

JEA

ITN - 127-19

SUBJECT MATTER EXPERT TRAINING MEETING

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Proceedings held on Thursday, December 5, 2019, commencing at 2:37 p.m., at the offices of JEA, 21 West Church Street, 16th Floor, North Conference Room, Jacksonville, Florida, before Wendy E. Rivera, a Notary Public for the State of Florida at Large.

ATTENDEES:

JOHN MCCARTHY, VP/Chief Supply Chain Officer, DPR, JEA
LYNNE RHODE, Chief Legal Officer
JON KENDRICK, Human Resources, JEA
JODY GODSEY, Jacksonville Supervisors Association
NICOLE HOLT, The American Federation of State, County, and Municipal Employees
KYLE PADGETT, International Brotherhood of Electrical Workers
RANDY HILTON, Professional Employees Association

ATTENDEES VIA TELEPHONE:

ROBERT H. HOSAY, Esq., Foley & Lardner, LLP.
BENJAMIN J. GROSSMAN, Esq., Foley & Lardner, LLP.

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1 president and chief supply chain officer and
2 I'm one of the designated procurement
3 representatives for JEA's Strategic
4 Alternative's ITN solicitation.

5 Go ahead, Jon.

6 MR. KENDRICK: Jon Kendrick, HR.

7 MS. RHODE: Lynne Rhode, Chief Legal
8 Officer.

9 MR. HILTON: Randy Hilton, President of
10 Professional Employees Association.

11 MR. PADGETT: Kyle Padgett, IBEW.

12 MR. GODSEY: Jody Godsey, JSA.

13 MS. HOLT: Nicole Holt, AFSCME.

14 MS. RHODE: And on the phone?

15 MR. GROSSMAN: Ben Grossman and Robert
16 Hosay with Foley & Lardner.

17 MR. MCCARTHY: All right. Great. Thank
18 you.

19 Okay. So I would just first want to
20 verify that you guys are listed -- somewhere
21 placed on this document before we get started.

22 Does everybody see their name on here?

23 MR. GODSEY: Yes.

24 MS. HOLT: Uh-huh.

25 MR. MCCARTHY: All right. Great.

1 MS. RHODE: And the document that John is
2 referring to was passed down at the meeting,
3 the ITN Negotiation Team Memo dated
4 December 5th, 2019.

5 Right, John?

6 MR. MCCARTHY: Right, with the subject of
7 Subject Matter Experts.

8 MS. RHODE: I think we all have a copy of
9 that.

10 MR. MCCARTHY: Yeah.

11 MS. RHODE: Okay.

12 MR. MCCARTHY: We do.

13 MS. RHODE: Thank you.

14 MR. MCCARTHY: Okay. So to the Foley
15 team, do you want to take this or do you want
16 me to just walk through the document and guys
17 interject where you want to?

18 MR. HOSAY: John, we're good either way.
19 It may make sense to walk through the document
20 and we can fill in the gaps.

21 MR. MCCARTHY: All right.

22 THE COURT REPORTER: I'm sorry, who was
23 that speaking?

24 MR. HOSAY: I think --

25 MR. MCCARTHY: That was Robert Hosay.

1 THE COURT REPORTER: Okay. Thank you.

2 MR. MCCARTHY: Okay.

3 Okay, Robert. Thank you.

4 So that's what I'm going to do. I'm just
5 going to walk through the document and if you
6 guys have questions, ask them. And if Robert
7 and them want to interject just -- or Lynne
8 or -- just go ahead and do that.

9 So I'll just start with A, Who Can Use
10 Subject Matter Experts. The ITN permits the
11 evaluation committee and negotiation team
12 members to use subject matter experts to assist
13 in their duties.

14 So we have a negotiation team. It's three
15 employees from the City of Jacksonville and
16 it's their job to lead the negotiation phase of
17 the ITN process. When they need the assistance
18 on some technical issues, we've got subject
19 matter experts available for them.

20 When they want access to a subject matter
21 expert, they'll come to either myself or Jenny
22 McCollum. She's the other designated
23 procurement representative. There's only two.
24 And then we will communicate that request to
25 you and then you-all can connect and talk. And

1 so it's really for the negotiation team
2 members.

3 You can only talk to one of them at a
4 time. You can't talk to two or more unless
5 it's a public meeting. So if for some reason
6 you get caught up and you're in a room with two
7 of them and they want to have a conversation
8 about this and they forget, that's not
9 appropriate. And they'll know and they won't
10 do it, but it's just -- it's good that
11 everybody is -- is policing and are ensuring
12 that, you know, we're following the sunshine
13 laws.

14 Does anybody have anything more on that
15 before we go to B?

16 MR. HILTON: Could I get a list of their
17 names and --

18 MR. MCCARTHY: Sure.

19 MR. HILTON: -- maybe a picture?

20 MR. MCCARTHY: Sure.

21 MR. HILTON: Because I've never seen these
22 people --

23 MR. MCCARTHY: Sure.

24 MR. HILTON: -- and I don't know --

25 MR. MCCARTHY: Sure. It's -- Stephanie

1 Burch is the lead negotiator, Randall Barnes,
2 and Robin Smith, R-o-b-i-n S-m-i-t-h. And
3 that's a male.

4 MR. HILTON: And the other two are just
5 you and Jenny?

6 MR. MCCARTHY: We're not in the
7 negotiating team. We're the -- we're the
8 designated procurement representatives.

9 MR. HILTON: Okay.

10 MR. MCCARTHY: But if the negotiation team
11 wants -- needs the expertise of subject matter
12 experts, they'll contact me or Jenny and we'll
13 contact you.

14 MR. HILTON: Okay. So there's just the
15 three members who are on the negotiating
16 team --

17 MR. MCCARTHY: That is correct.

18 MR. HILTON: -- from the City?

19 MR. MCCARTHY: That is correct.

20 MR. HILTON: Okay.

21 MR. MCCARTHY: Anything else?

22 MR. HILTON: Well, I just -- I've never --
23 I don't -- I know the names now, but I don't
24 know who these -- I don't know who these people
25 are. So I guess we would normally be in a room

1 with them in any way.

2 MR. MCCARTHY: I mean --

3 MS. RHODE: So we have the City and one of
4 them is the city -- Robin is the City engineer.

5 MR. MCCARTHY: Robin is the City engineer.
6 Stephanie is the deputy administrative officer.

7 MS. RHODE: Uh-huh.

8 MR. MCCARTHY: And Randall works for the
9 comptroller. He's --

10 MS. RHODE: He's the treasurer, right.

11 MR. HILTON: Okay.

12 MR. MCCARTHY: He's the treasurer.

13 MS. RHODE: Yeah. Yeah. So --

14 MR. HILTON: Okay.

15 MR. MCCARTHY: Now, often times, they'll
16 reach out to us and then if they want to see
17 you, then let's arrange a meeting or -- there
18 just needs to be a control that you-all aren't
19 just going directly to them.

20 MR. HILTON: Right.

21 MR. MCCARTHY: And then if you guys think
22 you need to talk to them, you talk to me and
23 Jenny first.

24 MR. HILTON: Well, my only concern was --

25 MR. MCCARTHY: We log it -- we log it so

1 that there's a clean record of --

2 MR. HILTON: Right.

3 MR. MCCARTHY: -- how the communication is
4 flowing --

5 MR. HILTON: Right.

6 MR. MCCARTHY: -- just to ensure --

7 MR. HILTON: My only concern with some of
8 the meetings with the City that are going on, a
9 lot of city officials come into the room and
10 you're standing in a crowd and you're talking
11 and --

12 MR. KENDRICK: You might not know who's in
13 the --

14 MR. HILTON: -- and I don't know who these
15 people are personally.

16 MR. MCCARTHY: Just don't talk about the
17 ITN.

18 MS. RHODE: Yeah.

19 You can talk to anyone --

20 MR. MCCARTHY: -- no matter who it is.

21 MR. RHODE: -- about anything else. You
22 know, it's the ITN and --

23 MR. MCCARTHY: No matter who it is.

24 MS. RHODE: And all of the SMEs, by the
25 way, in any subject area, whether it's

1 environmental or employment or anything, have
2 the same process. And it's just to make sure
3 it's formalized and it's all according to the
4 procurement procedures that the public
5 procurement has to follow. So that's the
6 reason for going to John and Jenny and them
7 making a log that they connect you with the --
8 whichever team member asked for the help.

9 And then if there is a need for the team
10 members to talk amongst themselves in any sort
11 of strategizing and to have your expertise
12 presented to all of them at the same time, John
13 and Jenny will set up a meeting. And the
14 difference is if there's two or more, it's a
15 public meeting. It's exempt so it's not public
16 to the end of the process, but it's recorded
17 and transcribed.

18 So any time there are two or more, if they
19 need to have you guys in a conversation, it'll
20 be in a meeting setting and --

21 MR. HILTON: Okay.

22 MS. RHODE: It'll be -- it'll be a
23 strategy session. So that's how it works, but
24 if individual one -- individual team members
25 need your help, they can go through John and

1 Jenny and they'll just connect you.

2 MR. HILTON: Would they ever want to talk
3 to more than one of us at one time, one person
4 on the negotiating team?

5 MS. RHODE: They could. There's no
6 problem with that.

7 MR. MCCARTHY: That would be okay.

8 MR. HILTON: Okay.

9 MS. RHODE: Yeah. And that'll be set up
10 the same way that -- they say, John, we want to
11 talk to all four of the representatives and --

12 MR. HILTON: Okay.

13 MS. RHODE: -- they could, you know, sit
14 down with -- each one of them could sit down
15 with the four of you.

16 MR. MCCARTHY: Okay. We good with A?

17 MR. HOSAY: So John, were you going to --
18 was there anything else on the document that --
19 this is Robert speaking.

20 Was there anything else on the document
21 you wanted to cover?

22 MR. MCCARTHY: Well, there's B, The Role
23 of Subject Matter Experts, and then C, How to
24 Request Assistance. I was just going to read
25 it out loud -- there's not that much there --

1 and just do the same thing on those two areas.

2 MR. HOSAY: Yeah. So I think actually
3 what I -- I think what I'm about to say will
4 cover those couple things and then maybe you
5 can -- if I miss anything, you can add to it.

6 MR. MCCARTHY: Okay.

7 MR. HOSAY: But regarding the guidance
8 that Lynne was just providing, the
9 confidentiality of information is key, and
10 we'll cover that in a second as well, but to
11 step back and provide a little bit of context
12 for the subject matter experts in the room,
13 obviously, this is all in the context of the
14 invitation to negotiate, which we're referring
15 to with the ITN, so your conversations
16 regarding that process or what -- or what's
17 sensitive and confidential, right?

18 And so, you know, the objective of the ITN
19 is to evaluate proposals for strategic
20 alternatives for JEA to operate that are
21 aligned with JEA's goal of maximizing customer,
22 community, environmental, and financial value
23 over the long term. So that's the -- the
24 overall purpose and process that the JEA is
25 going through.

1 But specifically, the reason that you-all
2 are involved is you're subject matter experts
3 in a particular area. The ITN actually
4 requires the protection of certain employee
5 retirement benefits, maintenance of
6 substantially comparable employee compensation
7 and benefits for three years, retention
8 payments to all full-time employees of 100
9 percent current base compensation, and
10 requiring that liability for retiree medical
11 benefits, as applicable, to be assumed by and
12 fulfilled by the successful participant in this
13 process.

14 So those are the things that you may be
15 asked to consult on or advise on. So the
16 negotiators may be looking for information
17 regarding those requirements in the ITN and
18 then JEA -- the negotiation team, you know,
19 would consider your views and your expert
20 advice when negotiating. So it's a way to
21 incorporate your advice and feedback into this
22 process. So that's the -- you know, that's
23 really the purpose and the reason you are
24 engaged here and involved here.

25 And so any questions about that, kind of

1 what your role is and how it works?

2 And then John, actually, I want you to
3 actually talk about you and Jenny as the point
4 of contact, which Lynne already covered a bit.

5 MR. MCCARTHY: Right. Right. And then
6 also just to reiterate what Robert said, that
7 it's only to advise on technical and factual
8 matters as stated in this document.

9 MS. RHODE: And I just -- I'd encourage --
10 you guys may have already looked at the ITN
11 itself, but it's online and it really gives a
12 very good overview of all the different angles
13 of what this negotiation phase entails and what
14 the selection criteria are for the ITN and
15 that -- the role of all the subject matter
16 experts fits into that overall process and
17 objective.

18 MR. HILTON: Okay. Question.

19 MR. MCCARTHY: Yeah.

20 MR. HILTON: Can we talk to each other as
21 SMEs.

22 MR. MCCARTHY: I -- I don't -- I think
23 that's fine.

24 Robert, unless you have other advice.

25 MR. HOSAY: Yeah. The -- that's a perfect

1 segue --

2 MS. RHODE: Yeah.

3 MR. HOSAY: -- to kind of the
4 confidentiality of the information. Yeah, you
5 can talk to each other. It's so that the --
6 the issue is around this process. It's
7 protected, right? So it's all confidential
8 until after the process. The purpose of that
9 is to preserve the right to negotiate in the
10 best manner possible.

11 But Ben why don't we cover -- why don't
12 you cover kind of that cone of silence.

13 Are you-all familiar with the term cone of
14 silence and what that means regarding around a
15 procurement? Does that terminology mean
16 anything to you? And I'm not sitting there in
17 the room, so please orally represent --

18 MR. MCCARTHY: I think we should probably
19 cover it.

20 MR. HILTON: That will be good, but just a
21 quick question: I mean, advising -- so, you
22 know, someone comes and asks a particular
23 question about something to do with what we've
24 negotiated in the contracts or whatever, we may
25 not even know the other person on the other end

1 that they're trying to figure out what is --
2 what -- this guy is offering me something in
3 the contract and he wants to do this and what
4 do these guys think about it?

5 We may not even know who that person is
6 other than it's generally published through the
7 nine people or minus one, we know that, but we
8 don't really know which individual this person
9 may be digging into an SME issue about because
10 we're really only advising. We're not really
11 rating. So we're only advising on particular
12 questions --

13 MS. RHODE: Right.

14 MR. HILTON: -- that would come to us. So
15 chances are we may not know who it's applicable
16 to.

17 MS. RHODE: That's right. None of the
18 subject matter experts would necessarily unless
19 it's important to the --

20 MR. HILTON: Yeah.

21 MS. RHODE: -- question that the team
22 member needs assistance with.

23 MR. HILTON: Right.

24 MS. RHODE: Is that right, Robert?

25 MR. HOSAY: Yeah. So -- and I just want

1 to make sure we understood the question, Lynne,
2 as well.

3 Are you referring to the questions you get
4 asked from the negotiators or are you referring
5 to a random person trying to talk to you about
6 this process?

7 MR. HILTON: I'm just referring to just
8 a -- what I -- looks like would be an apparent
9 fact and that is -- we may -- we don't have a
10 clue if an SME has a question about one
11 person's particular bid or proposal that comes
12 to us, we don't -- we won't -- probably won't
13 even know which company that is. The SME may
14 know.

15 MR. HOSAY: Yeah, that --

16 MR. MCCARTHY: The negotiator --

17 MR. HILTON: The negotiator will, but we
18 won't know.

19 MR. HOSAY: The negotiator, right.

20 That's --

21 (Indiscernible crosstalk.)

22 THE COURT REPORTER: One at a time,
23 please.

24 MR. HOSAY: There's a very good chance
25 that you will not know who it pertains to or

1 what respondent in this process it pertains to,
2 but you may get questions or be asked for
3 advice or consult with a negotiator without
4 ever knowing what respondent, what bidder,
5 right --

6 MR. HILTON: Right.

7 MR. HOSAY: -- that that pertains to.
8 That is definitely a possibility and that is
9 completely appropriate.

10 MR. HILTON: Well, I was -- I guess I was
11 thinking that we probably would not know is the
12 position I was --

13 MR. MCCARTHY: I mean, this is a highly
14 confidential process, so unless there's a need
15 to know, you probably won't know.

16 MR. HILTON: Right, which would be good --

17 MR. MCCARTHY: I don't know why --

18 MR. HILTON: -- because there's really no
19 reason to. There's really no reason. I'm just
20 advising on --

21 MR. MCCARTHY: That's right.

22 MR. HILTON: -- the question. So...

23 MS. RHODE: Well, and there may be
24 questions for general knowledge too. I mean,
25 you may --

1 MR. HOSAY: Right.

2 MS. RHODE: -- have a question from a team
3 member that's -- I want to understand from your
4 perspective. What does this mean? That would
5 be applicable probably to every one of them.

6 MR. HILTON: Uh-huh.

7 MS. RHODE: So it just depends what they
8 need to make their decisions.

9 MR. HILTON: Okay. I think I -- I think I
10 got it.

11 MS. RHODE: Robert, you want to go ahead?

12 MR. HOSAY: Yeah. So just to kind of
13 address any -- the ambiguity and my question
14 back is if people are approaching you, right,
15 any of you, regarding this process, you should
16 not talk to them about the process or any of
17 the information that you have received as part
18 of this process, and you should -- you should
19 absolutely notify the procurement point of
20 contact, which is John and Jenny, which I think
21 John was -- we've alluded to it a couple of
22 times, but they are the primary and formal
23 point of contact.

24 If you are contacted, if people are
25 seeking information or find out that you're a

1 subject matter expert and try to talk to you
2 about this process, that is not proper. Please
3 notify the procurement point of -- the
4 procurement point of contacts as soon as
5 possible.

6 Ben, I don't know if -- I'm not looking at
7 the sheet. Is there anything we need to add
8 from that?

9 MR. GROSSMAN: No. And I think just to
10 tie that back into one of the things that
11 Robert was mentioning earlier about the cone of
12 silence that's in place, what that means is
13 that in connection with a government
14 procurement, which this is, from the time the
15 solicitation documents are issued until the
16 time an award is made, there are limits on the
17 communications that can go on about the
18 procurement. And that's intended to protect
19 the fairness of the process and ensure that
20 there's a fair and equal playing field for
21 anyone who may be participating in the
22 procurement.

23 Generally, it means that people who are
24 submitting bids on the procurement and anyone
25 acting in their behalf are only allowed to talk

1 to the designated procurement representatives
2 about the process, in this case, John and
3 Jenny.

4 Since we can't always know who may be
5 representing a bidder, what that generally
6 means is that since you have a role and
7 connection with this process, you shouldn't be
8 talking to random people about the ITN process,
9 about what your role in it is. If you have
10 people approaching you saying, hey, I want to
11 talk to you about the ITN, that's something
12 that you should let John and Jenny know so that
13 they can make sure there's nothing improper
14 going on there.

15 MR. HILTON: Direct or indirect.

16 MR. HOSAY: That's a great point. That is
17 correct, direct or indirect.

18 MS. RHODE: Direct or indirect.

19 MR. HILTON: If a particular question is
20 asked of me on something, I say, well, I need
21 to think about that for a day and get back with
22 you. During that day, am I allowed to talk to
23 these three folks? Say, hey, you know, I'm
24 struggling a little bit about this one thing.
25 What do you think about it? Am I allowed to do

1 that between the SMEs?

2 MS. RHODE: I think that's fine.

3 Robert and Ben, can you confirm that the
4 four SMEs in this room can exchange information
5 about, you know, what they need to answer
6 certain questions and that's absolutely fine.

7 MR. HOSAY: Agreed. Yeah. I agree with
8 Lynne. That is fine and, you know, if you want
9 to consult with one another on the topics that
10 you were asked, I would just -- the only advice
11 that I would give there and caution I would
12 give there is, you know, you may want to follow
13 the instruction of the -- the negotiator or the
14 procurement official that -- asking for that
15 and ask them at that point in time, hey, is it
16 okay to confer with the other subject matter
17 experts in this collective bargaining area on
18 this issue?

19 In case -- you know, I can't even foresee
20 or make up an example of where maybe they would
21 only want one of your advice, but, you know, I
22 guess that theoretically would be possible.

23 But it is not problem for you to consult
24 with them just to -- you know, you'll be asked
25 pursuant to a negotiator or the negotiator team

1 and they may only have a question for one of
2 you. So -- but it's not a problem to
3 communicate with the other subject matter
4 experts in your area.

5 MR. HILTON: Okay. And that would be
6 preferably face to face as opposed to -- I
7 mean, are -- we assume --

8 MR. MCCARTHY: I don't think it matters.

9 MR. HILTON: -- phones are secure and
10 emails are secure?

11 MR. HOSAY: Yeah. The easiest thing to do
12 is to talk to somebody face to face for sure.
13 You know, email is -- it can be problematic.
14 It can be forwarded and then -- and things like
15 that. So you know in a process like this that
16 is confidential and secure, you know, sometimes
17 that can be problematic. It's not necessarily
18 forbidden. You know, it -- just issue caution.

19 MS. RHODE: Yeah. I think Robert -- just
20 to add, face to face is always better. If it
21 has to be by phone, just make sure you're --
22 you know who's on the other line before you
23 talk.

24 MR. HILTON: Uh-huh.

25 MS. RHODE: And emails are typically not a

1 good idea. They're just too easy to -- to
2 circulate and lose track of generally. It's
3 just -- it's a matter of I think using your
4 good sense to protect the process.

5 Robert, can you speak to what if one of
6 the subject matter experts gets asked a
7 question that they don't know the answer to or
8 need additional information not necessarily
9 from the four people in this room? What
10 happens then?

11 MR. HOSAY: Yeah. I mean, listen, I
12 think -- yeah. Absolutely. I think we would
13 handle that on a case by case basis. Advise
14 the procurement representative of -- I really
15 don't have any information that would address
16 this question or I would need to dig a little
17 deeper or go through a certain analysis or
18 process to get that information. All of that
19 may be fine, but, you know, don't -- don't go
20 to other folks or access other folks or consult
21 with other folks without letting John or Jenny
22 know so that they can advise on that.

23 MS. RHODE: Okay. So the process would be
24 one of the team members comes to one of the
25 SMEs here, asks a question, and they say, I'm

1 not quite sure, go back to John or Jenny and
2 say, I need to consult with someone else,
3 whoever that is, and they would make sure that
4 was okay with the team -- negotiation team
5 members, and then respond?

6 MR. HOSAY: Yeah.

7 MS. RHODE: Okay. Thank you.

8 MR. HOSAY: Absolutely.

9 MR. HILTON: Still open for questions?

10 MR. MCCARTHY: Uh-huh. Sure.

11 MR. HOSAY: So the main thing that -- you
12 know, before we -- I'm not trying to wrap up.
13 Before we wrap up, the main thing is, you know,
14 things may come up that you may be uncertain
15 about or not know. Don't ever hesitate to
16 reach out to John or Jenny for direction or
17 advise. And if they don't have an answer, they
18 know to -- where to go find answers and get
19 back to you.

20 So that's the main thing is John and Jenny
21 will always be your point of contact for the
22 process here and don't -- don't hesitate to
23 call either one of them for guidance or
24 direction.

25 MR. MCCARTHY: Randy, what'd you have?

1 MR. HILTON: So I mean, it's already known
2 that we're SMEs for the contracts beyond this
3 room. Our boards know. I mean, so were we not
4 supposed to -- people not supposed to know
5 we're SMEs for the contracts? Or --

6 MS. RHODE: Robert, you want to speak to
7 that? Or I will.

8 MR. HOSAY: Yeah. So I don't think
9 there's any issue necessarily of people knowing
10 you're a subject matter expert. I guess I'm
11 not sure I understood the question completely.

12 MR. HILTON: I thought I heard you say
13 that, like, this was confidential, this
14 document right here, which has our names on it.

15 MR. MCCARTHY: I think it's protected.
16 From -- yeah, it's protected from a public
17 records request? I guess I'm asking.

18 MS. RHODE: Robert, this document they're
19 asking about -- the information in this
20 document should not be circulated. The fact
21 that certain people are subject matter experts,
22 if that's already known, that's not
23 problematic. What it means though is that -- I
24 think this is the important point -- because
25 people know you are SMEs, they may approach you

1 more than they would otherwise.

2 So we go back to the four where it's just
3 important that outside of this group, you know,
4 you don't talk about the process or share
5 information unless it's on a
6 need-as-an-SME-to-know basis and it's brought
7 back through the designated procurement
8 representative.

9 MR. HILTON: Okay. This stays with us
10 then?

11 MS. RHODE: Is that right, Robert?

12 MR. HILTON: This piece of paper stays
13 with us?

14 MR. HOSAY: That's exactly -- that is
15 correct.

16 MR. HILTON: Okay.

17 MS. RHODE: Yes.

18 MR. HILTON: All right.

19 MR. HOSAY: Yeah. Yeah. And to just
20 provide clarity there, the document is
21 protected. The document itself is protected.
22 There may be people that have knowledge that
23 you're a subject matter expert and then that's
24 why Lynne addressed that, right? So it may
25 invite somebody to try to contact you, which

1 is -- hence the reason why we're having this
2 meeting and training to make sure you know how
3 to handle those circumstances.

4 So the document's protected. The
5 information is confidential and protected.
6 Don't volunteer it, but in the event that
7 somebody knows you're a subject matter expert,
8 that's where the risk is. So just understand
9 that.

10 MR. HILTON: Thank you.

11 MR. GODSEY: And as SMEs, will we be
12 attending meetings or we will just get
13 contacted from you and Jenny when you have
14 questions?

15 MR. MCCARTHY: You'll be contacted from me
16 and Jenny.

17 MR. GODSEY: Okay.

18 MS. RHODE: And the request may be to
19 attend a certain meeting, but it may be to meet
20 with a certain team member. It just depends on
21 what they need.

22 MR. GODSEY: Okay.

23 MS. RHODE: They have access to all of the
24 subject matter experts for what they need it
25 for, whether it's a one-on-one or a group

1 meeting.

2 MR. MCCARTHY: So one negotiator can meet
3 with you individually. If it's more than one,
4 it's a -- all three, then it's in a recorded
5 meeting.

6 MR. GODSEY: Okay.

7 MR. MCCARTHY: That's the way that works.

8 MR. HILTON: That you would set up --

9 MR. MCCARTHY: Yeah.

10 MR. HILTON: -- if need be?

11 MR. MCCARTHY: One can meet with the more
12 of you and not be a recorded meeting, one
13 negotiator and more than one of you.

14 MR. GODSEY: But if the four us meet, we
15 don't have -- that's not a recorded meeting?

16 MR. MCCARTHY: That's correct.

17 MS. RHODE: Correct.

18 MR. GODSEY: But if we meet with -- the
19 four of us meet with a negotiator, that's a
20 recorded meeting?

21 MR. MCCARTHY: That's not. If it's more
22 than one negotiator, that would be.

23 MR. GODSEY: Okay.

24 MS. RHODE: The trigger is more than one
25 negotiation team member. There are three

1 total. If more than one are talking about the
2 ITN, whether or not you guys are in the room,
3 it's a meeting. That's the trigger.

4 MR. HILTON: Maybe we covered this, but I
5 don't want it to be something we already
6 covered, but --

7 THE COURT REPORTER: I'm sorry. I
8 can't --

9 MR. HILTON: Maybe we covered this. I
10 don't mean to keep bringing up things, but if
11 we all want to meet, should we notice John and
12 Jenny first on the meeting or should we just
13 meet?

14 MS. RHODE: Robert, I don't think that if
15 these four SMEs want to talk amongst themselves
16 they need to notify John or Jenny; is that
17 correct?

18 MR. HOSAY: That is correct.

19 MR. HILTON: Okay.

20 MR. HOSAY: Yeah.

21 MS. RHODE: Thank you.

22 MR. GODSEY: Question: There is a fifth
23 SME listed on here.

24 MR. PADGETT: Yeah.

25 MR. GODSEY: Will that person -- will that

1 person be attending or will -- or we will not
2 communicate with them?

3 MR. KENDRICK: They need to receive this
4 training.

5 I don't know how you and Jenny want to
6 handle that.

7 MS. RHODE: John or Jenny will follow up
8 with you-all to let you know if -- this is
9 LIUNA, Wesley Zufall is listed on here and I do
10 not know why that person isn't here today, but
11 they will figure out -- that out and let you
12 know if they're --

13 MR. MCCARTHY: And they'll have to get the
14 training.

15 MS. RHODE: -- an SME, and once they have
16 the training, they could be the same position.

17 MR. MCCARTHY: Good question.

18 MS. RHODE: Yeah. Thank you.

19 MR. GODSEY: Well, it's pretty clear. We
20 speak with you or Jenny unless it's just --
21 just us speaking.

22 MR. MCCARTHY: Yeah.

23 MR. GODSEY: We go through you for
24 everything. If anybody contacts us, we notify
25 you. If anybody wants to meet with us, we go

1 through you.

2 MR. MCCARTHY: That's right. And if we
3 contact you on behalf of a negotiator, then you
4 can meet with a negotiator.

5 MR. GODSEY: Right. It's pretty straight
6 forward. Gotcha.

7 You referred to the cone of silence
8 earlier -- and correct me if I'm wrong. The
9 cone of silence, when -- to what I understand,
10 is anything that is not public knowledge.
11 If -- and please correct me on that. I want to
12 know -- I want to make sure I understand the
13 cone of silence. If a customer -- I mean, you
14 don't know if it's an ITN member or not. If a
15 customer comes up and asks you a question, I'm
16 going with the assumption that I can't speak on
17 anything that is not public knowledge. That's
18 correct? Process, procedures, anything.

19 MS. RHODE: Correct.

20 Right, Robert or Ben?

21 MR. HOSAY: Yeah. That absolutely is a
22 good assumption and a good approach, you know,
23 given your participation in this process. So
24 the cone of silence, it's really a couple of
25 concepts. I mean, understand that anything and

1 everything about this process is confidential.
2 The cone of silence is honestly to prevent any
3 type of improper influence primarily and that
4 is, you know, contact -- it's actually to
5 protect you and -- you know, from people
6 contacting you, etcetera.

7 But to your point, you're out doing your
8 daily business, etcetera, you don't know. So
9 the best approach is, you know, don't -- don't
10 engage in conversations about this process and
11 the information you have as a result of
12 participating in this process.

13 MR. MCCARTHY: Okay. How about you Randy?

14 MR. HILTON: I'm good.

15 MR. MCCARTHY: Is that it?

16 MR. HILTON: Yeah.

17 MR. MCCARTHY: All right.

18 Jon?

19 MR. KENDRICK: (Nonverbal response.)

20 MR. MCCARTHY: Robert and Ben, do you have
21 anything else?

22 MR. HOSAY: I think we're good on our end.
23 Thank you.

24 MR. MCCARTHY: Okay. Thank you.

25 We're adjourned. Thanks everybody.

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(The foregoing proceeding were adjourned at
3:08 p.m.)

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CERTIFICATE OF REPORTER

STATE OF FLORIDA)

COUNTY OF DUVAL)

I, Wendy E. Rivera, Florida Professional Reporter,
certify that I was authorized to and did
stenographically report the foregoing proceedings and
that the transcript is a true and complete record of my
stenographic notes.

DATED this 29th day of December, 2019.

Wendy E. Rivera

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