

**MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS COMPLAINT FORM #3401**

COMPLAINT INFORMATION

INTERNAL AFFAIRS CASE NUMBER: 14-17834	CCN: NONE	DATE OF INCIDENT: 7-19-2014	TIME OF INCIDENT: 1021 hours
LOCATION OF INCIDENT: 350 South 5th Street, Mpls	DATE OF COMPLAINT: 8-11-2014	REFERRAL METHOD: Internal	
COMPLAINANT'S NAME (LAST, FIRST MIDDLE): 13.43 - Personnel Data	SEX: M <input type="checkbox"/> F <input type="checkbox"/>	RACE:	DATE OF BIRTH:
HOME ADDRESS:	CITY / STATE / ZIP:	TELEPHONE:	

POLICY INFORMATION

POLICIES ALLEGED TO BE VIOLATED:
MPD P&P 5-103 USE OF DISCRETION

ACCUSED EMPLOYEE(S)

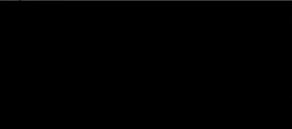
NAME/BADGE:
Sergeant Janice Callaway, Badge # 0941

COMPLAINT ALLEGATIONS

It is alleged that Sergeant Janice Callaway disseminated information about the CSO background process in an email she sent to other MPD members on 7-19-2014 without approval from her supervisor.

RECOMMENDATION
(Preliminary Cases Only)

- Reckoning Period Expired Before Complaint was Filed
- No Basis for Complaint
- Closed Pending Further Information
- Refer to Precinct with Coaching Documentation
- Exceptionally Cleared
- Policy Failure
- Other

	DATE 08-11-14
	DATE

**MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS COMPLAINT FORM #3401**

COMPLAINT INFORMATION

INTERNAL AFFAIRS CASE NUMBER: 14-17834	CCN: N/A	DATE OF INCIDENT: 7/16/2014	TIME OF INCIDENT: 10:47
LOCATION OF INCIDENT: 4119 Dupont Av N, Minneapolis	DATE OF COMPLAINT 8/11/2014	REFERRAL METHOD: Internal	
COMPLAINANTS NAME (LAST, FIRST MIDDLE) 13.43 - Personnel Data			
WORK ADDRESS: [REDACTED]	CITY / STATE / ZIP: [REDACTED]	TELEPHONE: [REDACTED]	

POLICY INFORMATION

POLICIES ALLEGED TO BE VIOLATED:
5-103 USE OF DISCRETION (A-D) & 4-501 CONFIDENTIAL DEPARTMENT RECORDS, REPORTS AND INFORMATION (C)

ACCUSED EMPLOYEE(S)

NAME/BADGE:
Sergeant Janice Callaway, #0941

COMPLAINT ALLEGATIONS

- *It is alleged Sergeant Janice Callaway disseminated information about the CSO background process and diversity in the hiring process to people outside of the Minneapolis Police Department on and after 7/16/2014 without the approval of her supervisor. It is alleged that the information was provided to a media outlet and an outside agency police chief. This release of information was done without the approval of her supervisor, MPD Data Practices Specialist or supervisor of the Records Information Unit.*
- *It is alleged that Sergeant Callaway disseminated information about the CSO background process to other Minneapolis Police Department members on or after 7/16/2014, without the approval of her supervisor, MPD Data Practices Specialist or supervisor of the Records Information Unit.*

RECOMMENDATION

(Preliminary Cases Only)

- Reckoning Period Expired Before Complaint was Filed
- No Basis for Complaint
- Closed Pending Further Information
- Refer to Precinct with Coaching Documentation
- Exceptionally Cleared
- Policy Failure
- Other

COMPLAINT BY: [REDACTED]	DATE 12-12-14
COMMANDER REVIEW:	DATE



MINNEAPOLIS POLICE DEPARTMENT

Internal Affairs Unit
Administrative Case #14-17834
Sergeant Thomas Wheeler
8/03/2015

CASE BACKGROUND

This case alleges unauthorized release of non-public statistical information about community service officer candidates' positions for the Minneapolis Police Department. The original complaint form # 3401 was drafted and signed by **13.43** on 8/11/2014. The allegation from **██████████** read, *"It is alleged that Sergeant Janice Callaway disseminated information about the CSO background process in an email she sent to other MPD members on 7/19/2014 without approval from her supervisor."*

In researching Sgt. Callaway's archived City email, the origin of the community service officer information was traced to an email that was sent to Sgt. Callaway from MPD Human Resources (Heather Rende.) That "origin email" was dated 7/16/2014. That email from Heather Rende read, *"here are the current CSO stats at this moment in time. They were sent to backgrounds yesterday."* The email contained an attachment. The attachment contained CSO candidate recruitment statistics. The recruitment statistics were detailed in an Excel spreadsheet.

Two MPD Human Resources (HR herein) personnel were interviewed for the IAU case. Destiny Xiong (HR) and Heather Rende (HR) were both interviewed in MPD Internal Affairs. Both HR members alleged that emails and attachments sent to Sgt. Callaway about the CSO recruitment statistics contained in an Excel spreadsheet were non-public data.

During the IAU interview with Destiny Xiong (HR,) she alleged that Sgt. Callaway disclosed to her that Sgt. David Burbank released the information on "CSO Recruitment numbers" to a media outlet. KSTP television (Reporter Jay Kolls) broadcast a news story on August 15th 2014. The news story was titled, "*Emails inside Mpls. Police show Chief Harteau is not happy about recent minority recruitment numbers.*" Some of the language in the news story account matched verbatim to the language that was used in an email drafted by Sgt. Jan Callaway and sent to 6 MPD members and 2 people employed in the Mayor's office (Abdirahman Muse, and Nicole Archbold.) The names of the eight people listed in the email were Abdirahman Muse, Nicole Archbold, Medaria Arradondo, Lee Edwards, Arthur Knight, Toddrick Kurth, Charles Adams III, and Patrick Reuben. The date and time of that email was July 19th 2014, 10:21:24 (email 16.) Chief Harteau responded to this email on 7/21/2014, 2:33pm (email 17.)

As a result of the information learned from the emails, **13.43** Form #3401 was amended to include the following allegations and the 3401's were signed by 

- It is alleged Sergeant Janice Callaway disseminated information about the CSO background process and diversity in the hiring process to people outside of the Minneapolis Police Department on and after 7/16/2014 without the approval of her supervisor. It is alleged that the information was provided to a media outlet (KSTP, Jay Kolls) and outside agency police chiefs (MTC Chief John Harrington and St. Cloud PD Police Chief Blair Anderson.) It is alleged that this release of information was done without the approval of her supervisor, MPD Data Practices Specialist or supervisor of the Records Information Unit.
- It is alleged that Sergeant Callaway disseminated information about the CSO background process to other Minneapolis Police Department members on or after 7/16/2014, without the approval of her supervisor, MPD Data Practices Specialist or supervisor of the Records Information Unit.

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CASE INVESTIGATION

SUMMARY STATEMENT OF SERGEANT JANICE CALLAWAY

On 12/18/2014, Sgt. Janice Callaway was interviewed in MPD IAU. The statement was recorded and taken under Garrity. Sgt. Callaway was sent an IAU notification letter on 12/12/2014. Attorney Caroline Durham (413 Wacouta Street, Suite 430, St Paul MN, 55101, (612) 272-9111) was present during the interview. Sgt. Callaway signed a data practices advisory and she was read the summary of the allegations. Sgt. Callaway reviewed a KSTP news video (8/15/2014 video,) a print out of KSTP TV Jay Kolls Twitter account and she reviewed email print outs which would be viewed during the IAU interview.

Sgt. Callaway was assigned as the sergeant in charge of the Community Service Officer Program since January 2014. She supervised approximately 20 people. She worked out of the building located at 4119 Dupont Av N, Minneapolis (former Hamilton Elementary School location.)

Sgt. Callaway's supervisor was Lt. Johnathan Hoff. Sgt. Callaway reported her commander was Commander Jason Case. Sgt. Callaway reported she was a member of a CSO hiring meeting group. The group met every other Tuesday. She recalled the members of the group were Destiny Xiong, DC Glampe, Lt. Hoff, Commander Case and Sgt. David Burbank. She was unaware if Heather Rende or Sgt. Gerald Moore were members of the group. She denied that Sgt. Bantle was a member of the group.

Sgt. Callaway recalled the function of the hiring group was to discuss hiring upcoming academy groups. Sgt. Callaway reported she participated in recruitment efforts to attract candidates. She participated in job fairs in Minneapolis. She reported she was both on duty and off duty for attendance at the career fairs.

Sgt. Callaway reviewed MPD Special Order # 13-S047. The order was issued by MPD on 12/10/2013. Sgt. Callaway acknowledged her memory of the order. She recalled she signed the order and her supervisor at the time was Lt. Veliz. Sgt. Callaway signed the document on 1/02/2014.

To start the interview, Sergeant Callaway was asked a broad question:

Q: After viewing the video and these, these documents we've talked about, can you tell me about generally what happened here?

A: Um, first of all, I never have given anything to a media outlet. Never have in my entire career. I did not give anything to a media, um, uh, outlet. I don't know anything about that. Those allegations are completely false. Um, as for, um, the emails that I sent to, uh, um, a group of individuals that were in a, um, working group with the Chief, um, I didn't think that I was violating that policy because, um, I thought that that was-... Um, we, we discuss, um, hiring issues, diversity issues. This-, the same issues that we discuss and more in that biweekly hiring meeting, uh, with the Chief. These are something that we're gonna discuss with the Chief, um, and, and so, um, I didn't think I was violating anything, um, because this is the, the people in that, that group, um, that meet with, uh, um, Police Chief, uh, uh, uh, um, with, um, Chief Harteau. As, as far as the, the emails to, to the Police Chief, um, I, I guess I was not thinking. Um, uh, I am-... I have, um, other colleagues from different organizations and, um, uh, they are mentors and, and, and advisors, and, um, um, they also, uh, represent, um, people who have, um, been very successful in recruitment and, um, and hiring, uh, qualified diversity in. So, um, having a conversation, um, with the Chief about, um, diversity and the how to...

Q: Which Chief are you referring to?

A: Harrington. How to, um, increase, um, recruitment efforts with, with, um, with a result of high qualified diversity, uh, is, um, is a conversation that I have with him. And so, um, that, that was a, uh, a email that, um, uh, obviously violated the policy, but, um, it was a, a continuation of a conversation that-... I mean he, he's a-, he's a, a friend and a mentor, so just-... I don't know what else to say about that.

Sergeant Callaway was provided with print-out copies of her emails with various dates. Sergeant Callaway reported the following about the emails:

Email dated 7/16/2014, sent at 14:47 pm

- An email from Heather Rende, dated 7/16/2014 was received. An excel spread sheet with hiring data was received. Sgt. Callaway reported she was not sure if the information was final data or a work in progress. Sgt. Callaway

stated she, "probably" contacted Heather Rende via email for clarification on the data.

Email dated 7/16/2014, 12:45 pm

- Sgt. Callaway reported sharing the content of the 7/16/2014 hiring data with Abdiraham Muse, Nicole Archbold and Medaria Arradondo via email. She stated that these people were not part of the CSO Hiring Group. Sgt. Callaway reported that the people were members who met with Chief Harteau regarding diversity. Sgt. Callaway reported she believed it was appropriate at that time to release the data in addition to the spreadsheet to the group.

Sgt. Callaway reported she wrote, "All, here are some very disturbing stats for the upcoming CSO hire. If you look at the eligibility list, look how many minorities were eligible to go to Backgrounds and look how many they sent. They sent 19 white males and 9 white females to Backgrounds. When they had incredible number of diversity available. We did all of the recruitment for nothing. They are only sending 30 minorities to Backgrounds. Obviously, someone is not trying to hire diverse individuals for the CSO Program because we got them the numbers and then they send 70% white males and females to Background. There should be 70% diversity in this group based on who we recruited."

Email dated July 16th, 2014, 12:54pm

- Sgt. Callaway reported she shared the excel spreadsheet of hiring data. She sent this email to Medaria Arradondo, Abdiraham Muse and Nicole Archbold. Sgt. Callaway wrote, "*This is the list of CSOs selected to move on to the Backgrounds process. They sent them today. Some is cut off and it's not allowing me to send all, but this is a disgrace. 209 people were on the eligible list. They sent 28 white males and females to Backgrounds and 3 black females and 9 black males, but if you look there were 49 who made the eligibility list. All races are like this. They selected more than the white individuals when they were able to make this a group with 70% diversity. The only-, they only made it 30% diversity and that's counting white females. We busted our butts on this recruiting effort, and obviously, they have no intentions of getting a good diverse group. I can scan my copy, but I suggest that someone request a copy*

from the Mayor's office, so that she is aware of diversity that we have and the diversity that they are willing to hire because I am not going to waste my time in recruitment when they are not even going to show our efforts."

Sgt. Callaway was asked the following questions and she provided the following answers:

Q: After viewing that, can you tell me what this was about? Were, were you reporting on some facts? Were you reporting on your opinion?

A: I was...

Q: What were you reporting on?

A: I was...

Q: If you could explain more of that.

A: I was telling them, um, what I thought. I guess it was my opinion.

Q: Can you tell me, uh, what position Medaria Arradondo held in the Police Department at that time?

A: Inspector.

Q: And can you tell me about Abdirahman Muse? What position did that person have either with the City or the Police Department?

A: Uh, City. He works with the Mayor's Office. Same with Nicole Archbold. And they also recruit with us on our recruitment team.

Q: Can you clarify what you meant when you said we busted our butts on this recruiting effort, and obviously, they have no intentions of getting a good diverse group?

A: We worked hard and, uh, we-, there's nothing to show for it.

Q: Well, what do you mean by nothing to show for it?

A: There was-... We worked hard, uh, to get a good, um, list of diversity and then, uh, the, the diversity that was sent to Backgrounds was low.

Q: Were you commenting on your frustration level with the process in this email or what were you doing?

A: I was-, I was sending the email to them talking about how, how I felt our efforts of recruitment.

Sgt. Callaway reported she believed the data in the excel spreadsheet was accurate hiring data and she did not receive permission or direction from her supervisor to

share the data. She stated that she opined that the excel spreadsheet data was, "disturbing" to her.

Email dated 7/16/2014 at 1:02 pm

- Sgt. Callaway stated she sent an email to Medaria Arradondo , Abdirahman Muse and Nicole Archbold that stated, *"You can see better here. They had 34 black males and three black females who were eligible. They only selected black-, four black males and three black females. They had one Asian female on the eligibility list and didn't select her. They selected nine unknown races under white section. I just don't get this at all."*

Sgt. Callaway was provided with follow-up questions and she provided answers:

Q: Did you send an attachment with that email?

A: Uh, it says here that I did.

Q: This is a screenshot of the attachment. Do you recognize that-

A: Yes.

Q: -in 6.a.?

A: It's the same form you just showed me.

Q: Did you share the data from the Excel spreadsheet that you received from Heather Rende with Medaria Arradondo, Abdirahman Muse, and Nicole Archbold?

A: That was the same thing just-, yes.

Q: And in 6.b., can you-, can you describe to me what, what that is?

A: It's an email to Muse Abdirahman (Abdirahman Muse), Nicole Archbold, and Medaria Arradondo.

Q: And in 6.c., do you recognize this at all?

A: I don't know what it is. I mean it says it's a thum-, it's to me.

Q: Did you scan a document from a printer to your email? Is that how you passed on the spreadsheet?

A: Oh, I may have. Um, I don't recall, but I may have.

Q: And where is that printer located that you use?

A: Um, that's-, it was probably in the PAL Office.

Q: H-A-M-100-Tosh -- T-O-S-H -- 2330 (HAM-100-Tosh-2330).

A: Yes.

Q: Is that at Hamilton School?

A: Yes.

Q: Same location that we're talking about-

A: Yes.

Q: -in the PAL Office?

A: Yes.

Email dated July 16th 2014, 1:22 pm

- Sgt. Callaway stated she sent this email to Destiny Xiong. Sgt. Callaway stated *"It's to Destiny Xiong, Xiong. And, uh, it says I thought we were going for a more diverse group. Some females, black and Latino, were counted twice as minorities. There was one Asian female who didn't get selected. We don't have any on our department, maybe one. 34 black males and only four selected. It looks like we're goin-, we're doing percentages, but if we do that won't the white males and females always get more spots than everyone else. Doesn't seem fair because they will always be the majority applying. I'm not sure how the process works, but I guess when they told us to go out and recruit I thought they wanted a very diverse group. I guess probably-, I guess I probably don't understand the process. I thought all of the eligible minorities could have gone to Backgrounds. Uh, I feel-, I felt like we will be blamed in the end because we didn't recruit enough diversity when we really did work hard to get a diverse group."*
- In the email string, it included the previous message from Heather Rende dated Wednesday July 16th 2014, 10:47 AM. When asked if Sgt. Callaway about the notice on the bottom of the email that read, NOTICE, if message is received in error, please delete and notify sender. Sender does not waive confidentiality or privilege. Unauthorized use is prohibited. Sgt. Callaway reported she, "did not recall."

Sgt. Callaway was asked questions and she provided an answer about confidential data:

Q: When you had correspondence, an email with Heather Rende and Destiny Xiong, did you believe at the time that that Excel spreadsheet was considered confidential or private data?

A: Um, uh, I, I guess I, I was-... I didn't-, I didn't know for sure. I, I guess I didn't think about it. I guess I didn't-... I, I just thought that I had seen it, uh, before. It was shown to me last year. Um, um, um, Destiny said that it could be provided, um, to us and, uh, so, I honestly probably didn't even think about it.

Metropolitan Transit Police (internet photo and biographical data, document dated 9/19/2014):

Sgt. Callaway reviewed the printout, she was asked the following questions and she provided the following answers:

Q: Who is that person?

A: Chief Harrington.

Q: You had mentioned early-, earlier in the interview that, that you, you know Chief John Harrington. Is he the current Chief of Metro Transit Police?

A: Yes, he is.

Q: And you mentioned something about, um, mentoring and a friendship, is this the person you're referring to?

A: Yes.

Q: Can you tell me about that mentorship or that friendship just generally?

A: Um...

Q: How long have you known him?

A: Um, I don't know how long. Uh, I've known him-... Um, he used to work at St. Paul PD, so a long time. But, uh, he currently has a-, um, the highest, um, diversity and recruitment rate for police departments in the State of Minnesota. And so, um, him and other, uh, chiefs, um, are able to recruit qualified individuals, and I talked to him all the time getting his advice on how, how he does that and, um, how he's able to, um, to, to do, uh, recruitment and recruit, um, qualified diverse individuals.

Q: I'd like to show you item 9. If you can take a look at that, and after you review it, can you tell me about that?

A: This is to Sergeant-, uh, I mean to Chief Harrington. This is Jan Callaway. I wanted to get your opinion. If you had this much diversity in the hiring process, how many minors would you send to Background versus white males. As a Chief, would you request to see this information before you send them to Backgrounds or would you trust that your staff doing their job and hiring diversity.

Q: Can you tell me when this was sent to Chief Harrington?

A: July 16, 2014.

Q: Was there an attachment that was sent along with this email?

A: Uh, yes.

Q: I have a screenshot. I'll show you item 10 and 10.a. Do you recognize that along with the screenshot of the attachment?

A: Yes.

Q: And then a screenshot of the attachment, is, is this the Excel spreadsheet that was originally obtained from-

A: Yes.

Q: -Heather Rende?

A: Yes.

Q: Did you share this data with Chief Harrington?

A: Yes.

Q: Does Chief Harrington work for the Minneapolis Police Department?

A: No, he does not.

Q: What was the purpose of sending the data in the spreadsheet to Chief Harrington? Why?

A: Because I wanted his opinion about what he thought about it as it relates to diversity.

Q: Were you ordered by a supervisor to send this information-

A: No-

Q: -to Chief Harrington?

A: -I was not.

Q: Let me ask you one more time. Were you ordered by a supervisor either your current supervisor, or your Commander, or anyone in your chain to send Chief Harrington that specific stat sheet with the hiring data?

A: No, I was not.

Q: At the time it was sent, did you believe that the information contained in that Excel spreadsheet was private data?

A: Um, I, I don't-, I don't-, I don't know if I thought it was private, um, but obviously I sent it outside of, uh, MPD, so I, I understand that...

Q: Tell me about your duty to protect private data based on what you know about our policy and what you've signed...

A: I have a duty to protect private data to outside, uh, outside MPD.

Q: Did you make any efforts to protect this data when you sent it to Chief Harrington?

A: No.

Q: In your email to Chief Harrington, do you remember which email address you used of his as the location where you sent it? Can you take a look at that email to, to determine where that was sent?

A: John Harrington Metro Transit dot org (john.harrington@metrotransit.org)

Q: Was that his business address?

A: I'm pretty sure it is.

Q: Did Chief Harrington make a request through you for that information?

A: No, he did not.

Q: Did Chief Harrington respond to you?

A: I think he did.

Q: And do you remember how he responded? Was it in writing, via email, or was it over the phone, or was it both?

A: Email.

Q: I'd like to show you a copy of email 11 and 11.a. And can you take a look and can you tell me about those?

A: It's a email, um, from Chief Harrington dated July 16, 2014. Be tough to get less than 50% even by accident. If you were motivated, I'd guess 75% is possible.

Q: And was that a response from Chief Harrington?

A: Yes, it was.

Q: And did Chief Harrington respond with his email from Metro Transit or was it a different email address?

A: Um, from a different one than Transit.

Q: And can you read me that email please?

A: copjmh@yahoo.com.

Q: And in 11.a., this is a screenshot of this email. Is that consistent? Do they go together?

A: Yes.

Q: This is an email in which Sergeant-, or Chief Harrington sent you in response. Is that true?

A: Yes.

Q: And what was the date of that response?

A: July 16, 2014.

Q: You made a reference that Chief Harrington was a mentor of yours. By receiving this information, what did that-, what did that-, um, what did that do for you? Tell me about that. What did you do with this information?

A: Um, I, I, I wanted to make sure that, that I wasn't-, that I was-... Uh, the way I was-... Um, the, the, the thoughts I had about, um, having enough of diversity or being able to recruit a large amount of diversity was, was, uh, accurate.

Q: Do you have any specific, um, training or did you take any classes on how to compile statistical data from an Excel spreadsheet regarding, um, Community Service Officer candidates?

A: No, just, um, I just used, uh, what I thought was common sense. Averages. Percentages.

Q: And when you reported and shared this information with Chief Harrington, did you consider this to be final numbers or was, was this raw data and-, or, or data that was in process?

A: I, I thought it was the-, I thought it was the final information. I didn't know anything, anything different.

Email dated 7/16/2014 3:30 PM & 7/17/2014 8:26 AM:

Sgt. Callaway reported she sent an email to MPD Officer Alice White that read, *"Check this crap out"* with an attached "stats" document. Sgt. Callaway reported she wrote, *"I'm explaining to her what those stats are. It says out of 34 black males they're only sending four to Backgrounds, three black females out of nine, not sending our only Asian female, 19 white males out of 49."*

Sgt. Callaway reported that Officer Alice White was not a member of the CSO hiring group. The below follow-up questions were asked and answered by Sgt. Callaway:

Q: Is Officer Alice White or was she at the time a member of this hiring group?

A: Not the hiring group, but the group that meets with the Chief.

Q: What did you mean when you said, said check this crap out?

A: The low, um, numbers of diversity that went to Backgrounds.

Q: In this email, were you ex-, expressing an opinion or expressing a feeling on what was happening, and if so, can you tell me about that as opposed to-

A: Expressing a feeling.

Q: -as opposed to stating check this crap out an officer who was of lower rank to you, who is below you in rank, can you tell me about, about that?

A: It was expressing a feeling.

Q: Was that an appropriate email without clarification to send?

A: Um, probably without clarification.

Email dated 7/18/2014, 11:45 AM

- Sgt. Callaway reported she received an email from Destiny Xiong. The email stated, *"Hi Jan, I was out of office. I was unable to respond back to you. City of Minneapolis is committed to bringing in a workforce that is representative of the community we serve while being compliant with all Federal, State and local hiring laws. The demographic spreadsheet you received was sent prematurely and should not be used. If you have any questions, please do not hesitate to contact me."*

The following follow-up questions were asked and answered by Sgt. Callaway:

Q: After reading that, what was your understanding?

A: That, uh, she said the demographic spreadsheet was sent to me prematurely and should not have been used.

Q: At that point, did you continue to send out information based on that spreadsheet?

A: Um, um, I'm not sure if it's after that date or not.

Q: After reading that, what was your-, what was your take or what was your-, what was the takeaway from reading this? Was the Excel spreadsheet...?

A: That she felt Heather sent out that sheet prematurely.

Q: In Destiny Xiong's email, she stated specifically should not be used. What did that mean to you?

A: I don't know. Uh, not be used. I, I don't know. I, I don't know what should not be used. I, I guess I don't know even remember that being said until now.

Q: Did you seek out clarification from Destiny Xiong about the information, specifically the data?

A: I'm sure I talked to her.

Q: No. The question is did you talk to her not if you're sure-... Did you talk to Destiny Xiong about the Excel spreadsheet data?

A: I, I don't recall. I talked to her. I communicated with her, you know, this whole time, so, um, I'm sure I talked to her on the phone. I talk to her on the phone often, so I can't-, I don't-, I can't really tell you if I did or not because I don't recall specifically if I talked to her on the phone.

Q: Between July 16, 2014, in the morning when the original email was sent from Heather Rende at 10:47 a.m. until July 18, 2014, at 11:45 a.m., did you talk with Destiny Xiong-

A: I...

Q: -about the-, specifically the data?

A: I don't recall.

Q: After reading the email from Destiny Xiong, was it your belief that the information in the Excel spreadsheet was private data or public and could be released?

A: After receiving what information?

Q: This email specifically from Destiny Xiong that states the demographic spreadsheet you received was sent prematurely and should not be used.

A: Um, I, I think at that time she's telling me that it was-, um, that it was sent by mistake and sent prematurely.

Q: Did you-, did you seek any clarification from your supervisor or your Commander about this data?

A: No.

Q: Did you seek clarification, direction, or information from your Lieutenant or your Commander about the ability or the approval to send out this information?

A: No, I think I talked to him about it, but, uh...

Q: You talked-, you talked to who?

A: Lt. Hoff, but I didn't, um, ask about clarification or anything like that.

Q: Tell me about the conversation you had with Lt. Hoff.

A: I don't remember it specifically, but it was after, um, a hiring meeting and, um, he, myself, and Dave Burbank were talking about, um, basically, um, how, uh, disappointed we were that the diversity numbers were so low.

Q: So, you're-, you were having a person-to-person meeting with people in your hiring...

A: It was not a meeting. It was a conversation.

Q: Conversation with members of, of, of the hiring group -- Lt. Hoff, you, and Sgt. Burbank?

A: Right.

Q: Specifically, during that meeting...

A: It, it wasn't a meeting. We were talking in, in passing. We didn't meet to talk. It was...

Q: While you were talking among those three, were you given permission to send out-

A: No.

City of St. Cloud Minnesota police information dated 9/19/2014:

- Sgt. Callaway viewed a City of St. Cloud Police Administration information sheet from an online source dated 9/19/2014. Sgt. Callaway identified St Cloud PD Chief of Police, Wm. Blair Anderson. She stated she knew him.

The following questions were asked and answered by Sgt. Callaway regarding releasing data to Chief Anderson:

Q: Who is that person to you?

A: Chief Blair Anderson.

Q: Do you know Chief Anderson?

A: Yes.

Q: Did you send Chief Anderson information about what we're talking about the Excel spreadsheet with the hiring data?

A: I didn't remember, but now that I saw that, uh, earlier, yes, I do remember.

Q: Did you send that from your City account or your personal email?

A: I don't remember.

Q: In what format did you send that information to Chief Anderson?

A: I don't remember.

Q: Did you have a telephone conversation with Chief Anderson about the data?

A: No.

Q: If I'm hearing you correctly, you believe you sent an email?

A: I, I believe so.

Email dated 7/19/2014 10:21 AM:

- Sgt. Callaway reported she drafted an email and sent it to Inspector Arradondo, Nicole Archbold, Abdirahman Muse, Lee Edwards, Arthur Knight, Toddrick Kurth, Charles Adams III, and Patrick Reuben. In addition, the hiring data from an excel spread sheet was attached to the email.