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# *Committee Meeting*

of

## NEW JERSEY LEGISLATIVE SELECT OVERSIGHT COMMITTEE

*“The Committee will take testimony from invited guests”*

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**LOCATION:** Committee Room 4  
State House Annex  
Trenton, New Jersey

**DATE:** January 10, 2019  
10:30 a.m.

### **MEMBERS OF COMMITTEE PRESENT:**

Senator Loretta Weinberg, Co-Chair  
Assemblywoman Eliana Pintor Marin, Co-Chair  
Senator Kristin M. Corrado, Co-Vice Chair  
Assemblywoman Nancy F. Muñoz, Co-Vice Chair  
Senator Sandra B. Cunningham  
Senator Fred H. Madden, Jr.  
Senator M. Teresa Ruiz  
Senator Steven V. Oroho  
Assemblyman Gordon M. Johnson  
Assemblywoman Angela V. McKnight  
Assemblywoman Nancy J. Pinkin  
Assemblywoman Verlina Reynolds-Jackson  
Assemblywoman BettyLou DeCroce  
Assemblywoman Holly T. Schepisi



### **ALSO PRESENT:**

Rosemary Alito, Esq.  
Michael Critchley, Sr., Esq.  
Joseph A. Hayden, Jr., Esq.  
*Special Counsels*

Stephanie M. Wozunk  
*Office of Legislative Services  
Committee Aide*

Alison Accettola  
*Senate Majority  
Brian Quigley  
Assembly Majority  
Committee Aides*

Michael R. Molimock  
*Senate Republican  
Kevin Logan  
Assembly Republican  
Committee Aides*

***Meeting Recorded and Transcribed by  
The Office of Legislative Services, Public Information Office,  
Hearing Unit, State House Annex, PO 068, Trenton, New Jersey***

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LORETTA WEINBERG  
Co-Chairwoman  
ELIANA PINTOR MARIN  
Co-Chairwoman

KRISTIN M. CORRADO  
Co-Vice Chairwoman  
NANCY F. MUNOZ  
Co-Vice Chairwoman

SANDRA B. CUNNINGHAM  
FRED H. MADDEN JR.  
M. TERESA RUJZ  
STEVEN V. OROHO

GORDON M. JOHNSON  
PAMELA R. LAMPITT  
ANGELA V. MCKNIGHT  
NANCY J. PINKIN  
VERLINA REYNOLDS-JACKSON  
BETTYYLOU DECROCE  
HOLLY T. SCHEPISI



**New Jersey State Legislature**  
**NEW JERSEY LEGISLATIVE SELECT OVERSIGHT**  
**COMMITTEE**  
STATE HOUSE ANNEX  
PO BOX 068  
TRENTON NJ 08625-0068

STEPHANIE M. WOZUNK  
Office of Legislative Services  
Committee Aide  
(609) 847-3890  
(609) 777-2998 fax

**COMMITTEE NOTICE**

**TO:** MEMBERS OF THE NEW JERSEY LEGISLATIVE SELECT OVERSIGHT  
COMMITTEE

**FROM:** SENATOR LORETTA WEINBERG, CO-CHAIR, AND ASSEMBLYWOMAN  
ELIANA PINTOR MARIN, CO-CHAIR

**SUBJECT:** COMMITTEE MEETING - JANUARY 10, 2019

*The public may address comments and questions to Stephanie M. Wozunk, Committee Aide, or make bill status and scheduling inquiries to Kristi L. Cannella, Secretary, at (609)847-3890, fax (609)777-2998 or e-mail: OLSAideLSOC@njleg.org. Written and electronic comments, questions and testimony submitted to the committee by the public, as well as recordings and transcripts, if any, of oral testimony, are government records and will be available to the public upon request.*

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**The New Jersey Legislative Select Oversight Committee will meet on Thursday, January 10, 2019, at 10:30 AM in Committee Room 4, 1st Floor, State House Annex, Trenton, New Jersey.**

**The committee will take testimony from invited guests.**

Issued 1/3/19

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**SENATOR LORETTA WEINBERG (Co-Chair):** I'll call the meeting to order, please.

Roll call, please.

MS. WOZUNK (Committee Aide): Assemblywoman Schepisi.

ASSEMBLYWOMAN SCHEPISI: Here.

MS. WOZUNK: Assemblywoman DeCroce.

ASSEMBLYWOMAN DeCROCE: Here.

MS. WOZUNK: Assemblywoman Reynolds-Jackson. (no response)

Assemblywoman Pinkin.

ASSEMBLYWOMAN PINKIN: Present.

MS. WOZUNK: Assemblywoman McKnight.

ASSEMBLYWOMAN McKNIGHT: Here.

MS. WOZUNK: Assemblywoman Lampitt. (no response)

Assemblyman Johnson.

ASSEMBLYMAN JOHNSON: Here.

MS. WOZUNK: Senator Oroho.

SENATOR OROHO: Here.

MS. WOZUNK: Senator Ruiz.

SENATOR RUIZ: Here.

MS. WOZUNK: Senator Madden.

SENATOR MADDEN: Here.

MS. WOZUNK: Senator Cunningham.

SENATOR CUNNINGHAM: Here.

MS. WOZUNK: Co-Vice Chair Muñoz.

**ASSEMBLYWOMAN NANCY F. MUÑOZ (Co-Vice Chair):** Here.

MS. WOZUNK: Co-Vice Chair Corrado.

**SENATOR KRISTIN M. CORRADO (Co-Vice Chair):** Here.

MS. WOZUNK: Co-Chair Pintor Marin.

**ASSEMBLYWOMAN ELIANA PINTOR MARIN (Co-Chair):** Here.

MS. WOZUNK: Co-Chair Weinberg.

SENATOR WEINBERG: Here.

MS. WOZUNK: We have a quorum.

SENATOR WEINBERG: Thank you.

And please let the record show the Assemblywoman has -- is here too.

MS. WOZUNK: Assemblywoman Reynolds-Jackson.

SENATOR WEINBERG: Thank you very much.

Good morning, everyone; good morning, Mr. Cammarano.

And I am, of course, reminding you that you are still under oath.

**PETE CAMMARANO:** Correct.

SENATOR WEINBERG: So we will be continuing.

We're going to go back into the order that we usually follow; with the Co-Chairs, Vice-Co-Chairs, and then other questions from the Committee.

I know we got a good portion of testimony from you last week, and we appreciate your being back here.

MR. CAMMARANO: I appreciate it.

SENATOR WEINBERG: So you both have your microphones on. Is there something you wanted to say?

**C H R I S T O P H E R S. P O R R I N O, Esq.:** I'm going to shut mine off in a second.

I just wanted to say that I think we got through Assemblywoman DeCroce last time. I just -- for the Committee's own edification, in terms of where we'd like to start.

SENATOR WEINBERG: What I just said, Mr. Porrino, is that because we've had a chance to review some of the earlier testimony, we'll now, kind of, start in order again.

Any other questions?

MR. PORRINO: No.

SENATOR WEINBERG: Okay; thank you.

Did you have a chance, by the way, Pete, to get a copy of your testimony to look through it?

MR. CAMMARANO: I'm sorry?

SENATOR WEINBERG: Did you have an opportunity to get a copy of your prior testimony and to look through it?

MR. CAMMARANO: I did.

SENATOR WEINBERG: Okay.

I would like to go back, just to clarify for myself -- if not anybody else -- the October timeline. October 2 is when Mr. Alvarez resigned, correct?

MR. CAMMARANO: That's correct.

SENATOR WEINBERG: Okay. And that is a couple of weeks before the *Wall Street Journal* article appeared; but it was at that point that press inquiries started -- correct? -- which is what led to his resignation.

MR. CAMMARANO: I believe that's the case.

SENATOR WEINBERG: Okay. So between October 2 -- when his resignation became effective -- and when the *Wall Street Journal* appeared around October 14 -- I might be wrong about the date, but -- were there any discussions with the Governor, at that point, about what people were anticipating was in the article, about why Mr. Alvarez was resigning, etc.? Were there any meetings between you, Mr. Platkin, and/or the Governor?

MR. CAMMARANO: The actual date-- I believe I testified to it earlier about when the Governor was informed, in my opening statement.

SENATOR WEINBERG: I think what your testimony said is he was informed in October.

MR. CAMMARANO: Correct. I don't recall the actual date; I would say it was probably October 2, around that time. But off the top of my head, I don't recall the exact date. Were there discussions about it? I mean, I'm sure there were, but I don't--

SENATOR WEINBERG: So he would have been informed at about the time that the *Wall Street Journal* made their inquiry, correct? In other words, you have now press inquiries, and everybody is buzzing about an impending story. So would not the Governor have been informed at that point?

MR. CAMMARANO: If I may, I mean--

SENATOR WEINBERG: Sure.

MR. CAMMARANO: I just want to check one thing.

(confers with Counsel)

I just want to look at my opening statement--

SENATOR WEINBERG: Okay.

MR. CAMMARANO: --because I think I may have addressed this issue. Maybe I'm wrong, and it may help refresh my memory.

(confers with Counsel)

MR. CRITCHLEY (Special Counsel): Mr. Cammarano, I think if you go to the last paragraph--

MR. CAMMARANO: Yes, yes, I have it out.

It says October 2; that's the date. And that was in my opening statement. I thought that was the case, but I just wanted to confirm it.

SENATOR WEINBERG: Correct; it was on October 2. And you said they were both blindsided and completely shocked.

MR. CAMMARANO: That's correct.

SENATOR WEINBERG: Okay. Now, between that time, October 2, and October 14 -- or whenever the *Wall Street Journal* article appeared -- were there any further discussions about Mr. Alvarez's employment, how he got there, or any attempt to clarify why he was there as long as he was; and that he had been separated (*sic*) from employment at least twice prior to that?

MR. CAMMARANO: I'm not sure I understand that.

SENATOR WEINBERG: Were there any discussions with the Governor, where you told him, "We asked Mr. Alvarez to leave in March; Mr. McKenna asked Mr. Alvarez to leave in June; and it is now October 2, and he put in his resignation." Was that information -- about what

happened in this period of time between March 26 -- I'll use that as the date of your meeting with Mr. Alvarez -- and October 2?

MR. CAMMARANO: So you're asking me, from October 2 through October 14--

SENATOR WEINBERG: Yes.

MR. CAMMARANO: --is that what you're asking?

SENATOR WEINBERG: Yes.

MR. CAMMARANO: I don't recall specifically the-- I mean, there were conversations, obviously, about the issue. I don't recall whether or not that specific subject was discussed.

SENATOR WEINBERG: Did you prepare any kind of a report for the Governor on what took place here, and why this resignation wasn't implemented; and that there was an impending news story? Did you prepare any kind of notes or background information?

MR. CAMMARANO: No.

SENATOR WEINBERG: No. Do you know if the Chief Counsel did?

MR. CAMMARANO: I do not know that.

SENATOR WEINBERG: No. So nothing of import to this particular issue took place between October 2 and the *Wall Street Journal*.

MR. CAMMARANO: I'm not sure that's what I said; but, I mean, there were conversations; I just don't recall if this was part of it or not.

SENATOR WEINBERG: Okay.

Now, we heard a lot of testimony this past -- today's Thursday? I guess it was Monday--

MR. CAMMARANO: I don't even know, Majority Leader.

SENATOR WEINBERG: The days are beginning to meld into-- Tuesday; thank you, Assemblywoman.

We heard a lot of testimony from Mr. Lozano. We don't have his transcript yet, so I can't refer to anything specifically.

MR. CAMMARANO: Okay.

SENATOR WEINBERG: So I'm giving you my impression of his testimony -- is that the Transition -- and he is the Executive Director -- was not involved in hiring or applicant-- Well, all they were involved in, in helping to staff the new Administration, with the exception of Cabinet Secretaries -- all they were involved in was compiling résumés and sending them on. They were not involved in the hiring, application procedure, or anything else.

Now, according to your testimony, the Transition committee was mostly involved with the hiring of people. Correct me if I'm wrong--

MR. CAMMARANO: Well, if I recall my testimony, it talked about the Transition process as being a very varied process. But ultimately, the committee -- the Transition committee compiled, sorted, sifted through résumés, put together binders; and the ultimate decisions were generally made by the Departments. If we had Commissioners who were in place we would send them to them, and they would choose to do the interviews or not. We may recommend people, based on some of the information we had; but in many cases -- not all -- the ultimate decision was handled through the binder process to the incoming Cabinet members.

SENATOR WEINBERG: So it was the incoming Cabinet members who would make the final hiring?

MR. CAMMARANO: In many cases, yes; in most cases, that's correct.

SENATOR WEINBERG: Okay. And what about places like the Authorities, where Mr. Lozano just called Charlie McKenna and said, "Please meet with your new Chief of Staff"? How were those hirings done?

MR. CAMMARANO: I'm not sure, because as I had said before, the Authorities do fall under the Counsel's Authority Unit. And even the hiring practices and stuff is generally processed through there. I may have been aware of some of them, but I'm not sure specifically how they handle it.

SENATOR WEINBERG: Okay.

Now, when you called Mr. Alvarez into your office on March 26, and you testified to us that anybody who has been around Trenton -- I would tend to agree with you -- when you're called into the Chief of Staff's Office and told to separate yourself from employment, start looking for another job -- that should be taken seriously. At that time, did you offer to help him find a job?

MR. CAMMARANO: I did not.

SENATOR WEINBERG: Did he ask you to?

MR. CAMMARANO: He did not.

SENATOR WEINBERG: Okay, so there was no offer from you, at least.

MR. CAMMARANO: There was not.

SENATOR WEINBERG: All right.

Now, we heard from the Executive Director of the Schools Development Authority, Lizette Delgado-Polanco, who was now in a

position -- between August 1, when she assumed her responsibility, and October 2, when Mr. Alvarez resigned -- she had no idea about any of this; any of his background or the fact that he had been removed -- according to your testimony -- from any hiring decisions in the State. Do you think-- Whose responsibility would it have been to tell the incoming Executive Director that she had somebody working for her who had already overstayed his welcome?

MR. CAMMARANO: I'm not sure-- Can you repeat that?

SENATOR WEINBERG: Whose responsibility would it have been to tell Ms. Delgado-Polanco that she had somebody working for her, as her Chief of Staff, who had already overstayed his welcome?

MR. CAMMARANO: I believe in my conversation with Ms. Delgado I had indicated, at some point, when she was either -- before she came on or coming on, that Mr. Alvarez was leaving State government.

SENATOR WEINBERG: Okay; yet she testified that -- she said she came to see you, because she wanted to make sure that there were no problems that he really--

MR. CAMMARANO: Correct.

SENATOR WEINBERG: --might have wanted the position that she was getting. And you told her that he was leaving. That was already August 1, and you had told him on March 26--

MR. CAMMARANO: Correct.

SENATOR WEINBERG: --that he should-- So you knew on August 1 that he was still there.

MR. CAMMARANO: I did. I believe that the information about him leaving-- I'm not sure if that was based on the March meeting, or conversations that had been subsequently had with the Chief Counsel.

SENATOR WEINBERG: Okay; so you knew that he had been asked to leave in June for the second time--

MR. CAMMARANO: Yes.

SENATOR WEINBERG: --and then you knew, on August 1, that he was still there. And you just told the Executive Director of the SDA, "Well, don't worry about him; he's leaving."

MR. CAMMARANO: There was a point in time -- and I don't recall when this is -- that I was informed that he had acquired employment, and that he would be leaving. He just needed to have a little more time.

SENATOR WEINBERG: There was a point in time when you were informed that he was going to be leaving?

MR. CAMMARANO: Correct.

SENATOR WEINBERG: And who informed you of that?

MR. CAMMARANO: Mr. Platkin.

SENATOR WEINBERG: Did he give you a date at that time?

MR. CAMMARANO: I don't recall.

SENATOR WEINBERG: Okay. Was it around the June 2 termination?

MR. CAMMARANO: No; Senator I don't -- I hate to tell you-- The time frame has to be between June and October, because there was a lot of activity going on and it's somewhat-- I can't tell you exactly when that conversation happened.

SENATOR WEINBERG: Okay, but the date that sticks out in my mind, that I remember from the testimony, is March 26.

MR. CAMMARANO: Correct.

SENATOR WEINBERG: You call him in, tell him he better leave.

MR. CAMMARANO: Yes.

SENATOR WEINBERG: June, he's told the same thing by his then-boss, who's on his way out. And August 1 his new boss comes in, and none of this information is shared, except, "Oh, don't worry about him; he's leaving." Did you give her a date, the new Executive Director?

MR. CAMMARANO: I don't believe I did, but I don't remember exactly.

SENATOR WEINBERG: Okay. And nobody thought that there was any urgency in terms of separating Mr. Alvarez from State employment?

MR. CAMMARANO: Okay, I think, you know -- and hindsight's always 20/20, unfortunately. But I do think that there was a sense of urgency. It may not seem it, but there was.

It's a difficult situation, because you do have someone who was accused by an individual of a serious matter, a serious issue; who was investigated by the Prosecutor's Office, who determined that they were not going to pursue those charges. So you have an accusation by somebody with credibility -- I'm not doubting, for one second, the credibility of it -- but it's difficult. Can you hold an accusation against somebody, or not, in the employment world? I'm not an employment lawyer.

SENATOR WEINBERG: Well, yes I know that Mr. Braz -- according to his testimony, and I think yours -- that he informed you that the Hudson County Prosecutor-- First he informed you that there might be an arrest very soon. And then in a matter of hours, or a day, he informed you that the Hudson County Prosecutor was not pressing charges, correct?

MR. CAMMARANO: That is correct.

SENATOR WEINBERG: Did you check with the Hudson County Prosecutor's Office?

MR. CAMMARANO: I did not.

SENATOR WEINBERG: Okay; so that came, kind of, third-hand, or second-hand, at that stage. So did anybody on your staff, to your knowledge, check with the Hudson County Prosecutor's Office as to why they declined to press charges, or--

MR. CAMMARANO: Not that I'm aware of; and I'm not sure it would have been appropriate for us to do that. But it was handled by Mr. Parikh, the attorney.

SENATOR WEINBERG: I'm sorry; say that again.

MR. CAMMARANO: It was handled by Mr. Parikh, as I testified before--

SENATOR WEINBERG: Okay.

MR. CAMMARANO: As I testified before, he took control of it to get a better sense as to what we could do.

SENATOR WEINBERG: Yes, you also testified that the Transition's outside legal counsel -- it's Mr. Parikh -- said he would perform a special background check.

MR. CAMMARANO: Correct.

SENATOR WEINBERG: What did that mean -- something above and beyond?

MR. CAMMARANO: No, I think what it means is that it was special in that we weren't performing background checks on people unless they were, at that point, being offered a position. At that time, Mr. Alvarez was not and had not been offered a position; but we took the opportunity to perform that background check anyway to be sure that there was nothing there that we needed to be aware of.

SENATOR WEINBERG: Well, wasn't that in December?

MR. CAMMARANO: That was when we learned of the accusation.

SENATOR WEINBERG: So when, to your knowledge, was Mr. Alvarez actually offered a position; or when did he get the go-ahead to call his new boss and say, "I'm your new Chief of Staff"?

MR. CAMMARANO: I don't remember the date, but I believe it was closer to the Inauguration in January--

SENATOR WEINBERG: Okay.

MR. CAMMARANO: --where that actually happened. So this was prior.

SENATOR WEINBERG: So as far as you're concerned, he was not an-- Well, maybe he was an applicant, but he had not been offered a job. And so what was special about this background check is you were doing a background check on somebody who didn't ordinarily have to go through a background check. Is that right?

MR. CAMMARANO: He wouldn't have gone through at that point in the process. He was an employee of the Transition at that time, is

my understanding; so I just want to clarify that. He had not been offered a position in State government. Ordinarily, any sort of review of somebody's background wouldn't take place until they were offered a position in State government; and in his case, that didn't happen until later.

SENATOR WEINBERG: You mean the offer didn't happen until later.

MR. CAMMARANO: Correct, correct.

SENATOR WEINBERG: Yes, okay. You have no idea what date that offer was made?

MR. CAMMARANO: I don't.

SENATOR WEINBERG: Okay.

You also said that, "The Counsel advised us not to speak to Mr. Alvarez about the matter, and to keep the matter confidential and not share the information with anyone else."

Was that a decision of the Transition Counsel; is it a policy or a procedure that you were following? What was your impression about, "Okay, now I know this, and I have to keep it a secret from everyone."

MR. CAMMARANO: It was based on the advice of our legal counsel; and generally we do try to follow that advice. I don't know exactly what he based it on, but he was pretty clear in his instructions to us.

SENATOR WEINBERG: And when you say "our legal counsel," you were, in that case, talking about the Transition Counsel?

MR. CAMMARANO: Correct.

SENATOR WEINBERG: Not the Governor's Counsel?

MR. CAMMARANO: No, in that case it would have been Mr. Parikh.

SENATOR WEINBERG: Okay.

And at any point did you learn that Mr. Platkin recused himself from this matter?

MR. CAMMARANO: What's our time frame here?

SENATOR WEINBERG: At any point; I didn't give you a time frame on that one.

MR. CAMMARANO: When Mr. Platkin met with Ms. Brennan and came in the following day, he indicated to me that he had reported her accusation to our Ethics Officer; and that because he knew both individuals, he was recusing himself from that EEO portion of it.

SENATOR WEINBERG: Okay. And from your knowledge, that happened from that day on.

MR. CAMMARANO: From my knowledge--

SENATOR WEINBERG: Yes.

MR. CAMMARANO: Yes; pertaining to that, yes.

SENATOR WEINBERG: Okay.

I want to go back to the confidentiality requirement that you talked about.

There are confidentiality requirements concerning -- these are your words -- "Prior to the *Wall Street Journal* inquiries in October of 2018, at no time did I speak to the Governor concerning the allegations against Mr. Alvarez. As I described, I was advised by two different lawyers at two different times" -- that would be the Transition attorney and the Counsel to the Governor?

MR. CAMMARANO: Correct.

SENATOR WEINBERG: Okay. "I was advised by two different lawyers at two different times that there are confidentiality requirements concerning the victim's allegations.

"To the best of my knowledge, no one ever told the Governor," and so on, when they first found out.

Now, I want to go back to one other thing -- and then I will be finished with my questions -- and that is the e-mail that the Governor sent to you-- When Katie Brennan contacted the Governor, the Governor, in turn, sent the e-mail just to Matt Platkin and Jonathan Berkon, correct? Not to you?

MR. CAMMARANO: I did not receive that e-mail.

SENATOR WEINBERG: Okay.

All right, then I have no further questions.

MR. CAMMARANO: Thank you.

SENATOR WEINBERG: Co-Chair.

ASSEMBLYWOMAN PINTOR MARIN: Good morning, Mr. Cammarano.

MR. CAMMARANO: Good morning.

ASSEMBLYWOMAN PINTOR MARIN: Thank you for being here.

Just a couple of follow-ups from what we discussed on Tuesday with the Executive Director for SDA.

And also before that, you testified that when Mr. Alvarez was offered the position on January 12 -- and I think he started January 16 -- do you know who offered him that position? Was that you?

MR. CAMMARANO: I think if I recall my testimony, I don't know, you know; and it was a very hectic time on the Transition, where we were wrapping up the Transition, getting ready to start government. So I don't know the answer to that.

ASSEMBLYWOMAN PINTOR MARIN: Okay. Because we were just trying to figure out, based on the fact that Mr. Lozano stated that Al contacted him and then said, you know, "Can you set me up with a quick meeting with Charlie, since you two know each other?" But no one really has been able to tell us who fully hired Mr. Alvarez. We do see that there was a letter that he received from Lynn Haines, which looks completely normal. But we just wanted to know who interviewed Mr. Alvarez, and then who formally offered him the position. But that was not you, correct, Mr. Cammarano?

MR. CAMMARANO: No, I don't know the answer to that.

ASSEMBLYWOMAN PINTOR MARIN: Okay.

So the day that the SDA Executive Director called you, or reached out to you, with regards to Al being in her office and now telling her that, "I'm resigning as of this moment," she stated that she tried to reach out to you. And then you gave her a call back and asked for the faxed letter of resignation, correct?

MR. CAMMARANO: I think I asked for the letter; I don't think I asked her to fax, because I didn't even know at the time that we had a fax machine, to be honest with you.

ASSEMBLYWOMAN PINTOR MARIN: Okay. What exactly did you do or say at that moment?

MR. CAMMARANO: It was a very brief conversation, in which she informed me that Mr. Alvarez had resigned. And I think I said, "Okay; just send me the letter," because I knew we were going to get requests for it.

ASSEMBLYWOMAN PINTOR MARIN: Okay. But now she testified that shortly thereafter that, Heather Taylor, or someone, contacted her in order to come over to talk to the employees about Mr. Alvarez's exit. Do you know-- Were you the one who called them to go over to the SDA?

MR. CAMMARANO: I'm not sure what you're referring to. That's the first I'm hearing that.

ASSEMBLYWOMAN PINTOR MARIN: Okay. So at that moment, that is the only conversation that you had with Lizette, and then you proceeded to go on about your day.

MR. CAMMARANO: I think at that moment-- Yes, I mean, I don't recall exactly what happened; it was a very hectic day, as you can imagine.

ASSEMBLYWOMAN PINTOR MARIN: Yes.

MR. CAMMARANO: And it just got a little more hectic at that point.

But yes, I mean, I don't recall the other conversations.

ASSEMBLYWOMAN PINTOR MARIN: Okay, so you're not sure if you're the one who contacted anyone from General Counsel's Office or-- We're just trying to figure out how that day went, in the sense of how is it that the Ethics Officer went over to speak to the employees at the SDA.

MR. CAMMARANO: I don't know anything about that.

ASSEMBLYWOMAN PINTOR MARIN: So that's--

MR. CAMMARANO: Yes, I mean, if you're asking if-- That's not something I'm familiar with.

ASSEMBLYWOMAN PINTOR MARIN: At that point, did you have any other conversations with Lizette later on that day or, obviously, the next day -- because those two days were the critical moments?

MR. CAMMARANO: Conversations with whom?

ASSEMBLYWOMAN PINTOR MARIN: With the SDA Executive Director.

MR. CAMMARANO: Not that I remember; but I can't--- It was a busy day, so it's possible we spoke, but I don't remember another conversation.

ASSEMBLYWOMAN PINTOR MARIN: Okay.

So who do you think would have offered Mr. Alvarez his position? What would have been, maybe, the normal protocol, or who would his position have gone through?

MR. CAMMARANO: In the normal course of what I explained earlier, where we had Cabinet members coming in, it would have been handled by them. They would have all received that letter, as you indicated, from Ms. Haines. That was a form letter, for the most part.

ASSEMBLYWOMAN PINTOR MARIN: The only interesting part about this particular Chief of Staff is that he was going to be serving under someone who wasn't going to be staying.

MR. CAMMARANO: That's correct; so as I say, in the normal circumstances. I don't know the answer in the case of where we had someone holding over.

ASSEMBLYWOMAN PINTOR MARIN: Okay.

And then I think you mentioned this in your testimony, but I just want to recall my recollection. I have not had the chance to go over everything that you -- of the testimony that we received.

But from that moment on -- you spoke in March; you knew that he was asked to leave again, I believe, in June. And then you told Ms. Delgado-Polanco that, at some point, he was going to be leaving as well. Were there any more follow-ups with Mr. Alvarez, on your behalf, for him to separate himself; or no?

MR. CAMMARANO: I did not have any conversations with Mr. Alvarez after March 26.

ASSEMBLYWOMAN PINTOR MARIN: Did you have a conversation with your General Counsel, Matt Platkin, that, "We need to get this moving; we need to--"?

MR. CAMMARANO: Any conversations I had regarding this would have probably taken place, and I testified, in June or earlier. But, I mean, I'm not specific on dates.

ASSEMBLYWOMAN PINTOR MARIN: Did you have a conversation with Mr. Platkin once the new SDA Executive Director was hired, and let him know, "I told her that Mr. Alvarez was going to be leaving soon"?

MR. CAMMARANO: I did not.

ASSEMBLYWOMAN PINTOR MARIN: Okay.

That's it; thank you very much, Mr. Cammarano.

MR. CAMMARANO: Thank you.

SENATOR WEINBERG: Vice Chair Corrado.

SENATOR CORRADO: Thank you.

Good morning, Mr. Cammarano.

MR. CAMMARANO: Good morning.

SENATOR CORRADO: Thank you for being here today.

Do you understand why this Committee has been formed, and what we're doing here?

MR. CAMMARANO: Of course.

SENATOR CORRADO: Can you tell me?

MR. CAMMARANO: I think the Committee has been formed to look into how this situation happened; and more importantly, what steps can be taken, broadly, across State government for the future, to prevent it or to correct some of the problems that were there.

SENATOR CORRADO: I just want to go through the timeline of events.

So on April 8, 2017, Mr. Alvarez raped Ms. Brennan. On or about December 1, 2017, Justin Braz reported to you and Raj Parikh that Al Alvarez had raped someone during the Campaign. Is that correct?

MR. CAMMARANO: I believe what he reported is that he was under investigation for sexual assault.

SENATOR CORRADO: On March 20, Matt Platkin meets with Katie Brennan, and she tells him about the Mr. Alvarez rape. And this is according to the Brennan testimony to the Committee earlier in December.

On March 26, Matt Platkin tells you that it was Katie Brennan who Al Alvarez raped. Is that correct?

MR. CAMMARANO: I'm not sure what the dates -- of the actual dates. So I wouldn't want to confirm the dates. But after he met with Ms. Brennan, he did inform me of her accusation.

SENATOR CORRADO: On June 1, Ms. Brennan e-mailed Governor Murphy requesting a direct meeting with him.

MR. CAMMARANO: That is my understanding.

SENATOR CORRADO: And on or about June 6, Matt Platkin told Charlie McKenna that Al Alvarez needs to separate himself from State government. Correct?

MR. CAMMARANO: I mean, that's-- I know that, yes, from-- I'm not sure if I know that from newspapers-- At this point, I'm not sure how I know some of this information, whether it's from media reports or others.

SENATOR CORRADO: Okay.

MR. CAMMARANO: But yes, that's my understanding.

SENATOR CORRADO: And I left out of that timeline that, on March 26, after your conversation with Mr. Platkin, you told Mr. Alvarez that he needed to leave State government.

MR. CAMMARANO: Correct.

SENATOR CORRADO: Okay. And on October 2, Mr. Alvarez resigned from State government.

MR. CAMMARANO: That's correct.

SENATOR CORRADO: Can you take us through your career in government and politics -- what you did, and the dates; and to the extent that you can, I would ask that you be specific. I know you've had a long career in public service.

MR. CAMMARANO: Yes, it makes me feel old. (laughter)

I started my career in government in, I believe, 1991, working for the then-Department of Insurance as their Public Affairs Director under Governor Florio.

I worked there for a total -- a couple of months into the Whitman Administration, when I decided to leave; so 1993, I guess; sometime in there.

I did some campaign work shortly after; 1995, I went to work for Senator Codey as his Legislative Aide. I never saw that I would spend 11 years with Dick Codey, but it was an enjoyable run as he became Senate President. I served as his Chief of Staff there, and then Chief of Staff when he became the Governor, after Governor McGreevey resigned.

I left government after that. I did serve on the Casino Redevelopment Authority from 2006 to 2010, when I resigned.

After I left government, I kind of missed it a little bit, so I ran for my local council. I served seven years as a Councilmember, and then I ran for Mayor, and was elected Mayor in 2015-- I don't even remember at this point.

I served that until shortly before the inauguration, when Governor Murphy asked me to be his Chief of Staff. One of the conditions was I resign as Mayor; probably the toughest part of the decision, actually. So I resigned as Mayor to become Chief of Staff.

SENATOR CORRADO: So would it be safe to say that it's close to 20 years that you've been involved in government and politics, either as a staffer, an elected official, or a lobbyist?

MR. CAMMARANO: It's fair.

SENATOR CORRADO: Okay.

And then, on November 14, 2017, Governor Murphy announced in the press that you would be his incoming Chief of Staff. What were you doing professionally at that time?

MR. CAMMARANO: I have a lobbying firm; I was a partner in a lobbying firm here in Trenton.

SENATOR CORRADO: And you mentioned in your previous testimony that you were, and I quote, "An unpaid volunteer during the Transition, from around mid-October." And that would be page 8 of the transcript. Is that correct?

MR. CAMMARANO: That is correct.

SENATOR CORRADO: And if you were an unpaid volunteer during the Transition, and the Chief of Staff designee, what did you do for income? Were you paid by the State Transition as the Chief of Staff--

MR. CAMMARANO: I was not. I was -- all my income is derived from my other business.

SENATOR CORRADO: So you were still employed by your lobbying firm.

MR. CAMMARANO: I was, until December.

SENATOR CORRADO: So you were volunteering your time, serving as Chief of Staff designee, setting up the Governor's Office and Cabinet Officers. And you were still a registered lobbyist.

MR. CAMMARANO: I was. Actually, I may not have been. I may have resigned, turned in my lobbying badge. I don't remember the exact date, but I believe it was shortly before Election Day, because I thought it was prudent that you can't have the incoming Chief of Staff--

And I don't think he had won at that point; or it was right around Election Day. But I thought it was prudent to resign, and I turned my badge in before -- at that time. I don't know the exact date off the top of my head, but I did turn it in and I ceased lobbying activities.

SENATOR CORRADO: So you ceased lobbying and you no longer went to the office.

MR. CAMMARANO: Much to the chagrin of my partners, I don't think I set foot in that office at all between probably mid-October through January; and I haven't been back.

SENATOR CORRADO: But you're still being paid by the firm.

MR. CAMMARANO: I was at that time; as a partner, I was. I had equity in the firm.

SENATOR CORRADO: Did you have any conflict of interest issues?

MR. CAMMARANO: I did not. We did receive ethics training during the Transition, but that was the idea of ceasing my activities prior to Election Day, to avoid any conflicts. And I did not do any lobbying during that time period.

SENATOR CORRADO: Did you represent, at one point in time, any of the Departments that you were working on, on the Transition, to find the appropriate personnel for?

MR. CAMMARANO: Any Departments--

SENATOR CORRADO: State Departments?

MR. CAMMARANO: I didn't represent any State Departments at all.

SENATOR CORRADO: Any interests that were lobbying different Departments?

MR. CAMMARANO: I mean, my lobbying reports are all very-- They're public; I'm not sure what this has to do with the scope of the hearing, but they're all public. You can get them from ELEC; who I met with -- well, what I did during that period.

SENATOR CORRADO: So you said--

MR. CAMMARANO: It's--

SENATOR CORRADO: Okay; I'm sorry to interrupt.

MR. CAMMARANO: It's required we file them, and so they're all public.

SENATOR CORRADO: So there were no conflicts of interest, and you didn't need to report that--

SENATOR WEINBERG: Senator Corrado, I don't mean to interrupt, but Mr. Cammarano is here, really, to testify about that issue, not--

SENATOR CORRADO: Correct; and I understand that.

SENATOR WEINBERG: You know, I think that you're questioning about his background to show that he certainly has knowledge about government, and politics, and so on; but I don't want to get too far afield here.

SENATOR CORRADO: Correct; and to make sure that we are looking into the hiring practices, and that everything was done properly -- making sure that any conflicts were disclosed.

As an unpaid volunteer Chief of Staff, did you have an office in this Transition Office?

MR. CAMMARANO: I did.

SENATOR CORRADO: Did you have staff?

MR. CAMMARANO: Did I have what?

SENATOR CORRADO: Staff, somebody who worked for you, or several people who worked for you?

MR. CAMMARANO: Informally I had -- Justin Braz actually reported to me. I'm not sure I had anyone else.

SENATOR CORRADO: How many hours a week did you work and spend in the Transition Office?

MR. CAMMARANO: How many hours did I spend in the Transition Office? I would venture to say anywhere between 18 to 20 hours, 7 days a week, for the entire period.

SENATOR CORRADO: Okay.

MR. CAMMARANO: Maybe 16 hours on a good day, and I'm not trying to be cute. But those were the hours.

SENATOR CORRADO: I can understand that, When did you stop drawing a salary from the lobbying firm?

MR. CAMMARANO: There was a separation from my firm-- I don't remember the exact date, but it was before the end of that year, in December.

SENATOR CORRADO: On or about December 1, Justin Braz came to you and told you that Al Alvarez had raped -- I believe you said *sexually assaulted* -- someone during the Campaign. You said, during your testimony, that in the room was yourself, Mr. Braz; and was Raj Parikh there?

MR. CAMMARANO: He was.

SENATOR CORRADO: Was there anyone else in the room at that time?

MR. CAMMARANO: No.

SENATOR CORRADO: When was Jose Lozano told?

MR. CAMMARANO: I believe after Mr. Braz left the room, Mr. Parikh and I informed Mr. Lozano of that -- the accusation.

SENATOR CORRADO: Justin Braz had testified when he was here that he told some friends and family members about this incident. Did he tell you who else he told?

MR. CAMMARANO: He did not.

SENATOR CORRADO: Do you know who else he may have told?

MR. CAMMARANO: I do not.

SENATOR CORRADO: Your next conversation with Transition Counsel was after you learned that Mr. Alvarez was not going to be charged, which was either the same day or the next. On page 11 you say that you learned Mr. Alvarez wasn't being charged with a crime within 24 to 30 hours. Is that correct?

MR. CAMMARANO: Yes; I mean, Mr. Braz came back to us in a fairly short period of time.

Assemblywoman (*sic*), I'm not trying-- I'm having a hard time hearing you. So it's difficult; I apologize.

But it was either that afternoon or the next day. I just don't know the exact number of hours; but it was quick.

SENATOR CORRADO: Okay. But the moment Mr. Braz told you about the incident, until the subsequent conversation with Transition Counsel, did you tell Governor-elect Murphy about the allegation?

MR. CAMMARANO: I did not.

SENATOR CORRADO: Do you think he needed to know?

MR. CAMMARANO: As I have stated numerous times, the Transition Counsel advised us that the information was confidential and should not be shared with anybody.

SENATOR CORRADO: Including the Governor?

MR. CAMMARANO: *Anybody*, which includes anybody.

SENATOR CORRADO: Can you tell me what your duties are as a Chief of Staff to the Governor? I know you've served as one to Governor Codey as well.

MR. CAMMARANO: The Chief of Staff is responsible for the day-to-day operation of the Governor's Office, overseeing the Cabinet Departments, dealing with just about all issues pertaining to State government. It is a position that I thought would make the Transition hours seem easy, but it's probably not much different. I may not be in the office 18 hours a day, but I'm certainly available 24 hours a day to deal with any issue in State government that comes up.

SENATOR CORRADO: Where is your office actually located?

MR. CAMMARANO: We are located down the street, unfortunately, at 225 West State Street. It would be a heck of a lot better if we were in the building with you guys.

SENATOR CORRADO: And where is your office in proximity to the Governor's?

MR. CAMMARANO: My office-- If you've ever been over there, it is a rectangular area where our offices are located. The Governor is in one corner and my office is across from him, in the other corner. There is a conference room in between.

SENATOR CORRADO: Okay. And how many times a day would see the -- would you say, on average, you see or speak with the Governor?

MR. CAMMARANO: It varies day to day. It really depends on the schedule -- whether or not he's in Trenton that day -- as far as seeing him and as far as communicating with him. It really varies, depending on what's going on.

SENATOR CORRADO: Okay. Do you think you would have kept a crime about an employee from Governor Codey; whether it was an allegation or not?

MR. CAMMARANO: I am constrained by the-- If it's confidential and I'm told by an attorney that it's confidential and I can't tell anybody, it wouldn't matter who it was.

SENATOR CORRADO: Would it matter what the crime was? If somebody had been accused of arson, somebody had been accused of murder?

MR. CAMMARANO: This is kind of an odd question, but I'll give it a shot.

This is an issue that had been investigated by a Prosecutor's Office; so we were aware of that fact. It's an issue that I was told I had to keep confidential, based on that. It was an issue where there were no

charges filed, so I would say I would keep it confidential if I was advised by Counsel to keep it confidential.

SENATOR CORRADO: Okay.

On page 13 in your transcript, after learning that Mr. Alvarez was not going to be charged, Transition Counsel advised you to put steps in place to ensure Mr. Alvarez didn't have the ability to hire, or dismiss a résumé for anyone.

You then state, "And we made it a blanket policy with him, because we didn't know who the victim could have been."

Who is *we*?

MR. CAMMARANO: I'm just going to read it, because I can--  
(confers with Counsel)

I would say, obviously, Mr. Parikh, who came up with it; myself; and I'm not sure who the others would have been.

SENATOR CORRADO: If you were merely an unpaid volunteer, Chief of Staff designee, and only responsible for setting up the Governor's Office staff and the Cabinet, why do you think Justin Braz came to you with this information?

MR. CAMMARANO: Because he reported to me in the Transition, in his role. He was assigned underneath my-- He reported to me.

SENATOR CORRADO: In the organizational chart--

MR. CAMMARANO: Correct.

SENATOR CORRADO: --of the Transition.

MR. CAMMARANO: Correct.

SENATOR CORRADO: During the Transition, did you have any involvement or input in the hiring of any Chief of Staff at various Departments or agencies?

MR. CAMMARANO: I may have, at times, been asked my opinion on individuals who were being offered positions, whether it be Chief of Staff or others throughout Departments. I may have gotten a list of people, and then they may say, "Do you have any thoughts or concerns, or are you okay?" At any given moment I-- Anyone specific? I don't know; and in the case of Mr. Alvarez, I don't believe that happened.

SENATOR CORRADO: I'm sorry; you don't believe that--

MR. CAMMARANO: That that was the case.

SENATOR CORRADO: That you -- that somebody came to you with a recommendation?

MR. CAMMARANO: Correct.

SENATOR CORRADO: Okay.

So you previously testified, and Mr. Lozano has testified as well, that you were not responsible for the hiring of staff outside the Governor's Office and Cabinet officials, correct?

MR. CAMMARANO: That is correct.

SENATOR CORRADO: Okay. And that was mostly under the purview of Transition Executive Director Jose Lozano.

MR. CAMMARANO: This structure and the process, correct.

SENATOR CORRADO: Okay. Did you ever think you should have had a conversation with Mr. Lozano, and said, knowing what you knew, "Mr. Alvarez should not have a job in government"?

MR. CAMMARANO: I don't think-- That conversation didn't take place.

SENATOR CORRADO: Did you ever think, with all your years of experience, "Hey, we really shouldn't be hiring him"?

MR. CAMMARANO: I think that, you know, I'd have to again go back to the advice I received from Counsel and how we go about operating. You know, listen, are there times I went back and said, "Gee, I wish I didn't--" Yes, absolutely; no doubt.

But, you know, you do have to abide by the advice you get from your legal counsel.

SENATOR CORRADO: Did you feel there was an obligation that Mr. Alvarez had to be hired?

MR. CAMMARANO: I did not.

SENATOR CORRADO: Would you classify him as a *political hire*?

MR. CAMMARANO: I think he probably could be, in theory, because there were hundreds of them. And this is not uncommon in any Transition, where there are people who have been involved, worked on Campaigns; who want to work in government, who have expertise in government, who do that. That's all part of a normal Transition, no matter who the Governor is.

SENATOR CORRADO: Were you part of an internal meeting on December 7 with members of the Transition?

MR. CAMMARANO: I probably had five meetings with members of the Transition on December 7. But I don't know; I mean, I don't know.

SENATOR CORRADO: Okay. How often did you meet with Mr. Parikh?

MR. CAMMARANO: Mr. Parikh was around when we -- in the office, so we knew if we needed to speak to him, we could. Or he would sometimes, because-- I don't think I had regularly scheduled meetings with Mr. Parikh.

SENATOR CORRADO: Were you in contact with the Governor-elect during the Transition?

MR. CAMMARANO: Of course.

SENATOR CORRADO: On a daily basis?

MR. CAMMARANO: Frequently, yes; if he was in the office, absolutely. We were interviewing Cabinet members and planning 100-day agendas. So of course we would have meetings.

SENATOR CORRADO: In previous testimony, on page 12 of the transcript, you testified that you became aware Mr. Alvarez was now an employee of the Schools Development Authority and the State of New Jersey, almost simultaneously on the day when the Governor took the oath of office. Is that correct?

MR. CAMMARANO: Yes; I mean, my testimony says around that time; about, yes. That is correct.

SENATOR CORRADO: And you also mentioned, on pages 14 and 15, that because the SDA is an Independent Authority, it reports to Counsel's Office. Did you ever mention to the Chief of Counsel or the Director of the SDA -- of the Authorities Unit as well -- that Mr. Alvarez wasn't allowed to be in charge of hiring during the Transition, and tell them why?

MR. CAMMARANO: That would not have been -- that would have been something that Mr. Parikh would handle.

SENATOR CORRADO: You could have told them -- I think you could have told them, "There's something I can't tell you, but you need to know that there's an issue." At any time, did you think about doing that?

MR. CAMMARANO: I take my responsibilities very seriously. And confidentiality-- And I deal with confidential issues day in and day out, in my role as Chief of Staff. And I take it very seriously, particularly when I am advised by legal counsel.

SENATOR CORRADO: I understand that. Do you think at some point, maybe, you could have, in a way, given somebody a head's up so that we aren't here today; or we didn't find out about Mr. Alvarez's allegations in the *Wall Street Journal* on October 2?

MR. CAMMARANO: I have testified in the past that, in hindsight, were there times? Sure, I thought about it. But again, you know, when you're advised by legal counsel that there are regulations and rules governing this information, you have an obligation to keep it confidential; I did.

SENATOR CORRADO: Were there other attorneys on the Transition?

MR. CAMMARANO: There were. There were Transition committee attorneys day to day. I don't believe there were others -- if that's what you're asking -- somebody who was there all the time.

SENATOR CORRADO: Somebody who was -- who you were working hand-in-hand with.

MR. CAMMARANO: No. Mr. Parikh was the Transition Counsel for that purpose.

SENATOR CORRADO: In your previous testimony, you testified that on March 26, Mr. Platkin came to you and said Al Alvarez had raped Ms. Brennan. With the exception of who the victim was, you already knew.

MR. CAMMARANO: I knew Mr. Alvarez had been investigated for sexual assault--

SENATOR WEINBERG: Senator, hold on. I think there might be a sound problem.

Try to speak right into the microphone. This room is not designed for all this technology.

MR. CAMMARANO: Thank you, Chair.

And as my wife tells me, I have really bad hearing.

SENATOR WEINBERG: Okay.

SENATOR CORRADO: On March 26, did you tell Mr. Platkin that you-- On the day that Mr. Platkin came and told you, did you tell him that you had already known about Mr. Alvarez?

MR. CAMMARANO: I don't believe I did.

SENATOR CORRADO: You testified earlier today that Mr. Platkin had recused himself.

MR. CAMMARANO: Just if I may clarify.

I had known of the accusation against Mr. Alvarez; I had no indication, until Mr. Platkin informed me of his conversation with Ms. Brennan, that she was involved.

SENATOR CORRADO: Back to Mr. Platkin -- he had told you that he was recusing himself from this matter?

MR. CAMMARANO: He did.

SENATOR CORRADO: Did he ever provide anything in writing that you're aware of?

MR. CAMMARANO: He would not provide that to me; that would go to the Ethics Counsel, who would handle recusals.

SENATOR CORRADO: Can you tell me what he said to you specifically?

MR. CAMMARANO: To the best of my memory, he -- word for word, I cannot remember. He indicated to me that he had met with Ms. Brennan the night before, and that she had indicated that Mr. Alvarez had assaulted her on that night, in April of 2017, I believe it was. And that he had reported it to the Ethics Counsel, who handled our EEO cases as well; and that he was recused from it.

There was -- during that conversation, there was a decision made that I would meet with Mr. Alvarez and tell him that he needed to leave State government.

SENATOR CORRADO: And who made the decision?

MR. CAMMARANO: I think it was just a product of our conversation between the two of us; that we both felt strongly about it.

SENATOR CORRADO: Because you were Chief of Staff you should meet with him, because he had recused himself?

MR. CAMMARANO: Ordinarily, it would be under the Counsel's Office. But since he was recused, I assumed that it was just natural that I would do it as Chief of Staff.

SENATOR CORRADO: You mentioned in your previous testimony that you felt Mr. Alvarez understood what you meant by “leave State government.” But, in fact, he was still there until October 2, 2018. Is it typical for employees not to act immediately on what the Governor’s Chief of Staff is telling them to do?

MR. CAMMARANO: I think he understood what I was saying, and I know he understood what I was saying to him, based on the conversation. As I testified before, I did not say, “You’re fired.” So I assumed it was going to happen.

SENATOR CORRADO: Have you seen the articles -- the recent articles that came out this week about Mr. Alvarez appealing his denial of unemployment insurance?

MR. CAMMARANO: No, I have not. I try not to read the papers.

SENATOR CORRADO: Would you be surprised to know that he said the first time he was asked to leave was June 1 -- in the beginning of June?

MR. CAMMARANO: I’m not sure what he said.

SENATOR CORRADO: That’s exactly what he said. The first time he was told to leave was June, and he said it was by Mr. Platkin.

So why do you think he didn’t take you seriously?

MR. CAMMARANO: I think you’d have to ask Mr. Alvarez that question.

SENATOR CORRADO: Do you think you can effectively perform in your role as Chief of Staff if you’re ignored for seven months?

MR. CAMMARANO: You don't have to worry about that. I'm leaving next week.

SENATOR CORRADO: This is true.

Did you give your resignation because of what's going on?

MR. CAMMARANO: Absolutely not.

SENATOR CORRADO: Why did you never follow up with Mr. Alvarez after March 26?

MR. CAMMARANO: I was not aware until June that Mr. Alvarez was still there. Day-to-day operations of State government are very varied and time consuming, and it was not -- I'm not making an excuse -- I was not focused on Mr. Alvarez every day of the week.

SENATOR CORRADO: Do you have meetings with the Chiefs of Staff of the different Departments and Agencies on a regular basis?

MR. CAMMARANO: I do not.

SENATOR CORRADO: It's my understanding that it's common practice in previous Administrations for the front office to review weekly update e-mails from the various Departments and Agencies of State government. Does that occur in this Administration?

MR. CAMMARANO: Weekly e-mails?

SENATOR CORRADO: Update e-mails from the Departments.

MR. CAMMARANO: We have weekly reports from each Department, correct.

SENATOR CORRADO: Who was responsible for sending that report from the SDA?

MR. CAMMARANO: I don't know the answer to that.

SENATOR CORRADO: Did you review them?

MR. CAMMARANO: I would receive binders on the weekend, on Fridays, to take home; and I would review all the Departments.

SENATOR CORRADO: Can we get copies of those from the SDA?

MR. CAMMARANO: I don't know the answer to that. I'm sure we can look.

The other issue is, I'm not sure if Authorities file those reports; and the SDA is an Authority, and I would have to actually check that.

SENATOR CORRADO: Okay.

MR. CAMMARANO: The reports I read were generally from the Cabinet Departments.

SENATOR CORRADO: Okay.

Did Mr. Platkin tell you about his conversation with Mr. McKenna in June, regarding Mr. Alvarez?

MR. CAMMARANO: I don't believe he did.

SENATOR CORRADO: When did you find out about that?

MR. CAMMARANO: I don't recall.

SENATOR CORRADO: On page 34 of your transcript, you state that you didn't learn until June 2018 that Mr. Alvarez still worked for the Administration. Is that correct?

MR. CAMMARANO: That is correct. But my testimony's numbered differently, so I'm not -- when you refer to page 34, mine is, like, 172 or something.

SENATOR CORRADO: Okay.

MR. CAMMARANO: So bear with me.

That would be correct.

SENATOR CORRADO: I apologize; we're working on a partial transcript; you have the full.

On page 35 and 36, you state that you were aware of the e-mail from Ms. Brennan to Governor Murphy; that the Governor did not tell you about it, but you think Matt Platkin told you about it.

MR. CAMMARANO: That is correct.

SENATOR CORRADO: On page 36 -- sorry; not your page 36 -- it says, "I was not copied on it, nor was I aware of the full contents at the time."

What does that mean? What contents were you aware of?

MR. PORRINO: I'm sorry; we're not able to catch up, because our pages aren't aligned.

SENATOR CORRADO: Okay.

MR. PORRINO: Could you tell us, again, what page you have it on?

SENATOR CORRADO: It's my page 36; and I apologize. I'm not sure which page it is.

MR. PORRINO: And I'm sorry; it leads in how?

SENATOR CORRADO: This is in regard to the June 1 e-mail from Ms. Brennan to the Governor. And it says, "I was not copied on it, nor was I aware of the full contents at the time."

I'm just asking -- when you get to that page -- what contents of the e-mail you were aware of. Did you know what it said, specifically?

MR. PORRINO: I'm having a hard time finding it.

It's page 198 of what we have.

MR. CAMMARANO: You can see we're off by a little.

Now that I have it, could you just ask the question again?

SENATOR CORRADO: Sure. It's, "I was not copied on it, nor was I aware of the full contents at the time."

What were you aware of?

MR. CAMMARANO: I believe I learned of the contents-- This goes back to what I said a little earlier. I'm not trying to avoid it.

There's a lot I know now that I have probably picked up from other sources. So I'm a little confused as to what I was aware of at that time, and what I was not.

SENATOR CORRADO: I understand.

MR. CAMMARANO: But it was not the full content. I think Mr. Platkin probably gave me a general sense of the e-mail.

SENATOR CORRADO: Were you surprised when he was telling you about it-- Let me back up. Did you know that he had been copied on the e-mail, or forwarded the e-mail, by the Governor?

MR. CAMMARANO: I believe he shared that with me.

SENATOR CORRADO: Mr. Platkin had told you in March that he recused himself. So did he recuse himself, again, at that time?

MR. CAMMARANO: I don't know what the scope of his recusal was on that.

SENATOR CORRADO: Okay. Did at any point--

MR. CAMMARANO: The other thing is, if I recall, the e-mail was about a "sensitive matter." So you could assume what it was about, but it was not in that e-mail as to what the content was.

SENATOR CORRADO: And at that point in time, knowing that Ms. Brennan had now e-mailed the Governor directly, and you had known about an incident since December, did you think that this was the appropriate time to now tell the Governor what was going on?

MR. CAMMARANO: Again, I will state that I have been repeatedly -- by both during the Transition and as Chief of Staff -- been advised by Counsel that the information was confidential and I should not share it with anybody, including the Governor.

SENATOR CORRADO: Now, you are saying you were told by as Chief of Staff. So who told you not to speak about this?

MR. CAMMARANO: As I testified before, the Chief Counsel advised me it was confidential under the EEO regulations.

SENATOR CORRADO: Did Matt Platkin ever tell you that Heather Taylor has said the EEO regulations didn't apply?

MR. CAMMARANO: No.

SENATOR CORRADO: Are you under Matt Platkin?

MR. CAMMARANO: I am not, but he is our legal counsel.

SENATOR CORRADO: With all due respect, you have many, many years in government in many, many positions. And Mr. Platkin has only been an attorney for a very short time and was giving you advice.

MR. CAMMARANO: I'm not going to comment on that.

SENATOR CORRADO: Did you ever think, "I've been here longer; I know what's going on. I have to tell the Governor."

MR. CAMMARANO: I am not an attorney, nor would I pretend to understand or interpret it. When legal counsel gives you advice, you have to assume it is the right advice.

SENATOR CORRADO: So what specifically did he tell you? “Don’t tell anyone; don’t tell the Governor”?

MR. CAMMARANO: He told me there were EEO regulations that prohibited the sharing of that information, or confidentiality restrictions; and I couldn’t share it with anybody, including the Governor.

SENATOR CORRADO: Did you agree with that? Did you think that sounded right?

MR. CAMMARANO: There was a conversation between us at the time; I had a few questions. But ultimately, I did concur that he was giving me sound legal advice.

SENATOR CORRADO: So you thought it was a good idea that Matt Platkin said, “Don’t tell the Governor”.

MR. CAMMARANO: I have to go with the legal advice I get from Counsel. I’m not an attorney.

SENATOR CORRADO: You never once objected to not letting your boss know?

MR. CAMMARANO: I asked questions.

SENATOR CORRADO: What kind of questions?

MR. CAMMARANO: Questions about the policy and how it applied generally. Specifically, I don’t remember, but I did ask questions.

SENATOR CORRADO: Do you know who told Mr. Berkon, a lawyer not working for government, that Mr. Alvarez would be leaving the State?

MR. CAMMARANO: I do not.

SENATOR CORRADO: Were you made aware that Mr. Berkon had spoken to Ms. Brennan?

MR. CAMMARANO: Again, this goes back to -- I know about it, but I don't know if I knew about it at the time, which I don't believe I did, or I have just learned about from reading press accounts.

SENATOR CORRADO: Do you know who set the deadline of October, the end of October, for Mr. Alvarez to leave government?

MR. CAMMARANO: I do not.

SENATOR CORRADO: That was not you?

MR. CAMMARANO: No.

SENATOR CORRADO: When did the *Wall Street Journal* contact the Governor's Office for a comment on this story?

MR. CAMMARANO: I don't know the answer to that off the top of my head.

SENATOR CORRADO: When did you become aware that the *Wall Street Journal* was looking for a comment from the Governor's Office on the story?

MR. CAMMARANO: Again, I don't specifically know the answer to that; I honestly don't. I mean, it's tough to pinpoint a day where I knew that.

SENATOR CORRADO: Do you know who told you that the *Wall Street Journal* had called?

MR. CAMMARANO: Generally speaking, that would come through our Communications Director, who would have probably received a phone call, or someone who works for him. And he would have come to us with that.

SENATOR CORRADO: Do you know who told the Governor that the *Wall Street Journal* was calling?

MR. CAMMARANO: When are you talking about?

SENATOR CORRADO: October 2, when the *Wall Street Journal* had made the phone call for comments about the story.

MR. CAMMARANO: I know there was a conversation with the-- Well, I mean, the Governor was told on October 2, and it was a conversation-- I don't remember exactly who was in the room with me and Matt Platkin. I'm not sure who actually-- There may have been others there who actually told him.

SENATOR CORRADO: So it wasn't you?

MR. CAMMARANO: I don't remember. The day is sort of a blur. I don't believe it was; but it could have been. I was definitely involved in it.

SENATOR CORRADO: Did you ever think before October 2 that maybe Matt had told the Governor?

MR. CAMMARANO: No, I have to go based on confidentiality, and the Counsel, and-- That thought never entered my mind.

SENATOR CORRADO: Do you know who told the First Lady?

MR. CAMMARANO: I do not.

SENATOR CORRADO: Was she present at the meeting when you, and Mr. Platkin, and the Governor were there?

MR. CAMMARANO: I don't remember; it's possible, but I don't remember.

SENATOR WEINBERG: Senator, I think we already have testimony from you on that.

MR. CAMMARANO: Yes, I mean it was in my opening statement--

SENATOR WEINBERG: It's in here -- about the October 2 meeting--

MR. CAMMARANO: She may have been there; I just don't--

SENATOR WEINBERG: --where they were both blindsided, I think.

MR. CAMMARANO: Yes, they were. But I don't remember the precise--

SENATOR WEINBERG: Right.

MR. CAMMARANO: It's very tough.

SENATOR WEINBERG: But I just want to move ahead a little bit here.

SENATOR CORRADO: Do you know if the Governor asked if Al Alvarez was still working for the Administration on October 2?

MR. CAMMARANO: I don't remember-- Well, no, on October 2, I believe he was informed that he resigned.

SENATOR CORRADO: Do you know who informed the Governor that Mr. Alvarez had resigned?

MR. CAMMARANO: Again, it was probably either myself or Matt Platkin in the same meeting. I don't remember which one of us.

SENATOR CORRADO: When there's a crisis, we all have a team. Who was part of the team to handle this crisis in the Administration?

MR. CAMMARANO: I mean, we have a senior staff who is involved in all situations. And it would be handled through our

Communications, or our Policy folks, or Cabinet-- It would be all the senior staff.

SENATOR CORRADO: At some point did it get out that you had known, on December 1, about this?

MR. CAMMARANO: That I had known on December 1?

SENATOR CORRADO: That there had been an allegation against Mr. Alvarez.

MR. CAMMARANO: I don't understand your question.

SENATOR CORRADO: Was there talk among senior staff -- did somebody go back at some point and say to the Governor, "Here's the actual timeline: December 1, Justin Braz came to us; March, Katie Brennan had gone to Matt Platkin and Parimal Garg;" he came to you, you met with him, you told him to leave; June 1, he went to Charlie McKenna.

Was the Governor ever given -- and senior staff ever given the timeline that we all know exists?

MR. CAMMARANO: I don't know; I don't know the answer to that.

SENATOR CORRADO: Do you know if the Governor ever asked why Mr. Alvarez hadn't been fired before that?

MR. CAMMARANO: I don't know. I think the Governor has been pretty clear in his public statements.

SENATOR CORRADO: You were the Mayor of Metuchen.

MR. CAMMARANO: Correct.

SENATOR CORRADO: If you had had this same situation, where there was an allegation of sexual assault or an allegation of rape within your Administration, and somebody went to the Borough

Administrator or the Municipal Attorney, would you have wanted them to come to you and tell you what was going on?

MR. CAMMARANO: I'm not going to speculate on a hypothetical question like that.

SENATOR CORRADO: You're the Governor; there's a situation in your--

MR. CAMMARANO: (Indiscernible)

SENATOR CORRADO: --Administration. You don't want to know that there's an allegation of rape between employees in your office? You're the Mayor, you're the top guy.

MR. CAMMARANO: I didn't say that I don't want to know; I just said that I'm not going to speculate on it. I'm not going to answer a question where it's just speculating.

SENATOR CORRADO: Given everything that has gone on to date -- all the testimony, public statements, newspaper stories -- who do you hold accountable for getting us here today?

MR. CAMMARANO: I think there are a lot of questions and answers that need to be had, and go round. But at all levels; all levels.

SENATOR CORRADO: Including yourself?

MR. CAMMARANO: I'll take some; anybody involved, including you folks sitting here who are looking at this issue. I think we all have an obligation and a responsibility to address it, to look at it, to see what happened.

One of the things I welcome with the Committee is transparency, and looking at the situation in a transparent manner in a public forum; putting a spotlight on it. This is not an isolated incident,

unfortunately. And I know this from various roles I've had in government. This goes on at every level of government, in every branch of government. And as much transparency, and conversation, and spotlight we can put on it, it goes a long way in identifying what the problems are, what the challenges are, and what we need to do to correct it.

None of us are perfect; there were things here that were barriers along the way to prevent disclosure. There were things that could have happened that didn't; there were things that -- assumptions made, maybe rightly or wrong.

You know, Senator Weinberg, you have a Bill that prohibits confidential agreements. You know, frankly, it's something we should all take a look at. It's surprising that hasn't happened yet; we should have passed that.

SENATOR WEINBERG: You're talking about the Bill we passed in the Senate?

MR. CAMMARANO: Correct.

SENATOR WEINBERG: Okay; I just want to set the record straight. (laughter)

MR. CAMMARANO: Correct.

So as much as we can publicly put this out there, be as transparent as possible, it's incumbent upon all of us in government -- including myself, including all of you -- to close the transparency loopholes, the gaps, so that we can figure out what the barriers were that got us here today.

SENATOR CORRADO: Do you think there were already policies and procedures in place that could have addressed this sooner? And when I say that, I'm talking about the EEO regulations.

MR. CAMMARANO: There are policies in place; clearly, there are either barriers or gaps in those policies. I think whatever we do, though, I think-- Look, I have a lot of experience in government, and I think that I've seen it at all level; and I've seen it on the legislative side, having worked there. There are a lot of gaps that need to be closed. And I'll get in trouble for saying this, but probably the biggest glaring gap on transparency is on the legislative side. There's a big gap on policies and procedures.

We have-- The system did not work; we need to fix it. So while we do have stuff in place, it's not perfect. Whatever we do, it should apply to all branches of government, because we don't want to be sitting here again; I certainly do not. And I don't want anybody else to be going through what Ms. Brennan is going through.

SENATOR CORRADO: I think it's unfortunate that you're acknowledging that this has happened before, and that there are procedures in place and that there are gaps; and that maybe those procedures, this time, weren't necessarily followed.

MR. CAMMARANO: I think they were followed; I think there are things that prevent it.

SENATOR CORRADO: If they were followed, I don't think we'd be here today.

That's all the questions I have.

SENATOR WEINBERG: Okay.

I am going to Vice Chair Muñoz, and then Senator Ruiz.

But I'm going to ask one question.

Why did you tell Mr. Alvarez on March 26 that he could no longer work for State government, or that he had to start leaving? What was the reason for that?

MR. CAMMARANO: When Mr. Platkin shared with me Ms. Brennan's accusations, I thought that was significant enough that we did not want him to be part of the Administration.

SENATOR WEINBERG: Okay, thank you.

But nobody thought it was significant enough to find out why he was still there on October 2.

MR. CAMMARANO: As I've said before, there is a gap in that.

SENATOR WEINBERG: Okay.

Vice Chair Muñoz.

ASSEMBLYWOMAN MUÑOZ: Thank you, Senator.

Thank you, Mr. Cammarano.

Actually, one of my questions was going to be that question.

MR. CAMMARANO: Is this going to-- At some point, I'd like to take a break, if I can. But I don't know how long--

ASSEMBLYWOMAN MUÑOZ: Mine won't be as long as Senator Corrado's. (laughter)

MR. CAMMARANO: I'm happy to hear that.

ASSEMBLYWOMAN MUÑOZ: You established that you are not an employment lawyer, is that correct?

MR. CAMMARANO: I am not an attorney at all.

ASSEMBLYWOMAN MUÑOZ: Not an attorney at all. And so my question related to that is, you know, why were you involved in this

at all? Mr. Alvarez was not your direct report; so it goes back to what the Senator just asked you. Why was it you who went to Mr. Alvarez in March to tell him he should look for other work?

MR. CAMMARANO: Because, as I stated before, Mr. Platkin, because of his relationship with both, when he reported it to Ms. Taylor, had recused himself. So it was really -- it would fall on me to do it.

ASSEMBLYWOMAN MUÑOZ: So, you know, I'm going to go through the confidentiality issue that you keep addressing.

You state that it was -- you were told by the attorneys not to tell anybody. So why if-- Matt Platkin is an attorney, correct?

MR. CAMMARANO: I'm sorry?

ASSEMBLYWOMAN MUÑOZ: Matt Platkin is an attorney?

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN MUÑOZ: Correct.

MR. CAMMARANO: As Chief Counsel I think you have to be.

ASSEMBLYWOMAN MUÑOZ: I do, yes. I just wanted to-- So if it was a confidential matter, why did he tell you?

MR. CAMMARANO: I think you'd have to ask Mr. Platkin that question.

ASSEMBLYWOMAN MUÑOZ: So when we were-- We continuously talk about the confidential issue; and did you have an opportunity to review the EEO manual -- the regulations and the requirements of reporting a serious allegation, and where the limitations of that were?

MR. CAMMARANO: Did I review the manual? No.

ASSEMBLYWOMAN MUÑOZ: Yes, did you ever review the manual?

MR. CAMMARANO: I had EEO training, and we did go through the process and procedures. But the actual manual -- I don't ever remember reviewing it.

ASSEMBLYWOMAN MUÑOZ: Was the word-- You talk about that you were told there was a sexual assault. Did Mr. Platkin tell you that Katie Brennan accused Mr. Alvarez of rape?

MR. CAMMARANO: I believe he used *sexual assault* as well, but I'm not 100 percent certain.

ASSEMBLYWOMAN MUÑOZ: Regardless, it's a serious allegation.

MR. CAMMARANO: Absolutely.

ASSEMBLYWOMAN MUÑOZ: And at that point, when you look at the EEO recommendations -- and you say you have reviewed it -- does it state exclusively in there that you shall not report to your superior when you hear an allegation in that regard, of that seriousness?

MR. CAMMARANO: I don't know the answer to that.

ASSEMBLYWOMAN MUÑOZ: Well, do you think that that would have been something that you could have looked into? Because, again, we're talking about a very serious allegation. This is not a minor allegation.

MR. CAMMARANO: I would and should rely on the advice of counsel, who has the training and the ability to review that.

ASSEMBLYWOMAN MUÑOZ: Well, we keep hearing that the attorneys told you not to tell anybody.

MR. CAMMARANO: That's correct.

ASSEMBLYWOMAN MUÑOZ: Yet we've heard that so many people knew, and they were all attorneys. So there was communication going on. And here we have a situation where, as Mr. Critchley said, this is -- and we all know -- this is a serious allegation. This isn't a minor allegation; this is a serious allegation. And you state that you were aware of the manual, the EEO, etc. Does it state-- You don't know off the top of your head whether it states that when there's a serious allegation made that you should report that to your boss?

MR. CAMMARANO: As I said, I was advised-- I did not review that, nor am I in a position to review as a legal -- legally. But I did rely on the advice of our attorney, who does review that.

ASSEMBLYWOMAN MUÑOZ: Do you think you should have, like, consulted with an employment attorney at this point?

MR. CAMMARANO: I had an attorney, and our Chief Counsel is--

ASSEMBLYWOMAN MUÑOZ: Mr. Platkin

MR. CAMMARANO: --is our attorney; correct.

ASSEMBLYWOMAN MUÑOZ: Is he an-- Is Mr. Platkin an employment attorney?

MR. CAMMARANO: I don't believe he is, but you would have to ask him.

ASSEMBLYWOMAN MUÑOZ: Now, we've also established that Mr. Alvarez was an at-will employee, correct?

MR. CAMMARANO: That is correct.

ASSEMBLYWOMAN MUÑOZ: So at-will employees can be asked -- terminated at any time, correct?

MR. CAMMARANO: In theory, correct.

ASSEMBLYWOMAN MUÑOZ: Okay. So you and I had this discussion last time.

MR. CAMMARANO: We did.

ASSEMBLYWOMAN MUÑOZ: That we did. And you recommended that--

MR. CAMMARANO: Why are we having it again?

ASSEMBLYWOMAN MUÑOZ: But my point is this. It's important--

MR. CAMMARANO: I understand that.

ASSEMBLYWOMAN MUÑOZ: --because you made the point last time that he understood-- We agreed that he clearly did not understand. We just established that he's an at-will employee. You told -- you just told me, you told us that you had the authority -- because you were given the authority by Mr. Platkin -- to fire him. Because as an at-will, you have the authority to do so; and yet you didn't do so.

There is a question there. You had the authority to fire him, correct?

MR. CAMMARANO: I have the authority to fire employees, correct.

ASSEMBLYWOMAN MUÑOZ: Okay. And you looked at-- And you did not look at the EEO recommendations, the policies, and procedures manual.

MR. CAMMARANO: I was advised by the attorney what the rules were.

ASSEMBLYWOMAN MUÑOZ: Did it trouble you that they were telling you not to tell your boss, who was the top person in the State of New Jersey -- he's the leader of the State of New Jersey, at this point -- about a serious allegation about somebody in his Administration.

MR. CAMMARANO: As I've testified before, there were times where I did wonder about it. But ultimately I followed the advice of legal counsel.

ASSEMBLYWOMAN MUÑOZ: Did you ever interview Katie Brennan yourself?

MR. CAMMARANO: No. As I have stated before, I don't really know Katie Brennan; I think I met her one time.

ASSEMBLYWOMAN MUÑOZ: So when you were told that it was Katie Brennan in March, did anybody tell you-- I mean, when you were told it was a rape, correct?

MR. CAMMARANO: A sexual assault, I think is how it was portrayed.

ASSEMBLYWOMAN MUÑOZ: You distinguish between *sexual assault* and *rape*?

MR. CAMMARANO: I don't know what the distinguishing traits are. I mean, they're both -- either term is pretty serious, if not incredibly serious.

ASSEMBLYWOMAN MUÑOZ: I would argue they're both incredibly serious.

MR. CAMMARANO: Yes, that's what I just said.

ASSEMBLYWOMAN MUÑOZ: Yes, I know. I was glad that you said that; okay.

MR. CAMMARANO: Yes.

ASSEMBLYWOMAN MUÑOZ: If you never spoke to her, how could you make a decision not to do anything about it?

MR. CAMMARANO: I'm sorry?

ASSEMBLYWOMAN MUÑOZ: You made a decision not to do anything. Under the advice of counsel, you chose not to do anything, correct? You asked him to leave--

MR. CAMMARANO: No, I don't think that's correct. But, I mean, I think we did ask him to leave. It's an accusation. I think this is where we left off at the last hearing, actually--

ASSEMBLYWOMAN MUÑOZ: Right.

MR. CAMMARANO: --about this point; almost the same argument.

ASSEMBLYWOMAN MUÑOZ: Right.

MR. CAMMARANO: But go ahead.

ASSEMBLYWOMAN MUÑOZ: Okay; well, you know, again I'm just -- I'm trying to look at this from the perspective as a legislator; not as a lawyer, a legislator. You're not a lawyer either.

So you never interviewed her; you were told it was a sexual assault and/or rape. But you made a decision -- you did make a decision not to do anything other than tell Mr. Alvarez that he should look for other employment.

MR. CAMMARANO: As far as what steps that were taken with Ms. Brennan, I think it was handled through our Ethics Counsel, who

Matt had reported it -- Matt Platkin had reported it to. I would not ordinarily be involved in questioning or interviewing. I don't think that would be appropriate of a victim in this case. I think it's best left to the proper channels. I did meet with Mr. Alvarez, as we've established.

ASSEMBLYWOMAN MUÑOZ: But simply to tell him that he should separate from employment; separate from State government.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN MUÑOZ: Right. But if you knew it was this serious, how come you didn't ask for an investigation?

MR. CAMMARANO: I believe that's the point of it being reported to our Ethics Counsel by Mr. Platkin.

ASSEMBLYWOMAN MUÑOZ: Did you speak to Heather Taylor about this?

MR. CAMMARANO: It would be incredibly inappropriate for me to speak to our Ethics Counsel about a potential employment matter that may be deemed confidential; or an EEO matter--

ASSEMBLYWOMAN MUÑOZ: You spoke to her not at all?

MR. CAMMARANO: About this matter?

ASSEMBLYWOMAN MUÑOZ: Yes.

MR. CAMMARANO: About her handling of it? No, I would not.

ASSEMBLYWOMAN MUÑOZ: To whom does Heather Taylor report?

MR. CAMMARANO: Heather Taylor is in Counsel's Office; but in her role as EEO she has some autonomy. We have a system in place in the office where people can go directly to her in a confidential manner,

whether it's an employment matter or, in this case, any matter. And there are plenty of times where even I'm not privy to that information until they deem it could be appropriate to tell me.

And that's to give employees a comfort level that, if they have an issue in the office, they can come forward in a confidential manner and there will be no interference.

ASSEMBLYWOMAN MUÑOZ: But you already had information about this.

MR. CAMMARANO: I did, but it still would not be appropriate of me to speak to our Ethics Counsel at that point, I don't believe.

ASSEMBLYWOMAN MUÑOZ: You don't believe.

MR. CAMMARANO: No.

ASSEMBLYWOMAN MUÑOZ: But do you know that -- is that true or is that just what you believe?

MR. CAMMARANO: I think it would be incredibly inappropriate, candidly.

ASSEMBLYWOMAN MUÑOZ: Again, we go back to -- it's a serious allegation.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN MUÑOZ: This is a-- Right?

Did you ever speak to Mr. Garg about this?

MR. CAMMARANO: No.

ASSEMBLYWOMAN MUÑOZ: No.

You know, we've established that Mr. Alvarez was an at-will employee. We've established that you could have fired him. We've

established that this is a serious investigation that could have been investigated; and yet, again, what we've established is that nothing was done. I think that's a serious statement to be said because, we have many lawyers giving you advice to do nothing; to say nothing. And I find that very disturbing.

And you now, you're a father -- I don't know if you're a father--

MR. CAMMARANO: I am a father.

ASSEMBLYWOMAN MUÑOZ: Of a daughter?

MR. CAMMARANO: I have two boys.

ASSEMBLYWOMAN MUÑOZ: Two boys, and who should be treated equally; boys and girls should be treated the same.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN MUÑOZ: And this is a serious allegation.

MR. CAMMARANO: It is.

ASSEMBLYWOMAN MUÑOZ: And, you know, I wonder how you-- You know, again, you were charged with giving him-- You were the first person to tell him he should separate himself; and yet you have -- you never followed up. You knew in June that he hadn't left; you knew in August he hadn't left. You know, did that make you uncomfortable that you knew this information and didn't -- and still did -- nothing happened?

MR. CAMMARANO: As I have stated before, as I look back you know, there are things that I'm not completely happy about; and that is one of them. Would I have preferred I had followed up? Absolutely. In June, Mr. Platkin was handling it, at that point. So I was not involved.

ASSEMBLYWOMAN MUÑOZ: You know, we keep hearing that everybody was heartbroken, distressed regarding the incident. And yet nobody seemed to be heartbroken enough to actually follow up and make sure that Katie Brennan was taken care of, and that this situation was taken care of.

And that's not just you, Mr. Cammarano; that is a statement about a lot of people. And that's what's disturbing here.

So I will finish questioning for now; but you know, I think that we-- You're right. We have to look at the EEO -- we need to look at those policies, and we have to take a look and see what needs to be changed, because I think you had an obligation to report to the boss.

MR. CAMMARANO: Thank you; I understand.

Chair, is it possible I can take a quick break?

SENATOR WEINBERG: Yes. We will take -- if it's okay with everybody -- we'll take a 10-minute break. We'll come back and we'll break for lunch around 1 p.m., okay?

**(Committee recesses)**

**(Committee reconvenes)**

SENATOR WEINBERG: Okay. Everybody ready?

MR. CAMMARANO: Ready.

SENATOR WEINBERG: Senator Ruiz; Vice Chair Ruiz.

SENATOR RUIZ: Thank you, Chairwoman.

Good afternoon, Pete.

I just have a couple of questions. Following up -- I think it was in response to Chairwoman Weinberg, where you started talking about the difficulty of proceeding with an action based on an allegation that -- whether to fire an employee or not because it was an allegation. And I heard you clearly.

What concerns me is that I can-- I was listening to your remark. What concerns me is that at no point in time -- there wasn't anything (indiscernible) specifically. As Chief of Staff, did you not deem it important to not just go in an opposite direction of a personnel action; but at the point when you became aware that there was another employee who felt uncomfortable, that the internal staff could have made recommendations to create firewalls, to make the employee feel safe, to just do what I think Heather's responsibilities actually were to carry out? Do you understand my question?

MR. CAMMARANO: Senator, I'm not sure I do.

SENATOR RUIZ: Okay. So I will try and repeat it again. When you responded to Chairwoman Weinberg, I think part of your comments were that we needed to understand that it was difficult -- or the position that you were in was difficult -- to terminate an employee on an allegation; that you were, at that point, aware that the Hudson County Prosecutors had looked into-- Do you recall this part of this morning's testimony?

MR. CAMMARANO: I do.

SENATOR RUIZ: Okay, and I heard that. But outside of that -- and not asking for personnel action directly -- when there are internal meetings with staff, and you're leading them, I would suspect you guys have

that in the front office. Was there ever a conversation to say, "We have another fellow employee who has indicated that she feels uncomfortable; that this is -- you know, she doesn't feel safe," or whatever it was? Were there other conversations about creating some kind of network, or policy, or some framework that would make her have felt more comfortable in her position?

MR. CAMMARANO: I think when we became aware of who that employee was and who was accused, the steps were made to remove him from that process. Whether it took longer than it should have is a different question. But there were steps to do that. I'm not aware of an instance where it was brought to my attention where any employee was made uncomfortable in that. I am not aware of that.

SENATOR RUIZ: So it was just determined that once you were aware of the survivor in this case -- that you just made the determination of Mr. Alvarez to leave government.

MR. CAMMARANO: Yes, I believe what I stated earlier was that, you know, upon the conversation with Mr. Platkin, the accusation was serious enough where I didn't think we wanted him to be part of the Administration.

SENATOR RUIZ: To do anything else.

Okay. When Mr. Platkin recuses himself in the process, what attorney did you seek for any kind of counsel for any other follow-up actions?

MR. CAMMARANO: I did not.

SENATOR RUIZ: Okay. So I believe earlier in this morning's testimony you said that, in June, you kind of passed this off to Mr. Platkin

because you thought he would handle it; and hence that's why, perhaps, you didn't know that Mr. Alvarez was still at SDA. Is that an accurate assumption of your account?

MR. CAMMARANO: Yes, I think what happened is that Mr. Platkin came to me in June at some point; the exact date I don't recall right now.

SENATOR RUIZ: So, I think what's difficult for me to understand is an attorney who's recused himself who still has to follow up on actions on this matter.

MR. CAMMARANO: Well, I was about to get to that.

SENATOR RUIZ: Okay.

MR. CAMMARANO: He asked me a question about it, and I asked him about his recusal. He indicated to me that his recusal was surrounding the EEO complaint, and that that investigation had been completed. It wasn't a complete recusal, but I did ask that question at the time.

SENATOR RUIZ: Thank you.

And back to the Transition. I think it was talked about -- hiring and, in certain circumstances, chiefs of staff or employees for that department would have been interviewed by the Cabinet member, correct, in some circumstances?

MR. CAMMARANO: In some cases, if the Cabinet members were available.

SENATOR RUIZ: And Cabinet members were interviewed by?

MR. CAMMARANO: It was a group of people, depending on the Cabinet position, depending on who was available that day. But generally there was a core group of those individuals.

SENATOR RUIZ: Could you guess who potentially would be in the process of hiring employees from the Transition to actual government? Could it have been Mr. Platkin?

MR. CAMMARANO: I'm not sure I understand the question.

SENATOR RUIZ: So, for Mr. Alvarez, since you weren't part of that hiring process -- and you put that on the record -- could it have been Mr. Platkin?

MR. CAMMARANO: I wouldn't want to speculate.

SENATOR RUIZ: Okay. Could it have been Mr. Parikh?

MR. CAMMARANO: No.

SENATOR RUIZ: Okay. Would it have been the Transition chair?

MR. CAMMARANO: Again, as I testified, I don't know the answer to that.

SENATOR RUIZ: Okay. But at this point, when do you become aware -- and if you'll just jog my memory -- of the accusation; not all the parties involved, but just the accusation against Mr. Alvarez?

MR. CAMMARANO: In early -- I believe it was December 1.

SENATOR RUIZ: December 1.

MR. CAMMARANO: Or sometime around there, when Mr. Braz brought it to my attention.

SENATOR RUIZ: Okay. So, at this point, when Mr. Alvarez applies for his -- is seeking employment, there are several members of the

Transition Team that are aware of the accusation. Would you say that that's fair -- or many of you in the higher ranks that were aware of the accusations?

MR. CAMMARANO: I don't know about many; there were a few.

SENATOR RUIZ: Okay, a handful.

I just say this because-- And if you can look at this document G -- and if the attorneys will help me kind of make sure -- so it starts with G and ends with 86. It's the Transition 2018 Appointment Screening Questionnaire.

MR. CAMMARANO: Did you say 86?

SENATOR RUIZ: Eighty-six.

MR. CAMMARANO: Okay.

SENATOR RUIZ: Do you have that?

MR. CAMMARANO: I do.

SENATOR RUIZ: So Mr. Alvarez is applying for the position of CEO of SDA. Do you think that the determination, based on the fact that there was a hold-over from the Christie Administration, to put him in the Chief of Staff position perhaps was determined because people were aware of this accusation?

MR. CAMMARANO: No, I don't think Mr. Alvarez was ever considered for CEO of the Schools Development Authority.

SENATOR RUIZ: Okay. Thank you very much.

Thank you, Chair.

SENATOR WEINBERG: Senator Cunningham.

SENATOR CUNNINGHAM: Thank you, Madam Chair.

Happy New Year, Pete.

MR. CAMMARANO: Thank you, Senator.

SENATOR CUNNINGHAM: You know, I was listening intently when you talked a little bit about your history. You know, you've done a lot of work in politics, of course. You've been Chief of Staff before now. I'm just wondering: Have you ever found yourself in a situation similar to this -- not necessarily someone with an allegation of rape -- but have you ever, in any of your experience, been involved with something that was horrible that happened during a campaign, or with workers; or in your situation now, other than this one?

MR. CAMMARANO: I deal with-- In my role as Chief of Staff, I deal with some pretty horrible things day in and day out, some pretty tragic things, events. This is a little unusual in the employment arena. But, yes, I deal with a lot of horrible things.

SENATOR CUNNINGHAM: You know, I've been involved in a campaign or two myself. And with my experience with campaigns, and elections, and what have you, I've heard of or seen a few times when things were a little strange and I've had to seek counsel just to be sure that I understood what was happening. And usually what I was told or heard was, "It's on a need-to-know basis." So when you first said that you were told to basically do nothing, it was a surprise to me, because I've never heard that before. I've always heard it was on a need-to-know basis. And if that's the case, as Chief of Staff, you would have to inform the Governor. So I'm just wondering, were you surprised when your attorney said, "Don't say anything to anyone?"

MR. CAMMARANO: Surprised? No. I mean, I assumed they were following the rules. I did, as I stated earlier, have a few questions generally. I don't remember specifically what those were, but I do remember there was a discussion. And based on that, I determined I should take the advice of Counsel.

And, Senator, I just want to clarify. I was not part of the Campaign. You had mentioned the Campaign.

SENATOR CUNNINGHAM: Okay.

MR. CAMMARANO: I came on during the Transition. I was in no way involved in the Campaign.

SENATOR CUNNINGHAM: Thank you.

SENATOR WEINBERG: Assemblywoman DeCroce.

ASSEMBLYWOMAN DeCROCE: Thank you, Madam Chair. And thank you for being back here today.

I'm just going to-- I'm not going to be repetitive. I'm going to try to go through a few more questions that I didn't get to finish when we were here the last time.

On Page 169 in your testimony, you stated that, "The Governor had offered me a full-time position as his Chief of Staff, which I accepted with honor." Did the Governor interview you himself? Who interviewed you as Chief of Staff for the Governor?

MR. CAMMARANO: The Governor and I had a conversation. It wouldn't necessarily -- I wouldn't characterize it as a formal interview that you would think of for employment. But he and I had a one-on-one conversation.

ASSEMBLYWOMAN DeCROCE: Okay. And when you did that, and afterward, did you have to follow through a process with the Transition Team in filling out new paperwork, receiving anything back, informing you of any process or anything?

MR. CAMMARANO: I'm not sure I understand what kind of--

ASSEMBLYWOMAN DeCROCE: Well, like anyone else -- like anyone else within the Cabinet.

MR. CAMMARANO: Transition, I would not.

ASSEMBLYWOMAN DeCROCE: Okay.

MR. CAMMARANO: As far as employment applications for State government, yes, I was treated like any other employee.

ASSEMBLYWOMAN DeCROCE: Okay. Who hires the employees for the SDA? Because they're an Authority.

MR. CAMMARANO: They're an Authority, so technically the Authority hires those employees.

ASSEMBLYWOMAN DeCROCE: Okay. So how many at-will employees are at the SDA?

MR. CAMMARANO: I don't know the answer to that.

ASSEMBLYWOMAN DeCROCE: Okay. And did you ever feel it was important to let the hiring authority at the SDA know, outside of Mr. McKenna, your desire for Mr. Alvarez to be dismissed as an employee of their Authority?

MR. CAMMARANO: I never advised anybody at the SDA of that desire.

ASSEMBLYWOMAN DeCROCE: Okay. One thing that I'm trying to figure in the process of Mr. Alvarez coming in your office in

March-- And I asked myself why you didn't -- and I'm going to ask you this question. Why didn't you put him on at least paid leave in March to figure out what was going on and, in fact, if there was any risk to any other employees? Since the Ethics Counsel was looking into the matter, why wasn't he just taken out of employment? "We're going to put you on paid leave until we start figuring this out. Then we can cut the cord when we need to." On your end you were thinking that. Why didn't it go through that process?

MR. CAMMARANO: It's not a thought that ever entered my mind.

ASSEMBLYWOMAN DeCROCE: But that would have been a good thing for the other employees, since later on -- well, by March you knew it was Ms. Brennan -- March 26.

MR. CAMMARANO: Correct, but that was-- I knew that before I met with Mr. Alvarez.

ASSEMBLYWOMAN DeCROCE: Okay. I mean, that is something we should all look at. That should be something of great consideration when there is an allegation even about somebody -- no matter at what level. That should be considered directly first so there is no threat to any other employee within State government.

ASSEMBLYWOMAN DeCROCE: Mr. Alvarez was a member of nonprofits for Governor Murphy, or prior to Governor Murphy -- for Phil Murphy, correct?

MR. CAMMARANO: (affirmative response)

ASSEMBLYWOMAN DeCROCE: He was in the Campaign, he was on the Transition Team, and he was then employed. So I would say that he is very involved with the Murphy Administration.

MR. CAMMARANO: My experience with Mr. Alvarez, as I've stated a couple of times, is two or three possible interactions in my capacity.

ASSEMBLYWOMAN DeCROCE: Okay. Could I ask you: Do you think-- What's your interpretation of how well may Governor Murphy or First Lady Tammy Murphy know Mr. Alvarez? Do they know him personally?

MR. CAMMARANO: I can't speculate on that. And not having known Mr. Alvarez, I would not speculate on that.

ASSEMBLYWOMAN DeCROCE: You know, what it appears to me -- and I don't know the other members here -- that Mr. Alvarez seemed to be floating around Trenton in a protective bubble. Everybody kind of knew -- everybody knew who he was. He had been involved in nonprofits, and transition teams, and campaigns, and being employed, and yet he was still walking around and nothing was really happening. He was allowed to stay. So, you know, I question that: that somebody be protected no matter what's going on. I mean, that is in my mind. What do you say about that?

MR. CAMMARANO: Having just met Mr. Alvarez during the Transition for the very first time, I really can't speak to that.

ASSEMBLYWOMAN DeCROCE: Did you at any point, prior to knowing who the accuser was -- when Mr. Braz came and spoke to you, correct?

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN DeCROCE: Did you ever consider to ask him if that individual, whoever it was, was employed or working for the State?

MR. CAMMARANO: Did I ever--

ASSEMBLYWOMAN DeCROCE: Ask Mr. Braz. Did -- whomever it was, who he couldn't divulge -- did you say, "Well, is this individual no longer -- was it on the Campaign -- it was on the Campaign. Is that individual here working in the State?" Was that discussion ever taking place?

MR. CAMMARANO: As I testified in my opening statement, we did ask Mr. Braz for who the victim was. He expressed that she wanted privacy, and we greatly respected that, as we should have. We did have an understanding that it was an individual who was involved in the Transition. That was brought to our attention. But that's the extent of what we knew.

ASSEMBLYWOMAN DeCROCE: So when did Ms. Brennan start to work here at the State?

MR. CAMMARANO: I don't know specifically. I don't believe it was--

ASSEMBLYWOMAN DeCROCE: March 26 -- before that or after that?

MR. CAMMARANO: I don't know specifically, but I think it was before, but not before the inauguration.

ASSEMBLYWOMAN DeCROCE: Okay. I just think it is important to think about that -- leave without pay until--

Thank you.

MR. CAMMARANO: Thank you.

ASSEMBLYWOMAN DeCROCE: And we'll move on. I don't want to hold anyone back.

SENATOR WEINBERG: Thank you.

Senator Madden.

SENATOR MADDEN: Thank you, Madam Chair.

Good afternoon, Pete.

Just with some of your testimony -- just to clarify a couple of points.

MR. CAMMARANO: Sure.

SENATOR MADDEN: So you meet with Matt Platkin. This is the first time, during the month of March of 2018.

SENATOR WEINBERG: Excuse me, Senator. Speak right into the microphone if you would.

Thanks.

SENATOR MADDEN: Can you hear me now? I have the short mike here.

MR. CAMMARANO: I have the same problem. That's why I'm moving forward. (laughter)

SENATOR MADDEN: So, you meet with Matt, and he tells you about Katie is the identified crime victim here -- alleged crime victim. And he also tells you that he has passed this on to Heather Taylor. Is this -- This is my understanding of how --

MR. CAMMARANO: That's correct.

SENATOR MADDEN: --your testimony is going. And that at that point you-- Because of confidentiality, he explains to you, I guess

through the EO, that you are not to talk to anyone. And you emphasized anyone quite vividly in the morning testimony --

MR. CAMMARANO: Correct.

SENATOR MADDEN: --when somebody asked you something regarding the Governor.

So then you-- Is it that Matt and you spoke about how to move forward? And your testimony says that between the two of you, you decided to ask him to leave?

MR. CAMMARANO: That's correct.

SENATOR MADDEN: So, you have the Chief Ethics -- or chief lawyer, the Counsel tell you he turned it over to the Ethics Officer. What was the purpose of turning it over to the Ethics Officer if you two already decided that you were going to get Al just to leave?

MR. CAMMARANO: The Ethics Officer in the Governor's Office is somewhat of, in this case, a misleading term because they also handle EEO cases and other complaints filed by employees.

SENATOR MADDEN: Okay. But back to my question: If you already, between the two of you, know you're going to ask him to leave -- If Matt turned it over to Heather Taylor prior to speaking with you, why did you decide at that point, "Look, we're just going to ask him to leave. We're getting Al, and we're going to ask him to leave," without understanding or finding out what Heather Taylor had decided to do?

MR. CAMMARANO: As I stated earlier, the accusation was serious enough where I didn't think we wanted to have someone in the Administration with that in their background.

SENATOR MADDEN: Well, we're talking about procedures here. So, Heather Taylor had an investigation going on or she did not have an investigation going on?

MR. CAMMARANO: I think she was looking at the EEO complaint. That's my understanding.

SENATOR MADDEN: Okay.

MR. CAMMARANO: I don't know how that was handled. But I did make it -- I did schedule a meeting with Mr. Alvarez.

SENATOR MADDEN: When you say you don't know how Heather handled it, did she open an investigation?

MR. CAMMARANO: My understanding is she consulted with the Attorney General's Office. But, again, I'm basing that on what I've heard. I don't know the facts, nor should I; and I would suggest that when she appears you ask her.

SENATOR MADDEN: Maybe 30 minutes ago, 45 minutes ago you testified about an EEO invest. The EEO invest had been completed.

MR. CAMMARANO: Correct.

SENATOR MADDEN: What invest? What EEO invest? I'm asking you, and now you're saying that Taylor--

MR. CAMMARANO: No, Senator, I'm not spinning a tale. I think what I said 30 minutes ago was that when Mr. Platkin came to me I asked him about the recusal that he had when he brought Mr. Alvarez up to me. He indicated that that recusal was around the EEO complaint and that that complaint had been closed.

SENATOR MADDEN: We can always run the tape back. But regardless, not to split hairs--

MR. CAMMARANO: If I misspoke, I mean--

SENATOR MADDEN: That's okay.

MR. CAMMARANO: That's my understanding.

SENATOR MADDEN: So now here you are. You have a Governor, you have a Chief of Staff -- literally, the most powerful piece in government -- directing Cabinet members, having input on who's hired as a Cabinet member or commissioner; you have the chief attorney. You have this come before you. Now, you're in a room discussing how to move forward with this rape allegation. You have an alleged crime victim and an alleged perpetrator in State government now.

You didn't know it at the time, but according to Ms. Katie Brennan's testimony, she's testifying that she went and she spoke to Heather, the Chief Ethics Officer. She was told that, "The State could not take any action because Mr. Alvarez and I," meaning her, "were not State employees at the time of the sex assault." Did you ever hear of that being the findings of Heather Taylor.

MR. CAMMARANO: I've only heard that from press accounts.

SENATOR MADDEN: From the press?

MR. CAMMARANO: Correct.

SENATOR MADDEN: Okay. So now these two top positions are discussing what to do with this at-will employee. You were told by-- According to your testimony, you were told by the attorney, "Discuss this with no one." Is that correct?

MR. CAMMARANO: Correct.

SENATOR MADDEN: You leave that meeting. Your next order of business is to call Mr. Alvarez into your office and discuss it with him. Why so?

MR. CAMMARANO: Again, I felt that it was not-- My conversation with Mr. Platkin was not a very long one. It didn't take long to determine that Mr. Alvarez needed to be spoken to. So I just want to make it clear that it was a pretty quick conversation. I felt that it needed to be addressed.

SENATOR MADDEN: You were very emphatic this morning about expressing how much you follow your legal advice: "The attorney spoke, and I followed his lead." You leave the meeting, after already being told not to share it with anybody -- your next order of business is to share it with Mr. Alvarez.

MR. CAMMARANO: That's correct.

SENATOR MADDEN: Why?

MR. CAMMARANO: Because I felt he needed to be aware, and that he needed to be told he needed to leave State government.

SENATOR MADDEN: So you broke--

MR. CAMMARANO: And I didn't think twice about it, Senator.

SENATOR MADDEN: But you see what I'm saying. You're testifying that your attorney told you not to discuss it.

MR. CAMMARANO: Correct.

SENATOR MADDEN: You went and made the decision on your own to discuss it with another person, which happened to be the alleged perpetrator. So is there anyone else you decided to discuss it with?

MR. CAMMARANO: Absolutely not.

SENATOR MADDEN: Okay. Chief of Staff, top attorney -- okay? -- from a legal sense and from a management sense were moving forward with this, and you're conversing. Suspensions never came into -- never crossed your mind. Did they cross Matt Platkin's mind?

MR. CAMMARANO: I didn't discuss that with Matt.

SENATOR MADDEN: Did possibly transferring the employee, the perpetrator?

MR. CAMMARANO: I'm not sure.

SENATOR MADDEN: Transferring him out of his position.

At that time, the testimony from Ms. Brennan -- just so you know-- In the structure, if you're the Chief of Staff, what goes through peoples' minds -- just a practical management-- Do you have sit-downs with the Chiefs of Staff from the various departments, or are there -- without you, with a representative of you with these Chiefs of Staff -- do you have monthly, bimonthly meetings?

MR. CAMMARANO: There were-- I'm aware there were Chiefs of Staff meetings. I can't tell you how many or how often. They were not regularly scheduled, and they were usually about procedural stuff. I did not participate in them.

SENATOR MADDEN: But you're aware that they take place. And, again, we have the two top performing positions for the Governor's Office together trying to discuss and forecast what's in the future and how to handle this, yet this fellow is asked to leave. He's at-will.

This is where the problem settles, at least with myself. You were-- Come on, you were the Chief of Staff for a sitting Senate President

for years, you were a mayor, and you've got a whole host of government experience. What crosses my mind, and the minds of some, it's almost like common sense. You know you have a problem. Part of your whole political piece is forecasting potential problems to try to ensure things are done legally and appropriately, and that certain players or positions are protected. And that's the responsibility. That's what I expect out of my own Chief of Staff.

So your decision is to just say, "Al, I'm asking you to leave." I guess in Al's mind he decided, "No." You emphasized -- well, it's the Chief of Staff that spoke. And anybody that's been in Trenton a long time knows that's you have to leave. But he never left.

So, when did you find out that Al did not leave? You talked to him in March. When was it--

MR. CAMMARANO: I believe I learned about it in June.

SENATOR MADDEN: So now, if you talk with this emphasis that, "When I speak as the Chief of Staff things happen," and you spoke to him in March, and he's still there in June, why didn't you relieve him right then in June?

MR. CAMMARANO: As I said earlier, in June, it was Mr. Platkin who came to me and he was handling it at that point.

SENATOR MADDEN: Mr. Platkin was handling it.

MR. CAMMARANO: Correct. I had no further conversations with Mr. Alvarez.

SENATOR MADDEN: Would you consider the March meeting an order from you for Alvarez to leave?

MR. CAMMARANO: As I've stated, it was a conversation in which he clearly understood what I was saying to him. Whether or not--

Look, I can think back and say, "What could I have said?" Yes, I get it; he didn't leave. I struggle with that a lot. But it was a conversation in which he understood I was telling him to leave State government.

SENATOR MADDEN: In a practical world, it's very hard to believe that the seriousness -- as you would emphasize that it was incredibly serious -- and you tell this individual, "You need to part company with the State," and he's still there almost three months later, and you do nothing. You just say, "Well, the attorney is now handling it." That's just amazing.

But regardless, if you -- when you talk about, "As the Chief of Staff, I'm responsible for day-to-day operations of the Governor's Office, as well as the day-to-day operations of our Cabinet departments, working with Cabinet members and advising the Governor" -- is that wholeheartedly true?

MR. CAMMARANO: Absolutely.

SENATOR MADDEN: Pete, there's a part of your testimony that says this -- from your first day -- "There are probably some things I could have done differently; but I also think there are some issues for the Committee to look at." Two parts. So what could you have done differently?

MR. CAMMARANO: I think when you look back -- and I think I stated this in my earlier testimony -- you know, there are times where I wonder if I should have informed the Governor. There are times I wonder if I should have pushed back harder. There are times where I

wonder if I should have just fired Mr. Alvarez and run the risk of being sued for firing someone for an accusation, which was in the back of my head at all times.

You know, I mean, so there's a lot I think I could have done. I think there were barriers though. The confidentiality barrier frustrated me -- the fact that I couldn't share or talk about it frustrated me. There are probably other barriers that we need to hopefully work together on. Hopefully, the Verniero Report will show some, and the report out of the EEO office.

SENATOR MADDEN: Did you ever release anybody when you were Chief of Staff for the Senate President?

MR. CAMMARANO: Have I ever released anybody?

SENATOR MADDEN: Dismissed anybody.

MR. CAMMARANO: Yes, I dismissed people while I was Chief of Staff to the Senate President and as Chief of Staff now.

SENATOR MADDEN: Were they for-cause or without-cause.

MR. CAMMARANO: Both.

SENATOR MADDEN: So here you have a scenario where you have someone sitting in front of you, and you couldn't just say, "You're services are no longer needed?"

MR. CAMMARANO: I never had a situation like this one, Senator.

SENATOR MADDEN: Okay. There's a part of your testimony from the first day also, and it's about official channels. It has to do with the reporting. "I think there was somewhat a little bit of caution there in that we didn't really know. We had second-hand information

from Mr. Braz, which we had no reason to doubt. It wasn't information we had gotten through official channels; so, you know, I think there was some concern that even if there weren't charges, we wanted to make sure that whomever the victim was, was not put in a situation where she could be treated differently by someone else."

What were the official channels? And after you're done explaining those-- Well, let's just talk about that first. What are the official channels? You have Braz, who is reporting this to you.

MR. CAMMARANO: I think what I was referring to there was that we had gotten it through Mr. Braz and not through some law enforcement agency or something like that. I think that's what--

SENATOR MADDEN: So Justin shows up -- Justin Braz -- saying, "Look, I know the victim; I spoke personally to her. This is what I know." That's not official; that's unofficial?

MR. CAMMARANO: In a technical sense, it is unofficial. That's what I-- I wasn't, in any way, minimizing the communication. It's just in an official sense, yes, I mean, it's not-- And, again, he had indicated to us that he was not authorized to share it, but he felt strongly enough that he wanted to. He thought we should know, if I recall his words.

SENATOR MADDEN: And even Ms. Brennan had testified to that, that she wanted her identity kept private. Do you know why she wanted it kept private?

MR. CAMMARANO: I don't, nor would I question any victim of sexual assault who wants to remain confidential. I think that's a determination they have to make.

SENATOR MADDEN: The theme was fear of repercussions; and then nobody would get hired, causing a problem. Remember, she's an alleged crime victim--

MR. CAMMARANO: Right.

SENATOR MADDEN: --looking for support, looking to address the trauma, things of that nature, which your experiences in government, in the positions that you have held-- One would think that you would be very well in tune to that. And that's what, again, is troubling. When you tell this individual, "You must separate from government," you separate from the meeting and never follow up again on something that is so egregious. That's the issue.

The two top individuals: One, "I'm recusing myself on the EEO piece;" and the other one saying, "Well, I'll give him the message that we are asking him to leave." It was handled fairly lightly considering the seriousness of the allegation in the eyes of Brennan. But if you have -- bear with me one minute.

So the Governor's Office does have training. Because that's a lot-- When we're said and done here, we're supposed to be addressing training, policies, and procedures, and things like that to try to tighten things up.

MR. CAMMARANO: All employees-- Oh, I'm sorry.

SENATOR MADDEN: What's missing in the Governor's Office now as far as training that would tighten up the lack of response, or what is viewed as the lack of response?

MR. CAMMARANO: Senator, I'm not sure I know the answer to that. I mean, we do have a fairly thorough process and it seems to have

worked in the Governor's Office itself. I'm not sure I know the answer to that. I would defer to the people who deal with it day in and day out as to what their recommendations would be.

SENATOR MADDEN: So as the Chief of Staff, since March you've been dealing with this, and you have not taken any proactive steps -- or has anybody in your office taken proactive steps to try to ensure that this would not happen again -- the lack of addressing or the lack of follow-up?

MR. CAMMARANO: This is an issue in the Governor's Office where we have a fairly strong structure in place for Governor's Office employees. The departments have it as well, where all employees go through training, I believe, annually. We also have ethics training that they all go through, and we've done that more than annually in some cases.

SENATOR MADDEN: So, you have had meetings since March to try to tighten things up, or you have not?

MR. CAMMARANO: No, these are the procedures that were in place in the Governor's Office through the -- under the jurisdiction of the State EEO office.

SENATOR MADDEN: And nothing has changed since then.

MR. CAMMARANO: I would suggest-- And the Governor did ask for Mamta Patel, who is head of the State EEO office, to make some recommendations in a report. And I would suggest to the Committee that would be the appropriate person, who understands the process and what's happened, for the recommendations to come from.

SENATOR MADDEN: I'm not quite sure -- and toward the end -- I struggle with trying to figure out how we can write a policy for a person in a position of such authority, or authorities, that would say -- once

you have an accusation as egregious as this that we write a policy saying, "That individual must see it to the end." You come up with a decision; a decision is made; there is no follow-through. We put deadlines in a policy? How do we tighten that up? Because in some measures it's almost like we're legislating common sense.

MR. CAMMARANO: Senator, I just go back to -- I would defer to the folks in the EO office who handle this stuff day in and day out. Maybe I'm not the best person to make those recommendations.

SENATOR MADDEN: My last question regarding -- it goes back to the period in the Campaign where Justin comes to Raj Parikh and yourself talking about this crime victim, the allegations against Alvarez, and there's a discussion that takes place. And as I recall, Raj Parikh then separates and says, "I have to look into this, and I will get back to you," basically. And then he returns a day or two later. He has three recommendations -- three options, not recommendations -- but basically three options that the group can use to address the complaint at hand. Do you recall this?

MR. CAMMARANO: Senator, a couple of clarifications. This all-- The period of time you're talking about was not during the Campaign, it was during the Transition.

SENATOR MADDEN: I'm sorry, it wasn't, yes.

MR. CAMMARANO: Again, I was not involved in the Campaign at all.

Secondly, that document -- I stated this the last time I appeared -- that is a document I have never seen. I never knew it existed until I

think Assemblywoman Muñoz brought it up to me. That was the first time I ever heard of that document.

SENATOR MADDEN: And I read that in your original testimony, Pete. But my question of you is: Were you aware of what was in the email? Maybe you didn't see the email, but did you discuss with Braz any options? Here you are, the incoming Chief of Staff, which at that time -- the top Counsel. You have this hit, the two of you; you separate. No follow-through on your part regarding Braz. But did you find out?

MR. CAMMARANO: I testified to the follow-through recommendations that he suggested. But as far of that document, I was not even aware of its existence until the last hearing.

SENATOR MADDEN: Nor the contents of it.

MR. CAMMARANO: Correct.

SENATOR MADDEN: That's interesting, once again, because here you are in a position where you are viewed by -- the incoming Chief of Staff on the Transition Team, the top lawyer for the Transition Team -- with this in your lap; you separate. The lawyer makes a decision of what the options are. You're claiming you're unaware of what those options were. So, whatever happens then, the follow-up answers yourself are, "That would have been handled by Counsel; that would have been handled by Transition Counsel; he would have been hired by Transition Counsel." Like you know nothing.

MR. CAMMARANO: No, I--

SENATOR MADDEN: You're the incoming Chief of Staff.

Then you are the Chief of Staff; and here we are in the month of March -- you meet with, then, another top attorney and you. You get

together and you say, "All right, we're going to ask this guy to leave." You ask him; you're the messenger. And then there's no follow-through again.

Then June comes; once again you and the top attorney are there, you're aware he didn't leave. Instead of just blowing up and getting rid of him immediately, you say, "Oh well, Matt's going to -- now the Counsel is going to take care of it."

Really not quite sure how you write a policy, again, to close all those loopholes. But we're going to work diligently at it when this is all said and done. Very, very hard to just-- It's disappointing, to be quite frank with you. Many of us have run for office. You ran for office as a mayor. You had a transition team as a mayor, I'm sure. You get real up close and personal with this stuff. And just the fact that there's such a lack, or the deficiencies, in the response, is amazing.

Thank you.

SENATOR WEINBERG: Thank you, Senator.

One follow-up question, and I'm going to go to Assemblywoman Schepisi.

You testified a little earlier today that you took the confidentiality direction to mean anybody, and that was anybody. Did you ask permission of the attorney to go and speak with Al Alvarez?

MR. CAMMARANO: I did not.

SENATOR WEINBERG: What about speaking to Jose Lozano?

MR. CAMMARANO: Mr. Parikh was with me when we spoke to--

SENATOR WEINBERG: I'm sorry?

MR. CAMMARANO: Mr. Parikh was with me when we spoke to Jose Lozano about it.

SENATOR WEINBERG: Okay.

Assemblywoman Schepisi.

ASSEMBLYWOMAN SCHEPISI: Thank you.

Good afternoon, Mr. Cammarano.

I'm going to start with some follow-up questions.

MR. CAMMARANO: Sure.

ASSEMBLYWOMAN SCHEPISI: We've heard a lot of names and a lot of entities, and I'm going to try to just walk you through to see who you knew in which capacity to try to bring some of this all together; because it's almost like doing a flow chart for Game of Thrones, with 27 families and trying to keep track of everybody.

First question: You had mentioned that you had a somewhat quasi-interview with the Governor. Who brought you in as Chief of Staff?

MR. CAMMARANO: I'm not sure I understand what you mean; obviously the Governor.

ASSEMBLYWOMAN SCHEPISI: Okay. So it was the Governor who reached out to you and asked you to be his Chief of Staff, or did somebody else bring you in?

MR. CAMMARANO: There were several people who had reached out to me who were involved in the Campaign at the time; I think two in particular.

ASSEMBLYWOMAN SCHEPISI: And who were those people?

MR. CAMMARANO: Brendan Gill and Steve DeMicco.

ASSEMBLYWOMAN SCHEPISI: And were they part and parcel of your interview with the Governor?

MR. CAMMARANO: No, they were not. It was more a question as to whether or not I was interested in serving in a role.

ASSEMBLYWOMAN SCHEPISI: Okay. Who hired Alvarez? Who brought him in?

MR. CAMMARANO: As I've said-- Into where?

ASSEMBLYWOMAN SCHEPISI: Into the Transition Team to put him in initially.

MR. CAMMARANO: Mr. Alvarez was brought in with a whole bunch of people into the Transition. I was not -- I did not hire the Transition staff.

ASSEMBLYWOMAN SCHEPISI: Okay. And the reason we keep asking the question is because nobody seems to know where he came from. Have you ever asked yourself the question, since all of this has transpired, "Where the hell did this guy come from? Who brought him in?"

MR. CAMMARANO: Having not been part of the Campaign and coming on board during a transition, there were a lot of people I did not know. This was a group that-- Look, if it were 10 years ago in Trenton I probably would have known everybody. But I was coming in from the outside, and there were a lot of people besides Mr. Alvarez I did not know.

ASSEMBLYWOMAN SCHEPISI: Okay. So as you sit here today, you still have no idea how he came into the Administration.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN SCHEPISI: Okay. How many employees in the Administration are making \$170,000 a year?

MR. CAMMARANO: I don't know the answer.

ASSEMBLYWOMAN SCHEPISI: Any ballpark guess?

MR. CAMMARANO: I wouldn't even speculate.

ASSEMBLYWOMAN SCHEPISI: Okay. Raj Parikh had put together a -- I don't know if you'd call it a memo, or recommendations of people to hire and not hire. Is that correct?

MR. CAMMARANO: I'm not sure what memo you're referring to. But I'm not sure-- I don't know the answer because I'm not sure what you're talking about.

ASSEMBLYWOMAN SCHEPISI: Okay. In the hiring process, was there ever a list of people who had not been green-lighted?

MR. CAMMARANO: I would imagine there were at times.

ASSEMBLYWOMAN SCHEPISI: And you were provided with those lists?

MR. CAMMARANO: No, I don't believe so.

ASSEMBLYWOMAN SCHEPISI: It's going to take me a second to pull it up. But we were provided with some diligence, and I do believe you were asked some of these questions by Senator Ruiz last time when you were here. And there were a lot of redactions, so we don't know specifically--

I'm referring to one of the documents provided. It was G2 -- 83. So this is a communication -- you're not copied on this particular one. It was G278 between Stephanie Lezcano-- Who is Stephanie Lezcano?

MR. CAMMARANO: Stephanie was on Transition -- I'm not sure if she was an employee or a volunteer at the time -- who was helping sift through résumés.

ASSEMBLYWOMAN SCHEPISI: Would a volunteer be listed as Personnel Office?

MR. CAMMARANO: It is possible that volunteers would have email and be listed on the org chart.

ASSEMBLYWOMAN SCHEPISI: Okay. And they would have access to title, and salary, updated lists of employees?

MR. CAMMARANO: If they were working in that environment, they would.

ASSEMBLYWOMAN SCHEPISI: Okay. And you've testified that as of, at least, December, with your initial discussions with Mr. Parikh in how to deal with some of the allegations against Mr. Alvarez, Mr. Alvarez was taken off of hiring and personnel decisions.

MR. CAMMARANO: That is what Mr. Parikh advised us.

ASSEMBLYWOMAN SCHEPISI: Was that ever conveyed to Mr. Alvarez?

MR. CAMMARANO: It was handled by Mr. Parikh, so he would be the one to ask that question.

ASSEMBLYWOMAN SCHEPISI: So you would be surprised if on January 12, Mr. Alvarez was being copied on personnel, salary, titles, stuff that's been redacted in being provided to us.

MR. CAMMARANO: Not being part of this process, I don't know the answer to that.

ASSEMBLYWOMAN SCHEPISI: Who's David Miller?

MR. CAMMARANO: David Miller was someone who was on Transition -- I'm not sure if he was a volunteer or an employee -- who would have worked with them. I'm not sure what his actual role was, whether it was personnel, legal, or whatever.

ASSEMBLYWOMAN SCHEPISI: How about Margaret (indiscernible)?

MR. CAMMARANO: Last time I think I said I didn't know who it was, because I think we called her Maggie. I think she was somebody who helped out with that process with Mr. Parikh. Again, I believe she was a volunteer.

ASSEMBLYWOMAN SCHEPISI: So you, as Chief of Staff, had no interactions with Mr. Parikh on updating green-lights, or any staff who may have problems -- or potential staff who may have problematic items that wouldn't have been -- be vetted?

MR. CAMMARANO: There may have been times where Mr. Parikh would come to me with employee vets, potential vets where an issue could have arisen.

ASSEMBLYWOMAN SCHEPISI: And those items that Mr. Parikh would come to you on -- did they include an accused sexual assault?

MR. CAMMARANO: Well, an accusation of sexual assault would not show up in a vet because it's an accusation.

ASSEMBLYWOMAN SCHEPISI: How about prior felony conviction?

MR. CAMMARANO: Prior -- just in a general sense, because I don't want to get into specifics on personnel matters -- prior criminal

offenses, prior financial issues -- there could be motor vehicle issues. Things of that nature could come up.

ASSEMBLYWOMAN SCHEPISI: Hostile work environment?

MR. CAMMARANO: I'm not so sure about that. I don't know the extent of the vet. I don't know if you can pick that up in that kind of a vet.

ASSEMBLYWOMAN SCHEPISI: Were you ever provided with a list that Mr. Alvarez was on, by Mr. Parikh, as to not being vetted and getting the green light?

MR. CAMMARANO: Not that I can recall.

ASSEMBLYWOMAN SCHEPISI: Okay. When Mr. Parikh would come to you directly on some of these issues of concern -- whether or not they be a prior criminal conviction, an allegation, any of that sort of stuff -- what was done with his recommendations?

MR. CAMMARANO: I do want to clarify. In the context of why I would get these would be in the context of forming the Governor's Office staff. So most of my, if not all of my information would have been pertaining to potential staff in the Governor's Office. Depending on the situation, we could just say, "Okay. That's a very minor issue; that's a serious issue," and then engage in a conversation, if we needed to, with the individual.

ASSEMBLYWOMAN SCHEPISI: Without going into specifics of people, were there allegations brought to your attention regarding potential staff within the Governor's Office that were serious?

MR. CAMMARANO: Not serious -- I'm not sure how you would define that.

ASSEMBLYWOMAN SCHEPISI: I'm just using the word that you had just--

MR. CAMMARANO: Not that I'm aware of.

ASSEMBLYWOMAN SCHEPISI: Okay. Less serious?

MR. CAMMARANO: Sure.

ASSEMBLYWOMAN SCHEPISI: Okay. How would you generally handle those situations?

MR. CAMMARANO: I think each case, based on the conversation with Mr. Parikh, would be handled separately; individually, rather. It could be as much as a motor vehicle issue; it could be something at a very young age, if somebody -- it really would vary. You could talk to somebody.

ASSEMBLYWOMAN SCHEPISI: When you say you could talk to somebody, would-- In these situations, would you and/or Mr. Parikh, or somebody else, sit down and ask questions of the person when this came up?

MR. CAMMARANO: Generally, it would be handled by Mr. Parikh.

ASSEMBLYWOMAN SCHEPISI: So Mr. Parikh would interview or have a discussion with these people.

MR. CAMMARANO: I believe that's the case, yes.

ASSEMBLYWOMAN SCHEPISI: Did that ever take place with Mr. Alvarez?

MR. CAMMARANO: I don't know the answer to that. He wasn't part of the Governor's Office staff.

ASSEMBLYWOMAN SCHEPISI: Okay. But both of you were aware of the issues that were raised.

MR. CAMMARANO: We were aware because of Mr. Braz bringing it to our attention.

ASSEMBLYWOMAN SCHEPISI: Okay. In your discussions, once you became aware of the allegations against Mr. Alvarez, were there ever any discussions with anybody regarding concerns of him being alone with other female employees?

MR. CAMMARANO: I'm not aware of discussions on that. I mean, this case had been investigated by law enforcement, so I think if there were some concerns about him being a threat, I think -- I would hope the Prosecutor's Office would have factored that into their investigation. That's outside of our purview.

ASSEMBLYWOMAN SCHEPISI: So if there's a credible allegation of an assault and, you know, the Prosecutor's Office merely doesn't press charges though -- as an employer do you still have concerns?

MR. CAMMARANO: Yes.

ASSEMBLYWOMAN SCHEPISI: Yes, and I guess-- You know, yes, there's the criminal component.

MR. CAMMARANO: Sure.

ASSEMBLYWOMAN SCHEPISI: But there's also a whole slew of things from an employer/employee perspective--

MR. CAMMARANO: I understand.

ASSEMBLYWOMAN SCHEPISI: --that are a much different threshold. And even just from an ethics perspective. We're not talking about improperly taking tickets -- (sneeze from unidentified person) -- God

bless you. So there were never any discussions about potential liability in hiring him, or bringing him on board, or anything else.

MR. CAMMARANO: Not that I know of.

ASSEMBLYWOMAN SCHEPISI: Okay. Mr. Alvarez was put on the State of New Jersey payroll in November of 2017. Do you know who put him on that payroll?

MR. CAMMARANO: That would have been handled through the Transition committee.

ASSEMBLYWOMAN SCHEPISI: And who was the head of the Transition committee?

MR. CAMMARANO: Jose Lozano.

ASSEMBLYWOMAN SCHEPISI: And Mr. Lozano testified here on Tuesday that he doesn't know who hired him.

MR. CAMMARANO: I'm guessing you're talking about two different things. You asked me about who put him on Transition, and the Transition would have been-- The employees of the Transition were processed by the Transition staff -- the executive director of the staff. I can't speak to Mr. Lozano -- as to what he did. But I'm wondering if we're confusing State employment and Transition. It's just a thought.

ASSEMBLYWOMAN SCHEPISI: Well, based upon payroll records, it did have him employed by the State of New Jersey.

MR. CAMMARANO: Transition employees, when you go on payroll, are employees of Treasury, I believe.

ASSEMBLYWOMAN SCHEPISI: And how many people were paid Transition members?

MR. CAMMARANO: I don't know the answer to that.

ASSEMBLYWOMAN SCHEPISI: Is there a budget for Transition?

MR. CAMMARANO: There's an overall budget for Transition but, again, it wasn't my role to run the Transition. And as a volunteer, I was not involved in the Transition expenses, the budget, or the hiring of the employees into the Transition.

ASSEMBLYWOMAN SCHEPISI: Okay. Do you know what that budget is approximately?

MR. CAMMARANO: I don't, but it's -- I will tell you, in my opinion, inadequate -- grossly inadequate -- to run a real transition operation for State government.

ASSEMBLYWOMAN SCHEPISI: And you were on Transition, correct?

MR. CAMMARANO: I was a volunteer; I didn't get paid.

ASSEMBLYWOMAN SCHEPISI: Any idea as to why Alvarez would be paid and you weren't?

MR. CAMMARANO: There were a number of-- Well, first of all, I did not ask to be paid because there was a limited budget -- and I just know this from being around -- there was not enough money to pay everybody in the Transition budget. So they did try to move as many people in that they could.

ASSEMBLYWOMAN SCHEPISI: Do you have a rough idea of how many people were on the Transition?

MR. CAMMARANO: I don't; I really don't. It's hard to tell because there was a mixture of paid and volunteer. So you really didn't know, day to day, who was what. It didn't matter.

ASSEMBLYWOMAN SCHEPISI: Okay. Maybe this makes sense then to go through some of the people whose names I've heard over the past several weeks, and maybe be able to identify who had what role in what capacity. And if you don't know who somebody is or what role they had, please just say so and we'll move on.

Katie Brennan.

MR. CAMMARANO: I was not familiar with her.

ASSEMBLYWOMAN SCHEPISI: You didn't know Katie Brennan at all?

MR. CAMMARANO: No, I did not. As I stated earlier, I met her -- I believe I had met her one time, and that was after she had been hired at HMFA, and I shared the story. I happened to be walking down the hall in the Governor's Office, and I looked in the window of the conference room; and I saw Chuck Richmond, who is an Executive Director. I've known Chuck a long time. I decided to stop in and say hello, and I was introduced at that meeting to Katie Brennan.

ASSEMBLYWOMAN SCHEPISI: Okay. So you don't know who hired Katie Brennan.

MR. CAMMARANO: I do know that I-- I do know, partially.

ASSEMBLYWOMAN SCHEPISI: Will you share?

MR. CAMMARANO: I do know that I gave her résumé to Chuck Richmond because it had been recommended to me that she was a highly qualified person for the job over at HMFA.

ASSEMBLYWOMAN SCHEPISI: And who recommended her to you?

MR. CAMMARANO: Matt Platkin.

ASSEMBLYWOMAN SCHEPISI: Matt Platkin. Do you recall approximately when Matt had given you her résumé?

MR. CAMMARANO: I don't.

ASSEMBLYWOMAN SCHEPISI: Was it before the election, was it after?

MR. CAMMARANO: No, it was definitely after the election, because I wasn't involved prior to it. It was either toward the end of Transition, or maybe even after inauguration. But I don't remember specifically when it happened.

ASSEMBLYWOMAN SCHEPISI: So possibly January timeline, thereabouts.

MR. CAMMARANO: Yes, somewhere in that time-frame.

ASSEMBLYWOMAN SCHEPISI: Mr. Alvarez: Were you aware that he had worked at New Wave New Jersey?

MR. CAMMARANO: I was not at the time.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: I only knew that by virtue of him being on the Transition. Again, I met Mr. Alvarez during Transition for the first time.

ASSEMBLYWOMAN SCHEPISI: He worked on the Transition.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN SCHEPISI: He was paid?

MR. CAMMARANO: I don't know definitively who was paid, but based on what you said--

ASSEMBLYWOMAN SCHEPISI: Do you believe he was a lead on the Transition Team?

MR. CAMMARANO: A lead?

ASSEMBLYWOMAN SCHEPISI: Yes.

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Like a leader of the Transition Team?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Okay. And he worked for the Administration.

MR. CAMMARANO: He worked for the Schools Development Authority.

ASSEMBLYWOMAN SCHEPISI: Yourself: Did you ever work for New Wave New Jersey?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: The Transition Team?

MR. CAMMARANO: No, a volunteer.

ASSEMBLYWOMAN SCHEPISI: Okay. Did you volunteer for any of those two other entities?

MR. CAMMARANO: I did not.

ASSEMBLYWOMAN SCHEPISI: And you've been working for the Administration since when?

MR. CAMMARANO: My official start date was January 16, which was inauguration day. I was a volunteer before that during Transition.

ASSEMBLYWOMAN SCHEPISI: Okay. And you were, of course, aware of the sexual allegation.

MR. CAMMARANO: I became aware of that in December of 2017.

ASSEMBLYWOMAN SCHEPISI: Jose Lozano.

MR. CAMMARANO: I'm aware of Jose.

ASSEMBLYWOMAN SCHEPISI: And what's Jose's role?

MR. CAMMARANO: Jose was the Executive Director -- I believe that was the title -- of the Transition. I do not believe Jose was paid; I believe he was a volunteer as well.

ASSEMBLYWOMAN SCHEPISI: Do you know if Jose was part of Murphy for Governor?

MR. CAMMARANO: I do not believe he was, but you'd have to ask him. I don't think so though.

ASSEMBLYWOMAN SCHEPISI: And does he currently work with the Administration?

MR. CAMMARANO: No, he does not.

ASSEMBLYWOMAN SCHEPISI: Do you know who brought Jose Lozano on to the Transition Team?

MR. CAMMARANO: I do not.

ASSEMBLYWOMAN SCHEPISI: Okay. And when did he become aware of the sexual assault allegation?

MR. CAMMARANO: I believe after we spoke with Mr. Braz. Mr. Parikh and I spoke with Mr. Braz. We informed Mr. Lozano of that.

ASSEMBLYWOMAN SCHEPISI: So in December of 2017.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN SCHEPISI: Raj Parikh.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN SCHEPISI: Do you know if he ever worked for or volunteered for New Wave New Jersey?

MR. CAMMARANO: I do not know.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: I do not know what his role was there.

ASSEMBLYWOMAN SCHEPISI: The Transition Team?

MR. CAMMARANO: In Transition, he was a Transition Counsel. I'm not sure if he was compensated or not. I have no idea.

ASSEMBLYWOMAN SCHEPISI: Okay. And he wrote the memo about options, including not to do anything on limiting Alvarez's hiring.

MR. CAMMARANO: Having not seen that memo, I'll take your word for it. But I've never seen it.

ASSEMBLYWOMAN SCHEPISI: You've never seen the memo.

Okay. Does he currently do any work for the Administration?

MR. CAMMARANO: Not that I'm aware of.

ASSEMBLYWOMAN SCHEPISI: Okay. And he, too, was aware of the sexual assault around when?

MR. CAMMARANO: He was with me when Mr. Braz informed us of it in December.

ASSEMBLYWOMAN SCHEPISI: And do you know who brought him on to the Transition Team?

MR. CAMMARANO: I do not.

ASSEMBLYWOMAN SCHEPISI: Matt Platkin: Did Matt Platkin work for or volunteer for New Wave New Jersey?

MR. CAMMARANO: I do not know the answer to that.

ASSEMBLYWOMAN SCHEPISI: Okay. Murphy for Governor?

MR. CAMMARANO: I don't know what his official capacity was on that one. He was part of the Campaign; I know that. But I don't know whether he was paid, or a volunteer, or anything.

ASSEMBLYWOMAN SCHEPISI: And the Transition Team?

MR. CAMMARANO: He was part of the Transition, but I'm not sure if he was paid or not.

ASSEMBLYWOMAN SCHEPISI: Do you know who brought him on to the Transition Team?

MR. CAMMARANO: I think, like many of the folks, they were brought on from the Campaign because they were part of Murphy for Governor. But I don't know specifically who brought him on.

ASSEMBLYWOMAN SCHEPISI: Okay. The Administration?

MR. CAMMARANO: The Administration, yes. He is part of the -- he is our Chief Counsel.

ASSEMBLYWOMAN SCHEPISI: Okay. And do you know who brought him in as Chief Counsel?

MR. CAMMARANO: That would be the Governor.

ASSEMBLYWOMAN SCHEPISI: The Governor directly?

MR. CAMMARANO: I would assume. I don't know the answer.

ASSEMBLYWOMAN SCHEPISI: And he became aware of the sexual assault when?

MR. CAMMARANO: I don't know the answer to that.

ASSEMBLYWOMAN SCHEPISI: Jonathan Berkon?

MR. CAMMARANO: I only know of him, and I think I've met him once or twice. I really don't know much about him.

ASSEMBLYWOMAN SCHEPISI: So you've never had a conversation with Mr. Berkon about this?

MR. CAMMARANO: About this, no. Mr. Berkon was the Counsel to the Campaign, and not being part of the Campaign-- I may have had a couple of conversations with him, but I don't recall having one about this.

ASSEMBLYWOMAN SCHEPISI: Was Mr. Berkon involved in any other sorts of investigations, that you're aware of, regarding complaints made pertaining to the Transition?

MR. CAMMARANO: Mr. Berkon was not part of the Transition, I don't believe, but I'm not sure of that. So I'm not aware of anything.

ASSEMBLYWOMAN SCHEPISI: Okay. And did Mr. Platkin ever tell you that he was communicating with Mr. Berkon on this issue?

MR. CAMMARANO: I do not believe so.

ASSEMBLYWOMAN SCHEPISI: Would you have been surprised in light of his recommendations for confidentiality and not speaking to anybody about this?

MR. CAMMARANO: I'm not going to speculate on what conversations they had since I wasn't part of them.

ASSEMBLYWOMAN SCHEPISI: Okay. Parimal Garg: What is his role?

MR. CAMMARANO: He's our Deputy Chief Counsel.

ASSEMBLYWOMAN SCHEPISI: If Mr. Platkin had to recuse himself or was unavailable, is Mr. Garg now in charge?

MR. CAMMARANO: There are a couple of Deputy Chief Counsels, so it would really depend. When we do a recusal, you designate someone to cover the issues in a recusal. At least I did when I recused myself from past business relationships. I had to designate somebody within the office who would be sort of my recusal -- that people couldn't come to me; they would talk, and I could have nothing to do with it.

ASSEMBLYWOMAN SCHEPISI: Okay. So when Mr. Platkin recused himself here, who was his designated person?

MR. CAMMARANO: I do not know the answer to that.

ASSEMBLYWOMAN SCHEPISI: And just for the record, can you just -- and I know you've been asked this before -- what did he state was the reason for his recusal?

MR. CAMMARANO: He informed me that he was recusing himself because he had a personal relationship with both individuals.

ASSEMBLYWOMAN SCHEPISI: Did he ever indicate what that personal relationship was?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: And you never asked?

MR. CAMMARANO: No. I understood that he was recusing himself, and it was straightforward.

ASSEMBLYWOMAN SCHEPISI: And you didn't ask him, "Who should I speak to moving forward on this?"

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Okay. Going back to Mr. Garg, did he work for--

SENATOR WEINBERG: Assemblywoman, to be fair, why don't we address the issues of who worked for whom to the people who actually did the work, rather than--

ASSEMBLYWOMAN SCHEPISI: Because every person--

SENATOR WEINBERG: Unless there's a point to this that I don't get.

ASSEMBLYWOMAN SCHEPISI: Every person who we've had in thus far indicates that they don't know who worked for who, where they came from. And I'm just trying to establish -- you know, to see if anybody knows.

SENATOR WEINBERG: Go ahead. And we do have the attorneys to do questioning too, I remind you all; and Heather Taylor.

ASSEMBLYWOMAN SCHEPISI: Okay.

SENATOR WEINBERG: It's going to be another long day.

ASSEMBLYWOMAN SCHEPISI: Okay. I'll try to go through these quickly.

Parimal Garg: New Wave New Jersey?

MR. CAMMARANO: I have no idea.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: I know he was associated with the Campaign; I don't know in what capacity.

ASSEMBLYWOMAN SCHEPISI: Transition Team?

MR. CAMMARANO: He was involved in Transition; I don't know if he was an employee or not.

ASSEMBLYWOMAN SCHEPISI: Okay. And how long has he been with the Administration?

MR. CAMMARANO: Since the 16th of January 2018.

ASSEMBLYWOMAN SCHEPISI: Okay. And he knew of the sexual assault allegations?

MR. CAMMARANO: I don't know that. I was not aware of that.

ASSEMBLYWOMAN SCHEPISI: Okay. Justin Braz.

MR. CAMMARANO: Okay.

ASSEMBLYWOMAN SCHEPISI: New Wave New Jersey?

MR. CAMMARANO: I do not know the answer.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: I do not know the answer.

ASSEMBLYWOMAN SCHEPISI: Transition?

MR. CAMMARANO: He was part of the Transition.

ASSEMBLYWOMAN SCHEPISI: Administration?

MR. CAMMARANO: He is the Deputy Chief of Staff for Legislative Affairs.

ASSEMBLYWOMAN SCHEPISI: You've had communications with him about the alleged sexual assault?

MR. CAMMARANO: We discussed it when they brought it to our attention. We do not discuss the sexual assault now; it's not appropriate.

ASSEMBLYWOMAN SCHEPISI: Charlie McKenna was just Administration, correct?

MR. CAMMARANO: Charlie McKenna was a -- what we call a hold-over from the Christie Administration as the CEO of the Schools Development Authority.

ASSEMBLYWOMAN SCHEPISI: And he became aware of the allegations in approximately June?

MR. CAMMARANO: I have no idea.

ASSEMBLYWOMAN SCHEPISI: Okay. Lizette Delgado: New Wave?

MR. CAMMARANO: No idea.

ASSEMBLYWOMAN SCHEPISI: Murphy for Governor?

MR. CAMMARANO: No idea.

ASSEMBLYWOMAN SCHEPISI: Transition?

MR. CAMMARANO: Don't have any idea on that one either.

ASSEMBLYWOMAN SCHEPISI: Administration?

MR. CAMMARANO: She started at the Schools Development Authority sometime this summer, I think.

ASSEMBLYWOMAN SCHEPISI: And as far as you're aware, she was never told about this.

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Heather Taylor.

ASSEMBLYWOMAN PINTOR MARIN: I'm sorry, Assemblywoman. I know we've given you quite a bit of latitude with asking where the employees work or what they were-- A lot of them have provided to me this information in their testimony, and it's in the written transcripts. So if we could just move forward.

ASSEMBLYWOMAN SCHEPISI: Then I'll just ask-- You spoke to the fact that Mr. Alvarez may have been a political hire.

MR. CAMMARANO: I think what I was referring to was that he was someone who came over, like many of the employees who had worked on the Campaign. And in that context I would say you could couch it that way. It's very common with every Administration that that happens.

ASSEMBLYWOMAN SCHEPISI: Okay. Out of the names that I've just gone through, are any of them popping out as additional political hires?

MR. CAMMARANO: I'm not sure I understand what you mean by political hire. I mean, I wouldn't want to misconstrue the term.

ASSEMBLYWOMAN SCHEPISI: Well, you're the one who had said that -- before that you believed that Mr. Alvarez--

MR. CAMMARANO: In the context that we went through some employees who were involved in the Campaign, there could be; and we went through who they would be, that I know of. But in that context, sure.

ASSEMBLYWOMAN SCHEPISI: Okay. Was there ever, you know, engagement between Transition leadership, Campaign leadership, and administration regarding these hiring decisions?

MR. CAMMARANO: I can't speak to the Campaign leadership. Obviously, during the Transition, you're transitioning into government, so there would naturally be conversations about employees and where they would be working.

ASSEMBLYWOMAN SCHEPISI: I guess I'm a little bit confused because you said that you were brought in by two individuals who were on the Campaign.

MR. CAMMARANO: I didn't characterize it as "brought in." They reached out to me, as I stated, to see if I had an interest before I sat down with the Governor and communicated with the Governor -- if I had an interest in being Chief of Staff. It was an outreach; it wasn't a -- It was more, "Hey, crazy question for you: Have you lost your mind yet, Pete?" That kind of thing.

ASSEMBLYWOMAN SCHEPISI: And did they do that with others as well or just you?

MR. CAMMARANO: I assume they had more than one candidate, but I don't know the answer.

ASSEMBLYWOMAN SCHEPISI: Has the Governor and the First Lady, or any of their staff, requested any sort of memos, analysis or otherwise, regarding a hostile work environment for women, or how to change some of what's taken place since the story broke?

MR. CAMMARANO: Not that I'm aware of.

ASSEMBLYWOMAN SCHEPISI: Okay. Are you aware of any other allegations of a hostile work environment by anyone currently?

MR. CAMMARANO: Currently where?

ASSEMBLYWOMAN SCHEPISI: Currently within the Administration.

MR. CAMMARANO: I am not, if you're talking about -- but I can speak to the Governor's Office -- I am not. But this goes back to what I said earlier about having a process in place where there is a confidential reporting mechanism in the Governor's Office through our Ethics Officer. So employees do have the ability to go where I would not know, even as Chief of Staff, of a complaint unless it rose to a certain point or level and it would be brought to me. But that's a determination not made by me.

ASSEMBLYWOMAN SCHEPISI: In the 20 years that you've been involved, have you ever been accused of helping foster a hostile work environment?

MR. CAMMARANO: I don't think anybody has ever accused me of that. In fact, I'm pretty 100 percent confident I have not been accused of that.

ASSEMBLYWOMAN SCHEPISI: And as the Chief of Staff, you would not want to be accused of that, correct?

MR. CAMMARANO: I would not do that. I would-- No, I've never-- As far as I know, I've never been accused of that, nor would I foster it. I take it very seriously.

ASSEMBLYWOMAN SCHEPISI: There was an investigation by Kathleen Einhorn, who was one of Parikh's partners, regarding allegations of a hostile work environment.

SENATOR WEINBERG: Assemblywoman, I can't -- we can't hear you back here.

ASSEMBLYWOMAN SCHEPISI: Okay. I said there was an investigation by Kathleen Einhorn, who was one of Mr. Parikh's law partners, regarding a hostile work environment. And I was just asking whether or not Mr. Cammarano was ever interviewed as part of that investigation.

MR. CAMMARANO: I was not interviewed. I was never interviewed as part of that which you are referring to.

ASSEMBLYWOMAN SCHEPISI: Were you aware of it?

MR. CAMMARANO: I was.

ASSEMBLYWOMAN SCHEPISI: Did you ever see the results of that?

MR. CAMMARANO: I don't know the answer to that.

ASSEMBLYWOMAN SCHEPISI: Okay. In the 20 years you've been in State government, are you aware of any other situation in which a Chief of Staff or a supervisor told an employee that they had to leave and they didn't?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Do you have any idea why Mr. Alvarez didn't leave after being told repeatedly to leave?

MR. CAMMARANO: I honestly don't.

ASSEMBLYWOMAN SCHEPISI: Okay. Do you participate in scheduling the Governor's sit-downs with members of the Administration, or any of the boards, who come to ask to meet with him personally?

MR. CAMMARANO: Any of-- Can you repeat? I can't hear you.

ASSEMBLYWOMAN SCHEPISI: Do you participate in scheduling the Governor's sit-downs with employees or members of the Administration who ask to meet with him directly?

ASSEMBLYWOMAN PINTOR MARIN: Mr. Cammarano, before you-- I think that question has been answered when you were describing what your scope of work is initially to Senator Corrado, if I'm not mistaken.

MR. CAMMARANO: Yes.

ASSEMBLYWOMAN PINTOR MARIN: So, Assemblywoman, do you have another question?

ASSEMBLYWOMAN SCHEPISI: I don't recall if that was a yes or a no.

MR. CAMMARANO: If you want me to answer that, I will. I mean, I do participate in the Governor's scheduling.

ASSEMBLYWOMAN SCHEPISI: Okay. Did you ever get forwarded the request by Katie, or were any discussions ever held regarding that meeting not taking place?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Okay. Were there ever any attempts to quash the story from being reported on in the press?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: And the final couple of questions. Is it standard protocol to terminate a senior member of the Governor's staff without knowing who brought him in?

MR. CAMMARANO: I don't understand your question.

ASSEMBLYWOMAN SCHEPISI: Okay. Are you aware of any situations in which an executive director has been terminated or asked to leave without knowing why he was there or who brought him in to begin with? You had indicated he's a political hire, potentially.

MR. CAMMARANO: I'm totally confused.

ASSEMBLYWOMAN SCHEPISI: Okay. You had indicated that Mr. Alvarez -- you believed him to be a political hire.

MR. CAMMARANO: In the context that he was part of the Campaign and moved over to the Administration.

ASSEMBLYWOMAN SCHEPISI: Okay. But you weren't sure who brought him in or why.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN SCHEPISI: If you believed him to be a political hire, would you have ordinarily reached out to somebody to say, "Hey, we've got to fire this guy. I'm not going to tell you why."

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Okay. Were you ever interviewed by the Attorney General or the Attorney General's Office regarding your knowledge on this?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Were you ever interviewed by Heather Taylor?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: EEOC?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Matt Platkin?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: Okay. Are you aware of any other sexual assault allegations in the Administration?

MR. CAMMARANO: No.

ASSEMBLYWOMAN SCHEPISI: No further questions at this time.

MR. CAMMARANO: Madam Chair, if we could, could we take a quick break?

SENATOR WEINBERG: Yes, you can. But I think, hopefully, we're at the end. I think Assemblywoman McKnight had a question. And then we'll take a five-minute break.

MR. CAMMARANO: Okay.

SENATOR WEINBERG: Was that, no, you don't want to take a five-minute break?

MR. CAMMARANO: No, I think we're going to take a break, but we can wait.

ASSEMBLYWOMAN PINTOR MARIN: So, Mr. Cammarano, would you like Assemblywoman McKnight to ask you the question, or do you want to take a break first?

MR. CAMMARANO: You can ask the question.

SENATOR WEINBERG: We have a couple of-- Senator Oroho has questions too.

ASSEMBLYWOMAN PINTOR MARIN: That's the reason why--

MR. CAMMARANO: Okay. Then let's take a break if that's okay. It will be quick. (laughter)

SENATOR WEINBERG: Yes.

**(Committee recesses)**

**(Committee reconvenes)**

SENATOR WEINBERG: Assemblywoman McKnight, I think you're up.

ASSEMBLYWOMAN McKNIGHT: Hi. I want to bring you back to the day the Wall Street Journal announced this allegation. Looking at policies and procedures, we all agree that this is a serious allegation. As a Chief of Staff, what is your role when a serious allegation like this comes to the public?

MR. CAMMARANO: I'm not sure I understand.

ASSEMBLYWOMAN McKNIGHT: So the Governor did not know what was going on.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN McKNIGHT: But you did.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN McKNIGHT: So the Wall Street Journal put this article out. So as the Chief of Staff, you are aware-- So what is your role to do? You have the SDA, you have all of those employees, you have the CEO who first heard of this. So as the Chief of Staff -- because the Governor is not -- he did not know.

MR. CAMMARANO: Right.

ASSEMBLYWOMAN McKNIGHT: So what is your role? And the reason why I'm asking you this is because we want to ensure that we have policies and procedures in place.

MR. CAMMARANO: I do appreciate that, and I think that, as I said earlier, that is a tremendous benefit -- if the Committee can identify those, working with the other investigations into this through EEO, Verniero, and kind of put that together.

But my role, again, whether it's within the Governor's Office just overseeing the operations there; outside of the Governor's Office, working with the Cabinet departments on all issues-- So specific to this, my role -- I'm not sure if there is a way to define what that role would be other than to try to figure out what needs to be done and what steps should be taken, or what steps we should have taken and didn't.

ASSEMBLYWOMAN McKNIGHT: So what did you do when the allegation came to light to the public on that day?

MR. CAMMARANO: I don't remember that day very well. I don't know the answer to that.

ASSEMBLYWOMAN McKNIGHT: So this is a serious allegation.

MR. CAMMARANO: Correct.

ASSEMBLYWOMAN McKNIGHT: And we've all dealt with serious issues. And, for me, when there is a serious matter, I drop everything and make this a priority. So this sexual allegation -- serious. Everyone, the nation is aware about this. And with all due respect, you sit here and you tell us that you don't remember what you did on that day.

MR. CAMMARANO: I don't remember specifically. I can tell you that the Governor did announce -- I don't remember if it was that day, the next day, or shortly after -- the hiring of Former Justice Verniero to investigate the actions of his office, which we are waiting for that report. And also an investigation by the head of the EEO -- the State EEO, not the Governor's Office EEO -- I believe her name is Mamta Patel -- asking them to look at these very issues to deal with that. So putting together -- working with the staff putting that together is part of what I did. Maybe I misunderstood your question -- specifically what happened that day. It was more just a matter of trying to put together the pieces of what the Governor felt was a proper response.

ASSEMBLYWOMAN McKNIGHT: Last question: Did you -- if you remember -- did you go to the SDA office that day--

MR. CAMMARANO: I have never--

ASSEMBLYWOMAN McKNIGHT: --to talk to the CEO, to talk to the staff? Because, again, the Governor was not aware of this. And you are the second person -- the top, second person in command. Did you go to the SDA that day?

MR. CAMMARANO: I did not.

ASSEMBLYWOMAN McKNIGHT: Thank you.

SENATOR WEINBERG: Senator Oroho.

SENATOR OROHO: Thank you, Madam Chair.

Pete, good afternoon.

MR. CAMMARANO: Good afternoon.

SENATOR OROHO: Thank you very much for being here. There've been a lot of questions already. I'll try not to repeat.

One of the things that was interesting-- Now, you had mentioned that Brendan Gill and Steve DeMicco had reached out to you to solicit your interest -- or maybe if you decided to come back into government, correct?

MR. CAMMARANO: That is correct.

SENATOR OROHO: And I know Julie Roginsky -- she was also very much involved with the Campaign and also with the Transition. Was there any kind of coordination in -- lots of people coming through. I think we heard the other day testimony like 3,000 different résumés coming in. So a lot of people -- they were coming. Was there a lot of coordination, or any coordination, or asking of advice of, say, a Brendan Gill, a Steve DeMicco, or Julie Roginsky about who they should hire, who the Administration should hire?

MR. CAMMARANO: Senator, just on the point of Julie Roginsky, I don't think she was involved at that point in the process. She wasn't since I was there formally. So I don't know what her role was.

There could have been with individuals who were involved in the Campaign -- questions about people or anything else -- but nothing specific that I remember.

SENATOR OROHO: Okay. One of the reasons why I bring up Julie Roginsky is because Katie Brennan had mentioned that it was Julie who actually gave her the email address for the Governor and Mrs. Murphy.

Going back just on the whole timeline, you have the sexual assault in April of 2017; seven months later, December 1, was the first time you heard about it from Justin Braz, right?

MR. CAMMARANO: Correct.

SENATOR OROHO: Then we have, four months later -- in March of 2018 we have you speaking with, I guess, Mr. Alvarez about telling him to leave -- that he would have to leave.

MR. CAMMARANO: That was after Mr. Platkin had informed me of his conversation with Ms. Brennan.

SENATOR OROHO: Okay. And then another three months later, Matt Platkin spoke to him telling him, again, he had to leave. Then we had the Wall Street Journal in October. So 18 months later we got the Wall Street Journal article. And now I guess we're closer to 21 months since then.

The actions of Ms. Brennan -- she calls her husband right away; contacts the Hudson County Prosecutor's Office; contacts personal friends right away, one of which we now know is Justin Braz; and also has a -- goes to Jersey City Medical Center for an evaluation within days. When you spoke with Justin Braz on December 1, did you ask him if he believed what-- Well, at that time, I don't think you knew it was Katie Brennan.

MR. CAMMARANO: We did not know who it was.

SENATOR OROHO: But you did know that the accusation was against Mr. Alvarez.

MR. CAMMARANO: Correct.

SENATOR OROHO: That was the day I think you found out it was against--

MR. CAMMARANO: Yes, he informed us that -- he wanted us to be aware that Mr. Alvarez was under investigation for sexual assault.

SENATOR OROHO: Here's one thing -- the timing, to me, is impeccable. It was that day that the Hudson County Prosecutor's Office called in to say that there wasn't going to be any charges. Because Justin Braz had come in letting people know -- known that he had been told by Katie Brennan that it was likely that Mr. Alvarez was going to be charged.

MR. CAMMARANO: That was my impression.

SENATOR OROHO: Okay. And then that same day there was a call; them coming back saying, "She had received a call from the Hudson County Prosecutor's Office that there weren't going to be any charges."

MR. CAMMARANO: You know, I'm not sure if it was that day or the following day, but it was closely following the original conversation.

SENATOR OROHO: To your knowledge, was there any phone calls that were made by you, or by the Governor, or by anybody in the Administration to the Hudson County Prosecutor's Office?

MR. CAMMARANO: Absolutely not that I'm aware of.

SENATOR OROHO: Is there any idea of how they knew? Was it just coincidence it was that day?

MR. CAMMARANO: How who knew?

SENATOR OROHO: That the Hudson County Prosecutor's Office, on that day, would make the same phone call?

MR. CAMMARANO: Senator, I have no idea of any of that, so I can't answer it.

SENATOR OROHO: We've had some testimony that there are briefings that occur. Does the Governor get daily briefings?

MR. CAMMARANO: Daily briefings meaning what?

SENATOR OROHO: Meaning there are items he has to know about. You mentioned you get a weekly binder. What would the Governor get, say, on a daily or weekly basis?

MR. CAMMARANO: I mean, we do meetings, depending on his schedule, with him where we brief him on issues pending or a status of issues that we're working on.

SENATOR OROHO: And I know there have been a lot of questions, you know, because-- I find it incredible, as well, that a lot of the people took action immediately because it was so serious. And we heard serious wrong-doing; we heard of a senior in Administration-- And people, when they heard that, they did something immediately. But it never appeared on a Governor's briefing? It never appeared on a--

MR. CAMMARANO: It did not.

SENATOR OROHO: It seems odd to me that people -- people found it so serious that they took action right away. I mean, it seemed as if-- Or actually Ms. Brennan certainly took action right away in a number of different steps that I had mentioned. But so did Justin when he found out there was a possibility there was going to be a charge. Mr. Garg actually -- he did it -- he said it the next day, two days after. Why the immediacy, and also everything just seems to stop?

MR. CAMMARANO: I'm not sure what the question you have is.

SENATOR OROHO: Was there-- Well, maybe not a question, just-- The question would be: There really was no other discussion. After

all the immediacy, nobody had any other discussion in all this time frame as to what was happening?

MR. CAMMARANO: There were gaps, as I've testified, in that time. There were.

SENATOR OROHO: And to your knowledge, we have all communications that occurred during those time frames?

MR. CAMMARANO: I have to assume you do. I mean, I think we've been open and cooperative with the Committee as far as information. So as far as I know, there's no reason you wouldn't.

SENATOR OROHO: There's some information we have-- As far as scheduling-- I know that the proximity of the offices -- and you've got a common area in the Governor's Office. You have a separate office; the Governor has, obviously, his separate office; Matt Platkin has his separate office, but there is a common area that, I guess, the assistants would sit at.

MR. CAMMARANO: Correct.

SENATOR OROHO: As far as scheduling, who would do your scheduling?

MR. CAMMARANO: My assistant, Mary Beth -- I'm going to butcher her last name -- but Mary Beth.

SENATOR OROHO: That's okay.

MR. CAMMARANO: She's a career State employee who has served many administrations in that capacity.

SENATOR OROHO: Would Matt Platkin have a separate individual?

MR. CAMMARANO: He would. MaryAnn O'Brien would work for Matt Platkin.

SENATOR OROHO: Okay. So MaryAnn O'Brien works for Matt Platkin.

MR. CAMMARANO: Correct.

SENATOR OROHO: She does not work for the Governor.

MR. CAMMARANO: She works for both.

SENATOR OROHO: She works for both.

MR. CAMMARANO: Correct.

SENATOR OROHO: What got sent to us, that I find a little interesting, is when all this activity is happening-- Now, it's June 6, 2018, and Charlie McKenna's being asked to have some of these conversations. And it says there was a meeting -- and it was redacted. There was a meeting -- from MaryAnn O'Brien, June 6, 2018. It was set up at -- it looks like it's 2:20 in the afternoon. And it's set up for that Wednesday from 3:00 to 3:30 for a 30-minute conversation, and the subject is Charlie McKenna. All the people who were going to attend it are redacted. Do you know who this meeting -- what it was for?

MR. CAMMARANO: I do not.

SENATOR OROHO: Okay. Do you know who was at the meeting?

MR. CAMMARANO: I do not.

SENATOR OROHO: Then there was another meeting.

MR. CAMMARANO: I wouldn't-- Senator, if I may, I would not have access to Mr. Platkin's schedule on a regular basis. Of course if I ask they would. But if that was on his schedule, I wouldn't know that.

SENATOR OROHO: Just for your reference then -- because we have the same thing. It then happens where Mr. McKenna is the subject on

the same day, and the meeting is 4:00 to 4:30. So there's obviously a gap. There's a half-hour meeting, a gap of a half-hour, and then another half-hour meeting; and the subject is Charlie McKenna. So I just wanted -- just a question -- do you know--

MR. CAMMARANO: And what day are we talking about?

SENATOR OROHO: June 6, 2018.

MR. CAMMARANO: I don't think I'm aware--

SENATOR OROHO: Right around the time when Mr. Platkin, I guess, would have talked to Mr. Alvarez to tell him to--

MR. CAMMARANO: Yes, I don't know about that.

SENATOR OROHO: Sorry, I'm jumping around just a little bit because I want to make sure I don't hit all the same questions.

You did mention that you were worried about getting sued by Mr. Alvarez if he was fired under an accusation. At this point we now know that everybody believes -- everybody's been told about the alleged sexual assault -- very serious, very credible. And everybody believes it happened. Was there--

What about the issue of going to the EEO policies on-- What about the issue of the victim? Was there any discussion or concern about a hostile work environment for the victim?

MR. CAMMARANO: Again, I had known that that had been sent to Heather Taylor for an EEO violation (sic); I don't know if, at that point -- an EEO investigation -- I don't know if, at that point, it was open or closed. But I'm not aware of any issues of a hostile work environment.

SENATOR OROHO: I'm almost through. Obviously, there have been lots, and lots, and lots of questions with--

We've been through the issue with Mr. Alvarez, and we're not really sure who hired him, how he got hired. He seems to have slipped into this high-paying job. I think in part of our information there was an application that he had actually applied to be the CEO of the Schools Development Authority, correct?

MR. CAMMARANO: That is what appears on his application.

SENATOR OROHO: And I guess maybe the thought was maybe he would become the CEO if Mr. McKenna left. And maybe these allegations had an effect on that.

Do you know, did the Governor ever meet with Mr. Alvarez as part of his hiring?

MR. CAMMARANO: I don't know the answer to that.

SENATOR OROHO: Now, there would be a lot of people coming in now, people interviewing people, right? Did the Governor ever interview anybody by himself?

MR. CAMMARANO: By himself?

SENATOR OROHO: No, was the Governor involved in any of the interviews?

MR. CAMMARANO: The Governor's focus during the Transition was interviewing Cabinet members, and he was involved in the interviewing of Cabinet members.

SENATOR OROHO: What about Cabinet members and, I guess, the Transition -- Leadership Transition, I guess, would probably already be considered a very high-level position as well, correct?

MR. CAMMARANO: Transition leadership had been in place already at that time.

SENATOR OROHO: No, before you. Obviously before you had started when you became a volunteer for the Transition.

So would you have expected that the Governor probably had a pretty direct influence on who was on the Transition Team?

MR. CAMMARANO: Most of the people who moved over onto the Transition staff--

SENATOR OROHO: Came from the Campaign.

MR. CAMMARANO: --came from the Campaign. I don't know of his role though.

SENATOR OROHO: One of the things -- and I said it the other day, and Senator Madden went right to it as far as where I was going to be. We're talking about policies and procedures. I've got six inches of policies and procedures in front of me. And I think maybe that -- all in place. I read through them -- many of them. A lot of good companies, good organizations have these kinds of policies and procedures in place.

Let me ask you about the confidentiality, one, because-- I'm just going to read a few slips right here. It just says, "All complaints and investigations shall be handled to the extent possible," and then it goes on a little further. "And in the course of an investigation, it may be necessary to discuss the claims with persons against whom the complaint was filed and other persons who may have relevant knowledge, or may have a legitimate need to know about the matter."

So it seems to me-- Is the confidentiality-- Now, I know there's been the testimony that the attorney -- I guess both the Transition attorney and, I guess, also the Governor's Counsel, Matt Platkin, said,

“Don’t talk to anybody about this.” Did you ever take a look at what was actually in the policy?

MR. CAMMARANO: I did not; I went on the advice of Counsel.

SENATOR OROHO: And then you go further on to say, “If the policy was followed, what were some of the actions that would have to have been kept?” I know this will be mostly questions for Ms. Taylor, but it says, “You must keep a written record and submit it to the EEO. And if there’s an investigating -- the investigating report must be submitted to the agency head.” Quite frankly, as that policy stands right now, I would think the agency head -- at that we’re talking about the Governor’s Office -- is the Governor himself. And to your knowledge, there was never any report given to the Governor.

MR. CAMMARANO: That’s correct.

SENATOR OROHO: Nothing written?

MR. CAMMARANO: That’s correct. Nothing at all, Senator.

SENATOR OROHO: Nothing at all.

You had mentioned, I think it was on October 2 or right around there-- I think you mentioned that you were actually with the Governor, right, when he received the email on June -- or was it actually you heard about the Wall Street Journal article. When was it where you said the Governor was dumbfounded or was--

MR. CAMMARANO: I think you’re referring to the day -- I think it was October 2 -- when he was informed of the accusation.

SENATOR OROHO: And you were not -- weren’t you on a trip or something, or were you here?

MR. CAMMARANO: No, I was here.

SENATOR OROHO: You were here directly with -- you were with the Governor, correct?

MR. CAMMARANO: We were in the Governor's Office I believe, if I recall correctly.

SENATOR OROHO: I know there's been a lot of public statements about--

MR. CAMMARANO: Senator, are you referring to the trade mission?

SENATOR OROHO: I'm sorry?

MR. CAMMARANO: Were you referring to the trade mission?

SENATOR OROHO: Yes.

MR. CAMMARANO: That happened later in the week.

SENATOR OROHO: Later in the week.

MR. CAMMARANO: And I didn't go.

SENATOR OROHO: You didn't go.

MR. CAMMARANO: No, I did not go.

SENATOR OROHO: As part of that, there have been a lot of comments that everybody did everything right, "We handled it appropriately," but yet, I mean, we're here charged with coming up with policies and procedures. They weren't followed. I mean, obviously they weren't followed. And they looked to me to be good policies.

What was the reaction when-- Was there any kind of-- You know, did you all get together in the common area or the Governor's Office about this article that was coming out? What was the emotional-- What was the-- You know, you had all the immediacy. This was the first time the

Governor was hearing about it. Everybody else, when they first heard about it, did something immediately. What was the reaction?

MR. CAMMARANO: I think, like, when anything happens, it's a little chaotic, it's a little hectic, it's a little fast-paced, stressful.

SENATOR OROHO: Any question about, "Why didn't I know? Why didn't anybody tell me?"

MR. CAMMARANO: I don't remember whether that came up or not at that point.

SENATOR OROHO: So there was no -- nothing that -- "This has been going on since April 2017 and nobody told me?" That question never came up?

MR. CAMMARANO: I don't know. I don't know.

SENATOR OROHO: My last question. I told you I wouldn't be too long.

My last question: You had mentioned--

SENATOR WEINBERG: That's a definition that is open to interpretation. (laughter)

SENATOR OROHO: Apparently.

You had mentioned, actually just today, that's not the only incident. Now, we know we -- obviously we are here about the Katie Brennan sexual assault. We also -- there's been news reports about Julia Fahl, about a toxic environment. We do know that Katie Brennan reached out to Julie Roginsky. We know there have been very public issues about that as well. I think it was Assemblywoman Schepisi who had asked the question about a letter or some sort of communication.

I just want to make sure-- Was there ever any request on these incidents from either the Governor or Mrs. Murphy about, "What's happening here?" There was no written communication whatsoever?

MR. CAMMARANO: Senator, I think the incidents you just referred to happened during the Campaign, if I recall, and I wouldn't know the answer to that.

SENATOR OROHO: Did you have any knowledge that any letters or anything were written during the Campaign?

MR. CAMMARANO: I was not part of the Campaign so I would not know that.

SENATOR OROHO: Okay. Thank you.

MR. CAMMARANO: Thank you.

SENATOR OROHO: Thank you, Madam Chair.

SENATOR WEINBERG: Thank you.

If there are no further questions from the Committee, I'm going to turn it over to attorney Rosemary Alito.

MS. ALITO: Good afternoon, Mr. Cammarano.

MR. CAMMARANO: Good afternoon.

MS. ALITO: I'd like to focus on a couple of things you mentioned in your testimony earlier today. You testified that all procedures were followed, but there were barriers and gaps in EEO policy. Do you remember saying that?

MR. CAMMARANO: I do.

MS. ALITO: Okay. And when you referred to EEO policies in which there were barriers and gaps, were you referring to the policy prohibiting discrimination in the workplace?

MR. CAMMARANO: I'm not sure I understand your question. I think when I was talking about barriers, I was talking about the confidentiality, in this case, being a barrier.

MS. ALITO: Right. And the policy, in which that confidentiality provision that you're referring to is located, is the New Jersey State Policy Prohibiting Discrimination in the Workplace, correct?

MR. CAMMARANO: I'm not familiar with that.

MS. ALITO: You're not familiar with that. Have you actually, before it was quoted to you today, looked at the confidentiality provision?

MR. CAMMARANO: I have not.

MS. ALITO: All right. You testified that you received training with regard to the State harassment and nondiscrimination policies, correct?

MR. CAMMARANO: Correct.

MS. ALITO: As part of that training, were you provided access to copies of the procedures for internal complaints and the policy prohibiting discrimination?

MR. CAMMARANO: We were.

MS. ALITO: And you're also aware that those are easily locatable on the Web, correct?

MR. CAMMARANO: I'm having a hard time hearing you.

MS. ALITO: I'm sorry. Let me move this. (referring to PA microphone) Is this better?

MR. CAMMARANO: I hope so. Go ahead.

MS. ALITO: And those policies and procedures are also available on the Internet, correct?

MR. CAMMARANO: They are, correct.

MS. ALITO: Okay. Now, you've testified -- and I just want to summarize it, because I don't want to waste time -- that you first learned about the accusation of a sexual assault on December 1, 2017; that you spoke with outside counsel; and that you followed advice of outside counsel with regard to how to respond to this accusation, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And the outside counsel was Mr. Parikh, who was Counsel to the Transition, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And the advice of Mr. Parikh was that Mr. Alvarez should be stripped of his ability to hire employees for the new Administration, correct?

MR. CAMMARANO: I think the goal was to put precautions in since we did not know who the victim was -- it could have been anybody related to the Transition -- to make sure that they were not, unbeknownst to us, discriminated against or harmed in any way.

MS. ALITO: Right. And to accomplish this goal of avoiding retaliation against the, at that time, unidentified accuser, you, along with Mr. Parikh, made the decision Mr. Alvarez would be stripped of his authority to make hiring decisions.

MR. CAMMARANO: It was a decision recommendation which we agreed to, but from Mr. Parikh as the Counsel.

MS. ALITO: All right. And the we that you're referring to is you and Mr. Platkin?

MR. CAMMARANO: When I say we, it's more of a generic term for-- I hadn't thought about who it would be, but certainly Jose Lozano probably, maybe Mr. Platkin at times.

MS. ALITO: Okay. So the individuals who agreed to the advice of this prophylactic of removing Mr. Alvarez from hiring decisions -- it would have been you and Mr. Platkin.

MR. CAMMARANO: I don't know why, but I'm having a really hard time hearing you.

MS. ALITO: I apologize.

SENATOR WEINBERG: Put that microphone just real close to you.

MS. ALITO: Okay. All right, let's try this. Is this better?

MR. CAMMARANO: It is.

MS. ALITO: Okay, sorry. I was asking you about the decision -- You got advice from Mr. Parikh to, in order to avoid retaliation against the unnamed accuser -- that Mr. Alvarez would be stripped of his ability to hire people for the new Administration, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And the people who agreed to follow that advice were you. Is that right?

MR. CAMMARANO: I agreed that-- If he was recommending it, I agreed to his recommendation, correct.

MS. ALITO: Right. And did Mr. Platkin also agree to that recommendation?

MR. CAMMARANO: I don't know the answer to that.

MS. ALITO: Did Mr. Lozano also agree to that recommendation?

MR. CAMMARANO: I believe he did, but I can't tell you 100 percent. I can only tell you about me.

MS. ALITO: All right. And you're not certain whether that recommendation was actually carried out, correct?

MR. CAMMARANO: I presume it was.

MS. ALITO: You assume it was, but you don't know for certain.

MR. CAMMARANO: Correct.

MS. ALITO: Okay. And aside from stripping Mr. Alvarez of the hiring ability, no other actions were taken as a result of your knowledge of the accusation of sexual assault, correct?

MR. CAMMARANO: The other action that was taken was a background check, at that time, of Mr. Alvarez to see if there was anything that would come up.

MS. ALITO: And that was, you've testified, at the advice of outside Counsel Mr. Parikh, correct?

MR. CAMMARANO: That's correct.

MS. ALITO: Now, you didn't report this accusation internally to EEO, correct?

MR. CAMMARANO: I did not.

MS. ALITO: And did you ask Mr. Parikh whether you could report this accusation to EEO?

MR. CAMMARANO: I did not. It was very difficult not knowing who the individual was to address it, which is why we took the broader approach.

MS. ALITO: Well, you say it was difficult to address it, but the State of New Jersey does not have a policy of refusing to receive anonymous complaints of harassment, does it?

MR. CAMMARANO: I do not know the answer.

MS. ALITO: Did you ask anyone whether EEO has a policy of refusing to accept anonymous complaints of harassment?

MR. CAMMARANO: I did not.

MS. ALITO: Do you know whether anybody else asked?

MR. CAMMARANO: I do not, no.

MS. ALITO: So what is the reason why this was not reported to EEO?

MR. CAMMARANO: I cannot answer that.

MS. ALITO: All right. When you testified earlier that all procedures were followed, isn't one of the procedures set forth in the State policies and procedures with regard to harassment that supervisory employees have an obligation to report such incidents when they're brought to their attention?

MR. CAMMARANO: I think we're talking about two different time periods here: one during Transition and one -- and what I was referring to as the current system we have in State government in the Governor's Office.

MS. ALITO: Well, aren't people working on the Transition State employees?

MR. CAMMARANO: Not all of them; I was not.

MS. ALITO: You were a volunteer.

MR. CAMMARANO: Correct.

MS. ALITO: But those people who were employed by the Transition are employees of the State of New Jersey, correct?

MR. CAMMARANO: If you're an employee, yes.

MS. ALITO: And Al Alvarez was an employee, we've heard several times, of the Transition, correct?

MR. CAMMARANO: I believe he was. I'm not 100 percent certain who all the employees were and weren't.

MS. ALITO: If Al Alvarez was, in fact, an employee of the Transition, he was a State employee, and all the State policies and procedures with regard to workplace harassment would be applicable to him, correct?

MR. CAMMARANO: I don't know the answer to that.

MS. ALITO: And backing up to the decision to strip Mr. Alvarez of hiring power, that was -- action was taken because you anticipated that the accuser was going to be seeking a position in the Administration, correct.

MR. CAMMARANO: I don't think you could make that assumption, since we didn't know who it was at that point. We knew they were involved in the Transition.

MS. ALITO: Well, the purpose of taking hiring power away from him was to make certain he didn't retaliate against the accuser during the hiring process.

MR. CAMMARANO: We knew there was a potential for it.

MS. ALITO: There was a potential.

MR. CAMMARANO: But to your question, we did not know whether or not that individual would be seeking employment, because we didn't know who it was.

MS. ALITO: There was at least the possibility.

MR. CAMMARANO: Correct.

MS. ALITO: And there was enough of a possibility that your Counsel recommended taking this prophylactic action, and you and perhaps others agreed that that should be done, correct?

MR. CAMMARANO: I think we went along with the advice of Counsel.

MS. ALITO: Okay. Did you ask -- did you specifically ask Mr. Parikh whether you could speak to Mr. Alvarez about this allegation?

MR. CAMMARANO: Mr. Parikh advised us that we should not speak to Mr. Alvarez.

MS. ALITO: Did he tell you why?

MR. CAMMARANO: That it was a confidential matter.

MS. ALITO: Did he tell you on what basis he thought it was a confidential matter or determined it was confidential?

MR. CAMMARANO: I don't recall that.

MS. ALITO: So it was confidential against the person who was being accused?

MR. CAMMARANO: All I can tell you is that I listened to the advice of Counsel on it. I am not an attorney.

MS. ALITO: Did you ask why the allegation against Mr. Alvarez should be kept confidential from Mr. Alvarez?

MR. CAMMARANO: I did not.

MS. ALITO: If you were Mr. Alvarez, and you knew that someone had made a serious accusation against you of sexual assault, and that this allegation of sexual assault had been communicated to people who controlled your employment, would you not want to be aware of it?

MR. CAMMARANO: I'm not sure I understand, but--

MS. ALITO: So you're--

MR. CAMMARANO: I'm assuming he knew he had been investigated at that time.

MS. ALITO: Are you assuming that he knew that you, and Mr. Platkin, and Transition Counsel, and Jose Lozano -- all people that potentially could control his career-- Did he know that all of you knew about the allegation?

MR. CAMMARANO: I do not believe he knew.

MS. ALITO: He didn't know. So I go back to my former question. If you were Mr. Alvarez, and the people who decide whether you're going to be hired, or fired, or demoted know about this allegation against you, wouldn't you want to know that?

MR. CAMMARANO: I'm not going to-- You would have to ask Mr. Alvarez that question.

MS. ALITO: And going back to the procedures for internal complaints of harassment in the workplace, which you believe were followed-- You're aware, are you not, that when a complaint is lodged under those procedures that the person accused is notified about the complaint?

MR. CAMMARANO: I am not aware of that.

MS. ALITO: You are not aware.

MR. CAMMARANO: It may have been part of our training, but I'm not 100 percent sure I remember that.

MS. ALITO: And the person against who the complaint is lodged is one of the people specifically exempted from the confidentiality provision.

MR. CAMMARANO: You tailed off again in the middle off that.

MS. ALITO: And that the individual against whom a complaint is made is one of the people specifically exempted from the confidentiality provision. Were you aware of that?

MR. CAMMARANO: I was not.

MS. ALITO: It makes sense if EEO is going to investigate the complaint that they would have to talk to the person who has been charged, right?

MR. CAMMARANO: It would make sense.

MS. ALITO: Okay. But in this case, pursuant to advice of Counsel, you did not speak to Mr. Alvarez, correct?

MR. CAMMARANO: That's correct.

MS. ALITO: And it's also indicated that one of the reasons why other action couldn't be taken at this time was because you didn't know the identity of the accuser, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And you could have found that out by speaking to Mr. Alvarez, right? You could have gone to Mr. Alvarez and said, "Look, we've been informed that an allegation has been made against you. It's our

understanding the Hudson County Prosecutor has investigated. Can you tell us who it is?”

MR. CAMMARANO: It was made very clear to us by Mr. Braz that the individual did not want her identity known to us, and I respected that. And I would-- That’s a determination, in my opinion, as the victim that she should make.

MS. ALITO: So the reason why you didn’t go to Mr. Alvarez and ask him who the accuser was, was out of respect for Ms. Brennan’s decision at that time not to come forward.

MR. CAMMARANO: Yes.

MS. ALITO: Okay.

MR. CAMMARANO: I never thought to ask Mr. Alvarez that question, because we were aware she did not want her name shared with us.

MS. ALITO: You didn’t take any action with regard to the potential hiring of Mr. Alvarez, correct?

MR. CAMMARANO: I don’t understand your question.

MS. ALITO: Okay. You didn’t go to anyone and say, “Don’t hire Al Alvarez,” right?

MR. CAMMARANO: No, I did not.

MS. ALITO: All right. And if you had wanted to, you could have done that without saying the reason why. You could have just gone to Mr. Lozano or whomever it was that made the decision and said, “For reasons that I can’t discuss with you, you shouldn’t hire Al Alvarez,” correct?

MR. CAMMARANO: I'm not sure that would have been sufficient. I mean, it's kind of an odd situation. "Don't hire him, but I can't tell you why," is kind of an odd situation.

MS. ALITO: But you didn't make any attempt to do that, right?

MR. CAMMARANO: No.

MS. ALITO: Did you specifically ask Mr. Parikh whether you could take any action to prevent the hiring of Mr. Alvarez?

MR. CAMMARANO: As I told you, Mr. Parikh advised us that it was a confidential matter and we should treat it that way.

MS. ALITO: Yes, aside from confidentiality, did you ask Mr. Parikh, "Can I speak to members making the hiring decisions and suggest to them that they should not hire Al Alvarez?"

MR. CAMMARANO: I don't recall if I did or didn't on that one.

MS. ALITO: Okay. So the decision not to try and prevent the hiring of Mr. Alvarez was not on advice of Counsel, that was a decision that you made, correct?

MR. CAMMARANO: I don't necessarily agree with the premise of your question, so I'm not sure.

MS. ALITO: What part of that question don't you agree with?

MR. CAMMARANO: Can you repeat it?

MS. ALITO: Sure. I will. I'll ask it differently, because maybe it was unclear.

MR. CAMMARANO: Okay.

MS. ALITO: All right. You never got advice from Mr. Parikh that the allegation of sexual assault could not be considered in deciding whether Mr. Alvarez was going to be offered a job or not, correct?

MR. CAMMARANO: No, I didn't say I never got that advice. I said I don't--

MS. ALITO: Did you get that advice?

MR. CAMMARANO: I think what I said was that I don't recall if I did or I did not. It's possible I did.

MS. ALITO: You don't remember whether Counsel told you that you can or you can't legally consider this?

MR. CAMMARANO: I do not remember.

MS. ALITO: Was any of the advice that you got from Mr. Parikh in writing?

MR. CAMMARANO: I have not seen anything in writing.

MS. ALITO: Do you remember seeing anything in writing?

MR. CAMMARANO: I think I just said I do not.

MS. ALITO: Okay. No emails, no memos, no analyses by his law firm?

MR. CAMMARANO: Not that I recall.

MS. ALITO: So, not remembering whether Mr. Parikh told you that you could or couldn't consider this in deciding whether to hire Mr. Alvarez, nonetheless you decided that you would take no efforts to prevent his hiring, correct?

MR. CAMMARANO: Can you say that again?

MS. ALITO: Yes. You took no efforts to prevent the hiring of Mr. Alvarez.

MR. CAMMARANO: I'm not sure I understand where you're getting that conclusion. Yes, I'm not sure I understand that.

MS. ALITO: All right, I'll ask it as a more straightforward question. Did you personally, Mr. Cammarano, make any efforts to prevent the hiring of Mr. Alvarez?

MR. CAMMARANO: If you recall during my testimony, I did say I was not -- I didn't make the decision to hire Al or not.

MS. ALITO: That wasn't my question. My question was whether you made any efforts to prevent the hiring of Mr. Alvarez. You could do that by speaking to someone, you could do that by trying to find out who is going to make the decision.

MR. CAMMARANO: I did not speak to anybody about the accusation because of the advice I had.

MS. ALITO: All right. So the answer to my question is: No, you did not make any efforts to prevent the hiring of Mr. Alvarez, correct?

MR. CAMMARANO: I'm not sure that's correct. I'm not sure.

MS. ALITO: You may have?

MR. CAMMARANO: I mean, I'm not sure where you're drawing that conclusion.

MS. ALITO: I'm not trying to--

MR. CAMMARANO: This may be one of those things we have to agree to disagree. I don't see how you draw that conclusion.

MS. ALITO: Mr. Cammarano, I'm not drawing the conclusion; I'm asking you a question. And I really would like -- it's a pretty simple question. Did you personally make any efforts to prevent the hiring of Mr. Alvarez?

MR. CAMMARANO: Since Mr. Alvarez was being hired as an employee of an Authority, I was not involved, as I stated a number of times. My principle job was to get the Governor's Office staff up and running, and that was clear.

MS. ALITO: With all due respect, Mr. Cammarano, you are just not answering my question, and it's a pretty straightforward and simple question. I didn't ask you whether you had authority to hire Mr. Alvarez. I didn't ask you whether you did hire Mr. Alvarez. I asked you, did you personally take any action to prevent the hiring of Mr. Alvarez?

MR. CAMMARANO: I did not have a role in it.

MS. ALITO: So that means you did not take any actions to prevent his hiring.

MR. CAMMARANO: This is one of those things where we could go on forever. If that's what you want to conclude, that's fine.

MS. ALITO: Okay. Obviously you don't want to answer my question. But we can assume from your testimony that you took no action to prevent his hiring.

So at this point in time, you are one of a couple of people who are aware of the fact that Mr. Alvarez has been accused of sexual assault.

MR. CAMMARANO: Correct.

MS. ALITO: And his hiring goes forward. Is, in your mind, the hiring of Mr. Alvarez, at the time that the allegation of sexual assault was made-- Is that consistent with the standards for State employment?

MR. CAMMARANO: I don't know the answer to that. If you're asking me as a matter of policy, I don't want to answer it.

MS. ALITO: Is the failure to report--

MR. CAMMARANO: Failure to?

MS. ALITO: Is the failure to report the allegation consistent with the obligations of a supervisory employee under the internal procedures for complaints of harassment in the workplace?

MR. CAMMARANO: Could you repeat that?

MS. ALITO: Sure. Is the failure to report the allegation of sexual assault to EEO, or someone else designated under the procedures for internal complaints-- Is the failure to do that in December of 2017 a violation of that policy?

MR. CAMMARANO: I don't believe in not knowing what we were reporting, because we did not know who the individual was. I'm not sure. And me not being a State employee, I don't know if that was part of it or not.

MS. ALITO: So your belief is that as long as the complaint is anonymous, there is no obligation to report it.

MR. CAMMARANO: As long as what?

MS. ALITO: The complaint is anonymous, there's no obligation to report it.

MR. CAMMARANO: I don't believe that. I believe you should be able to report anonymously. But it's difficult to investigate something when you don't know who that investigation is--

MS. ALITO: Under the procedures, which you say were followed, isn't it up to EEO to determine how they're going to investigate? You've testified it's difficult to investigate an anonymous complaint. Under the procedure, it's reported to EEO, and EEO determines how, whether, when they're going to investigate, correct?

MR. CAMMARANO: I would imagine that's the case, yes.

MS. ALITO: Okay. And in this case, EEO didn't have the opportunity to do what it's assigned to do under the policy in December of 2017, because nobody reported this to EEO, right?

MR. CAMMARANO: Not that I'm aware of.

MS. ALITO: Now, in March you learned from Mr. Platkin that Katie Brennan was the accuser, right?

MR. CAMMARANO: Correct.

MS. ALITO: And Mr. Platkin told you that he had referred the matter to Heather Taylor, the Chief Ethics Officer, for investigation, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And the difference between December, when there was no referral, and March, when there was a referral, was that you now knew the identity of the accuser, correct?

MR. CAMMARANO: That is correct.

I'm not sure that is correct. Mr. Platkin would have to answer whether or not-- I can't answer what he knew before that or not. You would have to ask him that question. But I understand your point.

MS. ALITO: Yes. As far as your knowledge is concerned, in December you had an anonymous complaint of sexual assault against Mr. Alvarez; no report was made to EEO.

MR. CAMMARANO: Correct.

MS. ALITO: In March you have the same complaint of sexual harassment against Mr. Alvarez, but the difference is now you know who the accuser is and a report is made to EEO.

MR. CAMMARANO: That report was made prior to me having knowledge of it, by Mr. Platkin to Heather Taylor.

MS. ALITO: That's right. Mr. Platkin made that referral.

MR. CAMMARANO: Correct.

MS. ALITO: And at that time, you and Mr. Platkin made a decision that Mr. Alvarez should be asked to leave State employment, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And that was based upon the fact that he was the subject of an allegation of sexual assault, correct?

MR. CAMMARANO: That is correct.

MS. ALITO: In December, when Mr. Alvarez was not yet a State employee, he was the subject of an allegation of sexual assault, right?

MR. CAMMARANO: We had been informed he had been, correct.

MS. ALITO: But no effort was made to prevent his hiring.

Several months later, Mr. Alvarez is the subject of an allegation of sexual assault, and the decision is made that he should be asked to leave State employment, correct?

MR. CAMMARANO: Correct.

MS. ALITO: And that was a decision jointly made between you and Mr. Platkin, correct?

MR. CAMMARANO: Correct.

MS. ALITO: Why does the fact that the accuser was known make the difference between fine to hire him, and he's got to leave State employment?

MR. CAMMARANO: I think the issue is it was a little bit of a different circumstance. And when we did not know who the victim was, we also knew that the victim was a current State employee -- which we did not know at the time. So I think the circumstances changed in that context.

MS. ALITO: Well, in December you thought there was enough potential that the accuser was going to be a State employee for you to put into place the prophylactic measure to prevent retaliation, right?

MR. CAMMARANO: We were concerned that that potential could be there, correct.

MS. ALITO: And do you think that the fact -- the sole fact that you didn't know the identity of the accuser in December warranted not making a report to EEO?

MR. CAMMARANO: I don't think that was a decision that was mine to make. I think we deferred everything to the Counsel. So I would suggest it would have been part of their recommendation if that was -- if they deemed appropriate.

MS. ALITO: Now, did you specifically ask, "Can I go to EEO and make a report?"

MR. CAMMARANO: I did not.

MS. ALITO: Did you ask, "Does this confidentiality that you're talking about bar me from going to EEO?"

MR. CAMMARANO: I did not.

MS. ALITO: Did you ask where that confidentiality requirement came from?

MR. CAMMARANO: I did not.

MS. ALITO: So, Mr. Parikh didn't tell you in December that the internal harassment policy required you to keep this confidential, did he?

MR. CAMMARANO: No, he did not.

MS. ALITO: Did anybody ever tell you that the reason why you had to keep this confidential and not tell anyone, was because of the confidentiality provision in the State harassment policy?

MR. CAMMARANO: During Transition?

MS. ALITO: At any time?

MR. CAMMARANO: After March, yes.

MS. ALITO: All right. And that was Mr. Platkin.

MR. CAMMARANO: Correct.

MS. ALITO: Mr. Platkin told you that the internal harassment policy requires this to be kept confidential.

MR. CAMMARANO: I think he indicated that the EEO policies require confidentiality.

MS. ALITO: And, again, you didn't check that policy yourself.

MR. CAMMARANO: I did not.

MS. ALITO: And you didn't ask Mr. Platkin whether there were any exceptions to that.

MR. CAMMARANO: There were some questions; I don't recall what they were. But at the end of the conversation, I was comfortable with his determination.

MS. ALITO: What questions did you ask him?

MR. CAMMARANO: I just said I don't recall what the questions were, but there was conversation.

MS. ALITO: Do you remember anything about your conversation about the confidentiality provision?

MR. CAMMARANO: No, it was a very short, quick conversation.

MS. ALITO: Now, I want to go back to the hiring during the Transition period. And I'd like you, to the extent that you can, describe the steps and the protocol for hiring for the new Administration, beginning with how someone would indicate that they are interested in a position.

MR. CAMMARANO: This is not an area that I had great knowledge about. That was more the Transition committee -- where they would accept, and sift, and sort through applications depending on people's interest. But I was not intimately involved in that part of the process.

MS. ALITO: Do you have any knowledge of how that protocol worked?

MR. CAMMARANO: Not specifically, I do not.

MS. ALITO: Do you know whether all applicants were required to complete a Transition 2018 Employment Screening Questionnaire?

MR. CAMMARANO: I do not know that.

MS. ALITO: Do you know whether applicants were required to complete a standard State of New Jersey application for employment?

MR. CAMMARANO: I believe if they were going to be employed in State government they were expected to complete that.

MS. ALITO: Do you know whether they all did?

MR. CAMMARANO: I do not.

MS. ALITO: Do you know whether interviews were conducted of all applicants?

MR. CAMMARANO: I do not know the answer to that, but I assume there was an interview process.

MS. ALITO: Do you know whether at any point during the hiring process candidates were asked about whether there were harassment or other sexual assault claims against them?

MR. CAMMARANO: I do not know that.

MS. ALITO: Who on the Transition would know -- would be in the best position to know what the exact protocol was for hiring?

MR. CAMMARANO: Probably Mr. Lozano, probably Mr. Parikh, and others who were involved in that process.

MS. ALITO: Now, when you said that all procedures were followed, the internal reporting procedure was not followed by you, was it? You testified earlier that all procedures were followed, but--

MR. CAMMARANO: Is that a question you're asking?

MS. ALITO: It was.

MR. CAMMARANO: Okay.

MS. ALITO: There's a question mark at the end of that.

MR. CAMMARANO: I didn't catch that. Could you repeat it?

MS. ALITO: Okay. You testified earlier that all procedures were followed. In fact, the procedure for reporting to EEO was not followed in December of 2017, correct?

MR. CAMMARANO: I think when I said that earlier, I was referring to once we became aware of it in March -- Mr. Platkin became aware of it. I believe that's what I was referring to when I said that.

MS. ALITO: All right. So you would agree with me then that prior to March, when Katie Brennan's identity became available, the procedures were not followed.

MR. CAMMARANO: I don't know if they were or they weren't.

MS. ALITO: You know, do you have some knowledge? You don't know whether they were or they weren't? You don't know whether-- You testified that no reporting was done to EEO in December, right?

MR. CAMMARANO: Not that I'm aware of.

MS. ALITO: Okay. And if no reporting was done to EEO in December, the policies and procedures weren't followed.

MR. CAMMARANO: I don't know the answer to that.

MS. ALITO: You don't know the answer to that.

Now, you also testified that the issue was barriers and gaps in EEO policies. What were you referring to as the barriers in the EEO policies?

MR. CAMMARANO: As I indicated to you earlier, from my perspective, I do feel the confidentiality provisions that prohibited us from talking about it -- and I understand why they're there -- were a barrier.

MS. ALITO: Okay. That's a barrier, but you've never actually looked at that provision to see what it in fact provides.

MR. CAMMARANO: I am not an attorney, and I'm not-- And I'm not going to interpret the (indiscernible).

MS. ALITO: Anything else that you identified as a barrier?

MR. CAMMARANO: No, I think that's the biggest in my view.

MS. ALITO: Okay. You also said there were gaps that were to blame here. What gaps are you referring to?

MR. CAMMARANO: Our gaps. There are gaps about events, and I think this has been pretty well publicized, about when people are not State employees, but later become-- I don't know what the answer is. I'm not sure. I believe that's a gap in the system, and it probably needs to be addressed. That's what I was referring to.

MS. ALITO: A gap in the EEO policies. Yet Mr. Alvarez was a State employee at the time this was reported to you.

MR. CAMMARANO: At the time of the incident, neither of them were. And so when it became an issue, that's where I'm saying there's a gap. There has to be a way to close that gap.

MS. ALITO: But at the time-- There was no gap at the time this was reported to you in December of 2017, because Mr. Alvarez was a State employee, the State policies pertained to him, and those policies were not invoked.

MR. CAMMARANO: Right.

MS. ALITO: Nothing further.

SENATOR WEINBERG: Michael.

MR. CAMMARANO: Could we just take another quick break?

SENATOR WEINBERG: By all means; let's make it quick though.

We still have another witness to get to this afternoon, ladies and gentlemen.

**(Committee recesses)**

**(Committee reconvenes)**

SENATOR WEINBERG: We do have a brief change in schedule, which I hope will eventually be a brief change, so I would like to turn it over to Mr. Porrino.

MR. PORRINO: Ms. Heather Taylor will be here momentarily. And it is my understanding we will commence and complete her testimony today. Mr. Cammarano has agreed to return at a time that is mutually convenient to complete his testimony.

MR. CRITCHLEY: Yes, with the understanding representation, Mr. Porrino, that he will return. Obviously, if he's not able to continue, there's nothing we can do or force him to do.

MR. PORRINO: Look, it's been a long day. Mr. Cammarano was testifying for a lot of hours today, a lot of hours on the 18th. It's a very simple matter of him having a long day and being done for the day. Having said that, he has advised that he's prepared to come back to complete his testimony.

MR. CRITCHLEY: With that representation, certainly.

SENATOR WEINBERG: Thank you, Mr. Porrino. I believe we're all in agreement with that. It has been a long day for all of us, but certainly for-- I do not want a witness in front of us that is--

MR. PORRINO: He's perfectly-- I don't want to concern anyone. He's perfectly fine.

SENATOR WEINBERG: No, I understand.

MR. PORRINO: It's a long day of 18 or 19 people asking questions that--

SENATOR WEINBERG: It's been a very long day, obviously.

MR. PORRINO: Just listening to it I'm getting tired.  
(laughter)

MR. CRITCHLEY: But if he wants to come back, we could get done today to alleviate any future concerns.

MR. PORRINO: As I said, he's agreed to return.

MR. CRITCHLEY: Because the only ones who are going to ask questions after today would be me and Mr. Hayden. We could get that done today if he wants to, rather rapidly.

MR. PORRINO: I appreciate that. As I said, he's agreed to return.

MR. CRITCHLEY: Okay.

MR. PORRINO: And we're glad to bring in Ms. Taylor.

ASSEMBLYWOMAN PINTOR MARIN: Mr. Porrino, we just want -- we definitely want to finish with Ms. Taylor today. We just wanted to offer you the opportunity to speak with Mr. Cammarano, that if he needs a brief break and he would like to just get it over with today, we're also willing to do that as well.

MR. PORRINO: We appreciate that.

ASSEMBLYWOMAN PINTOR MARIN: Thank you.

MR. HAYDEN: Mr. Porrino, I was a little bit out of the conversation when you spoke with our client.

MR. PORRINO: In a minute I'm going to need a break.  
(laughter)

MR. HAYDEN: Our first choice, Mr. Cammarano, would be to continue. If you believe that there are physical reasons, medical reasons

it's inappropriate-- As long as we have the ironclad representation that he will be back at the next or the hearing after that, then we'll defer to your--

MR. PORRINO: So there aren't physical or medical reasons. It's a long day, and I think the witness is tired. I don't know what else to say about it. There's nothing physical and nothing medical. That's it.

SENATOR WEINBERG: With all due respect, both Mr. Hayden, and to the attorney on my right, and to Ms. Alito -- I agree with you. It's been a long day. He has been here answering questions from everybody for five hours. He is entitled now for a respite from this. I do not want an exhausted witness. And I'm not saying that in any pejorative way. It's very understandable. He has agreed to come back, so let's move on with Heather Taylor and not prolong this.

MR. PORRINO: Thank you, Chair.

She should be here momentarily.

SENATOR WEINBERG: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Good afternoon, Ms. Taylor.

**H E A T H E R T A Y L O R:** Good afternoon.

ASSEMBLYWOMAN PINTOR MARIN: If OLS could start the procedure.

MS. WOZUNK: Ms. Taylor, your testimony is being recorded that it may be transcribed for the Committee and may be used in other proceedings. Do you understand that?

MS. TAYLOR: Yes.

MS. WOZUNK: Please note that all of your responses should be verbal. The Committee cannot record a head shake or a nod. If you do

not understand a question, please ask for clarification. Otherwise, the Committee will assume that you understand the question and that your answers are responsive to that question. Do you understand those directives?

MS. TAYLOR: Yes.

MS. WOZUNK: Ms. Taylor, do you understand that if the statements you make today are willfully false, if you fail to answer a pertinent question or give commit perjury, you may be subject to penalties under the law?

MS. TAYLOR: Do I understand that? Yes.

MS. WOZUNK: Do you understand that you have certain rights under the Code of Fair Procedure, including the right to have your Counsel submit proposed questions on your behalf?

MS. TAYLOR: Yes.

MS. WOZUNK: Does your Counsel have any questions to submit today?

MR. PORRINO: Not at this time.

MS. WOZUNK: You are entitled to a copy of the transcript of your testimony, at your expense, when such copy is available. Do you understand that.

MS. TAYLOR: Yes.

MS. WOZUNK: You have a right to file a brief sworn statement relevant to your testimony for the record at the conclusion of your appearance today. Do you understand that?

MS. TAYLOR: Yes.

MS. WOZUNK: Before the Committee proceeds with the oath, do you have any questions?

MS. TAYLOR: No.

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, could you please stand and raise your right hand?

Ms. Taylor, do you swear or affirm that the testimony you are about to give is true, correct, and complete to the best of your information, knowledge, and belief?

MS. TAYLOR: Yes.

ASSEMBLYWOMAN PINTOR MARIN: Thank you very much. You can have a seat.

MS. TAYLOR: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Please state your name for the record.

It is my understanding that you have an opening statement, correct?

MS. TAYLOR: Yes.

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, before you start, if you could pull -- exactly -- the mike over a little closer to you if possible.

Thank you; you may begin.

MS. TAYLOR: My name is Heather Taylor, and I have been the Chief Ethics Officer in the Governor's Office since July 2014. Prior to my current job, I was a Deputy Attorney General in the State's Division of Criminal Justice; and prior to that position, I was in private practice for 17 years.

As part of my role in the Governor's Office, employees are encouraged to bring to my attention any allegation that might involve the New Jersey State Policy Prohibiting Discrimination in the Workplace, and I make sure that the appropriate EEO officer at the Attorney General's Office is made aware of the information. I also schedule ethics, EEO, and anti-discrimination training sessions for Office of the Governor employees. I teach the ethics training sessions, while the EEO and anti-discrimination training sessions are taught by the Attorney General's Office or by the Division of EEO within the Civil Service Commission.

Beginning in January of 2018, I scheduled EEO training and ethics training for the new Murphy Administration. This was identical to my practice under the prior administration.

Prior to March 22 of 2018, I did not know either Ms. Brennan or Mr. Alvarez. On March 22, Matt Platkin called me to his office and explained to me that he had met with Ms. Brennan the night before. He stated that she told him that in early 2017, she had been sexually assaulted by Mr. Alvarez during the Campaign. Mr. Platkin further explained that Ms. Brennan was currently the Chief of Staff at the Housing and Mortgage Finance Agency, and that Mr. Alvarez was the Chief of Staff at the Schools Development Authority. Consistent with our recent EEO trainings, Mr. Platkin and I decided that I would relay Ms. Brennan's claims to my EEO contact at the Attorney General's Office for appropriate action.

Immediately after my meeting with Mr. Platkin, I obtained Ms. Brennan's work phone number from the HMFA Website. I then reached out to my EEO contact at the Attorney General's Office. I told my contact there about the discussion I had with Mr. Platkin. I provided Ms.

Brennan's name, title, and phone number. I also provided Mr. Alvarez's name and title, and I awaited further direction from the AG's Office.

On March 27 I heard back from the Attorney General's Office. I was informed that after reviewing the matter, it was determined that the State did not have jurisdiction to investigate Ms. Brennan's allegations. It was explained that neither Ms. Brennan nor Mr. Alvarez were State employees when the alleged incident occurred, and the incident did not take place on State property. As a result, the State EEO regulations did not apply. Because the State could not take any action under the EEO policy, it was suggested that perhaps the Murphy for Governor Campaign could conduct an investigation, since Ms. Brennan's alleged incident occurred during the Campaign. The following day, on March 28, I relayed the Attorney General's Office's determination to Mr. Platkin.

In April, it was determined that I would call Ms. Brennan and make her aware that the State EEO office was unable to investigate her claims because it did not have jurisdiction to do so. Later that day I called Ms. Brennan. I explained to her that I had reached out to the Attorney General's Office to determine whether she could file a complaint under the State EEO policy. I informed her that the Attorney General's Office had told me that because she and Mr. Alvarez were not State employees when the incident occurred, and because the event did not take place on State property, there was no jurisdiction to conduct an EEO investigation. Ms. Brennan expressed appreciation for our concern. She stated that it was too bad that women do not have a recourse unless the incident occurs at work.

I later informed Mr. Platkin that I had spoken with Ms. Brennan and had relayed to her the conclusions from the Attorney General's Office.

I'd be happy to answer your questions.

ASSEMBLYWOMAN PINTOR MARIN: Thank you, Ms. Taylor.

To begin with the questioning, Ms. Alito.

MS. ALITO: Thank you, and good afternoon, Ms. Taylor.

MS. TAYLOR: Thank you.

MS. ALITO: Thank you for coming in.

In your role as Chief Ethics Officer, have you ever conducted EEO investigations yourself?

MS. TAYLOR: I have not. That is not my role.

MS. ALITO: You are identified, I'm sure you know, in the procedures for internal complaints alleging discrimination in the workplace, as an individual to whom complaints of prohibited discrimination or harassment may be reported to.

MS. TAYLOR: That's correct.

MS. ALITO: All right. And tell me what your practice is, as a normal practice, once someone comes to you with a complaint.

MS. TAYLOR: Sure. So under the prior administration, we had three or four complaints made to me, and my practice was to go to the Attorney General's Office and report the complaint. I would report the name, the names to the extent I knew them, as well as contact information so that the Attorney General's Office could do the EEO investigation.

MS. ALITO: And you indicated that there were, I believe, three or four complaints during the prior administration that you referred.

MS. TAYLOR: Yes, two or three; or three or four. Yes, there were a few.

MS. ALITO: Okay. And aside from this complaint, have there been any other complaints brought to you during the current Administration?

MS. TAYLOR: Yes, there have.

MS. ALITO: About how many?

MS. TAYLOR: I don't know the exact number.

MS. ALITO: A handful?

MS. TAYLOR: Sometimes we get emails that come in to our Office of Constituent Relations that get forwarded to me, and then we forward those over to the Attorney General's. There have been a few from -- or that related to employees actually within the Office of the Governor.

MS. ALITO: And in every one of those instances where you have received a complaint about a workplace concern, have you forwarded them to the Attorney General's Office for processing?

MS. TAYLOR: Yes, either the Attorney General's Office or, more recently, we have forwarded them to the Director of EEO at the Civil Service Commission.

MS. ALITO: And within the Attorney General's Office, were there specific people to whom you forwarded the complaints?

MS. TAYLOR: Yes, the Director of EEO at the Attorney General's Office.

MS. ALITO: And who has held the position of Director of EEO at the AG's Office?

MS. TAYLOR: My contact is Jodi Stipick.

SENATOR WEINBERG: Can you pull that microphone a little closer, please? (referring to PA microphone)

MS. TAYLOR: Sorry.

SENATOR WEINBERG: Thank you.

MS. ALITO: And to your knowledge, has Ms. Stipick held that position throughout the Murphy Administration?

MS. TAYLOR: I think so, yes.

MS. ALITO: Okay. And in any event, is Ms. Stipick the person to whom you referred the Katie Brennan complaint?

MS. TAYLOR: Yes, she is.

MS. ALITO: Okay. Now, when a complaint comes into you involving a concern in the workplace, do you evaluate that complaint before passing it on to the Attorney General's Office?

MS. TAYLOR: No, I just take in the information; try to get the phone numbers, names, and titles; and then I report it to the Attorney General's Office.

MS. ALITO: Okay. So just to be clear, when a complaint comes to you, you don't look at it and say, "Oh, this is untimely, missed the statute of limitations," or "We have jurisdiction; we don't have jurisdiction." You get the complaint, you pass it on to the Director of EEO and let them make those determinations, correct?

MS. TAYLOR: That is correct.

MS. ALITO: Ms. Taylor, do you have with you a copy of your notes that have been produced to us? I have a copy if you don't.

MS. TAYLOR: I do.

MS. ALITO: Okay. And those begin with the number G, a number of zeros, and then 287, correct?

MS. TAYLOR: I don't have a date-stamped copy, but I have my notes -- a copy of them. That's fine.

MS. ALITO: And there are three pages of notes, correct, just to make sure we're on the same page?

MS. TAYLOR: There are three pages of hand-written notes, and then I have my email stapled as the last page of my notes.

MS. ALITO: Okay. And the notes begin with the heading, "Meeting with Matt, March 22, 2018."

MS. TAYLOR: Yes.

MS. ALITO: And your hand writing is better than a lot.

MS. TAYLOR: I apologize; there are some spelling mistakes too, which I'm sorry about.

MS. ALITO: I still think it would be helpful for the Committee if you could read for us before I ask you questions about it -- what's in that first section.

MS. TAYLOR: Sure. "Not on Campaign. Sexual assault on Campaign. Now State employees. Press charges. Not confirmed. Katie Brennan, HMFA, COS," which stands for Chief of Staff. "Al Alvarez, SDA, COS," Chief of Staff. "After staff event. MP," Matt Platkin, "conflicted personal relation with both. Predates Murphy." Then, "Al Alvarez."

And then when I came back to my office, I put the information on Ms. Brennan on the left-hand side.

MS. ALITO: And on March 22-- Was that the first time that you heard about the Katie Brennan complaint?

MS. TAYLOR: That is correct.

MS. ALITO: And it says, "Meeting with Matt." Would that be an in-person meeting?

MS. TAYLOR: It was.

MS. ALITO: And where was that meeting?

MS. TAYLOR: In Mr. Platkin's office.

MS. ALITO: All right. And can you tell me -- tell us to the best that you can recall what Mr. Platkin told you during that meeting?

MS. TAYLOR: He had indicated to me that he had met with Ms. Brennan the night before, and that she had told him that she had been sexually assaulted while on the Campaign. And then he told me her name and where she worked, and Mr. Alvarez's name and where he worked. And then we determined that I would make the complaint -- or refer the complaint to the Attorney General's Office.

MS. ALITO: At that time, did you speak with Ms. Brennan?

MS. TAYLOR: I did not.

MS. ALITO: When, to the best of your recollection, is the first time that you spoke with Ms. Brennan?

MS. TAYLOR: In April I spoke with Ms. Brennan.

MS. ALITO: That was the first time? (affirmative response)

Continuing down on your notes, there's another entry for March 22, and this is 2018, correct?

MS. TAYLOR: Correct. It says, “Spoke to Jodi Stipick, will discuss with M. Lieberman” -- that’s Melissa Lieberman -- “call Katherine and listen to story.”

MS. ALITO: Melissa Lieberman, what is her position?

MS. TAYLOR: I know she is in the Attorney General’s Office. I apologize, but I don’t know her exact title.

MS. ALITO: Do you know what her function is; what her job duties are?

MS. TAYLOR: I think she’s Ms. Stipick’s boss.

MS. ALITO: Oh. Now the notation here saying, “Call Katherine and listen to story.” That was not, I take it, a note that you were going to call Ms. Brennan and listen to her story.

MS. TAYLOR: No, I assumed that Ms. Stipick would call Katherine and listen to her story, because that’s how she handled all of the other EEO investigations that I have been through with her. She or her staff.

MS. ALITO: Okay. Can you tell me, to the best of your recollection, what Ms. Stipick said to you during this conversation on March 22?

MS. TAYLOR: I don’t remember what she said to me. I remember just telling her what Mr. Platkin had told me, and then giving her the contact information.

MS. ALITO: You indicated that, I think -- correct me if I’m wrong -- that in the prior matters that you had referred to Ms. Stipick, she had had calls with the complainant. Is that right?

MS. TAYLOR: Either she or her staff did an investigation, yes.

MS. ALITO: And they would speak with the complainant and get the story of what occurred?

MS. TAYLOR: That's my understanding, although I really was not involved. She did not involve me. After she would indicate that she was going to take the matter, she did not really involve me, and sometimes I did not know even how the matter was resolved.

MS. ALITO: So once you made the referral, you were typically not kept in the loop on how the investigation was progressing?

MS. TAYLOR: That's correct.

MS. ALITO: That was totally within the purview of Ms. Stipick and the other attorneys within the EEO at the Attorney General's Office.

MS. TAYLOR: Correct. Sometimes at the very end of the investigation she would contact me. But I did not get detailed progress reports on the investigation at all.

MS. ALITO: Were you given copies of the factual determinations made by the Attorney General's Office with regard to complaints?

MS. TAYLOR: I don't remember, to be honest with you. I may have received the final letter on one or two, but I don't remember.

MS. ALITO: And in your experience, that was the typical and required procedure: that an investigation was done, and there was a final letter of determination, and Civil Service was notified, and all of that, right?

MS. TAYLOR: That is correct.

MS. ALITO: And as far as you know that was done in the other matters that you referred to the Attorney General's Office.

MS. TAYLOR: Yes, that's correct.

MS. ALITO: Do you know whether Ms. Stipick or someone on her staff did, in fact, call Katherine and listen to her story, as indicated in your notes?

MS. TAYLOR: Based on the follow-up call that I received, I do not believe that the Attorney General's Office contacted Ms. Brennan.

MS. ALITO: Okay. Do you know whether Ms. Stipick spoke to Ms. Lieberman, as indicated in your March 22 notes?

MS. TAYLOR: I don't, but Ms. Lieberman called me back, so I assume that Ms. Stipick talked to Ms. Lieberman.

MS. ALITO: Okay. If we could go to the next page. And now we are at a few days later, March 27.

MS. TAYLOR: Yes. It says, "No want JS," Jodi Stipick, "to have to do it." I think I meant call Ms. Brennan.

MS. ALITO: Ms. Taylor, I'm so sorry, but now I'm having a hard time hearing you.

MS. TAYLOR: I'm sorry. It says, "No want JS to have to do it." I think what I meant by that was she did not want Jodi Stipick to advise Ms. Brennan of the findings of the AG's Office; either she would do it or I would do it. "State no have jurisdiction." Does not have jurisdiction. "The Campaign could hire someone to do the investigation. That's the better course or recommendation." And then ML is Melissa Lieberman. I think she was explaining to me that she was the AG's designee for EEO matters. And, "ML know him in Corzine days." I think she knew -- or I guess she knew Mr. Alvarez, possibly.

MS. ALITO: So did Melissa Lieberman tell you on March 27 that she did not want Jodi Stipick to have to call Ms. Brennan and tell her that her complaint wasn't going to be dealt with?

MS. TAYLOR: I think she said she would do it, or I would do it, or someone from our office would do it.

MS. ALITO: Did she tell you why she didn't want Jodi Stipick to do it?

MS. TAYLOR: She did not.

MS. ALITO: And you didn't ask her?

MS. TAYLOR: No.

MS. ALITO: Now, the second point here: "State has no jurisdiction." Is that something that Ms. Lieberman said to you?

MS. TAYLOR: Correct.

MS. ALITO: And did she explain to you why the State had no jurisdiction? Is that something that Ms. Lieberman said to you?

MS. TAYLOR: Correct.

MS. ALITO: And did she explain to you why the State had no jurisdiction?

MS. TAYLOR: She said because both -- because in April of 2017, neither Ms. Brennan nor Mr. Alvarez were State employees. That was one reason they didn't have jurisdiction. And the incident did not occur on State property so, again, the State did not have jurisdiction; or the State EEO policy was not being implicated because of the fact that the State did not have jurisdiction.

MS. ALITO: Did she explain that in any further detail to you?

MS. TAYLOR: We had a discussion about it, but the gist is what I'm testifying to you today.

MS. ALITO: Do you remember anything more about the conversation?

MS. TAYLOR: I think we had a discussion about whether or not the AG's Office could hire outside counsel, and I was told no.

MS. ALITO: Hire outside counsel to do what?

MS. TAYLOR: If the EEO policy wasn't investigating or we couldn't use the EEO policy, could they hire outside counsel to do-- Could the AG's Office hire outside counsel so that an investigation could be done, and she said no.

MS. ALITO: All right. Just so I'm clear, you asked Ms. Lieberman, "Can the Attorney General's Office go hire someone to investigate this very serious allegation now that you've said you don't have jurisdiction to deal with it," and Ms. Lieberman said, "No, you could not -- the Attorney General's Office could not."

MS. TAYLOR: That is what I remember, yes.

MS. ALITO: All right. And I assume that you didn't do any independent research over the -- about the question of whether the EEO policy would be applicable in this situation.

MS. TAYLOR: No, I took the legal advice that I had received from the AG's Office.

MS. ALITO: And so you didn't look into the question of whether the presence of the alleged assailant in the workplace could implicate the State's policy against a hostile work environment?

MS. TAYLOR: No. I mean, originally, we knew both employees were State employees, so we were trying to see if this was an avenue that Ms. Brennan-- Mr. Platkin and I were trying to see if this was an avenue that Ms. Brennan could use to try to have an investigation done. So we were looking at it from that angle, and we were told-- I mean, that's why we referred it to the Attorney General's Office, and then they told us they didn't have jurisdiction.

MS. ALITO: So you and Mr. Platkin discussed the question of whether the presence of Mr. Alvarez in the workplace could be considered to create a hostile work environment and thus implicate the State policy, correct?

MS. TAYLOR: No, I'm sorry. We didn't discuss-- I'm sorry, we did not discuss the hostile work environment aspect. We had just thought both people were State employees now, even though the event had occurred in April of 2017, so possibly the State policy could be implicated and then an EEO investigation could be done.

MS. ALITO: I see. And you didn't discuss in detail the way that that might -- hostile work environment might be implicated.

MS. TAYLOR: We did not address that at all.

MS. ALITO: You left that to Ms. Lieberman and Ms. Stipick in the Attorney General's Office.

MS. TAYLOR: Yes, I left it to the Attorney General's Office to make a determination on whether or not they had jurisdiction to look into and do an EEO investigation.

MS. ALITO: And then a couple of lines down in your notes it says, "ML, AG's designee for EEO matters." What was the significance of your writing that down, just information?

MS. TAYLOR: I think I was-- And that's where I-- You asked me earlier what was her relation to Ms. Stipick. I think that's where Melissa Lieberman said she was her boss and she-- So that's what that was about.

MS. ALITO: I see. And then under that, it says, "ML knew him in Corzine days." Knew who?

MS. TAYLOR: I think she said Mr. Alvarez.

MS. ALITO: So Ms. Lieberman was acquainted with Mr. Alvarez from the Corzine Administration.

MS. TAYLOR: I think she meant him. I don't remember the specifics of it, but I did not get the feeling that she knew him well or anything like that. Maybe she just knew his name.

MS. ALITO: Do you remember anything that she said about her knowledge of Mr. Alvarez or her relationship with Mr. Alvarez beyond what's written here.

MS. TAYLOR: I do not.

MS. ALITO: All right. Continuing with your notes: On March 28, it says you gave Matt--

MS. TAYLOR: "Update, waiting for answer as to calling women re no jurisdiction issue."

MS. ALITO: What did you say to Matt Platkin on March 28?

MS. TAYLOR: At that point there was no EEO investigation that was going to happen, so I told him that the State -- or I had been

informed that the State did not have jurisdiction, so there would be no EEO investigation.

MS. ALITO: What did Mr. Platkin say, if anything?

MS. TAYLOR: I think he was disappointed; I think we were both disappointed. I did pass on the information about the Campaign, but I don't remember our specific discussion on whether or not the Campaign could do an investigation.

MS. ALITO: So you're not sure whether you passed on the recommendation from the Attorney General's Office to let the Campaign investigate?

MS. TAYLOR: I think I did.

MS. ALITO: You did. What did you tell Mr. Platkin in that regard?

MS. TAYLOR: I think just the same thing that my notes say or what Melissa Lieberman had recommended, that maybe the Campaign could hire someone to do an investigation.

MS. ALITO: Do you know whether Mr. Platkin ever followed up on that recommendation?

MS. TAYLOR: I do not.

MS. ALITO: All right. And that's something that Melissa Lieberman said to you -- that the Attorney General's Office had determined was the better course and their recommendation, correct?

MS. TAYLOR: That is correct.

MS. ALITO: And you conveyed that to Mr. Platkin that the Attorney General's Office said the better course, and their recommendation, was for the Campaign to hire someone to do an investigation.

MS. TAYLOR: Correct.

MS. ALITO: All right. The next notes here are from -- dated April 24, and it says, "Call with Katie." And I take it that you spoke with Ms. Brennan on April 24. Is that right?

MS. TAYLOR: Correct. Just as an aside, on the left hand side I had a meeting with Matt, and he asked me to call Ms. Brennan. So then the top part of the notes are me preparing for the call with Ms. Brennan, just writing myself some notes so I knew what to go over with her on the call. And then the second half of the page is a summary of the discussion that I had with Ms. Brennan.

MS. ALITO: Okay. So you met with Mr. Platkin on April 24. Was that, again, an in-person meeting?

MS. TAYLOR: Yes.

MS. ALITO: And under that it says, "Text update to Matt."

MS. TAYLOR: Correct. That's the last page of my notes. So it's out of order a little bit. I think I went back afterward and just wrote on the same page that I had texted Matt an update after I spoke to Ms. Brennan.

MS. ALITO: Okay. And then in this top section you say, "Notes for call." And these are pretty legible, but could you explain what you planned to say to Ms. Brennan on each of these topics?

MS. TAYLOR: Sure. I'll be honest with you, I'm not sure what EO meant; maybe I meant to write EEO. And I had been calling her out of the blue, so I wanted her to know how I knew about this -- that, "Matt had told me after you informed him. I had spoken to the Attorney General's Office. This is the advice I had gotten. Because not State

employees, does not implicate policy. AG's Office doesn't have jurisdiction." And I was very sympathetic, or I wanted to be very sympathetic to her.

MS. ALITO: Did Mr. Platkin tell you why you were designated as the person to make this call?

MS. TAYLOR: No. I assume it's because I got the advice from the Attorney General's Office.

MS. ALITO: But it was the Attorney General's Office who made the decision that there was no jurisdiction, but yet you were the one who was asked to make the call and convey that to Ms. Brennan. Did anybody explain to you why that was done?

MS. TAYLOR: No; I mean, Ms. Lieberman had said to me she would call Ms. Brennan, and I think the prior note on March 28 was, "Waiting for answer as to call." And I think what I was waiting to hear back was, did Matt want me to call Ms. Brennan, or he would call Ms. Brennan, or the AG's Office would call Ms. Brennan; one of the three of us.

MS. ALITO: And that was never explained to you why the decision was made that you were the lucky person to make the call.

MS. TAYLOR: That is correct.

MS. ALITO: And it was Mr. Platkin who advised you that it was determined that you should make the call to Ms. Brennan?

MS. TAYLOR: Yes -- we made the decision together.

MS. ALITO: Do you know what happened between your conversation with Melissa Lieberman on March 27 and your being told, on April 24, a little less than a month later, to give Katie Brennan a call?

MS. TAYLOR: I do not know.

MS. ALITO: Because as of March 27, you're told by the AG's Office, "We've decided we don't have jurisdiction, EEO doesn't apply." And then a month goes by before you're asked to make the call. No one told you what happened during that month?

MS. TAYLOR: I did not discuss the issue at all with anyone.

MS. ALITO: All right. And then you connected with Ms. Brennan that same day, on April 24, right?

MS. TAYLOR: Yes.

MS. ALITO: And can you tell me, to the best that you can recall, exactly -- or as close as you could recall -- what you said to Ms. Brennan during that call?

MS. TAYLOR: I said that, "Matt Platkin had told me that you had met with him, and so as a result of that call, I have gone to the AG's Office and reported the complaint," and that we were trying to see if she could file a complaint under the EEO policy. However, we heard back from the AG's Office that the State did not have jurisdiction because she and Mr. Alvarez were not State employees and the incident didn't happen on State property. I did tell her that Matt Platkin takes these issues very seriously. She appreciated that. She seemed sad, and she said that -- I think that's in my notes on the next page -- but I think her comment was something to the effect of, she thought it was too bad that women do not have a recourse unless the event occurs at work.

MS. ALITO: And after that conversation, you reported to Mr. Platkin, correct?

MS. TAYLOR: I told Mr. Platkin, yes. I texted. I think I must have had to leave the office so I sent him a text.

MS. ALITO: Okay. And that's the text that's attached to your hand-written notes. Is that right?

MS. TAYLOR: Correct. I forwarded the text to my email, and then I printed it out and put it with my hand-written notes.

MS. ALITO: Now, are you aware of any-- Other than your very detailed notes, are you aware of any written record made of Ms. Brennan's complaint?

MS. TAYLOR: I am not.

MS. ALITO: And typically, normal procedure would be that the Attorney General's Office, upon receipt of the complaint, would make a written record, correct?

MS. TAYLOR: I think so, yes. Again, I'm not involved usually after I refer it to them. But I think I've seen one or two final letters that have been sent. So, yes, I think there usually is a written record.

MS. ALITO: And in this case, in so far as you're aware, that typical procedure of complaint intake, written record, determination, notice to the complainant was not followed -- in so far as you're aware.

MS. TAYLOR: That's my understanding, yes.

MS. ALITO: Now, when complaints come to you, and before you refer them to the Attorney General's Office, do you typically make a written record of the information given to you, or do you just forward it on to the Attorney General's Office and leave the rest to them?

MS. TAYLOR: In the prior administration, when we had a few complaints, the people would come to me, I would take notes of the complaint, and then I would contact the AG's Office and explain to them

my notes or read to them from my notes, as well as give them the contact information.

MS. ALITO: But you wouldn't start the process of official intake of the complaint in terms of filling out the forms, etc.

MS. TAYLOR: I do not do that, no.

MS. ALITO: Other than that call on April 24, did you have any additional conversations with Ms. Brennan?

MS. TAYLOR: Not directly with Ms. Brennan. The Governor did call Ms. Brennan, and I was asked to participate in that call after the press conference on October 14.

MS. ALITO: And you said you participated in that call.

MS. TAYLOR: I did.

MS. ALITO: Who else was-- It was the Governor calling Ms. Brennan?

MS. TAYLOR: It was the Governor, the First Lady, myself, Ms. Brennan, and her attorney.

MS. ALITO: And do you remember which attorney that, was at that time, for Ms. Brennan?

MS. TAYLOR: I don't think it's the current attorney; I think it was the prior attorney.

MS. ALITO: And what do you recall being said during that call?

MS. TAYLOR: Well, the Governor and First Lady both expressed their sympathy to Ms. Brennan.

MS. ALITO: And did you have a speaking role during that call?

MS. TAYLOR: I think Ms. Brennan asked what some of the follow-up steps would be. The Governor had gone through -- because that morning he had had the press conference that Mr. Verniero was going to do a report and Mamta Patel was going to do a review, as well as the Attorney General's Office was going to do a review. So those three pieces were repeated, and Ms. Brennan asked if she would get updates, and the Governor said that I would provide updates. And then following that, I did send Ms. Brennan's attorney an email with my contact information.

MS. ALITO: The Governor said you would send Ms. Brennan updates on what?

MS. TAYLOR: On those three pieces: the Attorney General's piece, the Division of EEO recommendations, and the Verniero Report.

MS. ALITO: And have you done that thus far? I know they're all ongoing.

MS. TAYLOR: I did try. I sent an email to her lawyer. I think I may have sent one or two emails to her lawyer, and I spoke to her lawyer. And then I think the new lawyer had said there would be no further communication with our office. But I don't remember the exact specifics. There was something that stopped the communication, but I don't remember what it was.

MS. ALITO: You believe that her lawyer may have said that she no longer wanted to communicate with your office?

MS. TAYLOR: Her new lawyer, I think, sent a letter saying that Ms. Brennan would not meet with the Governor. That's correct.

MS. ALITO: And did not want to receive updates or communications from you?

MS. TAYLOR: I don't know if that part was in there.

MS. ALITO: Was that your understanding or--

MS. TAYLOR: Yes.

MS. ALITO: --you thought that was the implication?

MS. TAYLOR: That was the implication, yes.

MS. ALITO: I have nothing further.

Thank you.

MS. TAYLOR: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, we're just going to have a quick two-minute break, and we'll be right back.

MS. TAYLOR: Okay; thank you.

**(Committee recesses)**

**(Committee reconvenes)**

ASSEMBLYWOMAN PINTOR MARIN: Okay. Now that we've had the two-minute relief for all of us, I think, in the room -- it's been a long day.

Mr. Critchley.

MR. CRITCHLEY: Thank you. Good afternoon, Ms. Taylor.

MS. TAYLOR: Good afternoon.

MR. CRITCHLEY: Ms. Taylor, could I just ask you to please go back to your notes? I just have a couple of follow-up questions to questions that were asked by Ms. Alito. Just let me know when you're there.

MS. TAYLOR: I'm here.

MR. CRITCHLEY: I'm referring to the page stamped 287 regarding your notes with Matt on 3/22/18. My first question is: How long was this meeting, if you recall?

MS. TAYLOR: I don't recall, but not very long. He just provided me with the information, and then I went back down to my office.

MR. CRITCHLEY: Okay. And I'm going to ask you to just keep your voice up.

MS. TAYLOR: Sorry.

MR. CRITCHLEY: Did Mr. Platkin ask you to come to his office?

MS. TAYLOR: He did.

MR. CRITCHLEY: Do you know approximately what time this was during the day?

MS. TAYLOR: The only reason I know is I understand there's an e-mail -- there was an e-mail exchange with Ms. Stipick, I think, from myself that we produced to her saying, "Do you have time for a quick call today?" And I think that's in the morning, so it was prior to that e-mail.

MR. CRITCHLEY: Who suggested that you call the Attorney General's Office -- or someone from the Attorney General's Office for some advice and guidance?

MS. TAYLOR: That was my common practice for all the other EEO complaints. Under the prior administration, I would always contact Ms. Stipick.

MR. CRITCHLEY: And in your notes you have on that "MP conflicted." Did Mr. Platkin indicate to you, as a result of him being conflicted, what he would do or not do regarding this matter?

MS. TAYLOR: On March 22 our main focus was me reporting the EEO -- or the facts to Ms. Stipick at the Attorney General's Office. He indicated he had a personal relationship with both or that he knew both of the people. But there was no-- I did not do an analysis at that point in time.

MR. CRITCHLEY: Did he tell you he was going to recuse himself?

MS. TAYLOR: I don't remember.

MR. CRITCHLEY: Was there an Alvarez file created as a result of this?

MS. TAYLOR: I'm sorry, was there a what file?

MR. CRITCHLEY: Alvarez file created within the office?

MS. TAYLOR: No, these are just my notes.

MR. CRITCHLEY: I gather that, but do you know if there was a central location where all the information regarding Al Alvarez would be kept?

MS. TAYLOR: I do not.

MR. CRITCHLEY: When you have complaints like this, as in the past, do you create a file about the person who is lodging the complaints?

MS. TAYLOR: For prior EEO matters, I take notes, just like I have here, and then I keep all of my notes.

MR. CRITCHLEY: I'm sorry?

MS. TAYLOR: I take notes, and then I keep all of my notes.

MR. CRITCHLEY: And is there a file created?

MS. TAYLOR: Yes. Not a separate file. I have a file for all EEO matters that all of them go into.

MR. CRITCHLEY: Is it a chron file where everything goes into one chron file regarding EEO matters, or is there a file for each separate complaint that you receive?

MS. TAYLOR: There's one file.

MR. CRITCHLEY: Just one file?

MS. TAYLOR: Correct.

MR. CRITCHLEY: Is there a policy implemented or suggested as to how you should, from an organizational standpoint/operational standpoint, how you should handle keeping a recordation of all these complaints -- I'm not saying all these -- whatever complaints you receive?

MS. TAYLOR: I try to keep very good notes, and I have a filing system where I keep all of my notes.

MR. CRITCHLEY: I'm not criticizing. I'm talking about anyone else who may have given information or have information about this matter. Is there a suggestion that a central file be created so that all information is centrally located?

MS. TAYLOR: I don't believe a central file was created on this.

MR. CRITCHLEY: Is a central file created on other matters where there is a sexual harassment allegation made?

MS. TAYLOR: Not that I know of.

MR. CRITCHLEY: And in all your time that you were either on the Murphy Administration or the prior administration, how many sexual complaints did you have involving rape allegations?

MS. TAYLOR: This is the only one.

MR. CRITCHLEY: This is probably the most serious allegation you had -- of a sexual complaint allegation.

MS. TAYLOR: Correct.

MR. CRITCHLEY: And I apologize if I asked this question, I don't mean to repeat. But did Mr. Platkin say he was recusing himself?

MS. TAYLOR: I don't remember.

MR. CRITCHLEY: Okay. Now, did Mr. Platkin tell you after March 26-- For example, on March 27, did Mr. Platkin tell you that the prior day he and Mr. Cammarano had met and decided that Mr. Alvarez was going to be leaving State government?

MS. TAYLOR: I was not told that, no.

MR. CRITCHLEY: And then on March 27, 2018, Melissa Lieberman is contacted.

MS. TAYLOR: Correct -- she contacted me.

MR. CRITCHLEY: That's what my question was. How did that come about that you had contact with Ms. Lieberman?

MS. TAYLOR: She called me back.

MR. CRITCHLEY: Okay. As a result of you seeking an opportunity to speak with her.

MS. TAYLOR: No, as a result, I think, of my contact with Jodi Stipick on March 22. She called me out of the blue I guess.

MR. CRITCHLEY: Oh, Melissa Lieberman did?

MS. TAYLOR: Correct.

MR. CRITCHLEY: She called you out of the blue. Did she tell you what conversations she had with Ms. Stipick about this?

MS. TAYLOR: She did not. I think she indicated she had spoken to Ms. Stipick, but not the specifics.

MR. CRITCHLEY: When you use the word -- in your prior page you said that Mr. Platkin was conflicted. Did he tell you he was conflicted or did you draw that opinion from what he said?

MS. TAYLOR: I don't remember.

MR. CRITCHLEY: Do you know if there is a recusal protocol in the Office?

MS. TAYLOR: There is.

MR. CRITCHLEY: And what is that recusal protocol, if you recall?

MS. TAYLOR: For example, if someone is currently working in the Governor's Office, and they are seeking a new job -- so they're going to go on an interview with another employer, I recuse that person as to any further involvement with the new employer while they're engaging in employment discussions.

MR. CRITCHLEY: What about when there's a conflict like this? There's a conflict because Mr. Platkin has a personal relationship with both the accused and the accuser.

MS. TAYLOR: I did not do the full ethics conflict analysis on this one, because pretty much it happened within two business days. The AG's Office called me back and said that there was no EEO investigation.

MR. CRITCHLEY: Irrespective of that -- even though there was no investigation, per se, Mr. Platkin still-- Whatever was going to go further, Mr. Platkin still had that conflict, because he had that personal relationship which you referred to -- not using that term -- referred to in the

March 22-- Existed thereafter also -- that personal relationship between the two of them. Is that a confusing question?

MS. TAYLOR: Yes.

MR. CRITCHLEY: Let me follow-up, because I got confused. (laughter) And that's not too difficult to do.

Mr. Platkin, in substance, tells you on March 22 he has a conflict -- personal relationship with them both, correct?

MS. TAYLOR: Yes.

MR. CRITCHLEY: And that conflict never ends, because he still has that personal relationship with both, whether it's in March, April, May, June, July, correct?

MS. TAYLOR: He would still have that personal relationship with both, correct.

MR. CRITCHLEY: Which is the basis for his conflict.

MS. TAYLOR: Correct, but I didn't do a full ethics analysis in terms of recusal at that point.

MR. CRITCHLEY: Forget about that. I'm not even asking a question about that. My question, so I can understand operationally, if there were to be a recusal protocol, what would Mr. Platkin have had to do?

MS. TAYLOR: Well, the two of us would have sat down; we would have talked about the recusal, and I would have gone to the ethics rules and determined whether or not an official recusal needed to be done for the EEO matter.

MR. CRITCHLEY: And irrespective -- suppose there was no EEO matter. Suppose there's a conflict situation; there's no EEO

investigation going on. Would you still have a sit down to discuss whether there should be a recusal based upon a conflict of interest?

MS. TAYLOR: There was no reason for a recusal, because there was no EEO matter.

MR. CRITCHLEY: But there are going to be decisions made in the future, for example.

MS. TAYLOR: I'll be honest, I wasn't aware of any decisions that were being made.

MR. CRITCHLEY: That's what I'm saying. I'm not suggesting it's you. I just want to have the operational understanding, because we're saying on March 22, 2018, Mr. Platkin is conflicted/recused, but there's no EEO matter. And that conflict that existed apparently didn't exist on March 26, because on March 26 he and Cammarano participated in a discussion -- and you don't know this -- and Mr. Platkin participates in the decision to remove Mr. Alvarez, the person he has the conflict with two days before.

I'm just saying that's the reason I'm asking these questions. I'm not suggesting you know anything. But that's why I'm asking these questions. And I'm saying, "Well, if there was a conflict on March 22, you would think that conflict would carry over to March 26, but yet he's still participating in the decision-making process of terminating Mr. Alvarez." Just a comment.

Now, Ms. Lieberman -- I understand she's the Chief of Staff to the Attorney General. Do you understand that?

MS. TAYLOR: Okay.

MR. CRITCHLEY: And, Counsel, am I correct?

MR. PORRINO: I'm not sure.

MR. CRITCHLEY: I believe she is. If she's not, she's counsel to the Attorney -- she's a high-ranking member of the Attorney General's Office.

Now, this high-ranking member of the Attorney General's Office, on her own, gives you a call to discuss this matter with you on March 27. And what this person from the Attorney General's Office -- makes a recommendation to you and says, "After discussing that there's no jurisdiction, the recommendation is that the better course" -- according to your notes -- "is that the Campaign could hire someone to do an investigation." That's what your notes say, correct?

MS. TAYLOR: Correct.

MR. CRITCHLEY: And how long did this conversation with Melissa Lieberman last on March 27?

MS. TAYLOR: I'm not great at judging time, but a few minutes. I mean, we discussed the issue for, I don't know, 5 or 10 minutes, or 10 or 15 minutes.

MR. CRITCHLEY: Who initiated the recommendation of investigation? Was it Ms. Lieberman during the conversation, or was it you to Ms. Lieberman?

MS. TAYLOR: I'm sorry, I don't understand the question.

MR. CRITCHLEY: Who initiated the concept of having the Campaign conduct an investigation about this matter?

MS. TAYLOR: Ms. Lieberman.

MR. CRITCHLEY: She did.

MS. TAYLOR: Yes.

MR. CRITCHLEY: Did she suggest to you how it should be done?

MS. TAYLOR: She did not. I may have said that I didn't know if the Campaign existed, because it was March and the Campaign had obviously been the prior year. But she had recommended that the Campaign could do the investigation.

MR. CRITCHLEY: So you have a high-ranking member of the Attorney General's Office recommending to you that the Campaign should conduct an investigation -- realizing it's just a recommendation. But considering the recommendation is coming from the Attorney General's Office -- and that's the same office that the Governor's Office sought guidance and information from -- did you communicate this recommendation to Mr. Platkin?

MS. TAYLOR: I did.

MR. CRITCHLEY: Now, did Ms. Lieberman tell you that when she made this recommendation -- that the Campaign conduct an investigation -- did she say she had discussed it with the Attorney General himself?

MS. TAYLOR: I don't remember.

MR. CRITCHLEY: Did she say that she had the authority of the Attorney General's Office to make the recommendation that the Campaign conduct an investigation on this matter?

MS. TAYLOR: She didn't use the words, "I have the authority to do this."

MR. CRITCHLEY: I'm sorry?

MS. TAYLOR: She didn't use those specific words, "I have the authority, or based on the authority of the Attorney General's Office," but she told me that was the Attorney General's Office's recommendation.

MR. CRITCHLEY: And Ms. Lieberman, at the time -- her background -- Chief of Staff. She's also Counsel to the AG. She worked in the State Comptroller's Office, and I understand she was the Appointment Counsel under former Governor Corzine. So when she made this recommendation -- you may not have known this -- she had a bundle of experience behind her.

MS. TAYLOR: I did not know her background, sorry.

MR. CRITCHLEY: That's fine.

I see Mr. Porrino looking at me, so I'm going easy.

Let me know-- Now, on March 28 you gave Matt an update the day after you received the recommendation from Ms. Lieberman, from the Attorney General's Office, that the Campaign hire someone to do an investigation. When you gave Matt an update, did you tell Matt Platkin that one of the highest-ranking members of the Attorney General's Office in the State of New Jersey recommended that the better course was that the Campaign hire someone to do an investigation as to this matter?

MS. TAYLOR: I didn't use all those words, but I had told me that the Attorney General's Office has told us about the no jurisdiction as to the EEO, and that the Campaign could hire someone to do the investigation -- or the recommendation was that the Campaign could hire someone to do the investigation.

MR. CRITCHLEY: When you were talking to Mr. Platkin about this matter, was he taking notes?

MS. TAYLOR: I don't remember if he was taking notes.

MR. CRITCHLEY: Did he have a pen in his hand?

MS. TAYLOR: I remember being in the office, but I don't remember that.

MR. CRITCHLEY: And if you don't, that's okay.

Now, when you told him -- meaning Mr. Platkin -- that the Campaign, as per the Attorney General's Office's recommendation -- that they hire someone to conduct an investigation, what was his reaction?

MS. TAYLOR: I don't remember specifically, but I think there was a discussion about the fact that maybe the Campaign didn't exist, or maybe I said I didn't even know if the Campaign still existed.

MR. CRITCHLEY: Okay. So you and he had a conversation. And as best you can recall, maybe this was said, and maybe that was said.

MS. TAYLOR: Correct.

MR. CRITCHLEY: Now, besides Mr. Platkin, did you tell anyone else in the Governor's Office that the Attorney General's Office made a recommendation that the better course would be for the Campaign to conduct an investigation?

MS. TAYLOR: No. The only people I ever spoke to about this matter were Jodi Stipick, Melissa Lieberman, and Matt Platkin.

MR. CRITCHLEY: Fair enough. And how long was the discussion between yourself and Mr. Platkin over that one point about the Campaign conducting an investigation as recommended by the Attorney General's Office?

MS. TAYLOR: Again, the entire meeting was probably 5 or 10 minutes, or 10 or 15 minutes.

MR. CRITCHLEY: Did Mr. Platkin tell you, as a follow-up, either then or -- that the recommendation that was made by the Attorney General's Office -- "We are not going to follow."

MS. TAYLOR: He did not.

MR. CRITCHLEY: Did you ever have any other conversations with Mr. Platkin about whether the Campaign should conduct an investigation after this discussion March 28?

MS. TAYLOR: I don't believe about the Campaign, no.

MR. CRITCHLEY: Was the name Jonathan Berkon ever mentioned during your discussion with Mr. Platkin regarding the Attorney General's Office's recommendation that the Campaign conduct an investigation?

MS. TAYLOR: No.

MR. CRITCHLEY: And you were asked a question by Ms. Alito -- and I'm not going to ask any follow-up -- on March 28 you said, "Gave Matt an update--" and I'm now referring to 288 -- "Waiting for answers as to calling woman."

MS. TAYLOR: I shouldn't have used woman, I should have used Ms. Brennan.

MR. CRITCHLEY: I'm sorry?

MS. TAYLOR: I should have used the word Ms. Brennan instead of woman.

MR. CRITCHLEY: That's not it.

Now, what questions were there about calling Ms. Brennan that you were awaiting answers for?

MS. TAYLOR: I was just waiting for Matt to tell me whether I was to call Ms. Brennan back, or Ms. Lieberman was to call Ms. Brennan back, or I guess if he was going to call her back.

MR. CRITCHLEY: Did you expect someone to get back to you to say, "Okay, we contacted Ms. Brennan. Either Pete contacted Ms. Brennan, or Ms. Lieberman contacted Ms. Brennan, or that you should contact Ms. Brennan."

MS. TAYLOR: Yes, I expected Mr. Platkin to tell me who was going to contact Ms. Brennan with the Attorney General's determination.

MR. CRITCHLEY: But he never did until April 24, correct?

MS. TAYLOR: That is correct.

MR. CRITCHLEY: Did you make any inquiries in between March 28, 2018 and April 24, and say, "Matt, I'm waiting for those answers whether I should call Katie Brennan."

MS. TAYLOR: I did not.

MR. CRITCHLEY: Did he ever tell you, "I have to get back to you, Ms. Taylor. I have to get back to you. I'll get back to you about what you should do with Ms. Brennan."

MS. TAYLOR: No, the next time I heard about it was on April 24.

MR. CRITCHLEY: Okay. Now, did you know -- and you may not have known -- that on April 24-- Now, as is usual, I can't find what I'm looking for -- April 24, at around 8:30 a.m. -- and I'm not suggesting you know this, I'm just putting it in context for the record. I'm going to have the text between Ms. Brennan and Matt Platkin-- Isn't that-- Oh, I have it right here; found it. For the record, I'm referring to Brennan 0004 --

Counsel, I'll give you a copy of it, but just one little blurb. I don't know if you even have it. It's from Ms. Brennan to Matt Platkin. It's Tuesday, April 24, at 8:30 a.m., and it's Ms. Brennan. "Good morning! FYI, in regard to our previous conversation in JC, no one has reached out to me as of yet." Did Mr. Platkin tell you, on April 24, when he asked you to call Ms. Brennan, that he had been texted by Ms. Brennan basically complaining that no one contacted her in over--

MS. TAYLOR: I don't believe so.

MR. CRITCHLEY: Okay. Now, if this text came to Mr. Platkin at 8:31 a.m. on April 24, do you recall what time you were contacted that same day by Mr. Platkin to come talk to him?

MS. TAYLOR: I don't remember the time, no.

MR. CRITCHLEY: Now, on April 24 your notes say, "Meeting with Matt, April 24/Katie Brennan." If you recall, did Mr. Platkin contact you to come to his office?

MS. TAYLOR: Yes. It says, "Meeting with Matt," so that meant I went to his office.

MR. CRITCHLEY: And do you recall how long this conversation with Mr. Platkin lasted?

MS. TAYLOR: I do not recall.

MR. CRITCHLEY: Now, during this conversation with Mr. Platkin on April 24 -- this is before you call -- I guess you and he -- my words, if you don't accept those, that's fine. Did you discuss talking points as to what you were going to say to Ms. Brennan?

MS. TAYLOR: We did not. I wrote my own talking points, but I did not discuss any of those talking points with Mr. Platkin.

MR. CRITCHLEY: Did you ask him, Mr. Platkin, "What's going on? Why now, after almost a month, are you calling me in to call Katie Brennan? What's going on? Is there anything I should know about, because I'm the Ethics Officer? Any events that took place I should be aware of?"

MS. TAYLOR: I don't remember him telling me that he had received a text from Ms. Brennan. He just said, "You should call her back and explain the findings."

MR. CRITCHLEY: And you're right, my poor choice of words. But since almost a month had gone by, did you ask him, "Hey, Matt, what's all of a sudden now -- why are you calling me to come to a meeting to call Katie Brennan up? No one contacted me for a month." Did you ask him that?

MS. TAYLOR: I did not.

MR. CRITCHLEY: Were you wondering maybe something had occurred in the meantime that all of a sudden, out of the blue, Mr. Platkin calls you up and says, "I want to come and talk to you" -- or he wants you to come and talk to him?

MS. TAYLOR: To be honest, I don't remember.

MR. CRITCHLEY: Okay. Now, if you go to your text to Mr. Platkin -- and this is a text -- and, for the record, it's G290.

Let me know when you get to it, Counsel, and I'll ask some questions.

MR. PORRINO: We've got it.

MR. CRITCHLEY: Okay. Now, you contacted Ms. Taylor (sic) on April 24, and you had this meeting with Matt Platkin.

Before you called Matt Platkin up-- Strike that.

Before you called Katie Brennan up, did Mr. Platkin tell you, “By the way, Ms. Taylor, tell Katie Brennan some important news that I and Pete Cammarano got together and we told Mr. Alvarez he’s fired”?

MS. TAYLOR: I was not told that information at all.

MR. CRITCHLEY: And as a matter of fact, he didn’t tell you, “Not only is he fired, we fired him like four weeks ago”? They didn’t tell you that?

MS. TAYLOR: He did not.

MR. CRITCHLEY: Are you surprised to find out that as of April 24, 2018, Mr. Platkin and Mr. Cammarano had fired Mr. Alvarez?

MS. TAYLOR: I don’t think I found out about that until October of this year.

MR. CRITCHLEY: As the Ethics Officer assigned to this matter -- and you’re still assigned -- do you think that’s something you should have been told?

MS. TAYLOR: As the Ethics Officer, it’s not really my role to deal with hiring and firing. So I believe it may have been their responsibility, but it was not under my purview.

MR. CRITCHLEY: I’m not saying it’s your responsibility to find out, but is it their responsibility to tell you, because you are the recipient of all “relevant material information;” and the fact that the person who has been accused of raping a high-ranking official has been terminated four weeks before you called Katie Brennan to give her an update on what’s going on.

MS. TAYLOR: Can you repeat the question one more time, please?

MR. CRITCHLEY: Did you find it unusual-- Let me just-- I'll withdraw the question.

Let's go through what you said. "I spoke to Katie." And the purpose, I assume, in speaking to Katie -- and if my assumption is wrong -- the purpose of speaking to Katie is to keep her abreast of what's going on, correct?

MS. TAYLOR: To inform her about the decision regarding the EEO policy and the determination by the AG's Office.

MR. CRITCHLEY: Okay. And I know this is unfair to ask you, but in terms of context, had you known that Mr. Alvarez had been terminated by Mr. Platkin and Mr. Cammarano four weeks before, I would assume that is something you would have told her on April 24, correct? If you knew; if you knew.

MS. TAYLOR: I think if I knew I would have told her, yes.

MR. CRITCHLEY: And then it says, "I spoke to Katie. She was disappointed that the AG's Office did not have jurisdiction, but she understands the reasoning." So now Ms. Brennan is, "Oh, my God" -- my words, not yours -- "My God." Now she's informed that the AG's Office said no jurisdiction. And she's upset over that, correct?

MS. TAYLOR: Correct. She was sad.

MR. CRITCHLEY: And had she known or been told that not only has action been taken, but Al Alvarez has been terminated, that would have been something that you would have liked to have told her, I assume; correct?

MS. TAYLOR: If I had been told the information, I would have passed it on to Ms. Brennan.

MR. CRITCHLEY: Do you know why -- my words, not yours; and reject this in a heartbeat. Do you know why there was a zone of silence about letting you know that Mr. Alvarez had been terminated?

MS. TAYLOR: I have no idea.

MR. CRITCHLEY: Now, it also says, "She thought it was too bad that women do not have recourse unless the event occurs at work." And that's, again, unfair to you because you're not involved-- But, in effect, there was recourse. She spoke to Matt Platkin on March 20; and on March 26, supposedly, Al Alvarez had been terminated, but she had not been told that.

"She did not indicate that she was going to the press." I find that an interesting sentence, because if the whole purpose is to just keep her abreast of what's going on and telling her the EEO or the AG's Office has no jurisdiction, why interject this concern about whether she's going to the press? Did Matt Platkin ask you to find out whether she was going to the press?

MS. TAYLOR: I believe Matt Platkin asked the question whether -- what he thought her next steps would be or whether she would go to the press, yes.

MR. CRITCHLEY: When did he ask you whether she was going to go to the press?

MS. TAYLOR: Most likely during my meeting on April 24 with him, prior to my call to Ms. Brennan.

MR. CRITCHLEY: You have to speak up.

So he asked you, in effect, on March (sic) 24 -- and please, my words, not yours--

MS. TAYLOR: April.

MR. CRITCHLEY: --April 24, to inquire whether she's going to go to the press.

MS. TAYLOR: Yes, I would not have put that in my text unless he had asked me the question.

MR. CRITCHLEY: Did you ask him, "Matt, why are we so concerned about whether she goes to the press?"

MS. TAYLOR: I did not.

MR. CRITCHLEY: And did he tell you why he wanted to find out whether she was going to the press?

MS. TAYLOR: He did not.

MR. CRITCHLEY: So it says, "She did not indicate that she was going to the press. Instead, she just seemed sad about the issue, and I tried to be very sympathetic." Understandable. "I told her that you took these issues very seriously and she appreciated your interest."

Not you, not you, this is not you, Ms. Taylor. But it seems, by omission here-- You know, a statement could be incorrect either by a misstatement or omission. This is not you, because you don't know; you don't have the information. But a material omission in this statement -- in this information as conveyed to her--

Let me just repeat that back. You are the messenger. Basically, the message was given to you by Matt Platkin. But one of the points in the message that should have been given to her, to alleviate her concern and reduce her angst and her sorrow, was that, yes, action had been taken and

Al Alvarez has been fired. As a matter of fact, he might have been gone as of that day, because he was fired, but we don't know when and where he's going, how he's going.

And I just -- and this is not of you -- I just find it surprising that you are the Ethics Officer and they did not convey that information to you. Because I know had you been told that information, there's no doubt in my mind you would have told her, because that's kind of critical and kind of important. And it's really unfair to Ms. Brennan that if that, in fact, occurred, she was not told.

With that, Ms. Taylor, thank you very much, because Mr. Porrino is looking at me. And I'm not going to do anything.

MR. PORRINO: Thank you, sir.

MS. TAYLOR: Thank you.

MR. HAYDEN: Good afternoon.

MS. TAYLOR: Good afternoon.

MR. HAYDEN: Thank you for appearing here. I promise I will try to streamline. I'm going to go over a little bit of the issues raised by the other Counsel, but I will try to focus on the issue.

I note from your background that you were in private practice for a number of years, and you also have some experience with law enforcement.

MS. TAYLOR: I was a DAG in the Corrections Bureau for about 18 months.

MR. HAYDEN: For about 18 months.

MS. TAYLOR: Yes.

MR. HAYDEN: So when Mr. Platkin first discussed this matter with you on March 22, you were aware that not only was it a serious matter, it was a crime -- the allegation.

MS. TAYLOR: A sexual assault was a crime.

MR. HAYDEN: Yes, it was a crime.

MS. TAYLOR: Yes.

MR. HAYDEN: And as a matter of fact, it could have been, if there was coercion involved, as much as a first degree crime, because it was rape.

MS. TAYLOR: I'm sorry.

MR. HAYDEN: Were you aware of that?

MS. TAYLOR: I don't understand the question.

MR. HAYDEN: When you were first discussing the allegation, were you aware of the fact that sexual assault is a crime, and could have been a first degree crime if there was coercion involved?

MS. TAYLOR: I was involved in corruption. I had no involvement at all with the crime of sexual assault. And I was, in my private practice, 17 years as a civil litigator. So, no, I have no experience in terms of what defines the crime of sexual assault. I'm sorry.

MR. HAYDEN: Were you aware of the difference between a third degree crime, a second degree crime, and a first degree crime?

MS. TAYLOR: In regard to official misconduct, yes.

MR. HAYDEN: And you were aware of the penalties.

When Mr. Platkin advised you of what happened, was it one day after he -- one or two days after he was informed by Katie Brennan?

MS. TAYLOR: I think he met with her the night before, and then he called me into his office the next morning.

MR. HAYDEN: And was Mr. Platkin calling you into his office and advising you as to what happened-- Was that consistent with the protocol of how to handle a matter such as this?

MS. TAYLOR: Yes. People report EEO matters to me, and then I immediately report them to the Attorney General's Office.

MR. HAYDEN: And was the manner in which you then proceeded, after talking to Mr. Platkin -- reaching out for the Attorney General's Office -- was that also consistent with the protocol which was followed in terms of your experience?

MS. TAYLOR: Yes, this was the same exact protocol that I've followed as I did under the prior administration.

MR. HAYDEN: Now, in terms of the language in your notes for the 22nd, which say MP conflicted, personal relationship with both, did you ask him if he was conflicted? Did he tell you he was conflicted? How did that topic come up in the interview?

MS. TAYLOR: I remember him saying personal relationship with both. I don't remember the "MP conflicted" -- why I wrote that down. I don't know if that was my interpretation or he said those words. But he did say he had a personal relationship with both.

MR. HAYDEN: And did that indicate to you that he might envision a possible legal or ethical problem about getting involved in the decision making, at least as between both?

MS. TAYLOR: That only indicated that there may be a possible conflict with regard to the EEO matter. But at that point in time I

did not do the full ethics investigation, because my focus at that point was just on reporting it to the Attorney General's Office.

MR. HAYDEN: But in terms of what the interest is -- in terms of what his state of mind was, in terms of mentioning the conflict-- Did he suggest that that was a concern of his -- the fact that he knew both and he might have a conflict?

MS. TAYLOR: Yes.

MR. HAYDEN: Did he indicate to you the first time he was aware of the sexual assault allegation? Was it the night before, or had he known it at an earlier time?

MS. TAYLOR: I believe he told me the first time he heard of this from Ms. Brennan was on March 21, the night before.

MR. HAYDEN: Now, later on that day, according to your notes, you spoke to somebody from the Attorney General's Office, Jodi Stipick, and there was a reference to, "Call Katherine and listen to her story." Was that your suggestion for what she should do? Was it her suggestion as to what she intended to do? What is the meaning again of that language?

MS. TAYLOR: My understanding was Ms. Stipick would reach out to Ms. Brennan and listen to the facts of the case or the matter.

MR. HAYDEN: And I believe you indicated, with the questions from prior Counsel, that it is now your belief that the follow-through was never made in terms of asking Ms. Brennan about the substance of her allegation.

MS. TAYLOR: Correct, because the Attorney General's Office told me they didn't have jurisdiction over the matter.

MR. HAYDEN: And the Attorney General's Office got back to you in about four days?

MS. TAYLOR: Yes, I think the 22nd was a Thursday and the 27th was a Tuesday, so like in two business days they got back to me.

MR. HAYDEN: And the follow-up call was Melissa Lieberman, who is the superior to Jodi.

MS. TAYLOR: Yes.

MR. HAYDEN: And the decision as to no jurisdiction -- that was conveyed to you orally. Was it ever reduced to writing?

MS. TAYLOR: No, I only received it orally from Ms. Lieberman.

MR. HAYDEN: And, again, would that be consistent with the normal protocols; that there would not somewhere just be a written termination that, "We've made the decision that we do not have jurisdiction?"

MS. TAYLOR: I have had many interactions with the Attorney General's Office over the past four years, and I have received advice back from the Attorney General's Office by phone or orally, and it's not always put in writing.

MR. HAYDEN: It's not always put in writing. But sometimes is there not a writing to confirm the oral decision that was made?

MS. TAYLOR: Correct, sometimes it is put in writing.

MR. HAYDEN: And as a matter of fact, sometimes there might be a writing confirming the conversation or the decision, and perhaps outline the basis of the decision of no jurisdiction.

MS. TAYLOR: That's correct.

MR. HAYDEN: But for whatever reason, that was not done here.

MS. TAYLOR: I did not receive it in writing; I only received it orally from Ms. Lieberman.

MR. HAYDEN: Now, you made the note that you also have been asked question about-- "Campaign could have someone do an investigation the better course." And the one thing that jumped out at me, ma'am is, investigation as to what?

MS. TAYLOR: Well, my understanding was that the Prosecutor's Office had looked into this matter and decided not to prosecute, so this was another, I guess, way to have it investigated.

MR. HAYDEN: Investigated as to the truth of the allegation? Investigation as to potential workplace or employment issues? I'm not trying to be cute. The investigation as to what?

MS. TAYLOR: I don't know, to be honest with you, specifically what I meant by investigation right there in my notes.

MR. HAYDEN: Was the suggestion that, "Well, the Campaign can always do an investigation" -- and you told us that nobody was happy in terms of this conclusion -- kind of some suggestion, ultimately, to give to Mr. Platkin as to something to do?

MS. TAYLOR: I believe that's correct.

MR. HAYDEN: To your knowledge, were there ever any discussions between you and the Attorney General's Office of somebody calling the Hudson County Prosecutor's Office and inquiring exactly what was in their file and what they knew about these allegations?

MS. TAYLOR: I did not discuss that with Ms. Lieberman.

MR. HAYDEN: Did Ms. Lieberman seem to think it was an important alternative that one route to go was the Campaign investigation route?

MS. TAYLOR: I'm not sure if she thought it was important, but she gave that as an alternative.

MR. HAYDEN: As a matter of fact, the way it turned out, it was the only alternative given the jurisdictional decision. Is that so?

MS. TAYLOR: Yes, I mean, we did ask if the Attorney General's Office could hire outside counsel, and she told me no. So this appeared to be the only alternative, I guess.

MR. HAYDEN: Mr. Critchley asked you questions about other documents outside of your direct knowledge, and discussions having been made with Mr. Alvarez about separating himself from employment and leaving employment.

If Mr. Alvarez had separated himself from employment, and there was a basis for jurisdiction-- Would any investigation or complaint go forward if Mr. Alvarez had been gone? Is that question understandable?

MS. TAYLOR: No, I'm sorry.

MR. HAYDEN: In other words, if Mr. Alvarez-- If an investigation started or an inquiry started, and then the subject of the inquiry decided to leave government, would the investigation be closed or would it continue?

MS. TAYLOR: I believe it would continue. In a prior matter, under the prior administration, one of the employees left and the matter continued.

MR. HAYDEN: Sometimes that's the saying with judicial investigation, attorney investigations. Somebody may not be able to stop it just by leaving.

Now, when you had the follow-up conversation with Mr. Platkin after you spoke to Melissa, was it in person or was it over the phone?

MS. TAYLOR: I believe it was in person.

MR. HAYDEN: And could you be kind enough to tell us again what you said to him about the better course and the recommendation of Ms. Lieberman.

MS. TAYLOR: I think the focus of the meeting was about the State not having jurisdiction, for the two reasons that I've discussed before. And I think I just said that Melissa Lieberman suggested that the Campaign could hire someone to do the investigation. I believe I may have said I wasn't even sure the Campaign still existed. But I don't remember the specifics of that.

MR. HAYDEN: And when you said that to Mr. Platkin, did he express any opinion as to the viability of that alternative?

MS. TAYLOR: I don't remember.

MR. HAYDEN: You don't remember what, if anything, he said?

MS. TAYLOR: Not in response to my comment about the Campaign not being in existence.

MR. HAYDEN: Do you know why it was that you or somebody -- or Mr. Platkin did not reach out to Ms. Brennan between

March 27 and April 24 to give her the information as to the decision of the Attorney General's Office?

MS. TAYLOR: I do not. I was waiting to hear back from Mr. Platkin.

MR. HAYDEN: Certainly from the point of view of Ms. Brennan, she probably would have wanted to know as quickly as possible what the decision was and whether or not there was a viable claim, because emotionally it was just hanging over her. That would be correct?

MS. TAYLOR: I can't say what Ms. Brennan thought, but I could understand that she would want to find out as soon as possible.

MR. HAYDEN: Then you have the conversation with Ms. Brennan over the phone. You told us about the notes you made in preparation for calling her up. It's something you do when you have some information to report. You want to make sure you're a little bit organized.

MS. TAYLOR: Correct.

MR. HAYDEN: And you indicated the notes were your talking points, so to speak, so that you could be as professional and sympathetic as possible.

MS. TAYLOR: Correct.

MR. HAYDEN: And then you relayed back to Mr. Platkin, in the e-mail that Mr. Critchley read out loud, exactly what happened in the conversation with Katie Brennan.

MS. TAYLOR: Correct.

MR. HAYDEN: That's 290. "Spoke to Katie. She was disappointed that the AG's Office did not have jurisdiction, but she understood the reason." And I take it you went through jurisdiction --

legally what it meant and the logic of why it is -- that in terms of what you were told, something that happened before somebody was a State employee would not necessarily be covered by the Attorney General's Office.

MS. TAYLOR: Correct.

MR. HAYDEN: How long was this conversation by the way, ma'am?

MS. TAYLOR: Again, I apologize, I'm not great at estimating time, but probably 5 or 10 minutes.

MR. HAYDEN: And she indicated to you it was too bad women do not have recourse unless the event occurs at work. I take it that you agreed with that concept.

MS. TAYLOR: I understood what her comment meant, yes.

MR. HAYDEN: The line, "She did not indicate that she was going to the press--" Were there prior conversations or a prior conversation with you and Mr. Platkin as to whether or not Ms. Brennan might be thinking of going to the press?

MS. TAYLOR: Mr. Platkin had asked me earlier in the day whether he (sic) thought Ms. Brennan was going to go to the press. So that was what I was responding to.

MR. HAYDEN: I take it you didn't raise the press; it was just something that wasn't mentioned.

MS. TAYLOR: Correct.

MR. HAYDEN: She seemed sad about the issue, and you tried to be sympathetic. And I take it her being sad was kind of her affect on the phone.

MS. TAYLOR: That is correct.

MR. HAYDEN: "I told her that you take these issues very seriously, and she appreciated your interest." I take it when you said that to Ms. Brennan, it was a true statement.

MS. TAYLOR: Yes. She thanked -- I think she even said something like, "Please thank Matt."

MR. HAYDEN: And was that your last involvement in connection with Ms. Brennan?

MS. TAYLOR: Other than the call with the Governor on October 15, yes.

MR. HAYDEN: And when the-- When did you first hear that the Wall Street Journal was making inquiries into Ms. Brennan's situation?

MS. TAYLOR: I believe on October 2.

MR. HAYDEN: And how did you hear that?

MS. TAYLOR: I think our communications person told me, but I'm not sure specifically.

MR. HAYDEN: Whose communications person, the Governor's?

MS. TAYLOR: Yes, the Office of the Governor's.

MR. HAYDEN: The Office of the Governor's communications person. And your first involvement was to be part of a conference call, I guess, or a call with Ms. Brennan, the Governor, and Mrs. Murphy. Was there anybody else on the line?

MR. PORRINO: I'm sorry, Mr. Hayden, could you repeat the question?

MR. HAYDEN: I said was your first involvement with the Governor to be part of the call that was had with Ms. Brennan?

MS. TAYLOR: I'm sorry, my first involvement in?

MR. HAYDEN: Your first involvement with the Governor in connection with this matter. Was that on the phone call that was had with Ms. Brennan?

MS. TAYLOR: Yes.

MR. HAYDEN: And do you know what your role was in that phone call?

MS. TAYLOR: I do not.

MR. HAYDEN: And were you also present in a meeting that subsequently took place with Ms. Brennan, Governor Murphy, and Mrs. Murphy?

MS. TAYLOR: There was a meeting that was set up, but the meeting never took place.

MR. HAYDEN: The meeting never took place. So there was a phone call, and a meeting was scheduled which never took place.

MS. TAYLOR: Correct. Ms. Brennan's attorney said that she didn't want to meet with the Governor.

MR. HAYDEN: And there was also testimony, I believe, in connection with the SDA that after Mr. Alvarez gave his resignation, you went over to the SDA and there were meetings with employees.

MS. TAYLOR: I was asked to go over to the SDA sometime in middle or late October to find out about the raise that Mr. Alvarez had received.

MR. HAYDEN: Do you have any recollection -- and people's recollection could differ -- as to whether or not, on the day that Mr. Alvarez resigned -- you were over meeting with employees of the SDA?

MS. TAYLOR: No. the only two employees I met with at the SDA were Ms. Delgado-Polanco, and then Andrew Yosha. I thought it was in the middle of October.

MR. HAYDEN: It was the middle of October.

MS. TAYLOR: Middle or late October, and it was just the two of them.

MR. HAYDEN: And to your best recollection, it was not on the day that he resigned, October 2?

MS. TAYLOR: No, definitely not.

MR. HAYDEN: That's all I have. Thank you.

MS. TAYLOR: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, I just have a few questions.

MS. TAYLOR: Could we take a break?

ASSEMBLYWOMAN PINTOR MARIN: Sure.

Ms. Taylor, a few minutes would suffice? (affirmative response)

**(Committee recesses)**

**(Committee reconvenes)**

ASSEMBLYWOMAN PINTOR MARIN: Thank you, Ms. Taylor.

MS. TAYLOR: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, I just have a very few follow-up questions with regard to where Mr. Hayden left off.

On Tuesday, we had the Executive Director of the SDA. And within her testimony, to our recollection, she stated that within a few days of Mr. Alvarez resigning, you went over to the SDA to talk to some employees. Does that not jog your recollection?

MS. TAYLOR: That was not me. I did go to the SDA, but I only went to the SDA to talk to Lizette and Andrew about the raise issue.

ASSEMBLYWOMAN PINTOR MARIN: Why was it that you went over there to talk about the increase?

MS. TAYLOR: Because no one in our office knew about it, and they asked me to go over there and find out who had given the authority or who had made the determination to give the raise.

ASSEMBLYWOMAN PINTOR MARIN: So was there anyone in particular from your Office who asked you to go over there?

MS. TAYLOR: Mr. Platkin.

ASSEMBLYWOMAN PINTOR MARIN: And when you went over to speak to Ms. Delgado-Polanco with regard to the raises, did you then talk to Mr. Platkin as to what had happen?

MS. TAYLOR: I did report to him after the meeting, yes.

ASSEMBLYWOMAN PINTOR MARIN: And what was his response?

MS. TAYLOR: Well, my finding was that no one in our office had authorized the raise. The raise had been done by Ms. Delgado-Polanco. She had additional money in the SDA account, and I guess they had not gotten raises for seven years, so she had done the raise on her own. So I just reported that to Mr. Platkin. And I don't believe he had any response to it necessarily.

ASSEMBLYWOMAN PINTOR MARIN: Is that a normal thing that you and your Office does? If there is a division that gives out raises, you go and speak to the division Director or the Commissioner?

MS. TAYLOR: I had never done that before.

ASSEMBLYWOMAN PINTOR MARIN: So under the-- You worked under the prior administration, correct?

MS. TAYLOR: Correct.

ASSEMBLYWOMAN PINTOR MARIN: So at no point in time under the employment that you -- or in your position have you ever gone over to speak to anyone with regard to increases that staff had received?

MS. TAYLOR: The Appointment or the Authorities people in our office usually handle that. But in this case, I was asked to just go over and find out about this specific one. But in the prior Administration, no, I was not involved in that either.

ASSEMBLYWOMAN PINTOR MARIN: Were you a little concerned? Did you tell Mr. Platkin that that's not really something you've done in the past or have ever done?

MS. TAYLOR: He just wasn't concerned. He just asked me if I would go over and find out information about how the raise was effectuated, so I did.

ASSEMBLYWOMAN PINTOR MARIN: At that point in time, when Mr. Platkin had asked you to go over to the SDA for further inquiry, did you express any concern to him, being that you knew the situation with Mr. Alvarez?

MS. TAYLOR: I'm sorry, I don't understand the question.

ASSEMBLYWOMAN PINTOR MARIN: So at the time Mr. Platkin asked you to go over there to inquire about the raises, did you, at any point, express any concern to Mr. Platkin that this could have been the result of -- that this was concerning to you, being that you knew that Mr. Alvarez was the Deputy Chief of Staff and you had the background as to an allegation that had occurred?

MS. TAYLOR: Again, I apologize.

ASSEMBLYWOMAN PINTOR MARIN: When Mr. Platkin asked you, "Ms. Taylor, can you go over there and at least just find out why it is that SDA received these increases--"

MS. TAYLOR: It was just Mr. Alvarez's increase.

ASSEMBLYWOMAN PINTOR MARIN: So just based on this-- So at that moment in time, did you express any concern that you had because you knew previously of the allegations that Mr. Alvarez had had?

MS. TAYLOR: I was surprised that he had gotten a raise, yes.

ASSEMBLYWOMAN PINTOR MARIN: Did you express concern to Mr. Platkin?

MS. TAYLOR: I think I just told him that I was surprised that he had gotten a raise.

ASSEMBLYWOMAN PINTOR MARIN: Were you even surprised that he was still at SDA or employed by the State, or no?

MS. TAYLOR: See, this was two weeks after. I mean, I don't think I went over there until, like, the third week in October, so this was after he had already left.

ASSEMBLYWOMAN PINTOR MARIN: I understand. But were you surprised to even know that he was still at SDA until October?

MS. TAYLOR: I found out he resigned on October 2.

MR. PORRINO: Assemblywoman, could you repeat the question? Would you mind?

ASSEMBLYWOMAN PINTOR MARIN: Ms. Taylor, were you surprised to hear that Mr. Alvarez was still there and that he had received that amount of money as a raise?

MS. TAYLOR: I was surprised that he had received that amount of money as a raise, yes. I did not know until he resigned on October 2 that he was still there.

ASSEMBLYWOMAN PINTOR MARIN: So you did something that was a little bit out of your purview or typical of you doing under your job.

MS. TAYLOR: That is correct.

ASSEMBLYWOMAN PINTOR MARIN: Were you concerned on that end at all as to why it was that you were chosen to go and ask these questions about Mr. Alvarez?

MS. TAYLOR: I wasn't concerned. They just asked me to go find out who made the decision to give Mr. Alvarez a raise. So I went over to the SDA, I had a short meeting with Ms. Delgado-Polanco and Mr. Yosha, and then I returned back to the Office.

ASSEMBLYWOMAN PINTOR MARIN: And so aside from Mr. Yosha, you've never addressed or spoke to any of the employees at all about Mr. Alvarez's resignation?

MS. TAYLOR: No, I have never spoken to them either than those two on that day.

ASSEMBLYWOMAN PINTOR MARIN: Were you concerned when -- and I don't want to refer to the notes, because I think we've talked about this enough -- but just-- Were you concerned when Mr. Platkin told you that he knew both parties, because obviously before coming into the Administration, Mr. Platkin was involved in the political side, on the campaigning side? Were you a little bit concerned that there might be an ethical problem there or no?

MS. TAYLOR: Well, at the point, on March 22, that wasn't my focus, I'll be honest with you. My focus really was going to the AG's Office. And then two business days later they told me that there was going to be no EEO investigation. So, like, at that point there was no issue of a recusal.

ASSEMBLYWOMAN PINTOR MARIN: I'm asking you this not to be -- not as a fact, but maybe as your feeling. Did you feel uneasy at any point that you were dealing with the General Counsel, and there was a serious allegation there, now, of two State employees that have high-level positions; or did you feel relieved that you spoke to the AG's Office and they gave you clarity on what it is that you should or shouldn't do?

MS. TAYLOR: Well, I was hoping that the AG's Office would be able to do an EEO investigation.

ASSEMBLYWOMAN PINTOR MARIN: I'm sorry, could you repeat that?

MS. TAYLOR: I was hoping that the AG's Office would be able to do an EEO investigation, like they had done in the other instances where I had been involved with this and referred the complaint. That's what I thought was going to happen.

ASSEMBLYWOMAN PINTOR MARIN: Is it-- Do you think that because Mr. Alvarez resigned and there was the Wall Street Journal story that came out-- Do you think that was the reason why they asked you to go to the SDA in particular to discuss Mr. Alvarez's raise?

MS. TAYLOR: I don't know why they asked me.

ASSEMBLYWOMAN PINTOR MARIN: So there was no other commentary after you told Mr. Platkin why Ms. Delgado-Polanco had done what she had done.

MS. TAYLOR: No, there was nothing more.

ASSEMBLYWOMAN PINTOR MARIN: He never said he was going to call her or anything at all?

MS. TAYLOR: No.

ASSEMBLYWOMAN PINTOR MARIN: And then you just did what you had to do, and that was it?

MS. TAYLOR: On that specific issue, yes. It was a very limited -- I had very limited involvement.

ASSEMBLYWOMAN PINTOR MARIN: And then besides the conversation, then, that you were present with the Governor and the First Lady, that was the last -- was that the last dealing that you had discussing anything to do with Mr. Alvarez?

MS. TAYLOR: I did exchange some e-mails, as I testified before, with Ms. Brennan's former Counsel, but then that was it.

ASSEMBLYWOMAN PINTOR MARIN: And then that was it.

MS. TAYLOR: Yes.

ASSEMBLYWOMAN PINTOR MARIN: So then, from that point on, no other conversation?

MS. TAYLOR: Other than with my own -- our Counsel here, no other conversations.

ASSEMBLYWOMAN PINTOR MARIN: Okay. Thank you, Ms. Taylor.

MS. TAYLOR: Thank you.

SENATOR WEINBERG: Hi. Good evening.

MS. TAYLOR: Good evening.

SENATOR WEINBERG: In your notes, when you wrote down that you don't think she's going -- I'm not quoting verbatim -- that you don't think Katie Brennan is going to the press, did you actually ask her directly if she was or wasn't?

MS. TAYLOR: I did not.

SENATOR WEINBERG: Just kind of guessed from your conversation with her.

MS. TAYLOR: She didn't indicate it to me, so that's why.

SENATOR WEINBERG: She what? I'm sorry.

MS. TAYLOR: She did not indicate. Mr. Platkin had asked me the question. She didn't indicate it, so that's why I just confirmed that she did not bring it up.

SENATOR WEINBERG: When you were present with the Governor and the First Lady, and attempted to reach out to Ms. Brennan, did you give the Governor the background of this, or how long you had been involved, the people you had spoken to, or who had spoken to you about this?

MS. TAYLOR: The call we had was after the press conference, so Mr. -- I'm sorry, so the Governor had that information.

SENATOR WEINBERG: How do you know he had that information?

MS. TAYLOR: I did have a -- I did discuss it with him that day after -- either right before the press conference or right after the press conference.

SENATOR WEINBERG: Okay. So when you discussed it with him, did you go into the background on the fact that this went back to March?

MS. TAYLOR: I don't remember the specifics of the discussion.

SENATOR WEINBERG: Did he ask you anything about the timeline? What was your discussion with the Governor? What did you talk to him about?

MS. TAYLOR: I think I just told him what my involvement was and that the AG's Office didn't have jurisdiction, and then that was it.

SENATOR WEINBERG: Okay. Let me just go back, because I'm not sure I heard you correctly about your meeting with the Schools Development Authority. Were you sent over specifically to find out from someone about Mr. Alvarez's raise?

MS. TAYLOR: Correct.

SENATOR WEINBERG: Not about anything else that was going on.

MS. TAYLOR: No, just about the raise.

SENATOR WEINBERG: Would that be-- I think my Co-Chair asked you this question, but I'm going to ask it again. Why would you be sent over to the Schools Development Authority to ask why a particular employee got a raise? Was it in the context of something? I mean, wouldn't that be a personnel action?

MS. TAYLOR: Well, I mean, it was after all of this happened. As I said, it was after the press conference, so it was in the middle to end of October. All of it was out by then in terms of Mr. Alvarez. And I think somehow they found out that he had gotten a raise, and they wanted to know how that happened.

SENATOR WEINBERG: And you were the person who was picked to be that messenger too?

MS. TAYLOR: I was.

SENATOR WEINBERG: Okay. I'd like to find out a little bit more -- this whole EEO process. Somebody complains about an environment or about sexual harassment in the Administration. What's the policy that it goes -- that that would go through?

MS. TAYLOR: Well, we have training sessions. And in the training the EEO officer, the people who came over to train, say -- and I have sat in on a lot of these training sessions, "If you have complaints, you can feel free to report them to Ms. Taylor, or you can report them to the EEO office."

SENATOR WEINBERG: Are you part of the EEO office?

MS. TAYLOR: I am not. It is a separate department through Civil Service.

SENATOR WEINBERG: What is your department?

MS. TAYLOR: I'm the Chief Ethics Officer in the Governor's Office, and I fall under Counsel's Office.

SENATOR WEINBERG: And who do you report to?

MS. TAYLOR: I report to Matt Platkin.

SENATOR WEINBERG: You report to Matt Platkin.

So an employee has a choice.

MS. TAYLOR: Yes, correct, if they don't want to come to me.

SENATOR WEINBERG: And if they go to you -- I want to see if I understand this -- you don't keep any files by employee, but you keep your notes in chronological files of some kind?

MS. TAYLOR: I have all of my notes. There may have been one incident in the prior administration where I kept a separate file because there were a lot of papers that went with that.

SENATOR WEINBERG: So let me conjecture a little bit, because I actually am still interested in policies and procedures. If you left tomorrow, and you had a -- five years ago there was a sexual harassment complaint against Mr. Smith and so it was filed in 2013; and now there's a new person there, and someone else comes in and makes a complaint against the same Mr. Smith -- would that person have any idea or have a file so that they could check if that person had been accused before?

MS. TAYLOR: Well, what happens is, I just take my own notes on what the incident is, and then I pass on all of the information. And the investigation is actually done by the Attorney General's Office. So they have a file on every single investigation that gets referred to them.

SENATOR WEINBERG: Okay. And if they don't do an investigation, like they declined to do in this case, then the record is just your notes in that chronological file.

MS. TAYLOR: I believe so. But in every other complaint that was sent to the Attorney General's Office, I believe they have done an investigation.

SENATOR WEINBERG: When you got picked to be the messenger to call Katie Brennan, did you tell Ms. Brennan that it had been suggested by somebody in the AG's Office that she could go to the Campaign and ask for an investigation, since that's where it happened?

MS. TAYLOR: I don't believe I brought up the Campaign to her. I think I just told her, based on my notes, about the jurisdiction issue.

SENATOR WEINBERG: Okay. So as far as you know, nobody gave her that information that she had-- It was the AG's Office that had suggested that there might be another recourse.

MS. TAYLOR: I did not. I don't know if anybody else did, but I did not.

SENATOR WEINBERG: Okay. Now my review of the Procedures for Internal Complaints Alleging Discrimination in the Workforce -- these are all documents that we've gotten over the last number of weeks. And it covers very clearly a complainant who is in a career, unclassified, or senior executive service, or who is an applicant for employment. And it also -- although I don't have it at my fingertips -- I'm pretty sure the policy also says -- it covers anybody who's doing business with the State of New Jersey. So I would assume that to mean that there

really are ways that this EEO policy covers people who are not employees of the State as of yet. Am I reading that right?

MS. TAYLOR: I did not undergo the analysis. I asked the AG's Office to do the analysis, and that is the analysis they did and came back to me.

SENATOR WEINBERG: So if an applicant, somebody who is applying for a job, came to you and said, "I have a problem with the people who interviewed me," or, "I had a problem walking down the hallway," or whatever, what would you do with that, because they're not yet a State employee?

MS. TAYLOR: I would refer it to the Attorney General's Office and have them do an investigation.

SENATOR WEINBERG: So really all you do is just sit there and collect what anybody tells you, and then you pass it on to the AG.

MS. TAYLOR: Yes, that's my role under the policy.

SENATOR WEINBERG: That's your role in terms of things like sexual harassment or anything of that nature.

MS. TAYLOR: Correct. They encourage people to come to me if they have a complaint, knowing that I will then refer the complaint to the Attorney General's Office to do the investigation because they have the experience to do the investigation.

SENATOR WEINBERG: So it's really almost a clerical role in that respect.

MS. TAYLOR: I try to take in the information and pass it on, yes.

SENATOR WEINBERG: And the other part of your job involves the ethics issues. Is that correct?

MS. TAYLOR: Yes.

SENATOR WEINBERG: So when you made the note that MP conflicted, that was not based on -- that was based upon your own review or something that--

MS. TAYLOR: I did not do a full blown ethics recusal review on March 22.

SENATOR WEINBERG: Okay. But you met--

Fast forward to October, you met with the Governor and the First Lady either just before the press conference or just after. But you're not sure how many of the details you filled him in on; that he had been told, perhaps, that this emanated from something that started in April of 2017.

MS. TAYLOR: I don't remember the specifics of the conversation. I think it focused on the AG's Office not having jurisdiction.

SENATOR WEINBERG: Do you know if any-- Who else was at that meeting?

MS. TAYLOR: I think it was just the Governor and me.

SENATOR WEINBERG: The Governor and the First Lady, or just--

MS. TAYLOR: Well, the call was a conference call done later in the day.

SENATOR WEINBERG: Okay. Do you know who else might have met that day -- the day of the press conference?

MS. TAYLOR: Who met with the Governor?

SENATOR WEINBERG: Well, what I'm trying to find out is-- The Governor now has been informed by a very large article in the Wall Street Journal. Did anybody, even at that point, say to him, "Hey, Governor, this actually came to our attention back in April of 2017, or in March of 2018, or in June of 2018, or August 1 of 2018, or October 2?"

MS. TAYLOR: I believe some of that information was in the article, but I believe I only told him about the jurisdiction part.

SENATOR WEINBERG: Because here again -- and you're the person who's sitting there, so I want to be clear. I'm just kind of intermingling all the things we've heard. I've got those dates pretty well in my brain. People sent the Governor out to do a press conference or to answer press questions about this; even then he wasn't told that this was a year-and-a-half old?

MS. TAYLOR: I'm sorry, but I don't know what the Governor was told prior to the press conference.

SENATOR WEINBERG: Okay. Thank you. I don't have any more questions.

Assemblywoman.

ASSEMBLYWOMAN MUÑOZ: Thank you for coming today.

You just said that you had hoped that the AG's Office would conduct an EEO investigation like they had for other matters. Were you disappointed when Michelle (sic) Lieberman said they weren't going to do the investigation?

MS. TAYLOR: I don't know if the word disappointed -- but yes, I tried to ask her why, and we tried to see, "Could you hire outside counsel for this?"

ASSEMBLYWOMAN MUÑOZ: So that was your suggestion to hire outside counsel?

MS. TAYLOR: I asked her if outside counsel could be hired to try to do an investigation.

ASSEMBLYWOMAN MUÑOZ: So you did question her when she gave you this -- when she told you this.

MS. TAYLOR: Yes, I mean, the two of us went back and forth on it. I think she felt bad too. All of us felt bad about it.

ASSEMBLYWOMAN MUÑOZ: Did you think that what she was telling you was unusual under the circumstances?

MS. TAYLOR: I understood the reasoning about the fact that State policy may not be able to apply to employees who had not be hired by the State, and the fact that it did not occur on State property. I understood the reasoning.

ASSEMBLYWOMAN MUÑOZ: You indicate in your notes here, on March 27, that Ms. Lieberman knew Mr. Alvarez from the Corzine Administration; which, if we look back, it was 2007. Did that cause you any concern to think that you were -- here was a person who had been accused of very serious allegations -- accused of rape -- and it was Ms. Lieberman who was telling you that there would be no investigation, and yet they had known each other since they were acquaintances with each other?

MS. TAYLOR: I think the gist of it was she knew his name. She didn't give me any indication that she knew him any more than his name.

ASSEMBLYWOMAN MUÑOZ: Is that what she told you?

MS. TAYLOR: I believe so. I don't remember the specifics, but that was the gist of what I took away from it.

ASSEMBLYWOMAN MUÑOZ: Did you-- At the same time you were also-- Were you troubled at all by the fact that you knew that she knew him? You were getting from Mr. -- both from her, that they weren't going to do the investigation. And you were getting the information from Mr. Platkin, who also knew Mr. Alvarez. At some point, did you say to yourself, "I've got two people here who are acquaintances with Mr. Alvarez. Did that trouble you?"

MS. TAYLOR: No. I believe Melissa Lieberman did an analysis, or the AG's Office did an analysis, and then got back to me with it.

ASSEMBLYWOMAN MUÑOZ: It's our understanding that Ms. Lieberman and Mr. Alvarez actually worked together in Governor Corzine's office. If you worked together, I would suspect that you would be more than just knowing someone's name. Did you know that they worked together?

MS. TAYLOR: I did not.

ASSEMBLYWOMAN MUÑOZ: Okay. That's the information that we received.

And the other thing -- you just said a very unusual thing. You said that in every other case that you received written notification from the AG's Office regarding the case -- the feedback was written.

MS. TAYLOR: No, I don't remember saying that at all.

ASSEMBLYWOMAN MUÑOZ: I wrote it down as you said it.

MR. PORRINO: That's not what she said.

ASSEMBLYWOMAN MUÑOZ: Okay.

MS. TAYLOR: I have received-- I think I said that in every other case they've done an investigation, other than this one.

MR. PORRINO: Right.

ASSEMBLYWOMAN MUÑOZ: But you didn't receive a written--

MS. TAYLOR: No, most times--

ASSEMBLYWOMAN MUÑOZ: No written.

MS. TAYLOR: I don't think I ever received-- Sometimes they would write back to me, "We'll handle." But other than one time, I think, I haven't seen the final letter that the EEO office has put together. But other than that, they do the investigation on their own and handle it completely.

ASSEMBLYWOMAN MUÑOZ: How do they tell you where the-- They don't ever indicate to you what's happening with the investigation?

MS. TAYLOR: At the very end of some of the investigations, I think I've seen one letter in the prior administration. I think others are sent the final letter in the prior Administration, and not me.

ASSEMBLYWOMAN MUÑOZ: So when you relay this information to the AG's Office, there's -- at the end of an investigation you will either receive a notification via telephone call or not at all.

MS. TAYLOR: No, there's a written determination at the very end of an investigation. Sometimes I'm the only that it's sent to, and other times other people in the office are sent the final determination.

ASSEMBLYWOMAN MUÑOZ: And in this case you received simply the phone call from Ms. Lieberman that there would be no investigation.

MS. TAYLOR: Correct.

ASSEMBLYWOMAN MUÑOZ: And that was the end of it.

MS. TAYLOR: Yes.

ASSEMBLYWOMAN MUÑOZ: Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Senator Madden.

SENATOR MADDEN: Thank you, Madam Chair.

Hello, Ms. Taylor.

MS. TAYLOR: Hi.

SENATOR MADDEN: I have just a couple of procedural questions. Let me just talk a little bit about your notes that you keep, because it sounds like you gather the information, send it to the Attorney General's Office for consideration of investigation, and then they just do the invest there. Ultimately they do respond to you with what happened. Is that correct?

MS. TAYLOR: Yes, they don't always respond to me, but they usually respond to somebody in the Office, yes.

SENATOR MADDEN: In the Office meaning your office?

MS. TAYLOR: In the Office of the Governor.

SENATOR MADDEN: Okay. Are your notes discoverable?

MS. TAYLOR: In what proceeding?

SENATOR MADDEN: In the investigation itself. For instance, if it's a substantiated charge, if a particular individual comes through with a civil complaint.

MS. TAYLOR: I do not know. No one has ever asked me for my notes. Sometimes my notes are just the name, and the title, and the phone number.

SENATOR MADDEN: Okay. And so have your notes ever been requested, even in a criminal matter? Because this could have been a criminal matter. If they were both State employees and it would have actually been a criminal investigation, would they have been subject to being discovered then?

MS. TAYLOR: I do not know.

SENATOR MADDEN: Okay. Thank you.

Your talk with -- your discussion with Ms. Brennan on April 24; I believe when you delivered the message that the complaint fell outside the jurisdiction of the State EEO office-- In that conversation you had indicated that you found Ms. Brennan to be upset.

MS. TAYLOR: Yes.

SENATOR MADDEN: So are you aware that there are resources available for State employees in terms of support for victims of domestic violence, alcoholism, gambling, things of that nature -- stress? Are you familiar with those services that are available for State employees?

MS. TAYLOR: I've heard of the services.

SENATOR MADDEN: So if someone-- Could you talk about the scope of your authority? How many people are under you that report to you? Who would be the individuals who would come to you? For instance, there are thousands of people in the Department of Law and Public Safety where you were before the Governor. So there was a channel and a mechanism of report up through that Department. Within the scope

of your authority, where do you rank in all of that? Where are you positioned?

MS. TAYLOR: Well, I'm in the Office of the Governor, and I'm in the Counsel's Office. But anyone -- the 120 or 150 employees can come to me with an EEO complaint or with an ethics complaint.

SENATOR MADDEN: If someone had a substance abuse problem within those 120 or 150 people who are within the Governor's Office or the area, who would they go to, to report or ask for help?

MS. TAYLOR: They can come to me. There's also -- I think there's a person who's in Human Resources.

SENATOR MADDEN: Is it in any way delineated in writing as to give the employee direction as to where to seek help?

MS. TAYLOR: I'm not sure for that specifically -- on the alcohol issue. With regard to EEO, yes; it's in writing with regard to ethics.

SENATOR MADDEN: No, I'm off the EEO piece. I'm talking about stress issues that affect the performance of the employee -- things of that nature -- distracting and-- So you have a victim showing up that's a victim of domestic violence -- showing up for work and has functionality issues with performing her job and is looking for some help and support. Where would that employee--

MS. TAYLOR: A lot of individuals come to me, to be honest with you.

SENATOR MADDEN: Okay. Now is there such an individual over in the Schools Development Authority?

MS. TAYLOR: I do not know.

SENATOR MADDEN: Did you ever think to offer those services to Ms. Brennan when you were talking to her and found her to be upset, and you knew the nature -- that she's claimed that she had been raped? Because at this point she is a current State employee, so she's available to receive those resources.

MS. TAYLOR: I did not offer her those resources, no.

SENATOR MADDEN: Did you think about offering it to her?

MS. TAYLOR: I don't remember. I don't think so.

SENATOR MADDEN: Let's just-- If we can jump on the raises for a few minutes. You were called down to go specifically interview and look into why Al Alvarez received a raise. I know that was in October. When you went down there-- I thought I heard in your testimony you say that you were told to go look into the raise because nobody knew of it or why he received it. Was it something along those lines?

MS. TAYLOR: That's correct.

SENATOR MADDEN: Would it surprise you to hear that the Executive Director had testified that the raises had been approved prior to her giving them out through a reorganization of her administration?

MS. TAYLOR: I learned that when I went to the meeting.

SENATOR MADDEN: You learned that they were approved. So who did approve them?

MS. TAYLOR: According to her at the meeting, she did.

SENATOR MADDEN: Okay. Thank you.

One last thing: On your EEO -- when you send the EEO invest over to the Attorney General's Office, is there, in either writing or expectation, a turn-around time for those investigations?

MS. TAYLOR: I believe there are some rules, but I don't know the exact time periods.

SENATOR MADDEN: All right. Well, thank you for your time.

MS. TAYLOR: Thank you.

SENATOR MADDEN: Thank you, Madam Chair.

ASSEMBLYWOMAN PINTOR MARIN: Thank you.

Senator Corrado.

SENATOR CORRADO: Thank you.

Good evening.

MS. TAYLOR: Hi.

SENATOR CORRADO: How many years have you been an attorney?

MS. TAYLOR: I graduated from law school in 1995.

SENATOR CORRADO: So over 20.

MS. TAYLOR: Yes.

SENATOR CORRADO: And how many years have you been the Ethics Officer?

MS. TAYLOR: Since 2014.

SENATOR CORRADO: And how many years as the EEO Officer?

MS. TAYLOR: I'm not the EEO officer, I'm just the person the EEO complaints are referred to, because in the policy there is somebody who is designated as the EEO officer. But under the prior administration, I became the person that they could refer complaints to.

SENATOR CORRADO: So you would be like the EEO liaison, for lack of a better word.

MS. TAYLOR: I don't think there's an actual title. I think it just says you can refer EEO complaints to me or another individual in our Office.

SENATOR CORRADO: In your Office? In the Governor's Office?

MS. TAYLOR: Yes.

SENATOR CORRADO: And who is that person?

MS. TAYLOR: Her name is Kelly McClure. (phonetic spelling).

SENATOR CORRADO: I'm sorry?

MS. TAYLOR: Kelly McClure.

SENATOR CORRADO: Did you receive training as the Ethics Officer?

MS. TAYLOR: Yes.

SENATOR CORRADO: And what was your training?

MS. TAYLOR: I go to quarterly trainings every year.

SENATOR CORRADO: And where is that conducted?

MS. TAYLOR: At the State Ethics Commission or at the Mary Roebling Building.

SENATOR CORRADO: Do you have any other job responsibilities besides being the Ethics Officer and the EEO liaison?

MS. TAYLOR: I do.

SENATOR CORRADO: You do?

MS. TAYLOR: Yes.

SENATOR CORRADO: And could you tell us what they are?

MS. TAYLOR: I am involved with interviewing potential judicial and prosecutorial candidates; I'm involved with the CLE -- (indiscernible) CLEs; and I'm also involved with the Open Public Records Act.

SENATOR CORRADO: Where is your office located?

MS. TAYLOR: In the Governor's Office at 225.

SENATOR CORRADO: Are you in the same area as the Governor, or are you on a different floor?

MS. TAYLOR: I moved to an office this year on a different floor.

SENATOR CORRADO: When you get an ethics matter -- when it's referred to you, do you -- after you review it-- Why don't you take us through the process of what you do when somebody comes to you with an ethics matter?

MS. TAYLOR: It kind of depends on what the ethics matter is. For example, if someone is looking for a new job, I prepare the form to recuse them from the perspective employer. There are a lot of people who come to talk to me about various organizations they're involved in and whether or not there's an ethical issue that's-- There are many, many different versions of this that happen every day.

SENATOR CORRADO: So it's not just attorneys that would come to you with any potential conflict they may have.

MS. TAYLOR: No, it's the entire office that comes to me. I do the training too.

SENATOR CORRADO: So when somebody comes to you, and you review the matter, do you keep a written record about -- any written, any typed, or formal -- not necessarily just hand-written notes?

MS. TAYLOR: I keep hand-written notes of all of my meetings with people. And when needed, I mean, sometimes people send me an e-mail, and I respond to the e-mail with advice.

SENATOR CORRADO: On April 24, when you called Katie Brennan, did you call her at work at HMFA, or did you call her on her cell?

MS. TAYLOR: I believe Mr. Platkin provided me with her cell, so I called her cell.

SENATOR CORRADO: And it was during the work day?

MS. TAYLOR: Yes.

SENATOR CORRADO: We've heard several witnesses talk about EEO confidentiality. Could you talk with us a little bit about that; tell us what it is, who it applies to?

MS. TAYLOR: There are confidentiality provisions in the EEO policy.

SENATOR CORRADO: If there is no EEO complaint, or if there is no EEO jurisdiction, as in this case, is there an EEO confidentiality?

MS. TAYLOR: With regard to this matter, I kept this matter confidential. The only person I ever spoke to about this matter was Mr. Platkin.

SENATOR CORRADO: Is that normal? Do you usually just refer to the attorney? You don't usually talk to other individuals in the office about it?

MS. TAYLOR: Most EEO matters I do keep confidential, yes.

SENATOR CORRADO: Okay. So when somebody comes to you, you would keep it confidential. Is this situation different where you had Mr. Platkin telling you that there was an issue?

MS. TAYLOR: What do you mean by an issue?

SENATOR CORRADO: Normally does an individual come to you with a complaint?

MS. TAYLOR: Yes, mostly people come to me with a complaint, and then I refer it over to the AG's Office.

SENATOR CORRADO: And so this situation it was a little different, because Mr. Platkin was actually bringing you the issue.

MS. TAYLOR: Not necessarily. There have been other people who have brought me EEO issues. The difference with this is that -- was the not being a State employee.

SENATOR CORRADO: So at the time the complaint was brought to you in March of 2018, both Ms. Brennan and Mr. Alvarez were State employees. So did anybody ever raise the issue that they were both working in government at the time?

MS. TAYLOR: That is why we referred it to the AG's Office, because we were hoping that the EEO policy could somehow be used or implicated because they were current State employees.

SENATOR CORRADO: And at any point was there any discussion about the fact that there may be, because of the serious nature of the allegations -- sexual assault or rape, depending on what you were told -- that there may be a hostile work environment situation?

MS. TAYLOR: I don't remember ever discussing a hostile work environment.

SENATOR CORRADO: Was there any discussion about taking any safety precautions or keeping Ms. Brennan safe in her job, her work environment?

MS. TAYLOR: I did not have any discussions about that.

SENATOR CORRADO: As the Ethics attorney, when you handle matters -- is it when someone comes to you, or can you say -- there are times when you see a situation that you flagged the conduct?

MS. TAYLOR: I can't think of one off the top of my head, but yes, I might have read something and I flagged a possible ethics issue, yes.

SENATOR CORRADO: I'm struggling a little bit with the fact that Mr. Platkin did tell you that he was conflicted, made you aware of it, told you why he was conflicted, but you kept reporting back to him. Did you have any concerns?

MR. PORRINO: I don't know that that was the prior testimony.

You can answer.

MS. TAYLOR: I think as I stated previously, on March 22 my focus was on referring it to the Attorney General's Office so they could investigate the EEO. Then two business days later they came back and said there wasn't going to be an EEO. So then I didn't-- I mean, because there was nothing to recuse Mr. Platkin from; we never did -- I didn't do the analysis -- the recusal analysis.

SENATOR CORRADO: Do you think there was a conflict?

MS. TAYLOR: I never did the analysis so I really don't know.

SENATOR CORRADO: In knowing what you know now, do you think it was a conflict?

MS. TAYLOR: I don't know. I mean, in other cases or matters that have come before me, there isn't always a conflict or I haven't always reached a decision that there is a conflict. I really have to sit down and look at it, because there's not always a conflict.

SENATOR CORRADO: When you were on the conference call with the Governor and the First Lady, did Ms. Brennan know that you were on the call?

MS. TAYLOR: Yes, she did, because she asked for updates, and the Governor said I would provide updates, and I said I would contact her or her attorney.

SENATOR CORRADO: And you testified earlier that prior to the phone call you had a meeting or a conversation with the Governor.

MS. TAYLOR: Yes.

SENATOR CORRADO: Was that the only conversation that you had between April 24 and October 14-15?

MS. TAYLOR: With the Governor?

SENATOR CORRADO: With the Governor, I'm sorry.

MS. TAYLOR: Yes.

SENATOR CORRADO: It was just the one conversation.

MS. TAYLOR: Correct, on April (sic) 15. It was my birthday, that's how I know that day.

SENATOR CORRADO: October 15?

MS. TAYLOR: Yes.

MR. PORRINO: October 15.

MS. TAYLOR: Yes.

SENATOR CORRADO: I'm referring to document G001; the internal policy.

The way I read -- and if I'm wrong, please don't hesitate to correct me -- you have the ability to refer to the AG's Office, but you also have the ability to refer it to the Agency. So in this case, could the complaint have been referred to the Housing Mortgage Finance Association?

MS. TAYLOR: In every instance under the prior administration, I've always gone to the Director of EEO or gone to Jodi Stipick.

SENATOR CORRADO: So you never sent it to the Agency?

MS. TAYLOR: I've never sent it to the Agency.

SENATOR CORRADO: Did anyone specifically tell you to keep it within the Governor's Office?

MS. TAYLOR: It was the practice that I had-- I had literally maintained the same exact practice with this one that I had done with the prior ones during the prior Administration.

SENATOR CORRADO: And now that you have hindsight, now that you have all of the information that all of us have -- all the different articles and the different testimony -- do you think there was anything you should have done differently?

MS. TAYLOR: I think I followed the policy, and I followed my prior practice.

SENATOR CORRADO: Let's go back to your earlier answer. You said that you did what you always did. Did somebody tell you specifically to keep it in the Governor's Office?

MS. TAYLOR: What do you mean by keep it in the Governor's Office? I didn't keep it in the Governor's Office. I went to the AG's Office and reported it.

SENATOR CORRADO: You didn't refer it to the Agency.

MS. TAYLOR: I've never referred it, with any of the EEO matters that I've had -- have I ever referred to the Agency.

SENATOR CORRADO: Did you ever get training on how you were supposed to handle the complaints that came in?

MS. TAYLOR: We have EEO training, yes.

SENATOR CORRADO: And who does that?

MS. TAYLOR: Jodi Stipick and her staff have come over and trained our office on the EEO policy, as well as Mamta Patel from the Division of EEO.

SENATOR CORRADO: Correct me if I'm wrong, do you feel that your role is just to pass on the information, not to ask questions?

MS. TAYLOR: Well, if someone comes to me, I listen to what they say, and then I write it down, and then I pass it on to the Attorney General's Office.

SENATOR CORRADO: And were you troubled at all by the fact that Mr. Platkin asked you to find out if Ms. Brennan was going to go to the press?

MS. TAYLOR: No. It was just a quick comment that he made.

SENATOR CORRADO: I have no further questions.

ASSEMBLYWOMAN PINTOR MARIN: Thank you.

Assemblywoman DeCroce.

ASSEMBLYWOMAN DeCROCE: Let the Senator go first.

ASSEMBLYWOMAN PINTOR MARIN: Senator Oroho.

SENATOR OROHO: Thank you.

Thank you, Madam Chair.

Ms. Taylor, thank you very much for being here well into the evening now.

MS. TAYLOR: Thank you.

SENATOR OROHO: I just have a very few questions. I just wanted to make sure that what was said-- So you've done -- you've been in prior Administrations, and this has been your role as Ethics Counsel and as EEO liaison.

MS. TAYLOR: Yes.

SENATOR OROHO: And I just want to make sure -- you testified that this was the only time that an investigation wasn't done in your experience?

MS. TAYLOR: This is the only time the AG's Office has come back and said they didn't have jurisdiction.

SENATOR OROHO: Didn't have jurisdiction.

But I thought you also testified that this was the only time an investigation wasn't done.

MS. TAYLOR: Because they didn't have jurisdiction. In all the other cases they were State employees.

SENATOR OROHO: Let's see. So you, obviously, on October -- I'm sorry, April 24, looking at the e-mail going back with Matt Platkin-- So I guess at this point Matt is up on the same floor as the Governor and you're on a different floor.

MS. TAYLOR: Correct.

SENATOR OROHO: So you guys are -- at 2:00 in the afternoon you send, "She did not indicate that she was going to the press." And I know the testimony had been that Matt had asked you-- Obviously he was concerned about if there was going to be any kind of press.

MS. TAYLOR: I think he just asked me, "Do you think she's going to go to the press?" So that was what I was responding to.

SENATOR OROHO: Gotcha. Based upon your interaction with Ms. Brennan, in her state of -- when you indicated that there would be no -- there was no jurisdiction or anything on this. So just as far as what her emotional reaction had to be.

MS. TAYLOR: She was disappointed; she was sad.

SENATOR OROHO: And you were disappointed as well.

MS. TAYLOR: Yes.

SENATOR OROHO: Let's go forward to October 14. The Wall Street Journal article comes out. Now, obviously, you had had no connection with the Campaign, no connection really with the Transition Team, right?

MS. TAYLOR: Correct.

SENATOR OROHO: So obviously your participation -- the earliest with the Administration was obviously January 2018.

MS. TAYLOR: Correct. I mean, I had met with Matt Platkin in December.

SENATOR OROHO: During this whole 10-month period between January and October 14, we have all the e-mails, your notes, and this. Throughout this whole time we know there's concern about the press. There was no discussion within the Office about this situation?

MS. TAYLOR: These are the only communications, based on my notes, that I had with anybody on this issue.

SENATOR OROHO: No water cooler stuff?

MS. TAYLOR: No.

SENATOR OROHO: No morning coffee room stuff?

MS. TAYLOR: Not at all.

SENATOR OROHO: October 14 you get called in -- I guess you're called into the Governor's Office.

MS. TAYLOR: I think October 14 was Sunday, and then the 15th was a Monday.

SENATOR OROHO: I'm sorry, yes, October 15 you were called in.

MS. TAYLOR: Well, we were in the Newark office, yes.

SENATOR OROHO: You were in the Newark office. So was the Governor in the Newark office?

MS. TAYLOR: Yes, that's where he did the press conference.

SENATOR OROHO: So there was a speaker phone and you were all on the same -- in the same--

MS. TAYLOR: So the press conference was done there. But then the call with Ms. Brennan did not take place until later that afternoon. I think the Governor had left, and I'm not sure where the Governor did the call. I did the call from the Newark office.

SENATOR OROHO: Okay. So you weren't in the same physical room. So you were on the phone in a different location and the Governor was wherever he happened to be.

MS. TAYLOR: Correct.

SENATOR OROHO: And the First Lady -- she was--

MS. TAYLOR: She was not in the office either.

SENATOR OROHO: She wasn't in the office, but was she--

MS. TAYLOR: She was on the call though.

SENATOR OROHO: She was on the call, but was it in -- on a speakerphone with the-- Or was there a call-in number everybody had?

MS. TAYLOR: Yes, there was a call-in number.

SENATOR OROHO: There was a call-in number. So everybody could have been in completely different locations.

MS. TAYLOR: Correct.

SENATOR OROHO: I was going to ask about the-- So you had no-- Prior to you being on the phone -- but you're in a different location than the Governor, so obviously you could not see any kind of reaction or anything like that.

MS. TAYLOR: I could not.

SENATOR OROHO: Thank you.

No further questions.

ASSEMBLYWOMAN DeCROCE: Real quick.

ASSEMBLYWOMAN PINTOR MARIN: Assemblywoman DeCroce.

ASSEMBLYWOMAN DeCROCE: Yes, and this really isn't for Ms. Taylor. I'm going to address this to both Chairs. Based on the testimony provided to us today, I would think that we put Michelle (sic) Lieberman on notice that she should provide testimony to this Committee. So I am requesting that, and I hope you take that under consideration.

ASSEMBLYWOMAN PINTOR MARIN: Thank you, Assemblywoman. We'll definitely take that under consideration.

Assemblywoman McKnight.

ASSEMBLYWOMAN McKNIGHT: So first I want to pick up from Senator Weinberg. You keep hand-written notes. Do you know if, in your department, there's an electronic tracking system where you can actually document when an employee comes to you?

MS. TAYLOR: I do not do it with an electronic system.

ASSEMBLYWOMAN McKNIGHT: Do you know if there is one in place? As a legislator, we have -- it's called client tracking, where -- when we get a call or a constituent comes to our office, we have what's called constituent tracking, and we document. So do you know if there's an electronic mechanism on your computer where you can document?

MS. TAYLOR: I know that our Office of Constituent Relations, which receives complaints from residents of New Jersey -- that does exist. But I do not know if there is a similar computer program if employees come in and speak to me.

ASSEMBLYWOMAN McKNIGHT: So on your computer, when you open, there's no icon that says employee tracking?

MS. TAYLOR: No.

ASSEMBLYWOMAN McKNIGHT: I'm asking you this question because we need to make sure that we have the correct policies and procedures in place moving forward.

Now, when you met with Governor Murphy and the First Lady to discuss what happened, did you give them a file of all of your notes to

prepare him for the conference call? No; for the press release? And I'm just talking about from your department, your part.

MS. TAYLOR: I only met with the Governor; I did not meet with the First Lady. And it was-- I briefly told him about the jurisdiction issue. That's all I remember.

ASSEMBLYWOMAN McKNIGHT: Now, why was the information relating to Ms. Brennan over the phone, and not a face-to-face, after you received the information from the AG's Office that there was nothing else to do?

MS. TAYLOR: Mr. Platkin provided me with her cell phone number, and I called her right away and gave her the advice from the Attorney General's Office -- or the determination from the Attorney General's Office.

ASSEMBLYWOMAN McKNIGHT: This is a rape allegation. And to receive information that there's nothing that we can do -- to relay that information over the phone-- Do you think in your role that it should have been relayed to her over the phone?

MS. TAYLOR: I tried to be very sympathetic to Ms. Brennan, and I think the conversation was (indiscernible).

ASSEMBLYWOMAN McKNIGHT: Was a face-to-face conversation even an option, or did Matt just tell you, "Here is the cell phone number; call her"?

MS. TAYLOR: I did not think about face-to-face versus phone. I had the phone number, and I wanted to give Ms. Brennan the information, so I called her and we had the discussion.

ASSEMBLYWOMAN McKNIGHT: So listening to your testimony, there was one update that Ms. Brennan could have received from you. You and Matt discuss the situation, and then it was forwarded to the AG's Office correct?

MS. TAYLOR: Yes, Ms. Brennan told -- Mr. Platkin told me what Ms. Brennan told him on March 21, and then I took that information and reported it to the AG's Office on March 22.

ASSEMBLYWOMAN McKNIGHT: Now, did you call Ms. Brennan to let her know that her allegation was forwarded to the AG's Office, and as soon as you hear back you will notify her?

MS. TAYLOR: I did not.

ASSEMBLYWOMAN McKNIGHT: Did Matt tell you to give her a call? Did you suggest that you should give her a call? Because this is one update that you do have.

MS. TAYLOR: I didn't haven't an update until the AG's Office came back and said that they-- The only update I had was on March 27, when the Attorney General came back and told me -- or the Attorney General's Office came back and told me they didn't have jurisdiction.

ASSEMBLYWOMAN McKNIGHT: No, the one update that you did have was you did take some action. The action that you took-- You spoke with Matt, and then that was forwarded over to the AG's Office,

MS. TAYLOR: Correct.

ASSEMBLYWOMAN McKNIGHT: So you did not call Ms. Brennan to let her know what action you actually took?

MS. TAYLOR: No, but I provided Jodi Stipick with her name and phone number. It was my understanding that Ms. Stipick, like she had done in other investigations, would contact Ms. Brennan.

ASSEMBLYWOMAN McKNIGHT: So when-- Your policy and procedure, with your hand-written notes -- you pass the information on to the AG's Office and then you're done.

MS. TAYLOR: No, they do the investigation.

ASSEMBLYWOMAN McKNIGHT: But you were the one who sent over the information to the AG's Office, right, from your notes.

MS. TAYLOR: Correct.

ASSEMBLYWOMAN McKNIGHT: So in a process and procedure, you could have contacted Ms. Brennan to let her know what action you first took. Do you agree that that should have happened?

MS. TAYLOR: I think the policy for me is to report into the AG's Office, and then my understanding was they would do the investigation based on the policy. That is what my role is.

ASSEMBLYWOMAN McKNIGHT: Okay. So Ms. Brennan, you noted -- and I'm going to read from your notes -- "She stated that it was too bad that women do not have a recourse unless the incident occurs at work." Did you call the AG's Office to let them know what she said?

MS. TAYLOR: I did not.

ASSEMBLYWOMAN McKNIGHT: Did you let Matt Platkin know what she said?

MS. TAYLOR: Yes, this text went to Matt Platkin.

ASSEMBLYWOMAN McKNIGHT: You have met with Matt prior to you calling Ms. Brennan. But after you called Ms. Brennan, you sent Matt a text message.

MS. TAYLOR: I think I left the office. Normally I would have gone in person to see him, like I did on the other occasions, but I think I left the office, so that's how come I provided this information to him in this format.

ASSEMBLYWOMAN McKNIGHT: Did you suggest to Matt or the AG's Office -- or should you have suggested to Matt or the AG's Office that, "Ms. Brennan noted that there's no recourse. What can we do to help her?"

MR. PORRINO: I'm sorry, could you repeat the question?

ASSEMBLYWOMAN McKNIGHT: Do you think you should have said to Matt or the AG's Office that, "Ms. Brennan noted that she feels bad and there's no recourse. What should we do?"

MS. TAYLOR: Well, I did say that to Matt, because that is what's in my text -- that women do not have a recourse unless the event occurs at work. I did say that to Matt.

ASSEMBLYWOMAN McKNIGHT: And did Matt tell you anything like, "What should we do next? How should we handle this?"

MS. TAYLOR: He did not.

ASSEMBLYWOMAN McKNIGHT: The reason why I'm saying this is because Ms. Brennan brought up that she was raped, and we dismissed her. We actually dismissed her. We didn't give her support. And she had to go to work the next day, as well as Mr. Alvarez. So no

research was done to give her any support to make sure that she can perform her job. This is very disappointing.

ASSEMBLYWOMAN PINTOR MARIN: Thank you, Assemblywoman.

I believe that that concludes anyone who--

SENATOR WEINBERG: I have one, because I referred to the personnel policies a little earlier. So I just-- This is from the Policy Prohibiting Discrimination in the Workplace, and it is -- is that 008? I can't even focus. And it says -- and I'm going to read this because I think there was recourse that could have been given.

MS. TAYLOR: I'm sorry, what page are you on?

SENATOR WEINBERG: It's the New Jersey State Policy Prohibiting Discrimination in the Workplace.

MS. TAYLOR: Okay.

SENATOR WEINBERG: And it was 07 and 08; it begins on page 07, applicability. "Prohibited discrimination/harassment undermines the integrity of the employment relationship, compromises equal employment opportunity, debilitates morale, and interferes with work productivity. Thus, this policy applies to all employees and applicants for employment in State departments, commissions, State colleges or universities, agencies, and authorities, herein after called State agencies. The State of New Jersey will not tolerate harassment or discrimination by anyone in the workplace, including supervisors, coworkers, or persons doing business with the State."

And I want to underline that because the policy is really much broader than just an incident that might happen in the workplace with two

current employees. So there might have even been a stretch of definition that could have helped Ms. Brennan.

And lastly, and I'll close with this -- correct me if I'm wrong -- but nobody told her that the Attorney General suggested she could go to the Campaign attorney, with whom she had already spoken, and ask for an investigation there.

So I think following up with Assemblywoman McKnight's statements over here, somebody along the line saying to this young woman, "We are going to make sure you are not retaliated against. We are going to make sure that you have other recourse." We have a lot more to do besides policies and procedures.

Thank you.

ASSEMBLYWOMAN PINTOR MARIN: Thank you, Co-Chair.

I think that's it for today, Ms. Taylor.

I just want to say thank you very much.

MS. TAYLOR: Thank you very much.

ASSEMBLYWOMAN PINTOR MARIN: Thank you for staying so late, Mr. Porrino.

Our next Committee meeting will be next Friday, where hopefully we can discuss having Mr. Cammarano back, and also Mr. Platkin.

Thank you very much.

Have a good night everyone.

**(MEETING CONCLUDED)**