

UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	Criminal No. 21-cr-208 (APM)
)	
)	
v.)	
)	
THOMAS WEBSTER,)	
)	
Defendant.)	
_____)	

**Sentencing Memorandum & Motion
For Downward Variants**

Defendant Thomas Webster, by and through his attorneys Dupee & Monroe, P.C., pursuant to 18 U.S.C. §§ 3553 & 3661 and Fed. R. Crim. P. Rule 32(i), respectfully moves this Honorable Court for a downward departure from the advisory Sentencing Guidelines range and, in addition, presents the following relevant information for the Court to consider in determining a fair and reasonable sentence:

Facts & Sentencing Considerations

Following a trial, a Jury convicted Mr. Webster on each of the six counts with which he was charged. Four of those counts - - One, Three, Four & Five - - charged defendant with the use of “a deadly or dangerous weapon” in the commission of these offenses. The “deadly or dangerous weapon” by all counts was a metal flagpole. While holding a metal flagpole with an attached Marine Corps flag, defendant angrily confronted Officer Rathbun positioned along the lower West terrace of the U.S. Capitol while attempting to prevent people from entering the U.S. Capitol Building. Officer Rathbun and the Officers assigned to this police line were separated from the crowd by a metal bike rack. Defendant angrily confronted Officer Rathbun and his

fellow officers, screaming obscenities and questioning their patriotism. Following a brief exchange, defendant wielded the flagpole as a weapon, chopping it down repeatedly onto the portion of the bike rack immediately in front of Officer Rathbun. Mr. Webster brandished the flagpole with sufficient force as to cause the pole to break apart.

This evidence was sufficient for a Jury to convict Defendant of using the flagpole in a manner that was “capable of causing serious bodily injury.” Officer Rathbun managed to take the flagpole away from defendant and retreated back towards the U.S. Capitol Building. Defendant thereafter charged at the officer, struggled briefly on the ground with him, and angrily attempted to remove the Officer’s protective mask. At the conclusion of this violent exchange, Mr. Webster did not pursue Officer Rathbun, nor did the defendant engage in any additional acts of violence at the Capitol. Fortunately, beyond being bruised, Officer Rathbun was not injured. The entire encounter between the defendant and the officer as captured on video lasted approximately 46 seconds. Mr. Webster never struck Officer Rathbun with the flagpole. The defendant never entered into the Capitol Building or caused any damage to public property. Mr. Webster, a husband; father of three; decorated retired New York City Police Officer, United States Marine; and private business owner recognizes that his actions were inexcusable.

As recited below, Mr. Webster committed his crime(s) while swept up in the fervor of the large crowd of protesters. As soon as defendant learned that he was under investigation, he peacefully surrendered himself to law enforcement; admitted his role in the events of January 6th; and offered self-defense - - which was rejected by the Jury - - as the only justification for his conduct.

Mr. Webster’s Guideline range, as calculated by Probation, falls at a total offense level 37 and a criminal history category I. At this range, the recommended sentence is 210 to 240

months. Presumably, recognizing the disparity of imposing such a sentence, Probation has recommended a sentence of 120 months. Mr. Webster was arrested on February 22, 2021 and remanded to Federal custody until his release on June 29, 2021, totaling 127 days of incarceration. Upon being released by the Court on personal recognizance, Defendant has remained on a strict home confinement under the supervision of pre-trial services' High Intensity Supervision Program without incident for the last 421 days. Regardless of the recommended range, Mr. Webster respectfully proposes a downward variance to time served together with a term of supervised release as a sufficient sentence, which is not greater than necessary, to satisfy the statutory criteria set forth in 18 U.S.C. § 3553(a).

18 U.S.C. § 3553(a) Factors

The facts and circumstances surrounding Mr. Webster's conviction(s), though certainly very serious, do not call for the imposition of a sentence as high as the Guidelines, Probation, or the Government would suggest. The Guidelines, "as a matter of administration and to secure nationwide consistency. . . should be the starting point and the initial benchmark," but are not the only consideration in formulating a fair and just sentence. *Gall v. United States*, 552 U.S. 38, 49 (2007). After properly calculating the Guidelines range, the Court must make an individualized assessment of the Defendant and consider each of the factors set forth in 18 U.S.C. § 3553(a). *Id* at 49-51. As recited by this Court in *United States of America v. Lolos*, 1:21-cr-00243-APM (Exhibit "A" at pg. 49), the Court must consider all the factors that are set forth in 18 U.S.C. § 3553(a) and impose a sentence that's sufficient but not greater than necessary to achieve the objectives in this statute. These factors include:

1. The Nature and circumstances of the offense;
2. The history and characteristics of the defendant;
3. The need for the sentence imposed to reflect the seriousness of the offense, to promote respect for the law, and to provide just punishment;

4. The need to protect the public;
5. The Guidelines range;
6. The kinds of sentences available;
7. The need to avoid sentencing disparity among similar defendants who had been found guilty; and
8. The need to provide restitution of victims of the offense.

United States v. Martin, 455 F. 3d 127, 1236 (11th Cir. 2006); *United States v. Simpson*, 430 F. 3d 1177, 1187 (D.C. Cir. 2005). Taking an accounting of the factors applicable at bar, including the defendant's history and characteristics; the need to impose just punishment; protect the public, and avoid unjust sentencing disparities; collectively demonstrates that a sentence within the proposed range would invoke a punishment far greater than necessary to accomplish a fair and just sentence.

A. Defendant's History and Characteristics

A year and a half ago, defendant joined a violent mob, guided by unscrupulous politicians, stormed the capitol; and almost succeeded in preventing the peaceful transfer of Presidential power. Promoters of the lie that the 2020 election was stolen have nearly taken over one political party and stoked national distrust in our electoral process. These forces championed by former President Donald Trump exerted an extraordinary amount of influence over those Americans present at the Capitol on January 6th through their relentless disinformation which turned otherwise decent, law abiding individuals such as Mr. Webster against his fellow Americans. Disabused of any notion that the 2020 election was illegitimate, Mr. Webster as a man of immense character is deeply ashamed and remorseful for having participated in the January 6th protest and violently attacking Officer Rathbun.

As aptly written by poet Paul Eldridge, to judge Mr. Webster's character solely on the events of January 6th, "is like judging the sea by a jug full of its water." Defendant is 56 years old having been born on March 25, 1966. Defendant was born in Brooklyn, New York. Defendant's

parents separated and divorced at a very early age in his life. Initially, defendant was raised by his father until moving with his siblings into his mother's apartment in Suffern, New York. Both of defendant's parents struggle with alcohol. Mr. Webster suffered the loss of his older brother shortly before graduating high school. Despite the family's personal and financial struggles, defendant managed to graduate from Suffern High School in 1984. After a short stint in Community College, defendant made the selfless decision to enlist in the United States Marine Corps in 1985 until his Honorable Discharge in 1989. Mr. Webster's love and devotion to his country is competently noted by his Marine Corps service records. Exhibit "B". The truest determination of a person's character must be measured over time and is best described by the Latin phrase *non vox sed votum*. An early glimpse of defendant's character is revealed in a letter issued to defendant as a young Lance Corporal which reads:

As you return to your parent unit, I hope you continue this superb conduct and continue to be an example for all. Your conduct reflects great credit upon yourself, the Marine Corps, and the United States Naval Services.

Mr. Webster's exceptional character as a United States Marine separately earned him a citation on November 1, 1988. After four exceptional years of service with the United States Marine Corp., defendant was Honorably Discharged on October 31, 1989.

Upon being discharged from the United States Marine Corps, defendant returned to Suffern, New York to join the New York City Police Department in 1990. Again, Mr. Webster's impeccable conduct as a uniformed Police Officer speaks to this gentleman's exceptional character. Exhibit "C" The restraint and professionalism exhibited by the defendant as a Police Officer is especially telling when understanding the particularly violent neighborhoods he was assigned to patrol. In this context, a group of private citizens living in the Gun Hill Housing

Projects thought enough of Mr. Webster's character to write former Mayor Rudolph Giuliani a letter on May 15, 1997 (Exhibit "D") stating:

I am a Resident Patrol Supervisor of Gun Hill houses located in the North Bronx. I am writing to let you know what a great job the residents of Gun Hill think your officers are doing.

Police Officer Webster and Police Officer Morales have demonstrated to us that they are concerned about the quality of life in our community. They are always courteous and ready to respond to any situations.

Just as we speak out when we think there is a problem in our community with the Police Officers, we are writing to give Police Officer Webster and Police Officer Morales the praise they so richly deserve.

The strength of the trust and high regard the NYPD had for Mr. Webster is illustrated by the fact that the defendant was assigned as a Firearms Instructor and to the Mayor's private security detail. Defendant's time with the United States Marine Corps and the NYPD over a twenty-five year period was unblemished and filled with superlatives that directly speak to defendant's good character, peaceful nature and high moral qualities. It is also worth mentioning that Mr. Webster worked at the World Trade Center following the 9/11 attack and suffers from a variety of health conditions as a consequence.

Mr. Webster has been married to his loving and devoted wife Michelle Webster since July 16, 1999. Together they have raised three beautiful and successful children, one of which is currently serving our country in the United States Marine Corps. Mr. Webster, his wife and family are faithful Catholics and have relied heavily on each other and their faith as they struggle through this extraordinarily difficult time in their lives. Mr. Webster's wife and children share in defendant's shame and remorse over defendant's violent role in the events of January 6th. Each member of the family, including the defendant himself, have required professional support to deal with the grief and hardship brought on by defendant's conduct. On this point, Mr. Webster's

treating psychologist Shahla Gorovoy, Ph.D. states in her report dated August 24, 2022 (Exhibit “E”) in relevant part:

From the beginning of our work together, Mr. Webster showed a great deal of mixed emotions that range from fear to grief, loss, regret, and remorse. He perseverated about how he wished he “had stayed home that day”. He showed appreciation of the severity of the charges stating, “I understand violence is not acceptable and I wish I had known things I have learned in therapy to deal with my emotions and not be in the place I am right now.”

After retiring from the New York City Police Department, defendant demonstrated his high moral character and commitment to his family by working tirelessly as a self-employed landscaper. Defendant’s wife and children describe him as their “rock.” Over the years, Mr. Webster has often turned to alcohol to cope with life’s many challenges, but this crutch has not kept defendant from fulfilling his personal or professional obligations.

While Mr. Webster’s turbulent childhood and alcohol abuse certainly do not excuse his criminal conduct, he submits that they are relevant factors for the Court’s consideration under § 3553(a). Having received much needed mental health counseling (Exhibit “E”), Mr. Webster will be of no risk to ever re-offended, particularly given the exemplary personal and professional life defendant has lived. Under the circumstances, a sentence within the advisory Guidelines range or as recommended by the Government would be a sentence that is far in excess of what is necessary.

B. Need to Provide Just Punishment

The crimes committed by Mr. Webster are unmistakably violent and reprehensible. As much as the defendant’s time with the United States Marine Corps and New York City Police Department speaks to defendant’s high moral character, it also belies the fact that such a person would have known better. As a retired police officer, Mr. Webster himself was assigned to duties as performed by Officer Rathbun on January 6th and was trained to confront angry and

sometimes violent protestors. Mr. Webster was one of the few people among the thousands of Americans present at the U.S. Capitol on January 6th who should have fully appreciated the enormity of the task assigned to Officer Rathbun and his fellow officers. Casted in this light, Mr. Webster does not have a justifiable excuse for verbally abusing the officers present along the police line; pushing on the bicycle rack; using his flagpole to threaten Officer Rathbun; or in engaging in the unspeakable act of charging and tackling of Officer Rathbun to the ground.

But, why would an exemplary citizen such as Mr. Webster with no criminal history; propensity for violence; or ties to any political action groups commit such crimes against a brother officer? From the evidence at trial, Mr. Webster traveled from his home in New York to Washington, D.C. on January 5th alone. He attended the January 6th rally equipped only with his police issued vest. None of the photographs or information alluded to by the Government which was erased by the defendant after January 6th addressed any of the crimes to which the defendant was convicted. In fact, defendant's crimes were highlighted in detail by a multitude of video tape evidence exchanged by both the defense and the Government. To this end, defendant makes no attempt to mitigate or minimize his violent conduct on January 6th.

Citizens are free to disagree on public policies or the direction of our nation. These principles buttress on the promise that all citizens must agree on fundamental constitutional principles, the concepts of fairness, civility, and respect for the rule of law. While no single person was necessarily responsible for the events which culminated in the January 6th riot, every individual present that day- - in particular those individuals like Mr. Webster who engaged in acts of violence- - contributed to creating one of the darkest days in our nation's history. Borrowing the reasoning adopted by this Court in *United States of America v. Lolos*, 21-cr-243-APM (Exhibit "A" at Pg. 55-56), mitigation exists to the extent that individuals such as Mr.

Webster did not plan the events of January 6th. Mr. Webster certainly did not come to Washington, D.C. to storm the U.S. Capitol. “The fact remains that [Mr. Webster] and others were called to Washington D.C. by an elected official; he was prompted to walk to the Capitol by an elected official.” (Exhibit “A” at Pg. 55) People like Mr. Webster were told lies, fed falsehoods, and told that our election was stolen when it clearly was not. Regrettably, good people like Mr. Webster, who certainly knew better, took such falsehoods and lies to heart and are now standing alone to suffer the consequences. Looking back, Mr. Webster and his family know all too well that he was duped and used as a pawn by senior elected officials he trusted. Defendant is no longer under any illusion that the 2020 election was stolen or that he was fighting for a just cause. Mr. Webster certainly acknowledges in retrospect that his actions seriously injured this country. As distorted as defendant’s mindset was at the time, his heart was set on doing what he believed was right. He certainly now knows that he was wrong. He accepts that the 2020 Presidential Election was legitimate and that he had no right to interfere with the peaceful transference of Presidential power. While many of the people who participated in the Capitol riot will be held accountable for their crimes, the elected officials who incited this horrific event will never be held answerable for their crimes. Based on the foregoing, Mr. Webster prays that this Court consider the unique facts and circumstances surrounding the events that led to the January 6th riot in determining a fair and reasonable sentence.

C. Need to Protect the Public

With the exception of January 6th, Mr. Webster has lived the last 56 years of his life peacefully without having been accused of any other crime(s). Although the defendant had a difficult childhood, he made the best of what was available to him, by graduating high school, serving his country in the United States Marine Corps, and completing 20 years with the New

York City Police Department with distinction. Even after retiring from the New York City Police Department, defendant successfully ran a private landscaping business. Mr. Webster was a living example of the “American Dream.” Beyond being a devoted husband and father, Mr. Webster’s peaceful and law abiding nature was well known by his family, friends, and members of his community. The 17 character letters attached as Exhibit “F” are testament to this incredibly decent man’s peaceful nature. Not surprisingly, the media has casted defendant nationally as a violent villain, forever saddling him with the shame of participating in this dark moment of our country’s history. Not allowing the truth or facts to get in the way of a good news story, the media has permanently casted the defendant with the false moniker “The Eye Gouger,” serving to humiliate the defendant in perpetuity. Mr. Webster has served 127 days in Federal custody without incident or reprimand. Equally stated, over the course of 421 days of home confinement, there has not been one reported infraction. Notwithstanding defendant’s thoughtless and momentary use of violence on January 6th, this defendant’s exemplary conduct and high moral qualities should make it impossible for the Court to believe that defendant represents a danger to the public.

D. The Need to Avoid Sentencing Disparities

The Supreme Court has long held that “[i]t has been uniform and constant in the Federal Judicial tradition for this sentencing judge to consider every convicted person as an individual and every case as a unique study in the human failings that sometimes mitigate, sometimes magnify, the crime and punishment to ensue.” *Gall*, 552 U.S. at 52 (*quoting Koon v. United States*, 518 U.S. 81, 113 (1996)). The imposition of a sentence within the Guidelines range or even as recommended by the Government would result in a sentence far greater than that

imposed to date on any of the defendants who have been charged with similar offenses arising from the Capitol riot.

A comparison of Mr. Webster's relevant conduct and life history to the conduct and history of the other defendants who have been sentenced in connection to the Capitol riot would not justify the disparity and sentences that either the Guidelines or the Government's recommendation would create. Given Mr. Webster's history, his mindset at the time of the January 6th riot, and his peaceful surrender to authorities, the sentence of time served would be justified, taking into consideration the 127 days previously served in Federal custody together with the 421 days of home confinement under the supervision of pre-trial services. This sentence would be sufficient, but not greater than necessary to satisfy the purpose of 18 U.S.C § 3553.

Conclusion

Based on the foregoing, Mr. Webster respectfully prays that this Honorable Court departs from the proposed advisory Guidelines and the recommendations made by the Government based upon the reasons set forth above and that it, likewise, considers the unique facts and circumstances that led to the January 6th riot and impose a sentence significantly below the adjusted advisory Guidelines range.

Respectfully submitted,

DÚPEE & MONROE, P.C.
Attorneys for Defendant

BY:


JAMES E. MONROE, ESQ.

Office & P.O. Address

211 Main Street, Box 470

Goshen, New York 10924

Phone: 845-294-8900

Fax: 845-294-3619

Email: jim@dupeemonroelaw.com

EXHIBIT "A"

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA

UNITED STATES OF AMERICA,)	
)	
Plaintiff,)	
)	CR No. 21-243
)	Washington, D.C.
vs.)	November 19, 2021
)	2:00 p.m.
JOHN LOLOS,)	
)	
Defendant.)	
)	

TRANSCRIPT OF SENTENCING VIA ZOOM PROCEEDINGS
BEFORE THE HONORABLE AMIT P. MEHTA
UNITED STATES DISTRICT JUDGE

APPEARANCES:

For the Government:	Anthony L. Franks DOJ-USAO 111 S. 10th Street Rm. 20.333 St. Louis, MO 63102 (314) 539-2200 Email: anthony.franks@usdoj.gov
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For the Defendant:	Edward B. MacMahon, Jr. EDWARD B. MACMAHON, JR., PLC P.O. Box 25 107 East Washington Street Middleburg, VA 20118 (540) 687-3902 Email: ebmjr@macmahon-law.com
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APPEARANCES CONTINUED:

Probation Officer: Sherry Baker

Court Reporter: William P. Zaremba
Registered Merit Reporter
Certified Realtime Reporter
Official Court Reporter
E. Barrett Prettyman CH
333 Constitution Avenue, NW
Washington, D.C. 20001
(202) 354-3249

Proceedings recorded by mechanical stenography; transcript produced by computer-aided transcription

1 P R O C E E D I N G S

2 COURTROOM DEPUTY: Good afternoon, Your Honor.
3 This is Criminal Case No. 21-243, United States of America
4 versus John Lolos.

5 Anthony Franks for the government.

6 Edward MacMahon for the defense.

7 Sherry Baker on behalf of the Probation Office.

8 The defendant's appearing via videoconference for
9 this hearing.

10 THE COURT: Okay. Good afternoon, everyone.

11 Mr. Lolos, good afternoon to you.

12 Can everyone hear me okay?

13 MR. MacMAHON: Yes, Your Honor.

14 MR. FRANKS: Yes, Your Honor.

15 THE COURT: Good.

16 THE DEFENDANT: Yes, this is John Lolos.

17 I was told to have my device on mute until it's time for me
18 to speak.

19 THE COURT: I wanted to make sure you can hear me.

20 So, yeah, I think it's probably a good idea to
21 just leave it on mute for now.

22 Okay. Before we start, let me just confirm that
23 everybody's ready to proceed with sentencing?

24 MR. FRANKS: Yes, the government is.

25 MR. MacMAHON: Yes, Your Honor, the defense is

1 ready as well. Thank you.

2 THE COURT: All right.

3 Mr. MacMahon, can I just confirm with you and your
4 client that Mr. Lolos is prepared to waive an in-person
5 sentencing hearing?

6 MR. MacMAHON: He is, Your Honor.

7 THE COURT: Okay.

8 Mr. Lolos, if I can just address you, please.

9 I wanted to make sure you understand your right to
10 an in-person sentencing hearing; that is, you have the right
11 to be present in court for your sentencing hearing.

12 Do you understand that, sir?

13 THE DEFENDANT: Yeah, I understood that.

14 I actually preferred that, but was told just to have it on
15 the video.

16 THE COURT: Okay.

17 Well, let me -- would you prefer an in-person
18 sentencing hearing?

19 THE DEFENDANT: Well, since we're here now,
20 I mean, I guess we can do it now since we're here. I just
21 wanted to look everyone face to face, that's all.

22 But since we're here now, I don't want to back the
23 courts up any more than they already are backed up.

24 THE COURT: Okay.

25 Look, Mr. Lolos, I appreciate the concern about

1 backing things up, but, believe me, that's not something you
2 ought to be worried about.

3 You know, the courts are here to conduct these
4 hearings, and your concern ought to be for you and your
5 ability to be sentenced in the best circumstances that you
6 think -- in the circumstances that you think are best.

7 So if you have a -- you have a right to be in
8 person; and if that's what you would prefer, then that's
9 what I would be required to do.

10 THE DEFENDANT: If I do go to jail, I'm not going
11 to go to jail right then and there in Washington, D.C.?

12 MR. MacMAHON: Your Honor, can I talk to Mr. Lolos
13 for a second, please?

14 THE COURT: Sure. Go ahead, Mr. MacMahon.

15 We'll put you in a breakout room. Just hang on
16 for a second.

17 (Defense counsel conferred with the defendant off
18 the record.)

19 MR. MacMAHON: Your Honor, I just spoke to
20 Mr. Lolos. He's prepared to waive having to come to
21 Washington, D.C. for this hearing and agrees to have it by
22 video.

23 THE COURT: Okay.

24 But -- all right.

25 Well, let me -- if I -- Mr. MacMahon, just in

1 light of his comments, I want to make sure that's what he
2 wants to do.

3 Mr. Lolos, we were just discussing whether you'd
4 like to have an in-person hearing, you have a right to such
5 a hearing, but we are proceeding remotely this afternoon for
6 sentencing.

7 Are you agreeing to proceed remotely, Mr. Lolos?

8 THE DEFENDANT: Sure.

9 THE COURT: Do you have any doubts, Mr. Lolos,
10 about doing that?

11 THE DEFENDANT: Well, okay -- okay, my attorney
12 advised me to do this remotely, so I want to listen to my
13 attorney and do this remotely.

14 THE COURT: Okay.

15 Mr. Lolos, let me just say this, and this isn't --
16 this is true with a lot of things when it comes to criminal
17 cases: When it comes to your rights, you obviously receive
18 advice from counsel. But ultimately the decision is yours
19 with respect to certain rights, and that would include, in
20 this case, the right to appear in person. That's not --

21 THE DEFENDANT: Does it change the outcome in the
22 verdict?

23 THE COURT: I'm sorry?

24 THE DEFENDANT: Does it change the outcome in the
25 verdict?

1 THE COURT: The short answer, Mr. Lolos, is, no.
2 Whether you appear in person or not --

3 THE DEFENDANT: All right.

4 THE COURT: -- doesn't really -- is not going to
5 impact my view of things.

6 THE DEFENDANT: Okay.

7 I'll do it remotely then. I'll do it remotely.

8 THE COURT: Okay.

9 Are you sure?

10 THE DEFENDANT: Yes.

11 THE COURT: All right.

12 Because, like I said, it's your right. If you'd
13 like to come to Washington and have a hearing in person,
14 that's your right and you can do that.

15 THE DEFENDANT: No.

16 If it doesn't change the outcome, then, no, I will
17 do it remotely.

18 THE COURT: Well, what I'm saying to you,
19 Mr. Lolos, is that whether you appear here or not, that's
20 not going to be a factor in what my sentence is.

21 Do you understand that?

22 THE DEFENDANT: I understand. I understand
23 100 percent.

24 THE COURT: Okay.

25 And it's up to you whether you would rather be

1 here in person for this proceeding.

2 Do you understand that?

3 THE DEFENDANT: I understand 100 percent.

4 THE COURT: All right.

5 And you're choosing not to be here in person and
6 you're okay with proceeding remotely?

7 THE DEFENDANT: Yes.

8 THE COURT: All right.

9 Any doubt in your mind about that?

10 THE DEFENDANT: No.

11 THE COURT: All right.

12 So I do find then that Mr. Lolos is knowingly and
13 voluntarily waiving his right to an in-person sentencing
14 hearing.

15 I further find that the interests of justice are
16 served by proceeding with sentencing today remotely,
17 particularly given that Mr. Lolos is in the State of
18 Washington and it would require then delaying this matter.
19 I think it's in everyone's interest to have it reach its
20 conclusion.

21 Furthermore, we do continue to have authorization
22 under the CARES Act and by order of the Chief Judge to
23 proceed remotely. And so those are the preliminary findings
24 I'm required to make to hold this sentencing hearing
25 remotely instead of in person.

1 With that out of the way, let me just first go
2 over what I've reviewed and let me then ask either side
3 whether there should be something else I haven't mentioned.

4 So I have reviewed the Presentence Investigation
5 Report at ECF 33, the Probation Officer's recommendation
6 at 34, the government's memorandum in aid of sentencing at
7 32, and then defendant's memorandum in aid of sentencing at
8 ECF 35, which included some letters of support, which I've
9 also read.

10 Is there anything else I should have reviewed that
11 I did not?

12 MR. FRANKS: Not from the government, Your Honor.

13 THE COURT: Okay.

14 Mr. MacMahon?

15 MR. MacMAHON: Not from the defense, Your Honor.

16 THE COURT: Okay.

17 And then are there any objections to the
18 Presentence Investigation Report that already haven't been
19 made?

20 MR. FRANKS: Not from the government, Your Honor.

21 MR. MacMAHON: And not from the defense,
22 Your Honor.

23 THE COURT: Okay.

24 Any preliminary matters either side wants to raise
25 then before we turn to the allocutions?

1 THE DEFENDANT: I would like an opportunity to
2 talk. I don't know if now is the time or later.

3 THE COURT: Yes.

4 So, Mr. Lolos, the way this will work is, I'll
5 first turn to the government, Mr. Franks will have the
6 opportunity to be heard; and I'll turn to your counsel,
7 Mr. MacMahon, he'll have the opportunity to be heard; and
8 then I'll turn to you and you can address me if you wish,
9 you're not required to, but it's up to you, okay?

10 THE DEFENDANT: Okay.

11 THE COURT: All right.

12 Mr. Franks, why don't we start with you on behalf
13 of the government.

14 MR. FRANKS: Thank you, Judge Mehta.

15 It is without question that on January 6th, that's
16 a day that Americans will not forget, nor those around the
17 world who watched rioters take the U.S. Capitol under siege.

18 The actions of the rioters that day threatened our
19 democracy and the peaceful transition of power through
20 certification of the 2020 election. Those who participated
21 in the riot, like the defendant here, should be held
22 accountable.

23 The government believes that the factors outlined
24 by Title 18, United States Code Section 3553(a) support a
25 sentence of 30 days' incarceration and the payment of a \$500

1 amount of restitution.

2 I understand that the Court has read the
3 sentencing memorandum that both parties have filed. I won't
4 rehash the arguments that were made there, but there are a
5 couple of points of emphasis that I'd like to make.

6 First of all, regarding the nature and
7 circumstances of the offense, defendant flew here from
8 Seattle -- flew to D.C. from Seattle, Washington, to protest
9 what he termed as voter fraud. He attended a rally, and he
10 walked, after that rally, with a crowd to the Capitol.

11 Along the way, defendant saw chaos all around him.
12 He took pictures of it. He saw people climbing and hanging
13 on statues. He sent those pictures to his friends.

14 As he got closer to the Capitol, he told his
15 friends by text message that essentially he had grown --
16 joined with the crowd, and that, we're storming the Capitol
17 now. He said, I'm here, storming the Capitol. We're going
18 in.

19 He got to the stairs of the Capitol, he saw tear
20 gas in the air, he saw people climbing through a broken
21 window, and he followed them in with his face partially
22 covered.

23 Once inside, it was obvious to the defendant that
24 the police were outnumbered. He entered through the
25 Senate-wing window, which was broken. There was a crowd of

1 rioters there.

2 The defendant then took out his flag, he started
3 chanting at the police officers there -- the officers there.

4 He didn't stop at that point. He went to the
5 Crypt, where he, again, triumphantly waved his flag,
6 chanting more, taking more photos, and sending those photos
7 to his friends, promoting his participation in the riot.

8 He didn't stop there. He continued to the Hall of
9 Columbus [sic].

10 At his plea hearing and in the Statement of
11 Offense, he admitted that at that point, he saw law
12 enforcement there and they were heavily armed so he finally
13 decided to leave, as if seeing law enforcement 40 minutes
14 before that wasn't enough to trigger him to leave.

15 But when --

16 THE COURT: Mr. Franks, can I interrupt you?
17 Because that's the one thing I'm a little uncertain or left
18 wondering about.

19 I mean, I've looked actually at a fair number of
20 the other cases and the conduct of those defendants. And
21 what struck me is that Mr. Lolos is actually -- he's inside
22 the Capitol building for 43 minutes, according to the
23 government's evidence.

24 MR. FRANKS: That's correct.

25 THE COURT: But I haven't been given a whole lot

1 of information about what he was doing inside for those
2 43 minutes.

3 Can you shed light on what you believe the
4 evidence shows about what he was doing inside during that --
5 I mean, that's a pretty long period of time. I mean, there
6 are others, who you've identified as comparators, who were
7 in there for less than 15.

8 MR. FRANKS: That's right.

9 THE COURT: And so help me understand what
10 Mr. Lolos was doing during that time.

11 MR. FRANKS: So Mr. Lolos entered through the
12 Senate-wing window. There's a big crowd there. He
13 initially went up to an officer, he said something to that
14 officer. A couple of minutes later, he pulled out his
15 flags, and he started --

16 THE COURT: Do you know what he said to an
17 officer, that officer?

18 MR. FRANKS: Mr. Lolos said -- he told us that
19 he said that it was getting crowded. That's what he told us
20 in our debrief.

21 So after that, he took out his flag. And you can
22 see on -- well, on the -- it's visible on the CCTV video,
23 that he pulls out his flags and he starts chanting at the
24 police officers, who are holding the line in the Senate
25 wing.

1 He then walks through the Capitol to the Crypt.
2 And as he's parading through there, he's, again, waving his
3 flag.

4 And what I'll say is that there is no evidence
5 here that Mr. Lolos destroyed any property; that he came in
6 contact with law enforcement or assaulted them. What he did
7 is he just continued to go through the Capitol; standing
8 around, taking pictures, texting them out to his friends,
9 saying that he had stormed the Capitol.

10 He went to -- from the Crypt to the Halls of
11 Columbus [sic]. And when he got to the end of that hall, an
12 officer engaged him, touched him on his arm. And you can
13 see to the right, there were a number of law enforcement
14 officers who had -- from the FBI, who were heavily armed.

15 Mr. Lolos then was, what it looks like from the
16 video, what he said, he decided to leave at that point.

17 He walked out the door. And he's captured on
18 video at that point, when he walks out the door 43 minutes
19 after he entered. And he's yelling, as others are yelling,
20 as they're coming out, we stopped the vote. He yells,
21 "They left! We did it!"

22 Then he's still on Capitol grounds. He stands
23 next to the Capitol, takes a -- has a picture taken of
24 himself, and he says, "Me after battle."

25 So during his 40 or so minutes, almost 45 minutes

1 in the Capitol, he walks through it, he chants at officers,
2 he waves his flag, he walks -- he engages -- he's engaged by
3 law enforcement, and then he leaves.

4 THE COURT: Okay.

5 And he's there alone, as far as you know?

6 MR. FRANKS: Yes, it appears as though he's alone.

7 THE COURT: Okay.

8 MR. FRANKS: Now, in terms of what -- the
9 circumstances of this offense, after the riot, two days have
10 passed, and Mr. Lolos was at National Airport, Ronald Reagan
11 National Airport. He was on a flight on the tarmac, and he
12 began to chant "Trump 2020" repeatedly, to the point that he
13 had disrupted the flight, they turned the flight around, and
14 he was escorted off the plane. That was two days after the
15 coverage of the riots had been broadcast. He was showing no
16 initial remorse for his actions.

17 In terms of the background and history of
18 Mr. Lolos, he's a successful -- admittedly, a successful
19 business owner, and that is a mitigating factor here. He's
20 provided letters of support from his customers. And without
21 divulging what's in the Presentence Investigation Report,
22 he's amounted the mass -- a significant net worth from that
23 business.

24 But what's troubling here, and what, I believe,
25 negates that mitigating factor, is that defendant owns and

1 operates a security firm.

2 With his professional background, he shouldn't
3 have stormed the Capitol. He should have turned around when
4 he saw the chaos all around him; the rioters climbing in
5 through broken windows.

6 And that's especially true for a security
7 professional like Mr. Lolos, who advertises and gets paid to
8 and vows on his website that he will "control who is allowed
9 access to certain areas of your offices or corporate
10 headquarters." The website goes on to say that, "We ensure
11 that the right people have access to the appropriate parts
12 of your building and grounds."

13 But on January 6th, Mr. Lolos totally disregarded
14 his pledge that he makes to his customers and he went on to
15 storm the Capitol.

16 He surely --

17 THE COURT: Can I ask you a question? And you may
18 not know the answer to this, and maybe --

19 MR. FRANKS: Yes.

20 THE COURT: -- it's the same question I'll ask
21 Mr. MacMahon:

22 Do you know whether there are going to be any
23 licensure -- potential licensure consequences of his
24 conviction?

25 The Presentence Report indicates that he's up for

1 licensing renewal at the end of the year. And certainly if
2 this was a felony, I would think it would have a potential
3 impact on his ability to get that license renewed.

4 Do we have any idea of what, if any, consequence
5 will come of a misdemeanor conviction and sentence?

6 MR. FRANKS: I do not know, Your Honor.
7 The government does not know.

8 THE COURT: Okay.

9 MR. FRANKS: Your Honor, the other part of
10 Mr. Lolos's history and characteristics that's troubling
11 here is that he was adjudicated as being guilty of criminal
12 harassment a little less than 11 years ago.

13 I won't get into all the details of what's in the
14 Presentence Investigation Report, but he told -- he
15 threatened to kill someone.

16 His sentence was deferred with probation.

17 THE COURT: Mr. Franks, can I ask you a question
18 about that?

19 I mean, it is true that that is the allegation
20 that's set forth in the -- presumably was an affidavit in
21 support of some sort of arrest warrant -- and, in fact,
22 I have a copy of it; the Probation Office did give it to me
23 when I asked -- based as probable cause. And he was
24 actually charged with felony harassment or at least that was
25 the basis for the probable cause certification, but

1 ultimately what he pled to was a misdemeanor harassment.

2 So I'm wondering, do you know what facts he
3 actually admitted to as part of the conduct for which he
4 pled?

5 MR. FRANKS: I do not have the plea agreement.
6 I do not know exactly what facts he alleged to.

7 I do know, as the Court knows, what he -- what the
8 charge was that he pled to, and what the conditions were for
9 the ultimate dismissal of the case.

10 THE COURT: So can I make, in your view, a
11 preponderance of the evidence finding with respect to the
12 allegations of a probable cause certification, if we don't
13 know anything more than that, at least in terms of what he's
14 admitted to as the underlying conduct?

15 MR. FRANKS: I think it would be safe to make a
16 probable cause finding of his admission of guilt to the
17 charge that he pled guilty to.

18 THE COURT: Yeah, no --

19 MR. FRANKS: Maybe not the factual allegations.

20 THE COURT: Right. Okay.

21 No doubt about that.

22 MR. FRANKS: Yes.

23 THE COURT: I agree with you that I can make a
24 preponderance finding as to his admission of guilt to the
25 offense, but it's just a question of what the facts are --

1 MR. FRANKS: Yeah.

2 And --

3 THE COURT: -- of the actual conduct itself.

4 MR. FRANKS: And that is one of the reasons why I
5 didn't want to get into all of those facts on the public
6 line here.

7 THE COURT: Okay.

8 THE DEFENDANT: Then why did you bring it up?

9 MR. FRANKS: It's a part -- well, I will address
10 the Court.

11 THE COURT: Mr. Lolos, I'll ask you to refrain
12 from commenting. You'll have an opportunity to speak.

13 THE DEFENDANT: Okay.

14 MR. FRANKS: This is one of the factors of
15 3553(a). It is not only pertinent but it's relevant, in
16 terms of Mr. Lolos's prior conduct and him also being
17 provided probation in a prior case.

18 Now, in terms of the other factor here, a sentence
19 that must reflect the seriousness of the offense and promote
20 respect for the law, again, a significant sentence is
21 warranted here, and not one, again, that, the government
22 would argue, should be probation.

23 It shouldn't be probation again because of the
24 seriousness of the offense in totality and with regard to
25 Mr. Lolos's specific actions at the Capitol: Entering the

1 Capitol through a broken window, parading through it,
2 remaining there for 45 -- almost 45 minutes, chanting at
3 police officers. And then in the end, showing that he was
4 satisfied with his actions in participating and delaying a
5 certification of the vote, while others participated with
6 him but maybe not jointly with him.

7 In terms of deterrence, there's general deterrence
8 and there's also specific deterrence.

9 I provided a link in the -- a link to the video
10 that captured Mr. Lolos leaving the Capitol. Almost
11 6.5 million people have viewed that, with 12,400 of those
12 weighing in to "like" what was captured there. I personally
13 can't tell you what those 12,400 people liked about it.
14 Some people voiced that the actions that they saw warranted
15 an incarceration, others wondered why what was going on was
16 allowed.

17 I believe -- the government believes that a
18 sentence of incarceration will provide general deterrence to
19 those who have viewed that video so that they won't repeat
20 defendant's actions.

21 In terms of specific deterrence, again, the Court
22 has previously sentenced defendants to probation, yet he's,
23 again, here before a court on a serious offense.

24 Probation didn't deter him before, seeing the tear
25 gas as he approached the Capitol didn't deter him, and even

1 his professional experience as a security -- owner of a
2 security firm didn't deter him, and I don't believe that a
3 sentence of probation here will deter him again if he was to
4 get upset regarding alleged voter fraud again.

5 The last point in terms of the 3553(a) factors as
6 outlined in my sentencing memorandum, and it deals with
7 sentencing disparities. There have not been a lot of
8 sentences that have been rendered. There have been over 600
9 defendants that have been charged, with a little over 30
10 that have been sentenced.

11 The way I grouped, after analysis of these who
12 have already been sentenced, is the criminal history of
13 Mr. Lolos, in comparison to those who have had similar
14 criminal history.

15 I outlined the *Hemenway* and *Bauer* case, where both
16 defendants had criminal history. The government recommended
17 in those cases 30 days' confinement, and the courts there
18 provided and sentenced the defendants to 45 days.

19 Now, on the further end of the spectrum of the
20 limited number of defendants who have been sentenced who
21 have a criminal history, there were the *Curzio* case and the
22 *Dresch* case. Those defendants had been detained because of
23 their significant criminal history. They were both
24 sentenced, as outlined in the sentencing memorandum, to six
25 months' imprisonment.

1 I think that the range of punishment and
2 incarceration that was outlined and given in those three
3 cases provides the Court with a basis to compare Mr. Lolos
4 and to sentence him to at least 30 days' incarceration.

5 Now, in terms of the one case that the defendant
6 cites in support of probation, *United States versus Sean*
7 *Cordon*, that case is easily distinguishable from the facts
8 here.

9 Mr. Cordon was in the Capitol for only
10 four minutes. Mr. Lolos was in the Capitol for almost
11 45 minutes, approximately 43.

12 Mr. Cordon walked around the Capitol. And he left
13 the area with his brother and he immediately expressed
14 remorse for his actions.

15 Mr. Lolos, on the other hand, left the Capitol,
16 yelling, "We did it! They left!," celebrating his actions
17 at the Capitol and participation in the riot; and two days
18 later, his conduct got him kicked off of a plane.

19 Mr. Cordon also had no criminal history at all.

20 These cases, the *Cordon* case and the instant case,
21 are vastly different. And the government believes that the
22 factors of 3553(a) warrant Mr. Lolos getting a vastly
23 different sentence, not probation, like Mr. Cordon.

24 For all those reasons outlined in the sentencing
25 memorandum, we believe that a sentence of one-month

1 incarceration is not greater than necessary to achieve the
2 goals of sentencing as articulated in Section 3553(a).

3 THE COURT: Thank you for your presentation.

4 Mr. MacMahonacMahon, we'll turn to you now.

5 MR. MacMAHON: Thank you, Your Honor.

6 If it please the Court, I'll try to go at this in
7 reverse.

8 Mr. Franks talks a lot about Mr. Lolos's criminal
9 history. And as the Court asked that, you're reading an
10 unverified affidavit from 11 years old -- 11 years ago that
11 didn't even result in a felony conviction.

12 His criminal history couldn't even be used to
13 cross-examine him in a case, a misdemeanor from ten years
14 ago, in which, as we said in our brief, he denied all the
15 allegations.

16 THE COURT: But, I mean, he did plea to something.
17 He did plea to a misdemeanor. He did plea to a misdemeanor
18 harassment.

19 MR. MacMAHON: He did, Your Honor.

20 And that's -- there's lots of reasons why people
21 plead guilty to crimes. It doesn't mean he tried to
22 threaten to kill somebody, which is what Mr. Franks has said
23 numerous times.

24 THE COURT: No. I understand.

25 But he must have admitted to at least some conduct

1 that made out the elements of the offense.

2 MR. MacMAHON: Right.

3 Your Honor, I don't know. I obviously wasn't his
4 lawyer 10 or 11 years ago, and I couldn't get files on the
5 case either.

6 But my point really is going back 10 or 11 years
7 to find something. Again, under the rules, you wouldn't
8 even be able to use this to cross-examine.

9 It's obviously useful to the government at a
10 sentencing and it's something that they can bring up.
11 I'm just asking you not to give a lot of weight to it.
12 I just don't think there's reason to do that.

13 THE COURT: Do you know, Mr. MacMahon, what, if
14 any licensing consequences there may be of this conviction?

15 MR. MacMAHON: You know, Your Honor, I was getting
16 to that next in my notes.

17 I do not know whether there are any licensing
18 problems. I'm sure there would be if there was a felony
19 conviction, but I don't know -- I don't know the law of the
20 State of Washington and how it would affect his licensing in
21 any way, I really don't.

22 THE COURT: Okay.

23 MR. MacMAHON: But the recitation that we heard
24 from the government, you know, is true as to what Mr. Lolos
25 did in the Capitol.

1 But, you know, it's -- again, this is all written
2 down, I don't want to belabor these points, Your Honor, but
3 Mr. Lolos pled guilty -- he's one of the first people to
4 come forward and plead guilty in these cases.

5 He authorized me to get a sentencing -- a plea
6 agreement early on, even before Mr. Franks and others have
7 permission to make offers. He was told that he had to do a
8 debrief before he could get an offer, so he did a debrief.

9 And so the idea that he hasn't taken
10 responsibility for what he did, I think, is belied by the
11 facts. I mean, really, it may have been one of the first
12 pleas that came forward and sets a good example to other
13 people that can try to get these cases resolved to go
14 forward.

15 But, you know, Mr. Lolos didn't -- he's not part
16 of any conspiracy to come and invade the Capitol. He
17 obviously followed a crowd up into the building, something
18 he obviously shouldn't have done.

19 He wasn't wearing any military garb.

20 He did spend time in the Capitol. But he didn't
21 do anything when he was in there. He didn't push a police
22 officer. He didn't break a window. He didn't do any of
23 these things that we see in other cases, where people have
24 gotten jail time, including significant jail time.

25 He did make statements, obviously, when he left

1 the building, as Mr. Franks correctly told you. He really
2 just repeated what everybody that was walking out of the
3 building was saying things that other people were saying as
4 he came out. It hardly even looks spontaneous in the video
5 that we see. It's certainly not choice words that he made.
6 But, again, I think it's more --

7 THE COURT: I will say, the one -- you know, the
8 one thing that is somewhat troubling is the comments that he
9 makes as he's leaving, "They left! We did it!," seems to
10 reveal an intentionality about what he did, a desire to
11 disrupt elected representatives from carrying out their
12 duties, and that he was aware of what that purpose was,
13 believed that, by entering the Capitol, he carried out that
14 purpose, and was sort of relishing in the success.

15 MR. MacMAHON: I understand that, Your Honor.

16 But what I'm saying is that if you look at the
17 tape, and Mr. Franks kindly gave it to you, you'll see that
18 there's basically a line of people walking out of the
19 building with a cameraman as they come out saying things,
20 and Mr. Lolos looks around, waits for the camera, and says
21 something.

22 I'm not excusing what he said. What I'm saying is
23 it's more a part of, you know, what was -- just the general
24 actions out there that day, none of which, obviously,
25 I ascribe to Your Honor.

1 But he didn't go to the Senate chamber, he didn't
2 try to go to the House chamber, he didn't loiter after
3 police officers told him to leave so that the other -- the
4 other things that he did that day were entirely peaceful and
5 consistent with the charge, which is picketing or protesting
6 inside the Capitol.

7 Mr. Franks talked about the one case. I added
8 that case to my sentencing memorandum just because it came
9 out after in time to when we got the government's matrix, or
10 whatever we want to call it, of all the sentences.

11 And, you know, these sentences are all over the
12 map as to what -- obviously, you have all the discretion to
13 decide how you want to decide the case, but I would submit
14 to you that hearing --

15 THE COURT: What do I make of the conduct sort of
16 48 hours later disrupting the airplane and causing the
17 airplane to have to turn back?

18 I mean, you know, at a minimum, it shows, at least
19 within 48 hours, there wasn't a realization of any
20 wrongdoing.

21 MR. MacMAHON: Fair enough, Your Honor.

22 Again, I'm sorry, I didn't mean to interrupt you.
23 It's hard on Zoom to know when you're done. I'm sorry,
24 Your Honor.

25 THE COURT: That's fine.

1 MR. MacMAHON: Yeah.

2 I mean, obviously, that's something that happened.
3 Mr. Lolos has another explanation for what occurred.

4 But after that happened, what I wrote -- after
5 those events happened, he didn't go online and make any
6 additional statements or -- like we have in a lot of these
7 cases, where people are still otherwise trying to whip up
8 all kinds of problems about the election or anything else.
9 That was the last thing that he did, really, until he got
10 arrested, and went and, you know, hired counsel and told me
11 to go plead this case out.

12 So, you know, does he have strong beliefs about
13 voter fraud and about President Trump? He does. And those,
14 obviously, are his rights. He doesn't have a right to
15 demonstrate inside the Capitol without going through
16 security. And he doesn't have a right to disrupt people on
17 a plane. But he hasn't been charged, and I don't expect him
18 to be charged, for chanting on the plane.

19 And I'm not making an excuse for it, Your Honor.
20 But in the end, I think you're going to have to examine all
21 this conduct and look at the other sentences. There's a lot
22 of sentences where there's -- no jail sentence is given to
23 people who committed no act of violence or vandalism and
24 weren't leaders or dressed for combat or otherwise.

25 And, again, about the idea -- I keep bringing up

1 this dressed for combat. When Mr. Franks correctly reads
2 Mr. Lolos's text from that day, they aren't consistent with
3 what he was doing. So there's some embellishment for his
4 friends in what he's sending out. He wasn't in battle,
5 he didn't touch anybody. You know, the Court has to look at
6 all of that in context.

7 And I think that a sentence of probation would
8 serve all of the purposes of federal sentencing law and
9 otherwise, because, you know, this is not a crime that's
10 going to occur again. Mr. Lolos, again, has accepted
11 responsibility for it, and I just don't think it's necessary
12 for someone who accepts responsibility for a Class B
13 misdemeanor right out of the gate to be incarcerated.

14 He also just today sent me some notes about some
15 medical issues that he's worried about if he gets
16 incarcerated. We can talk about those if that's a concern
17 to the Court.

18 But I just -- I would just urge the Court not to
19 sentence him to jail, and whatever fine or -- the
20 restitution has already been agreed to, but just to --

21 THE COURT: Look, I'd like to know more rather
22 than less. And so if there are medical issues I ought to be
23 aware of, then now would be the time to tell me.

24 MR. MacMAHON: Well, he has some problems of
25 chronic edema in his legs, where he's had to have been

1 hospitalized before.

2 And, again, I just got this today.

3 And he has -- I don't think any of these medical
4 issues are enough to sway the Court one way or another,
5 Your Honor. But he does have issues, they may, if you give
6 him jail time, affect when he can report, but I think they
7 can be addressed in the -- there's chest pain and hives and
8 things that I think the Court can address if we need to.

9 THE COURT: Okay.

10 With that, is there anything further,
11 Mr. MacMahon, or are we ready to hear from Mr. Lolos?

12 MR. MacMAHON: No.

13 And I thank you for reading all the briefs and the
14 letters and for listening to the argument, Your Honor.
15 Thank you.

16 THE COURT: No problem.

17 Mr. Lolos.

18 THE DEFENDANT: Yes, sir.

19 THE COURT: I'm ready to hear from you, sir.

20 THE DEFENDANT: Yes, sir.

21 It's moments like these I wish I was there so I
22 could hear this and people could hear me on the situation.

23 Also, I'll just start in chronological order,
24 Your Honor.

25 So I saw voter fraud on TV -- and I'll get to the

1 specifics -- voter fraud in Philadelphia, Chicago, Detroit,
2 Your Honor.

3 I saw the Republican witnesses getting kicked out
4 of the voting polls, all on video and audio. Then they
5 started videotaping through the windows. Then they blocked
6 that.

7 I heard testimony, ordered reports of over 2,000
8 sworn, signed affidavits from truck drivers delivering
9 ballots from New York City, taking them down to Philadelphia
10 and other states, from people who worked in the polling
11 places, Your Honor; signed, sworn affidavits that have all
12 been rejected, every last one of them.

13 It's sad to see that the Justice Department, the
14 FBI, who I visited, I think, 10, 20 years ago about voter
15 fraud when I had a videotape of the League of Women Voters
16 punching multiple ballots, Your Honor, multiple ballots on
17 video and audio. I took it to the FBI, they called me back,
18 they said, John, we already know about the video from other
19 people, we can't do anything about it, our hands are tied
20 because of their upper supervisors. This was 20 years ago.

21 Anyway, so I'll get to this. So I take a plane
22 trip, I go to Washington, D.C., Your Honor. I go to a park.
23 I can barely hear anything that's said. People start
24 leaving the park. I said, hey, to random people. Hey,
25 where's everyone going? Oh, random people said, we're going

1 to the Capitol for the second half of the protest against
2 voter fraud. I go, okay, hey, I want to protest voter
3 fraud, too.

4 I walk to the Capitol. As I'm going there, yeah,
5 I take photos of the Capitol. I've never been there,
6 Your Honor. I'm walking up the steps there.

7 All of the violence that you saw on TV, that I saw
8 on TV, Your Honor, that already happened. I was not a part
9 of that. I didn't even see anything like that.
10 I didn't see any type of barricades. I didn't see any law
11 enforcement there until above the stairs. I'll get to that.

12 As I'm walking up the stairs, Your Honor, someone
13 to the right of me, to the left of me, in back of me, in
14 front of me, Your Honor. I'm going up the stairs. I'm
15 thinking, okay, there's a designated place for us to
16 protest.

17 I get to the top of the stairs, Your Honor, it's a
18 dead end. So where are we supposed to protest now? It's a
19 dead end.

20 I don't see any law enforcement outside at all.
21 And I told that the FBI, too. So where are we supposed to
22 go? What am I supposed to do? Am I supposed to get
23 squished now?

24 Now, I don't have the aerial view that Mr. Franks
25 had with the camera high above where he could see way past

1 what I could see.

2 I can only see right in front of my face,
3 Your Honor. I can't see past behind the cliff of the stairs
4 or whatnot. I don't know how many people are coming up.
5 I don't know how many people are going to come out outside
6 the building.

7 I see a window, it's broken, people are going
8 inside. Yeah, I went inside, Your Honor, but I didn't break
9 the window to rob the place. I went inside, and as the
10 video shows -- Your Honor, have you seen the video, first of
11 all? Have you seen the video?

12 THE COURT: I've seen what's been presented to me,
13 and I don't think that video was presented to me of you
14 entering the Rotunda.

15 THE DEFENDANT: Okay.

16 THE COURT: Not the Rotunda, but that part of the
17 Senate.

18 THE DEFENDANT: So I went inside the video [sic],
19 Your Honor, to talk to the police officers. That's why I
20 went in. I didn't start going in picketing and protesting,
21 waving a flag right away, yeah, yeah, voter fraud, all that.
22 I was going to protest outside.

23 I went inside to talk to the police. That's what
24 the video shows. That's why it's not being released to the
25 public.

1 I'm talking to the police officer. There's about
2 10, 20 police officers inside. No one -- I didn't hear
3 anyone tell anyone to leave at all. No trespassing signs,
4 nothing. They're just standing there very calmly,
5 Your Honor.

6 I talked to one of the police officers there, he
7 was an African-American police officer. I'm talking to him.
8 He can't hear me. He has to lean forward. So I'm talking
9 5 inches away from his ear, and I'm saying, hey, look, it's
10 getting kind of crowded outside. You know, you need to do
11 something.

12 Then I start going down the hallway. Before I get
13 to the hallway, there's another police officer, he comes
14 running down the hallway, saying, hey, hey, do you want to
15 come in? Come in, come in, come in. He's motioning his
16 hand for me and others to come in. I've described him to
17 the FBI. He's easily being able to be picked out. He's,
18 like, 5 foot 5'5", 100 pounds to 150 pounds.

19 This guy was the smallest police officer I've ever
20 seen in my whole life. He had some type of
21 dark-skin-complexion type. Maybe he was either Asian or
22 Hispanic. And he had a short crew cut. Very thin build.
23 Very short. And he motioned for us to come in there.
24 In his late 20s, early 30s.

25 So we go into this area, it's called the Crypt

1 area. So when I come in, there's an area of 10, 20 police
2 officers there. I didn't hear anyone tell us to leave
3 whatsoever. I told the police we're crowded. The other cop
4 motions us to go down the hallway to my right. We go down
5 the hallway. There's this big circular area there, okay?
6 I'm thinking that's where we're supposed to protest. That's
7 when everyone starts waving the flag.

8 Now, I know in my plea agreement, Your Honor,
9 I said I purposefully went in there. That was the plea
10 agreement. We can stick to that version if you want to,
11 Your Honor. But the video shows what happened, the video
12 shows what happened.

13 I started to wave the flag in the Crypt area,
14 everyone else there. The other police officers, now they're
15 aligned on each of the side building, on each -- I'm sorry,
16 each side of the walls there.

17 I and others went to the police officers. I put
18 my hand on the shoulder of the police officer. The police
19 officer didn't put his hand on me. I put my hand on the
20 same police officer who told me to come into the Crypt area.
21 I comforted him on the shoulder, and I said, hey, this isn't
22 about you. I support you. I support you.

23 Other people went to the police officers, too, for
24 those 45 minutes where the audio is muted. Very suspicious,
25 very suspect when I hear the audio in other parts of the

1 Capitol, Your Honor, but not where I was in peaceably. Very
2 suspect, very suspicious on the muted audio.

3 THE COURT: Mr. Lolos, if I can interrupt you.

4 I mean --

5 THE DEFENDANT: Sure. Go ahead.

6 THE COURT: It sounds like to me you are wanting
7 to justify your conduct that day.

8 THE DEFENDANT: No, I'm not justifying it.

9 I'm not portraying myself as a victim. I take full
10 responsibility. I went in there.

11 THE COURT: Okay.

12 I just want to make sure, because the first five
13 minutes of what you've said seems to suggest otherwise.

14 MR. MacMAHON: Your Honor, can I talk to Mr. Lolos
15 for one second?

16 THE DEFENDANT: I don't want to talk anymore,
17 Your Honor. I want to keep going about this.

18 I'm sorry, Mr. MacMahon, I just want to keep going
19 about this.

20 Your Honor, I take full responsibility. I chose
21 to go in there. I chose to talk to the police. I chose to
22 go into the Crypt area, no matter what. I chose to listen
23 to the police. I chose to picket and protest. I chose to
24 go up the stairs, Your Honor.

25 I just want to put it in context that I did not --

1 Your Honor, are you there?

2 THE COURT: I'm still here, yep.

3 THE DEFENDANT: Okay.

4 I did not barge my way in there.

5 But I did go in there. I'm not trying to portray
6 me being a victim. I'm a defendant, Your Honor. I did
7 this. I picketed and protested. But I want to put it in
8 context that I didn't barge in.

9 Anyway, I put my arm on the same police officer
10 who told me to come in, and I said, hey, I support you.

11 Others did the same. For 45 minutes, people waved
12 flags and went up to the cops and told them that they
13 support them, it wasn't about them.

14 Another group of law -- and still, no one --
15 I didn't hear anyone tell us to leave.

16 Even in the Crypt area at that time, another group
17 of law enforcement comes in, another group, they come in
18 from --

19 THE COURT: Can I ask you a question, Mr. Lolos?
20 Why did you think anybody needed to tell you to
21 leave?

22 THE DEFENDANT: Your Honor, I thought that was the
23 designated area that we were going to protest since they
24 told us to come in.

25 THE COURT: So you thought --

1 THE DEFENDANT: I was going to protest --

2 THE COURT: Hang on.

3 You thought the way to get to a designated protest
4 area was through a broken window?

5 THE DEFENDANT: No. I went in the broken window
6 to talk to law enforcement. That's what's on the video.

7 THE COURT: Right.

8 No, no. I mean, I've heard you say that you
9 thought you were being invited in or that you were -- it was
10 okay to be there to protest. That's what I'm hearing you
11 say.

12 THE DEFENDANT: Your Honor, if it's the law,
13 Your Honor, I own up to it, Your Honor, for picketing and
14 protesting. I'm not making excuses. I'm not making any sob
15 stories to you. You've heard all of them, okay?

16 I picketed and protested. But I want it in
17 context; that I didn't just go bargain in, knock police
18 officers down, rumble through like people saw on TV. That's
19 not what happened.

20 Law enforcement, the people that -- we respected
21 each other. There was no yelling, no profanity, no hitting
22 between anyone, Your Honor.

23 THE COURT: And when you left the building and
24 said, "They left! We did it!," what did you mean?

25 THE DEFENDANT: I meant, "We left! We did it!"

1 That's what I meant. I misspoke on that one,
2 Your Honor.

3 I meant, "We left! We did it!" That's what I
4 meant.

5 And I was waiting to say that to Mr. Franks, but
6 I was waiting for my turn.

7 THE COURT: Okay.

8 THE DEFENDANT: Another --

9 THE COURT: "They" didn't mean members of
10 Congress?

11 THE DEFENDANT: No, Your Honor. I never mentioned
12 Congress whatsoever, Your Honor.

13 I wouldn't go there at all, to stop any Congress
14 procession, whatever you call it.

15 My text messages as far as, "We're storming up the
16 Capitol," yeah, we're storming up the Capitol, we're going
17 up the stairs. I'm not going there to commit violence or
18 it's not Normandy Beach, okay? I'm going up the stairs.

19 When I said to my friends, I have to go to the --
20 we're going inside. Yeah, we're going inside. I'm going
21 inside to talk to the police officers. I'm not going inside
22 to disrupt anything, to fight police officers, to barge
23 police officers there.

24 But I do want to get -- I do want to get to when
25 the other group of police officers came in, because no one

1 told us to leave at that time. I didn't hear anyone tell us
2 to leave. And I think that's why they muted the audio.

3 Anyway, another group of law enforcement officers
4 come in, not in the same direction that I came in, but
5 through the opposite way. They came behind us, they finally
6 told us to leave, we said okay, we left. That's it.

7 And on my way out -- and thank goodness I did
8 this -- I gave a thumbs-up -- since they muted the audio,
9 I gave a thumbs-up to all the police officers that were
10 lined up on each side of the wall. They were standing
11 there. This is the other group of police officers, not the
12 other ones who told us to leave, and I said, hey, I support
13 you, this isn't about you, I support you.

14 After I leave the Capitol, I go to my hotel room.
15 And I think the reason I stayed there for two days, which
16 was a concern to Mr. Franks and the FBI, was because I don't
17 think I could have got a plane trip out of there, but I
18 didn't remember it at that time that they were booked.

19 So anyway, I go to the airport and Mr. Franks,
20 his -- the whole thing there is a bunch of bologna. It's on
21 YouTube. You can see it on YouTube. For those of you who
22 are listening in the audience that I've already -- reporters
23 who have ruined my life -- and I'll get to that in a little
24 bit with their slander -- I'm at the airport, Your Honor, in
25 the lobby of the airport. And, no, I'm not wearing the same

1 shirt, Your Honor. That's stupid. You can see me on
2 YouTube: "Trump supporter gets kicked off of Trump" --
3 "Trump supporter gets kicked off of Delta flight," for those
4 of you in the audience who want to Google that. I was not
5 wearing the same shirt.

6 But regardless, I'm in the lobby waiting. I see
7 this guy. He has a T-shirt on from the State of -- I have a
8 speech impediment -- I see this guy. He has a shirt of
9 Texas, of State of Texas on his shirt. So I go up and talk
10 to him, and I said, "Hey, I wish I lived in the State of
11 Texas." And he said something, "Yeah, my aunt" or something
12 "lives there. It's a great state." So we start talking.

13 They're playing all this TV about people hitting
14 the police and law enforcement, and I go, hey, I didn't do
15 any of that stuff, and we start talking.

16 And then this guy, every time he talks, I don't
17 want to -- he had an accent, and he starts talking vocally,
18 like, yeah, this is what happened, and he starts using
19 homophobe slurs describing people, okay?

20 And then there was a person about 20 feet away, he
21 was sitting down in plain clothes, he was sitting down in
22 plain clothes. He comes up to us and he goes, you're
23 getting loud. He says to the guy with the T-shirt, and he's
24 like, to Texas, you're getting loud, and then he walks away.

25 This is just a guy in plain clothes. He goes back

1 and sits down about 10, 15 yards.

2 And then -- and this relates to what's going to
3 happen.

4 THE COURT: All right.

5 I'm going to -- hang on, Mr. Lolos. I've allowed
6 you to go on for a little bit. I want to hear what you have
7 to say, but I'll just ask you to get to the point and --

8 THE DEFENDANT: Okay.

9 So the point is, that guy, he was an undercover
10 cop. That guy with the plain clothes, he was mad because
11 the guy was using homophobic slurs over and over again. And
12 we started drawing a crowd; people came in. And I said,
13 yeah, I received two ballots. And another person came up
14 and said, yeah, I received seven ballots from Minnesota.
15 Okay. So now he's pissed off at the undercover cop.

16 Now I get on the plane. The whole half of the
17 crowd -- the whole half of the plane starts chanting "Trump
18 2020," Your Honor. But I get kicked off and another lady
19 gets kicked off, who were gathering together. Had nothing
20 to do, that I'm aware of, that I know. Maybe it was because
21 I said, "Trump 2020." But the whole half of the plane said
22 "Trump 2020."

23 I don't recall the plane leaving, circling back
24 and parking. I'm sorry, Your Honor, I don't remember that
25 at all. I don't remember the plane -- that's ridiculous,

1 leaving and then coming back.

2 Anyway, I get off the plane, they're saying --
3 I said, well, why am I kicked off the plane? No one said
4 anything. This is on YouTube live, by the way, what I'm
5 describing to you at the airport.

6 So then I paid for the woman's flight to get home,
7 because she starts crying, even on the YouTube video. She
8 doesn't have a way to get home. I paid for her plane
9 ticket. And then I go to book another plane ticket, I can't
10 get one. So they're all booked up or whatever.

11 So I wait outside -- and this deals with the
12 arrest. So I wait outside for a taxi or an Uber, they
13 detain me in a room for 45 minutes.

14 THE COURT: All right.

15 I'm going to give you just about another minute,
16 Mr. Lolos, if you have anything else you want to say.

17 THE DEFENDANT: So he didn't recognize -- the
18 officer didn't recognize -- oh, I recognized him from
19 Instagram. No, it was because of that officer, I think --
20 I don't want to say anything, but he was a stereotypical --
21 he displayed traits of a stereotypical homosexual, meaning
22 his walk, his tone of voice. I think he got mad at the guy
23 with the T-shirt. That's why I think I got kicked off the
24 plane, but I'm not positive about that. But they detained
25 me until they could find out on there.

1 So they detained me; I was arrested.

2 THE COURT: All right.

3 THE DEFENDANT: I spent two nights --

4 THE COURT: All right, Mr. Lolos, I'll give you 30
5 more seconds.

6 THE DEFENDANT: Okay.

7 I was arrested. I spent two nights in a
8 cockroach-infested jail from the zoo, Your Honor.

9 Cockroaches on the toilets, on the walls, on the steel bed,
10 mattress. You have 21-year-olds crying in there.

11 I had to tell them, hey, look, it's okay, take off
12 your shoes, hit the cockroaches as they're coming through
13 the air vents and through inside of the bars. And they
14 said, thank you, sir, God bless you. You had other people
15 wetting their T-shirts, scrubbing the walls full of
16 cockroaches.

17 I'm saying this, Your Honor, because I feel I've
18 been punished enough, and here are the reasons why I've been
19 punished enough.

20 THE COURT: All right.

21 THE DEFENDANT: Number one, Google and CNN, they
22 said I dragged and I beat up a police officer.

23 We know that's fake news, Your Honor. I'm not
24 trying to be a victim --

25 THE COURT: All right.

1 THE DEFENDANT: -- but my business has suffered
2 enough because of that. And I could lose my business anyway
3 with this misdemeanor.

4 The reason I pleaded guilty for the apartment
5 situation was because if it was a felony, I would lose my
6 business. I got to go back to the apartment, the apartment
7 manager got fired, I got offered the job --

8 THE COURT: All right.

9 Mr. Lolos, I think we're going a little far afield
10 here, okay?

11 THE DEFENDANT: Okay.

12 But I could lose everything, Your Honor.

13 I've already lost my financials, I've signed tax
14 returns, I signed the release of tax returns, I gave my
15 tax -- I've suffered massive business that I may never
16 recover from ever. I'm making a negative because of the
17 slanderous effects from CNN.

18 I want to say I apologize for going in; I should
19 have stayed outside, Your Honor.

20 I apologize to the families of law enforcement who
21 got hit, Your Honor. I would have never, never hit law
22 enforcement or never been rude or disrespectful to any law
23 enforcement people at all, Your Honor.

24 THE COURT: Okay.

25 THE DEFENDANT: But I do want to make sure the

1 person who made those allegations at the apartment for the
2 previous arrest, she was fired from the apartment complex.
3 I was told I could go back. Since Mr. Franks wants to go
4 back 11 years, I think that's kind of lame. I pleaded
5 misdemeanor, because if I pleaded felony, I would have lost
6 my business.

7 THE COURT: Okay. Thank you, Mr. Lolos;
8 I appreciate your statements.

9 THE DEFENDANT: I could lose everything,
10 Your Honor.

11 I have medical concerns.

12 THE COURT: Okay.

13 MR. FRANKS: May it please the Court?

14 THE COURT: Just briefly, Mr. Franks.

15 MR. FRANKS: I've worked with Mr. MacMahon, and
16 he's represented Mr. Lolos zealously [sic].

17 I may have failed miserably in describing why a
18 sentence of incarceration is appropriate here, but I think
19 Mr. Lolos has pretty much summed it up here.

20 If he gets mad again, he's not deterred. He
21 hasn't taken -- he's said that he's taken responsibility,
22 but he asked -- he talked about people to the left of him
23 and to the right of him and what other people were doing and
24 that he was going into the Capitol to talk to the police.

25 If something happens again regarding alleged voter

1 fraud, I would proffer that he's going to do this again;
2 he's not going to be deterred by probation.

3 So for all those reasons and what you just heard,
4 the government is requesting a sentence of incarceration
5 here.

6 THE DEFENDANT: Your Honor, if it pleases the
7 Court, I am deterred, I take full responsibility,
8 Your Honor, for going -- and I'm not making any excuses,
9 I just wanted to set the events in chronological order,
10 Your Honor.

11 My life is completely ruined.

12 Your Honor -- you don't need to pour salt on this
13 wound, Your Honor. I gave you my financials; they show you
14 I'm in the negative on this. I'm not getting any business,
15 hardly any business from January to current, Your Honor --
16 from January to current, saying that I beat up and I dragged
17 the police officer. But it's my responsibility.
18 I apologize for going in, Your Honor; I shouldn't have did
19 it.

20 The reason I said there's something to the right
21 of me, to the left of me was because I couldn't turn around
22 at that time. That's why I wanted to bring it to the order
23 of events.

24 But, Your Honor, I should have stayed outside, off
25 Capitol grounds, and I could have protested outside on the

1 streets, Your Honor. I could have did that.

2 And, no, I'm not going to do this again,
3 Your Honor. Trust me, I've been deterred already from the
4 jail and the roaches on my face and everyone else.

5 Your Honor, I've been deterred enough.

6 Your Honor, I'm asking for leniency. I'm asking
7 for mercy from the Court, Your Honor, from you and
8 Mr. Franks.

9 Your Honor, I could possibly even lose my business
10 and my licensures and my livelihood from this.

11 But, Your Honor, it is what it is. I did do it.
12 I did picket and protest on Capitol grounds.

13 And I'm sorry -- I want to say I'm sorry to the
14 families again, because I want to make sure I put that in
15 there. I saw on TV, people get -- law enforcement being
16 attacked, and that's wrong, that's wrong. I would have
17 stopped if I saw it.

18 THE COURT: All right. Thank you, Mr. Lolos.

19 All right. Hang on, everybody, for a few minutes,
20 I want to just collect my thoughts and I'll be back with you
21 in a couple minutes.

22 THE DEFENDANT: I would appreciate if it could be
23 deferred. If not, I understand, Your Honor. You're the man
24 in power, Your Honor; that you're trusted with doing this.

25 And I understand, Your Honor, it's your decision.

1 All I'm asking for mercy and leniency since my life has been
2 ruined. Again, I'm not trying to play a victim, I'm a
3 defendant.

4 THE COURT: All right. Thank you, Mr. Lolos.
5 Hang on everybody, okay?

6 THE DEFENDANT: Plead for mercy and leniency.
7 (Pause)

8 THE COURT: Okay, everyone.

9 Do we have everybody back?

10 Mr. Lolos, you're there, okay?

11 So the Guidelines do not apply to this matter
12 since Mr. Lolos has pled to a Class B misdemeanor;
13 nevertheless, I must consider all the factors that are set
14 forth in 18 U.S.C. 3553(a) and impose a sentence that's
15 sufficient but not greater than necessary to achieve the
16 objectives of sentencing set forth in the statute.

17 The factors I must consider are the nature and
18 circumstances of the offense and the history and
19 characteristics of the defendant, the need for the sentence
20 imposed to reflect the seriousness of the offense, to
21 promote respect for the law, and to provide just punishment
22 for the offense; also, to afford adequate deterrence, to
23 protect the public, and to provide the defendant with needed
24 education and vocational training or medical care, as well
25 as I must consider the kinds of sentences available and the

1 need to avoid unwarranted disparities.

2 Hang on, everybody. I just need to pull one thing
3 off the printer.

4 (Pause)

5 THE COURT: Sorry about that.

6 Let me begin with the history and characteristics
7 of Mr. Lolos:

8 He's 48 years old. I haven't really been told a
9 whole lot about his family or upbringing, even in the
10 Presentence Report or in the defense memo. What we do know
11 is that he doesn't appear to have completed high school, but
12 yet, much to his credit, he began a business, a security
13 business, over two decades ago. That has grown and
14 expanded. And from what I can tell, he has had some
15 financial success in that business. So that goes all to his
16 credit. And the letters of support. He has been an
17 honorable businessman and, I think, a good employer to his
18 employees.

19 Mr. Lolos doesn't have a prior conviction that can
20 be considered for purposes of sentencing. The government
21 and the PSR point out that in 2009, he did plead guilty to a
22 misdemeanor threats offense; however, through a deferred
23 sentencing agreement, that resulted in a dismissal of the
24 offense, so there is no prior conviction for the Court to
25 consider.

1 I also -- I'm really not in a position to
2 determine exactly what conduct was that Mr. Lolos engaged
3 in. We do have the proffer based upon probable cause, but
4 that's a probable cause determination, and that proffer
5 alone, without any actual acknowledgment by Mr. Lolos as to
6 what conduct he engaged in that is the basis for the plea,
7 I don't think makes it -- I can't -- I'm not able to make a
8 probable cause -- excuse me, a preponderance finding about
9 the conduct that Mr. Lolos engaged in back in 2009 that was
10 the basis of that plea that he entered.

11 We don't have plea colloquy, we don't have the
12 proffer of facts that Mr. Lolos admitted to, so I really
13 cannot accept or find that Mr. Lolos engaged in any kind of
14 prior threats on life, at least as the probable cause --
15 that essentially the affidavit in support of an arrest
16 warrant might suggest.

17 And so while I've taken into account the fact that
18 he's had this prior deferred sentencing, I can't quite give
19 it the weight that the government has asked me to, at least
20 in terms of the facts at issue there.

21 Let's talk for a minute about disparities.
22 I've gone through and I've looked at the list that the
23 government has provided. And I don't know that I need to go
24 through every single person on this list, but, suffice it to
25 say, I've actually reviewed the cases of every single person

1 that the government has recommended sentence for -- has
2 recommended a sentence of incarceration and tried to
3 determine those defendants relative to Mr. Lolos.

4 I will say that there are two defendants who did
5 receive 45-day sentences: Derek Jancart and Erik Rau. Both
6 got themselves all the way to the Speaker's conference room.
7 One had a gas mask. Both deleted messages on their
8 videos -- excuse me, in videos from their phone. Both were
9 inside for about 45 minutes. They received 45 days.
10 Mr. Lolos's conduct certainly doesn't rise to that level.

11 Mr. Hemenway and Mr. Bauer, who Mr. -- who the
12 government referred to earlier, both were inside -- they
13 both received 45 days. Both were inside the building for
14 less time than Mr. Lolos, 17 minutes; however, Mr. Hemenway
15 had a 2006 conviction for sexual battery, and had served an
16 extended sentence after a probation revocation; in fact,
17 I think he'd served almost two years. Mr. Bauer had had
18 prior multiple convictions, albeit for possession of various
19 narcotics. I don't think Mr. Lolos's past criminal history
20 rises to either of those two men.

21 There are also others who have received jail
22 sentences: Jennifer Ryan received 60 days. She was only in
23 for a short time, but her conduct while she was there
24 certainly is different than what we heard about Mr. Lolos.
25 She said things like, "Hang Mike Pence," participated in an

1 assault on media equipment after January 6th, and, in fact,
2 promoted her conduct on social media regularly after those
3 events.

4 Others in that sort of same category have received
5 home detention: Jack Griffith made his way to the Crypt; he
6 was there for about ten minutes. Eric Torrens also made his
7 way to the Crypt, also there for ten minutes.

8 Leonard Gruppo in the Crypt and Hall of Columns, inside for
9 about 6 minutes; deleted some evidence from his phone. All
10 of those individuals received 90 days' home detention.

11 Mr. Lolos obviously was in for a longer period of
12 time than any of those individuals.

13 Jordan Stotts, who's listed -- was actually in for
14 about an hour, and he did receive a 60-day home-confinement
15 sentence.

16 So I think in terms of the -- and I should
17 mention, Mr. Cordon, who's cited by defendant -- and I think
18 his case is very different. He was only inside for five
19 minutes. He realized he shouldn't have been there once he
20 was inside and then quickly left and took responsibility
21 pretty quickly afterwards.

22 So I think Mr. Lolos's conduct sort of falls
23 somewhere in between on the spectrum of those individuals
24 who have received 45 days, and those people who have
25 received 90 days' home-detention sentences.

1 You know, we can talk a little bit about his
2 actual conduct, which was, he entered the building through a
3 broken window, he remained inside that building, inside the
4 Capitol building for 43 minutes. It sounds like what he
5 largely did while he was inside was protest and flew a
6 Trump 2020 flag, and an American flag, remained in there
7 until he was confronted with armed police officers, who, as
8 Mr. Lolos has said, required him to leave the building.

9 But let me, if I can, just step back, and just
10 make two observations about the nature and circumstances of
11 the offense:

12 The first is, you know, a number of us on this
13 bench have commented about the events of that day. I have
14 not at this point, in part because this is my first
15 sentencing.

16 I don't think anybody should try to mitigate or
17 minimize what occurred on January the 6th. You know, what
18 I have often thought about when I think about those events
19 is people who have come to this country as immigrants,
20 people who have fled tyranny and oppression in other
21 countries and come to this country because of its respect
22 for the rule of law, because of its fair and free elections,
23 because of its peaceful transition of power. That has been
24 the uninterrupted history of this country for well over
25 200 years, uninterrupted until January the 6th.

1 It was a singular event. No single person was
2 necessarily responsible for it, but everybody who was there
3 and went into that Capitol building that day, and, frankly,
4 was even around the Capitol building that day contributed to
5 it.

6 And so the notion that this was a mere protest, an
7 expression of First Amendment rights, is just simply
8 incorrect. It was a criminal effort. It was a crime
9 committed by thousands of people -- hundreds of people, if
10 not thousands of people who descended on the Capitol that
11 day.

12 But what hasn't been, I think, talked about
13 enough, I think, is that there is something to be said,
14 particularly for people like Mr. Lolos, there is some
15 mitigation here. And the mitigation is that Mr. Lolos
16 didn't plan this episode. He didn't purposely come to
17 Washington, D.C. to storm the Capitol. The fact remains
18 that he and others were called to Washington, D.C. by an
19 elected official; he was prompted to walk to the Capitol by
20 an elected official.

21 People like Mr. Lolos were told lies, fed
22 falsehoods, and told that our election was stolen when it
23 clearly was not.

24 And regrettably, people like Mr. Lolos, for
25 whatever reason, who are impressionable and who believe such

1 falsehoods and such lies, took it to heart, and they are the
2 ones who are suffering the consequences.

3 We're here today deciding whether Mr. Lolos should
4 spend 30 days in jail, when those who created the conditions
5 that led to Mr. Lolos's conduct and led to the events of
6 January the 6th, in no meaningful sense, have been held to
7 account for their actions and their words.

8 In a sense, Mr. Lolos, I think you were a pawn,
9 you were a pawn in a game that was played and directed by
10 people who should have known better, and I think that
11 mitigates your conduct. I think, frankly, the fact that you
12 still sit here today and believe that this election was
13 stolen, that it was rife with fraud, is disappointing and
14 regrettable.

15 But at some level, not entirely without reason,
16 because once you hear people who should know better tell you
17 that an election was stolen, and they say it loudly enough
18 and frequently enough, it's not surprising that people will
19 believe it. And once they believe something, it's very
20 difficult for people to unbelieve what they hear.

21 But I will say, Mr. Lolos, that I'm disappointed
22 to hear a lot of what you have to say today. I understand
23 that you've taken responsibility for your conduct that
24 afternoon. But from where I sit, it still sounds like to me
25 that you believe that what happened that day really was not

1 that big a deal, and that's just wrong.

2 You weren't sort of compelled to go inside the
3 Capitol building, you weren't sort of forced to go in there
4 by a sea of people.

5 Once you were in there, you stayed in there,
6 I don't believe that you went in there to talk to police
7 officers, to tell them that the crowd outside was getting
8 bigger.

9 I don't believe that you were in there because you
10 thought that you were able to legally go in there and find a
11 place to protest. The tear gas, throngs of people, the
12 assaultive behavior that was going on all around you should
13 have told you otherwise.

14 You were there for 43 minutes, Mr. Lolos. You
15 weren't there for five, you weren't there for ten. You were
16 there for 43 minutes. And by your own admission, you didn't
17 leave until you were confronted with a battery of police
18 officers who were carrying weapons and told you to leave.

19 I have to say, I don't believe that you misspoke
20 when you left that building and said that "They left!
21 We did it!" And what you really meant is, "We left! We did
22 it!"

23 It doesn't make any sense. I believe you knew
24 exactly what you were saying, and that when you said
25 "They left!," you were referring to the members of Congress

1 who were disbanded while they were supposed to be voting on
2 and certifying the next President of the United States.

3 To your credit, Mr. Lolos, you did not destroy any
4 property, you didn't assault any police officers. And you
5 get credit for that, because there were a lot of people
6 there that day who did those things. And whatever restraint
7 you showed, I suppose you deserve some benefit for that,
8 although given that you haven't been charged with it, it's
9 hard to really see how much benefit should come from not
10 having done something you shouldn't have been doing in the
11 first place.

12 I do think the sentence that I impose ought to
13 reflect respect of the law, I think it ought to respect a
14 need to generally deter this kind of behavior, not just
15 walking into the Capitol building when you're not supposed
16 to, but actually the conduct that Mr. Lolos engaged in,
17 which is: Walking through a broken window, being part of a
18 mob of people, and then remaining in there for nearly
19 45 minutes, when anybody sensible should have understood
20 that they shouldn't have been there at all.

21 That kind of conduct needs to be deterred,
22 because, frankly, the reality is, conditions in our country
23 don't give me a lot of confidence that this kind of behavior
24 may not happen again, maybe not in this Capitol, maybe not
25 in Washington, D.C., but maybe somewhere else would, maybe

1 some other kind of politically motivated riot is certainly
2 not out of the question.

3 And whether Mr. Lolos decides ultimately to join
4 something like that or not, I certainly hope he doesn't.
5 One would hope that what he's gone through both in these
6 proceedings and the way he's been caricatured by some in the
7 media would tell him this is not something he will ever get
8 himself involved in again.

9 So taking all of those factors into account, the
10 sentence of the Court will be as follows:

11 It's the judgment of the Court that you,
12 John Lolos, are hereby sentenced to a term of 14 days of
13 imprisonment on Count 1.

14 In addition, you'll be ordered to pay a Special
15 Assessment of \$10 in accordance with 18 U.S.C. 3013.

16 You're also ordered to make restitution to the
17 Architect of the Capitol in the amount of \$500. The Court
18 determines that you do not have the ability to the pay
19 interest, and, therefore, waives any interest or penalties
20 that may accrue -- well, let me strike that.

21 You're ordered to make restitution to the
22 Architect of the Capitol in the amount of \$500. The Court
23 will not impose any interest, and, therefore, will waive any
24 interest or penalties that may accrue on the balance.

25 The restitution payments shall be made to the

1 Clerk of the Court for the United States District Court,
2 District of Columbia, for disbursement to the Architect of
3 the Capitol, the Office of Chief Financial Officer, to the
4 attention of Cathy Cheryl in the Ford House Building,
5 Room H2205B in Washington, D.C., 20015 in the amount of
6 \$500.

7 Mr. Lolos, you must pay the balance of any
8 restitution owed at a rate of no less than \$100 each month.

9 Financial obligations are immediately payable to
10 the Clerk of the Court for the U.S. District Court; that is,
11 the \$10, at 333 Constitution Avenue, Washington, D.C. 20001
12 is the ZIP Code.

13 Within 30 days of any change of address, you shall
14 notify the Clerk of the Court of the change until such time
15 as the financial obligation is paid in full.

16 There will be no supervision period, Mr. Lolos.
17 So once you serve your 14 days, there will be no further
18 supervision. You simply will be required to pay the
19 restitution amount and the \$10 Special Assessment to the
20 Court.

21 Pursuant to 18 U.S.C. 3752, you have the right to
22 appeal the sentence imposed by this Court if the period of
23 imprisonment is longer than the statutory maximum. If you
24 choose to appeal, you must file any appeal within 14 days
25 after the Court enters judgment.

1 Further, you also have the right to challenge the
2 conviction entered or the sentence imposed if new and
3 currently unavailable information becomes available to you
4 or on a claim that you received ineffective assistance of
5 counsel either in connection with your plea of guilty or in
6 connection with sentencing. If you're unable to afford the
7 cost of an appeal, you may request permission from the Court
8 to file an appeal without cost to you.

9 I will permit Mr. Lolos to self-surrender.

10 So what that means, Mr. Lolos, is that you will
11 remain on release under the current conditions and you
12 should be on the lookout for a letter that'll either go to
13 your counsel or come to you or -- it will -- you'll be
14 notified of where you need to report and when. You should
15 work with your counsel on making sure that letter -- when
16 you get that letter, that you make sure you turn yourself in
17 to serve your sentence.

18 All right. With that, are there any objections
19 that either side wishes to make on the record before we
20 conclude?

21 MR. FRANKS: Not an objection, Your Honor.

22 I think I may have misheard you.

23 Mr. Lolos pled guilty to Count 4 of the
24 information.

25 THE COURT: Yes, you're right. I'm sorry.

1 That was just brought to my attention. I was just -- yes,
2 you're right. I should correct that. It's Count 4 of the
3 information to which the sentence is 14 days, not Count 1.
4 I assume the government is dismissing the remaining counts
5 at this time?

6 MR. FRANKS: That's correct, Your Honor.

7 THE COURT: So Count 1 through 3 of the
8 information will be dismissed at this time.

9 MR. MacMAHON: Your Honor, the only other thing
10 that I would add is, Mr. Lolos does his -- I don't know when
11 he's going to get a notice to report, but if it conflicts
12 with something with his business, can I come back to the
13 Court and just ask?

14 THE COURT: You can, Mr. MacMahon.

15 If there's a reason to delay serving the sentence
16 out either for business or health reasons, you can come back
17 to me. Although I suspect it will be some weeks before he
18 gets that notice. And so whatever arrangements he need to
19 make, he ought to begin that process now.

20 MR. MacMAHON: Thank you, Your Honor.

21 THE COURT: All right.

22 Mr. Lolos, I know this isn't the news you wished
23 to have heard, but I think it is a fair and just sentence in
24 the circumstances.

25 I wish you luck, sir.

1 THE DEFENDANT: The two days I spent in D.C., can
2 I get those subtracted since I spent two days in D.C. jail
3 already, making it 12 days?

4 THE COURT: Yeah, I think that's fair.

5 Actually, I'm glad you raised.

6 You will get credit for the two days' served.

7 So the total sentence is 14 days, two days' credit
8 for that time served, after his arrest. And so we'll let
9 the Bureau of Prisons figure out exactly what that means to
10 you, okay? The judgment will reflect the credit for the
11 time already served post-arrest.

12 MR. MacMAHON: Thank you, Your Honor.

13 That was in our sentencing brief, but I --

14 THE COURT: Thank you for the reminder. I had
15 forgotten about that.

16 All right. Thank you all very much.

17 Mr. Lolos, I wish you well. Take care, and good
18 luck.

19 Thank you, everyone.

20 THE DEFENDANT: I hope when the video and audio
21 comes out --

22 MR. MacMAHON: Thank you, Your Honor.

23 THE DEFENDANT: -- it shows that I said to the
24 police officer, it's getting crowded outside. And though
25 you didn't believe me, Your Honor, the audio will say that.

1 Thank you for your time.

2 MR. MacMAHON: Mr. Lolos, the hearing is over.

3 Thank you.

4 THE COURT: Thank you, everyone.

5 THE DEFENDANT: All right. Thank you.

6 Concluded.

7 (Proceedings concluded at 3:27 p.m.)

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C E R T I F I C A T E

I, William P. Zaremba, RMR, CRR, certify that the foregoing is a correct transcript from the record of proceedings in the above-titled matter.

Please note: This hearing occurred during the COVID-19 pandemic and is therefore subject to the technological limitations of court reporting remotely.

Date: November 22, 2021 /S/ William P. Zaremba

William P. Zaremba, RMR, CRR

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where [14] 12/5 21/15 25/23 28/7 28/22 29/25 32/18 32/21 32/25 35/6 35/24 36/1 56/24 61/14
where's [1] 31/25
whether [9] 6/3 7/2 7/19 7/25 9/3 16/22 24/17 56/3 59/3
which [12] 9/8 9/8 11/25 18/3 23/14 23/22 26/24 27/5 40/15 54/2 58/17 62/3
while [5] 20/5 51/17 52/23 54/5 58/1
whip [1] 28/7
who [47] 10/17 10/20 13/6 13/6 13/24 14/14 14/14 16/7 16/8 20/19 21/11 21/13 21/20 21/20 28/23 29/12 31/10 31/14 35/20 37/10 40/12 40/21 40/23 41/4 42/19 45/20 46/1 52/4 52/11 52/11 52/21 53/24 53/24 54/7 54/19 54/20 55/2 55/10 55/25 55/25 56/2 56/4 56/10 56/16 57/18 58/1 58/6
who's [2] 53/13 53/17
whole [7] 12/25 34/20 40/20 42/16 42/17 42/21 50/9
why [14] 10/12 19/4 19/8 20/15 23/20 33/19 33/24 37/20 40/2 43/3 43/23 44/18 46/17 47/22
will [28] 7/16 10/4 10/5 10/16 16/8 17/5 19/9 20/18 21/3 26/7 52/4 56/18 56/21 59/7 59/10 59/23 59/23 60/16 60/17 60/18 61/9 61/10 61/13 62/8 62/17 63/6 63/10 63/25
William [4] 2/3 65/2 65/10 65/11
window [11] 11/21 11/25 13/12 20/1 25/22 33/7 33/9 38/4 38/5 54/3 58/17
windows [2] 16/5 31/5
wing [3] 11/25 13/12 13/25
wish [5] 10/8 30/21 41/10 62/25 63/17
wished [1] 62/22
wishes [1] 61/19
within [3] 27/19 60/13 60/24
without [6] 10/15 15/20 28/15 51/5 56/15

76/1/8
witnesses [1] 31/3
woman's [1] 43/6
Women [1] 31/15
won't [3] 11/3 17/13 20/19
wondered [1] 20/15
wondering [2] 12/18 18/2
words [2] 26/5 56/7
work [2] 10/4 61/15
worked [2] 31/10 46/15
world [1] 10/17
worried [2] 5/2 29/15
worth [1] 15/22
would [27] 4/17 5/8 5/9 6/19 7/25 8/18 10/1 17/2 17/2 18/15 19/22 24/18 24/20 27/13 29/7 29/18 29/23 45/5 45/21 46/5 47/1 48/16 48/22 58/25 59/5 59/7 62/10
wouldn't [2] 24/7 39/13
wound [1] 47/13
written [1] 25/1
wrong [3] 48/16 48/16 57/1
wrongdoing [1] 27/20
wrote [1] 28/4

Y
yards [1] 42/1
yeah [16] 3/20 4/13 18/18 19/1 28/1 32/4 33/8 33/21 33/21 39/16 39/20 41/11 41/18 42/13 42/14 63/4
year [2] 17/1 44/10
years [12] 17/12 23/10 23/10 23/13 24/4 24/6 31/14 31/20 46/4 50/8 52/17 54/25
yelling [4] 14/19 14/19 22/16 38/21
yells [1] 14/20
yep [1] 37/2
yes [15] 3/13 3/14 3/16 3/24 3/25 7/10 8/7 10/3 15/6 16/19 18/22 30/18 30/20 61/25 62/1
yet [2] 20/22 50/12
York [1] 31/9
you [222]
you know [1] 54/12
you understand [1] 4/9
you'd [2] 6/3 7/12
you'll [4] 19/12 26/17 59/14 61/13
you're [17] 8/5 8/6 10/9 23/9 27/23 28/20 41/22 41/24 48/23 48/24 49/10 58/15 59/16 59/21 61/6 61/25 62/2
you've [4] 13/6 36/13 38/15 56/23
your [122]

Y

Your Honor [91]
yours [1] 6/18
yourself [1] 61/16
YouTube [5] 40/21
40/21 41/2 43/4 43/7

Z


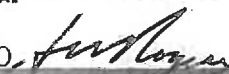
Zaremba [4] 2/3 65/2
65/10 65/11
zealously [1]
46/16
ZIP [1] 60/12
zoo [1] 44/8
ZOOM [2] 1/9 27/23

EXHIBIT "B"

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD SAFEGUARD IT

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

DD FORM 1 JUL 79 214		PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE.		CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY		
1. NAME (Last, first, middle) WEBSTER, Thomas		2. DEPARTMENT, COMPONENT AND BRANCH USMC-11		3. SOCIAL SECURITY NO. 079 64 3697		
4a. GRADE, RATE OR RANK CPL	4b. PAY GRADE E-4	5. DATE OF BIRTH 660325	6. PLACE OF ENTRY INTO ACTIVE DUTY NEWARK, NJ			
7. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 1stB, 6thMar, 2dMarDiv, FMF, CamLej			8. STATION WHERE SEPARATED RUC 12160 1stBn, 6thMar, 2dMarDiv, FMF, CamLej			
9. COMMAND TO WHICH TRANSFERRED MARINE CORPS RESERVE SUPPORT CENTER (MCRSC) OVERLAND PARK KS				10. SGLI COVERAGE AMOUNT \$ 50,000 <input type="checkbox"/> NONE		
11. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND MONTHS IN SPECIALTY (Additional specialty numbers and titles involving periods of one or more years) 0311- Rifleman 03 yrs 07 mos		12. RECORD OF SERVICE		YEAR(s)	MON (s)	DAY (s)
		a. Date Entered AD This Period		85	11	01
		b. Separation Date This Period		89	10	31
		c. Net Active Service This Period		04	00	00
		d. Total Prior Active Service		00	00	00
		e. Total Prior Inactive Service		00	02	04
		f. Foreign Service		01	01	04
		g. Sea Service		00	07	05
		h. Effective Date of Pay Grade		88	09	01
i. Reserve Oblig. Term: Date		93	08	27		
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) Sea Service Deployment Ribbon/w1* Good Conduct Medal MERITORIOUS UNIT COMMENDATION w/1* Rifle Expert Badge (2dAwd)						
14. MILITARY EDUCATION (Course Title, number weeks, and month and year completed) NONE						
15. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			16. HIGH SCHOOL GRADUATE OR EQUIVALENT <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		17. DAYS ACCRUED LEAVE PAID NONE	
18. REMARKS I certify that my dental examination and treatment was provided within 90 days of my Release from Active Duty. SNM <u>T.W.</u> yes no. While a member of the Marine Corps Reserve, you will keep the Director, MCRSC (toll free phone 1-800-255-5082) informed of any changes of address, marital status, number of dependents, civilian employment, or physical standards. Good Conduct Medal period commences: 881101						
19. MAILING ADDRESS AFTER SEPARATION 2936 Kilbourne Dr. Apt. I Charlotte, NC 28205 (Mecklenburg County)				20. MEMBER REQUESTS COPY 6 BE SENT TO NC DIR. OF VET AFFAIRS <input type="checkbox"/> YES <input type="checkbox"/> NO		
21. SIGNATURE OF MEMBER BEING SEPARATED 			22. TYPED NAME, GRADE, TITLE AND SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN S. W. ROGERS CW02 PersO. 			

USS SUMTER
LST 1181


870208

From: CO of Troops
To: Lcpl Webster T. 079643697

Subj: LETTER OF APPRECIATION

1. During the period from 18 August 1986 to 23 February 1987 you participated in the LF6F 1-87 deployment. During this deployment you conducted yourself in a manner as befits a Marine. Our efforts aboard the ship in all areas, including cleanliness, working parties, and ships security, were continuously praised by the ships CO and recognized by the MAU Commander. Despite the hardships of a deployment you kept your finances straight and your conduct ashore in the foreign ports impeccable. You are truly an ambassador in green.

As you return to your parent unit, I hope you continue this superb conduct and continue to be an example for all. Your conduct reflects great credit upon yourself, the Marine Corps, and the United States Naval Service.


T.B. Harris
CO of Troops
USS Sumter



Certificate of Good Conduct

CORPORAL THOMAS WEBSTER 079 64 36 97

*Having conducted yourself in a creditable manner,
you are, by direction of the Commandant of the
Marine Corps, awarded a Good Conduct Medal*

1ST AWARD

for the period

01 November 1985

to

31 October 1988

*Your conduct during this period denotes honest
and faithful service in keeping with the
highest traditions of the Marine Corps.*

E. J. MOSS

U.S.M.C.

CAPTAIN

COMMANDING

BCO, 1st Bn, 6th Mar

2d Mar Div, FMF, CamLej, NC 28542

UNIT

01 November 1988

DATE OF AWARD

SPECIAL OPERATIONS CAPABLE



This is to Certify that

LCPL WEBSTER T. 079643697

HAS DEMONSTRATED SUPERIOR INFANTRY SKILLS,
COURAGE, ENDURANCE, AND ESPRIT DE CORPS
AND IS HEREBY RECOGNIZED AS BEING SPECIAL
OPERATIONS CAPABLE.

Awarded at

COMPANY "B", BATTALION LANDING TEAM 1/6,
22d MARINE AMPHIBIOUS UNIT
THIS 14th DAY OF FEBRUARY, 1987

FAST ROPE
PATROLLING
CORDON OPS
LIVE FIRE
RAIDS

INFILTRATION
RAPPELLING
NON-COMBATANT EVAC
HELICOPTERBORNE OPS
AIRFIELD SEIZURE

James F. Boyd
Company First Sergeant

W. J. Adams
Commanding Officer



To all who shall see these presents, greeting:

Know Ye, that reposing special trust and confidence in the fidelity and abilities of **THOMAS WEBSTER 079 64 36 97** *, I do appoint this Marine a* **LANCE CORPORAL** *in the*

United States Marine Corps

to rank as such from the **FIRST** *day of* **SEPTEMBER** *, nineteen hundred and* **EIGHTY-SIX**

This appointee will therefore carefully and diligently discharge the duties of the grade to which appointed by doing and performing all manner of things thereunto pertaining. And I do strictly charge and require all personnel of lesser grade to render obedience to appropriate orders. And this appointee is to observe and follow such orders and directions as may be given from time to time by Superiors acting according to the rules and articles governing the discipline of the Armed Forces of the United States of America

Given under my hand at **Battalion Landing Team 1/6, 22dMAU** *this* **FIRST** *day of* **SEPTEMBER** *in the year of our Lord nineteen hundred and* **EIGHTY-SIX.**

AUTHORITY MCO P1400.32 par2200.2

DATE OF PROMOTION 1 SEPTEMBER 1986.

This appointment is effective for pay and allowances on 1 SEPTEMBER 1986.

W. W. GREEN
Lieutenant Colonel, USMC
Commanding



To all who shall see these presents, greeting:

Know Ye, that reposing special trust and confidence in the fidelity and abilities of THOMAS WEBSTER 079 64 36 97 *, I do*
appoint HIM A PRIVATE FIRST CLASS (MERITORIOUSLY) *in the*

United States Marine Corps

to rank as such from the SECOND *day of* JANUARY *, nineteen*
hundred and EIGHTY-SIX.

This appointee will therefore carefully and diligently discharge the duties of the grade to which appointed by doing and performing all manner of things thereunto pertaining. And I do strictly charge and require all personnel of lesser grade to render obedience to appropriate orders. And this appointee is to observe and follow such orders and directions as may be given from time to time by Superiors acting according to the rules and articles governing the discipline of the Armed Forces of the United States of America

Given under my hand at 3rd RTBn, RTR, MCRD, PISC 29905
this TWENTY-EIGHTH *day of* JANUARY *, in the year of our Lord nineteen*
hundred and EIGHTY-SIX.

AUTHORITY MCO P1400.29B par 3030.6

DATE OF PROMOTION 2 January 1986

This appointment is effective for pay and allowances, on 2 January 1986

K. L. Christy Jr.
K. L. CHRISTY JR.
Lieutenant Colonel, USMC
Commanding

United States Marine Corps



This is to certify that
THOMAS WEBSTER 079 64 3697/0311 USMC

has completed the course prescribed by the

COMMANDANT OF THE MARINE CORPS FOR
MOS 0311, RIFLEMAN

Given at

INFANTRY TRAINING SCHOOL

MARINE CORPS BASE, CAMP LEJEUNE, NORTH CAROLINA

this 16th day of April, 19 86

R. D. Weede
COLONEL,
U.S. MARINE CORPS
COMMANDING



UNITED STATES MARINE CORPS
MARINE CORPS RESERVE SUPPORT CENTER
10950 ELL MONTE
OVERLAND PARK, KANSAS 66211-1408

IN REPLY REFER TO:
PMD-1

27 AUG 1993

DEAR CPL T. WEBSTER,

This discharge certificate is a testimonial of your honorable service. It signifies that you have served in a proficient and industrious manner in the defense of your country. No greater honor accrues to any citizen.

On behalf of the Commandant of the Marine Corps, please accept the gratitude of our great nation and best wishes in your future endeavors.

D. L. SHORTAL
BRIGADIER GENERAL USMCR
DIRECTOR, MCRSC

T. WEBSTER
37B RAMAPO AVE
SUFFERN

NY 10901



Certificate of Good Conduct

CORPORAL THOMAS WEBSTER 079 64 36 97

*Having conducted yourself in a creditable manner,
you are, by direction of the Commandant of the
Marine Corps, awarded a Good Conduct Medal*

1ST AWARD

for the period

1 November 1985

to

31 December 1988

*Your conduct during this period denotes honest
and faithful service in keeping with the
highest traditions of the Marine Corps.*

E. J. MOSS

U.S.M.C.

BCO, 1STBn, 6thMar

CAPTAIN

COMMANDING

2dMarDiv, FMF, CamLej, NC 28542

UNIT

1 November 1988

DATE OF AWARD



*To all who shall see these presents, greeting:
Know Ye, that reposing special trust and confidence in the fidelity and
abilities of* THOMAS WEBSTER 079 64 36 97 *, I do
appoint this Marine a* CORPORAL *in the*

United States Marine Corps

to rank as such from the FIRST *day of* SEPTEMBER *, nineteen*
hundred and EIGHTY-EIGHT.

*This appointee will therefore carefully and diligently discharge the duties
of the grade to which appointed by doing and performing all manner of things
thereunto pertaining. And I do strictly charge and require all personnel of
lesser grade to render obedience to appropriate orders. And this appointee is to
observe and follow such orders and directions as may be given from time to time
by Superiors acting according to the rules and articles governing the discipline
of the Armed Forces of the United States of America*

Given under my hand at 1stBn, 6thMar, 3rdMarDiv, FMF
this FIRST *day of* SEPTEMBER *, in the year of our Lord nineteen*
hundred and EIGHTY-EIGHT.

AUTHORITY MCO P1400.32 par 2203.1

DATE OF PROMOTION 1 SEPTEMBER 1988

This appointment is effective for pay
and allowances on 1 September 1988.

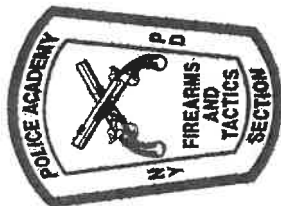
J.W. Smythe

J. W. SMYTHE
Lieutenant Colonel, USMC
Commanding

EXHIBIT “C”

NEW YORK CITY POLICE DEPARTMENT

POLICE ACADEMY Firearms and Tactics Section



Having achieved proficiency in all requirements

Thomas Webster

is hereby advanced to the title of
Firearms Instructor

Awarded in Recognition of Achievement in Firearms and Tactics Training

Scott J. Keegan, Captain
Commanding Officer

October 1999

U.S. Department of Justice Federal Bureau of Investigation

CERTIFICATE of ATTENDANCE

This is to certify that

POLICE OFFICER
THOMAS WEBSTER

attended a

Police Officers Survival School

held at the
FBI Training Center
Camp Smith, Peekskill, New York

from SEPTEMBER 11, 2000 to SEPTEMBER 15, 2000

and has satisfactorily completed this course of training

Robert S. Lucas


School Director

Principal Firearms Instructor

SEPTEMBER 15, 2000

Date

**U.S. Department of Justice
Federal Bureau of Investigation**

CERTIFICATE of ATTENDANCE

This is to certify that

**POLICE OFFICER
THOMAS WEBSTER**

attended a

DEFENSIVE TACTICS INSTRUCTOR SCHOOL

**FBI Training Center
Camp Smith, Peekskill, New York**

FEBRUARY 7, 2000

from

FEBRUARY 18, 2000

to

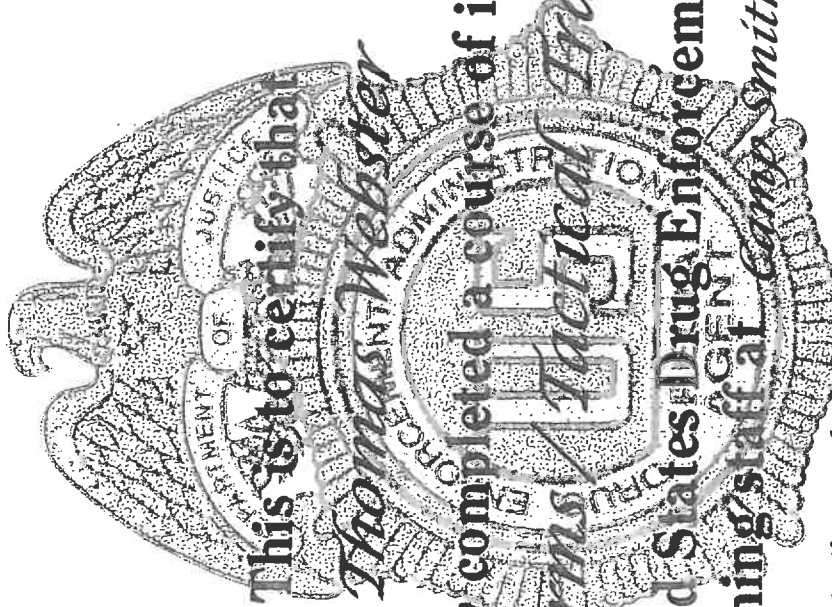
and has satisfactorily completed this course of training

FEBRUARY 18, 2000

Date

James P. Garte
School Director
[Signature]
Principal Firearms Instructor

Drug Enforcement Administration United States Department of Justice



This is to certify that
Thomas Webster

has successfully completed a course of instruction in
Firearms Tactical Training
conducted by the United States Drug Enforcement Administration's
Training staff at *Camden Smith, New York*

In testimony thereof I subscribe my name
on this *5th* day of *May* 20 *00*

[Signature]
Coordinator

[Signature]
Administrator, Drug Enforcement Administration

State of New York
Office of Public Safety
Municipal Police Training Council

Hereby Acknowledges and Declares that

Thomas Webster

is certified as a

General Topics Instructor

Expiration Date
07/01/2004

Katherine N. Lapp
Katherine N. Lapp
Director of New York State Criminal Justice
and Commissioner of Criminal Justice Services

Ronald G. Spike
Ronald G. Spike
Chairman
Municipal Police Training Council

Jerry E. Burrell
Jerry E. Burrell
Deputy Commissioner
Office of Public Safety

State of New York Division of Criminal Justice Services Municipal Police Training Council

Hereby Acknowledges and Declares that

Thomas Webster

is certified as a

Firearms Instructor

Expiration Date
07/01/2004

Katherine N. Lapp

Katherine N. Lapp
Director of New York State Criminal Justice
and Commissioner of Criminal Justice Services

Ronald G. Spike

Ronald G. Spike
Chairman
Municipal Police Training Council

Jerry E. Burrell

Jerry E. Burrell
Deputy Commissioner
Office of Public Safety

P O L I C E D E P A R T M E N T
C I T Y O F N E W Y O R K

OFFICE OF THE POLICE COMMISSIONER



CERTIFICATE OF RETIREMENT

PRESENTED TO
POLICE OFFICER
THOMAS WEBSTER
20 YEARS OF SERVICE

In grateful recognition as a loyal and dedicated member of the Police Department
of the City of New York.

Raymond W. Kelly
POLICE COMMISSIONER

April 30, 2011
RETIREMENT DATE



**PERFORMANCE EVALUATION —
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF AM

DEC 15 1996

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

IMPORTANT
 • Type text portions ONLY
 • DO NOT FOLD or STAPLE This Computer Form
 • Use #2 Pencil for Computer Boxes ONLY
 • Follow Guidebook Instructions

RATEE	SURNAME Webster	FIRST Thomas	M.I.	RANK PO	COMMAND HB PSA8	DATE ASSIGNED TO COMMAND: 10/30/91
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: Patrol (PCO)			DATE OF PRIMARY ASSIGNMENT: 4/93	
RATING PERIOD: FROM 1/1/96			TO 12/31/96			

RATER

- COMMENTS ON 3 RATING ITEMS REQUIRED
- CHOOSE FROM "PERFORMANCE AREAS" & "BEHAVIORAL DIMENSIONS" ON BACK OF FORM
- RATINGS OF "LOW" & "VERY LOW" MUST BE COMMENTED ON BEFORE COMMENTING ON HIGHER RATED ITEMS.

No. 0	0 1 2 3 4 5 6 7 8 9	Example: No. 0	0 1 2 3 4 5 6 7 8 9
No. 1	0 1 2 3 4 5 6 7 8 9	No. 4	0 1 2 3 4 5 6 7 8 9

No. 0 P.O. Webster interacts very well with the residents in his patrol area. He is congenial and is well known by the residents of the Gun Hill houses.

No. 1 P.O. Webster is very good with respect to recovering and vouchering of evidence. He is very competent with respect to all aspects of arrest processing.

No. 3 P.O. Webster supports Department policies and procedures, He is not a disciplinary problem.

Overall Rater's Comments:
 P.O. Webster is currently assigned as a project community officer at the Gun Hill houses. He has good activity and maintains a positive attitude and is well liked by the residents of the Gun Hill houses

RATER'S TAX NUMBER					
9	1	2	3	7	6
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

RATER'S NAME Michael McFadden	RANK Sgt.	COMMAND HB PSA8	DATE ASSIGNED TO COMMAND: 8/95
SOCIAL SECURITY NO.	SIGNATURE <i>Michael McFadden</i>	DATE: 1/7/97	
I HAVE SHOWN THIS EVALUATION TO RATEE AND FULLY DISCUSSED ITS CONTENTS: RATER'S INITIALS <i>M-M</i>		I WISH TO APPEAL THIS EVALUATION: (Ref. to A.G. 303-20) <input type="checkbox"/> (IF APPEALED, INITIAL AND DARKEN BOX) RATEE'S INITIALS _____	

REVIEWER Comments: (Must use No. 2 pencil to darken box)
 ACCURATE AND COMPLETE, CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION

REVIEWER'S NAME (PRINT) Stewart A. Lieber	RANK Sgt.	COMMAND P.S.A. #8	DATE ASSIGNED TO COMMAND: 12/93
SOCIAL SECURITY NO.	TAX REGISTRY NO. 912458	SIGNATURE <i>Stewart A. Lieber</i>	DATE: 1/12/97

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY



NEW YORK CITY POLICE DEPARTMENT

CENTRAL PERSONNEL INDEX

ROUND ROBIN REPORT

TAX NUMBER : 913899

PAGE 1 OF 1

DATE: 5/26/2021

TIME: 08:41:15

NAME: THOMAS WEBSTER

RANK: POLICE OFFICER MALE

COMMAND: (322) INTEL-MSS-UNIFORMED OPERATIONS

TAX ID #: 913899

INTERNAL INVESTIGATION

DATE : 7/15/1997

CONTROL NUMBER : 001

SERIAL NUMBER : C97-0885

COMPL ALLEG SUBJ W/EXCESSIVE FORCE/ASSAULT. DISP:(3) UNSUBSTANTIATED

LOSS OF I.D. CARD

DATE : 7/6/1998

CONTROL NUMBER : 001

SERIAL NUMBER : XXXXX

MOS ARRIVED AT WORK & DISCOVERED WALLET HAD FALLEN THRU A HOLE IN PANTS POCKET MOS FAILED TO SAFEGUARD ID CARD CD #032/98 WAS ISSUED NEW ID CARD ISSUED

TOTAL EVENTS FOUND : 2



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME Webster	FIRST Thomas	M.I.	RANK P.O.	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 07/06/99
SOCIAL SECURITY [REDACTED]	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: 3 rd Platoon Security			DATE OF PRIMARY ASSIGNMENT: 07/06/99	
RATING PERIOD: FROM 12/16/02				TO 12/15/03		

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.
RATER'S SIGNATURE *[Signature]*

I WISH TO APPEAL THIS EVALUATION:
 (IF APPEALED, INITIAL AND DARKEN BOX)
RATER'S INITIALS

RATER	RATER'S NAME Rafael Santiago	RANK Sgt	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 05/03/02	RATER'S TAX NUMBER 8 9 9 8 1
--------------	---------------------------------	-------------	------------------	---------------------------------------	--

SIGNATURE *[Signature]* DATE: 01/05/04

- RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
- RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
- INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No. 4

0	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8	<input type="radio"/> 9
4	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input checked="" type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 6	<input type="radio"/> 7	<input type="radio"/> 8	<input type="radio"/> 9

AREAS/DIMENSIONS

No. 1 0 1 2 3 4 5 6 7 8 9

Police Officer Webster behavior and performance reflects a high level of integrity and trust.

No. 8 0 1 2 3 4 5 6 7 8 9

Police Officer Webster is able to recognize problems and implement steps to correct it.

No. 6 0 1 2 3 4 5 6 7 8 9

Police Officer Webster is well rounded individual and has earned the respect of his peers.

Overall Rater's Comments:

Officer Webster performs his duties and assignments in a professional manner. He can be relied on to handle or assist in firearms training.

Officer Webster is assigned to the 3rd platoon security staff.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER

COMMENTS:

- ACCURATE AND COMPLETE, CONCUR
- SEE SEPARATE REVIEWER'S EVALUATION
(NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME Nicholas Giacobbe	RANK Lt.	COMMAND P.A.F.T.S.	DATE ASSIGNED TO COMMAND: 05/28/02
--------------------------------------	-------------	-----------------------	---------------------------------------

TAX REGISTRY NO. 877705	SIGNATURE <i>[Signature]</i>	DATE: 1/9/04
----------------------------	---------------------------------	-----------------

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

ESCANTRON
FORM NO. F-4176-NYCPD
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PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY!
EXAMPLE: 5 4 3 2 1
ERASE COMPLETELY TO CHANGE

RATEE SURNAME **Webster** FIRST **Thomas** M.I.

RATEE ID NUMBER MUST BE ACCURATE

9	3	9
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SOCIAL SECURITY NO.

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER _____

COMMAND

3	7
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER _____

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

TIMES SICK

NLOD	LOD
<input type="checkbox"/> 0	<input type="checkbox"/> 0
<input type="checkbox"/> 1	<input type="checkbox"/> 1
<input type="checkbox"/> 2	<input type="checkbox"/> 2
<input type="checkbox"/> 3	<input type="checkbox"/> 3
<input checked="" type="checkbox"/> 3+	<input type="checkbox"/> 3+

DARKEN ONE BOX PER COLUMN

CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

DAYS LOST

NLOD	LOD
<input type="checkbox"/> 0	<input type="checkbox"/> 0
<input type="checkbox"/> 1	<input type="checkbox"/> 1
<input type="checkbox"/> 2-5	<input type="checkbox"/> 2-5
<input type="checkbox"/> 6-10	<input type="checkbox"/> 6-10
<input type="checkbox"/> >10	<input type="checkbox"/> >10

DARKEN ONLY ONE BOX

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER _____

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

FACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	COMMUNITY INTERACTION					POLICE ETHICS / INTEGRITY					BEHAVIORAL DIMENSIONS				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
1. Community Interaction	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
3. Victim/Prisoner Interaction	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
5. Vehicular Offenses/Accidents	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
7. Police Interaction/Notification	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
9. Review and Maintenance	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
11. Vouchering	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
13. Police Ethics / Integrity	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
15. Communication Skills	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
17. Information Ordering	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
19. Visualization	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
21. Memorization	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
23. Innovativeness	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
25. Drive/Initiative	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
27. Appearance/Professional Image	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1

OVERALL EVALUATION

5 4 3 2 1

SG GUIDE

Use Inclinometer 105 / 95

No. 0 1 2 3 4 5 6

No. 0 1 2 3 4 5 6 7 8 9



POLICE DEPARTMENT
LEGAL BUREAU
SUBPOENA LITIGATION UNIT, ROOM 110C
ONE POLICE PLAZA
NEW YORK, N.Y. 10038
212-693-2640

CERTIFICATION OF NYPD RECORDS (LR1600/2021)

CASE NAME: UNITED STATES of AMERICA vs. THOMAS WEBSTER

CASE FILE: 1:21-CR-208

UNITED STATE DISTRICT COURT FOR THE DISTRICT OF COLUMBIA

I, Christine Lucatorto, Deputy Managing Attorney of the New York City Police Department ("NYPD") Subpoena Litigation Unit, am (a) designated by the Police Commissioner of the NYPD to officially certify NYPD records as its official business records pursuant to law; and (b) an attorney duly admitted to practice law in the State of New York and hereby affirm under penalty of perjury pursuant to Civil Practice Law and Rules §2106 that:

1. To the best of my knowledge, after reasonable inquiry, the copies of the records attached hereto are accurate versions of the documents described in the attached subpoena duces tecum that were located within the possession, custody or control of the NYPD, subject to any redactions required by law or permitted pursuant to asserted privilege(s) as indicated in Schedule A; and
2. To the best of my knowledge, after reasonable inquiry, the copies of the records attached hereto represent all of the documents described in the subpoena, subject to any redactions required by law or permitted pursuant to asserted privilege(s) or records which are believed to exist but have not yet been located for purposes of reproduction, as indicated in Schedule A; and
3. The copies attached hereto were created and maintained by NYPD personnel in the regular course of business pursuant to their duties as members of the NYPD, at the time of the act, transaction, occurrence or event recorded therein, or within a reasonable time thereafter (or were gathered pursuant to an NYPD investigation and incorporated into our records at or near the date or time indicated).

SCHEDULE A ATTACHED NOT ATTACHED

Date: May 26, 2021

Christine Lucatorto
Deputy Managing Attorney
NYPD Subpoena Litigation Unit
(as designee of the NYPD Police Commissioner)



POLICE DEPARTMENT
LEGAL BUREAU
DOCUMENT PRODUCTION UNIT, ROOM 110C
ONE POLICE PLAZA
NEW YORK, N.Y. 10038
646-610-5296

DELEGATION OF AUTHORITY

I, Dermot Shea, Police Commissioner for the New York City Police Department, whose signature appears below, am the head of the Agency. I hereby authorize Robert Fodera, Managing Attorney of the Agency's Subpoena Litigation Unit, to certify records of this Agency as the full and complete record of the condition, act, transaction, occurrence or event which have been made in the regular course of business of this Agency to take such records at the time of the condition, act, occurrence or event, or within a reasonable time thereafter.

Date: 2/14/2020

Handwritten signature of Dermot Shea in cursive script.

POLICE COMMISSIONER DERMOT SHEA

Handwritten signature of Robert Fodera in cursive script.

MANAGING ATTORNEY ROBERT FODERA

AO 89B (07/16) Subpoena to Produce Documents, Information, or Objects in a Criminal Case

UNITED STATES DISTRICT COURT

for the
District of Columbia

United States of America)
Thomas Webster)
Defendant)

Case No. 1:21-CR-208

2021 APR 15 A 7:28
POLICE DEPARTMENT
CITY OF NEW YORK

SUBPOENA TO PRODUCE DOCUMENTS, INFORMATION, OR OBJECTS IN A CRIMINAL CASE

To: FOIL Unit, Legal Bureau, 1 Police Plaza, Room 110C, New York, New York 10038
Attn: Lt. Richard Mantellino

(Name of person to whom this subpoena is directed)

YOU ARE COMMANDED to produce at the time, date, and place set forth below the following books, papers, documents, data, or other objects:
Thomas Webster's entire Personnel File with the New York Police Department, including, but not limited to: 1) disciplinary records, 2) Central Personnel Index records, 3) commendations and/or citations, 4) character and fitness records

Place: Dupee & Monroe, P.C.
211 Main Street
Goshen, New York 10924

Date and Time: 04/30/2021 2:00 pm

Certain provisions of Fed. R. Crim. P. 17 are attached, including Rule 17(c)(2), relating to your ability to file a motion to quash or modify the subpoena; Rule 17(d) and (e), which govern service of subpoenas; and Rule 17(g), relating to your duty to respond to this subpoena and the potential consequences of not doing so.

(SEAL)

Date: April 2021

SO ORDERED:



2021.04.1
17:43:43
-04'00'

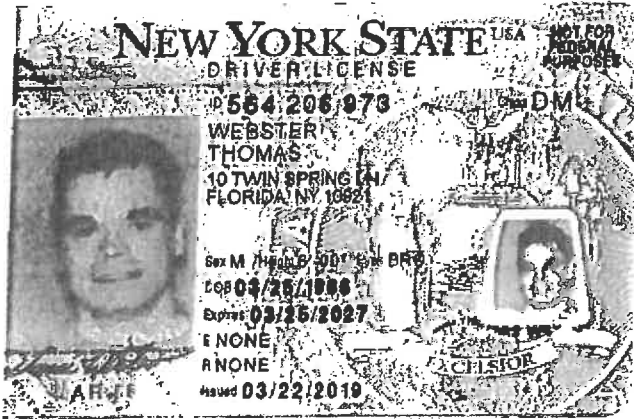
HON. AMIT P. MEHTA

The name, address, e-mail, and telephone number of the attorney representing (name of party) Thomas Webster, who requests this subpoena, are:
Dupee & Monroe, P.C., 211 Main Street, P.O. Box 470, Goshen, New York 10924; jim@dupeemonroelaw.com; (845) 294-8900

Notice to those who use this form to request a subpoena

Before requesting and serving a subpoena pursuant to Fed. R. Crim. P. 17(c), the party seeking the subpoena is advised to consult the rules of practice of the court in which the criminal proceeding is pending to determine whether any local rules or orders establish requirements in connection with the issuance of such a subpoena. If no local rules or orders govern practice under Rule 17(c), counsel should ask the assigned judge whether the court regulates practice under Rule 17(c) to 1) require prior judicial approval for the issuance of the subpoena, either on notice or ex parte; 2) specify where the documents must be returned (e.g., to the court clerk, the chambers of the assigned judge, or counsel's office); and 3) require that counsel who receives produced documents provide them to opposing counsel absent a disclosure obligation under Fed. R. Crim. P. 16.

Please note that Rule 17(c) (attached) provides that a subpoena for the production of certain information about a victim may not be issued unless first approved by separate court order.



113-C12
Issued 2-17-2012
Expires

STATE OF NEW YORK
Orange County

LICENSE TO CARRY PISTOL IS HEREBY GRANTED
THOMAS WEBSTER



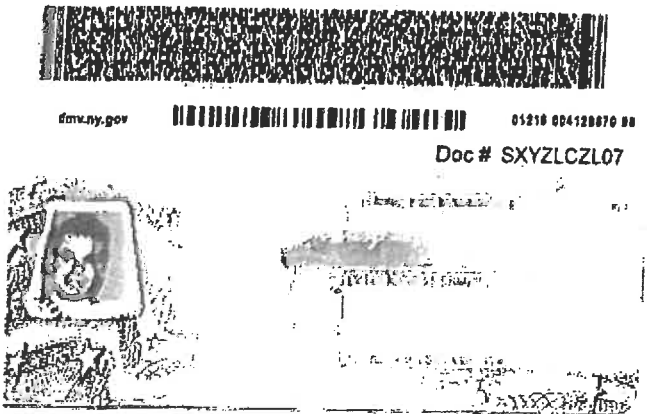
10 TWIN SPRING LANE
FLORIDA, NY 10921
Occupation **RETIRED POLICE OFFICER**

Employer
Nationality **American**
Date of Birth **3-25-1966** H **6' 0"** W **230**

UNRESTRICTED

[Signature]
Judge Jeffrey G. Berry
County Court Orange County





THIS LICENSE IS ISSUED WITH THE FOLLOWING CONDITIONS:

1. It is revocable at anytime. 2. If issued outside New York City, not valid to carry a weapon in New York City unless approved by the police commissioner of that city.

Make	Caliber	Serial Number	Model
RUGER	38	17208803	SPNY
S&W	38	BKP3304	640
S&W	0MM	VYK8027	5048

Res # 87987-2-12-17

[Signature]
(Signature of Holder)



Medals Report - All Medals

File Number: XXXXXXXXXX

<u>Name</u> WEBSTER, THOMAS	<u>Tax ID#</u> 913899	<u>Rank</u> POM
--------------------------------	--------------------------	--------------------

<u>Command Code</u> 322	<u>Command</u> INTELL-MSS-UNIFORM	<u>Date Appointed</u> 04/30/1991	<u>Date in Rank</u> 04/30/1991
----------------------------	--------------------------------------	-------------------------------------	-----------------------------------

<u>Shield</u> 13415	<u>Uniform / Civilian</u> UNIFORM
------------------------	--------------------------------------

Page 1

Total Medals Received: 1

Date Prepared: 08/15/2011

Totals by Medal Designation

EPD: 1	MPD: 0	COM: 0	EM: 0	MH: 0	PCC: 0	MV: 0	HM: 0	PSM: 0	DSM: 0
COMCS: 0	CCOM: 0	COMI: 0	MPDI: 0	PCA: 0	PSA: 0	MSA: 0	MSAI: 0	OSA: 0	

PO #	PO Date	From Date	To Date	Status	Code	Medal Awarded
343	11/01/1999	09/04/1998	/ /	T	11	EXCELLENT POLICE DUTY

**POLICE DEPARTMENT
CITY OF NEW YORK**

FROM:

DATE: 11-24-10

TO:

**EMPLOYEE MANAGEMENT DIVISION
ATTENTION: SECRETARY LEVEL 4, GENE JOHNSON
ONE POLICE PLAZA, C-LEVEL ASS**

SUBJECT:

REQUEST FOR BEFORE PHOTO FOR M.O.S

**1. THE UNDERSIGNED IS REQUESTING BEFORE AND AFTER PHOTOS FOR
BELOW LISTED MEMBER OF SERVICE.**

Self SS# [REDACTED]

TAX# 913899

NAME Thomas Webster

2. SUBMITTED FOR YOUR INFORMATION. S.S.# [REDACTED]

NAME THOMAS WEBSTER

RANK P.O.

TAX# 913899

PHONE 914-204-7314

Intel MSS

11/24/10 Sent Voice Mail Re: 49 for Id Section

14-CHA 01.1406 & R (Rev. 7/87) PROBATIONARY REPORT		NEW YORK CITY HOUSING AUTHORITY		
NAME OF EMPLOYEE <i>WEASTON Thomas</i>		SOC. SEC. # [REDACTED]	LOCATION <i>ORL HPD - North AS</i>	
TITLE <i>Police Officer - HPD</i>	STATUS <i>A</i>	DATE OF APPOINTMENT TO PRESENT POSITION <i>04/30/91</i>		

*For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

			✓		
Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.	

Comments: *Officer completes tasks in a timely and efficient manner*

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

			✓		
Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.	

Comments: *Officer's reports are clear, concise and accurate*

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

				✓	
Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.	

Comments: *Officer cooperates well with others.*

3rd QUARTERLY RATING

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employee learns job. Consider versatility, indication of future value to agency.

Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.	Needs minute instructions. Learns work too slowly. Has not been able to master, even simple assignments.	Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.	Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.	Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any others in group. Has ability for promotion now.
--	--	---	--	---

Comments: *Officer will be an asset to the department and address to department guidelines and handle assignments efficiently.*

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employees in the department.

Constantly late or absent. Late or absent without cause or notice.	Late frequently. Absent frequently. Does not take seriously the reporting time.	Attendance normal. Lateness normal.	Infrequently late. Infrequently absent.	Very rarely late and absent. Lateness and attendance better than any others in the department.
--	---	-------------------------------------	---	--

Comments: *Officer is punctual and has not been absent.*

Overall Comments if any: (Use this space for additional information)

Officer has good work habits and cooperates well with his peers. Officer accepts tasks and completes same in a timely manner. Officer is punctual and has not been absent.

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE

12/16/91

SIGNATURE (Supervisor)

Sgt. Edward McNeal 951

DATE

12/18/91

SIGNATURE (Division Head)

[Signature]

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date

12/18/91

Signature (Probationer)

[Signature]

NEW YORK CITY HOUSING AUTHORITY

CHA 015.1438&R (Rev. 7/87) PERMANENT REPORT

NAME OF EMPLOYEE: Webster, Thomas
 SOC. SEC. #: [REDACTED]
 LOCATION: PSA-8-N/086

TITLE: PO/HARD STATUS: A DATE OF APPOINTMENT TO PRESENT POSITION: 04.30.91

*For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments: OFFICER OF FEES ASSISTANCE WHEN EVER POSSIBLE

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments: OFFICER IS QUITE CAPABLE IN HIS PERFORMANCE + TAKES PRIDE IN HIS DUTIES

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments: OFFICER IS FRIENDLY WITH PUBLIC AS WELL AS WITH COLLEAGUES

5TH REPORT

4. LEARNING CAPACITY, ADAPTABILITY AND FUTURE VALUE TO AGENCY. Consider versatility, indication of future value to agency.

Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.

Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.

Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.

Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.

Learned most rapidly. Makes excellent contribution to group. Handles any assignments better than any other in group. Has ability for promotion now.

Comments: OFFICER LEARNS PROCEDURES FAST AND REQUIRES LITTLE SUPERVISION

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employees in the department.

Constantly late or absent. Late or absent without cause or notice.

Late frequently. Absent frequently. Does not take seriously the reporting time.

Attendance normal. Lateness normal.

Infrequently late. Infrequently absent.

Very rarely absent. Late attendance less than any others in department.

Comments: OFFICER IS NEVER LATE

Overall Comments if any: (Use this space for additional information)

P.O. IS BEING ADVANCED WITH THE DEPARTMENT

192 JUL 23 AM 8 13
C.O. BUREAU

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY CONSTITUTES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE 7/11/92

SIGNATURE (Supervisor)

SIGNATURE (Director/Head)

I understand that my signature indicates that my supervisor has discussed my probationary report; it does not necessarily imply my acceptance of the rating.

Date 7/12/92

Signature (Probationer)

NYCHA 015.1438&R (Rev. 7/87) **PROBATIONARY REPORT*** **NEW YORK CITY HOUSING AUTHORITY**

NAME OF EMPLOYEE THOMAS WEBSTER		SOC. SEC. # [REDACTED]	LOCATION PSA - 8/12
TITLE P-6/ice OFF	STATUS 0491	DATE OF APPOINTMENT TO PRESENT POSITION 4-30-91	

*For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments: **OFFICER HAS STRONG WORK ETHIC AND DOES NOT HESITATE TO OFFER HIS ASSISTANCE**

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments: **OFFICER'S WORK RARELY NEEDS TO BE CORRECTED**

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sullen, resentful, antagonistic. Diliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments: **OFFICER BLENDS IN WITH CO-WORKERS + PUBLIC WITH - OUT ANY PROBLEMS**

6TH REPORT

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employe learned job. Consider versatility, indication of future value to agency.

Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.	Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.	Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.	Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.	Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any others in group. Has ability for promotion now.
--	---	---	--	---

Comments: OFFICER REARLY HAS TO BE TOLD TO DO G. WORK ASSIGNMENT TWICE.

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employes in the department.

Constantly late or absent. Late or absent without cause or notice.	Late frequently. Absent frequently. Does not take seriously the reporting time.	Attendance normal. Lateness normal.	Infrequently late. Infrequently absent.	Very rarely late and absent. Lateness and attendance better than any others in the department.
--	---	-------------------------------------	---	--

Comments: OFFICER IS NEVER LATE

Overall Comments if any: (Use this space for additional information)

OFFICER IS AN ASSET TO THE DEPT AND HAS THE POTENTIAL TO ADVANCE WITH THE DEPT.

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE: 8/28/98 SIGNATURE (Supervisor): [Signature]
 DATE: 8/31/98 SIGNATURE (Union Rep): [Signature]

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date: 08-28-98 Signature (Probationer): [Signature]

NYCHA 016.1430&R (Rev. 7/87)
PROBATIONARY REPORT

NEW YORK CITY HOUSING AUTHORITY

NAME OF EMPLOYEE

SOC. SEC.

LOCATION

Wickster, Thomas

[REDACTED]

#056
HFD-Brock BA #5

TITLE

STATUS

DATE OF APPOINTMENT TO PRESENT POSITION

REWARD

A

4/30/91

***For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.**

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

	✓			
Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments:

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

	✓			
Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments:

REQUIRES VERY LITTLE SUPERVISION

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

	✓			
Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments:

FOLLOWS AND EMPLOYERS
DIRECTIONS IN A
POSITIVE MANNER

(Over)

7TH REPORT

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employe learned job. Consider versatility, indication of future value to agency.

Dull, Slow. Does not seem to understand work assignment. No potential for this or other assignments.

Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.

Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.

Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.

Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any other in group. Has ability for promotion now.

Comments: OFFICER HAS THE CAPACITY TO HANDLE NEW ASSIGNMENTS WELL

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employes in the department.

Constantly late or absent. Late or absent without cause or notice.

Late frequently; Absent frequently. Does not take seriously the reporting time.

Attendance normal. Lateness normal.

Infrequently late. Infrequently absent.

Very rarely late and absent. Lateness and attendance better than any other in the department.

Comments:

[Handwritten signature]

Overall Comments if any: (Use this space for additional information)

CONTINUE IN PRESENT ASSIGNMENT.

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE 12/10/92

SIGNATURE (Supervisor) *[Handwritten Signature]*

DATE *[Handwritten Signature]* 12/10/92

SIGNATURE (Division Head) *[Handwritten Signature]*

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date 12-10-92

Signature (Probationer) *[Handwritten Signature]*

THIS COPY TO BE FILED AT WORK LOCATION

NYCHA 015.143B&R (Rev. 7/87)
PROBATIONARY REPORT*

NEW YORK CITY HOUSING AUTHORITY

NAME OF EMPLOYEE <i>WEBSTER, THOMAS</i>		SOC. SEC. # [REDACTED]	LOCATION <i>086</i>
TITLE <i>P.O. H.A.P.D.</i>	STATUS <i>A</i>	DATE OF APPOINTMENT TO PRESENT POSITION <i>4/30/91</i>	

**For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.*

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments: *OFFICER DOES NOT HESITATE TO TAKE ON EXTRA ASSIGNMENTS*

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments: *OFFICER IS AN ADEQUATE REPORT WRITER.*

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments: *OFFICER IS A PLEASURE TO WORK WITH.*

(Over)

FINAL RATING

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employe learns job. Consider versatility, indication of future value to agency.

Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.	Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.	Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.	Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.	Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any other in group. Has ability for promotion now.
--	---	---	--	--

Comments: OFFICER HAS CAPACITY TO ASSIMILATE NEW INFORMATION AT ABOVE AVERAGE RATE

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employes in the department.

Constantly late or absent. Late or absent without cause or notice.	Late frequently. Absent frequently. Does not take seriously the reporting time.	Attendance normal. Lateness normal.	Infrequently late. Infrequently absent.	Very rarely late and absent. Lateness and attendance better than any other in the department.
--	---	-------------------------------------	---	---

Comments: OFFICER IS INFREQUENTLY LATE

Overall Comments if any: (Use this space for additional information)

OFFICER HAS POTENTIAL FOR FURTHER ADVANCEMENT WITH DEPARTMENT. I RECOMMEND OFFICER TO CONTINUE AT PRESENT ASSIGNMENT

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE 3/11/93 SIGNATURE (Supervisor) [Signature] # 527
 DATE 3/15/93 SIGNATURE (Officer) [Signature]

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date 3-17-93 Signature (Probationer) [Signature]



**PERFORMANCE EVALUATION —
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

DEC 15 1995

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

- Type text portions ONLY
- DO NOT FOLD or STAPLE This Computer Form
- Use #2 Pencil for Computer Boxes ONLY
- Follow Guidebook Instructions

RATEE	SURNAME Webster	FIRST Thomas	M.I.	RANK P.O.	COMMAND PSA 8	DATE ASSIGNED TO COMMAND: 11-91
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: PCO relief sq			DATE OF PRIMARY ASSIGNMENT: 9-95	
RATING PERIOD: FROM 12/94 TO 12/95						

RATER

- COMMENTS ON 3 RATING ITEMS REQUIRED
- CHOOSE FROM "PERFORMANCE AREAS" & "BEHAVIORAL DIMENSIONS" ON BACK OF FORM
- RATINGS OF "LOW" & "VERY LOW" MUST BE COMMENTED ON BEFORE COMMENTING ON HIGHER RATED ITEMS.

No. 0 1 2 3 4 5 6 7 8 9

No. 2 0 1 3 4 5 6 7 8 9

Example: No. 0 1 2 3 4 5 6 7 8 9

No. 4 0 1 2 3 5 6 7 8 9

Officer is highly competent when involved in intervention and arrest situations. Officer reacts well at the scenes of past and present crimes, as well as when dealing with suspects or crowds.

No. 1 0 2 3 4 5 6 7 8 9

No. 3 0 1 2 3 4 5 6 7 8 9

Officer readily recognizes the existence of problem situations and understands underlying conditions without additional clarification.

No. 2 0 1 3 4 5 6 7 8 9

No. 2 0 1 3 4 5 6 7 8 9

Officer makes sound and practical decisions based on all information available. Officer manages his time in an efficient manner.

Overall Rater's Comments:

Officer Webster is able to assess a situation, and use the facts available to make correct decisions and take proper action. He is able to handle assignments with little supervision and accepts responsibility without hesitation.

RATER'S TAX NUMBER

912499

0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

RATER'S NAME Sgt Andrew Brigida 3713	RANK Sgt	COMMAND PSA 8	DATE ASSIGNED TO COMMAND: May 23, 1988
SOCIAL SECURITY NO.	SIGNATURE <i>Andrew Brigida</i>	DATE: 1-12-96	
I HAVE SHOWN THIS EVALUATION TO RATEE AND FULLY DISCUSSED ITS CONTENTS: RATER'S INITIALS <i>AB</i>	I WISH TO APPEAL THIS EVALUATION: (Ref. to A.G. 303-20) <input type="checkbox"/> (IF APPEALED, INITIAL AND DARKEN BOX) RATEE'S INITIALS <i>tw</i>		

REVIEWER

Comments:

- (Must use No. 2 pencil to darken box)
- ACCURATE AND COMPLETE, CONCUR
- SEE SEPARATE REVIEWER'S EVALUATION

REVIEWER'S NAME (PRINT) Lt John Reilly	RANK Lt	COMMAND PSA 8	DATE ASSIGNED TO COMMAND: 12/91
SOCIAL SECURITY NO.	TAX REGISTRY NO. 912448	SIGNATURE <i>John Reilly</i>	DATE: 1/15/96

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: 5 4 3 2 1
ERASE COMPLETELY TO CHANG

RATEE SURNAME **Webster** FIRST **Thomas** M.I.

RATEE'S TAX NUMBER MUST BE ACCURATE

9	9	9
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SOCIAL SECURITY NO.

[REDACTED]

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER

COMMAND

8	8	8
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

TIMES SICK

NLOD	LOD
<input type="checkbox"/> 0	<input type="checkbox"/>
<input type="checkbox"/> 1	<input type="checkbox"/>
<input checked="" type="checkbox"/> 2	<input type="checkbox"/>
<input type="checkbox"/> 3	<input type="checkbox"/>
<input type="checkbox"/> 3+	<input type="checkbox"/>

DAYS LOST

NLOD	LOD
<input type="checkbox"/> 0	<input type="checkbox"/>
<input type="checkbox"/> 1	<input type="checkbox"/>
<input type="checkbox"/> 2-5	<input type="checkbox"/>
<input checked="" type="checkbox"/> 6-10	<input type="checkbox"/>
<input type="checkbox"/> >10	<input type="checkbox"/>

DARKEN ONE BOX PER COLUMN

CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

PURPOSE

4 MONTH PROB
 10 MONTH PROB
 16 MONTH PROB
 22 MONTH PROB
 TRANSFER
 INTERIM
 ANNUAL
 OTHER

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

Bilingual Officer

DARKEN BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT

RE-ASSIGNMENT (SPECIFY ON FRONT)

ADDITIONAL TRAINING (SPECIFY ON FRONT)

PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)

OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	RATING						BEHAVIORAL DIMENSIONS	RATING			
	5	4	3	2	1	0		5	4	3	2
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics/Integrity	5	4	3	2
2. Apprehension/Intervention	5	4	3	2	1	0	14. Communication Skills	5	4	3	2
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2
4. Handling Specific Offenses	5	4	3	2	1	0	16. Reasoning Ability	5	4	3	2
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2
6. Handling Specific Offenses	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2
7. Police Interaction/Notification	5	4	3	2	1	0	19. Visualization	5	4	3	2
8. Vehicle Operation/Maintenance	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2
9. Review and Maintenance	5	4	3	2	1	0	21. Memorization	5	4	3	2
10. Handling Special Cases	5	4	3	2	1	0	22. Judgment	5	4	3	2
11. Vouchering	5	4	3	2	1	0	23. Innovativeness	5	4	3	2
12. Report/Official Duties	5	4	3	2	1	0	24. Adaptability	5	4	3	2
30.	5	4	3	2	1	0	25. Drive/Initiative	5	4	3	2
	5	4	3	2	1	0	26. Interpersonal Skills	5	4	3	2
	5	4	3	2	1	0	27. Appearance	5	4	3	2
	5	4	3	2	1	0	28.	5	4	3	2
	5	4	3	2	1	0	29.	5	4	3	2

OVERALL EVALUATION

5 4 3 2 1 0

SEE GUIDE

Annual Total of Quarterly Points *

No. 0 1 2 3 4 5 6 7 8 9

* See Interim Order 105, dated 7-17-95

Housing
Additional Info



CHANGE OF NAME, RESIDENCE, OR SOCIAL CONDITION

PD 451-021 (Rev. 2-91)-h2

REASON FOR CHANGE

NAME CHANGE RESIDENCE PHONE NO.
 SOCIAL CONDITION NEXT OF KIN NOTIFICATION

RANK/TITLE	SHIELD NO.	SURNAME	FIRST	INITIALS	DATE OF CHANGE
P.O.	13415	Webster	Thomas	—	11-22-95

SOCIAL SECURITY NO.	TAX REGISTRY NO.	RELIGION (Optional)	WIFE'S FULL MAIDEN NAME OR FULL NAME OF HUSBAND
[REDACTED]	913899	R - Catholic	NIA

NEXT OF KIN TO BE NOTIFIED IN CASE OF EMERGENCY				
SURNAME	FIRST	M.I.	RELATIONSHIP	ADDRESS
Webster	John	—	Father	Nanuet N.Y. Normandy Village

(914) 623 502
PHONE NO.

Is spouse a MEMBER OF THIS DEPARTMENT? YES NO
If YES, indicate: UNIFORM CIVILIAN

Any other MEMBER OF THIS DEPARTMENT living in your household?
 YES NO If YES, indicate: UNIFORM CIVILIAN

FROM: **CHANGE OF NAME TO:

FOR ENTRY BY MEMBER'S COMMAND

Command	Serial No.	Posted to Force Record Card by:
H-8	122/96	

SOCIAL CONDITION

ENTER CODE 1. SINGLE 2. MARRIED 3. WIDOWED 4. DIVORCED 5. LEGALLY SEPARATED

INSTRUCTIONS: This report shall be prepared and signed by every member of the department who changes their name, residence and/or social condition (include changes occurring because of death or legal proceedings). The report must be submitted through the command to which the member is permanently assigned.

CHANGE OF RESIDENCE

FROM: ADDRESS (NUMBER/STREET OR AVENUE) TO:

6 Ernst Ct

IN ALL CASES the white copy shall be forwarded to the Personnel Data Unit, Room 1003 Police Hdq., and blue copy shall be filed in the member's command.

CITY OR TOWN (IF ANY)

Suffern N.Y.

In addition, for change of residence affecting a member of the department:

ZIP CODE

10901

1. Pink Copy - Will be sent to PRECINCT OF NEW RESIDENCE. If NEW RESIDENCE is located in Nassau or Suffolk counties, send to 105 Precinct. If NEW RESIDENCE is located in Westchester, Putnam, Rockland, or Orange Counties, send to 50 Precinct.

TELEPHONE NUMBER

Area Code	Number	Area Code	Number
		914	3578238

2. Buff Copy - Will be sent to PRECINCT OF FORMER RESIDENCE. If FORMER RESIDENCE is located in Nassau or Suffolk Counties, send to 105 Precinct. If FORMER RESIDENCE is in Westchester, Putnam, Rockland, or Orange Counties, send to 50 Precinct

***RESIDENT PRECINCT AND / OR**

Local Police Authority and County	Local Police Authority and County
	Suffern P.D.

3. If the member is a CIVILIAN living out of the city and above counties, i.e. PA, CT, NJ, send pink/buff copy to: Personnel Data Unit, Room 1008. For change of SOCIAL CONDITION - If a UNIFORMED member of the service changes his/ her SOCIAL CONDITION, a reproduced copy of this form must be forwarded to C.O., Pension Section, Room 1102, Police Hdq.

ORIGINAL COPY: RECORD OF ROUTING - FOR OFFICE USE ONLY

PERSONNEL DATA UNIT	PERSONNEL ORDERS SECTION	PAYROLL SECTION	LOCATOR WHEEL (BM 1012-HDO)
Date: 3/13/96	Date: [Signature]	Date: [Signature]	Date: [Signature]

* If residence is outside city, indicate local police authority and subordinate command, if any, through which notification to members shall be made. If residence is in New York City, resident precinct shall be entered.

To change beneficiary, a member of the department must file prescribed form at Pension Section or Employment Division.

** Change of Name - Attach copy of court order to this report. In divorce cases, the name change must be included in the divorce decree.

Signature of Member of Department: *[Signature]* Date of Report: 11-22-95

***RELIGION is OPTIONAL. This information is being collected for emergency purposes ONLY.

NOTE: DISCARD ANY COPIES NOT REQUIRED.



**CHANGE OF NAME, RESIDENCE,
OR SOCIAL CONDITION**

PD 451-021 (Rev. 2-91)-h2

REASON FOR CHANGE

NAME CHANGE RESIDENCE PHONE NO.
 SOCIAL CONDITION NEXT OF KIN NOTIFICATION

RANK/TITLE P.O.	SHIELD NO. 13415	SURNAME Webster	FIRST Thomas	INITIALS TD	DATE OF CHANGE 6-1-97
SOCIAL SECURITY NO. [REDACTED]	TAX REGISTRY NO. 913899	***RELIGION (Optional)		WIFE'S FULL MAIDEN NAME OR FULL NAME OF HUSBAND N/A	

NEXT OF KIN TO BE NOTIFIED IN CASE OF EMERGENCY

SURNAME Webster	FIRST John	M.I. F	RELATIONSHIP Father	ADDRESS Normandy V. Page Newvet NY	PHONE NO. 623-140
---------------------------	----------------------	------------------	-------------------------------	--	-----------------------------

Is spouse a MEMBER OF THIS DEPARTMENT? YES NO
If YES, indicate: UNIFORM CIVILIAN
Any other MEMBER OF THIS DEPARTMENT living in your household?
 YES NO If YES, indicate: UNIFORM CIVILIAN

FROM: **CHANGE OF NAME TO:

FOR ENTRY BY MEMBER'S COMMAND

Command PSA 8	Serial No. 26/97	Posted to Force Record Card by:
-------------------------	----------------------------	---------------------------------

SOCIAL CONDITION

ENTER CODE 1. SINGLE 2. MARRIED 3. WIDOWED 4. DIVORCED 5. LEGALLY SEPARATED

INSTRUCTIONS: This report shall be prepared and signed by every member of the department who changes their name, residence and/or social condition (include changes occurring because of death or legal proceedings). The report must be submitted through the command to which the member is permanently assigned.

FROM: CHANGE OF RESIDENCE ADDRESS (NUMBER/STREET OR AVENUE) TO:

IN ALL CASES the white copy shall be forwarded to the Personnel Data Unit, Room 1008 Police Hdq., and blue copy shall be filed in the member's command.

6 Ernst Ct | **15 Winding Way, Apt**

In addition, for Change of Residence affecting a member of the department:

Suffern | **Central Valley**

1. Pink Copy - Will be sent to PRECINCT of NEW RESIDENCE. If NEW RESIDENCE is located in Nassau or Suffolk counties, send to 105 Precinct. If NEW RESIDENCE is located in Westchester, Putnam, Rockland, or Orange Counties, send to 50 Precinct.

ZIP CODE **10901** | **10912**

2. Buff Copy - Will be sent to PRECINCT OF FORMER RESIDENCE. If FORMER RESIDENCE is located in Nassau or Suffolk Counties, send to 105 Precinct. If FORMER RESIDENCE is in Westchester, Putnam, Rockland, or Orange Counties, send to 50 Precinct

TELEPHONE NUMBER
Area Code Number Area Code Number
914 3578238 | **914 9283929**

3. If the member is a CIVILIAN living out of the city and above counties, i.e. PA, CT, NJ, send pink/buff copy to: Personnel Data Unit, Room 1008.

* RESIDENT PRECINCT AND / OR
Local Police Authority and County
Suffern P.D. | **Central Valley P.D.**

For change of SOCIAL CONDITION - If a UNIFORMED member of the service changes his/ her SOCIAL CONDITION, a reproduced copy of this form must be forwarded to C.O., Pension Section, Room 1102, Police Hdq.

ORIGINAL COPY: RECORD OF ROUTING - FOR OFFICE USE ONLY

PERSONNEL DATA UNIT Date	PERSONNEL ORDERS SECTION Date	PAYROLL SECTION Date	LOCATOR WHEEL (RM 1012-HDQ) Date
7/11/97	[Signature]	[Signature]	[Signature]

* If residence is outside city, indicate local police authority and subordinate command, if any, through which notification to members shall be made. If residence is in New York City, resident precinct shall be entered.

To change beneficiary, a member of the department must file prescribed form at Pension Section or Employment Division.

**Change of Name - Attach copy of court order to this report. In divorce cases, the name change must be included in the divorce decree.

Signature of Member of Department: **Thomas Webster** | Date of Report: **6-1-97**

***RELIGION is OPTIONAL. This information is being collected for emergency purposes ONLY.

NOTE: DISCARD ANY COPIES NOT REQUIRED.



**PERFORMANCE EVALUATION —
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions ONLY
- DO NOT FOLD or STAPLE This Computer Fo
- Use #2 Pencil for Computer Boxes ONLY
- Follow Guidebook Instructions

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

RATIE	SURNAME Webster	FIRST Thomas	M.I.	RANK PO	COMMAND PSA-8	DATE ASSIGNED TO COMMAND: 10/91
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: Patrol		DATE OF PRIMARY ASSIGNMENT: 12/97		
RATING PERIOD: FROM 12/16/97				TO 12/15/98		

RATER

- COMMENTS ON 3 RATING ITEMS REQUIRED
- CHOOSE FROM "PERFORMANCE AREAS" & "BEHAVIORAL DIMENSIONS" ON BACK OF FORM
- RATINGS OF "LOW" & "VERY LOW" MUST BE COMMENTED ON BEFORE COMMENTING ON HIGHER RATED ITEMS.

No.	0	1	2	3	4	5	6	7	8	9	Example:	No.	0	1	2	3	4	5	6	7	8	9	
	2												4										

Officer has ability to observe individuals or groups to detect suspicious activity and to apprehend them.

No.	0	1	2	3	4	5	6	7	8	9
	4									

Officer processes arrest with above average efficiency and with minimal supervision required.

No.	0	1	2	3	4	5	6	7	8	9
	3									

Officer is always courteous to the public, supervisors, and other officers; Officer always supports Department policies and guidelines and adheres to them.

Overall Rater's Comments:

Officer is always courteous to the public, supervisors, and other officers, Officer is always respectful. Officer is able to handle his assignments with minimal supervision required. Officer represents the Department favorably. The Departments policy on E.E.O. was discussed with the Officer; Officer has strictly adhered to the policy to date.

RATER'S TAX NUMBER									
8	2	1							
0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

RATER'S NAME Bergquist	RANK Sgt	COMMAND PSA-9	DATE ASSIGNED TO COMMAND: 07/17/97
SOCIAL SECURITY NO.	SIGNATURE <i>[Signature]</i>	DATE: 01/15/99	
I HAVE SHOWN THIS EVALUATION TO RATEE AND FULLY DISCUSSED ITS CONTENTS: RATER'S INITIALS <i>[Initials]</i>		I WISH TO APPEAL THIS EVALUATION: (Ref. to A.G. 303-20) <input type="checkbox"/> (IF APPEALED, INITIAL AND DARKEN BOX) RATEE'S INITIALS _____	

REVIEWER

Comments:

(Must use No. 2 pencil to darken box)

- ACCURATE AND COMPLETE, CONCUR
- SEE SEPARATE REVIEWER'S EVALUATION

REVIEWER'S NAME (PRINT) Steven Heilig	RANK Lt	COMMAND PSA-8	DATE ASSIGNED TO COMMAND: 05/97
SOCIAL SECURITY NO.	TAX REGISTRY NO. 912627	SIGNATURE <i>[Signature]</i>	DATE: 1/30/99

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

IMPORTANT
 ← USE THIS SPACE ONLY →
 • EXAMPLE: (5) (4) (3) (2) (1)
 • ERASE COMPLETELY TO CHANGE

RATEE SURNAME Webster FIRST Thomas MI

RATEE'S TAX NUMBER MUST BE ACCURATE

9	3	0
0	0	0
1	0	0
2	0	0
3	0	0
4	0	0
5	0	0
6	0	0
7	0	0
8	0	0
9	0	0

SOCIAL SECURITY NO.

[REDACTED]

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER

COMMAND

8	8	8
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

TIMES SICK

NLOD	LOD
0	0
-1	-1
2	0
3	0
3+	0

DARKEN ONE BOX PER COLUMN

CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

DAYS LOST

NLOD	LOD
0	0
-1	0
2-5	0
6-10	0
>10	0

DARKEN ONLY ONE BOX

PURPOSE

4 MONTH PROB
 10 MONTH PROB
 16 MONTH PROB
 22 MONTH PROB
 TRANSFER
 INTERIM
 ANNUAL
 OTHER

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

Bilingual Officer

DARKEN BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT

RE-ASSIGNMENT (SPECIFY ON FRONT)

ADDITIONAL TRAINING (SPECIFY ON FRONT)

PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)

OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	5	4	3	2	1	0	BEHAVIORAL DIMENSIONS	5	4	3	2
1. Community Interaction	(5)	(4)	(3)	(2)	(1)	(0)	13. Police Ethics/Integrity	(5)	(4)	(3)	(2)
2. Victim/Prisoner Interaction	(5)	(4)	(3)	(2)	(1)	(0)	14. Communication Skills	(5)	(4)	(3)	(2)
3. Vehicular Offenses/Accidents	(5)	(4)	(3)	(2)	(1)	(0)	15. Information Ordering	(5)	(4)	(3)	(2)
4. Police Interaction/Notification	(5)	(4)	(3)	(2)	(1)	(0)	16. Visualization	(5)	(4)	(3)	(2)
5. Review and Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	17. Spatial Orientation	(5)	(4)	(3)	(2)
6. Vouchering	(5)	(4)	(3)	(2)	(1)	(0)	18. Memorization	(5)	(4)	(3)	(2)
7. Report/Check Dates	(5)	(4)	(3)	(2)	(1)	(0)	19. Judgment	(5)	(4)	(3)	(2)
8.	(5)	(4)	(3)	(2)	(1)	(0)	20. Innovativeness	(5)	(4)	(3)	(2)
9.	(5)	(4)	(3)	(2)	(1)	(0)	21. Adaptability	(5)	(4)	(3)	(2)
10.	(5)	(4)	(3)	(2)	(1)	(0)	22. Drive/Initiative	(5)	(4)	(3)	(2)
11.	(5)	(4)	(3)	(2)	(1)	(0)	23. Interpersonal Skills	(5)	(4)	(3)	(2)
12.	(5)	(4)	(3)	(2)	(1)	(0)	24. Appearance	(5)	(4)	(3)	(2)
13.	(5)	(4)	(3)	(2)	(1)	(0)	25.	(5)	(4)	(3)	(2)
14.	(5)	(4)	(3)	(2)	(1)	(0)	26.	(5)	(4)	(3)	(2)
15.	(5)	(4)	(3)	(2)	(1)	(0)	27.	(5)	(4)	(3)	(2)
16.	(5)	(4)	(3)	(2)	(1)	(0)	28.	(5)	(4)	(3)	(2)
17.	(5)	(4)	(3)	(2)	(1)	(0)	29.	(5)	(4)	(3)	(2)

OVERALL EVALUATION

SEE GUIDE

Annual Total of Quarterly Points *

No.	4	0	1	2	3	4	5	6
No.	5	0	1	2	3	4	5	6



**CHANGE OF NAME, RESIDENCE,
OR SOCIAL CONDITION**
PD 451-021 (Rev. 2-91)-h2

REASON FOR CHANGE

NAME CHANGE RESIDENCE PHONE NO.
 SOCIAL CONDITION NEXT OF KIN NOTIFICATION

RANK/TITLE P.O.	SHIELD NO. 13415	SURNAME Webster, Thomas	FIRST Thomas	INITIALS —	DATE OF CHANGE 7-1-99
---------------------------	----------------------------	-----------------------------------	------------------------	----------------------	---------------------------------

SOCIAL SECURITY NO. [REDACTED]	TAX REGISTRY NO. 913899	***RELIGION (Optional)	WIFE'S FULL MAIDEN NAME OR FULL NAME OF HUSBAND Catanzaro, Michelle
-----------------------------------	-----------------------------------	------------------------	--

NEXT OF KIN TO BE NOTIFIED IN CASE OF EMERGENCY				ADDRESS 77 Monroe N.Y. 10950		PHONE NO.
SURNAME Webster	FIRST Michelle	M.I.	RELATIONSHIP wife	ADDRESS 429 Round Lake Pk Rd	PHONE NO. (914) 781-1111	

Is spouse a MEMBER OF THIS DEPARTMENT? YES NO
If YES, indicate: UNIFORM CIVILIAN
Any other MEMBER OF THIS DEPARTMENT living in your household?
 YES NO If YES, indicate: UNIFORM CIVILIAN

FROM: **CHANGE OF NAME TO: **Father (914) 623-1111**

FOR ENTRY BY MEMBER'S COMMAND

Command PAFTS	Serial No. 99-09	Posted to Force Record Card by: SCOTT
-------------------------	----------------------------	---

SOCIAL CONDITION

ENTER CODE 1 2

1. SINGLE 2. MARRIED 3. WIDOWED 4. DIVORCED 5. LEGALLY SEPARATED

INSTRUCTIONS: This report shall be prepared and signed by every member of the department who changes their name, residence and/or social condition (include changes occurring because of death or legal proceedings). The report must be submitted through the command to which the member is permanently assigned.

FROM: CHANGE OF RESIDENCE ADDRESS (NUMBER/STREET OR AVENUE) TO:

IN ALL CASES the white copy shall be forwarded to the Personnel Data Unit, Room 1008 Police Hdq., and blue copy shall be filed in the member's command.

15 Winding LA | **429 Round Lake Pk.**
CITY OR TOWN (IF ANY)

In addition, for Change of Residence affecting a member of the department:

Central Valley N.Y. | **Monroe N.Y.**
ZIP CODE

1. Pink Copy - Will be sent to PRECINCT of NEW RESIDENCE. If NEW RESIDENCE is located in Nassau or Suffolk counties, send to 105 Precinct. If NEW RESIDENCE is located in Westchester, Putman, Rockland, or Orange Counties, send to 50 Precinct.

10917 | **10950**

2. Buff Copy - Will be sent to PRECINCT OF FORMER RESIDENCE. If FORMER RESIDENCE is located in Nassau or Suffolk Counties, send to 105 Precinct. If FORMER RESIDENCE is in Westchester, Putman, Rockland, or Orange Counties, send to 50 Precinct

TELEPHONE NUMBER

Area Code	Number	Area Code	Number
914	9283979	914	7814102

3. If the member is a CIVILIAN living out of the city and above counties, i.e. PA, CT, NJ, send pink/buff copy to: Personnel Data Unit, Room 1008. For change of SOCIAL CONDITION - If a UNIFORMED member of the service changes his/ her SOCIAL CONDITION, a reproduced copy of this form must be forwarded to C.O., Pension Section, Room 1102, Police Hdq.

***RESIDENT PRECINCT AND / OR**

Local Police Authority and County	Local Police Authority and County
[] []	Monroe/Woodbury

*If residence is outside city, indicate local police authority and subordinate command, if any, through which notification to members shall be made. If residence is in New York City, resident precinct shall be entered.

ORIGINAL COPY: RECORD OF ROUTING - FOR OFFICE USE ONLY

PERSONNEL DATA UNIT Date	PERSONNEL ORDERS SECTION Date	PAYROLL SECTION Date	LOCATOR WHEEL (RM 1012-HDQ) Date
8/5/99	8/10/99	8/5/99	8/5/99

**Change of Name—Attach copy of court order to this report. In divorce cases, the name change must be included in the divorce decree.
***RELIGION is OPTIONAL. This information is being collected for emergency purposes ONLY.

To change beneficiary, a member of the department must file prescribed form at Pension Section or Employment Division.

NOTE: DISCARD ANY COPIES NOT REQUIRED.

Signature of Member of Department: **Thomas Webster** Date of Report: **7-2-99**



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 3-00) (Ref. AG. 303-19)

RATEE	SURNAME WEBSTER, THOMAS	FIRST	M.I.	RANK PO	COMMAND PAFTS	DATE ASSIGNED TO COMMAND 07/06/99
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: RECRUITS			DATE OF PRIMARY ASSIGNMENT: 11/01/99	
RATING PERIOD: FROM 12/16/98				TO 12/15/99		

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING APPEALS. RATER'S SIGNATURE <i>[Signature]</i>	I WISH TO APPEAL THIS EVALUATION: <input type="checkbox"/> (IF APPEALED, INITIAL AND DARKEN BOX) RATER'S INITIALS
---	---

RATER	RATER'S NAME GREGORY J. ZOFREA	RANK SGT	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 03/13/98	RATER'S TAX NUMBER 87338
SOCIAL SECURITY NO.	SIGNATURE <i>[Signature]</i>	DATE: 02/18/00		RATER'S TAX NUMBER 000000 000000 000000 000000 000000 000000 000000 000000 000000 000000	

AREAS/DIMENSIONS

- RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
- RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
- INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No. 4 0 1 2 3 4 5 6 7 8 9

No. 2 0 1 2 3 4 5 6 7 8 9
PO WEBSTER SHOWS GOOD DRIVE AND INITIATIVE.

No. 6 0 1 2 3 4 5 6 7 8 9
PO WEBSTER WORKS WELL WITH HIS CO-WORKERS AND SUPERVISORS.

No. 7 0 1 2 3 4 5 6 7 8 9
PO WEBSTER'S UNIFORMS ARE ALWAYS NEAT, CLEAN AND PRESSED PRESENTING A PROFESSIONAL IMAGE.

Overall Rater's Comments:

PO WEBSTER BEING NEWLY ASSIGNED TO THE FIREARMS UNIT HAS BEEN ADAPTING WELL TO HIS NEW ASSIGNMENT. HE HAS DEMONSTRATED A WILLINGNESS TO OBSERVE AND LEARN AND SHOWS POTENTIAL TO BECOME A KNOWLEDGEABLE, PROFICIENT FIREARMS INSTRUCTOR.

RATER MUST CONSIDER RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE RATING PERIOD. POSITIVE ACCOMPLISHMENTS MUST BE NOTED.

REVIEWER	COMMENTS: PO WEBSTER IS A NEW MEMBER OF THIS COMMAND. HE IS AN ENTHUSIASTIC INSTRUCTOR, TAKING TIME TO PARTICIPATE IN TRAINING TO ENHANCE HIS SKILLS.	<input checked="" type="checkbox"/> ACCURATE AND COMPLETE, CONCUR <input type="checkbox"/> SEE SEPARATE REVIEWER'S EVALUATION (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)
REVIEWER'S NAME JAY FRIEDMAN	RANK LT	COMMAND PAFTS
SOCIAL SECURITY NO.	TAX REGISTRY NO. 873116	DATE ASSIGNED TO COMMAND: 07/28/97
SIGNATURE <i>[Signature]</i>		DATE: 08/00

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD489-157 (Rev. 3-00) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: (5) (4) (3) (2) (1)
ERASE COMPLETELY TO CHANGE

RATEE SURNAME FIRST M.I.
WEBSTER, THOMAS

RATEE'S TAX NUMBER MUST BE ACCURATE

9	3	9	5
0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

SOCIAL SECURITY NO.

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER _____

COMMAND

3	7
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

TIMES SICK

NLOD	LOD
0	0
1	1
2	2
3	3
3+	3+

DAYS LOST

NLOD	LOD
0	0
1	1
2-5	2-5
6-10	6-10
>10	>10

DARKEN ONE BOX PER COLUMN
 CHRONIC A... CHRONIC B
 NOT CHRONIC
DARKEN ONLY ONE BOX

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER _____

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	BEHAVIORAL DIMENSIONS						
	EXTREMELY COMPETENT	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	NOT RATED	
1. Community Interaction	(5)	(4)	(3)	(2)	(1)	(0)	13. Police Ethics / Integrity (5) (4) (3) (2)
2. Application of Intervention	(5)	(4)	(3)	(2)	(1)	(0)	14. Control/Restraint Skills (5) (4) (3) (2)
3. Victim/Prisoner Interaction	(5)	(4)	(3)	(2)	(1)	(0)	15. Communication Skills (5) (4) (3) (2)
4. Problem Solving/Analysis	(5)	(4)	(3)	(2)	(1)	(0)	16. Reasoning/Ability (5) (4) (3) (2)
5. Vehicular Offenses/Accidents	(5)	(4)	(3)	(2)	(1)	(0)	17. Information Ordering (5) (4) (3) (2)
6. Handling Specific Offenses	(5)	(4)	(3)	(2)	(1)	(0)	18. Problem Recognition (5) (4) (3) (2)
7. Police Interaction/Notification	(5)	(4)	(3)	(2)	(1)	(0)	19. Visualization (5) (4) (3) (2)
8. Vehicle Operation/Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	20. Spatial Orientation (5) (4) (3) (2)
9. Review and Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	21. Memorization (5) (4) (3) (2)
10. Handling Special Cases	(5)	(4)	(3)	(2)	(1)	(0)	22. Judgment (5) (4) (3) (2)
11. Vouchering	(5)	(4)	(3)	(2)	(1)	(0)	23. Innovativeness (5) (4) (3) (2)
12. Reporting/Documentation	(5)	(4)	(3)	(2)	(1)	(0)	24. Adaptability (5) (4) (3) (2)
							25. Drive/Initiative (5) (4) (3) (2)
							26. Interpersonal Skills (5) (4) (3) (2)
							27. Appearance/Professional Image (5) (4) (3) (2)

OVERALL EVALUATION

COMPLIANCE WITH EEO GUIDELINES

ADAPTABILITY

COOPERATION

EFFICIENCY

INITIATIVE

KNOWLEDGE

PROFESSIONALISM

REASONING

RELATIONSHIP SKILLS

STABILITY

TECHNICAL SKILLS

WORK ETHIC

STAFF GUIDE

See Instructions on Page 105-A-95

No.	(0) (1) (2) (3) (4) (5) (6)	TOP 25%	MIDDLE 50%	LOW
No.	(0) (1) (2) (3) (4) (5) (6) (7) (8) (9)			



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME Webster	FIRST Thomas	M.I. 	RANK P.O.	COMMAND PAFTS	DATE ASSIGNED TO COMMAND 07/06/99
	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: O/R 3rd Platoon Security	DATE OF PRIMARY ASSIGNMENT: 12/16/00 TO 12/15/01			

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.
 RATEE'S SIGNATURE *[Signature]*

I WISH TO APPEAL THIS EVALUATION:
 (IF APPEALED, INITIAL AND DARKEN BOX)
 RATEE'S INITIALS

RATER	RATER'S NAME Segarra, Michael	RANK SGT	COMMAND FTS	DATE ASSIGNED TO COMMAND: 05/03/02	RATER'S TAX NUMBER 9 1 2 9 3 3
--------------	---	--------------------	-----------------------	--	-----------------------------------

SIGNATURE *[Signature]* DATE: **05/18/02**

• RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
 • RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
 • INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No. 4 0 1 2 3 4 5 6 7 8 9

AREAS/DIMENSIONS

No. 1 0 1 2 3 4 5 6 7 8 9
 P.O. Webster keeps himself in excellent physical condition and always presents himself in a professional manner.

No. 2 0 1 2 3 4 5 6 7 8 9
 P.O. Webster always wears his uniform in a manner that gives credit to the Department.

No. 4 0 1 2 3 4 5 6 7 8 9
 P.O. Webster is a flexible officer who adapts well to all given assignments and completes them to the best of his ability.

Overall Rater's Comments:
 P.O. Webster is a mature and level headed officer who exercises good judgment and requires little direct supervision. P.O. Webster carries himself in a professional manner indicative of his prior military service..

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER COMMENTS:

ACCURATE AND COMPLETE, CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION
 (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME Lukach, Robert	RANK Lieutenant	COMMAND FTS	DATE ASSIGNED TO COMMAND: 05/05/02
TAX REGISTRY NO. 89245	SIGNATURE <i>[Signature]</i>	DATE 05/24/02	

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: 5 6 7 8 9
ERASE COMPLETELY TO CHANGE

RATEE SURNAME **Webster** FIRST **Thomas** M.I.

RATEE'S TAX NUMBER MUST BE ACCURATE

9	3	9
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SOCIAL SECURITY NO.

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER _____

COMMAND

3	9	7
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

TIMES SICK

NLOD	LOD
0	0
1	0
2	0
3	0
3+	0

DARKEN ONE BOX PER COLUMN
 CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

DAYS LOST

NLOD	LOD
0	0
1	0
2-5	0
6-10	0
>10	0

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER _____

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	RATING						BEHAVIORAL DIMENSIONS	RATING			
	5	4	3	2	1	0		5	4	3	2
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics / Integrity	5	4	3	2
2. Arrest/Intervention	5	4	3	2	1	0	14. Comprehension Skills	5	4	3	2
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2
4. Vehicle Operation/Maintenance	5	4	3	2	1	0	16. Reasoning Ability	5	4	3	2
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2
6. Handling Special Offenses	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2
7. Police Interaction/Notification	5	4	3	2	1	0	19. Visualization	5	4	3	2
8. Vehicle Operation/Maintenance	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2
9. Review and Maintenance	5	4	3	2	1	0	21. Memorization	5	4	3	2
10. Handling Special Cases	5	4	3	2	1	0	22. Judgement	5	4	3	2
11. Vouchering	5	4	3	2	1	0	23. Innovativeness	5	4	3	2
							24. Drive/Initiative	5	4	3	2
							25. Interpersonal Skills	5	4	3	2
							26. Appearance/Professional Image	5	4	3	2
							27. Physical Fitness/Physical Activities	5	4	3	2

OVERALL EVALUATION

5 4 3 2 1 0

SEE GUIDE

See Interim Order 105-193

No. 01 02 03 04 05 06

No. 01 02 03 04 05 06 07 08 09



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME Webster	FIRST Thomas	M.I.	RANK P.O.	COMMAND PA/FTS	DATE ASSIGNED TO COMMAND: 07/06/99
SOCIAL SECURITY	TAX REGISTRY 9133899	PRIMARY ASSIGNMENT: O/R Firearm Instructor			DATE OF PRIMARY ASSIGNMENT: 07/06/99	
RATING PERIOD: FROM 12/16/01				TO 12/15/02		

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.
 RATEE'S SIGNATURE: *[Signature]*

I WISH TO APPEAL THIS EVALUATION:
 (IF APPEALED, INITIAL AND DARKEN BOX)
 RATEE'S INITIALS: _____

RATER	RATER'S NAME Rafael Santiago	RANK SGT	COMMAND PA/FTS	DATE ASSIGNED TO COMMAND: 05/03/02
--------------	--	--------------------	--------------------------	--

SIGNATURE: *[Signature]* DATE: 01/05/03

RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
 RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
 INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No. 4 1 2 3 4 5 6 7 8 9

AREAS/DIMENSIONS

No. 2 1 2 3 4 5 6 7 8 9
 P.O. Webster can always be counted upon to exercise sound judgment at all times.

No. 6 1 2 3 4 5 6 7 8 9
 P.O. Webster relates well with his peers and supervisors.

No. 8 1 2 3 4 5 6 7 8 9
 P.O. Webster is a physically fit officer who wear his uniform in a fashion that gives credit to department

Overall Rater's Comments:
 P.O. Webster is a competent performer with a mature approach to doing his job and employs good judgment.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER COMMENTS:

ACCURATE AND COMPLETE, CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION
 (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME Nicholas Giacobbe	RANK Lieutenant	COMMAND PA/FTS	DATE ASSIGNED TO COMMAND: 5/28/02
TAX REGISTRY NO. 877705	SIGNATURE <i>[Signature]</i>		DATE: 1/10/03

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

IMPORTANT
 USE NO. 1 PENCIL ONLY
 EXAMPLE: (5) (4) (3) (2) (1)
 ERASE COMPLETELY TO CHANGE

RATEE SURNAME **Webster** FIRST **Thomas** M.I.

RATEE'S TAX NUMBER MUST BE ACCURATE

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

SOCIAL SECURITY NO.

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER _____

COMMAND

3	4	5	6	7
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4
0	1	2	3	4

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

TIMES SICK

NLOD	LOD
0	0
1	0
2	0
3	0
3+	0

DAYS LOST

NLOD	LOD
0	0
1	0
2-5	0
6-10	0
>10	0

DARKEN ONE BOX PER COLUMN
 CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER _____

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	RATING						BEHAVIORAL DIMENSIONS	RATING					
	5	4	3	2	1	0		5	4	3	2	1	0
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics / Integrity	5	4	3	2	1	0
2. Appearance/Professional Image	5	4	3	2	1	0	14. Problem Solving Skills	5	4	3	2	1	0
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2	1	0
4. Vehicle Operation/Maintenance	5	4	3	2	1	0	16. Report Writing	5	4	3	2	1	0
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2	1	0
6. Arrest/Probation/Diversion	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2	1	0
7. Police Interaction/Notification	5	4	3	2	1	0	19. Visualization	5	4	3	2	1	0
8. Vehicle Operation/Maintenance	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2	1	0
9. Review and Maintenance	5	4	3	2	1	0	21. Memorization	5	4	3	2	1	0
10. Problem Solving Skills	5	4	3	2	1	0	22. Judgment	5	4	3	2	1	0
11. Vouchering	5	4	3	2	1	0	23. Innovativeness	5	4	3	2	1	0
							24. Problem Solving Skills	5	4	3	2	1	0
							25. Drive/Initiative	5	4	3	2	1	0
							26. Interpersonal Skills	5	4	3	2	1	0
							27. Appearance/Professional Image	5	4	3	2	1	0
							28. Physical Fitness/Physical Activities	5	4	3	2	1	0

OVERALL EVALUATION

SEE GUIDE

See Interim Order 105-195

No. 0 1 2 3 4 5 6

No. 0 1 2 3 4 5 6 7 8 9



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

RATEE	SURNAME Webster	FIRST Thomas	M.I.	RANK P.O.	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 07/06/99
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: Firearms Instructor			DATE OF PRIMARY ASSIGNMENT: 07/06/99	
RATING PERIOD: FROM		12/16/2003		TO		12/15/2004

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.
RATEE'S SIGNATURE *[Signature]*

I WISH TO APPEAL THIS EVALUATION:
 (IF APPEALED, INITIAL AND DARKEN BOX)
RATEE'S INITIALS

RATER	RATER'S NAME Rafael Santiago	RANK Sgt.	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 05/03/02	RATER'S TAX NUMBER 89981
--------------	---------------------------------	--------------	------------------	---------------------------------------	-----------------------------

SIGNATURE *[Signature]* DATE: 01/23/05

• RATER MUST COMMENT ON THREE OF THE RATING AREAS/DIMENSIONS ON BACK.
• RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
• INDICATE AREA/DIMENSION BY DARKENING BOX.
EXAMPLE: No. 4

AREAS/DIMENSIONS

No. 1 When dealing with shooters and recruits officer Webster speaks with forcefulness and gets his message across with little effort.

No. 8 Police Officer Webster is able to look at a basic silhouette target and identify shooters induced problems and is able to assist shooters with the proper shooting techniques.

No. 2 Police Officer Webster is always physically fit and takes personal pride in keeping in shape, but at times he fails to dress appropriate for his assignments. This shortcoming were discussed with him and will be monitored.

Overall Rater's Comments:

Officer Webster is assigned to the 3rd platoon security staff and from time to time is utilized to work on the firing line. He demonstrates skills and tactics when dealing with shooters and most instances uses sound judgment. His overall performance meets expectations.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER	COMMENTS:	<input checked="" type="checkbox"/> ACCURATE AND COMPLETE, CONCUR <input type="checkbox"/> SEE SEPARATE REVIEWER'S EVALUATION (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)
-----------------	-----------	--

REVIEWER'S NAME Nicholas Giacobbe	RANK Lt.	COMMAND PAFTS	DATE ASSIGNED TO COMMAND: 05/28/02
TAX REGISTRY NO. 877705	SIGNATURE <i>[Signature]</i>		DATE: 2/8/05

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 01-02) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: 1 2 3 4 5
ERASE COMPLETELY TO CHANGE

RATEE SURNAME **Webster** FIRST **Thomas** M.I.

RATEE'S TAX NUMBER MUST BE ACCURATE

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

SOCIAL SECURITY NO.

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER _____

COMMAND

3	7
0	0
0	1
0	2
0	3
0	4
0	5
0	6
0	7
0	8
0	9

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

IF COMPLETED POLICE CADET PROGRAM

DARKEN BOX

TIMES SICK

NLOD	LOD
0	0
1	1
2	2
3	3
3+	3+

DAYS LOST

NLOD	LOD
0	0
1	1
2-5	2-5
6-10	6-10
>10	>10

DARKEN ONE BOX PER COLUMN

CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER _____

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	PERFORMANCE						BEHAVIORAL DIMENSIONS	BEHAVIORAL DIMENSIONS			
	HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW	LOWEST RATED	NOT RATED		HIGHLY COMPETENT	COMPETENT	LOW	VERY LOW
1. Community Interaction	5	4	3	2	1	0	13. Police Ethics / Integrity	5	4	3	2
3. Victim/Prisoner Interaction	5	4	3	2	1	0	15. Communication Skills	5	4	3	2
5. Vehicular Offenses/Accidents	5	4	3	2	1	0	17. Information Ordering	5	4	3	2
7. Police Interaction/Notification	5	4	3	2	1	0	18. Problem Recognition	5	4	3	2
9. Review and Maintenance	5	4	3	2	1	0	19. Visualization	5	4	3	2
11. Vouchering	5	4	3	2	1	0	20. Spatial Orientation	5	4	3	2
							21. Memorization	5	4	3	2
							22. Judgment	5	4	3	2
							23. Innovativeness	5	4	3	2
							24. Adaptability	5	4	3	2
							25. Drive/Initiative	5	4	3	2
							26. Interpersonal Skills	5	4	3	2
							27. Appearance/Professional Image	5	4	3	2
							28. Physical Fitness/Physical Activities	5	4	3	2

OVERALL EVALUATION

SEE GUIDE

See Interim Order 105-95

No.	0 1 2 3 4 5 6
No.	0 1 2 3 4 5 6 7 8 9

SS#

COMPI



**Online Performance Evaluation System
Police Officer - Detective Specialist**

RATEE			
SURNAME	FIRST	M.I.	Appt Date
WEBSTER	THOMAS		4/30/1991
RATEE TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
913899	PO	397	7/6/1999
TIMES SICK	DAYS LOST	PURPOSE	RECOMMENDATION
NLOD: 2 LOD: 0	NLOD: 6-10 LOD: 0	ANNUAL	CONTINUE IN PRESENT ASSIGNMENT
Not chronic	Date of Primary Assignment: 5/1/2001		<input checked="" type="checkbox"/> IF COMPLETED POLICE CADET PROGRAM
Primary Assignment: THIRD PLATOON SECURITY		Rating Period From: 12/16/2004	To: 12/15/2005

RATER			
SURNAME	FIRST	M.I.	
SANTIAGO	RAFAEL		
RATER TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
899813	SERGEANT	397	5/3/2002

PERFORMANCE AREAS		BEHAVIORAL DIMENSIONS	
Area	Rating	Dimension	Rating
1 Community Interaction	0	13 Police Ethics / Integrity	3
2 Apprehension/Intervention	0	14 Comprehension Skills	4
3 Victim/Prisoner Interaction	0	15 Communication Skills	4
4 Processing Arrests	0	16 Reasoning Ability	3
5 Vehicular Offenses/Accidents	0	17 Information Ordering	3
6 Handling Specific Offenses	0	18 Problem Recognition	4
7 Police Interaction/Notification	0	19 Visualization	3
8 Vehicle Operation/Maintenance	0	20 Spatial Orientation	3
9 Review and Maintenance	0	21 Memorization	4
10 Handling Special Cases	0	22 Judgement	4
11 Vouchering	0	23 Innovativeness	3
12 Report/Clerical Duties	0	24 Adaptability	4

25 Drive/Initiative	3
26 Interpersonal Skills	4
27 Appearance/Professional Image	3
28 Physical Fitness/Physical Activities	4

Overall Evaluation : 3.5

Does not qualify Quarterly Point

14. Comprehension Skills

OFFICER WEBSTER UNDERSTANDS AND CARRIES OUT HIS ASSIGNMENTS WELL.

18. Problem Recognition

WHEN POTENTIAL SECURITY PROBLEMS ARISE, OFFICER WEBSTER TAKES THE APPROPRIATE STEPS TO REMEDY THE SITUATION.

22. Judgement

OFFICER WEBSTER CAN BE TRUSTED TO USE GOOD JUDGEMENT WHEN DEALING WITH RECRUITS AND CYCLE SHOOTERS.

Overall Rater's Comments:

OFFICER WEBSTER IS ASSIGNED TO THIRD PLATOON SECURITY AND IS OFTEN USED TO ASSIST WITH SHOOTERS. HE EXHIBITS A HIGH DEGREE OF SELF RESPECT. THIS IS EVIDENT IN HIS PERSONAL AND PROFESSIONAL DEMEANOR.

BY SIGNING THIS FORM, THE RATER AND REVIEWER CERTIFY THAT IN FORMULATING THIS PERFORMANCE APPRAISAL, THEY HAVE REVIEWED AND CONSIDERED RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE IMMEDIATE RATING PERIOD. POSITIVE ACCOMPLISHMENTS SHOULD BE NOTED.

REVIEWER			
SURNAME	FIRST	M.I.	
GIACOBBE	NICHOLAS		
REVIEWER'S TAX NUMBER	RANK	COMMAND	DATE ASSIGNED TO COMMAND:
877705	LIEUTENANT	397	11/4/2002

Overall Reviewer Comments:

Concur with rater.

- ACCURATE AND COMPLETE, CONCUR
- SEE SEPARATE REVIEWER'S EVALUATION

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING EEO ISSUES.

I WISH TO APPEAL THIS EVALUATION

RATEE SIGNATURE _____ Date 1-18-22

RATER SIGNATURE _____ Date 01/18/22

REVIEWER SIGNATURE _____ Date 1/24/22

PERS # 1280 /92

NEW YORK CITY HOUSING AUTHORITY
POLICE DEPARTMENT

DATE: 09/21/92

TO: PO Thomas Webster Sh# 2790 Assignment PSA 8
FROM: Deputy Inspector Gerald Nelson, XO Personnel Services Bureau
SUBJECT: VETERAN STATUS

Your application for Veterans Status has been received, reviewed and you have classified as follows:

--- You were previously classified as a Veteran, under Section 63, Public Officers Law, New York State and have been getting credit for Memorial Day and Veterans Day, as described in Patrol Guide Procedure Number 120-28.

--- You have been declared ineligible for Veterans Status under Section 63, Public Officers Law and are not entitled to excused time for Memorial Day and Veterans Day.

X
--- You have been classified as a Veteran under Section 63, Public Officers Law retroactive to 04/30/91. The timekeepers have been instructed to credit you with 3 days, as accumulated overtime when auditing your attendance card for the month of Sept. Commencing with 11/92 you will adhere to Patrol Guide Procedure 120-28, for excused time for Memorial Day Veterans Day.

--- You have been classified eligible for Veterans Status, on Independence Day, pursuant to Section 249, of the New York State Military Law, retroactive to .The timekeepers have been instructed to credit you with days, when auditing your attendance card for the month of . Starting with Independence Day , you will adhere to Patrol Guide Procedure 120-28, when applying for excused time for this day.

--- You were previously declared eligible for Independence Day credit and have received credit for previous days. Adhere to Patrol Guide Procedure Number 120-28

--- You have been declared ineligible for Veteran Status, in regards to Independence Day and are not entitled to any credit for that day.

--- Other -

Gerald Nelson
Gerald Nelson
Deputy Inspector
Personnel Services Bureau

*posted
10/22/92
H.T*

NEW YORK CITY HOUSING AUTHORITY

DATE: May 7, 1992

TO: Inspector Peter Zarella, NYCHAPD, C.O., Personnel Services Unit
FROM: Salvatore M. Conti, Chief, Salary & Personnel Action Implementation Division
SUBJECT: DETERMINATION OF ELIGIBILITY FOR CERTAIN EXCUSED HOLIDAYS

Re: Thomas Webster 079-64-3697

Determination of Excused Holidays for Officer named above, based on prior military service, is as follows:

- 1. Memorial Day and Veterans Day - under Section 63 of the Public Officers Law (New York State)

(X) Eligible () Ineligible Effective 4/30/91

- 2. Independence Day - under Section 249 of the Military Law (New York State)

() Eligible () Ineligible Effective _____

Remarks:

Verified by: *DI James Nelson* Date *9/25/92*

Salvatore M. Conti

SMC
cc: Folder
File

1. NAME (Last, first, middle) WREST, Thomas		2. DEPARTMENT, COMPONENT AND BRANCH USMC-11		3. SOCIAL SECURITY NO. [REDACTED]	
4a. GRADE, RATE OR RANK CPL	4b. PAY GRADE E-4	5. DATE OF BIRTH 660325	6. PLACE OF ENTRY INTO ACTIVE DUTY NEWARK, NJ		
7. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 1stB, 6thMar, 2dMarDiv, FMF, CamLej			8. STATION WHERE SEPARATED RUC 12160		
9. COMMAND TO WHICH TRANSFERRED MARINE CORPS RESERVE SUPPORT CENTER (MCRSC) OVERLAND PARK KS				10. SGLI COVERAGE AMOUNT \$ 50,000 <input type="checkbox"/> NONE	
11. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND MONTHS IN SPECIALTY (Additional specialty numbers and titles involving periods of one or more years) 0311- Rifleman 03 yrs 07 mos		12. RECORD OF SERVICE			
		a. Date Entered AD This Period		YEAR (4)	MON (6)
		b. Separation Date This Period		DAY (9)	
		c. Net Active Service This Period			
		d. Total Prior Active Service			
		e. Total Prior Inactive Service			
		f. Foreign Service			
		g. Sea Service			
		h. Effective Date of Pay Grade			
		i. Reserve Oblig. Term. Date			
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) Sea Service Deployment Ribbon/w/1* Good Conduct Medal MERITORIOUS UNIT COMMENDATION w/1* Rifle Expert Badge (ZdAw)					
14. MILITARY EDUCATION (Course Title, number weeks, and month and year completed) NONE					
15. MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS' EDUCATIONAL ASSISTANCE PROGRAM <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		16. HIGH SCHOOL GRADUATE OR EQUIVALENT <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		17. DAYS ACCRUED LEAVE PAID NONE	
18. REMARKS I certify that my dental examination and treatment was provided within 90 days of my Release from Active Duty. SMS T.P. yes no. While a member of the Marine Corps Reserve, you will keep the Director, MCRSC (toll free phone 1-800-255-5082) informed of any changes of address, marital status, number of dependents, civilian employment, or physical standards. Good Conduct Medal period commences: 031101					
19. MAILING ADDRESS AFTER SEPARATION 2936 Kilbourne Dr. Apt. 1 Charlotte, NC 28205 (Mecklenburg County)				20. MEMBER REQUESTS COPY 6 BE: SENT TO <input checked="" type="checkbox"/> DIR. OF VET AFFAIRS <input type="checkbox"/> YES <input type="checkbox"/> NO	
21. SIGNATURE OF MEMBER BEING SEPARATED <i>[Signature]</i>		22. TYPED NAME, GRADE, TITLE AND SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN <i>[Signature]</i>			

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)

23. TYPE OF SEPARATION Release from Active Duty		24. CHARACTER OF SERVICE (Includes upgrade) HONORABLE	
25. SEPARATION AUTHORITY MARCONSERVANT non 1005	26. SEPARATION CODE NRK1	27. REENLISTMENT CODE RE-1A	
28. NARRATIVE REASON FOR SEPARATION Completion of Required Active Service		29. MEMBER REQUESTS COPY 4 T.P. INITIALS	



NEW YORK CITY HOUSING POLICE DEPARTMENT

DATE: 04-20-92

TO: Commanding officer Personnel Services Unit
FROM: P.O. Webster, Thomas PSA-8-N
SUBJECT: Special Military leave.

As Per P.G. 120-28 I have enclosed a copy of my Discharge papers from the Armed forces making myself eligible for special leave ~~of~~ on Veterans Day and Memorial Day.

For your information
Thank you -

A handwritten signature in cursive script that reads "Thomas Webster".

Thomas Webster
PSA-8-N 2790

NEW YORK CITY HOUSING AUTHORITY

DATE: May 7, 1992

TO: Inspector Peter Zarella, NYCHAPD, C.O., Personnel Services Unit
FROM: Salvatore M. Conti, Chief, Salary & Personnel Action Implementation Division
SUBJECT: DETERMINATION OF ELIGIBILITY FOR CERTAIN EXCUSED HOLIDAYS

Re: Thomas Webster 079-64-3697

Determination of Excused Holidays for Officer named above, based on prior military service, is as follows:

- 1. Memorial Day and Veterans Day - under Section 63 of the Public Officers Law (New York State)

(X) Eligible () Ineligible Effective 4/30/91

- 2. Independence Day - under Section 249 of the Military Law (New York State)

() Eligible () Ineligible Effective _____

Remarks:

Verified by: _____ Date _____

Salvatore M. Conti

SMC
cc: Folder
File

DD FORM 214 PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE FROM ACTIVE DUTY

1. SERVICE NUMBER: 0311 DEPARTMENT, COMPONENT AND BRANCH: 0311-11 SOCIAL SECURITY NO.

4. GRADE: 2nd Lt DATE OF BIRTH: 04/25/49 PLACE OF ENTRY INTO ACTIVE DUTY: NEWARK, NJ

7. ASSIGNMENT AND MAJOR COMMAND: 1st Lt, 2nd Div, 1st AF, Cont'd STATION WHERE SEPARATED: 1st Lt, 2nd Div, 1st AF, Cont'd

9. COMMAND TO WHICH TRANSFERRED: 1st Lt, 2nd Div, 1st AF, Cont'd 10. SUIV COVERAGES: NONE

11. PRIMARY SPECIALTY NUMBER, TITLE AND YEARS AND MONTHS SPECIALTY (Additional specialty numbers and rates in special periods of one or more years)

0311 - Rifleman 03 yrs 07 mos

12. RECORD OF SERVICE		YEARS	MONTHS	DAYS
a. Date Entered AD This Period				
b. Separation Date This Period				
c. Net Active Service This Period				
d. Total Prior Active Service				
e. Total Prior Inactive Service				
f. Foreign Service				
g. Sea Service				
h. Effective Date of Pay Grade				
i. Reserve Oblig. Term. Date				

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service): Service Deployment Ribbon w/1st

14. MILITARY EDUCATION (Course Title, number weeks, and month and year completed): NONE

15. MEMBER CONTRIBUTED TO ROSS WEINAM ERA VETERANS EDUCATIONAL ASSISTANCE PROGRAM: YES NO 16. HIGH SCHOOL GRADUATE OR EQUIVALENT: YES NO 17. DAYS ACCRUED LEAVE PAID: 90

18. REMARKS: ... 90 days of my ...

19. MAILING ADDRESS AFTER SEPA: ... 20. MAILING ADDRESS COMPLETE: YES NO

21. SIGNATURE OF MEMBER: ... 22. GRADE, TITLE AND SIGNATURE OF OFFICIAL AUTHORIZED TO SIGN: ...

23. MAILING ADDRESS AFTER SEPA: ... 24. MAILING ADDRESS COMPLETE: YES NO 25. MAILING ADDRESS AFTER SEPA: ... 26. MAILING ADDRESS COMPLETE: YES NO 27. ASSIGNMENT CODE: ...

28. MAILING ADDRESS AFTER SEPA: ... 29. MAILING ADDRESS COMPLETE: YES NO

THE CITY OF NEW YORK

PERSONNEL DATA ON TRANSFERRED EMPLOYEE

INSTRUCTIONS: Upon the movement (by transf promotion or appointment) of an employee fr one City department or agency to another, t following information should be supplied as soon as possible to the appointing officer the agency to which the employee is being assigned.

NAME OF EMPLOYEE THOMAS WEBSTER		ADDRESS OF EMPLOYEE 6 ERNST. CT. SUFFERN NY 10901			RELEASING AGENCY NYC Housing Authority			
APPOINTMENT DATA								
LAST TITLE IN RELEASING AGENCY PO HAPD 70910		DATE OF ORIG. ENTRY INTO CITY SERVICE		DATE APPT'D IN RELEASING AGENCY 04/30/1991		LAST DATE ON PAYROLL 04/29/1995	LAST DATE FOR EMPLOYEE WAS P/	
LEAVE DATA								
RATE OF ACCRUAL IN DAYS <input type="checkbox"/> 10 <input type="checkbox"/> 20 <input type="checkbox"/> 13 <input type="checkbox"/> 25 <input type="checkbox"/> 15 <input type="checkbox"/> 27 <input type="checkbox"/> OTHER	DATE ELIGIBLE FOR HIGHER LEAVE ACCRUAL	A.L. BALANCE ON DATE RELEASED 4	S.L. BALANCE ON DATE RELEASED	O.T. BALANCE ON DATE RELEASED PRIOR TO 4/15/86 ALL EMPLOYEES		FROM 4/15/86 FLSA 85:54	FROM 4/15/86 NON-FLSA 0:00	LWOP SINCE <input type="checkbox"/> LAST INCREMENT <input type="checkbox"/> APPOINTMENT <input type="checkbox"/> REINSTATEMENT <input type="checkbox"/> PROMOTION
PAYROLL DATA								
SALARY INFORMATION								
REGISTRY NO.		SALARY WHEN RELEASED 34080	LAST INCREMENT DATE	NEXT INCREMENT DATE	AMOUNT OF INCREMENT		NO. OF INCOME TAX EXEMPTIONS MOO	BONDS
PENSION INFORMATION				SOCIAL SECURITY				
PENSION RATE REGULAR ADJUSTED 4.65	PENSION NO.	PENSION ARREARS: NO. PAYMENTS DUE: RATE:		PENSION LOAN: NO. PAYMENTS DUE: AMT. EACH PAYMENT:		SOCIAL SECURITY NO.		FICA CLASS: A <input type="checkbox"/> C <input type="checkbox"/> B <input type="checkbox"/> D <input type="checkbox"/>
HEALTH INSURANCE				ORGANIZATION DATA				
H.I.P. CONTRACT NO.	NOT ENROLLED	TYPE	AMOUNT	NAME OF UNION P.B.A.			UNION DUES 25.00	

IMPORTANT: Please supply the additional information called for on the reverse side.
(OVER)

THIS COPY TO BE FILED AT WORK LOCATION

NYCHA (12/13/84) (Rev. 1/87) PROBATIONARY REPORT		NEW YORK CITY HOUSING AUTHORITY	
NAME OF EMPLOYEE Webster, Thomas		LOCATION 080	[REDACTED]
TITLE PO. HAPD	STATUS A	DATE OF APPOINTMENT TO PRESENT POSITION 4-30-91	

**For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.*

1. **QUANTITY OF WORK** - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

	X			
Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments:

2. **QUALITY OF WORK** - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

		X		
Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments:

3. **COOPERATION AND ATTITUDE** - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How well does employee take constructive criticism?

		X		
Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments:

(Over)

INITIAL RATING

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employee learned job. Consider versatility, indication of future value to agency.

		X		
Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.	Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.	Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.	Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.	Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any others in group. Has ability for promotion now.

Comments:

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employees in the department.

		X		
Constantly late or absent. Late or absent without cause or notice.	Late frequently. Absent frequently. Does not take seriously the reporting time.	Attendance normal. Lateness normal.	Infrequently late. Infrequently absent.	Very rarely late and absent. Lateness and attendance better than any others in the department.

Comments:

Overall Comments if any: (Use this space for additional information)

recommend. Continue employment.

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE <i>8/91</i>	SIGNATURE (Supervisor) <i>[Signature]</i>
DATE <i>9/19/91</i>	SIGNATURE (Division Head) <i>[Signature]</i>

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date *09-07-91*

Signature (Probationer) *[Signature]*

THIS COPY TO BE FILED AT WORK LOCATION.

NYCHA 015.143B&R (Rev. 7/87) PROBATIONARY REPORT*	NEW YORK CITY HOUSING AUTHORITY
---	--

NAME OF EMPLOYEE Webster Thomas	SOC. SEC. # [REDACTED]	LOCATION 080
---	---------------------------	------------------------

TITLE PO HAPD	STATUS A	DATE OF APPOINTMENT TO PRESENT POSITION 04/30/91
-------------------------	--------------------	--

**For provisional and non-competitive employees this report serves as an evaluation during their first year of service. However, upon successful completion of this evaluation, provisional and non-competitive employees DO NOT gain permanent status.*

1. QUANTITY OF WORK - Consider the amount of work the employee does in comparison with others or compared to the amount you expect. Does employee appear to be busy?

Slow. Lazy. Accomplishes nothing. Spends time away from work assignment.	Works slowly. Requires constant supervision. Accomplishes very little work.	Does normal amount of work. Fairly steady. Usually is at work location.	Works hard on job at all times. Does more than others assigned to same tasks.	Very fast, hard worker. Amount of work greater than any others doing this type of work.

Comments:

2. QUALITY OF WORK - Consider how well the employee performs the job? Is work neat? Accurate? Complete?

Work poorly done. Sloppy. Many errors.	Work not accurate nor good. Needs to be checked too frequently. Correction always required.	Acceptable work. No unusual number of errors and corrections.	Very good quality. Few errors. Accurate and dependable.	Very accurate. Almost no errors. Work is better in quality than any others performing similar tasks.

Comments:

3. COOPERATION AND ATTITUDE - Consider attitude towards supervisor, fellow-employees, public. Is employee agreeable? Cooperative? How will does employee take constructive criticism?

Sullen, resentful, antagonistic. Disliked by others. Causes trouble.	Reluctant to cooperate. Causes some friction. Seems to dislike and resent fellow-employees and supervisors.	Generally accepted by group. Accepts reasonable direction and criticism.	Quite cooperative and helpful. Well liked by fellow-employees.	Very cooperative. Excellent attitude toward everyone.

Comments:

2nd QUARTERLY RATING

4. LEARNING CAPACITY, ADAPTABILITY AND POTENTIAL - Consider how well and how quickly employe learned job. Consider versatility, indication of future value to agency.

		✓		
Dull. Slow. Does not seem to understand work assignment. No potential for this or other assignments.	Needs minute instructions. Learns work too slowly. Has not been able to master even simple assignments.	Learned job in reasonable time. Appears to understand direction. Shows potential for future after further training.	Learned quickly. Understands well. Makes contribution to work team. Shows good potential for promotion. Handles new assignments very well.	Learned most rapidly. Makes excellent contribution to group. Handles any assignment better than any others in group. Has ability for promotion now.

Comments:

5. ATTENDANCE AND LATENESS - Consider the number of times late and absent and the reasons therefor. Consider the effect of lateness and absence on other employes in the department.

		✓		
Constantly late or absent. Late or absent without cause or notice.	Late frequently. Absent frequently. Does not take seriously the reporting time.	Attendance normal. Lateness normal.	Infrequently late. Infrequently absent.	Very rarely late and absent. Lateness and attendance better than any others in the department.

Comments:

Overall Comments if any: (Use this space for additional information)

Recommend continued employment

NOTE: PLEASE BE AWARE THAT AN UNSATISFACTORY RATING IN ANY CATEGORY REQUIRES AN UNSATISFACTORY OVER-ALL PROBATIONARY RATING.

OVER-ALL PROBATIONARY EVALUATION: Satisfactory Unsatisfactory

DATE 10/12/91	SIGNATURE (Supervisor) <i>[Signature]</i>
DATE 12/12/91	SIGNATURE (Division Head) <i>[Signature]</i>

I understand that my signature indicates that my supervisor has discussed my probationary rating with me and has shown me my probationary report; it does not necessarily imply my acceptance of the rating.

Date 10-19-91 Signature (Probationer) *[Signature]*



**PERFORMANCE EVALUATION —
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions ONLY
- DO NOT FOLD or STAPLE This Computer Form
- Use #2 Pencil for Computer Boxes ONLY
- Follow Guidebook Instructions

DEC 15 1997

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

RATER	SURNAME Webster	FIRST Thomas	M.I.	RANK P.O.	COMMAND PSA 8	DATE ASSIGNED TO COMMAND: 10/91
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: Patrol			DATE OF PRIMARY ASSIGNMENT: 12/03/97	
RATING PERIOD: FROM 12/16/96				TO 12/15/97		

RATER

- COMMENTS ON 3 RATING ITEMS REQUIRED
- CHOOSE FROM "PERFORMANCE AREAS" & "BEHAVIORAL DIMENSIONS" ON BACK OF FORM
- RATINGS OF "LOW" & "VERY LOW" MUST BE COMMENTED ON BEFORE COMMENTING ON HIGHER RATED ITEMS.

No. 0 1 2 3 4 5 6 7 8 9

No. 2 1 3 4 5 6 7 8 9

Example:

No. 0 1 2 3 4 5 6 7 8 9

No. 4 1 2 3 5 6 7 8 9

Officer has ability to observe individuals or groups to detect suspicious activity and to apprehend them.

No. 0 1 2 3 4 5 6 7 8 9

No. 4 1 2 3 5 6 7 8 9

Officer processes arrests with above average efficiency and with limited supervision.

No. 1 0 2 3 4 5 6 7 8 9

No. 3 1 2 4 5 6 7 8 9

Officer supports department policies and guidelines, Not a disciplinary problem. Represents department favorably. Work reflects high level of integrity.

Overall Rater's Comments:

Officers is always respectful and courteous to the public, supervisors, and other officers. Officer is able to handle most situations with limited supervision. Officer is an asset to department. Recommend maintaining current assignment.

RATER'S TAX NUMBER

8	2	1
0	0	0
1	1	0
2	0	2
3	0	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

RATER'S NAME Bergquist	RANK Sgt.	COMMAND PSA-8	DATE ASSIGNED TO COMMAND: 7/17/97
SOCIAL SECURITY NO.	SIGNATURE <i>[Signature]</i>	DATE: 1/10/98	
I HAVE SHOWN THIS EVALUATION TO RATER AND FULLY DISCUSSED ITS CONTENTS: RATER'S INITIALS <i>[Signature]</i>		WISH TO APPEAL THIS EVALUATION: (Ref. to A.G. 303-20) <input type="checkbox"/> (IF APPEALED, INITIAL AND DARKEN BOX) RATER'S INITIALS _____	

REVIEWER

Comments:

- (Must use No. 2 pencil to darken box)
- ACCURATE AND COMPLETE, CONCUR
 - SEE SEPARATE REVIEWER'S EVALUATION

REVIEWER'S NAME (PRINT) Steven Heilig	RANK Lt.	COMMAND PSA 8	DATE ASSIGNED TO COMMAND: 05/97
SOCIAL SECURITY NO.	TAX REGISTRY NO. 912627	SIGNATURE <i>[Signature]</i>	DATE: 2/14/98

- ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
- COPY COMMAND FILE
- MEMBER COPY

PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD439-157 (Rev. 9-95) (Ref. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: (5) (4) (3) (2) (1)
ERASE COMPLETELY TO CHAIN

RATEE SURNAME **Hebster** FIRST **Thomas** M.I.

RATEE'S TAX NUMBER MUST BE ACCURATE

6	3	9
0	0	0
1	0	0
2	0	0
3	0	0
4	0	0
5	0	0
6	0	0
7	0	0
8	0	0
9	0	0

SOCIAL SECURITY NO.

██████████-██████████-██████████

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER

COMMAND

8	8
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

SEE APPENDIX A

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE/OTHER

DARKEN ONLY ONE BOX

TIMES SICK

NLOD	LOD
0	0
1	0
2	0
3	0
3+	0

DAYS LOST

NLOD	LOD
0	0
1	0
2-5	0
6-10	0
>10	0

DARKEN ONE BOX PER COLUMN

CHRONIC A CHRONIC B
 NOT CHRONIC

DARKEN ONLY ONE BOX

PURPOSE

4 MONTH PROB
 10 MONTH PROB
 16 MONTH PROB
 22 MONTH PROB
 TRANSFER
 INTERIM
 ANNUAL
 OTHER

DARKEN ONLY ONE BOX

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

DARKEN ONLY ONE BOX

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT

RE-ASSIGNMENT (SPECIFY ON FRONT)

ADDITIONAL TRAINING (SPECIFY ON FRONT)

PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)

OTHER (SPECIFY ON FRONT)

DARKEN ONLY ONE BOX

Bilingual Officer

DARKEN BOX

EACH AREA/DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	5	4	3	2	1	0	BEHAVIORAL DIMENSIONS	5	4	3	2	1	0
1. Community Interaction	(5)	(4)	(3)	(2)	(1)	(0)	13. Police Ethics/Integrity	(5)	(4)	(3)	(2)	(1)	(0)
3. Victim/Prisoner Interaction	(5)	(4)	(3)	(2)	(1)	(0)	15. Communication Skills	(5)	(4)	(3)	(2)	(1)	(0)
5. Vehicular Offenses/Accidents	(5)	(4)	(3)	(2)	(1)	(0)	17. Information Ordering	(5)	(4)	(3)	(2)	(1)	(0)
7. Police Interaction/Notification	(5)	(4)	(3)	(2)	(1)	(0)	19. Visualization	(5)	(4)	(3)	(2)	(1)	(0)
9. Review and Maintenance	(5)	(4)	(3)	(2)	(1)	(0)	21. Memorization	(5)	(4)	(3)	(2)	(1)	(0)
11. Vouchering	(5)	(4)	(3)	(2)	(1)	(0)	23. Innovativeness	(5)	(4)	(3)	(2)	(1)	(0)
13. Report/Clerical Duties	(5)	(4)	(3)	(2)	(1)	(0)	25. Drive/Initiative	(5)	(4)	(3)	(2)	(1)	(0)
15. Appearance	(5)	(4)	(3)	(2)	(1)	(0)	27. Appearance	(5)	(4)	(3)	(2)	(1)	(0)
17. Information Ordering	(5)	(4)	(3)	(2)	(1)	(0)	29.	(5)	(4)	(3)	(2)	(1)	(0)

OVERALL EVALUATION

██████████

Annual Total of Quarterly Points *

No. 4 (0) (1) (2) (3) (4) (5) (6)
9 (0) (1) (2) (3) (4) (5) (6) (7) (8)

* See Interim Order 105, dated 7-17-95

CHECK ONE: N.Y.P.D. HOUSING TRANSIT _____
PERFORMANCE EVALUATION — RECRUIT OFFICER

SURNAME WEBSTER (FIRST) THOMAS (M.I.) - TEST # 7009 (COMPANY #) 91-25

SOC. SEC. # [REDACTED] TAX REG. # [REDACTED] DATE HIRED 04-30-91

OVERALL EVALUATION

WELL ABOVE STANDARDS ABOVE STANDARDS MEETS STANDARDS BELOW STANDARDS WELL BELOW STANDARDS

ACADEMY EXAMINATIONS AND PERFORMANCE TESTS:

ACADEMIC EXAMS: 1st 82.2nd 83.3rd 81. FINAL AVERAGE 83.3

PHYSICAL SKILLS: 96 FIREARMS (P or F) P DRIVER TRAINING (P or F) 52 EVOX

CPR (P or F) P JUSTIFICATION (P or F) P SOCIAL SCIENCE 86.3

SUBJECT MARKS: 92 OFFSITE 92 WRITEN

LAW 84.8 POLICE SCIENCE 78.8 SOCIAL SCIENCE 86.3

WATER SAFETY P FIRST AID (P or F) P

ABSENCES: SICK: DAYS _____ TIMES _____ CHRONIC (Y or N) _____
 OTHER ABSENCES: _____ (Explain to the right) LATENESSES: _____

DISCIPLINE RECORD: Disciplinary Probation? (Y or N) _____

STAR Reports: NEGATIVE 2 POSITIVE 0 C.D. 1
 If student received five (5) or more NEGATIVE STAR CARDS, they MUST be explained under "Instructor's Comments". Record ALL COMMAND DISCIPLINES to the right.

RATER'S RECOMMENDATIONS: Field Trng. Special Monitoring _____ Terminate _____

O.C.I (Typed)	UNIT	SHIELD #	SIGNATURE
POLICE 1614	P5	3242	[Signature]
RATER (Typed)	UNIT	SHIELD #	SIGNATURE
S. Malone	P5	6545	[Signature]
REVIEWER:	UNIT	SHIELD #	SIGNATURE
Sgt Posh	P5	2330	[Signature]

INSTRUCTOR'S COMMENTS: S/D is a competent person with quality characteristics. S/D is motivated. I am concerned about learning material presented. S/D is objective in decision making.

RATER/SUPERVISOR'S COMMENTS:

ABSENCES (OTHER THAN SICK):

COMMAND DISCIPLINES: CH 442/91 Late 3hrs and 30 minutes

FINAL DISPOSITION:

1
2
3
4

PART I

- CATEGORY
- APPEARANCE
- COMMUNICATIONS
- HUMAN RELATIONS
- SELF-IMAGE/DISCIPLINE
- JUDGMENT/DECISION MAKING
- POLICE ETHICS

COMMENTS	GENERAL PERFORMANCE				
	WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
Student's appearance is impeccable and exhibits total professionalism	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student is well disciplined in class. Student actively supports the instructor in directing and controlling the class	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

TRAINING PERFORMANCE

PART II

- LAW
- POLICE SCIENCE
- SOCIAL SCIENCE
- PHYSICAL TRAINING

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

INSTRUCTOR'S SIGNATURE: *[Signature]*

INSTRUCTOR'S SIGNATURE: *[Signature]*

INSTRUCTOR'S SIGNATURE: *[Signature]*

INSTRUCTOR'S SIGNATURE: *[Signature]*

P.D. Michael *[Signature]*



PROPERTY RECEIPT - DISCONTINUANCE OF SERVICE
PD 520-013 (Rev. 05-09)

11/24/10

Rank: P 0 Name (Printed) Last, First, MI: Webster Thomas
 Date: 11/15/2010
 Last Four Digits Of Soc. Sec. No.: [Redacted] Tax Reg. No.: 913899
 Date of Appointment: 04/30/1991 Command: Intell-MSS
 Member is: SERVICE RETIREMENT DISABILITY RETIREMENT VESTED INTEREST
 Applying For: RESIGNATION EXTENDED LEAVE OF ABSENCE (30 days or more) WITHOUT PAY

DEPARTMENT EQUIPMENT DISPOSITION (Use Boxes 13-15 For Equipment Returned Not Listed Below)

ITEM	RECEIVED BY (Printed)	SIGNATURE	COMMAND
1. SHIELD 13415	PRAA G Lynch	[Signature]	SI/10 Unit
2. I.D. CARD N173120	J. Bast	[Signature]	ID
3. O.C. PEPPER SPRAY NUMBER: 58893	J. Bast	[Signature]	ID
4. HELMET 911187	J. Bast	[Signature]	ID
5. NEW YORK CITY TRANSIT POLICE PASS METRO CARD 18319920	J. Bast	[Signature]	ID
6. LIRR POLICE PASS	/		
7. METRO-NORTH RR POLICE PASS	/		
8. DEPARTMENT CELL PHONE	/		Communications Division, Telecommunications Unit, One Police Plaza, Room 910B
9. RESTRICTED/HQ ANNEX PARKING PERMIT 5330-110	J. Bast	[Signature]	ID
10. NYPD VEHICLE IDENTIFICATION PLATE	/		
11. DEPARTMENT RADIO 034282	J. Bast	[Signature]	ID
12. LAPTOP COMPUTER (CAPTAINS AND ABOVE)	/		
13.			
14.			
15.			

FIREARMS POSSESSED BY MEMBER

GAUZE	MAKE	MODEL	TYPE	SERIAL NO.	VOUCHER NO.
9MM	S&W	5946	Semi Auto	VYK8927	R642258
38	Rugwe	GPNY	REvolver	172-08603	R642258
38	S&W	640	Revolver	BKP3304	R642258

Unused Summonses Returned? YES NO
 Next Scheduled Tour After Leaves, Except Terminal Leave: 03/02/2011
 Charges Pending? YES NO
 Signature of Commanding Officer: [Signature]

FOR NYC POLICE PENSION FUND USE ONLY

Date Filled: 11/24/10 T.L. Begins: 03-02-11 Eff. Ret. Date: 10-30-11 B.T.M. Approval: [Signature] Date: [Blank]
 LWOP Begins: [Blank] Ends: [Blank] Date Property To Be Turned In: [Blank]

Disposition Of Firearms If Not Delivered To Property Clerk: [Blank]

WAIVER TO BEGIN T.L. APPROVED DISAPPROVED
 Rank, Name, Command: [Blank]

Remarks: [Blank]



**PISTOL LICENSE
INQUIRY RESPONSE**
PD 643-155 (Rev. 09-08)

Date: 11/24/2010

— TO POLICE AGENCY CONCERNED —

This is to certify the following:

Name (Last, First, M.I.) WEBSTER, THOMAS	Soc. Sec. No.: XXX-XX-██████	Tax Reg. No.: 913899
--	--	--------------------------------

• Pensionable appointment date as a Police Officer, City of New York Police Department 04/30/1991
(Date)

• Retirement date 04/30/2011 Rank POLICE OFFICER
(Date)

• The above named member has applied for retirement from the New York City Police Department which is to take effect on 04/30/2011 As of 11/22/2010 clearance has been obtained from the following Police Department units:

• This member has no record of mental illness and is presently authorized to carry firearms.

Verified by P.O. PUGH Medical Division on 11/22/2010
(Date)

• Presently, said member is not under investigation which would preclude the issuance of a pistol license.

Verified by DET. REYES Internal Affairs Bureau on 11/22/2010
(Date)

• Said member has no disciplinary action pending.

Verified by P.O. IAZZETTI Central Personnel Index 11/22/2010
(Date)

Verified by SGT. MIU Department Advocate's Office 11/22/2010
(Date)

• Terminal leave authorized? Yes No Authority SGT. MIU

P. N. [Signature]

For Assistant Commissioner,
Employee Management Division



OFF DUTY EMPLOYMENT APPLICATION
PD 407-164 (Rev. 08-08)

Fpd 21/10

NEW APPLICATION RENEWAL APPLICATION CHANGE TERMINATION Date 06/15/10 Off Duty Work Number 803

Rank/Surname P.O. WEBSTER, THOMAS First M.I. Command Intell/M.S.S.

Shield No. 13415 Tax Registry Number 913899 Last 4 Digits of Social Security No. [REDACTED] Date of Appointment 04/30/91 Home Telephone Number 845 781 4102

Home Address 429 Roundlake Park Rd City Monroe County Orange ZIP Code 10950

Outside Employer (Name of firm or person for whom you will work) Semper Fi Landscaping INDIVIDUAL COMPANY Telephone Number 8452388000 Pct. Monroe

Employer's Address 429 Roundlake Park Rd. City Monroe County Orange State N.Y. ZIP Code 10950

Describe the Type of Business (If a guard service, give N.Y.S. License Number)

Lawn Care

INDICATE EXACT LOCATION OF EMPLOYMENT	NAME AND ADDRESS OF INDIVIDUAL TO BE GUARDED (if applicable)
Name	Address Telephone Number Precinct

Indicate Work Schedule and Describe Specific Duties and Responsibilities:

Work to be performed mainly on RDO's and a few hours a week before tour begins (No more than 20 hours a week) Performing Lawn Maintenance

PROPRIETARY INTEREST

DO YOU HAVE A PROPRIETARY INTEREST IN THE BUSINESS? YES NO.

DO ANY OTHER MEMBERS OF THE SERVICE HAVE A PART OWNERSHIP IN THIS BUSINESS? YES NO.

IF YES, IDENTIFY: RANK/TITLE _____ NAME _____ CMD. _____

DO YOU INTEND TO EMPLOY ANY OTHER PERSON TO WORK FOR YOU IN A WATCHGUARD SERVICE CAPACITY? YES NO.

IF YOU DO, YOU MUST HAVE A N.Y.S. WATCHGUARD LICENSE BEFORE YOU CAN RECEIVE APPROVAL AND BEFORE ANYONE CAN BE APPROVED TO WORK FOR YOU.

I HAVE WATCHGUARD LICENSE NO. _____ DO YOU EMPLOY OTHER MEMBERS OF THE SERVICE? YES NO. IF YES, IDENTIFY:

Rank/Title	Name	Command	Rank/Title	Name	Command
------------	------	---------	------------	------	---------

WILL YOU BE EMPLOYED BY A MEMBER OF THE SERVICE?	IF YES, IDENTIFY:	Rank/Title	Name	Command	Off-Duty Work Number
--	-------------------	------------	------	---------	----------------------

DOES THE BUSINESS IN WHICH YOU WILL HAVE A PROPRIETARY INTEREST OR YOUR OUTSIDE EMPLOYER HAVE ANY BUSINESS DEALINGS WITH THE CITY OF NEW YORK? YES NO

If the answer is "Yes," the New York City Charter generally prohibits such outside employment. However, in certain circumstances such employment is allowed and the member should be directed to read Patrol Guide procedure 205-40 and advised to call the Legal Bureau for further guidance. Absent paperwork showing a waiver of the Charter requirements or approval by the Deputy Commissioner Legal Matters the application must be denied.

List all current outside employment approval you wish continued	Total hours work per week
---	---------------------------

I FULLY UNDERSTAND THE CONDITIONS OF ADDITIONAL EMPLOYMENT AND SHALL ABIDE BY THE GUIDELINES OF THE POLICE COMMISSIONER.

Rank/Title P.O. Signature of Applicant [Signature] Date 6-15-10

TO BE COMPLETED BY APPLICANT'S COMMANDING OFFICER

DISCIPLINARY ACTION IN THE LAST TWO YEARS: NONE

NUMBER OF TIMES ON SICK REPORT IN THE LAST TWO YEARS: Two times

TOTAL NUMBER OF DAYS ABSENT WHILE ON SICK REPORT IN THE LAST TWO YEARS: Ten

RECOMMENDATION:

BOROUGH COMMANDER/COUNTERPART (Security Related Fields Only)

APPROVAL DISAPPROVAL

Date 6-10-10 Rank/Signature [Signature]

COMMANDING OFFICER

APPROVAL I have personally interviewed the applicant and find no conflict with the Police Commissioner's Guidelines

DISAPPROVAL (Indicate reasons)

Date 7-26-10 Rank/Signature [Signature]

TO BE COMPLETED BY EMPLOYEE MANAGEMENT DIVISION

RECEIVED BY: MAIL PERSON Date 09-24-10

DOES DESCRIPTION OF DUTIES (intent to hire others) INDICATE NEED OF N.Y.S. WATCHGUARD LICENSE? YES NO

IF YES, Proof of license must be attached per title.

RECORDS CHECK: INTELLIGENCE DIVISION RECORD NO RECORD

IDENTIFICATION SECTION RECORD NO RECORD



DOMESTIC VIOLENCE INQUIRY
PDT 472-090 (3-97)

**INQUIRY REGARDING CONVICTIONS FOR
MISDEMEANOR CRIMES OF DOMESTIC VIOLENCE**
Pursuant to Title 18 U.S.C. Section 922 (g) (9)

To: All Uniformed Members of the Service and Civilian Members of the Service when their duties require possession of a firearm and/or ammunition.

The purpose of this form is to obtain information that will assist the New York City Police Department in determining whether any of its members have been adversely affected by federal law, Title 18 U.S.C. Section 922 (g) (9). You are directed to complete this form and return it, within ten (10) working days of your receipt of the form, to your Commanding Officer. Failure to complete this form truthfully and within ten (10) days of receipt may result in disciplinary action. However, neither your responses, nor any information or evidence which is gained by reason of such responses can be used against you in any subsequent criminal proceedings under Title 18 U.S.C. Section 922 (g)(9)

Members may seek the advice of counsel and/or a line organization representative prior to responding to the questions contained in this form. However, the form must be completed and submitted to your Commanding Officer within ten (10) days of receipt.

1. Have you ever been convicted of a Misdemeanor Crime of Domestic Violence, in any court, anywhere, including a military tribunal? Indicate: YES NO

A "Misdemeanor Crime of Domestic Violence" is defined by 18 U.S.C. 921 (a) (33) (A) as follows: An offense that (i) is a misdemeanor under federal or state law and (ii) has as an element, the use or attempted use of physical force or the threatened use of a deadly weapon, committed by:

- a.- A current or former spouse, parent or guardian of the victim.
- b.- A person with whom the victim shares a child in common.
- c.- A person who is cohabiting with or has cohabited with the victim as a spouse, parent or guardian.
- d.- A person similarly situated to a spouse, parent or guardian of the victim.

2. If you answered "yes" to question No.1, provide the following information with respect to the conviction:

Court/Jurisdiction _____

Docket/Case# _____

Statute/Charge _____

Date Sentenced _____

If you answered "yes" to question No. 1:

- a. Were you pardoned? Indicate: YES NO
- b. Was your conviction expunged? Indicate: YES NO
- c. If any of your civil rights were removed as a result of your conviction, have all of your rights been restored? Indicate: N/A YES NO

3. If you answered "Yes" to question 2a, b or c attach copies of documents verifying your response.

Rank PO Name Thomas Webster Tax# 913899

Shield# 13415 Command PSA-B Date of Appointment 4-30-91

Date 6-3-97 Signature [Signature]

Witnessed by:

SSA

[Signature]
Supervisory Officer (Print)
[Signature]
Supervisory Officer (Signature)

912808 3930

Tax# 0/3/97 Shield# _____

Date _____

V. HUMAN RELATIONS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *Officers Gets Along With The Public And Fellow Officers*

(circle one)

1. Does officer accept criticism?	5 <u>4</u> 3 2 1
2. Does officer accept direction and orders?	5 <u>4</u> 3 2 1
3. Does officer exchange information with others?	5 4 <u>3</u> 2 1
4. Does officer offer equal service to all people predicated on need, regardless of ethnic or racial background, economic class, sex or status?	5 4 <u>3</u> 2 1
5. Does officer look at things from the others point of view?	5 4 <u>3</u> 2 1
6. Does officer explain his actions to people in order not to appear arbitrary?	5 4 <u>3</u> 2 1
7. Does officer control feelings and emotions?	5 4 <u>3</u> 2 1

VI. ETHICS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *Officer Treats The Citizens He Serves Equally Officer Avoids Compromising Situations, Is Compliant With Department Policy And Regulations.*

1. Does officer avoid compromising situations?	5 <u>4</u> 3 2 1
2. Does officer's performance comply with the Department's anti-corruption policy?	5 4 <u>3</u> 2 1
3. Is officer willing to be unpopular with peers in order to adhere to his or her principles?	5 4 <u>3</u> 2 1
4. Does the officer place emphasis on the fair and impartial treatment of the citizens he/she serves?	5 4 <u>3</u> 2 1

Total Tours For This Period 10

Tours Assigned To RMP 2

Tours Assigned To Foot Patrol 7

Tours Assigned To Other Duties 1

(Specify nature of assignments) COURT

Tours With Qualified Field Trainer 0

Print Name (Field Trainer)	Rank	Command	Tax Registry No.
<i>PO RICK L. RIPPY JR</i>	<i>PO</i>	<i>PSA 8</i>	<i>744214</i>
Print Name (Sgt. Supervisor)	Rank	Command	Tax Registry No.
<i>Sgt. Edward McGreal</i>	<i>Sgt</i>	<i>PSA 8</i>	<i>745460</i>
Ratee Signature (Print & Sign)			
<i>PO RICK L. RIPPY JR</i>			

Reviewer's Signature	Print Name	Rank	Command
<i>[Signature]</i>	<i>[Name]</i>	<i>[Rank]</i>	<i>[Command]</i>

NYCHA 080.074A&R (4/83) - NEW YORK CITY HOUSING AUTHORITY - POLICE DEPARTMENT

REFER TO ADMINISTRATIVE GUIDE

PERFORMANCE EVALUATION — POLICE OFFICER — PERSONNEL EVALUATIONS

1.	SURNAME	FIRST	M.I.	RANK	COMMAND
	Webster	Thomas		P.O.	PSA 8
	SOCIAL SECURITY NUMBER		TAX REGISTRY NUMBER		DATE ASSIGNED TO COMMAND
	[REDACTED]		190611	April 30, 1991	
	PRESENT ASSIGNMENT			DATE OF PRESENT ASSIGNMENT	
	PCO Eastchester Houses			Present	
2.	ANNUAL (XX)		INTERIM ()		PROBATION ()
	DATE PREPARED 1-95				TRANSFER ()
OVERALL EVALUATION					
Should be consistent with the pattern of rating on the interior of the form. A member's overall rating should not be affected by his/her relative standing in the group.					
3.	WELL ABOVE STANDARDS	<input type="checkbox"/>	ABOVE STANDARDS	<input type="checkbox"/>	MEETS STANDARDS <input checked="" type="checkbox"/>
				BELOW STANDARDS	<input type="checkbox"/>
				WELL BELOW STANDARDS	<input type="checkbox"/>
RECOMMENDATION					
Remember that recommendations for assignment are subject to accountability standards.					
4.	CONTINUE IN PRESENT ASSIGNMENT	<input checked="" type="checkbox"/>			
	NOT RECOMMENDED FOR DETAIL	()			
	TRANSFER	() Specify _____			
	ADDITIONAL TRAINING	() Specify _____			
	OTHER	() Specify _____			
5.	RATER COMMENTS — Indicate your general assessment of the individual's overall performance. This should reflect the standards on the interior of the form, which are derived from the specific dimensions in the Evaluation Guide. Include comments as to strengths, weaknesses and career potential.				
	Officer Webster has a good arrest record, he is able to use all the facts available and take control of a situation. He interacts well with others including the community. He is an asset to the PCO program.				
	1-sick call 3 tours 3-EPBs				
	I have shown this performance evaluation to the ratee and have fully discussed its contents		<u>AB</u>	<u>JW</u>	1-19-95
			RATER'S INITIALS	RATEE'S INITIALS	DATE
	I wish to appeal this performance evaluation				
	Request Appeal	YES <input type="checkbox"/>	NO <input checked="" type="checkbox"/>		
6.	Name (typed)	Rank	Command	Date Assigned to Command	
	Andrew Brigida	Sgt	PSA 8	May 23, 1988	
	Rater Signature	Tax Registry Number	Social Security Number		
	<u>[Signature]</u>	742120	117-50-9328		

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer is very physically fit and projects a professional image to others.				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer interacts well with others and is able to express his views and ideas to others.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer is sensitive to the needs of the community.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer works well with the community regardless of ethnic background.				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer uses all the facts available and takes correct action.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer adheres to Department policies.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer has good self confidence.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer is respectful and is helpful toward individuals.				
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer is able to adapt to situations and his behavior in regards to use of force is well within Department policies.				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer has good street knowledge and uses his knowledge to take correct action.				
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer has good street skills , is prompt to work location and has good arrest activity.				



NYCHA 090.0748R (4/03) - NEW YORK CITY HOUSING AUTHORITY - POLICE DEPARTMENT
PROBATIONARY POLICE OFFICER - FIELD TRAINING EVALUATION
 -REFER TO ADMINISTRATIVE GUIDE PERSONNEL EVALUATIONS

SURNAME WEBSTER	FIRST THOMAS	M.I.	RANK PPO	COMMAND PSA 8
SOCIAL SECURITY NUMBER [REDACTED]			TAX REGISTRY NUMBER 190611	DATE ASSIGNED TO FIELD TRAINING COMMAND 11-6-91
FIELD TRAINING COMMAND PSA 8			DATE PREPARED 11-21-91	RATING PERIOD From 11-6 To 11-20

OVERALL EVALUATION

Should be consistent with the pattern of rating on the interior of the form.

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	4	3	2	1

RATER COMMENTS

From your knowledge and observations, indicate your general assessment of the individual's overall performance. This should reflect the standards on the interior of the form, include comments as to strengths, weaknesses and career potential. If standard has not been met in any phase of training - specify. Consult all available records, recorded observations of Field Training Officers before making comments.

Evaluations based, either wholly or in part, upon considerations of a student officer's race, color, religion, sex, national origin, age or sexual preference are strictly prohibited by law.

OFFICER SHOWS A WILLINGNESS TO LEARN AND HAS A POSITIVE ATTITUDE TOWARD POLICE WORK. OFFICER HAS HANDLED WELL ALL TASKS ASSIGNED.

**NO SICK CALLS,
NO LATENESS.**

I have shown this performance evaluation to the ratee and have fully discussed its contents:

g.D. T.W. 11/21/91
RATEE'S INITIALS RATEE'S INITIALS DATE

I have reviewed this performance evaluation:

T.U. 11-21-91
RATEE'S INITIALS DATE

Request Appeal YES NO

RATING & REVIEWING OFFICERS

Include rank, name, command and signature of all participants in the Evaluation Conference.
 THE IMMEDIATE SUPERVISOR OF THE RATEE SHALL BE LISTED FIRST

I. APPEARANCE		Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	OFFICER IS WELL GROOMED OFFICER'S UNIFORM IS CLEAN AND MAINTAINS ALL DEPT EQUIPMENT					
1. Does the officer meet Department guidelines for hair, mustache and sideburns?	(5)	4	3	2	1	
2. Is dress appropriate for assignment?	(5)	4	3	2	1	
3. Does the officer care for, service, and maintain Department equipment (R.M.P., portable radio, etc.)?	(5)	4	3	2	1	
4. Are uniforms clean and serviceable?	(5)	4	3	2	1	

II. COMMUNICATION SKILLS		Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	OFFICER HAS GOOD COMMUNICATION SKILLS. OFFICER SPEAKS WELL AND WRITES CONCISELY					
1. Does the student officer write clearly?	5	4	(3)	2	1	
2. Are reports complete?	5	4	(3)	2	1	
3. Does the officer use words properly?	5	4	(3)	2	1	
4. Does officer write concisely, or does he write unnecessary facts and information?	5	4	(3)	2	1	
5. In preparing ICR's, arrest reports, etc., does the officer have the ability to articulate the situation, as it happened, and have knowledge of the elements of the offense involved?	5	4	(3)	2	1	

III. JOB KNOWLEDGE		Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	OFFICER SHOWS A WILLINGNESS TO LEARN ALL ASPECTS OF POLICE WORK.					
1. Does the officer adhere to Department procedures and guidelines?	5	4	(3)	2	1	
2. Does the officer utilize services and resources available?	5	4	(3)	2	1	
3. Does the officer control crime scenes and gather pertinent information?	5	4	(3)	2	1	
4. How well does officer handle emergencies?	N/A	5	4	3	2	1
5. Do the officer's actions indicate knowledge of the standards of proof necessary to Stop & Frisk, Arrest, or Search?	5	4	(3)	2	1	
6. Does this officer protect the rights of individuals arrested?	5	4	(3)	2	1	
7. Does officer know essential crime elements?	5	4	(3)	2	1	
8. Does the officer recognize and act on summonsable offenses?	5	4	(3)	2	1	

IV. PERFORMANCE

Well Above
5

Above
4

Meets
3

Below
2

Well Below
1

Comment:

OFFICER HAS HANDLED WELL ALL TASKS ASSIGNED IN ACCORDANCE WITH HIS EXPERIENCE

- | | (circle one) | | | | | |
|---|--------------|---|---|---|---|---|
| 1. Does the officer use caution and follow procedure when approaching a vehicle? | N/A | 5 | 4 | 3 | 2 | 1 |
| 2. Does officer safely respond to scenes of crimes and emergencies? | | 5 | 4 | 3 | 2 | 1 |
| 3. Does officer control movements of suspicious persons/prisoners? | | 5 | 4 | 3 | 2 | 1 |
| 4. Does officer maintain visual contact with suspicious persons and his/her partner? | | 5 | 4 | 3 | 2 | 1 |
| 5. Does officer properly use restraining holds? | | 5 | 4 | 3 | 2 | 1 |
| 6. Is officer physically capable in volatile situations? | | 5 | 4 | 3 | 2 | 1 |
| 7. In a conflict situation, is officer able to control others using verbal commands? | | 5 | 4 | 3 | 2 | 1 |
| 8. Does officer foresee problems and plan solutions? | | 5 | 4 | 3 | 2 | 1 |
| 9. Is officer in accord with command policies and concerned with community response? | | 5 | 4 | 3 | 2 | 1 |
| 10. Does this officer have courteous driving habits? | | 5 | 4 | 3 | 2 | 1 |
| 11. Does officer have the ability to drive vehicle and use radio simultaneously? | | 5 | 4 | 3 | 2 | 1 |
| 12. Does officer maintain control of vehicle and observe activity outside the R.M.P.? | | 5 | 4 | 3 | 2 | 1 |
| 13. Does officer use proper speed for driving conditions? | | 5 | 4 | 3 | 2 | 1 |
| 14. Does officer demonstrate proper use of turret lights and siren? | | 5 | 4 | 3 | 2 | 1 |
| 15. Is officer calm in stressful street incidents? | | 5 | 4 | 3 | 2 | 1 |

IDEAS
 DECISIONS
 SHARED
 COMMUNITY
 POLICE
 REVIEW

V. HUMAN RELATIONS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: OFFICER WORKS WELL WITH CO-WORKERS AND TREATS THE PUBLIC IN A PROFESSIONAL MANNER

	5	4	3	2	1
1. Does officer accept criticism?			3	2	1
2. Does officer accept direction and orders?			3	2	1
3. Does officer exchange information with others?			3	2	1
4. Does officer offer equal service to all people predicated on need, regardless of ethnic or racial background, economic class, sex or status?			3	2	1
5. Does officer look at things from the others point of view?			3	2	1
6. Does officer explain his actions to people in order not to appear arbitrary?			3	2	1
7. Does officer control feelings and emotions?			3	2	1

VI. ETHICS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: OFFICER APPEARS TO HAVE GOOD PRINCIPLES.

1. Does officer avoid compromising situations?			3	2	1
2. Does officer's performance comply with the Department's anti-corruption policy?			3	2	1
3. Is officer willing to be unpopular with peers in order to adhere to his or her principles?			3	2	1
4. Does the officer place emphasis on the fair and impartial treatment of the citizens he/she serves?			3	2	1

RECEIVED
NOV 3 AM 7 07
PATROL BUREAU

Total Tours For This Period	10	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> <p>RECEIVED</p> <p>NOV 26 1991</p> <p>DIVISION 'C'</p> </div>					
Tours Assigned To RMP	2						
Tours Assigned To Foot Patrol	8						
Tours Assigned To Other Duties	0						
(Specify nature of assignments)	N/A						
Tours With Qualified Field Trainer	10						
Print Name (Field Trainer)	JAMES F. DALY	Rank	PO.	Command	PSA 8	Tax Registry No.	746492
Print Name (Sqd. Supervisor)	Sgt Edward McGREATNESS	Rank	Sgt.	Command	PSA 8	Tax Registry No.	745460
Reviewer Signature (Print & Sign)	JAMES F. DALY <i>James F. Daly</i>						
Reviewer's Signature	<i>[Signature]</i>	Print Name	<i>[Signature]</i>	Rank	<i>[Signature]</i>	Command	<i>[Signature]</i>

I. APPEARANCE Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *IS Always Clean And Neat*

(circle one)

1. Does the officer meet Department guidelines for hair, mustache and sideburns? 5 4 3 2 1

2. Is dress appropriate for assignment? 5 4 3 2 1

3. Does the officer care for, service, and maintain Department equipment (R.M.P., portable radio, etc.)? 5 4 3 2 1

4. Are uniforms clean and serviceable? 5 4 3 2 1

II. COMMUNICATION SKILLS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *SPAKS AND WRITES CLEARLY, IS CONCISE*

1. Does the student officer write clearly? 5 4 3 2 1

2. Are reports complete? 5 4 3 2 1

3. Does the officer use words properly? 5 4 3 2 1

4. Does officer write concisely, or does he write unnecessary facts and information? 5 4 3 2 1

5. In preparing ICR's, arrest reports, etc., does the officer have the ability to articulate the situation, as it happened, and have knowledge of the elements of the offense involved? 5 4 3 2 1

III. JOB KNOWLEDGE Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *FOR THE AMOUNT OF TIME ON JOB, KNOWLEDGE IS IN ACCORDANCE WITH HIS EXPERIENCE*

1. Does the officer adhere to Department procedures and guidelines? 5 4 3 2 1

2. Does the officer utilize services and resources available? 5 4 3 2 1

3. Does the officer control crime scenes and gather pertinent information? *N/A* 5 4 3 2 1

4. How well does officer handle emergencies? 5 4 3 2 1

5. Do the officer's actions indicate knowledge of the standards of proof necessary to Stop & Frisk, Arrest, or Search? 5 4 3 2 1

6. Does this officer protect the rights of individuals arrested? 5 4 3 2 1

7. Does officer know essential crime elements? 5 4 3 2 1

8. Does the officer recognize and act on summonable offenses? 5 4 3 2 1

V. HUMAN RELATIONS Well Above 5 Above 4 **(Meets)** 3 Below 2 Well Below 1

Comment: *Officers Gets Along with The Public and Fellow Officers*

(circle one)

1. Does officer accept criticism?	5	4	3	2	1
2. Does officer accept direction and orders?	5	4	3	2	1
3. Does officer exchange information with others?	5	4	3	2	1
4. Does officer offer equal service to all people predicated on need, regardless of ethnic or racial background, economic class, sex or status?	5	4	3	2	1
5. Does officer look at things from the others point of view?	5	4	3	2	1
6. Does officer explain his actions to people in order not to appear arbitrary?	5	4	3	2	1
7. Does officer control feelings and emotions?	5	4	3	2	1

VI. ETHICS Well Above 5 Above 4 **(Meets)** 3 Below 2 Well Below 1

Comment: *Officer Treats The Citizens He serves Equally Officer Avoids Compromising Situations, He Complies with Patrol Policy and Negotiations.*

RECEIVED
9 AM
PATROL BUREAU

1. Does officer avoid compromising situations?	5	4	3	2	1
2. Does officer's performance comply with the Department's anti-corruption policy?	5	4	3	2	1
3. Is officer willing to be unpopular with peers in order to adhere to his or her principles?	5	4	3	2	1
4. Does the officer place emphasis on the fair and impartial treatment of the citizens he/she serves?	5	4	3	2	1

Total Tours For This Period 10

Tours Assigned To RMP 2

Tours Assigned To Foot Patrol 7

Tours Assigned To Other Duties 1

(Specify nature of assignments) COURT

Tours With Qualified Field Trainer 10

Print Name (Field Trainer)	Rank	Command	Tax Registry No.
<i>POK L Rippy Jr</i>	<i>PO</i>	<i>PSA 8</i>	<i>744264</i>
Print Name (Sgt. Supervisor)	Rank	Command	Tax Registry No.
<i>Sgt. Edward McGreal</i>	<i>Sgt</i>	<i>PSA 8</i>	<i>745460</i>

Reviewer's Signature *PO POK L Rippy Jr* *PO POK L Rippy Jr*

Reviewer's Signature	Print Name	Rank	Command
<i>[Signature]</i>	<i>[Name]</i>	<i>[Rank]</i>	<i>[Command]</i>

RECEIVED
DEC 6 1991
DIVISION "C"



NYCHA 080.074&R (4/83) - NEW YORK CITY HOUSING AUTHORITY - POLICE DEPARTMENT
PROBATIONARY POLICE OFFICER - FIELD TRAINING EVALUATION
 -REFER TO ADMINISTRATIVE GUIDE PERSONNEL EVALUATIONS

SURNAME Webster	FIRST THOMAS	M.I.	RANK P.P.O.	COMMAND TSA 8
SOCIAL SECURITY NUMBER [REDACTED]		TAX REGISTRY NUMBER 190611		DATE ASSIGNED TO FIELD TRAINING COMMAND 11-6-91
FIELD TRAINING COMMAND TSA 8		DATE PREPARED 12-19-91		RATING PERIOD From 12-5 To 12-19

OVERALL EVALUATION

Should be consistent with the pattern of rating on the interior of the form

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	4	3	2	1

RATER COMMENTS

From your knowledge and observations, indicate your general assessment of the individual's overall performance. This should reflect the standards on the interior of the form, include comments as to strengths, weaknesses and career potential. If standard has not been met in any phase of training - specify. Consult all available records, recorded observations of Field Training Officers before making comments.

Evaluations based, either wholly or in part, upon considerations of a student officer's race, color, religion, sex, national origin, age or sexual preference are strictly prohibited by law.

Officer is self motivated. He seeks to be involved in police duties. Officer is familiar with paperwork. Officer displays good tactics overall. Officer conducts above average; He will be an asset this dept.

I have shown this performance evaluation to the ratee and have fully discussed its contents:

[Signature] RATER'S INITIALS [Signature] RATER'S INITIALS 12-19-91 DATE

I have reviewed this performance evaluation:

[Signature] RATER'S INITIALS 12-19-91 DATE

Request Appeal YES NO

RATING & REVIEWING OFFICERS

Include rank, name, command and signature of all participants in the Evaluation Conference.

I. APPEARANCE	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	5				
<i>Officer look professional in uniform. Officer was a Marine prior to this dept and keeps uniform in tact.</i>					
1. Does the officer meet Department guidelines for hair, mustache and sideburns?	(circle one) 5 4 3 2 1				
2. Is dress appropriate for assignment?	5 4 3 2 1				
3. Does the officer care for, service, and maintain Department equipment (R.M.P., portable radio, etc.)?	5 4 3 2 1				
4. Are uniforms clean and serviceable?	5 4 3 2 1				

II. COMMUNICATION SKILLS	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	4				
<i>Officer writes clearly: concise. His reports are written with necessary facts.</i>					
1. Does the student officer write clearly?	5 4 3 2 1				
2. Are reports complete?	5 4 3 2 1				
3. Does the officer use words properly?	5 4 3 2 1				
4. Does officer write concisely, or does he write unnecessary facts and information?	5 4 3 2 1				
5. In preparing ICR's, arrest reports, etc., does the officer have the ability to articulate the situation, as it happened, and have knowledge of the elements of the offense involved?	5 4 3 2 1				

III. JOB KNOWLEDGE	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
Comment:	4				
<i>Officer shows good tactics when approaching a summonable offense or possible perp. He handles himself well under pressure.</i>					
1. Does the officer adhere to Department procedures and guidelines?	5 4 3 2 1				
2. Does the officer utilize services and resources available?	5 4 3 2 1				
3. Does the officer control crime scenes and gather pertinent information?	5 4 3 2 1				
4. How well does officer handle emergencies?	5 4 3 2 1				
5. Do the officer's actions indicate knowledge of the standards of proof necessary to Stop & Frisk, Arrest, or Search?	5 4 3 2 1				
6. Does this officer protect the rights of individuals arrested?	5 4 3 2 1				
7. Does officer know essential crime elements?	5 4 3 2 1				
8. Does the officer recognize and act on summonable offenses?	5 4 3 2 1				

IV. PERFORMANCE

Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment:

Officer takes control of a situation. He shows good judgement when handling the public. He has good driving skills. Officer handles the radio very well.

- | | (circle one) | | | | |
|---|--------------|---|---|---|---|
| 1. Does the officer use caution and follow procedure when approaching a vehicle? | 5 | 4 | 3 | 2 | 1 |
| 2. Does officer safely respond to scenes of crimes and emergencies? | 5 | 4 | 3 | 2 | 1 |
| 3. Does officer control movements of suspicious persons/prisoners? | 5 | 4 | 3 | 2 | 1 |
| 4. Does officer maintain visual contact with suspicious persons and his/her partner? | 5 | 4 | 3 | 2 | 1 |
| 5. Does officer properly use restraining holds? | 5 | 4 | 3 | 2 | 1 |
| 6. Is officer physically capable in volatile situations? | 5 | 4 | 3 | 2 | 1 |
| 7. In a conflict situation, is officer able to control others using verbal commands? | 5 | 4 | 3 | 2 | 1 |
| 8. Does officer foresee problems and plan solutions? | 5 | 4 | 3 | 2 | 1 |
| 9. Is officer in accord with command policies and concerned with community response? | 5 | 4 | 3 | 2 | 1 |
| 10. Does this officer have courteous driving habits? | 5 | 4 | 3 | 2 | 1 |
| 11. Does officer have the ability to drive vehicle and use radio simultaneously? | 5 | 4 | 3 | 2 | 1 |
| 12. Does officer maintain control of vehicle and observe activity outside the R.M.P.? | 5 | 4 | 3 | 2 | 1 |
| 13. Does officer use proper speed for driving conditions? | 5 | 4 | 3 | 2 | 1 |
| 14. Does officer demonstrate proper use of turret lights and siren? | 5 | 4 | 3 | 2 | 1 |
| 15. Is officer calm in stressful street incidents? | 5 | 4 | 3 | 2 | 1 |

V. HUMAN RELATIONS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *Officer relates well with co-workers & public*

(circle one)

1. Does officer accept criticism?	5	4	3	2	1
2. Does officer accept direction and orders?	5	4	3	2	1
3. Does officer exchange information with others?	5	4	3	2	1
4. Does officer offer equal service to all people predicated on need, regardless of ethnic or racial background, economic class, sex or status?	5	4	3	2	1
5. Does officer look at things from the others point of view?	5	4	3	2	1
6. Does officer explain his actions to people in order not to appear arbitrary?	5	4	3	2	1
7. Does officer control feelings and emotions?	5	4	3	2	1

VI. ETHICS Well Above 5 Above 4 Meets 3 Below 2 Well Below 1

Comment: *Officer has good morals & values*

1. Does officer avoid compromising situations?	5	4	3	2	1
2. Does officer's performance comply with the Department's anti-corruption policy?	5	4	3	2	1
3. Is officer willing to be unpopular with peers in order to adhere to his or her principles?	5	4	3	2	1
4. Does the officer place emphasis on the fair and impartial treatment of the citizens he/she serves?	5	4	3	2	1

Total Tours For This Period	<u>10</u>	RECEIVED DEC 24 1991 DIVISION "C"					
Tours Assigned To RMP	<u>03</u>						
Tours Assigned To Foot Patrol	<u>07</u>						
Tours Assigned To Other Duties							
(Specify nature of assignments)							
Tours With Qualified Field Trainer	<u>10</u>						
Print Name (Field Trainer)	Jacqueline Conan	Rank	P.O.	Command	PSA8	Tax Registry No.	748094
Print Name (Squad Supervisor)	Sgt Edward McGreal 953	Rank	Sgt	Command	PSA8	Tax Registry No.	745460
Rater Signature (Print & Sign)							

Reviewer's Signature	<i>[Signature]</i>	Print Name	<i>[Signature]</i>	Rank		Command	<i>[Signature]</i>
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NYCHA 080.0748R (4/83) - NEW YORK CITY HOUSING AUTHORITY - POLICE DEPARTMENT
PROBATIONARY POLICE OFFICER - FIELD TRAINING EVALUATION
 - REFER TO ADMINISTRATIVE GUIDE PERSONNEL EVALUATIONS

SURNAME <i>WEBSTER, THOMAS</i>	FIRST <i>THOMAS</i>	M.I.	RANK <i>PPO</i>	COMMAND <i>15A8</i>
SOCIAL SECURITY NUMBER [REDACTED]		TAX REGISTRY NUMBER <i>190611</i>		DATE ASSIGNED TO FIELD TRAINING COMMAND <i>11-6-91</i>
FIELD TRAINING COMMAND <i>15A8</i>		DATE PREPARED <i>12-27-91</i>		RATING PERIOD From <i>12/20</i> To <i>12/27</i>

OVERALL EVALUATION

Should be consistent with the pattern of rating on the interior of the form

WELL ABOVE STANDARDS	ABOVE STANDARDS	MEETS STANDARDS	BELOW STANDARDS	WELL BELOW STANDARDS
<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	4	3	2	1

RATER COMMENTS

From your knowledge and observations, indicate your general assessment of the individual's overall performance. This should reflect the standards on the interior of the form, include comments as to strengths, weaknesses and career potential. If standard has not been met in any phase of training - specify. Consult all available records, recorded observations of Field Training Officers before making comments.

Evaluations based, either wholly or in part, upon considerations of a student officer's race, color, religion, sex, national origin, age or sexual preference are strictly prohibited by law.

Officer has taken charge with each situation and has shown professionalism. He has proved himself to be an asset to the Dept. He has no sick calls and has not been late. Also no command discipline.

RECEIVED
 92 JAN 7 AM
 C.O. PATROL BUREAU

I have shown this performance evaluation to the ratee and have fully discussed its contents:

KW *T.W.* *12-27-91*
 RATER'S INITIALS RATEE'S INITIALS DATE

I have reviewed this performance evaluation:

T.W. *12-27-91*
 RATER'S INITIALS DATE

Request Appeal YES NO

RATING & REVIEWING OFFICERS

Include rank, name, command and signature of all participants in the Evaluation Conference.

THE IMMEDIATE SUPERVISOR OF THE RATER SHALL BE LISTED FIRST

I. APPEARANCE Well Above 5 6 Above 4 Meets 3 Below 2 Well Below 1

Comment: *Office is neat and clean with well pressed uniform.*

	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
1. Does the officer meet Department guidelines for hair, mustache and sideburns?	5	4	3	2	1
2. Is dress appropriate for assignment?	5	4	3	2	1
3. Does the officer care for, service, and maintain Department equipment (R.M.P., portable radio, etc.)?	5	4	3	2	1
4. Are uniforms clean and serviceable?	5	4	3	2	1

II. COMMUNICATION SKILLS Well Above 5 Above 4 6 Meets 3 Below 2 Well Below 1

Comment: *Officer's reports are concise, he speaks clearly.*

	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
1. Does the student officer write clearly?	5	4	3	2	1
2. Are reports complete?	5	4	3	2	1
3. Does the officer use words properly?	5	4	3	2	1
4. Does officer write concisely, or does he write unnecessary facts and information?	5	4	3	2	1
5. In preparing ICR's, arrest reports, etc., does the officer have the ability to articulate the situation, as it happened, and have knowledge of the elements of the offense involved?	5	4	3	2	1

III. JOB KNOWLEDGE Well Above 5 Above 4 6 Meets 3 Below 2 Well Below 1

Comment: *Officer follows Dept. Guidelines and has handled stress calmly.*

	Well Above 5	Above 4	Meets 3	Below 2	Well Below 1
1. Does the officer adhere to Department procedures and guidelines?	5	4	3	2	1
2. Does the officer utilize services and resources available?	5	4	3	2	1
3. Does the officer control crime scenes and gather pertinent information?	5	4	3	2	1
4. How well does officer handle emergencies?	5	4	3	2	1
5. Do the officer's actions indicate knowledge of the standards of proof necessary to Stop & Frisk, Arrest, or Search?	5	4	3	2	1
6. Does this officer protect the rights of individuals arrested?	5	4	3	2	1
7. Does officer know essential crime elements?	5	4	3	2	1
8. Does the officer recognize and act on summonsable offenses?	5	4	3	2	1

RECEIVED
 MHL 08/25/22
 0:00 PM
 AUG 25 2022
 10:00 AM

IV. PERFORMANCE

Well Above
5

Above
4

Meets
3

Below
2

Well Below
1

Comment:

Officer has shown a willingness to learn and has used the radio and driven the RMP correctly. He has acted and used the proper police action in emergencies.

- | | (circle one) | | | | |
|---|--------------|----------------------------------|----------------------------------|---|---|
| | 5 | 4 | 3 | 2 | 1 |
| 1. Does the officer use caution and follow procedure when approaching a vehicle? | | | <input checked="" type="radio"/> | | |
| 2. Does officer safely respond to scenes of crimes and emergencies? | | <input checked="" type="radio"/> | | | |
| 3. Does officer control movements of suspicious persons/prisoners? | | <input checked="" type="radio"/> | | | |
| 4. Does officer maintain visual contact with suspicious persons and his/her partner? | | <input checked="" type="radio"/> | | | |
| 5. Does officer properly use restraining holds? | | <input checked="" type="radio"/> | | | |
| 6. Is officer physically capable in volatile situations? | | <input checked="" type="radio"/> | | | |
| 7. In a conflict situation, is officer able to control others using verbal commands? | | <input checked="" type="radio"/> | | | |
| 8. Does officer foresee problems and plan solutions? | | <input checked="" type="radio"/> | | | |
| 9. Is officer in accord with command policies and concerned with community response? | | <input checked="" type="radio"/> | | | |
| 10. Does this officer have courteous driving habits? | | <input checked="" type="radio"/> | | | |
| 11. Does officer have the ability to drive vehicle and use radio simultaneously? | | <input checked="" type="radio"/> | | | |
| 12. Does officer maintain control of vehicle and observe activity outside the R.M.P.? | | <input checked="" type="radio"/> | | | |
| 13. Does officer use proper speed for driving conditions? | | <input checked="" type="radio"/> | | | |
| 14. Does officer demonstrate proper use of turret lights and siren? | | <input checked="" type="radio"/> | | | |
| 15. Is officer calm in stressful street incidents? | | <input checked="" type="radio"/> | | | |

V. HUMAN RELATIONS Well Above 5 **3** Above 4 Meets 3 Below 2 Well Below 1

Comment: *Officer works well with others and accepts criticism and direction.*

	5	4	3	2	1
1. Does officer accept criticism?	5	3	2	1	
2. Does officer accept direction and orders?	5	3	2	1	
3. Does officer exchange information with others?	5	4	3	2	1
4. Does officer offer equal service to all people predicated on need, regardless of ethnic or racial background, economic class, sex or status?	5	3	2	1	
5. Does officer look at things from the others point of view?	5	4	3	2	1
6. Does officer explain his actions to people in order not to appear arbitrary?	5	4	3	2	1
7. Does officer control feelings and emotions?	5	3	2	1	

VI. ETHICS Well Above 5 Above 4 Meets **3** Below 2 Well Below 1

Comment: *Officer is honest and has good values.*

	5	4	3	2	1
1. Does officer avoid compromising situations?	5	4	3	2	1
2. Does officer's performance comply with the Department's anti-corruption policy?	5	4	3	2	1
3. Is officer willing to be unpopular with peers in order to adhere to his or her principles?	5	4	3	2	1
4. Does the officer place emphasis on the fair and impartial treatment of the citizens he/she serves?	5	4	3	2	1

Total Tours For This Period	<u>6</u>	<div style="border: 1px solid black; padding: 5px; width: fit-content; margin: auto;"> <p>RECEIVED</p> <p>JAN 2 1992</p> <p>DIVISION "C"</p> </div>					
Tours Assigned To RMP	<u>2</u>						
Tours Assigned To Foot Patrol	<u>4</u>						
Tours Assigned To Other Duties (Specify nature of assignments)	<u>Foot Patrol, Esc. Car</u>						
Tours With Qualified Field Trainer	<u>4</u>						
Print Name (Field Trainer)	<u>Kevin White</u>	Rank	<u>PO</u>	Command	<u>PSA8</u>	Tax Registry No.	<u>749830</u>
Print Name (Sqd. Supervisor)	<u>Sgt. Edward McSeed</u>	Rank	<u>SA</u>	Command	<u>PSA8</u>	Tax Registry No.	<u>745460</u>
Refer Signature (Print & Sign)	<u>Kevin White - [Signature]</u>						

Reviewer's Signature	<u>[Signature]</u>	Print Name	<u>[Signature]</u>	Rank	<u>[Signature]</u>	Command	<u>[Signature]</u>
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PENSION APPLICATION
PD 440-045 (2-08)-31

DATE
11/24/10

RANK PO	NAME (Last, First, MI) Webster, Thomas	TAX REG. NO. 913899	SOC. SEC. NO. ***-**-****	COMMAND Intell Div	SHIELD NO. 13415
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IN ACCORDANCE WITH THE PROVISIONS OF LAW GOVERNING THE POLICE PENSION FUND, ARTICLE II, I HEREBY MAKE APPLICATION TO THE EXECUTIVE DIRECTOR, POLICE PENSION FUND FOR: (check one)

<input checked="" type="checkbox"/> SERVICE RETIREMENT	<input type="checkbox"/> ACCIDENT DISABILITY RETIREMENT	EFFECTIVE 2400 HRS.	Month 04	Day 30	Year 11
<input type="checkbox"/> ORDINARY DISABILITY RETIREMENT	<input type="checkbox"/> VESTED SEPARATION				

APPOINTMENT DATE	Month 04	Day 30	Year 91	YEARS SERVICE COMPLETED 20	DEPT. CHARGES PENDING	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
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TERMINAL LEAVE REQUESTED	Months 01	Days 29	COMMENCING 0001 HOURS	Month 03	Day 02	Year 11	TERMINATING 2400 HOURS	Month 04	Day 30	Year 11
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NOTE: A MEMBER OF THE SERVICE IS ENTITLED TO ACCRUED VACATION AND TERMINAL LEAVE BUT MAY WAIVE SAID LEAVE. A VESTED MEMBER IS NOT ENTITLED TO TERMINAL LEAVE.

TERMINAL LEAVE WAIVED	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	IF YES, TERMINAL LEAVE WAIVED	Months	Days
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IF REQUIRED BY THE NEW YORK CITY ADMINISTRATIVE CODE I HAVE GIVEN THE DEPARTMENT THIRTY (30) DAYS NOTICE OF MY INTENTIONS TO RETIRE, AND THE ABOVE RETIREMENT DATE IS AFTER THE EXPIRATION OF THE THIRTY (30) DAY PERIOD.

I HAVE BEEN ADVISED THAT MY EARLIEST POSSIBLE DATE OF RETIREMENT IS ...

Month 12	Day 23	Year 10
--------------------	------------------	-------------------

ANY SUBSEQUENT INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT BY WAIVING ACCUMULATED TIME WILL BE SUBMITTED IN WRITING, DULY NOTARIZED AND FILED WITH THE BOARD OF TRUSTEES THROUGH THE POLICE PENSION FUND. SUBJECT TO THE THIRTY (30) DAYS NOTICE IN THE PREVIOUS PARAGRAPH, THE POLICE PENSION FUND WILL COMPLY WITH MY REQUEST TO CHANGE MY EFFECTIVE RETIREMENT DATE. THIS INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT WILL BE DELIVERED NO LATER THAN THE DATE OF CHANGE IN MY EFFECTIVE DATE OF RETIREMENT.

I AM I AM NOT ENTITLED TO PRIOR: CITY SERVICE STATE SERVICE

(Signature) *Thomas Webster* (date) 11/24/10

1st ENDORSEMENT — Executive Director, Police Pension Fund To Commanding Officer, Employee Management Division

It is further certified that the above applicant has completed 20 YEARS of Service and is entitled to 01 MONTHS 29 DAYS of Terminal Leave.— Charges Pending Yes No

[Signature] 11/24/10
Executive Director, Police Pension Fund Date

2nd ENDORSEMENT — Commanding Officer, Employee Management Division To Executive Director, Police Pension Fund

Charges Pending Yes No Terminal Leave Approved Yes No

[Signature] **DEC 02 2010**
Chief of Personnel Date

DISTRIBUTION: POLICE PENSION FUND; EMPLOYEE MANAGEMENT DIVISION;
MEMBER'S COMMAND; MEMBER



PENSION APPLICATION
PD 440-045 (2-08)-31

DATE
11/24/10

RANK PO	NAME (Last, First, MI) Webster, Thomas	TAX REG. NO. 913899	SOC. SEC. NO. ***-**-****	COMMAND Intell Div	SHIELD NO. 13415
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IN ACCORDANCE WITH THE PROVISIONS OF LAW GOVERNING THE POLICE PENSION FUND, ARTICLE II, I HEREBY MAKE APPLICATION TO THE EXECUTIVE DIRECTOR, POLICE PENSION FUND FOR: (check one)

SERVICE RETIREMENT ACCIDENT DISABILITY RETIREMENT EFFECTIVE: 2400 HRS. Month: 04 Day: 30 Year: 11

ORDINARY DISABILITY RETIREMENT VESTED SEPARATION

APPOINTMENT DATE Eq	Month 04	Day 30	Year 91	YEARS SERVICE COMPLETED 20	DEPT. CHARGES PENDING	YES <input checked="" type="checkbox"/> NO
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TERMINAL LEAVE REQUESTED	Months 01	Days 29	COMMENCING 0001 HOURS	Month 03	Day 02	Year 11	TERMINATING 2400 HOURS	Month 04	Day 30	Year 11
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NOTE: A MEMBER OF THE SERVICE IS ENTITLED TO ACCRUED VACATION AND TERMINAL LEAVE BUT MAY WAIVE SAID LEAVE. A VESTED MEMBER IS NOT ENTITLED TO TERMINAL LEAVE.

TERMINAL LEAVE WAIVED	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	IF YES, TERMINAL LEAVE WAIVED	Months	Days
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IF REQUIRED BY THE NEW YORK CITY ADMINISTRATIVE CODE I HAVE GIVEN THE DEPARTMENT THIRTY (30) DAYS NOTICE OF MY INTENTIONS TO RETIRE, AND THE ABOVE RETIREMENT DATE IS AFTER THE EXPIRATION OF THE THIRTY (30) DAY PERIOD. I HAVE BEEN ADVISED THAT MY EARLIEST POSSIBLE DATE OF RETIREMENT IS

Month	Day	Year
12	23	10

ANY SUBSEQUENT INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT BY WAIVING ACCUMULATED TIME WILL BE SUBMITTED IN WRITING, DULY NOTARIZED AND FILED WITH THE BOARD OF TRUSTEES THROUGH THE POLICE PENSION FUND. SUBJECT TO THE THIRTY (30) DAYS NOTICE IN THE PREVIOUS PARAGRAPH, THE POLICE PENSION FUND WILL COMPLY WITH MY REQUEST TO CHANGE MY EFFECTIVE RETIREMENT DATE. THIS INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT WILL BE DELIVERED NO LATER THAN THE DATE OF CHANGE IN MY EFFECTIVE DATE OF RETIREMENT.

I AM I AM NOT ENTITLED TO PRIOR: CITY SERVICE STATE SERVICE

(Signature) Thomas Webster (date) 11/24/10

1st ENDORSEMENT — Executive Director, Police Pension Fund To Commanding Officer, Employee Management Division

It is further certified that the above applicant has completed 20 YEARS of Service and is entitled to 01 MONTHS 29 DAYS of Terminal Leave.— Charges Pending Yes No

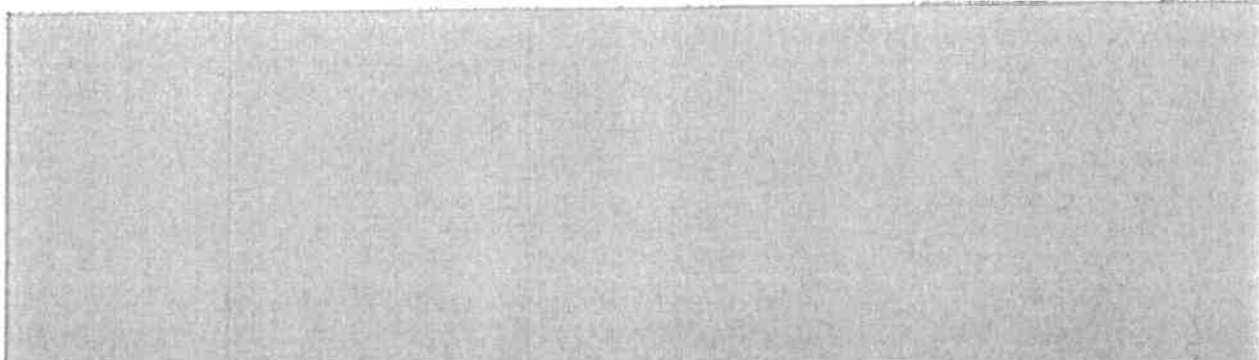
[Signature] 11/24/10
Executive Director, Police Pension Fund Date

2nd ENDORSEMENT — Commanding Officer, Employee Management Division To Executive Director, Police Pension Fund

Charges Pending Yes No Terminal Leave Approved Yes No

[Signature] DEC 02 2010
Chief of Personnel Date

DISTRIBUTION: POLICE PENSION FUND; EMPLOYEE MANAGEMENT DIVISION; MEMBER'S COMMAND; MEMBER



PENSION APPLICATION
PD 440-045 (2-08)-31

DATE
11/24/10

RANK PO	NAME (Last, First, MI) Webster, Thomas	TAX REG. NO. 913899	SOC. SEC. NO. ***-**-****	COMMAND Intell Div	SHIELD NO. 13415
IN ACCORDANCE WITH THE PROVISIONS OF LAW GOVERNING THE POLICE PENSION FUND, ARTICLE II, I HEREBY MAKE APPLICATION TO THE EXECUTIVE DIRECTOR, POLICE PENSION FUND FOR: (check one)					
<input checked="" type="checkbox"/> SERVICE RETIREMENT		<input type="checkbox"/> ACCIDENT DISABILITY RETIREMENT		EFFECTIVE	
<input type="checkbox"/> ORDINARY DISABILITY RETIREMENT		<input type="checkbox"/> VESTED SEPARATION		2400 HRS.	Month Day Year 04 30 11

APPOINTMENT DATE	Month Day Year Eq 04 30 91	YEARS SERVICE COMPLETED	20	DEPT. CHARGES PENDING	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
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TERMINAL LEAVE REQUESTED	Months Days 01 29	COMMENCING 0001 HOURS	Month Day Year 03 02 11	TERMINATING 2400 HOURS	Month Day Year 04 30 11
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NOTE: A MEMBER OF THE SERVICE IS ENTITLED TO ACCRUED VACATION AND TERMINAL LEAVE BUT MAY WAIVE SAID LEAVE. A VESTED MEMBER IS NOT ENTITLED TO TERMINAL LEAVE.

TERMINAL LEAVE WAIVED	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	IF YES, TERMINAL LEAVE WAIVED	Months Days
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IF REQUIRED BY THE NEW YORK CITY ADMINISTRATIVE CODE I HAVE GIVEN THE DEPARTMENT THIRTY (30) DAYS NOTICE OF MY INTENTIONS TO RETIRE, AND THE ABOVE RETIREMENT DATE IS AFTER THE EXPIRATION OF THE THIRTY (30) DAY PERIOD.

I HAVE BEEN ADVISED THAT MY EARLIEST POSSIBLE DATE OF RETIREMENT IS

Month	Day	Year
12	23	10

ANY SUBSEQUENT INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT BY WAIVING ACCUMULATED TIME WILL BE SUBMITTED IN WRITING, DULY NOTARIZED AND FILED WITH THE BOARD OF TRUSTEES THROUGH THE POLICE PENSION FUND. SUBJECT TO THE THIRTY (30) DAYS NOTICE IN THE PREVIOUS PARAGRAPH, THE POLICE PENSION FUND WILL COMPLY WITH MY REQUEST TO CHANGE MY EFFECTIVE RETIREMENT DATE. THIS INTENTION TO ALTER MY EFFECTIVE DATE OF RETIREMENT WILL BE DELIVERED NO LATER THAN THE DATE OF CHANGE IN MY EFFECTIVE DATE OF RETIREMENT.

I AM I AM NOT ENTITLED TO PRIOR: CITY SERVICE STATE SERVICE

(Signature) Thomas Webster (date) 11/24/10

1st ENDORSEMENT — Executive Director, Police Pension Fund To Commanding Officer, Employee Management Division

It is further certified that the above applicant has completed 20 YEARS of Service and is entitled to 01 MONTHS 29 DAYS of Terminal Leave.— Charges Pending Yes No

Thomas Webster 11/24/10
Executive Director, Police Pension Fund Date

2nd ENDORSEMENT — Commanding Officer, Employee Management Division To Executive Director, Police Pension Fund

Charges Pending Yes No Terminal Leave Approved Yes No

Thomas Webster DEC 02 2010
Chief of Personnel Date

DISTRIBUTION: POLICE PENSION FUND; EMPLOYEE MANAGEMENT DIVISION;
MEMBER'S COMMAND; MEMBER



**PERFORMANCE EVALUATION
POLICE OFFICER - DETECTIVE SPECIALIST**

FRONT OF FORM

IMPORTANT

- Type text portions Only
- Do Not Fold or Staple This Computer Form
- Use #2 Pencil or black ball point pen
- Follow Guidebook Instructions

PD439-157 (Rev. 3-00) (Ref. AG. 303-19)

RATEE	SURNAME WEBSTER, THOMAS	FIRST	M.I.	RANK PO	COMMAND PAPTS	DATE ASSIGNED TO COMMAND 7/06/1999
SOCIAL SECURITY	TAX REGISTRY 913899	PRIMARY ASSIGNMENT: RECRUITS		DATE OF PRIMARY ASSIGNMENT: 11/01/1999		
RATING PERIOD: FROM 12/16/1999				TO 12/15/2000		

THE RATER HAS SHOWN THIS EVALUATION TO ME AND FULLY DISCUSSED ITS CONTENTS, INCLUDING MY RIGHTS AND RESPONSIBILITIES REGARDING APPEALS.
 RATEE'S SIGNATURE: *[Signature]*

I WISH TO APPEAL THIS EVALUATION:
 (IF APPEALED, INITIAL AND DARKEN BOX)
 RATEE'S INITIALS: _____

RATER	RATER'S NAME GREGORY J. ZOFREA	RANK SGT	COMMAND PAPTS	DATE ASSIGNED TO COMMAND: 03/13/1998
SOCIAL SECURITY NO.	SIGNATURE <i>[Signature]</i>		DATE: 3/10/01	

• RATER MUST COMMENT ON THREE OF THE RATING AREA DIMENSIONS ON BACK.
 • RATER MUST COMMENT ON "LOW" OR "VERY LOW" RATINGS BEFORE HIGHER RATINGS.
 • INDICATE AREA/DIMENSION BY DARKENING BOX.

EXAMPLE: No. 4 1 2 3 4 5 6 7 8 9

AREAS/DIMENSIONS

No. 1 1 2 3 4 5 6 7 8 9
PO WEBSTER CAN BE TRUSTED TO MAINTAIN A HIGH ETHICAL STANDARDS.

No. 2 1 2 3 4 5 6 7 8 9
PO WEBSTER ALWAYS PRESENTS A PROFESSIONAL IMAGE WHEN IN UNIFORM.

No. 3 1 2 3 4 5 6 7 8 9
PO WEBSTER MAINTAINS HIMSELF IN EXCELLENT PHYSICAL CONDITION.

RATER'S TAX NUMBER

8	7	3	8	3
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

Overall Rater's Comments:

PO WEBSTER IS A YOUNG INSTRUCTOR WITH EXCELLENT CAREER POTENTIAL.

RATER MUST CONSIDER RATEE'S CPI, DEPARTMENT RECOGNITION, CCRB, PERFORMANCE MONITORING RECORDS, EEO COMPLIANCE, AND ALL OTHER RECORDS OF PERFORMANCE DOCUMENTATION FOR EVENTS IN THE RATING PERIOD. POSITIVE ACCOMPLISHMENTS MUST BE NOTED.

REVIEWER COMMENTS:

ACCURATE AND COMPLETE, CONCUR
 SEE SEPARATE REVIEWER'S EVALUATION
 (NOTE: IN PURPOSE CAPTION, "OTHER" BUBBLE MUST ALSO BE DARKENED)

REVIEWER'S NAME ROBERT GEOGHEGAN	RANK LT	COMMAND PAPTS	DATE ASSIGNED TO COMMAND: 05/06/1997
SOCIAL SECURITY NO.	TAX REGISTRY NO. 908714	SIGNATURE <i>[Signature]</i>	
			DATE: 6/05/01

• ORIGINAL MUST BE FORWARDED TO EMPLOYEE MANAGEMENT DIVISION (EVEN IF APPEALED)
 • COPY COMMAND FILE
 • MEMBER COPY

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PERFORMANCE EVALUATION POLICE OFFICER - DETECTIVE SPECIALIST

PD430-157 (Rev. 3-00) (Rel. AG. 303-19)

IMPORTANT
USE NO. 2 PENCIL ONLY
EXAMPLE: (5) (0) (2) (0)
ERASE COMPLETELY TO CHANGE

RATE SURNAME FIRST M.I.
WEBSTER, THOMAS

RATE
RATER'S TAX NUMBER MUST BE ACCURATE

9	3	9
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8

SOCIAL SECURITY NO.

1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0
1	2	3	4	5	6	7	8	9	0

RANK

PPO
 PO
 PO S/A
 Det. Sp.
 OTHER

COMMAND

3	7
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

BOROUGH

MANHATTAN SOUTH
 MANHATTAN NORTH
 BRONX
 QUEENS SOUTH
 QUEENS NORTH
 BROOKLYN SOUTH
 BROOKLYN NORTH
 STATEN ISLAND
 CITYWIDE / OTHER

IF COMPLETED POLICE CADET PROGRAM
 DARKEN BOX

TIMES SICK

NILOD	LOD
0	0
1	1
2	2
3	3
3+	3+

DAYS LOST

NILOD	LOD
0	0
1	1
2-5	2-5
6-10	6-10
>10	>10

DARKEN ONE BOX PER COLUMN
 CHRONIC A CHRONIC B
 NOT CHRONIC
DARKEN ONLY ONE BOX

PURPOSE

4 MONTHS PROB.
 10 MONTHS PROB.
 16 MONTHS PROB.
 22 MONTHS PROB.
 TRANSFER
 INTERIM
 ANNUAL
 OTHER

EDUCATION

HS
 A.A. or 64 CR+
 B.A. or 128 CR+
 M.A. or 160 CR+
 JD
 PhD

RECOMMENDATION

CONTINUE IN PRESENT ASSIGNMENT
 RE-ASSIGNMENT (SPECIFY ON FRONT)
 ADDITIONAL TRAINING (SPECIFY ON FRONT)
 PERFORMANCE MONITORING FOR SPECIFIED TIME (SPECIFY ON FRONT)
 OTHER (SPECIFY ON FRONT)

THIS PERFORMANCE EVALUATION TAKES INTO ACCOUNT THE EMPLOYEE'S COMPLIANCE WITH DEPARTMENT'S EEO GUIDELINES AND FEDERAL TITLE VII STATUTES AND WHETHER THE EMPLOYEE WAS DISCIPLINED AS A RESULT OF SAME.

EACH AREA DIMENSION REQUIRES A RESPONSE

PERFORMANCE AREAS	COMMUNITY INTERACTION					BEHAVIORAL DIMENSIONS					
	EXCELLENCE	HIGH	LOW	VERY LOW	NOT RATED	EXCELLENCE	HIGH	LOW	VERY LOW	NOT RATED	
1. Community Interaction	5	4	3	2	1	13. Police Ethics / Integrity	5	4	3	2	1
2. Apprehension/Intervention	5	4	3	2	1	14. Comprehension Skills	5	4	3	2	1
3. Victim/Prisoner Interaction	5	4	3	2	1	15. Communication Skills	5	4	3	2	1
4. Reasoning Ability	5	4	3	2	1	16. Reasoning Ability	5	4	3	2	1
5. Vehicular Offenses/Accidents	5	4	3	2	1	17. Information Ordering	5	4	3	2	1
6. Handling Specific Offenses	5	4	3	2	1	18. Problem Recognition	5	4	3	2	1
7. Police Interaction/Notification	5	4	3	2	1	19. Visualization	5	4	3	2	1
8. Vehicle Operation/Maintenance	5	4	3	2	1	20. Spatial Orientation	5	4	3	2	1
9. Review and Maintenance	5	4	3	2	1	21. Memorization	5	4	3	2	1
10. Handling Special Cases	5	4	3	2	1	22. Judgement	5	4	3	2	1
11. Vouchering	5	4	3	2	1	23. Innovativeness	5	4	3	2	1
12. Reasoning Ability	5	4	3	2	1	24. Adaptability	5	4	3	2	1
						25. Drive/Initiative	5	4	3	2	1
						26. Interpersonal Skills	5	4	3	2	1
						27. Appearance/Professional Image	5	4	3	2	1
						28. Physical Fitness/Physical Activities	5	4	3	2	1

OVERALL EVALUATION

EXCELLENCE HIGH LOW VERY LOW NOT RATED

SEL GUIDE

See Interim Order 105, '95

See Interim Order 127, '96

No.	0	1	2	3	4	5	6	TOP 25%	MIDDLE 50%	LOWER
No.	0	1	2	3	4	5	6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LOST / STOLEN FIRE / SHIELD REG. F.D. 110-10 7/6/98
I.D. CARD REPORT PD 520-150 (Rev. 9-93)-h2
 PART A (Prepared by member losing article-if phoned in, D.O./Operations Unit member shall prepare)
 CHECK ITEM(S) Loss of Firearm - Ser. No. Shield - No. I.D. Card - No. **51204**
 Rank **PO** Surname **Webster** First **Thomas** M.I. Tax Reg. No. **913899** Command **PSA 8**
 C.O. Notified Yes No Desk Officer, Pct. of Occurrence, notified Yes No How In person Phone-time of call _____ Desk Officer-Name **Lt. Evans** Pct. of Occurrence **047** Date of Occurrence and Time **7/6/98 0705**

Describe when, where, how loss occurred:
 While driving to work via motorcycle, I paid the toll for the Tappan Zee Bridge. After doing so I returned my wallet to the pocket in my sweatpants and continued my trip. When I arrived at work I discovered that my wallet had fallen through a hole that I didn't realize was in my pocket.

New ID CARD # 76620
 Michelle Mouton 7/7/98

COMPUTERED

Rank / Name (Signature)
 PO Webster

PART B (Prepared by Desk Officer, Precinct of Loss)
 Commanding Officer Yes No Name **Capt. Capaldo** Oper. Unit Not'd. Yes No Name **Rios** Cmd. Log Entry Yes No Time **1400** Page **1430**
 Duty Capt. Notified No
 Complaint Rep. Yes No **047/7993** Alarm Transmitted Yes No I.A.B. Notified Yes No I.A.B. Log No./ Name **9811045 ; 7 PO Solar**
 Patrol Borough Notified Yes No **NRossenblat** Rank/Name of Desk Off. (print) **Codrington** Signature *[Signature]*

PART C (Prepared by Commanding Officer / Duty Captain - Pct. of loss, See Distribution below)
 Member Yes No in person If loss occurred outside Yes No Verified Firearm Ser. No. with Yes No Supervisor's Comp. Report prepared Yes No Cmd. No. **032/98**
 Interviewed No phone City, conferred with agency No Firearms & Tact. Sect. or Force Record No

Results of Investigation include appropriate recommendation concerning negligence involved.

Investigation revealed Officer failed to safeguard ID Card.
 Command Discipline issued.

Rank / Name (print) **Capt. Capaldo** Signature *[Signature]*

PART D (Prepared by Member's Commanding Officer)
 CHECK ONE Command Discipline Formal Charges - Serial No. _____ No Action Necessary
 Details - Include Circumstances of Loss and Results of Investigation, Action Taken. If I.D. card / Shield lost, request new item be issued.

Contents noted PO Webster failed to safeguard his ID card, resulting in it's loss. Command discipline # 032/98 issued.

Rank / Name (print) **Capt. DiMaggio** Signature *[Signature]*

Distribution by Commanding Officer / Duty Captain (Pct. of loss)
 1. WHITE - C.O. of Member 2. PINK - Chief of Patrol DIRECT, (Enclose in envelope PD 370-150) 3. BLUE - Overhead Command 4. BUFF - File
 (NOTE - ADDITIONAL DISTRIBUTION AS PER INSTRUCTIONS ON REAR)

EXHIBIT "D"

Comments

Mr. Russell Ancrum
Supervisor
Gun Hill Resident Patrol
711 Magenta Street, #12B
Bronx, New York, 10467

April 15, 1997

Mayor Rudolph Giuliani
City Hall
New York, New York 10007

Dear Mr. Mayor:

I am Resident Patrol Supervisor at Gun Hill Houses located in the North Bronx. I am writing to let you know what a great job the Residents at Gun Hill think your officers are doing.

Police Officer Webster and Police Officer Morales have demonstrated to us that they are concerned about the quality of life in our community. They are always courteous and ready to respond to any situation.

Just as we speak out when we think there is a problem in our community with the police officers, we are writing to give Police Officer Webster and Police Officer Morales the praise that they so richly deserve.

- PRECINCT/COMMAND BULLETIN BOARD
- PRECINCT/COMMAND PERSONNEL FOLDER

[Note: Original Documents Have Been
Placed in Personnel Folder at
Performance Evaluation Section]



Thank you for your attention.

Sincerely

Russell Ancrum

Russell Ancrum
Resident Patrol Supervisor

cc: Mr. Howard Safir
Police Commissioner
NYC. Police Department
1 Police Plaza
New York, New York 10038

Howard Safir

Candice Holtz, Sr

Ruth Ward

Erulyn D. King Pagan

John J. Moran

Mae Rolfe

Dorothy Powell

Ciesie Johnson

Ruth Chapman



Exhibit “E”

SHAHLA GOROVOY, PH.D.
41-B Dolson Ave.
Middletown, NY 10940
Telephone: 845-325-6202

Psychiatric Report

Date: 8/24/2022

Re: **Thomas Webster**

Reason for Referral

Mr. Webster is a 56-year-old male who has been convicted of assaulting a police officer and related charges January 6, 2022. He was arrested on 2/22/2021 after turning himself to federal authorities and served about five months in jail. He is currently on house arrest awaiting to be sentenced in September by Honorable Judge Amit Mehta. The purpose of this evaluation is to provide a presentencing report.

Evaluation Procedures

1. Ongoing clinical interviews with Mr. Webster,
2. Interview of his wife of 23 years Michelle Webster,
3. Periodic contacts with the Pre-Trial officer Abbott
4. Review of character letters,
5. Review of the related news,
6. The HCR-20-v3 Risk Assessment Scheme, which provides clinicians with 10 Historical scales, 5 Clinical scales, and 5, Risk Management scales to assess future risk factors and recommend treatment.

Relevant Personal History

Mr. Webster is the third of four children born to his parents' matrimonial union in Brooklyn NY. He was raised by both parents until the age of 14 when his mother left due to family dysfunction exacerbated by both parents' drinking and other stresses. Although Mr. Webster was reluctant to call the family dynamics as "abusive", he reported that "life was pretty hard and unusual even for those days. There were long periods of times that we didn't have electricity and we were eating unusual food" without elaborating.

Mr. Webster's father- John- was born in Brooklyn and according to Mr. Webster, "he had it really bad; ten times worse than what I did". He worked long hours as an exterminator and "couldn't spend time with us". He had serious issues with alcoholism which affected his mood and behavior.

Mr. Webster married his wife Michelle in July of 1999 and they have three children- two girls and one boy- ages 21 to 16. His older daughter in the Marine Corps and is currently deployed overseas. His second daughter is attending college and his youngest son is in school. His wife works in sales and is currently transferred to Mississippi.

Educational and Employment History

Mr. Webster graduated high school in 1984 and earned some college credits toward an associate degree in liberal arts. He has solid history of gainful employment that started at the age of 14 "everything from paper route to cleaning restaurants". He enlisted in Marines Corp and was honorably discharged after four years. He joined NYPD in 1991 and was retired in 2011. After retirement, he started his landscaping and snow removal business.

Mental Health and Substance Abuse Histories

Mr. Webster had no prior interactions with a mental health professional and sought therapy from me to deal with the stresses subsequent to his current legal situation. I initially diagnosed him with Acute Stress Disorder as he presented with anxiety, insomnia, fear, and the like. Mr. Webster reported that during his incarceration "being locked up for 23 hours was very stressful" and added "when I was locked down for Covid, I lost track of time and had only 15 minutes a day to shower. I made a sundial to keep track of time".

Although Mr. Webster was reluctant to report history of trauma, during the course of treatment, it became clear to me that he was exposed to traumatic events in his childhood and while working in New York City as a police officer. He particularly remembered two incidents that involved a mother throwing her children from a 15-story building and another incident that involved violent struggle with an armed robber and "tried to get my gun". He was injured and

taken to the hospital subsequent to the struggle.

Mr. Webster was able to connect the January 6 event to the incident he experienced during the struggle with the robber “trying to show the officer my hands so he knows I am not armed, or I won’t go for his gun; because I know as a police officer, your first fear is that the person may go for your gun”.

Summary of Findings and Conclusion

Mr. Webster is a 56-year-old male who was referred for an evaluation in connection with the charge of assaulting a police officer during January 6th insurrection. The findings of this assessment established history of PTSD stemming from childhood experiences and serving as a police officer in New York City for 20 years.


Mr. Webster was reluctant to discuss his childhood history feeling “guilty about throwing my parents under the bus” and did not see any connections between his childhood history of his life as an adult stating, “back in the days, corporal punishment or having alcoholic parents were not uncommon”; but he could clearly make connection between his reaction to witnessing the chaos on January 6th to his experiences during struggle with the armed robber in Bronx stating, “at that moment, I had flashbacks of the struggle we had on the staircase”.

I have known and worked with Mr. Webster since October of 2021 when he was referred to me by his attorney due to extreme reactionary symptoms including insomnia, hypervigilance, nightmares, flashbacks, anxiety, and intrusive memories. He presented as a reliable historian and his accounts of the incident during the insurrection events remained unchanged and were corroborated by the videos of the events I viewed.

From the beginning of our work together, Mr. Webster showed a great deal of mixed emotions that ranged from fear to grief, loss, regret, and remorse. He perseverated about how he wished he “had stayed home that day”. He showed appreciation for the severity of the charges stating, “I understand violence is not acceptable and I wish I had known things I have learned in therapy to deal with my emotions and not be in the place I am right now”.

Based on the findings of this assessment, review of the videos and reliable accounts of Mr. Webster, I believe at the time of the incident, he reacted to what is known as fight or flight response which occurs when the individual relies on the primitive brain automatic direction to survive the real or perceived danger. Research has established that fight or flight response is the result of release of adrenaline and cortisol into body to mobilize the muscles “to fight or flight” which is a universal response and is common even among trained people including law enforcement officers when they face a dangerous situation. I hope the Court considers his history of trauma, regret and remorse, and other extenuating circumstances when sentencing him.

Should you have any questions, please do not hesitate to contact me.

 Ph.D.

Shahla Gorovoy, PH.D.
Licensed Psychologist

Exhibit “F”

CHARACTER LETTERS

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1. Mary Maura Koennecke – Neighbor (pg. 2)
2. Ralph A. Ferrara – Friend (pg. 3)
3. Rev. George Hafemann – Pastor (pg. 4)
4. Stacey Bogert – Friend (pg. 5-6)
5. Frank Saliano – Co-Worker NYPD (pg. 7)
6. Andrew Brigida – Co-Worker NYPD (pg. 8)
7. Brendan T. Faulkner – Friend (pg. 9)
8. Salvatore Imburgia – Co-Worker NYPD (pg. 10)
9. Mary R. White – Friend (pg. 11)
10. Elizabeth Fini-Elser – Friend (pg. 12-13)
11. John M. Reilly – Co-Worker NYPD (pg. 14)
12. Melissa Gallo – Friend (pg. 15-16)
13. Michelle Webster – Wife (pg. 17-18)
14. Yvonne Webster – Mother (pg. 19-20)
15. John W. Fleischman – Friend (pg. 21-22)
16. Doreen Delorenzo – Sister (pg. 23-24)
17. Charles Straub – Co-Worker NYPD (pg. 25)

Mary Maura Koennecke

8 Twin Spring Lane
Florida NY 10921
845-651-4638

March 17, 2021

District Judge Amit P Mehta
U.S. District Court
for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster

Dear Judge Mehta,

My name is Mary Maura Koennecke and have been a Registered Nurse for 40 years. I have worked in a variety of work settings - serving diverse populations from all socio-economic- cultural backgrounds. I have been married for 34 years to Scott Koennecke - a FDNY firefighter who retired after 20 years of service and was a 911 rescuer. We are parents of 3 adult children who work in the service sector of the health field. We have lived in the same house for 26 years where we raised our children and served our community.

We have know Thomas Webster for nearly 10 years when his family became our next door neighbors. What we have observed is a hard-working, devoted family man and a person of strong faith, integrity and moral values. He is a very involved parent - whether it is teaching his kids to parallel park or taking them to their motor cross events. His love for his wife Michelle is evident in the respect, support and commitment he shows for their marriage - demonstrated by being a stay at home dad while she works and travels for her job and taking weekends away as a couple when time allows. He is a critical part of the family structure in the Webster household. He has shown kindness and caring as a friend and neighbor of good character whether he volunteers to plow our long driveway in heavy snows or helping to jump start a dead battery.

The behavior Thomas is charged with is out of character of the individual we have known. It is not the same loving husband, father, and good neighbor we have observed over these many years. It is directly the opposite of someone who we believe respects and supports law enforcement. We admire and respect his service to his country in the Marine Corps and then as a NYPD police officer. We do not believe Thomas Webster poses any flight threat or danger to his community if released back to his family. Hopefully, we can unite as a nation and find a path forward toward forgiveness and reconciliation to bring peace to this nation and stop the division we are experiencing.

Sincerely yours,

Ralph A. Ferrara
Residential Appraiser
279 Lake Osiris Rd
Walden, NY 12586
845-527-2093

03/18/2021

To; The Honorable Amit P. Mehta
United States District Court for District of Columbia
333 Constitution Ave N.W.
Washington, DC, 20001

Re; Docket # 1:21-MJ-0024 "US V. Thomas Webster"

Dear Honorable Judge Mehta,

I am a residential real estate appraiser in the Hudson Valley area of New York State. I have been asked to provide a letter attesting to the character of Mr. Thomas Webster. I graduated from Suffern High School, in Rockland County New York, with Mr. Webster in 1984. Following high school we lost touch for a few years. In the early 2000's we re-connected by chance at a local motorcycle racing track in Plattekill, NY. From that time until the present, my family and children and his family and children have spent a significant amount of time together at different functions (motorcycle racing tracks where our children participate, snowmobiling in southern Vermont, and generally getting together for dinner, bbq's, etc). I currently reside approximately 20 miles north east from Tom and his family. He lives in Florida, New York. I reside just outside the village of Walden, in Montgomery, New York.

Tom had served in the Marines during "Desert Storm" after high school. He returned to serve 20 years on the NYPD. It was during this time when our paths crossed again and we began spending a fair amount of time together. I have come to have the utmost respect for Tom. He is a patriot, a great father, and a good man, as well as being a good friend. He is a law abiding, devout family man who loves his wife and children. He has taught his children well with his oldest Daughter, Samantha, currently attending The United States Marines boot camp, following in her father's footsteps. He has raised the most respectful and well mannered children I have seen, which I believe is a testament to his character and personality. He has in fact at times tried to be a mentor to my older son. Tom is very "ethic" centered in everything in his life, be it work, family, or religion. He has been a person whom his community, and our great country, has relied upon for our safety. I do not believe Tom to be a threat in any way, shape or form to his community. To the contrary, I believe Tom to be an invaluable asset to his neighborhood/community, and, based on his service, to the country.

Sincerely,



Ralph A. Ferrara

The Church of St. John the Evangelist

GOSHEN, N. Y. 10924

OFFICE: 71 MURRAY AVENUE

TELEPHONE: 294-5328

March 19, 2021

The Honorable Amit P. Mehta
U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster

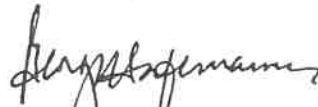
Dear Judge Mehta:

I have been a Catholic priest for nearly twenty-two years. I have served as a pastor for the last fourteen years, first in the City of Port Jervis, NY, and the last six in the Town and Village of Goshen, NY.

I have known Thomas Webster since my appointment here in February 2015. Mr. Webster and his family have been active parishioners; his children were altar servers; his older daughter is a graduate, and his younger daughter a junior, at the local Catholic high school, where I serve as a chaplain; and I have come to know Mr. Webster and his family socially as well as on a ministerial-professional level.

I have only known and seen Mr. Webster to be a loving and devoted husband and father. Were he to be released from confinement, I do not believe Mr. Webster would pose any danger to himself, his family, or the community at large.

Sincerely,



Rev. George Hafemann
Pastor

6/15/2021

IMG-4580.jpg

Stacey Bogert

43 Moore Avenue
Morristown, NJ 07950
(201) 376-9719
stacey2131@gmail.com

March 22, 2021

District Judge Amit R. Mehta

United States District Court for District of Columbia
333 Constitution Avenue NW
Washington, D.C. 20001

Re: United States of America vs. Thomas Webster
Doct. # 21-MJ-002aa

Dear Judge Mehta:

My name is Stacey Swensen Bogert. I am a high school counselor who has been employed by the West New York, NJ school district for the past 28 years. In fact, I have known Thomas Webster almost as long as I have been an educator. Throughout the years, consistently, I have witnessed Tom to be a gentle, kind-hearted individual, who is thoughtful of those around him.

Tom and I met when he began dating my good friend, Michelle. I was immediately struck by his respectfulness, his sincerity and his loyalty. As he and Michelle became more involved, I felt absolutely confident she was growing closer to a man she could trust. When Michelle and Tom married, I remember feeling honored to be part of their wedding party. I have an especially fond memory of Tom learning to ballroom dance, stepping out of his comfort zone to please his new bride.

When Tom and Michelle became parents, it was obvious they embraced the joys of parenthood. I observed the compassion of Tom, watching him encourage his daughter, Samantha's love of motocross racing, his daughter, Valerie's fondness for fashion and his son, Luke's aptitude for programming. Never was there a presumption or imposition laid upon his children. Each child was given the space and guidance necessary to lead the life she/he chose. That is, Tom is not a yeller, he spoke to his children, not barked at them. Additionally, at family gatherings, Tom has always been very helpful. He shares in the hosting responsibilities, eager to greet and assist guests with a smile on his face and benevolence in his heart.

Furthermore, I have known Tom throughout his employment as an NYPD Officer, working with inner city boroughs, at a highly-secured gun range and for Mayor Bloomberg at Gracie Mansion. Within those decades, throughout EVERY situation, Tom chose diplomacy over violence, reason

6/15/2021

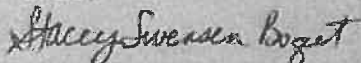
IMG-4583.jpg

never argument. kindness over intolerance. I remember Tom talking me a neighbor family in the city who was struggling with domestic violence. Tom and his partner went to the home and calmly defused the situation. Within the communities he served, as an NYPD Officer Tom has always been respected and appreciated for his reliability and composed attitude.

When I reflect about my time spent with Thomas Webster, I have in NO WAY EVER felt unsafe, threatened, agitated, nervous, anxious or at-risk in his presence if anything, I have felt welcomed in his home, at ease during our vacations together, and blessed through his show of faith and spirituality. Overall, I am humbled by the conscientious nature, respect for others, devotion to friends and love of family which Thomas Webster embodies. On a personal note, Tom and I never saw eye-to-eye politically. Not once did he ever make me feel unheard, unjust, unheard, misinformed or the like. He respected my point of view and for that I have always been grateful.

For those who know Tom as I do, they will attest that he is a compassionate, helpful and gracious gentleman. My hope is that the genuine, considerate character of Thomas Webster will be honored.

Sincerely,



Stacey Swenson Bogert

14 Karl Court
Congers, New York 10920
March 23, 2021

To the Honorable Judge Amit P. Mehta
U.S. District Court for D.C.
333 Constitution Avenue., N.W.
Washington, D.C. 20001
USA vs Thomas Webster
Doc #1; 21 - MJ - 00244

Dear Honorable Judge Amit P. Mehta,

I am writing on behalf of Mr. Thomas Webster. Mr. Webster and myself have been close friends and co-workers for over 30 years. In this time, he has proven to be a loyal and dedicated member of the U.S. Marine Corps., and the New York City Police Department where I worked closely with him. I have witnessed his dedication to his wife and children whom he has raised to be upstanding citizens in their community. His oldest daughter, Samantha, is following in his footsteps as a Private First Class in the United States Marine Corps. in Paris Island, South Carolina. His other children, Luke and Valerie, are both straight A students in high school.

I was troubled and surprised to hear of the events that occurred on January 6th between Mr. Webster and a fellow police officer from Washington, District of Columbia. Mr. Webster's reaction to the officer, which lasted approximately one minute, does not depict the years of respect that he has shown for the members of any police department. He has always had the upmost respect for all of his brother officers, as well as his fellow members of the Armed forces.

I know Mr. Webster to be dependable, responsible, honest, and courteous; a man with a heart of gold. I have witnessed his compassion and generosity for people in need, including strangers in his community. For example, during the time he owned a landscaping business, he offered to cut a widow's lawn at a great discount due to the fact that she was on a fixed income. He also gave discounts to any and all veterans. He even helped me out when I sustained an injury and volunteered to mow my lawn at no charge for the duration of my injury which lasted several months.

I understand the seriousness of this matter. However, I hope the court will take all of his dedicated service to his country as well as his dedication to his community, family and friends into consideration with regard to this unfortunate incident. I still believe Mr. Webster to be an honorable individual, a valued member of his community and a good human being.

Sincerely,



Frank Stalano

Retired NYPD Lieutenant

6/15/2021

image0.jpeg

March 24, 2021

Hon. Amit P. Mehta
United States District Court
District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster
Docket No. 1:21-MJ-00244


Dear Honorable Sir:

My name is Andrew Bugda and I am writing this letter to you on behalf of Thomas Webster. Mr. Webster and I have known each other for 30 years. We began working together in April 1991 when Mr. Webster was assigned to PSA 8 Housing Bureau of the NYPD as a new recruit from the Police Academy. I was the training supervisor and trained 10 new police officers and Mr. Webster was one of them. I was later assigned to the role of patrol supervisor, and again trained Mr. Webster as part of my duties. During my time as a patrol supervisor, Mr. Webster was my chauffeur on many occasions. Our work together continued as we were assigned to Community Affairs in June 1993, and later assigned to Street Crime in June 1995. In the Street Crime unit, I supervised Mr. Webster, along with 5 other police officers. Our work in the Street Crime unit involved "plain clothes" assignments among other things. Mr. Webster excelled in each of the units he was assigned to.

As his supervisor, I was responsible for completing his evaluations during his time in the Housing Bureau, Community Affairs, and Street Crime. Throughout our time working together, I knew Mr. Webster to be an honest, hard-working police officer. He was a four-year veteran of the United States Marine Corps, a fact I very much admired about him. His military training contributed to his success in the NYPD. I took great pride in training the new officers and Mr. Webster was one of the very best. In fact, I later gave Mr. Webster a recommendation to be assigned to the Firearms Training section, where he was eventually assigned. I took my duties as a supervisor very seriously, and would not give a recommendation for such an important role if I did not feel Mr. Webster was fit for the job.

In light of all of the above, I was shocked to learn about the pending case against Mr. Webster for the events that occurred on January 8, 2021, mainly because Mr. Webster was a respected police officer himself, and held fellow police officers in the highest regard. As a retired police officer myself, I understand the gravity of the situation. However, I fully believe this incident does not represent who Mr. Webster is, as demonstrated by his years of military service and service to his community as an NYPD officer. It is my hope that this Court will take these factors into consideration when determining whether Mr. Webster is eligible for bail. Mr. Webster has strong community ties and is a dedicated father and husband. As such, it is my belief that Mr. Webster would not pose any threat whatsoever if released.

Thank you for your time and consideration.

Sincerely,

Andrew Bugda
Retired NYPD Sergeant
3332 Nutley Circle
Yorktown Heights, New York 10598

UNITED STATES OF AMERICA
V
THOAMS WEBSTER

March 24, 2021
District Amit P. Mehta
U.S. District Court, District of Columbia
333 Constitution Avenue N.W.
Washington D.C. 20001

Dear District Amit P. Mehta,

Good afternoon, my name is Brendan Faulkner I was born and raised in Warwick NY, I'm currently serving Active duty in the United States Marine Corps stationed in Camp Pendleton California. I lived not too far from where the Webster family was living. I went to the same high school as his eldest daughter Samantha and we started dating towards the end of our sophomore year. I was immediately introduced to her family and I finally got to meet Mr. Webster and in roughly four years of being around the family from coming after school every day to living in the house for weeks at a time. He has helped me through life and has taught me many things and has helped me develop as a person both physically and spiritually by keeping me on the right path and pushing for me to do my best. Mr. Webster has paved the path for my future and others. Mr. Webster has always treated everyone with respect and is a good man and cares for the wellbeing of others and his family.

I personally believe that Mr. Webster should be released for bail because he is not a danger to society. He has run a landscaping business and during the winter season I've seen him help clear the roads and help others in rough situations in the area and support local communities he also has a family to raise and to help with his wife with transportation for his kids to school and back. I know Mr. Webster and I can personally say that he is not a danger to others or to the community and should be released on bail. Mr. Webster is an honest and genuine man who has served this country in both the military and police force and is raising his kids to do the same. Mr. Webster is a loving father, a great friend and a fellow marine and even in his current situation he continues to help and support others.

Thank you for your time.

Sincerely Brendan T. Faulkner



Semper Fidelis

CAMP PENDELTON CA, 1 (845) 461- 1367, BRENDAN.FAULKNER@USMC.MIL

March 25, 2021

Honorable Judge Amit P. Mehta
U.S. District Court for D.C.
333 Constitution Avenue, N.W.
Washington, D.C. 20001
USA vs. Thomas Webster
Doc #1:21-MJ-00244


Dear Honorable Judge Amit P. Mehta,

My name is Salvatore Imburgia and I am writing this letter to you on behalf of Thomas Webster. I have known Mr. Webster for nearly thirty years. We began working together in the summer of 1994 in the New York City Police Department. Upon graduating the police academy, Mr. Webster was assigned as my Field Training Officer. Officers assigned this role had to fulfill an extensive list of requirements including possessing good character and the highest integrity. It's a task that is only rewarded to officers that have gained the trust of their peers and bosses as an excellent police officer. Mr. Webster was nothing short of this. Mr. Webster quickly became a great friend and mentor. The first thing he taught me was to always treat everyone in the community with dignity and respect. He was very proud of his marine background as he was also extremely proud to be a police officer. We remained close friends after field training and eventually worked together again in Street Crime, a "Plain Clothes" Unit.

I have witnessed Mr. Webster as not only a remarkable officer, but also one that excelled in any assignment he was given. As a police officer, you are placed under many high stress scenarios. Never once did I see Mr. Webster waiver his patience or temper with not only the community, but also fellow police officers. He was an exemplary role model not only in teaching us to maintain our composure but his skills also translated over to proper tactics and listening abilities. Not only was he a successful police officer, he also is a devoted and loving husband and father. He raised his children to be successful, respectful and hardworking adults so much so that one of his children joined the Marine Corp following in his footsteps.

When I heard of the situation that occurred on January 6, 2021, I had a hard time believing that it was the same person that I worked with. I was shocked because, while understanding the gravity of the situation, I know Mr. Webster to hold fellow police officers to the highest regard. I wholeheartedly do not believe this incident represents Mr. Webster's true character. I hope the court can take into consideration his lifetime dedication to this country, his community and his family. Mr. Webster is a good man, a valued member in the community and would not pose as a threat if released on bail. Thank you for your time and consideration.

Sincerely,


Salvatore Imburgia
Retired NYPD Police Officer
11 Bradhurst Road
Carmel, NY 10512

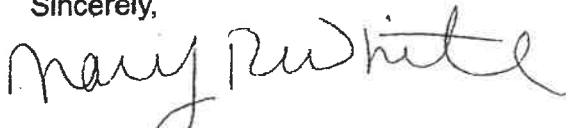
District Judge Amit P. Mehta
U.S District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001
Re: United States of America vs. Thomas Webster

3/20/2021

To Whom it may concern:

My name is Mary White, a married mother of two adult children and I'm a professional hairstylist. I have known Thomas Webster for 36 years. We both grew up in the same neighborhood in Suffern, NY and graduated from the same High School. We coincidentally started our families in the same neighborhood in Monroe, NY and were friends and members of the Round Lake Park association. Tom is the perfect example of a family man, a loving husband and father to his wife and three children. He was a very helpful, friendly neighbor, and we enjoyed getting together with him and his wife for barbeques and neighborhood gatherings at the lake. I even babysat his children when they were small, while his wife Michelle was at work and he would have to leave in the afternoon for his shift as a NYC police officer. I have never seen Tom display aggressive behavior towards anyone, and I do not see him as a threat or danger to the community if granted release on bail. He has always been a productive and upright citizen and I hope that he can be released to his family.

Sincerely,

A handwritten signature in cursive script that reads "Mary R. White". The signature is written in black ink and is positioned above the typed name.

Mary R. White

6/17/2021

Scan.jpeg

Elizabeth Fini-Elser
2-Seeley Bull St.
Monroe, NY 10950
fini-elser@hotmail.com
845-527-5392

March 28, 2021

Judge Amit P. Mehta
U.S. District Court for the District of Columbia
333 Constitution Ave.
N.W. Washington, D.C. 20001

Re: United States of America v. Thomas Webster

Dear Judge Amit P. Metha,

Hello, my name is Elizabeth Fini-Elser. I am a small business owner of an aesthetic boutique located in Monroe, NY. I have been in the beauty/service industry throughout my entire career. I also reside in Monroe, NY and have been living in the area my whole life (47 years). My parents are immigrants from Italy. I was raised with conservative old fashioned values. Family and respect for the community and the law has been instilled in my upbringing.

I met Thomas's wife Michelle Webster at a salon I was working in November 2013. When we met we hit it off right away. She is an absolutely lovely woman. We spoke about her husband Thomas and how he served our country as a Marine and how he also served as an NYPD officer. Our discussion revealed how we share so many of the same family values and respect for our country and community.

As time passed with providing several beauty services for Michelle we became friends and I met Thomas Webster and their family. As I got to know Thomas I could see what an amazing man he truly is. The love for his family and country and law enforcement was always clear. He even advised me the proper etiquette and protocols if I were ever to get pulled over by a police officer. I am thankful he explained how the best way to handle a situation such as this because a Police officer approaching a vehicle may be apprehensive. I have known Thomas since February 2014. Thomas Webster's character and demeanor has always been friendly good natured and he is always easy

6/17/2021

Scan 1.jpeg

to talk to in fact I consider Thomas like a brother to me. I do not feel that Thomas Webster is a threat to society. I in fact would feel safer in society knowing Thomas is there.

Sincerely yours,

Elizabeth Fini-Elser

A handwritten signature in cursive script, appearing to read "Elizabeth Fini-Elser". The signature is written in black ink on a white background.

John M. Reilly
143 Garth Road
Scarsdale, NY 10583
914-207-3276

April 7, 2021

Honorable Amit Mehta
United States District Court
District of Columbia
333 Constitution Avenue NW
Washington, DC 20001

RE: United States of America vs. Thomas Webster
Docket No. 1.21-MJ-0044

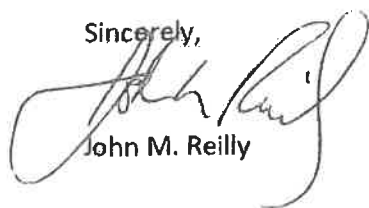
Dear Justice,

My name is John M. Reilly and I am writing to you on behalf of Thomas Webster who was arrested in connection with the events of January 6, 2021 in Washington DC. I am a retired New York City Police Captain and Thomas Webster worked in my Command PSA8 North of the Housing Bureau of the NYPD.

My experiences with Thomas Webster were always positive. He was a level-headed, competent and dependable Police Officer. He was well-liked by his fellow officers and supervisors. The last time I had any contact with Thomas Webster was the days of 9/11/01 when we were both part of the NYPD response to the terrorist attack on the World Trade Center.

Although I am appalled and disgusted with the allegations against Thomas Webster regarding his conduct in Washington DC on January 6, 2021. I do not feel that Thomas Webster is a danger to the community. In fact, he has a history of honorable service in the USMC and in the NYPD. I was shocked to learn from former colleagues that Thomas Webster is being subject to Pre-trial detention in Virginia hundreds of miles from home. A principal of our legal system is innocent till proven guilty. I believe, based on Thomas Webster's personal history of service to country and community, he is entitled to be released on bail or even ROR to be with his family in New York to prepare for his trial. I think Thomas may have been duped by the former President's despicable lies and he is deserving of mercy. Thank you for taking the time to read this letter.

Sincerely,



John M. Reilly

Melissa Gallo
12 Florican Lane
Goshen New York 10924

April 8, 2021

District Judge Amit P. Mehta
U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster

Dear Judge Mehta,

My name is Melissa Gallo. I have been a resident of Orange County for 16 years. I have been married to Brian Gallo since 2004, and have two children in the Goshen Central School District, Michael 15 and Kylie 13. I have worked as an account executive with Lamar Advertising, an Out of Home Advertising Company based in Baton Rouge, Louisiana, since 2014. I have served my community as a Councilwoman for the Town of Goshen from 2016-2020, appointed to chair the Affordable Housing committee within our Town. I was also a member of Goshen Joint Parks and Recreation. Both Brian and I have deeply rooted ties to Goshen, as we have both volunteered for several local other organizations including the Goshen Soccer League, and the Goshen Fire Department. We are also current members of Temple Beth Shalom in Florida, New York.

I met Tom Webster almost ten years when our sons Michael and Luke became good friends in first grade. When my son Michael was only six years old, Tom and Michelle asked us if he could join them on their family vacation. This was his first non-family overnight trip. I did not hesitate for one second. I trusted that they would care for Michael as they would their own children. And with the exception of a slight sunburn, for which they both apologized profusely, he had an amazing time. That would be the first of many trips my son took with the Webster family. Michael always came back happy, relaying stories of great family fun, how generous and thoughtful Tom and Michelle were, etc. I knew that with Tom and Michelle, Michael was safe and well taken care of. They are an incredibly kind, trustworthy family and I do not for one second regret leaving Michael with them at any time.

Recipient Name

Page 2

As Michael and Luke's friendship continued to grow, so did the relationship my husband and I had with Tom and Michelle. We socialized often - inviting each other's families over for dinner and dining at local restaurants. We also shared family vacations, along with celebrating many life events, including birthdays, family barbeques, our son's bar mitzvah - the list goes on and on.

There came a time when my company needed a landscaper to trim brush and mow the areas around the many billboards that we have. My first thought was to recommend Tom. Not only was Tom incredibly responsible and professional, I knew that he would be a pleasure to work with. And he was. Our Manager of Operations constantly thanked me for recommending Tom - he was so happy to have him as part of the team. Tom also handled the snow removal on the sidewalks in front of several billboards. He was always so concerned about getting there to treat the surfaces so that no one would slip on the ice and get hurt. That's who Tom Webster is.

So you can imagine how utterly shocked we all were to hear that Tom had been arrested for the alleged crime for which has been charged. Then to find out that he was being detained without the chance of bail shocked us even further. I immediately called Michelle to see what we could do to help. Tom is a good man who should never have been considered a risk to the community whatsoever. Speaking as a former councilwoman and representative of our community, I would never recommend Tom's release if I felt he posed any sort of danger to anyone.

If you wish to further discuss anything related to Tom's release, or have any other questions, please do not hesitate to reach out to me anytime (845) 258-0957.

Sincerely,

Melissa Gallo

Melissa Gallo

Michelle Webster

10 Twin Spring Lane
Florida, NY 10921

April 11, 2021

District Judge Amit P. Mehta

U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster

Dear Honorable Judge:

I have been happily married to Thomas Webster for 21 years, and we have been blessed with three children, Samantha (19), Valerie (16), and Luke (14).

When I met Tom in 1996, I was 25 years old, focused on my job, and had been attending evening classes, working toward an M.B.A. Tom, at 30 years old, was a member of the NYPD's elite undercover Street Crime unit, working nights to remove illegal guns from the streets, putting himself in dangerous and often volatile situations. The two of us could not have been any more different.

I look back to that time and remember asking myself why Tom would ever want to do this job? When he told me he had been a Marine, I understood perfectly. Are people born with this instinct to serve and protect others? As his wife, I know Tom has always felt it was his duty to help others.

God, family and country is the motto he lives by, every day, in that order. We have raised our children in the Catholic faith, attending weekly mass, teaching them the importance of prayer, good morals, and altruistic values. As a father, Tom's actions with our children represent the perfect balance of love, guidance, patience, discipline, and pride. It is no wonder our oldest daughter herself is a Marine, and our other two children are well adjusted straight A high school students. As a husband, Tom is attentive and selfless. He has always made me feel safe and loved, supported me in my career, and made sure we had a happy and fulfilling life together. I had no doubt that he would ever do anything to put his family in harm's way.

Recently, Tom became increasingly concerned about the negative political climate in our great country. In particular, Tom strongly felt the 2020 election results were fraudulent, and he was worried his country would never see a fair

election again. He felt he had a duty as an American, to uphold our Constitution, and he decided it was important to him that he be in Washington D.C. on January 6th. He carried the Marine Corps flag especially in support of our daughter.

Honorable Judge, as you decide whether Tom will receive bail bond, I am respectfully asking you to view this unfortunate incident through the lense of a dedicated husband, father, veteran, and retired police officer. Tom was born to serve and protect. When I speak to Tom in prison each day, he is focused on our children and me, agonizing over how much our lives have changed, and how he has caused our family so much grief. The world is a safer and happier place with Tom in it. It torments me knowing my husband is behind bars for this unfortunate incident lasting seconds, after living a superlative life for 55 years.

Sincerely,

A handwritten signature in black ink, appearing to read "Michelle Webster", with a long horizontal flourish extending to the right.

Michelle Webster

Yvonne Webster

37B Ramapo Avenue
Suffern, NY 10901

25 April, 2021

District Judge Amit P. Mehta

U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States v. Thomas Webster

Dear Honorable Judge:

My name is Yvonne Webster. I am the mother of Thomas Webster. I am writing this letter in regards to my son's character.

As a child growing up he was always considered the little old man in the neighborhood because no matter where I went with him he was always well-behaved and serious, so people considered him to be older than his age. Of course that continued into his adolescence by always being confident in everything he did, keeping his mind on the right path in school and outside of school. When he graduated, he continued to surround himself with young adults from good families with morals and values. My son then went on to take college courses, working with a family friend on duct work for houses and being surrounded again by hard working good people.

After the tragedy of losing his older brother, who was killed in a tragic car accident while home on leave from the U.S. Air Force, he decided to join the Marine Corps to show how good he was to his family. As a mother I asked him to wait a year to give me time to grieve and he did that for me, even though it was going to be hard to lose him to the service, he respected me enough to do that for me, and I must say his years in the Marines made him a better person.

After his graduation from the marines, he applied to the NYPD. I was concerned about my son being in an environment which would jeopardize his life. He did great in his job and he became a highly regarded police officer.

He met and married Michelle who also greatly enriched his life and continued to make him the better person as I know him to be today. They have three children who are greatly admired by me today due to the parenting skills of both Michelle and Tommy, and my grandchildren are also great human beings.

When he retired from the police force, the one thing he did was to look out for his family. Especially me. Anything that was going on financially or if I needed extensive repairs on my vehicles or my residence, he would be there for me. I knew that he would never be a danger to himself or anybody because that is not in his character. He is a person who's always strived to do the best for himself and anybody around him. Tommy has always been my rock and will always be my rock.

Yvonne Webster

Yvonne Webster

JOHN W. FLEISCHMANN
52 Old Tuxedo Rd
Monroe, N.Y. 10950
(845) 477-0121

May 5, 2021

District Judge Amit P. Mehta
U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington, D.C. 20001

Re: United States of America v. Thomas Webster

Dear Honorable District Judge Mehta:

I grew up in the Throgg's Neck housing projects in the Bronx, N.Y. My friends and neighbors were from every background, color, and religion. A saying we used was "the project had every color and type of marbles in it."

When I was 19 years old, I joined the United States Marines and proudly served our country in Vietnam from December 1968 to December 1969. I was honorably discharged. I am currently retired from the New York City Department of Education where I began as a cleaner and continued to rise to the positions of handyperson, boiler operator, Stationary Engineer, Air Conditioning Engineer, and School Custodian Engineer. I also taught adult education in custodial operations, low pressure boilers, high pressure boilers, and air conditioning/refrigeration. As a New York City School Custodian Engineer, I was directly responsible for hiring and supervising the employees in various schools. I have interacted with hundreds of adults as a teacher and boss.

I know Thomas Webster for about six years. The first time I met Tommy was in a local gym that I joined to become stronger so I could assist my wife of now 51 years because she has Multiple Sclerosis for over 33 years. During one of my workouts, Tommy came over to me and said, "Semper Fi Marine." I had a United States Marines shirt on. We started to talk, and I discovered we had two things in common. Tommy was a police officer in the Throgg's Neck projects where my wife and I grew up and he was a United States Marine. Tommy worked as a police officer after I moved out of the projects.

We became good friends. I was injured in 1969 during my tour of duty in Vietnam, and I needed to go for special nuclear tests at the VA Hospital (in the Kingsbridge section of the Bronx.) The doctor told me not to drive after the tests. I mentioned this to Tommy, and in a split second he offered to drive me. He did this after knowing me for only two weeks. We saw each other at the gym and went to lunch many times. My wife and I met

Tommy's wife Michelle and children. Tommy, Michelle, and his three children are a terrific family.

Judge Mehta I know from working with principals, teachers, school staff, security personnel, my staff, and adult students what good character and demeanor are. Thomas Webster is a man of good character and demeanor. He is a great husband and father. He would not be a threat or danger to our community if released on bail or bond. District Judge Mehta please grant bail or bond to Thomas Webster.

If you wish to talk to me or have me travel to your courtroom, please don't hesitate to call or write to me. My home number is 845-477-0121. My cell number is 845-325-0321. My address is 52 Old Tuxedo Road, Monroe, N.Y. 10950.

Thank you.

Very truly yours,

A handwritten signature in black ink that reads "John W. Fleischmann". The signature is written in a cursive style with a large, prominent "F".

John W. Fleischmann

6/15/2021

District Judge Amit P. Mehta
U.S. District Court for the District of Columbia
333 Constitution Ave. N.W.
Washington D.C. 20001

Dear Judge Amit P Mehta

Re: United States of America vs. Thomas Webster.

My name is Doreen Delorenzo, I am the sister of Thomas Webster. I'm am writing to you on behalf of my brother, I have known Thomas my whole life. I am 56 years of age, when I was 17 years of age and Thomas was 16, we lost our brother Frank at the young age of 20. He was in the United States AirForce, I will never forget that day for our lives as a family would change for ever. That tragedy was devastating, the reasonI bring that up is that I wanted to speak the truth and from my heart about my brother Tommy. Thomas was able to complete high school and join the United States Marine Corp the reason being is my brother circled himself around strong, smart people in his life that were going places and would not allow a tragedy determine his future. From there he went right into the police academy in New York City, where he retired with an exceperlary record. I have always admired and looked up to my brother for his good character and integrity. He is someone who I can always go to for good advice and better decision making. Thomas would then go on in life to find the woman who he now calls his wife Michelle, they have been married for 21 years and is the love of his life. Together they have built a beautiful life and have three amazing children, the oldest daughter has just completed boot camp and is now a Marine. The second oldest daughter has a 4.0 gpa and his youngest son Luke is an above average high honor roll student. All three children are respectful, kind and giving, traits that they have learned from their father and mother. My brother is a hands on dad who is very involved with his children from driving the kids to and from school, to taking them on trips in their RV, teaching them sports, motocross, and how to have fun in nature. My family is very much missing Thomas Webster who is a husband, father, son, and brother. My brother would not and could never pose a threat or danger to the safety of the community which he so loves. In my heart and soul with every fiber of my being I truly believe that Thomas Webster has made his

community, country, and this family feel safer and more secure in knowing that we can always rely, depend, and lean on him to feel better and to be a better human being. Thank you so much for your time and consideration in this important matter.

y

Sincerely,
Doreen Delorenzo

6/17/2021

Letter.png

District Judge Amy F. Meyer
 U.S. District Court for the District of Columbia
 233 Constitution Ave. N.W.
 Washington D.C. 20011
 Re: United States of America v. Thomas Webster

Dear Sir:

I am writing this letter in regards to the character of Thomas Webster, an individual I have known both personally and professionally for over 20 years. I met Thomas or Tommy as his friends call him while we were both members of the New York City Police Department. We were both instructors working for the police academy at the outdoor firearms range. Tommy and I got to know each other actually right after the events of 9/11 as the entire department was put on high alert. I learned of Tommy's service in the USMC and saw the pride and strength he talked about when describing his experiences. His entry into the service seemed to be a natural progression based on how he spoke about his family and his childhood.

Both Tommy and I worked as instructors teaching both recruits and in-service members on the department's firearm protocols. Tommy was a very competent instructor who showed a great deal of understanding and patience when dealing with individuals. He had a very confident and understanding demeanor that was obvious when he dealt with his students. Tommy is a bright and articulate individual and had a patience that put people at ease. There are very many other individuals besides myself who worked with Tommy and I am confident they would say the same thing: Tommy was and is an individual who can be counted on in any situation.

On a personal level I have seen Tommy raise three children that are developing into wonderful young adults. He has also worked side by side with his wife Michelle, to create a beautiful and stable home in which love of God, family, and country is of the utmost importance. Tommy has managed to serve his nation, the citizens of New York state, and also create a successful business by himself post retirement.

In closing, my friendship with Tommy has shown me to be someone who loves and cherishes his country and I believe, if asked, he would wear his uniform again in the service to his land. I also know Tommy to be generous beyond a doubt with both his time and his resources. Tommy is a dependable, thoughtful friend who would not hesitate to help out someone in need. And as stated above, he has worked tirelessly, to create a warm, stable environment for his family.

Thank you for your consideration.

Charles Strout

