,14 51:25 72:8

luck 59:15

M

Madam 4:19 5:20 6:16 8:4 10:22 12:9 43:2 60:1, 4 76:4

made 5:23 11:16 24:4 44:5,11,13,14 50:2 65:25 73:2

mailed 46:20

Maintenance 67:10

make 5:3,20 7:12 9:19 10:22 12:9 17:10 20:10 21:21 33:4,20,21 34:4,23 38:2 40:1 41:17 42:14 47:24 50:7 53:3,10 54:11 55:9 56:20,21,24 57:12 58:2,4,18 59:1 64:21,24 68:23

makes 29:9 63:5

making 17:13 44:8 52:16 65:24

man's 54:6

Managing 62:11

marijuana 45:9 51:5

market 23:3

marketing 25:5

material 61:23

materials 13:6 15:20

matter 8:20 11:22 30:5 40:7,23 41:22

matters 7:16 60:11

means 6:21 7:11,22

meet 39:7

meeting 4:4,23 5:8,18, 24 6:6,22 7:1,9,17,24 8:1,13 43:7 65:7 71:13, 20 72:25 76:8,13,19,20

members 7:10,19,21 8:1 41:11

men 17:23

mercy 49:19

merged 11:14

merger 11:17

method 70:18

Michelle 70:25

microphone 60:8

midway 56:23

mind 65:24

minimal 75:6

minutes 5:17,19,21 6:5 46:24 76:8,22

missing 30:7,20

mistakes 50:2

mobile 39:8

Module 64:5

modules 73:23

moment 6:17 29:23 60:2 67:5 76:14

money 22:13,15 31:1

monitoring 22:16 23:4 25:6,10 36:13,21

month 31:11 53:23 54:11

monthly 36:13,21 50:6 54:24 57:4,15 60:13,15

months 48:25 53:21,23 54:3,13 55:2,21 56:5,18, 25 57:3,14,15 58:25 61:12

morning 4:6

mother 39:5,12,14

mother's 39:18

motion 5:2,3,7,9,16,18, 21 6:4,13 8:6,11 9:19,22 10:6,23 11:1,9 12:10,12, 21,22 20:10,17 21:2,21, 25 22:9 33:19,20 34:3 35:8,14 38:2,9,11 39:1 40:1,5,14 41:17,21 42:5 57:10,13 58:18,23 59:14 64:21,24 65:24,25 66:5, 17 68:23 69:3,13,15 73:3,20

mouth 51:23

move 28:9,12 39:5 60:10 61:19

moved 32:6

moving 50:16 51:2 72:16

Murray 43:14,15,21 44:10,14 45:9 46:3,5 47:3,23 48:9,10,16,22,25 50:10,12,16,22,25 51:6, 11,12,21 52:12 53:7 55:23 56:6 57:13 58:9,24 59:18,20,22 60:6

N

named 17:16 18:11,15 23:14 24:1,23 25:4,6 27:9

names 17:1

Nashville 6:25

National 70:9

necessarily 14:16

necessity 6:20 7:4,12,

needed 17:11 41:4

negative 46:4,9 48:21

Nice 73:16

Night 63:16

nodding 68:11

nonpayment 21:10

nonregistered 53:20 55:11

normal 30:22 31:5 53:11

notice 6:25 10:15,16 39:21 54:5

notified 43:25

November 7:2 22:25

NTS 70:10,19

number 5:22 8:18 10:8,9 11:11 12:24 21:3 22:10 35:15,18,21 36:4,5 39:2 40:15

0

objection 65:8

obligation 23:9 24:12, 13,14 25:24,25

obtain 73:18

obtained 11:19

obtaining 12:2

obvious 45:6 76:17

occurs 70:13

October 5:18 9:4 60:16 61:12

offer 29:21 38:3,18 69:20

offering 25:9

offhand 76:11

office 14:2 19:8,11,14 31:23 41:11 60:22 72:11

official 32:25

online 44:12 67:10

onsite 17:24 18:2,15

open 20:6,12,19 31:18 32:11 34:6,14 35:18 37:18,20 56:17

operate 53:17

operates 9:9

operating 29:10,14 32:12 33:10

opinion 74:12

opportunity 44:20 49:15 54:11 55:15 58:6 59:23 order 7:9 11:18 12:4 15:5 43:7 44:3 65:9 original 15:15 19:20 20:18 21:12 24:25 owed 10:20 owes 26:10 owners 50:5

owns 21:5

pages 62:7

paid 22:13 30:25 31:1 39:24

P

paperwork 13:13

parents 39:4,16

part 16:2 19:6 30:20 45:16 53:13 74:17,22 75:1,14,19

participate 7:10

participation 7:21

parties 24:6 53:16

party 14:3 24:23 70:11

pass 30:24 43:25 44:15 45:8 58:17

passionate 49:17 52:3

past 44:19 45:10 49:10, 11 50:1 75:11

pay 46:23

paying 14:14,22,25 17:10 22:20

payment 11:18 31:15

penalty 12:5 38:1,4,17

people 13:24 18:2,15,16 51:7,10 53:3 54:20

perform 13:10

performing 13:1

performs 40:20

period 7:20 22:12 25:2 28:3 53:21 54:12

permission 22:21

person 13:25 14:13

18:1,17 37:18 48:3 50:4 72:2,3,21

personally 10:12 46:16

phone 39:6

physical 7:3,8,18

pitch 25:8

place 6:24 34:25 58:14

places 47:23 48:10

pocket 47:4

pockets 47:24,25 48:13

point 23:24 26:9 30:5 34:15 35:5 51:16,19 56:23 57:7,18 64:21

policy 48:6 50:7 65:15

portion 17:2 20:9 75:13

position 55:11

positions 60:17

positive 45:18 46:6 48:17 56:8

possibly 33:10,24 45:12

posted 7:1 8:2

Potential 67:25

power 31:24

practical 7:19

practice 30:22 31:6,24 47:12

practices 16:14 31:22

predicated 74:15

presence 7:19

present 4:18 6:6 7:4,8 61:11.13.24 67:12 71:12

presented 5:8.19.22 6:5

pressure 36:18

pretty 44:21 55:17

previous 51:14 76:8.11

print 27:10

prior 10:15 45:13 46:6 50:16,25 51:2

problem 30:14 34:19

problems 71:6

proceed 43:12

process 9:10 70:7,17 72:20 74:6

proctor 70:11,13 71:24

proctoring 70:7,12,15, 17.19.22 71:5

Product 67:14

Productivity 63:1

prohibits 36:24

proper 18:10

proposed 37:22

proposing 55:14

Prospecting 67:25

protecting 52:19,20

proved 47:16

provide 23:11 24:20 25:1 26:5,21 70:20 71:10

provided 11:25 22:24 23:9,10 24:20 40:24 41:5 75:24

provider 70:2,15

providing 39:17 52:14

public 52:19,21 53:1

pull 73:6

punish 56:2

purchased 30:1

purpose 8:1

Pursuant 7:6

purview 58:25

put 11:17 49:9 51:23 57:9 61:10

Puts 36:19

putting 51:8

putting 51:8

Q

QA 45:2 49:6 52:8

QAS 15:4

qualified 53:5 57:13

qualifying 9:6 43:15,17

quality 70:2

question 13:16 28:22 29:2 34:13 45:7 57:20 76:7

questions 45:4 61:9

quicker 56:19

quorum 4:19 6:21 7:3,8, 10,19,21 65:7,16

quote 11:15 36:19 40:21

R

R-I-T-E 67:14

random 50:6 54:23 57:4

rapid 46:22 48:19

rate 69:5

reached 14:1

read 6:19 7:4 17:2,6 46:1 64:25 66:1,6,24 67:3,6 68:25 69:5,21 70:1 73:15,16

reading 8:7,8,11 24:16

reads 75:12

real 26:2 53:15

realize 49:20

realizes 26:24

reapplication 56:20 59:1

reason 50:13

reasonable 31:8 54:17 55:17

rebuttal 21:18

recall 76:10,15,25

received 10:16 13:12 21:7 27:3 40:17 62:6 64:2 70:1

receiving 31:12 39:21

recently 47:24 48:11

recitation 7:13

recommend 23:14 62:11,22,25 63:2,7,11, 14,17,21,24 64:8,11,14, 16,19 recommendation 9:16, 18 10:7,21,23 11:2 12:3, 10,14 13:15 15:8 19:25 20:11 21:19 22:1 23:13 28:15,20 31:7,8,17 32:16 36:22 39:25 40:2,6 41:12,22 62:8

recommendations 62:6

reconciliation 33:21

reconsider 53:24 54:15 55:22 57:6

record 4:17 6:20 7:5 8:11 42:24 50:14 53:6 57:4 60:3 66:7 67:3,6 68:25 69:6,21

records 57:5 61:18

recourse 30:2 31:13

reengage 58:6

refer 29:8 32:1

referring 14:11

refund 23:11 24:21 26:5 27:4

refusing 23:11 26:5

regard 19:7

registered 9:1 18:24 35:23 55:3,15,19 56:4 57:17 59:2

registration 20:13

regularly 6:22 7:24 52:2

Regulations 12:6 23:17

regulatory 60:13

related 29:22

relates 12:1 26:10

relationship 14:12 16:22 26:9

remain 53:21

remember 54:6 71:6

removed 21:17

renovations 17:11

repeat 38:8

replied 13:17

reply 17:13

report 8:16 60:13,15,16 61:20

reputable 48:2

request 36:2 61:17 69:16 70:5

requested 13:7 22:22 44:16 62:15 66:2

requesting 16:4 34:4

require 7:18 36:13 37:10 49:24 53:22 75:14

required 7:6 10:14 38:19 74:24 75:4

requirements 41:8 42:20,22

requires 37:7

requiring 7:20

residential 73:19 75:1, 20

resolution 34:5

resolve 21:15 33:17

resolved 11:22 32:24

resource 74:1

Respon 29:14

respond 75:22

responded 10:18 11:21 13:4 21:14 36:10

Respondent 8:19,22 9:1,5,7,8,9,12,13 10:10, 13,16,18 11:12,19,21,25 13:1,2,4,12,17 15:15 17:9,15,16 18:11,15 19:20 20:18 21:4,9,14 22:12,17,20,22,24,25 23:5,7,14,20 24:1,9,11, 23 25:4,12,15,22 26:22 27:5,7,9 28:16 29:12,15 30:1,25 31:2,18 32:23 33:16 34:4,22 36:7,10, 14,16,18,20 39:3,7,10, 13,16,18,19 40:18,19,20, 24 41:1,4,7,10 42:8

Respondent's 11:14 23:4 25:6

response 14:4 19:7 22:23,24,25 23:9,11,20 24:20 28:19 33:2 34:16 42:17 **Rest** 44:10

results 46:2,6,10,24 48:18 52:15

review 4:22 61:8,16,18 70:22 73:8

reviewed 5:25 64:20

reviews 69:23

revoked 44:3,7 46:12

Rite 67:14

Roberts 4:12.13 5:3.7. 12,13,20 6:4,10,11 8:6 9:23,25 10:3,4,22 11:1,6, 7 12:9,13,17,18 13:16,20 14:5,21,25 15:4,10,22 16:6,9,19,24 17:4,12 18:7,9 19:1,4,15,19 20:3, 15,17,23,24 21:23,25 22:5,6 24:7,14 25:11,18 26:18 27:13,16,20 28:14, 25 29:6 30:21 31:5 32:3, 14,19,22 33:8 34:3,10, 17,21 35:4,10,11 37:2, 16.20 38:2.11.13.15.22. 23 40:1,5,10,11 41:19,21 42:1,2,6 46:18 47:7,11, 18 51:12 52:18 53:8,25 54:16,21 55:1,5,14 56:7, 11,20 57:2,9,12,24 58:5, 10.17.23 59:4,10.11 60:18 61:25 62:1,2,4 64:24 65:6.9.17.23.25 66:5,8,13,14 68:8,11,15 69:1,3,9,10,19 71:14,15, 22 72:4.18 73:1 74:12 75:10 76:1,7,15,18,23

Roberts's 69:18

role 53:2

roll 4:9 5:9 11:3 22:2 59:7 66:10

rollcall 4:24 6:7

room 6:24 70:14

Rules 12:6 23:17 65:9

Ryan 74:3

S

Sabotage 63:9

Safe 74:4

sale 36:24

sales 25:8 67:16

Sam's 36:12 37:5

sample 44:15,18 45:14 46:16,17,18 48:5,14 51:4

Samsung 36:12,19,20

satisfaction 21:16

satisfactorily 33:17

satisfactory 33:2,21 34:5

scheduled 6:22 7:24 54:10

School 70:10

score 21:8

Scott 4:16,17

screen 46:2,8,23,24 48:19

screened 54:3

screening 53:23 55:19 58:24

screens 59:1

sealing 36:11,17

seat 43:18

secondary 20:12

seconded 66:3

Secretary 7:5 31:23

secure 72:21

secured 70:18

security 8:19 36:8,12,19 37:23 44:1,17 62:12,19 63:23 68:6 70:4 71:3

seek 75:5,8

self-monitoring 36:12,

sell 23:3 63:23 68:5

Selling 63:12 67:20,21, 22,23,24

send 12:4 24:25 33:3,16, 20 34:14 61:22

sending 42:14

sense 15:7 63:5

Sensor 64:10

sensors 73:20

separate 20:1 24:23 29:10 47:3

September 22:23

series 64:3

Servant 63:12

serve 60:25 61:4

service 28:5 39:6.8.15 64:7 67:10

services 10:11 11:24 23:4 25:6.10 26:22 31:12 39:4.11.17 64:10

servicing 36:25

set 53:16

settle 34:23

settlement 33:4 37:22 38:4.18

severing 9:11

short 43:5

short-term 52:8

show 4:17 51:5 53:6 57:5

showed 25:8

showing 60:17

sign 43:16.17

signed 21:12 22:15 28:4

signing 43:21

silent 60:9

simple 52:5

sir 44:24 47:9 65:10

site 52:23 53:23

sites 49:23

sitting 72:14

situation 23:21.23 30:3 31:10 32:24 46:7 51:16

situations 51:8

slash 31:20 70:19

small 20:9

smaller 27:10

smart 49:13

smoke 73:20 74:17,25 75:13.19

Sneaky 63:8

sober 53:4

sold 25:15 30:7.10.19

solution 53:15 54:17 55:17

Solutions 67:13

something's 15:22 16:3 17:4

sort 15:8 26:5 29:11 33:2.4.21 34:5.23 52:24

sound 19:15 74:4

sounded 63:9.16

sounds 15:23 18:9 19:19 25:11 74:5

speak 71:21

speaking 73:17

specific 49:23 72:12

specimen 46:2 48:4

spell 71:1

spoke 41:11 42:18

staff 41:2 65:10

standard 34:8 35:24 42:7

standards 12:7 23:17 33:13.24

standpoint 52:6

start 50:17

started 25:18

state 7:6 9:2.3 13:13 21:16 31:23 39:21 40:22 74.7

stated 10:14,19 31:3

statement 6:20 7:4

40:25

statements 11:25

states 7:7 9:13 11:22 13:5.12 21:15 23:1.5.7 36:11,14,16,18,20 39:9, 15.20 40:19.20 58:24 74:3

status 14:2 32:13 34:7 56:4 59:2

statute 7:6 38:1 41:14 53:17 75:12

stay 58:7,11,13

step 45:11 60:8

steps 70:6

Steve 4:10

Stewart 17:5 28:11 42:25

sticky 23:19

stipulated 76:18

stop 6:16 11:18 65:16

Storefront 67:14

story 17:2

straight 50:9

street 37:6

strong 49:10

subcontract 41:4

subcontracted 42:9

subcontracting 41:5,15

42:20.22

subcontracts 41:1

subject 55:8

subjected 52:13

submit 58:24

submitted 46:11 50:1

Subsequent 64:2

substitute 48:5

sufficient 8:7,8,12 66:25

74:14.20

suggestion 72:18 73:2

summation 75:2

summer 51:2

Summit 68:3

supplier 15:16

supplying 15:16

support 53:10

supposed 15:11 76:24

surprise 54:4,12

surprised 32:7

Surveillance 67:22

suspect 56:7

sworn 40:25

14,20

sympathetic 51:13.16 53:9.12.14

system 11:15 13:5 17:22.25 21:5 22:13 25:1,14 29:16,20,23 30:10 45:11 51:5 64:5 70:20,22 74:17,22 75:2.

systems 4:7 6:23 7:25 8:22 14:12 18:3 33:11 37:3,4,7,23 38:5,18 41:8, 16 43:1 44:21 67:21,22, 23,24,25 70:8 73:19,23 74:7,9 75:17

Т

T-O-R-R-E-N-C-E 74:4

taker 70:13

takes 52:6

taking 6:24 45:11 70:12 72:2,14,21

talk 44:8

talked 50:5

talking 15:18

technically 27:16 28:18

Technologies 45:1 52:21

Technology 44:6 62:13

teleconference 8:2

telephone 10:12

telephonically 65:5

television 36:25

telling 23:22 48:20 65:11

Tennessee 6:23,25 7:5, 6,15,25 9:2,7,11,14 12:5 17:10 18:3 23:16 36:23 41:13 50:17 70:7,20 74:8

tents 32:6

term 14:16 26:1

terminate 46:12 56:12

terminated 11:25 44:2

46:9

termination 56:10

terminology 14:10

terribly 51:13,15

test 43:25 44:3,16 45:15 46:7 47:13,15 49:23,25 52:1 53:22 54:24 56:8 70:12,13 72:2

tested 45:16,17 46:9 54:14 72:3

testing 45:12 52:13 54:12,23,24 70:11 72:9, 10 73:18

tests 43:25 45:20,24 49:21 54:4 55:21 57:4,16 58:3

thermostats 73:22

thing 16:12 28:17 52:16 73:6

things 34:3 50:4 52:5

thinking 45:12

third-party 70:15

Thomas 6:19 8:8,16,17 10:9 11:11 12:24 13:19, 21 14:9,20 15:3,6,19 16:4,8,13 17:1,5,16 18:5, 11,22 19:3,6,24 20:7 21:3 22:10 23:24 24:11, 16,22 25:3,17 26:7 27:8, 15,19,23 28:6,11,22 29:1 30:17 32:1,9 34:12,20 35:2,6,15 36:1,5 37:8,12, 14,25 39:2 40:15 42:16 65:14

thought 13:24 46:20 66:25

three-year 22:15

time 7:20 9:9 41:3 44:1 45:15 48:16 49:7 50:24 51:24 55:12 59:21 68:16

timely 7:18

times 26:13 45:17

today 43:9 71:11

today's 4:23 5:8

told 9:5,7,10 11:13 17:22 22:15,18 28:2 41:3 44:7 46:7

Tools 64:13

Torrence 74:3

totally 52:8

Tower 6:25

training 70:10 71:2

trees 66:21

Trends 62:20

trial 22:12 28:3

Troubleshooting 67:10

true 19:10

trust 47:14 48:21 50:8 51:24

truth 23:22

turn 30:24 58:3

turned 25:14 39:18 56:8

TV 37:6 74:23

type 26:9 40:21 73:17

U

Uh-huh 64:23

unaware 39:14

uncommon 47:11

understand 42:13 53:7

understanding 26:3 51:13 74:15

understandings 53:12

unfinished 73:8.9

unlicensed 13:3 37:19, 24.25 40:20

Unmarketing 62:24

update 60:20,21 61:15

upgrade 11:15 13:1 25:1

upgrades 17:11

urging 32:24 33:4,17

urine 44:15 45:14 48:4,

13

V

vacant 60:17

vague 26:1

valid 28:15 31:9

validated 72:20

venture 14:17 15:9,10

verses 14:15

Vest 4:8,10,12,14,16,25 5:9.10.12.14 6:6.8.10.12. 16 8:4.14 9:25 10:1,3.5 11:3,4,6,8 12:14,15,17, 19.21 19:11 20:20.21.23. 25 21:2 22:2.3.5.7.9 34:11 35:3,7,10,12,14 38:7,8,20,22,24 39:1 40:7.8.10.12.14 41:23.24 42:1,3,5,23 43:10,13 44:23 45:3,19,22 46:1, 14,20 47:1,5,9,14,21 48:8,15,20 50:10,13 55:3.7 56:16.21.25 57:11,20 58:1,20 59:6,8, 10,12,14,24 60:1,4,10, 14,21,24 61:4,7,21 62:3 65:3,10,20,23 66:9,11, 13,15,17,19 67:4,9,20 68:9,13,17,21 69:6,7,9, 11,13,17,24 71:18 72:6, 24 73:3,9,13,15 74:10

Veterans 63:5

vetted 70:17

vice-president 71:1

75:22 76:3,14,17,21

Video 64:7 67:21

violation 12:5 19:22 33:23 35:25

violations 23:16 34:8

35:24

Vivian 4:14,18 5:14 6:12 10:5 11:8 12:19 20:25 22:7 35:12 38:24 40:12 42:3 45:22 47:18,21 58:20 59:12 65:3,4,5,12, 18,20 66:15 69:11 73:2,4

Vivian's 72:18

voice 4:24 59:6

vote 6:7 65:13,16 71:11 votes 34:12

W

W-2 14:15

wanted 6:19 28:12

wanting 37:18

warning 36:23 37:21 41:13 42:7

washing 36:18

Ways 63:8

web 71:21

web-based 70:15,17,21 71:5 72:8

website 7:1 8:3 73:25

weekly 50:6

win-win 56:5

Wisdom 62:10

words 51:22

work 13:10,18,23 15:12, 13 21:15 30:23 40:19,21 49:7.15 71:23

worked 18:20 39:7

workers 13:10

working 14:19 16:21 17:24 18:2 19:17 29:3 40:22 48:23 55:5 58:12

workplace 49:22 54:22 56:12

works 71:10 73:5

worth 55:21

write 32:23

written 10:15,16 21:9 39:21

Y

y'all 53:19 76:6

Y-U-N-G-B-L-U-T 71:1

year 50:21 51:1 52:11

years 28:5

yesterday 61:3 Yungblut 71:9		
Yungblut 71:9	vesterday 61:9	
	Tungblut 11.9	
a		
a		
a		