

In Re October Public Board meeting NYC - Civilian Complaint  
Review Board  
October 22, 2025

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2 CIVILIAN COMPLAINT REVIEW BOARD

3 PUBLIC MEETING

4 October 22, 2025

5 4:04 p.m.

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7 HELD VIA VIDEOCONFERENCE/  
8 100 Church Street, 10th Floor  
9 New York, New York 10007

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B E F O R E:

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DR. MOHAMMAD KHALID - INTERIM CHAIR

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JONATHAN DARCHE, ESQ. - EXECUTIVE DIRECTOR

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COURT REPORTER:  
Sabrina Brown Stewart

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- 1 PUBLIC MEETING AGENDA
- 2 =====
- 3 1. Call to Order
- 4 2. Adoption of Minutes
- 5 3. Remarks from the Interim Chair
- 6 4. Remarks from the Executive Director
- 7 5. Presentation from the Outreach Department
- 8 6. Public Comment
- 9 7. Old Business
- 10 8. New Business
- 11 9. Adjourn to Executive Session
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1 CCRB BOARD MEMBERS PRESENT:

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3 1. DR. MOHAMMAD KHALID - INTERIM CHAIR

4 2. Rahul Agarwal - Board Member

5 3. AU Hogan - Board Member

6 4. John Siegal, ESQ. - Board Member

7 5. Herman Merritt - Board Member

8 6. Sherene Crawford, ESQ. - Board Member

9 7. Joseph Fox - Board Member

10 8. Joseph A. Puma - Board Member

11 9. Frank Dwyer - Board Member

12 10. June Northern - Board Member

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14 PRESENTERS:

15 JAHl ROSE - Director of Public Engagement and  
16 Partnerships

17 New York City Civilian Complaint Review Board

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S P E A K E R S:

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MICHAEL MEYERS - President, New York Civil Rights  
Coalition.....14

NICK PINTO - Journalist.....18

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1                   CHAIR KHALID: Good afternoon, everyone.  
2                   My name is Dr. Mohammad Khalid, and I'm the  
3                   interim chair of the Civilian Complaint Review  
4                   Board. I would like to call the CCRB October  
5                   Public Board Meeting to an order.

6                   Thank you for joining us. Would you,  
7                   the Board Members, please introduce yourself  
8                   from the right.

9                   MR. PUMA: Good afternoon, everyone. My  
10                  name is Joseph Puma. I'm the Manhattan City  
11                  Council representative of the Board. I hail  
12                  from the Lower East Side.

13                  MR. AGARWAL: Good afternoon. Rahul  
14                  Agarwal, mayoral rep, and I live in Brooklyn.

15                  MR. DWYER: Frank Dwyer. I'm a Police  
16                  Commissioner designee.

17                  MR. MERRITT: Herman Merritt, City  
18                  Council designee from Brooklyn.

19                  MS. NORTHERN: June Northern, mayoral  
20                  appointee from Brooklyn.

21                  MR. DARCHE: Jon Darche. I use he/him  
22                  pronouns, and I'm the executive director of  
23                  the CCRB.

24  
25                  MS. CRAWFORD: Good afternoon. I'm

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1 Sherene Crawford. I'm a mayoral appointee.

2 MR. HOGAN: Good afternoon. AU Hogan,  
3 City Council designee coming out of Queens.

4 MR. SIEGAL: John Siegal, mayoral  
5 appointee.

6 MR. FOX: Hi. Joe Fox, PC designee.

7 CHAIR KHALID: Anybody else on the  
8 screen, any board members?

9 MR. DARCHE: No, this is everyone.

10 CHAIR KHALID: Okay. The  
11 next item on the agenda is the adoption of  
12 the minutes.

13 Are there any changes or correction to  
14 the September meeting? Is there a motion to  
15 approve the September minutes if there's no  
16 changes? Do I have a second?

17 MS. NORTHERN: Second.

18 CHAIR KHALID: All those in favor of  
19 approving the minutes, say aye.

20 (Chorus of ayes).

21 CHAIR KHALID: All those opposed?

22

23 (No response).

24 CHAIR KHALID: Any abstention?

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1 (No response).

2 CHAIR KHALID: The minutes are approved.

3 Good afternoon, everyone. My name is  
4 Dr. Mohammad Khalid, and I'm the interim chair  
5 of the Civilian Complaint Review Board. Last  
6 month, I had the privilege of testifying  
7 before New York City Council Committee on  
8 public safety. We discussed the state of  
9 police oversight. In my testimony, I said  
10 that it is the CCRB's duty to be leader in the  
11 national conversation on the police oversight.  
12 I fully believe this.

13 This conversation is often difficult and  
14 complex, especially in the era of social  
15 media. People on all sides feel very strongly  
16 about this issue. But leadership means  
17 working together to build trust. It means  
18 building bridges, even with people we may  
19 disagree with. It means listening to the  
20 people with different perspectives to find  
21 areas where we do agree. It means working on  
22 behalf of the community we serve.

23 I am proud of our work here at the  
24 CCRB, and I am proud of how seriously each of  
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1           us make our commitment to impartially  
2           following the law, investigating the facts  
3           and working for all New Yorkers. I'm  
4           confident that I speak for everyone on the  
5           Board when I say this.

6                     At this time, I will turn over to our  
7           Executive Director, Jon Darche.

8                     Jon.

9                     MR. DARCHE: Thank you, Dr. Khalid.  
10          Dr. Khalid said building bridges within our  
11          community is important, but it is also  
12          important to connect with our peers across  
13          the state and country. Recently, I was  
14          fortunate enough to join the 2025 New York  
15          Statewide Oversight Consortium, hosted by the  
16          Rochester Police Accountability Board. This  
17          event featured representatives from  
18          throughout New York State, all of whom work  
19          in the area of police accountability. Even  
20          though we are spread far from one another,  
21          gatherings like this one, though virtual,  
22          show that we are not isolated, and we are all  
23          part of the same larger work.

24                     Additionally, I will be traveling to  
25          Minneapolis shortly, to gather with other



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1 leaders in the Police Oversight Sector for  
2 the annual conference of the National  
3 Association for Civilian Oversight of Law  
4 Enforcement or NACOLE. It is vital for those  
5 of us who work on these issues across the  
6 country to come together to share our ideas,  
7 experiences, and insights with one another.  
8 NACOLE gives us this opportunity.

9 As the largest civilian oversight  
10 agency in the nation, we at the CCRB have a  
11 responsibility to lead, just as Dr. Khalid  
12 said a moment ago. To that end, I'll be  
13 presenting at the conference, discussing some  
14 of the challenges that face civilian  
15 oversight at the national level in the  
16 courts, in statehouses, in Washington, DC.  
17 While I'm pleased to lead this discussion,  
18 I'm most looking forward to listening to what  
19 our peers have to say about their work. That  
20 is really my favorite part of the  
21 conferences. When we learn from one another,  
22 it makes us all stronger.

23 As a reminder, our office is open for  
24 walk-in complaints, but it is also possible  
25 to file complaints online at

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1 nyc.gov/ccrbcomplaint, by telephone at  
2 1(800)341-2272, by dialing 3-1-1, or by  
3 tagging the Agency on Twitter, Facebook, or  
4 Instagram. For those wishing to speak during  
5 the public comment section of today's  
6 meeting, we ask that you keep your questions  
7 and comments to four minutes. If anyone  
8 wishes to file a complaint right now, we have  
9 two investigators on hand ready to take any  
10 new complaints. The investigators on call  
11 this afternoon are Emma Stydahar and Rob  
12 Bryan. Amy O'Sullivan is also here from the  
13 Civilian Assistance Unit.

14 Thank you all for your presence here  
15 today, and we'll now move on to our board's  
16 normal business.

17 CHAIR KHALID: Any board members have  
18 any questions before?

19 (No response).

20 CHAIR KHALID: The next is presentation  
21 from Jahi Rose of the Outreach Unit.

22 Jahi.

23 MR. ROSE: I am Jahi Rose. I'm the director  
24 of public engagement and  
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1 partnerships here at the Civilian Complaint  
2 Review Board. I'm just going to give a brief  
3 overview of what the Agency does.

4 The Civilian Complaint Review Board is  
5 the nation's largest civilian entity,  
6 oversight entity, over the largest police  
7 department in the country. The CCRB  
8 investigates, mediates, and in some cases  
9 administratively prosecutes allegations of  
10 misconduct alleged against members of the  
11 New York City Police Department. The Agency  
12 is governed by a 15-member board, some of  
13 which you see on the dais today; five are  
14 appointed by the New York City mayor, five  
15 are appointed by the New York City Council,  
16 three are appointed by the New York City  
17 Police Commissioner, one is appointed by the  
18 Public Advocate, and the Chair is jointly  
19 appointed by the New York City Council and  
20 the mayor.

21 The CCRB can investigate allegations of  
22 force, abuse of authority, discourtesy, and  
23 offensive language. Now, there are various  
24 ways to file complaints about police  
25 misconduct, as you may have heard from our

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1 executive director. Two of the easiest ways  
2 are by filing a complaint online at  
3 [nyc.gov/ccrbcomplaint](https://nyc.gov/ccrbcomplaint). The other one is by  
4 calling the CCRB's hotline, 1(800)341-CCRB or  
5 1(800)341-2272. Remember, if you see footage  
6 of misconduct on social media or in news  
7 media, you can feel free to file a complaint,  
8 even if you were not there in person.

9 Other ways to file a complaint include  
10 calling 3-1-1. You could also visit the  
11 CCRB's headquarters at 100 Church Street on  
12 the 10th Floor in Lower Manhattan. You could  
13 also direct message the CCRB on social media,  
14 on Facebook, Twitter or X, and Instagram, or  
15 you could also send a letter to CCRB at  
16 100 Church Street, 10th Floor, New York,  
17 New York, ZIP code 10007. You could also  
18 file a complaint at a precinct. It does not  
19 have to be the precinct or in the confines of  
20 the precinct where the encounter may have  
21 taken place, and police officers are required  
22 to take those complaints in the precinct  
23 house. They could also offer you a  
24 self-addressed envelope and a complaint form,  
25 and you could mail those directly to the

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1 CCRB.

2 In the event you'd like to request an  
3 outreach presentation to learn more about the  
4 CCRB, you could send us an e-mail at  
5 outreach@ccrb.nyc.gov. Feel free to follow  
6 us on our social media platforms; that's  
7 Instagram, Twitter or X, and Facebook.

8 Thank you very much, Chair.

9 CHAIR KHALID: Thank you,  
10 Jahi.

11 Any member has any questions, any  
12 comments?

13 (No response).

14 CHAIR KHALID: If none, we'll move on to  
15 public comments. We'll now enter the public  
16 comment portion of the meeting. We'll begin  
17 with those joining us virtually who would like  
18 to make a comment, followed by those who are  
19 joining us in person. For those joining  
20 virtually, please use the raise-your-hand  
21 feature. Please keep your comment to four  
22 minutes.

23 Yojaira, would you please call on the  
24 first person.

25 MS. ALVAREZ: Thank you, Chair.

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1 I just want to give folks just one more  
2 minute. No one has raised their hand just  
3 yet.

4 (Whereupon, there was a brief  
5 pause in the proceedings).

6 MS. ALVAREZ: It appears no one online  
7 would like to make a comment, so you can  
8 proceed to in-person.

9 CHAIR KHALID: This concludes the  
10 virtual comments.

11 And for those joining in person who are  
12 interested in making a public comment, please  
13 line up behind the podium. Please keep your  
14 comment to four minutes.

15 Mr. Michael Meyers.

16 MR. MEYERS: Thank you very much.

17 I'm Michael Meyers, president of  
18 New York Civil Rights Coalition. I'm going  
19 to total my comments to four minutes; no  
20 more, maybe less. First of all, Dr. Khalid,  
21 I'm distressed that you still have interim  
22 chair on your title, and I don't know how  
23 much time have to pass before this mayor or  
24 the next mayor makes you a permanent chair.  
25 I think -- I just want to make for a record,

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1 I think you're a great person. You're a  
2 wonderful person. You're a good chair, good  
3 enough to be chair, not interim chair, not  
4 temporary chair.

5 Secondly, I've asked so many times this  
6 question -- have we yet scheduled a  
7 meeting -- "we," meaning you, the Board of  
8 the Civilian Complaint Review Board,  
9 scheduled a meeting with the Police  
10 Commissioner that will be public, that we can  
11 see her and hear from her, eyeball her? When  
12 is that going to happen?

13 I told you many months ago, she was the  
14 one who said she knew the executive director  
15 and she knew the members of the board of the  
16 CCRB, and she would love -- I'm paraphrasing.  
17 She would love to come to a meeting of the  
18 board, of the Civilian Complaint Review  
19 Board, but she hasn't come here all these  
20 months later. Her term is almost up because  
21 there's going to be a new mayor soon, who  
22 despite what he says or claims, I doubt,  
23 really doubt, he's going to appoint her to be  
24 the continuing Police Commissioner.

25 Now, in showing your report,

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1 Mr. Executive Director, there's something I  
2 seem to be missing, because I don't see it.  
3 It may be in here, but in terms of your  
4 stats, and all that other stuff, do we know  
5 what the race of the officers are and the  
6 race of the -- I call them victims, the race  
7 of the complainant in all these stats that  
8 you put? I don't see any -- what's the race  
9 of the officer? I want to know how many  
10 black officers are abusers. I want to know  
11 how many white officers are abusers. I want  
12 to know how many Hispanic officers are  
13 abusers. I want to know how many Asian  
14 officers are abusers. And if they're abusers  
15 or harassing or whatever the charge is,  
16 against whom are they doing injustice? I  
17 want to know the race of these people.

18 And because that says a lot if black,  
19 for example, officers are just as bad as  
20 white officers, or if Asian officers are just  
21 as bad as Hispanic officers, et cetera, et  
22 cetera, et cetera. So, I would appreciate it  
23 if we would start putting this stuff in  
24 writing by race. I mean, we need to know  
25 this. That's how we measure progress or lack



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1 of progress.

2 I also see that the Board's decision  
3 on -- was made too close, one of these  
4 asterisks into a footnote. The board's  
5 decision was made too close to the expiration  
6 date for the Police Commissioner to take any  
7 action against an officer. I don't know what  
8 that means. What does "too close" mean "to  
9 the expiration date?" If you beat the  
10 deadline, what does it mean on the part of  
11 the Police Commissioner who doesn't do  
12 anything about it? What does "too close"  
13 mean? That needs to be specified, made clear  
14 in your reports.

15 And if it's too close for the Police  
16 Commissioner to take action, "too close,"  
17 whatever that means, whose decision is that?  
18 Is that the Police Commissioner's decision,  
19 that you took too long to bring her  
20 recommendation? Is that her decision, or if  
21 it's a man, his decision? Too close doesn't  
22 make any sense to me. I want to know  
23 specifically what does that mean.

24 Finally, page 38, "No disciplinary  
25 action was taken against a police officer for

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1 failure or refusal" -- to use your word,  
2 "refusal to process a civilian complaint."  
3 No action, other than training, formulae  
4 training. I thought police officers were  
5 already trained. How much training do they  
6 need? How much reminder do they need? How  
7 much accountability must be enforced and  
8 oversight provided for these police officers  
9 who don't know when somebody comes to a  
10 police precinct, or wherever they come, and  
11 to make a complaint against a police  
12 officer, that they're supposed to take the  
13 complaint? How much does that take for a  
14 human being to understand that there's a  
15 problem here, and I better jot it down  
16 before my butt gets in trouble? That's not  
17 rocket science. That's just plain, simple  
18 procedure. And so, I'm disappointed to read  
19 the interview in your report, that there's,  
20 you know, question marks and not enough  
21 answers.

22 Thank you.

23 CHAIR KHALID: Thank you, Mr. Meyers.  
24 Anybody next?

25 MR. PINTO: Hi. My name is Nick Pinto.

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1 I'm a reporter at Hell Gate, and I wrote a  
2 story a few weeks ago about how the Board  
3 handles untrue statement complaints, "U  
4 allegations," I guess. Their term. And at  
5 the time that I wrote the story, the Board's  
6 press office wasn't able to answer several of  
7 my questions, so a few weeks have passed and  
8 I just wanted to pose them again in case you  
9 were more able to do that.

10 And so, broadly, the two questions are:  
11 One was, I reported that the Board is  
12 overturning allegations of untrue statements  
13 when investigators, when staff investigators  
14 bring that charge against an officer. The  
15 Board is overturning that recommendation at  
16 about twice the rate that it overturns other  
17 kinds of allegations. And so, I'm curious to  
18 hear from board members or from staff about  
19 what might account for that elevated rate.

20 And then, the other question is sort of  
21 a technical one, which is that in the  
22 public-facing data of the Board, this  
23 information is not visible because -- for  
24 reasons that I have not been able to  
25 determine, but I'd love to hear from you

1           guys, U allegations are categorically  
2           misclassified in the open data portal as  
3           abuse of authority allegations. And so, if a  
4           member of the public were to look at this  
5           information and wonder how many times the  
6           Board is overturning recommendations for  
7           substantiated U allegations, they would think  
8           of the answer as zero, which is obviously not  
9           the case.

10                 So, is there some sort of technical  
11           explanation for that? Or how did that come  
12           to be? Those are my two questions.

13                 Thank you.

14                 MR. DARCHE: Dr. Khalid, is it okay if  
15           I answer these questions?

16                 CHAIR KHALID: Yes, yes. Jon, yes.

17                 MR. DARCHE: Thank you.

18           So, the Board speaks for this agency on  
19           whether or not misconduct occurred. So, an  
20           investigator making a recommendation is  
21           something that happens all the time, and then  
22           the Board reviews them and makes the final  
23           determination. And the Board makes its  
24           determination of the case based on the facts

25

1 and the law as the Board interprets. They  
2 speak for the Agency.

3 This agency has substantiated 200  
4 allegations of untruthful statements by  
5 police officers since untruthful statements  
6 became a part of the Agency's jurisdiction.  
7 So, it is -- I don't want to paint the writer  
8 of an article with the writer of what the  
9 evidence is, but I don't think it's fair to  
10 say that the Agency was not treating  
11 untruthful statement allegations seriously,  
12 when we have substantiated over -- not over.  
13 Exactly, as of the last time I checked, 200  
14 allegations since they opened in our  
15 jurisdiction.

16 There's certain data that we only  
17 release pursuant to court order. And then,  
18 the information on whether or not the  
19 allegation was put there now was properly put  
20 in open data. So, whether or not the  
21 allegation for recommendation was  
22 substantiated and then not substantiated by  
23 the Board was accurately reported, so it  
24 wasn't misreported. How the Agency  
25 characterizes certain allegation types, that

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1           could be very prejudicial to a person when  
2           they're not substantiated is why that is  
3           listed as abuse.

4           And so, those are the reasons for the  
5           discrepancy that you noted. It was not a  
6           desire to hide the rate at which the Board  
7           follows or doesn't follow to investigator a  
8           recommendation. It was merely done, for  
9           certain, for that allegation type, because it  
10          is very prejudicial to the character of the  
11          officer. If we get a FOIL request for a DA's  
12          office or another party, we do not change the  
13          characterization. We put it as an untruthful  
14          statement, so it's available so that no one  
15          who is in a criminal trial has their rights  
16          impacted, and everything can be properly  
17          investigated and prosecuted. But for the  
18          purposes of what we report, so that people  
19          can be aware of the misconduct that is being  
20          reviewed and substantiated by this Board, it  
21          is all done now.

22                 Are the four minutes up?

23                 MR. PINTO: I just want to make sure I  
24                 understand what you're saying.

25                 You're saying for this precise category

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1 of accusation, but not for any other  
2 categories of accusations, when the  
3 allegation is not substantiated, it's  
4 deemed --

5 MR. DARCHE: Untruthful statement.

6 MR. PINTO: Right.

7 MR. DARCHE: Sexual misconduct.

8 MR. PINTO: Okay.

9 MR. DARCHE: Racial profiling. I think  
10 those are the -- there may be another one,  
11 but those are the three very prejudicial to  
12 someone's character.

13 MR. PINTO: I see. There's a category  
14 of allegations that are deemed more  
15 prejudicial to an officer's character, and  
16 for the --

17 MR. DARCHE: For those --

18 MR. PINTO: -- the underlying document  
19 remains available under FOIL. The publicly  
20 reported data sort of re-categorizes them in  
21 a way that wouldn't be prejudicial to the  
22 individual --

23 MR. DARCHE: The individual officer,  
24 yeah.

25 MR. PINTO: Okay. Thank you.

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1 MR. DARCHE: So, Mr. Meyers, I will  
2 address -- I will look up any answers to your  
3 questions and I'll get back to you. I hear  
4 you. I will look it up.

5 CHAIR KHALID: We'll look into that, Mr.  
6 Meyers.

7 Anybody else wants to say something?

8 (No response).

9 CHAIR KHALID: If none,  
10 then we'll go into the old business.

11 Do we have any old business to come  
12 before the Board?

13 (No response).

14 CHAIR KHALID: Is there any new  
15 business?

16 (No response).

17 CHAIR KHALID: We'll be adjourning to  
18 the Executive Session.

19 Hearing none, I'm going to move now that  
20 we break into Executive Session. The agenda  
21 for the Executive Session is the executive  
22 director will consider one full board case,  
23 discuss pending personnel action, and the  
24 general counsel will provide update regarding  
25 pending litigations.



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1                   Is there a motion to adjourn the  
2           Executive Session?  
3           MR. HOGAN:    So moved.  
4           CHAIR KHALID:  Is there a  
5           second?  
6           MR. DWYER:    Second.  
7           CHAIR KHALID:  This meeting is now  
8           adjourned for the Executive Session.  
9           Thank you all.  
10          (TIME NOTED:   4:29 p.m.)  
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C E R T I F I C A T E

STATE OF NEW YORK)

:SS

COUNTY OF QUEENS)

I, Sabrina Brown Stewart, a Notary Public  
within and for the State of New York, do hereby  
certify:

That the witness whose examination is  
hereinbefore set forth was duly sworn and that such  
an examination is a true record of the testimony  
given by such a witness.

I further certify that I am not related to  
any of these parties to this action by blood or  
marriage, and that I am not in any way interested in  
the outcome of this matter.

IN WITNESS WHEREOF, I have hereunto set my  
hand on this 31st day of October 2025.

*Sabrina Brown Stewart*  
Sabrina Brown Stewart