

## NOTICE

The information and statements on the following pages may not be factual or accurate. Many statements are interpretations and judgments of investigators. Also, witness statements may be based on rumors and hearsay. As a matter of policy, the Freeh investigative team did not use recording devices during interviews and instead relied on handwritten notes. In other cases, Freeh's interview summaries were later challenged (and proved) as inaccurate by the interview subjects.

11/27/11 Call with LJF

1. OK to start 1/1/12
2. KM to take leadership role and focus on monitoring
3. Coordinate with Tim Flynn; Omar McNeill (Mcneill@freehgroup.com) and Patti Bescript (bescript@freehgroup.com)
4. Key writing in March/April
5. Be available through 6/1/12
6. Interviews began 11/21/11
7. Two part investigation - 1975 - present re: University Actions, Remediation and Recommendations - Will turn over to BOT/LE?

12/14/11 Call with Mather

1. KM look at policy revisions dealing w/minors - Policy 39AD needs strengthening & Policy HR 96 re backgrounds, athletic dept. Personnel - send recs to Mather
2. LJF needs someone on ground to direct investigative effort
3. Need immediate recs - low hanging fruit by end of year

12/15/11 Call w/McNeil

1. Want KM to be co-leader invest. Team
2. Need protocol for report development
3. Team Meetings: am & pm
4. Team Leader meeting - 2x/week w/out LJF
5. Interviews: From interviewers notes - Not recorded or in statement form - all considered work product; attys ok if not disruptive

6. Structure - LIF - Lead

Deputy Lead - Omar

Compliance & Ethics - Mather

Investigative Co-leads, Paw/Flynn (KM)

- Lead invest. Activity, build strategy, lead investigators, KM not have to do interviews

7. Target date 9/11

8. Work to date: Established relationships with NCAA, Big 10, Dept. Ed, Police Departments; becoming operational, up to speed on PSU, prepare timelines & invest. Plan

12/20/11 Call w/LJF & Team Leaders

1. LJF: Negotiations ongoing with Gen. Counsel; haven't received anything yet (a list was provided) and letter sent 12/12/11; GC not sure who LFJ represents, LFJ "stands in shoes of PSU"; GC wants priority list (provided 12/19); w/have call 12/20 w/outside counsel 12/20 re: docs; will include Spanier in requested info; litigation hold requires documents to be retained
2. LJF conf. With Tomalis & Frazier 12/19, advised of impasse/delay, they talked to Chair of Board and w/get what's needed, GC told again and Team going to GC office 12/20 with boxes to obtain info, if not rec'd LJF w/recontact BOT; LJF provided feedback, id'd team, timeline by 9/1/12; budget 500 - 1K/month - PSU can use materials for other issues
3. LJF appears before full board 1/19 or 1/20; Faculty council 1/10/12
4. Interim recommendations to BOT: centralize HR processes;
5. GP: Issues re: cases of allegations of wrongdoing v. Findings of wrongdoing - point of Clery Act reporting; requests to GC were separated, only 6-7 depts have access to materials; asking for the servers
6. OM: Outside counsel notes grj material - on discs
7. OM: Have received all Dept Ed material ???
8. CIREA protects info 1998 document? Per LFJ 1 generic hold should be sufficient
9. Attorney general can cite contempt if materials not received
10. Looking for materials GC used in prep for grj - send that request separate per Mather
11. IT issues: seized computers in 11/11 + data - PA AG after same documents -
12. Hotline - little information coming in
13. Discussion re:identifying unreported acts - go back to 1969 when JS began coaching career  
Looking for sports camps, request sent for list, universe is small, also includes Second Mile sports lists but Lynn Abrahamson may not provide lists - Issue: All camps involving youth? No - all camps involving JS
14. Kekst is media relations company
15. Focus cultural issues, sports & service academies (Sullivan & Matt experts) - PSU engaged at highest levels w/sports

12/22/11 Call w/McNeil

1. KLM Role/Responsibility (Tim Flynn rotates off 1/2012)
  - a. Witnesses
  - b. Schedule - via Anne Ogden & Paula Ammerman for BOT
  - c. Report

- d. Plan & timeline
- e. Provide strategic counsel
- f. Investigate
- g. Assist Mather
- h. Establish process to input material into report

2. Lists of Potential Interviewees - Camps

Not provided as of 12/22 by GC who is now removed from process

Handbook has been provided

May be able to use the PR firm, similar to finding litigants for class action

3. Personnel File JS - Received, but very thin - part of file reflected a negotiation with a law firm re: termination of his employment - Law firm should have other files for additional info

4. 1998 investigation report has been provided

5. Records re: general abuse - want the material, has it been asked for?

6. Records re: MM & JP - access will be provided, Team working on wording

7. Records - IT: Team working with Atty general, will receive in stages

8. Document custodians - determined during interviews

9. Team assignments made

10. Omar will send list of what's done & expected - KM get from box.net

11. Focus on Practice, Procedure, Culture

12. Focus on Camps

13. Need a list of key dates, although Anne has calendar on box.net

14. Team participation 3-5 days/week at SC

15. Obtaining commercial copier & scanner

16. Doc stamps: Paw working with IT on system

17. NCAA Discussion 1/10/12, Mike Bachman, Matt Dolan, Amy Chisholm

1/3/12

Brief w/Omar

Priorities:

1. Getting electronic materials: Price Waterhouse tech folks, many billable hours, will send 4, Eric Matterjeck - principal, can help with forensic acctg.; helped with IT infrastructure - PWC reached out to Coro, head of IT for PSU, is working on stuff for AG - relationship with Coro needs to be mended; CORO has deadline of 1/9 to get stuff for AG; should be providing copies; PAW has been contact with Coro; Tom & Gene points of contact with TWC

2. Hard document requests w/b interface for documents Paula Ammerman will tell which department - needs spread sheet for requests & letterhead of Task force

3. Team Strategies: Omar sent KM email with team assignments, eg Rick Sethman, handles info from hotline, is also the police liaison, Paw and Tom Cloud focused on Sandusky

Jim Doölin: working on strategy, former SSRA Allentown, Primary Team on Second Mile; Omar drafting ltr re: info from Lynn Abrahamson,

JS trial date not set

Need to be more strategic in organizing interviews; Initial priority was - Football program staff; IT & GC re docs; law enforcement - now Board & administration; remainder of athletic program (for NCAA); & one-offs - key: Courtney, Triponey & if Curley (on indefinite admin leave), Schultz (is retired), Spanier is tenured professor

Tim is working on refining interview question list & Tim is adding the NCAA - Big 10 are in process of giving FG questions but haven't decided to stay out of investigation - Mayer Brown is their law firm, Big 10 doesn't do investigations, doing fact finding proceeding, Omar has standing telcal on Fridays with NCAA & Big 10

4. Staffing and Schedule Issues: Who will do what? KM to be part of that strategy, lawyers schedule for interviews; Greg PAW M-TH, Bachman W-F, Zach, Gene Sullivan M-Th; Mather, Th-FR, Omar T-FR; Anne M-TH; Patti Beswick

5. Survey of kids at camps or in football program re: Sandusky

1/3/12 Mtg w/LJF

1. Ltr sent to Courtney (former BG), need to look at law firm records re JS - back to 69. Courtney represented Second Mile - @2008

2. Priorities: Docs, interview w/football staff (JP, Bradley, Johnson - in house candd for Head coach job)

3. Key interviews: JS, GS, TC, GS & Local leaders

4. Finalize interview template

5. Establish catalog for cos w/Pepper law firm

6. Interim recommendation - draft to BOT and meet with Erickson before mtg w/faculty senate at 1:00 on 1/10

7. GP: Last official event attended by JS 10/8 at Nittany Lion Club - get records and at letterman golf tournament

8. 1998 JS retires (witness says he was fired? - who?) Per GP but was Levar Harrington's last season  
"things need to know" per JP's atty;

9. VA coach job - JS didn't get

10. JP made Curley

11. MM would not use raw language in front of SP

12. Skyboxes (3) for legislators

13. Lavar Arrington interview?

14. JS access to Juniata college

1/3/12 10:00 am Mtg

1. Mtgs at 10:00 Mondays, 8:30 am rest of week; daily brief end of day

2. 1/10/12 Faculty mtgs; 1/19/12 mtg with BOT

3. LJF Ints: WC JS, JP GS, TC, GS

4. KKM role: Report Prep & assist w/Gene?; Co-coordinate w/Tim; strategic thoughts re: investigation & compliance

5. Matt Dolan at USNA to consult

6. Tip re: WC hiding info; see email that he'd spoken w/JS

7. Fri telcals w/Omar & NCAA to avoid joint investigation; they will provide questions for FG, NCAA high level execs will decide on enforcement actions - Amy Chisholm - FG expert on NCAA compliance

8. Dave Joyner - Acting AD until end of Feb?

9. Rec to mark Garber - Gerber - take a different tact?

10. FBI involvement may ie up investigation, could organize case for government, i.e., AG

11. Handle, organize, channel data to AG?

12. GP: Piggyback on AG investigation re: docs

13. Working w/PWC

14. Lawyer for Dwayne Lloyd and Morris wanted to know about the status of doc receipt (new GC for PSU)

1/3/12 Final Brief

1. Jackie Thurman, Julie Rowe to provide NCAA tutorial

2. From interviews re: JS trying to get into coaching positions at other places, Juniata College or VA or MD learned JS had background problem

1/4/12 Final Brief

1. Ammerman unavailable 1/9-1/23
2. Jamie Winter - Fox News reporter re: PSU HR leader telling emps not to cooperate with LIF & sexual harassment allegation against Schulz by subordinate
3. AG Mtg. Sassano & Feathers, 1998 police report out of sequence and filed in Administrative rather than Criminal; Chief Harmon and Inv. Screffler only ones who knew, had weekly mtgs w/Schulz
4. Spanier's son arrested
5. Not charged: football players Corliss & Evans
6. AG intv'd Triponey re: Meridian case - Courtney told her not to turn over materials, she c'd and he gave her back with one page missing!!!
7. RS thinks TB lied in interview
8. Now @ 100 victims going back to 1977, in pool, in shower room, Second Mile kids,
9. Coach Carter coached w/JS
10. Took 200 cases of Second Mile kids?
11. Carter fired for improper email
12. Need more centralized audit function?

1/9/12 Final Brief

1. Complaints, unfounded ag Triponey
2. Box & club seats 10 year lease 550,000 (#60), profits pay for 120 million payment for rebuild in 1000, separate from president, legi, coaches, & Ad - handled by govt. Affairs
3. Big 10 cases most often sexual assaults committed by student athletes

1/10/12 Mtg w/LJF

1. Final draft report wb provided to BOT & others as well  
Recs to NCAA - faculty senate wants to see draft
2. Stolberg - the Compliance guy
3. When was last NCAA study
4. Booster Clubs - some in Nittany Lion Club, some not, funds 12-13 million scholarship

1/12/12 AM

1. Curley h/lung cancer
2. Faculty Senate unhappy w/independent investigation, will vote on 1/24 to do own

1/12/12 Final

1. 3/31/11 was date of article re: JS published, BOT asked about article & went to exec Session; GS & RB talked to BOT - Admin aware & nothing for the Board
2. No new compliance officer but installing software stem - Source of this info?
3. Per USA - 50 new cases re: JS
4. Corro talked to FOBI re Special Projects
5. Compliance people, Borcky, Heitz, Langsdale, Broadhurst (BOT)
6. Controller did not know about special 168,000 pmt to JS
7. Curley had exceptional memory

1/13/12

Cloud review JS personnel file

1. 6 adopted children, 5 girls, 1 boy - 2 adopted as 18 yo???
2. 1981 18 yo moved away, had been in family since 1976; Second mile started in 1977
3. Son Matthew - suicide attempt, older adoptee, estranged from wife, who filed papers to keep JS away from her kids - Interview??
4. What about foster children?

1/13/12 AM

1. Up to 330,000 emails
2. Scheffler refd to JS in 1000 as liking little boys
3. Don Reed (PSUPD) wasn't told about JS case in 1998, title whited out, improper labeling of report per chief Harmon
4. Unwritten policy re: PSU property crimes cases
5. Ganter made decisions re: athletes not cooperating w/law enforcement

1/16/12 Final Brief

1. Int. W/BOT chair set for tomorrow when he knew re: JS

2. BOT int w/NYT - Jp v. BOT via media
3. Rodney Hughes tb int'd
4. Point of contact for athletics - Heather Wilson
5. Hazing & wrestling team - Baylor
6. OM w/h Second Mile letter Thursday - may not get anything
7. Gartner has 3 ring binder of athletic misconduct??

#### 1/17/12 Final

1. Three coaches TB, TV & JP JR re interviewed by AG?
2. GP Timeline - 98 incident, 99 incident, 2002 incident
3. CB got subpoena in Dec 2010 for 1/2011 grand jury for JP, TC, JS, GS, JS

#### 1/18/12 Final

1. No more ints this week, LFJ to present at 1:30 pm 1/29 ato BOT
2. Friday is BOT mtg open to public
3. Secor - VP emeritus, did study on disciplinary matters, had dealings with xxx who clashed w/JP - He did not give emeritus status to JS
4. Rick: Issues - key codes for js changed - when
5. EASY incident (athlete who would not cooperate in 2004 case re: student fight)
6. UCR Stats

#### 1/20/12 PH/c w/Tim

1. New issue at BOT mtg "hiring Mcqueary" hired in 2004, incident was 2002
2. Need to find search warrant details

#### Undated

1. H/some docs re: kids who have attended PSU or Second Mile camps during last 10 years
2. Questions re old coaches & interns
3. Aim: coaches in camps



Coaches in football program

Kids who attended camps

Unpaid interns & scattered group

1/24/12 Conf Call: OM, BM, TF, KM, GP

Strategy Session:

- \* Threats to Joyner & Erickson, LJF making referral of security analysis to Karen Peetz, new Chair, BOT -
- \* LJF meet with AG - when?
- \* Interview Schedule & Sequence: LLJF - Lubert, Peetz, Surma, Garban
- \* GP: Absence of good data 2002, Mcquaid em not arr, esp Courtney
- \* Interview all BOT re: process & what they knew; especially interview the audit committee and finance committee -Baughman to get all details by 1/25, Hagan
- \* Senior Admin Interviews: Erickson (LJF), Baldwin (?) Need more emails
- \* Will have ongoing ints with Controller and risk management,
- \* Need to int. Tom Poole - chief of Staff to President
- \* Paula Ammerman, BOT - needs int.
- \* Lydia Abdullah - Director of Diversity
- \* Prof. Foley re compliance
- \* Harmon (chief)
- \* Juniata --- officials
- \* Corro - Tim Flynn asap
- \* Ken Bede
- \* Amy McCall
- \* Carr - girlfriend, MM
- \* Steve Shelow
- \* Copey Oporu - Sp Asst to Schulz
- \* Triponey - Charleston - needs emails
- \* Need better emails for searches

\* Is the key year 2001 or 2002?

\* Mcqueary

\* Mcqueary dad

\* GS

\* TC

\* GS

\* Corbett -

\* Willets - former HR - emails pending

\* Former AD - lying about knowledge

\* Bradley - loading data

\* Venterino - loading data

\* Spider

\* Dr. Da off - w. Mcqueary

Faculty Senate Mtg - trustee did not show up to brief

BOT w/engage with faculty on 3/4 - want to expand Special Char & com. With new chair or co-chair - maybe an independent investigation of governance

1. W/resend litigation hold notices as apparently not disseminated on campus
2. Need to look for additional email address, i.e., blackberry
3. Will do deeper data dive on TC
4. Interim Recs critical to BOT, continue to add so there will be some by March BOT mtg in Hershey
5. Faculty Senate voted against independent investigation of their own
6. Outreach to camps still an issue
7. Map out contact of intersection between U & minors (child care center, camps, visitors, outreach) - Sandy/MJ?
8. Recommendations re: other campuses
9. Review finances re: unrelated business income to find other child serving activities

1/26/12 AM Brief

1. Multiple porno at Ath dept on thumb drives
2. Relationship JS & MM - long term & as child

1/26/12 Telcal LIF GP, OM, BM, TF

1. Info from Atty Mustakoff, info re: estranged wife of former player Kenny Jackson who wanted coach job that McQueary got. Jay Pat told him things were in turmoil and that mcquery had to get the job bc MM saw JS in shower; Jackson told some 2nd mile people re this; mustakoff to approach Gantner about coming clean
2. Follow up on overhears of Bradley talking about JS
3. Ira Lupert - sh/h be con committee to select next GC
4. LIF wants list of interviewees, Omar will provide, LIF will review and Omar provide list to AG for review
5. Non LIF: McQueary Sr., Peetz,
6. 1 million items downloaded - expect 1 million more including CB's
7. Second mile ltr ok to send
8. LIF to go to Harrisburg re:AG
9. Need child interaction mapping
10. July 12 is BOT meeting in Scranton

1/27/12

1. Put hot docs in box
2. Locate & add climate survey
3. Similar case review at PSUPD - how many abuse cases in those years?
4. Sethman int Schreffler - does not int. JS at time of sting

Went directly to DA, instead of to his boss, where is DPW report, unusual that they brought in Lauro from H-burg bc Centre Cty connected to Second Mile, CYS wanted Terry Watson - friend of JS? Seasock did not ask kid specific questions (?); Harmon spoke w DA regarding decision not to charge, CYS tells Sch. There's no case; Harmon tells Schef. To close case, Sch. Wanted to arrest JS for something, delay in incident # non issue, described as babysitter in report; thought AG's office had a leak

In 1998 no referral procedure to HR - Interview of Linda Pierce re: incident

Concerned Harmon would not support case

Lots of internal embezzlement

More concern about ice on sidewalk

PSU did not always refer cases

Stomer - straight arrow chief; Schef. Arrested Assoc VP for theft, but Harmon changed that

Spanier program - police not called for alcohol, ras handle in dorms, Dr hit a pedestrian - check case -

Per Schef: Old Main does not need to know about cases until arrest is imminent

Schef did not hear about 2002 incident - heard from press at his house, Leak confirmed by PSP?

1/30/12

Issue re: NYT article where Courtney says he knew of investigation in 98? Run to ground?

Billing records rec'd from McQuaide-Blasko match up to meetings in '98

Issue: Same sex rape of coach & male cheerleader

Recommendation re: minutes?

Litigation holds out to university

AG asks LJF to hold off on Kenny Jackson int. Mutaskoff wants to be present during other ints of PSU Staff (what ever happened here? But, Mustakoff represents University, not the employees, Mustakoff talking to Sassano

Issue: Lanny Davis wants all counsel to work through him

Issue: JS /Center County judge approved the adoptions of JS & wife

1/31/12

How many v's went to Summer camp?

Recommendations: Felonies through DA

Priorities: McQueary, Triponey; edata Baldwin computer, board email athletic compliance , ath dept imaged docs, check alternate email addresses

Baylor Zach athletics. Gene2 tom pwc athletics 2nd mile Downes Baughman admin Sethman hotline police tom cloud Greg Sandusky Dolin Zach 2nd mile strategy sandy MJ Clery cps admin

Matt Sandusky - burned barn, brother convicted of murder

Not pertinent: Joe Serra, Dan Connor, Nolan MC?, Jim Kanush

DPW irritated about leak re: DPW wanting close closed

IMPT: Korner says background (bad ones) given to Athletic Dept. And accepted - Lead 168?.per Korner, ath dept wanted camps to get more money, surprised Spanier agreed, got more money for assistant coaches

Pam Driftmire - got a call from 2nd miles - still want to run camps this year?

Korner is looking for 2nd mile accounts receivable - Find this

Issue: Did joepa direct Spanier to change press release re JS to take out stuff about kids? Was left in, however, Powers says he (who) distanced self from JS

86 Reunion - Ganter pulled JS off list, but put him back on, Curley kept inviting JS to stuff

Doolin - Second mile prior associations - is checking

Include Anwar Phillips case in report

Include Meridian House fight in report - - Paterno no-go on this incident

UN on 1998-2003, Wichita St; UVA Georgia, Pittsburgh...

Issues re theft reporting PSUP & Admin conflict, investigations topped, insatiable desire for learning about arrests, Issue about inflatable cow being stolen...

PA Chiefs accreditation process ongoing at PSUPD

PSU working on a compliance officer position

Dept of Ed likely to level fine for emergency management and timely warning.

2/1/12

Openness & access v. Safety & security

Check sex offender reg is SCE

Issue re: Salvatore banning female trainers from working with football - fired 2/9/1 - was it him or Joe Pa who didn't want the women there

Address Title 9 issues

Jas Norman, retired police officer whose wife was Paterno sec. Went to bowl games and saw JS with kids said Paterno knew everything

Follow up Elliott Abrams, local celebrity who sexually assaulted a young male (student) His bows, Joel Myers owns Accu weather and is on the board, investigation brushed away?

Salvaterra - JS hung around 2nd mile; in facilities until 2011, in 2/11 JS told him not to believe what's being said about him, only saw JS with key, not card

Sandusky's son John runs sports camps;

Someone (who?) Feels there is strong liability with student trainers.... Complete this line of thinking. Counselors don't stay with student during camps... talked about cheating, not attending class, failing drug tests, jp protected players

Schulz records taken by law firm

Arrival of USA subpoena that includes request for BOT information and third party payments

2/6/12

Bradley goes to Big 10 network to apply as broadcaster, says he had heard rumors of JS

Triponey info; 1213 Palustrine Court, Charleston, SC, also college of NJ, Trenton

Need follow up : Rich Diegueno, bill Meredith, Kustabanny, rose, Mann, Amy Stamm, Paul

Curley docs obtained

Per Jas Moore, Dept Ed, only spent one week on campus - will be back at begin of March; have asked for other docs, folks reviewing now; conducting phone interviews, hard to get team back together; try to schedule but won't be possible, usually just look at 7 years but going back to 1998, no statute of limitations, Moore will return with group;

Has talked with USA about sharing docs, but would like to share - offered to look at draft report re: clery  
-

2/7/12

Future Issue: BOT recommendations

Issue: Outside counsel memo to BOT and the chilling effect - Paw followed up later with Frank G. Will provide details of his discussions with board members and their retreat re: board reorg and climate survey (internal)

Victim 1 attorney asking not to destroy documents

Issue: Emeritus status - JS, Box Seats for JS or in JP box - Sue P says no

Sort out - when was JS sent to the Nittany Lions Club

Get Nittany Lion Club report from Battista

Accdg to Battista? JS big goofy guy, 2007-8 Spider & Diehl tell Battista JS being investigated e janitor investigation

Who is Andy???

Nov 99-2000 JS brings kid to ice rink, gets him hockey shoes, kid about 12-13

JS ran football camps

2/8/12

Mike Meachem, Triponey husband 843 792 5402, she wants to talk but wants to know the what for, wants letter re issues in agreement - 10 days notice, can't say disparaging things; she wasn't involved in grand jury, cp 843 822 6108

Recommendations re: Bot

2/8 file review

Sethman - left: Parham, Tyrone at PD; janitors, chiefs, Retired PSUPD Paul Stamm re Elliot Abrams case , recommendations re: sensitive cases & internal affairs

Widman: camp leads - has 5 more to set; ints, Spider, Diehl, Roxanne,

Issues: camps, no uniformity, DLE person at each campus

Cloud F/r - Tom Gennaco - friend of JSPS keeps apt in NYC for Spanier - Why?

KM ask GP re: PSU policy re Porno

2/8/12 John Sandusky, Jerry's son now at Cleveland - ran a camp in Eire

Capture Albright & Erie camp information - leads set

Lead - set? 7/20/2012 on Farrell - friend of JS

For report: BOT Roundtable meetings re board function

FBI visit 2/15

Per Omar & Greg from Frank G Only Garban knew about grand jury & that was in Oct. 2011

Rec from Borner - more compliance staff on road to put on pressure and provide feedback & guidance; maybe sentencing guidelines - kids are treated differently - should he?

Need trainer on staff re: rules re drinking, increase Clery training, have a psychologist for higher risk players

Intw with Jeff Nelson & others indicates Communications areas weak in Athletics??? Need strong PR person

Weaver, Jim says Lasch unhealthy no one gets fired Ganter made negative remarks re Jay Paterno in public,

Curly different than other ads because he moved up in house;

Issue re: js locker at east coaches locker room (former Lasch)

Summer camps were held in old lash, lots of kids there, issue re moving JS locker

Compliance learned on the job, JS at Lasch until indicted, so was Mcqueary,, 4x year JS brought kids in on a tour

Paterno meetings with coaches & staff after indictment

Clarify 1998 payments to Seasock and other relationship with PSU

Per Kavanaugh int: re heard in 2009 rumors re: JS

Coaches did text messages - Did we check this??? Downloads of phones?

Ricketts int important, was on second mile board, SJS set up in 83 ran camps for 2ndmile until 1995, relationship bet Raykovitz, Heim, Bob Poole, Ricketts a 2ndmile foster child

Issue re: 100th year anniversary of health dept -heard about indictment in 2011

See Ricketts interview re 2nd mile retreat, and who knew what when

Look at 60 acre purchase deal by airport - 2nd miles or universities???

Knows JS always at swimming events and in pool with the boys, didn't want girls to be part of 2nd mile

Don Wichter ran camps later - FIND HIM

Issue re Second Mile Bot member Bruce Heim buying car for 2nd miler or his family - WHY???

Check out issues re villages at Penn State

V. Triponey leaving in mid year highly unusual - ?

2/9/10

Ammerman provided notes from BOT meetings & Presidents council sessions

Set lead re: Junker - may have made payment as BOT member

Board is doing a 90 million campaign (how much they have raised themselves)

2/12/12

BOT wants to rename stadium

Dolan: working on academic and personnel issues; student misconduct & lack of awareness of procedures

Bob Many is to get all reports of misconduct, he never rec'd reports on JS. They are to report to police on these - Rick to follow up; said retirement sounds like a payoff, these things require age discrimination release

Emergency rehire common, 3 types of personnel files: Central HR, HR per department & supervisors shoebox, 3 year retention policy Shawnee Wagner - records custodian - interviewed?

Many handles ethics hotline - explore more, suggest more awareness re: whistleblower, suggests football & athletics changes

Baughman rec: HR should report to HR centralize

Bursar - Seimenski is central location for cap locations - check accounts payable

Rec: Online annual test re:ferra

Donaldson doing consolidation of policies - Check

1998-? Emails re: putting Jerry in charge of Outreach

2/13/12

OM: Tomales, Frazier interested in knowledge of JP incident & they were advised of the 98 emails

KM & BM to prepare recomm. For board retreat next weekend

Issue re: AG privilege w/Frank Guardino; Frank to come in and talk about records, but not give up his notes; he will send a note to member to cooperate with FGIS but he cannot sit in interviews

Assign Village - Doolin

2/15/12 Meeting u/AUSA Gordon Zubrod, 4 postal inspectors, 2 FBI sas, Paw, Sethman at Harrisburg



~AUSA inquired about 1998 tape of Sandusky in "hotel" room w/police - Does it exist

~Requested copy of 1998 police report

~Considering subpoenaing Task force

~1001-03 Second mile records, which they have, are missing (Paw to get back to Gordon on this)

~They are focusing on second mile & trustees

~Wants names of tip line v's, send to Mike Coricelli, USPS, child exploitation

Their case seems to come from newspaper reports, doesn't seem that they have a witness; talked about lack of cooperation from PSU fraud case involving Prof Craig Grimes (3 million research grant fraud)

They described unnamed trustees as "rabid & ravenous"

GZ believes there are 50 more JS victims

Appear to be fishing

Staffing issues: Cancel SF x for periodic leads

3/22 - Must leave SCE

3/26 All meet in Wilmington for brainstorming

What's left: 2nd mile & second mile liability via camps; athletics, key players, bots, 2nd mile land transfer win months of 2002 incident

Multiple events of coaches seeing JS showering w/kids; F Ganter with all of them and his kids in shower w/JS too - from Diehl/Caldwell reinterviews

2/16/12

Em from law school dean re GC search committee - advised Frazier about "saving face" for GC

Per Palm Brinmyers who runs academic camps, Policy 95 and 96 background checks are only for overnights; no control over other campuses, Hire Right is a national search at SCE, but Child Lines for the other campuses & state of PA only, no uniformity

Outreach is a paper tiger:

Check on AD 02/03 - no knowledge, training, enforcement or consequences - should be one job and bring all camps under 1 place.

Risk: camps where guys fail to show up and are replaced with people who aren't vetted

MOUS MOA with 2nd mile, bis are to be done by second mile; se has moas and additional files, Widmer to go get

2 year policy of purging records

Spanier assistants - Spanier did own emails every day, calendars in credenza to pick up.

Baldwin meeting at Spaniers house re gr jury

Bradley having helmets signed by Diehl and Caldwell and selling them;

Diehl have gotten promotion because he saw something with JS when he was videographer

Raykowitz subpd but did not show up

AG got 2nd mile records from subpoena

Issue with 2 cars purchased by JS turned over to kid's mother in 2003

Check lawsuit with professor and sex w/student

Ken Jackson's wife's friends tells how Jay P. in 2002 tells Kenny bombs are about to explode - he doesn't get to the job, Mcqueary does;

Janitor case: AG int'vd janitors on all shifts and found the incident

Ag wants assistant in looking at Rich Chiavroli - a wealthy guy from California

BM to reach out to Lyn Abrahamson

Spanier Curly ints @ 2/27

AG has women in Calif possible lead

Boxes of inform from Schulz rev'd by Cloud/Sethman

Re: Caldwell - Spider saw JS & FG showering w/kids

Issue: PD labeling of cases as administrative

Interview psychologist & Watson, DPW supervisor

Overhear at Home Delivery restaurant of Richard Frank Defluri, abundance Wealth Counselors, wife Joann, other business; aquapenn springs water; donor & member Nittany Lion Club, and thoroughbred Aviation

2/20 Final Brief

Omar: LJF may be in SC on 2/23

This week: Pearce, Moss, Whitehurst

GP: Garban interview JP knew, Triponey wants letter on University letterhead

Matt Dolan: working on PS grand jury submissions,

Curley/Schulz interviews pending in their motions, Commonwealth has to file response

GP sent note to Amendola & no response, will reach out to Spanier's attorney

Doolin: Marcy Collet, will not talk; Anne Troyan at sports camps, if hit on background Bartolomea makes call along with the athletic, Katie Holstoppel, Sethman reaching out Alicia Chambers, psychologist, Meeting with Sasanno this week; Baylor: emails re: Kenny Jackson around 2000

2.21.12

Final Brief

OM: NCAA, wanted to know about interviewing Baldwin

Barbara spoke with Lynn Abraham, wants to talk to her Monday with her partner next week

UNC has a group of principals developed in response to their scandal

Damon Sims email re: compliance officer would be housed, should it be in the general counsel - ljf recommends in audit group - they are consulting with an alumnus

GP: No call from Feena - Rick & tom to talk to Sassano

Have 3 more gigabytes of data - old athletic tapes, trustee email & other email - Close to end

Venterino interview tomorrow - not happy

Chisholm: Moss - shortest interview 27 minutes;

Sullivan: John Nichols, prof emeritus of journalism- on search committee for O'Brien, started a group for intercollegiate athletics at regarding academics & athletics, Faculty senate chair; raised their statute with NCAA; complimentary to Joyner, issue re: letterman supporting issues: Sara Ganim - who is she? What did she write?

Paterno had a lot of control, the board & Spanier wouldn't overrule him

Pat Foley - declined interview, past videographer

Cloud: Shortest interview - went to see Karen Arnold, orange sign no media, she called & she said don't call back

Barbara Shannon - emeritus status, telephone call interview tomorrow, is retired

Needs to coordinate with Barbara

Sethman: Amendola big atty for PSU, audio visual stuff in 2002;

Employee relations officer w/subpoena - early 2010 - for personnel files; went to Mcquaid, She handles subpoenas - only grand jury subpoena

Found email of Bradley talking an agent after bowl game - looking for a job, and talked to someone on board re: Mcqueary someone told him in November not to talk Ted Dwyer doesn't know - has run for board a couple of times, Dwyer had contact with Bradley \* two board of trustees TED DWYER to the list \*\*\*\*\*booster found in relatively by Zach;

2/22/12

Conf w/BM, GP, OM, KM

Ints: Joyner wants to be interviewed, wb Baylor/mcneill, Triponey still waiting for letter from University, her emails will be in system soon, Sandusky - waiting for Amendola atty to respond; waiting for Curley/Schultz attys to get back;

Per AG: Ganter coming around

Abraham: will get with Lynn Abraham re: Task Force priorities with Second Mile people like 1998 and 2002 trustees, who ran sports camp

Ted Dwyer - waiting for LJF to approve interview - Dwyer in Wilmington

Hershey is next board meeting 3/15 - 3/16

Frazier advised about Lubrano

Take advantage have last two weeks

Final Brief:

OM: Phone w/LJF 12/12; March 22 target date for remaining interviews, shoot for because next week will be in Wilmington & will make session more effective & at some point people want to know when its finished

Other issue: completing report before Sandusky - LJF will monitor status & issues with AG contact

From Baylor: Joyner got a hand delivered letter from Scott Paterno; on JVP re: Joyner betraying him;

Downes to check on NYC condo - is it University's or Spaniers?

Discussion re: scan documents - GP: Promised university we'd scan everything: Resolution - will look at on case-case basis

Downes: per vice provost, athletics is island; Paterno did not want player in a fraternity; JS personnel file picked up - 168,000 payment included - Whitehurst

Cloud: Shannon interview, Dean of Phys Ed on emeritus issue; she did not know she was one to "approve" emeritus - Unusual for Gary Schulz to recommend emeritus status instead of Paterno, blind copy to Melanie Stine - Asst Dir of Stewardship

Former acts will be subp'd to grand jury - Marcy & Patty

Sethman, talked to Sassano, shared info re: Caldwell, Diehl interviews - they did not know about Ganter showering with kids;

Ebay issue/Bradley - issue still in discussion, state police may want to do this; Sassano wants to turn it over to feds though

AG: Feathers & Sassano Not interested in the Villages, didn't seem to know about it

They int'd Ruth Jackson (wife of Kenny)

Re: Watson, CYS head & he's been to grand jury - and possibly friends with JS

AG's strategies: may go to new coach to read riot act to Ganter, etal, (maybe they'll be gone after April 28)

Bret Swisher - bowl incident victim - says Dottie Sandusky walks into hotel, and saw JS & Vic naked in bathroom

Has a video w/victim & JS at a bowl game

Int'd Dave Chiano, coach for Buccaneers - wouldn't talk & not returning Baylor's calls

Asked about Steve Jones in athletics? They don't know about Guido's role or where he came from.

Widman: Talked to Janice Pearce - financial officers & camps - Behrend's Erie campus had a camp involving Sandusky ran camp 2002-2008, not a Second Mile camp, info about lodging billings etc. List of children who attended & rooms & Coaches who participated\*\*\*\* Need to TALK to these coaches - she'll check on other camps like Wilkes Barre where JS gave a speech, payments to Sandusky for football camps 1997, 1998, 1999 & he got revenue also - She couldn't access further re: Sandusky; Had moas from 2nd mile 2006-2011, and supporting billing from 1996 - forward. What U charged Second Mile, i.e. Wages, housing, food, etc. Will get further info next week

Zach: Saw Venterino - in 84 JS showering w/kids and everyone knew it - with 10 year olds, he was only one who did it, no one tried to stop it; sick culture & weird culture, people handed towels while he was in there; in March 2011 after news article; he & Ganter say they are going to get JS's keys, they call Baldwin & she's says he has free ACCESS, both are furious - thinks Ganter talked to Curley about & saws Curley knew about the showering & Paterno knew - Told him he didn't cooperate Reason why JS could be in Lasch and JP could have prevented him; emeritus status allowed him into the East locker room, but the 201 key opens all the door & overrides the card swipe; emeritus gives office to work out of this; JP allowed him to stay in Lasch, no one told JS he couldn't

Venterino has sent info re the camps in electronic forms - he was a chaperone in the dorms for the camps, lot of alcohol for coaches, one coach would stay around,

(aside MM had kicking camp,)

In November Cynthia tells Ganter to get the keys, JS says he'll think about it. No one is really in charge of the building.

Steve Jones is play-by-play guy for PSU

JP was working from home & then came to afternoon practice, in Wisconsin game JP got hurt 2006 and was slowing down then; bc SP couldn't bathe JP but Venterino did

Pat Foley intv'd - difficult interview, everyone was talking about JS's showering; He heard rumors, learned thru lunch bunch Spider, Diehl, MM - who told him he witnessed the staff shower event, no one pressed MM for details - MM was more specific that the Jerry thing came up, MM said he was vague with Paterno bc JP wouldn't understand but gave more detail to Curley & Schulz;

JS got 1500\$ honorarium in 2008 from Paterno

Tina Blackwell, mother of victims Harley Meyers & Alan Meyers - they got a car from Sandusky

Rumor that George Paterino (Joe's brother) is Venterino's illegitimate father & JP's nephew

When did showering stop? Spider says he doesn't see anything after 1999 - ends on a daily basis @ 2000,

Theories about whether the board will change words....

Why didn't people report this about JS and kids in showering - they took Schulz' emeritus status right away;

Venterino says it was happening when he got there; Bradley is calling JS is a weirdo;

People were astounded that JS was still in the Nittany Lion Club; people see him around & think he must be ok;

Coach who preceded Bob Phillips,???

2/23/12

Ph c w GV "first proffer of vic 2; semi productive, got 1800 from 2nd mile to buy a car, went directly to his checking account; GZ's problem with AG office not calling him back, finally left him a message about beginning to interview witnesses and wanting to "deconflict". Gave GV Randy Feathers' number and name and Tony Sassano's name.

2/27/12

AM: Garrigan int: Coordinator Intercollegiate Athletics, saw JS w/minos

Wick Sollars, former atty turning over stuff fm JP to USA; int. W/Sue Paterno possibility; wants Omar to go to DC;

Frazier agreed to hold off on janitor interview despite union

Karen Peetz will tell Many to stand down

JF calling Frazier & Tomalis, Tuesday Trustees unsure about emails bet FG & them

Sethman : PSP has Schulz emails

Baylor: Paterno worked out of his house for several years

2/27/12 Final

Omar: will be picking up Paterno file from Wick Sollars; this was the "missing file" from Paterno's office; no salacious files contains info about terms of retirement, Sollars wants to explain family's position

Hosappel: She only finds out if there is a positive background, negative results go to Bartomela and Ericka Runkle -previously Roxanne Sheidls found and the past errors where coaches with bad bkg were allowed to stay

Jill Garrigan: interview - athletic coordinator, says athletic dept extensive preferential hiring, nepotism, weird culture of athletic access; donors have too much influence Lubert - hired wrestling coach, Lubrana, Rec Hall

Professor arr in Nov for lewd behavior, Rick gave v. Name to police

Penn state emp who saw JS at pool - Who?

AG found 1995 document email, Stromer to Schulz re misconduct procedures for Courtney

Per Frankie G: 3 Sandusky files in 2 sets of Schulz docs, Mustakoff imaging for LJF

Baylor has coaches' names from Venterino

2/29/12

Final Brief:

Looking at day care centers

Rodney Hughes re-interview

Chief Parham,

Schulz disc coming into relatively

Brief: KM/GP - Baldwin interview re: presentment report

Joyner interview Part 2/3 on board 2002-2011, board became more open, trustee seminar great development before that 10-12 met the day before; re:Spanier they had concerns about info not flowing from Spanier to BOT; described Spanier as persuasive viewed as good president, issues - merger with law school, Geisenger issue, Junker wielded power and got Lubert pulled off board to make room for someone else; Hintz a power broker, CB's influence was a board chair; DJ not part of inner circle; Al Clemons focused on football program called Joyner about Bradley getting job or renegotiating severance pkg; looking for expert Clery training; looked at financial risks rt compliance, talked about Reny Portland, no knowledge of JS's retirement - recalls that CB told him JS' access could not be revoked; 2004 incident re: JP retirement - briefing at a BOT seminar; Curley and Spanier tried to get him to have an exit plan, When he was trustee he didn't know football program had run amuck; @2000 # of misconduct incidents grew, heard story about JP drinking; Curley dn want an AD search committee, Russ Rose & Lubrano want Joyner out, entitlements in the athletic department,

Stolberg should have line to new Compliance Officer, DJ talked with Doncez former player re defense fund for JS; Paul Suhey - after new york times article, didn't remember briefing in May 2011, DJ good friends with Schulz - Paterno note re: DJ being a traitor; Said Kenny Jackson's wife called him first, she teaches here & she tells him in 98 coaches were talking about JS with scratches all over them, he called Frankie G & Baldwin & Mustakoff called DJ; but she didn't say anything but Kenny not getting the job \; Bruce Heim called DJ @ 3 yrs ago, re: kids being punished too hard

Sethman: Kay Kustanbaner socialized with Paterno & others, started out working in PS bakery, lady in ticket sales: Josie Cole, heard about the pedophile at Second Mile; JS helped kid name Eric Johnson, could be a V; NLC & Second Mile tenuous bc interfered w/donors; Golf outing for second mile - not letting anyone count money; first time she heard anything was from Sue P re: Central Mtn around 3/2011. Last saw JS at Illinois game, donors & others asked why he was still around; Boosters should come under NLC -

Stuart Neff: PD officer 46 years

Task force looking at how football suite tickets are assigned

Cloud: Sackett int. When Dean Barbara Shannon memo re emeritus Sandusky 8/99, she prepared for Shannon after receiving fm Willits

MJ: Heim proposed to Schulz that PSU give the property to Second Mile, probably had nothing to do w/Second Mile, 40 acres - the Mellon property; Second Mile didn't want PSU to give the land to Centre County, someone gave heads-up to Second Mile - Lubert donated 168,000 to Second Mile to pay for the land

New camps manual: D Joyner bringing in 3/6

Widman: int'd former coach now at Baylor; didn't know anything about JS - Norwood

Doolin: Weaver, volunteer for football team, no info on JS; set up office space in east locker room so he could write his book; Blue White illustrated blog: chain around JS activity @ 2010,

Kristen Lunde - learning support assistant at Lasch

Micheline Franzetti - retired secy frm Lasch, patriarchal, JP's show, was Ganter's secy, retired early bc of him - treacherous bully tyrant, disrespectful, spread rumors, sideways with Jay Paterno; @ two years ago heard JS was gay; was going to report FG to ethics hotline; didn't know about anti-retaliation policy, uncomfortable reporting to Runkle; was big party for JS for retirement; after Blue & White Game - was a second mile fundraiser, Peter Weiler helped set up; Now at University of New Hampshire ; saw 3 psu vans at Second Mile - with Second Mile writing on the sides - fleet mgmt. Told him to mind his own business

Downes - Mike Klein prior risk manager, good friends w JP, friends with every president x Spanier,

Jerry & Mike to talk to Teamsters next week

Matt Dolan: Meeting with Art Athens, briefed Athletic Dept on ethical decision making, all coaches there except football team

3/1/12 Mtg w/OM, BM, GP

For interviews, should be two people - lawyer, non-lawyer, at set times

Omar - meeting with lawyer for Paterno family, will pick up JP's file on JS: only thing in file has to do w/retirement - Thinks Josh Locke had this file

Sue Paterno - if she wants to talk it will be w/LJF

BOT interviews: Anne can talk to Paula about allowing FGIS to contact trustees - give some names of who'll contact her -

Matt Dolan: participate in some interviews as the lawyer;

Full task force call on 3/7 at 5 pm,

Key player interviews;



Schulz stuff on relativity - physical files from his office - late 90s -

Outline - ask team to provide input by 3/5/12

Recommendations - focus on long term now

Have everyone print out reports

Downes: Villages - PH architect, Carol Herman former VP went to Villages;

Coppersmith publisher Rodney Hughes re: inter. Re May seminar; talked about Lasch building, Cynthia spent time in exec session

Sethman: Clery observations, dn include all crimes; training should involve ppl at all lees

Incident classification 98 case sb indecent assault; delay in incident # no big deal, but 6 weeks is; PD not haring about lots of case

3 child care facilities; incident with Special Olympics 6/2011, took video of 8 year old naked

Not good relationship with athletics

Issues w/Ganter video tape incident

Ref'd some sensitive cases to PSP ie executives and ppl on his command stand

Is getting copy this protocol

Rec Hall issues -

Records retention policy

Sullivan; Beck Barden re bdgrd check, Runkkel re sports camps thought bartomle didn't have a good style; Camps, everyone sh bgdk, she dn know policy, she required check son people

3/7/12 Sullivan - Altoona interviews, being doing for 4 years, 100% backgrds, not well coord with SCE

Volunteers, no BIS cause they don't get paid; no central HR on campus

Altoona & 2nd mile - JS & Kids - nothing of consequence; brought kid with him - will provide list of camps

Get c of subpoenas last from Athletic Dept (Mather says have)

Who recently had this - AD versions of procedures are different

They fire those who fail to include an arrest - 795 coaches & counselors in 20093

FP checks

Cloud re: JS emeritus for assoc or full professors for x yrs; all else is exception; js is exception, Ex - If give 25,000 to earth science, get free tickets to football game; - how approved

HR pepl dn know whistleblower polices

Sullivan: former coaches - Acuff, Kenny Curtin -

None before 1996; residential camps 96-2002, 2005 -2009 None in 03 04

8 abuse in Lasch, east locker room, outdoor pool on campus in dorms - 1996-2002 while on staff & after retired (from bill of particulars)

3/7/12

TASK FORCE CALL WITH FRAZIER, FREEH, KM, TOMALES, OM, GP

LFJ: HIGHLIGHTS; Staying in contact with TF, standing rule to notify on urgent matters,

1. No allegations of csa

2. No smoking gun to indicate coverup

Enough into details & haven't found that, but still could find something

3. Want to interview Sch. Curley ,Sandusky - working with their attys to work that out

Want to interview them re compliance

4. Have emails that indicate that Paterno knew about 98 incident, & more that Spanier knew that - would indicate they should have done more in 2002 - significant but not probative

5. Info re Sandusky's retirement dn appear to "silence" him, lump sum 168,000 is still unusual, more than generous, unprecedented

6. Some of football support staff originally said had no knowledge of JS and children, but a few have said it was common knowledge JS was showering with young boys in second interviews, didn't see sexual assault - they didn't tell anyone bc didn't see sex misconduct; thought of themselves as low level employees - TF ASKED WHAT POSITIONS THESE GUYS HAVE

7. DON'T UNDERSTAND YOUR COMMENT ABOUT MOVING IT OFF CAMPUS - LFJ: was from moving it "off campus" - seemed to be effort by PSU official to "move JS matter" off campus

8. HAVE U INTERVIEWED FORMER ASST COACHES - GP: Still working on that, a couple people were not forthright, holding off bc atty general asked us to hold off

9. LJF: IN 2010, Spanier, Paterno, Law firm, made aware of AG sub for Sandusky personnel records - significant bc shows folks knew a year earlier (except for Baldwin) If list is accurate, shows a lot earlier notice to people who had history with Sandusky

10. Unusual event: Note delivered by Scott to Joyner containing note from Joe Paterno, re: your betrayal wnb forgiven or forgotten - allegedly found in Paterno's effects

11. Recent contact with Paterno's atty, want to make family available (maybe Sue) - Sollars handed over some materials - 2 files re:JS (one from athletic dept & one from JP's house) relate to Sandusky retirement & spending too much time with Second Mile; Sollars wanted to convey how family thought Paterno was treated & family's concern that Report would unfairly tarnish family & would rubber stamp the Report, Omar explained how remit is larger than Paterno issue & that LJF has final control of Report

content; said family was going to release another public statement; Sollars also said JP was not aware of 98 investigation & that first he heard in 2002

12. LJF gets press inquiries about watering down report

13. Good cooperation at University

14. LJF said Venterino said he was terminated bc he wasn't cooperating with LJF team

15. Interactions with GC & outside lawyers going well

16. 2.6 million records, 1.3 m emails, most not relevant, over 200 interviews

17. Close communications with AG & USA - don't want to interfere with their investigations, extremely cautious & running certain interviews by them; asked Feena to authorize some interviews - have asked us to stay away from some people, ex janitors, but can interview of Second Mile - but is a focus of US ATTY, Could get different types of charges from the USAO, not much cooperation between AG & USA - USA looking at more financial matters, ie Second Mile, looking for indications of payments by trustees to kids/families; USAO looking at financial areas - looking at

18. Emails from 2010 from the Board only, don't want to be intrusive, key period - when trustees may have learned about this - most relevant time

19. Discussion with Second Mile counsel, Lynn Abraham, trying to talk to Raykovitz, they say they don't have emails re:JS

20. Trial date, set for May, 2012 - vis-à-vis, want to have report done before start of academic year, have started some of writing - but if trial is in July & goes several months - wouldn't want to do report while jury is out.

21. ARE YOU LOOKING AT HOW MCQUEARY HAS OBTAINED IS JOB -

22. ARE YOU LOOKING AT PSU RE; TRAVEL & BOWL GAMES &

23. ljf: credibility of witnesses questionable, some rumors about Mcqueary - potential witnesses but we've been asked not to talk to - perhaps after grjury might be able to talk with them

24. NCAA BIG TEN - satisfied to wait til report is over; Penn St. For Responsible Stewardship doing on investigation

25. Budget 1M/month, cost control - will diminish when interviews concluded, compared to Reed Smith Bill - some of work won't be needed to be redone for litigation

26. QUESTIONS; KEITH ECKEL - WANTS A CONVERSATION with Ken & Ron; wants comments on new recommendations & interim recommendations

27. LTR FROM SCOTT PATERNO: Wanted new words

28. PAULA: STATUS REPORT, TOM POOLE HAS BEEN ASKED BY PRES ERICKSON TO OVERSEE RECOMMENDATIONS OF INTERIM RECOMMENDATIONS & WILL PROVIDE REPORT TO BOARD DURING THEIR RETREAT

29. RODNEY: FEDERAL SUBPOENAS - PAYMENTS OR OUT OF COURT SETTLEMENTS = LFJ: have no information to corroborate that,

30. LFJ: Penn State does not seem to be the USA's target - may be fishing

Will schedule another call in a couple of weeks after the Board meeting;

\*\*LJF will set up something re: recommendations

\*\* Omar to prepare an outline of bullet points for Ken or Ron

3/8/12

Poole - Basso meeting: Update on recommendations, psupd has hired Clery person, compliance person in progress; finance & business, risk audit compliance would have the report to BTO in a dotted line; synergy with general council

Poole: Board more sensitive to getting reports from GF, were frivolous bc of cozy relationship

Affirmative Action, Title 9 : Basso thinks staff off act plan is abysmal, title 9 htb outside general counsel

Compliance & tentacles; chairs a compliance council that would coord this;

Poole consult with Huron

Finance issues: Dr Foley had someone set up a computerized system to track compliance

Poole [tgp1@psu.edu](mailto:tgp1@psu.edu); basso [smb43@psu.edu](mailto:smb43@psu.edu)

Talking with search consultants - will hire from outside - dn need job descipr for Clery; working with Margolis Healy, will start with athletics

Poole met with OB and having 1x1 mts; Stolberg met with football coaches & first time any of the coaches met with Matt

20-30 kids on roster with math/readiness problems; Director of University compliance, same level as Hesit/Langsdale

Ethics update, total revision of AD 39; background vetting will be difficult to implement, abuse awareness trg, working with PICA on that, roll out in April; Sexual Abuse Awareness Month

Poole - using model of XXX that Barbara gave them

Conflict of Interest & code of Ethics - not consistent across the University

Website visibility = adding lots of staff & posters re:hotline - w/move to compliance

New clery person in PD, creating master list & training with Margolis

Admin Reforms - GC expanding the office to 5-7 attys, is much larger in other schools, covers labor law, research, technology & patents

Courtney-Shultz are best friends; but Courtney bills 45,000 for one week

Board rearranged Committee Structure

BOT are really in the weeds now,

Triumvirate of ppl on board; Broadhurst used Colton? BOT not doing exec comp - need exec comp; bot  
Dn exerciser their responsibility re: compensation

Outside consult to BOT told them to go slow; discusses possible new committees

Athletic Dept: Joyner to hire another compliance officer;

Asst VP Shelow - metg with facilities coordinator; prioritizing safety and will handled; key cards on locker  
rooms

1 university protocol re: retirees - always had policy but athletics didn't

T follow

Behrend College Memo - find their 18 menus? & policy manual

Look at DBS positions at the various campuses, per Susan, Chancellors dn want HR to move

Poole working on hiring senior ethics officer (per Erickson) thinking about an internal search, faculty  
member & do training models; Rock ethics Institute

Jan - after board mgt, Peetz offered counseling and health to victims

Looking for intermediary to handle victims and billing, i.e., EAP service

Faculty research on sexual assault - Lucy John on Walsh law School, Dan Hotterman @ Hershey

Susan McHale - Health & Human Development

Hershey - Child Maltreatment Problem

Get alum magazine

Rec: BOT better compensation review

Downes: int w/Suhey, rcom Jim Williams interview

Paterno new contract in 2011 w 3 million buyout - je didn't know about contract

2004 story is untrue - Sue Paterno, BOT left Paterno alone, JP had relationships with PSUPD

He told JP to retire many x

Schulz & Spanier said they'd back him up

11/5 irritated that presentment wasn't sent out by GD; weren't' going go discuss ; 1998 incident Spanier  
said he didn't now of it in 2002

What incident did Cynthia discuss - KM question

Re 2002 incident bc at athletic dept, no police at Dan Riley, former strength coach - rumors Shay's brother told him re Loch Haven incident

Bradley energetic, loyal; re: Jackson, lost of issues, issues w wife may have precluded his hiring

Lubrano shoots his mouth off; CB upset board, didn't keep board informed, no training of board, annual conflict of interested

Begor Walsh - Virginia - interview re: relation with Paterno

Phil Silvis - JS wanted him to be on 2nd mile Board - Calhoun honest guy, used to work for him; SBOT needs code of conduct , Curley neighbor, heard about Heim paying off a kid - aggressive realtors; Poole was blindsided

MBNA Penn State Credit cards - Droyer Interview

Spanier forced Village - they didn't think numbers would work out; put academics on Village Board

Galen Hall: Paterno asked him to come back and moving Ganter out

Saw JS in Lasch Bldg. making copies; Meridian Issue - Paterno made all final decisions, Ganter carried them out

Check Austin Scott Case

Jim William moved off the field,

Thinks Pat thinks he did the right thing

Head coaches were assigned caps, only showed up at a ? HS coaches ran them; no idea re bkdg. Checks

3/16.12

Ph Geo Venizelos - investigators are together; trying to reach out to Jim Mcjunkin, AD WFO and is a PSU grad and friend of Spanier - saw emails from him to Spanier l

\*\*KM Brief re: Junker, Hintz, Myers, 33 years, Spanier good w/crowd; brd governance Junker, relationship with women; Joe Paw knew 1998 - The King

Hintz - managed Paterno money

At one pt Sue P told Helen Hintz - JS & JP relationship was over

4 min presentation at retirement, heard this but Junker saw it - Bad blood" odd

Baldwin brief - Paterno contract from 7 - 5 - 3 million;

Jim Moore:

\*\*\*\*\*KM

3/19/12 Final Brief - Curley Paterno's handpicked guy

Paw talked to Mustakoff, confirmed the list re present emps and his law firm arranging for separate eps frm separate law firms & separate lawyer for everyone

Fina said athletics sup. To talk a Sandusky activity and children in showers Fina not trying to find payments; looking for what Schulz knew and what he said to his inner circle - Lawyers will use our summaries

Omar: Frank G knew from atty gen feds looking a payments to vics

Job Thomas - possible disagreement with Paterno and casting NCAA votes - Did board side with Paterno & oust Thomas - but it was Spanier tho took over

Board meeting - more media on status of Freeh investigation

Omar reaching out to Wick Soller re: Sue Paterno; Stmts by BOT & Lanny Davis irritating board; Karen Peetz' mistake that Freeh report offered to anyone who wants is simultaneously - need to correct that, has to got to TF, NCAA & big 10 first

Downes, reputational risk doc and AGB accreditation docs requisition;

Jane Gesmondi interview

Trustee interview - Keith Masser - farmer - Spanier control freak, Garban out of element and intimidated by Gov; John Chair delegated all to Spanier

Toxicity towards Clemon s re governance and taking power from President; committee system good, went backwards under Garban - Garban knew at Illinois game and he did not use his exec board;

Spanier & CB kept things away from Board; Baldwin had lots of credentials no one happy, they didn't get rid of her

Paterno could have taken J s out in 2992 - he goes to Curley; was a fan of JS

Paul Suhey was driving force

Spanier denies knowing in 98; PR firm worked for potato industry;

5 pts for press release - no support for Curley/Schultz

On Mon am Garban said he still hadn't read presentment

11 m Wed Paterno announcement - chain of command broken

Leakers - he blames emeritus - no one wanted McQueary Paterno in game

Keith Eckel, farmer ceo Nationwide Ins; Spaniel dn like Committee System

Influence Chair - Hintz, Broadhurst, Garban

11/12 got email about JS, not there in May; thinks jps contract sb in August;

Grand jury should have been mentioned to risk

Coppersmith not let kids ride with JS

Spanier supported Sch & Curley

Spaniel was easy decision; but JP said he wish he'd done more e- then had to remove him

Linda Stumps - Busin/Ind candidate; president evaluated by board; involved in August contract with paterno; he wanted payout at end of season, but he dn want information shared; no succession plan for JP; Sp needed to know everything, emerti leak; Spanier close with Courtney

May mtg, CB minimized that was Dauphin County grand jry; Board incised on GS & TC; Spanier called her JP got bad advised re: announce retirement

Bonnie Marshall head of Second Mile development

3/21

Greg talked to Schultz, wrong date - should be 2001; at 4:28 Greg em to KM and a larger distribution to Team, sends LFJ separate email at 624 then 640, Freeh gets call rom AP reporter Pat Melton, heard source re Old email & Paterno coverup

Need to alert AG & USA - breach among team

Omar: no breach, people at meeting, gr jury proceeding tom, thinks AP reported is fishing

Gerry: 2001 emails confirms Spaniel aware; Curley Schulz made decision not to

What evidence that they knew it was as more than horseplay, 2/27/01 email re next steps; Spanier response of - Schulze - more human & upfront

Conf Call: Omar talked to Frazier, emails re 20001 smoking gun & Ap call; Frazier thinks board members mh leaked info re payout - does Frank Gee know about email - OMAR to find out - but Fina didn't

Discussion about reporting smoking guy n to Parot, AG aware of 2001 emails - Sassano told Rick they we certain date was 2002 but it looks like 2002

Fina said ok on interview Courtney; Paw asking for firm records for 001

3/21/12 final -

Sandy Myers interview ran program to transition athletes to college; Paterno dn want to send students; NCAA said tutoring should not be separated;

They build a new center but football still never came over; Sherburne unqualified for all but a paterno guy, moved around and moved up; JP chauvinist pig - refused to fly on a charter where there was a woman pilot, wn let women be trainers; academic counselors, JP had complete control

Football academic counselors didn't talk not fan of Triponey - outgoing & outreach

BM: Some fb players can't read write; JP dn look at her in meetings; guys cant talk to girls & wants getting a girl in trouble, lost all respect for him; women can't complain to Curley, important for change - need people from outside

Paterno never came to coaches meeting x when Joab Thomas & want for a small? Paterno called Pres. Bush re Permanents visa for a Chinese professor

Wall Richardson - for 21years was academic counselor for BB & got email from Curley, no explanation to dismiss hire; tired of dechillis complained about her & Dechesllis wanted more for the students



Curley wh wording do his firing; low paid no control over academic - football,

??Car wreck & death of students - nothing happens trying to set up int w/Courtney for 4/9

Litigation hold issue -no response yet?

3.21/12

Sullivan: Fritz head wrestling coach, JS would h horseplay in pool, "cauliflower ear is a permanent condition on

Int re coach allowed in who had child abuse finding in background ???

Florence Dunlap - int record by Joyner

Recs: change protocol if air dirty laundry disloyal to PSU

Mcqueary couldn not have gone outside psu - A culture thing

Negative background checks not followed up - Hire Right made mistakes, pepl frustrated by not getting info in time for camps, more hits to BI checks .

Fritz - 14 campuses - all campuses do own bis - sent email to all campuses re camps, 23--3 years ago heard JS rumors from Larry Suhey re grand jury & molest

Sethman ADA Center County interview -medicated, uncooperative, good friends w Gricar - dn believe Gricar murdered or suicide

Attend 3 meetings re JS case;; 1 - re moths ph/call 2\_ follow up to meeting at house, JS on knees sobbing, apologies, 3?

Email re Gricar - does not recall,

Cases involving players - more assaults

Blamed DA Madea as being too lenient on that case (Meridian) backed up" 6 ppl arrested, 2 bound over, govt 3 misd. Arrests but it was a burglary and aggravated assault - they had a strong case;

Distr. Judge Carmen Prestia has reputation for being lenient

Adas wife worked for CYS, uncommon for Das to have psych evl - usually female psy; Gricar - ethical

Rumor: JS brought drugs for steroids & disappearance with Gricar - sand supplier connect and mah have led to Gricar's disappearance - were players becoming more violent?

3.21.12

Omar told tomalis & Frazier re emails, supports that Spanier new @ 98 incident; ack. Someone should got to authorities; that they should get professional help for JS & thought more than horseplay

Also another email w GS & TC original plan to talk to Childs Services & Curley had a change of heart after talking with JP

Tomales thinks Board has lead bc Frank G mentioned to USA subpoenas; TF concerns re: emails being presented to full board

2/26/01 em: Talk to person & organization and other organization;

Sch & Cur wan & Sp want JS to get help be human, but they knew. Schultz pts finger at Curly, what did he do - Probably follow up was verbal

What question

Fina did not know about 2001, impacts statute of limitations, Curley's calendars on line but did not go back that far

Great to check on paper calendars

Review Eugenio

GP - talked to Fina re email discover and sent a c to him of 2001 emails, will be a problem for AG

OK to int. Courtney, sent em to law firm to request interview & get more emails

Email to Coro re: athletic info from December January - Need relativity schedule

BM: Heard from 2nd Mile, given subpoenas re payoffs won't allow anyone to be interviewed unless its privilege. They had old subpoenas. The payoffs have them concerned, several people thought Heim might be involved.

3/22/12 Final:

Omar: Dan Hagen - had heard local sports talk discussion re: 200 interviews & sports broadcast ; one ties to someone we've talked to: tomalis wants to process the email info; blake capetelli mtg with team members, next steps - manually look for 2001 materials; Spanier is secretive, close hold, sneaky side, close to agency

Acting Sup Dave Clark as at joint meeting, not sure of time frame, state under pressure; USA things Curley/Schulz on thin ins, FBI needs to be the backup, Will heck w Brosan as to what's needed

Talking w AG about travelers, focusing on 2nd mile; IRS will be part of group eventually

Had one V. Interview, found info on car, kids don't remember, have a paper trail on car

Omar: Curley Schulz did not take action to be human

Ron, Ken LJF on same page of not telling task force yet, prob with too much transparency

Rodney Hughes, Trustee - interview to Chronicle of higher ed

Paw: State computer person & AG found 2001 emails, PWC writing report a to validity of emails; he told Zubrod about emails, they are still feuding with the state; non committal re docs they've received

Downes: Spanier's 2001 calendar received, Sun 2/25/01 back from M and 2 pm mtg with TMC and Schreyer House; and another meeting 2-5 pm TMC

Downs: Don Leslie, volunteer member Chairs appeals, no one ever interceded, no preferential treatment, handled 100s of cases; VT hotheaded, numerous meltdowns, not a team player; BOT hasn't been transparent; had nothing to do w/Meridian case

Puzycki - not interaction between BOT & Meridian but after "off campus" disc issue went to a met w Suhey & judge Tom Kessler in Old Main , at first intimidating, then was ok; never contacted by Al Clemons; Debeouf involved with most of football players, he complained about him to Spanier, Snyder & Courtney; threatened to bar him - they sent him a letter' "coached" a witness 7 player accused of assault? -

We have letter to Deboeuf re his payments, compliance with NCAA etc.

McGinty was his boss, didn't get along with VT, got a better position elsewhere, so did Gilbert; Sue Paterno never came to see him; VT shared stories about JP, VT tried to have good relationships but was rebuffed, coaches deans often go to bat for students who are in trouble

Recommended faculty members to interview: Dawn Blasko; Pareese Ingram, Carolyn Mahan, Jonathon Marks, Keith Shapiro, Laura Pauley

Paterno wng give Puzycki c of his email/text to tell players not to cooperate; VT stepped in; sanctions were changed by Spanier (possibly vt) from 2 yrs to 2 weeks;

J's report went to Spanier bc JP wn take it; Paterno threw it on ground, leaked it to ESPN

VT - ethical decision to step-down on Meridian appeal (did not go to appeal so not necessary actually)

~Not all athletic dept fault VT would punish people, emotional, had Lizzie doing errands, \$ for more elaborate gathers; doesn't know why VT fired - her demeanor probably; he was honest with her about relating to others, she had good principles; Spanier fired her, her departure was quick,

Surprised no civil suits form Meridian (hint of payoff);

3/26/12

AM Brief

Gilbert int: football team only had issues an they were only news who got Triponey and Spanier attention; no firm decision about football v. Triponey, deciding Spanier's review (Secor) did review "joke" extensive report

Puzycki interview, both sad Triponey disliked, Many did investigation of Triponey

Int Ed Prtys: football camps at Behrend, not second Mile but Sandusky; at camps for 3 years, no rumors; talked to his sons and other campers, no paperwork of background checks 2005-5008; Sandusky associates; 3 types of caps, PSU, Sandusky, 2nd Mile

Kirchneer says JP fired JS because of 98 incident and convinced him to???

3/27/12

Ph c from George Venizelos, 2001 Curley email piqued interest of investigators, USA; they are going after 2nd mile, investigators getting along

3/30/12

Trial for JS rescheduled til June 5,

Omar : conversation with Erickson - Spanier wondering what he'll do when he returns in the fall

Greg: Re Fina call, relooking at Spanier, not happy with University & cooperation but happy to have 2001 email

State hasn't turned over 2001 emails to Amendola, waiting til they have the right chain of custody within next few days

40+ more people before grand jury

Coaches are scared for their jobs, spent four hours with each coach; still talking with Bradley & Ganter - ok for Diehl, Venterino, Caldwell

Concerned about Schultz sensitive files not having Sandusky stuff, thick file missing - lots of people said there was file there

Grand jury re Baldwin, judge not happy with what she said about representing the university - inconsistent statements - we are getting c's of the transcripts from Mustakoff

Janitors - don't ask them; they have talked to 41 janitors, 4 are in presentment, talk to other ones

RE 98 incident; chambers & Seasock - Seasock involved in Lacakwana county case - Dept of Public Welfare - to get assigned in a day & a report from 4 counties away suggests there is something wrong; Seasock overly definitive - his theory is that a Penn state legislator - OK to go after Seasock

Ok for DPW - including Watson - connected with Raykovitz on a board;

What about Diegueno as legislative liaison; former legislative liaison Schmuckers was who Schultz visited in Florida

Greg to tell Fina we are interviewing Scheffler on Wed.

SCHEDULING - INTERVIEWS BY 4.30

3.31.12

Per Doolin telcal; spoke to Brosan at Bu; Fina called Zubrod & wants to start involving Bu in interviews; 30 still need to be done - we may be able to help prioritize - AG has emails (we knew that GP provided); Heim relativity search - the ADA interviewed by Sethman had football tickets (10) said he was good to football players and PSU, best ADA Gricar had

4.2.12

OMAR: AG documents received re: Curley & Schultz

ANN: DOWNES/Dolan - Suhey interview at 10 am; Sullivan back up to Hensal interview

KM: re potential faculty members - OM told faculty senate about the recommendations;

Sullivan: Fletcher interview, possibly approached by Bradley & warned off of Sandusky, was on Board of Quarterback Club (social club - Paterno made most meetings) Joe got sick & sent Ganter

Knows Mcqueary from club; asked many times to be on second mile board but was able to be successful without being on the board, has met JS; knows JP because he donates to PSU; Curley went to school w/wife etc.;

Spanier - arrogant, used to defend Nebraska

Friends with Bradley's brother, the surgeon fm PG;

Heard rumor at tailgate (close knit friends from SC, fishing group, Penn staters)

2003-4 heard inappropriate, something sexual with a boy, heard at a tailgate party - JS hadn't retired too long previously - source moved away, in New Jersey but lived w/Bradley at Toftrees

In Florida fishing heard another rumor @6/2010 - Roger Grimes talked about tailgate rumor & he had played football with JS; - need to check out who he is

Said Bradley didn't say anything to him

Sethman

Curley info in Penn Storage, review at 9 am on Wed.; talked about value of talking with Matt Sandusky's wife - she had some other info that Matt walked in on Jerry on one occasion

Lauro interview set up for next Wed.

Shared Wilmington info

Tony shared emails with Rick 2.12.01 inquiry from Schultz to Harmon re: 98 report;

Going to review all of February 01 - they think the event occurred Friday 2.9.01;

Interest in ex-secretary of Spanier - Dolbin

Have two consensual tapes of Sandusky talking with victims - the tapes Amendola is alluding to

Bradley back to GJ on 4.17 - with info on helmets going to tell Bradley to appear with a lawyer; Bradley's brother Matt "saw JS in shower with boy" Matt & Jim Bradley both played football for PSU;

Spanier collapsed at a restaurant last week - Waffle Shop

Got contact info for Terry Watson

Fina approved interview with Schreffler

Dolan - managing document review, make a priority - would share with task force on Wednesday, 5:00 pm call

Cloud: email 6.25-26.98 re: a meeting; Schultz, Curley Paterno trying to set up a meeting

Baylor - may be Sandusky files floating around with Cynthia Baldwin - (source tells Baylor that Venterino was present when files found) - Joyner contacted Baldwin about it;

4.3.12

Am brief: Omar: Frazier emails re book Game Over & the interviews by reporters, Surma Dumbly emails

There are 5 trustees who were interviewed, BOT considering preparing for relapse of book,

Issue: "payment, looking gracious, no good way (Surma) - the looking dumb but no good way to avoid it

TF: Retirement payment to JS; or to JP

Joe Leither - Retired PSUPD investigator, removed from investigation may be source for the writers

Items to be picked up at MCQ Blasko

Sullivan=an/Widman - may have to interview Bill Curley, brother of Tim and he is responsible for Commonwealth campuses & Outreach

Cloud: radio interview in SC today - 1) ok for FG cost if ids that knew what when 2) how much will report be redacted to protect University

4/3/12

Final Brief: Omar - contract w/JVP to be completed this week, Mcquaid Blasko time sheets ready tomorrow; Baylor: docs rec'd re players trainers etc & current contact info. Geo Salvatore did not prove before

Dolan: re: Freay - said board was ineffective, never negative news;

Cloud: Nancy Hensel retirement office person (retired) went to JS office to help with his retirement, not aware of 168,000 would consider it a settlement or an incentive to leave

Employees would go to a supervisor and fear for their jobs if they saw stuff, would go "ape shit if she'd seen

Sethman - Rowell - trustee emeritis, don't remember CB presentation, Spanier though - no questions asked, participated in 11/11 calls inc. Spanier & Paterno dismissal; lunches w/JS, 2nd mile supporter; supporter of TC, GSC, GSP, not JP

JP only showed up for awhile at JS retirement, thought something was wrong

Village looked like a good deal, didn't turn out well; Courtney a good friend but not sure about him know; JP king of caste, drawbridge never let down - JP always had critical comments when you'd meet him; different for admin people; was a bulldog about protecting salary info -

Triponey - thought JP threatened GSP and they let her go

Downes - has GC study and Secor report; Suhey gave names of student equip mgrs.; Tim Brien - trainer - student trainer in 82 now back w/O'Brien, suggested talk to Heim & Phil Siegel & Bog Poole and Fisher is a wealth of info on rumors @ 11/5 CB said could not fire TC or GSC as they were witnesses for Gr jury & could be retaliation; Paterno wanted to resign and to keep contract going; Suhey tried to prevent JP's interview with NYT (?); Trying to find out who 5 trustees are who talked to book writers

Widman: Phil Siegel was guy at tailgate event who new rumors, new interview John Has

Sullivan: Thom McIehny heard JS rumors @1998; some was not surprised re: JS (was at a camo); JS paid attention to kids "beyond normal"; Phil Sieg needs to be interviewed; Pat & Larry Camplongo - part of tailgate group, friends of Bradley, sons were trainers

Rob Metzger: heard rumors before 9/11 re: JS - sexual activity & children

4.5.12 Mtg Omar, KM, Frank Guardingo, Mike Mustabkoff, Dan Warlther Adam Goldberg & Lanny Davis on the phone Note: Lanny is on the train talking and asking questions about PSU - very bad security

Omar provides time line and info re: emails from principals, Mike says new info re 2001 raises all types of questions re University compliance w/ AG requests, new issues, did the University cooperate early on: What will this mean re superseding indictment and charges of Spanier

Also mentioned new bag of Curley materials found (Dave Baylor looks at them later -nothing important) Positive aspect of emails: FGIS found based on lead and turned over to AG & USA on behalf of University

Drinker firm did investigation of Mcquaid Blasko?

Lanny davis: Wants to track this thru Corro, wants to note Paterno quotes in email v. What Paterno said;

What is the timing of Ruth Ann Jackson statement re: dates & when Mcqueary got his job.\*

4.7.12

Pm brief

Omar: Amendola trying to serve sub in LF

1. Tour of Stadium

2. 3. Fame over book, power provided optty for corruption to breed, book has wrong date

6/1 draft report to Frazier & Tomalis, May 1 - 2 state college regroup and finish at end of week of 5/21 - finish team at PSU but keep office open

Sullivan - interview Harrisburg campus, chancellor said 1 person and did work of 1000s, summer camps, JS had 07 and 08; didn't need help with camps, was popular, in control, they do fingerprinting, bis, coord with HR; Dire of HR knew nothing of process

At wilkes Barre, 1700 commuter students, 400 campers, ran background checks but left and rt hadns don't know what others doing, No JS camps there but he did fundraise

Have a rec hall, must be member to enter, cameras in hallways, staff walks halls every half hour - good system\*

Paul Shaffner - Grad ass for JS; went to 2 bowl games, never saw anything inappropriate but saw him w 2-3 kids usually just 1 kid; worked summer camps ant Albright college - JS big kid with water balloons;

Baylor: Schulz's old main office, no files, Sassano got a drive; Walawroth got call from Musakhooff re: Curley's files in Sherburnes' office, Rick, tom Dave to officer & interviewed Sherburne during which time he was fired. Additional files of Mushkingky - out of town\*\*\*

9 am - file reviewed Sherburne has atty & gr jury subp, he was shredding docs before & after subm

Downes; re Ann Ard: Chambers well respected and competent; Seasock - slimy fraud, no longer use psychologists to interview offenders in Center County

Karen Arnold compiling file on Seacock, Gricar a good DA

#### 4.8.12 Final Briefing

Omar: Re gag order from Sandusky judge; could give some ppl excuse not to speak with us, will move forward & witness should tell us; gives Task Force reasons to underscore confidentiality at their meeting tonite

Paw: Talked with Zubrod re: time sheet from mcq/BI; was interested in Courtney interview & his view of state statute & how federal statute covers the reporting cases - are checking on this; spoke with Schultz' attorney who has different view of facts and wants to meet @ 4.21 to discuss ground rules re an interview with Schultz; trial for Schultz & Curley will be in the fall; will share written statements from mcqueary to AG; first statements placed 2001 & 2002 as potential time - first report done in Nov 2010 by mcqueary to AG; Curley thinks this is all an athletic dept issue; ie Spanier, Curley & Paterno

Mcqueary lawyered up when first approached;

Talked to Walworth re electronic evidence;

Talked with Fina who was unhappy with Mustakooof about PSU not being responsive, he'd subpoenaed billing records before - but there were previous issues;

Mather: went thru board materials - nothing located

Interviews 4.9.12 fillipeli (rec. By Erickson), sieminski, (asst vp finance & business); Lozano (pres. Grad. School)

Downes: Interviewed Chaiken, CEO of Almo appliances, had general counsel sit in; to avoid liable, did not want to talk about Schultz; backed Al Clemens for governance change - Garban told Spanier "we won" but Clemens lost; 32 people on board too big & emeritus try to monopolize conversation

Spanier good president, issues re: Dickensen & Geisenger; Baldwin made short reports to board re lawsuits; Horvath, Curley - thought highly of; Chair of Audit Com bc Pres/VP finance were on com, Heist & Doncesz good job but Heist DOES NOT COVER Hershey complex - Deloitte Touche may be helpful; PSU has too many servers

Knew Bonnie Marshall who left PSU to go to Second Mile

Baffled why SP didn't bring to Board & should have warned Board earlier, spend too much money on Board; Garban too close to be Chair & on board; PSU needs to be prepared, Mahon a disaster, sh/have had crisis team in May



Worked with Mary Kay Paterno development

Remembers president contract; Triponey insulted his fraternity publicly

Power group in existence - mostly business industry in 04 when Clemens lost, flew Arnette back from trip in Argentina to vote - board chair & Broadhurst instituted seminar

Expose those who knew about this

Dolan: Reading JS's book - has a 10 year old mindset,

Bocra: Went thru Schultz emails 5.2011 - he was retired but spent most of time in Myrtle Beach, uses email for VPS where he was on Board of Directors - call themselves "outsiders" the others are part of Restek - Paul Silvis company, one of HR Restek ppl looked into compensation data for a "Head Coach" - Schultz is on the board as Restek;

Baylor: met with Omar Easy, he met with a player who was arrested & Easy was the mentor, told him to tell police he had to go to class, Ganter has been liaison to police & has got Tony DeBoeuf for some players, things Ganter is evil and does stuff people aren't aware of; Put together list of former players, identified linebackers - will divide sampling among team members, will come up with questions for the group;

Sethman: Bruce Kline interview, PSUPD 35 years, re: cameras - couldn't recall conversations with Schultz, initiated camera program, put on old main, don't remember any at Lasch building; were on 30 day loop & recorded over, procedure for reporting employee misconduct

Sethman, got a hold of Felicia McGinty, athletic liaison for Triponey - setting up interview for Tuesday

Sullivan: spoke with Mary Beahm, re AD 39 policies; they are in process of getting input to improve policies and procedures - "Supervision of Kids" and background process review underway; campuses all over the place, she stopped asking & started doing - under the gun for commonwealth & upark campuses for summer camps; was on BOT 1990-2008, she's emeritus but taken away when she returned to work for the University; Says size of Board is too large and doesn't lend itself to confidentiality & a lack of trust between Spanier administration and 32 member board - ppl might not be willing to challenge coaches and are reliant on what info the coaches give them; Some of the camps are profit losers, no one questions these; Board struggling w/identity & want to get involved to day to day ops of University, need to make strategic decisions;

Sullivan: Int with Bill Donahue Police in charge of Commonwealth campuses; smaller campuses rely on local police, there are problems with communications; too many systems, antiquated, re: Clery - campuses have good idea about it, but they use different systems to record data - looking for a common platform, hired "FNU Gates" but has no Clery experience; threat assessments - have agreements in local police for risk incidents; He's checking on incidents with minors since 2003 on campuses;

Mather: Recommend smaller emeriti - BM will provide

4.9.12 Meeting Mather, Omar, Paw -

Next week update w/LJF - Interviews - ok for 2 investigators re: players

Athletic Dept e data in relativity - Mid Feb 2011 - Greg will divide into four pieces and get date ranges & Km will assign

Athletic tapes go to 2007; back up of athletic department emails: will be big project

& 5 Board of Trustee email tranche's - Greg will break those up as well —

Need the rest of BO emails from Paula -

Data Documents - locked credenza In Schultz' old main office

Ask about what Gary did when he heard of subpoenas

Mcqueary statements are coming from atty Tom Farrell

PM BRIEF

Omar: Frazier said his mtg went w/board went well:

Wed ints Huck/zach pierce cloud/paw mccann/fegan widman; Nichols, Dones bard sethman rickets cloud/paw, lauro tbd 5 pm paw sethman, possibility of Hermann a 1:00 KM & Omar;

Downes: Kim Belcher did not see anything in GS locked credenza long ago

Paw: working on some relativity searches

Downes: Lazano, pres of grad school, ex officio member of BOT mtg, law student, Thinks BOT needs public comment at beginning of mtgs; Triponey not professional - would meet w/students tell them what she's going to do; Spanier - pompous; rec Gen Coun need to be more aware of ethics & when to recuse selves - & she should have recused self cause she was board chair; Not enough outreach re: reporting problems - maybe facebook; Erickson's emails to students well received

Downes: Sieminski - worked directly for Schultz, Gave name of Bill mckinnon, was sr assoc of finance & maybe interview: business retired 1999; Had no knowledge of signing autographs, was in charge of trademarks; with second mile land deal - good for community; 2nd mile

2nd mile flipped property for 2.5 million; negotiated really bad terms so that the U could not buy it back for what they sold it;

Sandusky retirement would have been a lot

Mckinnon was involved in Village & they paid PSU for licensing

Circleville Farm - Schultz refused to sell to S & A Homes, put out for a bid, Barbara looking at these materials

Sethman: Sassano brought up Schultz files at Old Main, is working out & will bring Rick with him; Sassano said mmcq was concerned that FGIS weren't speaking of him well with O'Brien

Baylor: Otranto interview, was at JS's camp at Harrisburg; recalls being there w JS; coaches had individual rooms & was a time when all were in the pool - so JS had his own room

Sullivan: Filipelli, Asso Dean for Admin - brought sympathy for vics, state college council member, board were impressed with Schultz, wife is friends with Sp's wife; 5-10% donors bring in the most money thinks they give a lot because of the university unless it goes to athletics; faculty (fans, negative, or just didn't care)

Little interaction bet faculty & football program & never asked to treat athletes differently - maybe separation of academics & athletics a good thought BOT treated Joe ridiculous & cruel ; Rec: training for administrators; amazing that no one was concerned about kids in shower

In mid 80s a faculty person was stalking students - fired him Lance Shotland - Wendell helped them with the personnel issues.

Capitelli investigation completed no leaks from FGIS

4.11.12

Final Brief

Paw & Sethman meeting w/Lauro; Writer of JS book - Mousche reached out to FGIS earlier (Flynn)

Seiminski coming back for interview - re Second Mile sale for 2.3 million; Greg had deed re no improvements on land & University can buy back for price for buy-back; Ints. Tomorrow; Jones & mcginty & Seiminski NY: Teams all over & Saturday meeting at NLI; Trying to interview Lisa Powers;

Omar: Greg spoke with Curley's lawyer (Roberto) who said we gave Schultz 2001 emails; Curley has to have lung completely removed;

Cloud: Int w/Linda Pierce - was removed from HR when Basso arrived; Coordinator of work life for child care centers; various hr units not centralized; Linda Woodring not good; Wendy Whitesell did background checks for child care locations; Rec: :HR should report to central, and deans resist - bc loss of power & control esp wage jobs; they need main system for HR record keeping;

In 1990s police were always involved in all crimes - something happened & decision made not to report all crimes to PD - then audit was to review whether PD would be made aware of it; she thinks it parallels how Sandusky issue handled - thought this was to protect certain individuals

Bud Meredith gives tickets to family & friends

Ricketts - reinterview, subpd to grand jury; re: Bruce Heim & car - Heim said he needed an atty & Rosenthal was at the mtg with Central Board - Heim asked to be represented bc its in an article that he bought a car for a victim -

\*Got report on Elliot Abram the weather guy; 3 reports 1988: Administrative Information::; approaches a 13 yo boy outside of rec hall, boy tells his father & father calls police re Abrams - Abrams says he was doing survey about ppl looking for boys; he writes to v. Says he'll go to a counselor & report says there are other similar reports - they accept his verbal promise

1993 - Same thing approached 16 year old invited to wrestling room, charged w/disorderly conduct & he signs a thing that he won't come on property & Amendola signs the form to stay out of REC Hall & IM unless he - Not charged

1995 Criminal trespass at IM building, Sowerby saw him there & checked & found him, confronted him & spoke to Gricar who said he spoke with Harmon & Schmidt; advised officer not to file charges - said he'd talk to Amendola about Abrams - handled by Schreffler

Sullivan: spoke with Rosenthal (atty) at Second Mile, had a good time line

Jeremy Fegert -helped run 2nd mile camp; they ran a boys & girls camps at U Park and another at Green Hills; JS came to the camps but primarily at University Park in group settings & particularly at swimming events; he kept track of the swim times; - Did not see inappropriate but saw JS arrive with 5 kids regularly whom he drove (1 was on Brian Williams' tv show) normally had 1-2 kids who would hang out with counselors; There's a policy that if not full time counselor can't take the kids unless parents approve; DIDN'T FOLLOW THIS PROCEDURE EITHER they do background checks but moas with PSU don't require - use state PATCH system & self disclosure form

IN Nov 2008, a part time empl Erin Rutt said she can't work for second mile cause she heard about improper conduct on part of second mile person; Jeremy goes to his boss, Mark mccann, tried to figure out because it happened in Clinton County; they go to Genovese & they go to Raykovitz; Raykovitz calls Jerry Rosamilo with Clinton County Youth to see who the person is; then Raykovitz calls Jerry & Jerry says the allegation is against him; Raykovitz tells JS he can't participate in youth programs but he can work on development til things are cleared - so he drops by from then on

In Jan 2009 JS tells Raykovitz that there is an "indicated" finding from CYS about him & 2nd Mile monitor & in Sept 2009 & JS tells them there are further allegations & Amendola told him not to appeal the "indicated" finding;

Rosenthal says only a small gp of board knew - Poole, Heim Raykovitz & Genovese; Accdg to Raykovitz day time - there was a brief mtg with Curley - this is Raykovitz' side of the story & that it was downplayed - JS denies the abuse took place. : Police looking at 12th victim & alcohol - mnb credible allegation;

Jeremy knew JS defensive coach for Central Mtn; JS was on sidelines, calling plays, (Cloud: may have been later that he was sent to the press box); Heim would work out with 2nd mile kids also;

Sullivan: Re Mark mccann; Knew JS showed up at big events & swim times & brought kids alone; Alan Myers is one of the kids - once a young boy & girl - Myers family may have got the car; Frankie Avini Frank Probst Erin Fisher & David Hilton -

Nov 2008 Clinton County allegation

Mccann was at prep mtg before mtg where JS resigned from Second Mile; Opened board meeting, JS reads prepared statement with an incident & sexual misconduct allegation; one board member Mike O'Donnell was freaked out; Mark arrived at 2nd mile, adoption of Matt Sandusky underway - so he did the home study when he worked for the county - he wasn't qualified for this; Matt was troubled & JS & DS helped him but Raykovitz met with Matt once a week;

Zach: Huck interview 90 years old, trustee emeritus & board chair, lives at Villages; after March article recalls Spanier & Baldwin talk about former employee, takes a few minutes, thinks JP had to leave & Spanier - both did good things; however way they got rid of Paterno was pathetic; Spanier statement bad decision; Board is too big, try to deal with committees

Downes: Talked to Horvath re Schultz asking him for files after grand jury; any other offices? Kim Belcher knows where all files are; 1998 employee misconduct from PD; will take a week with Maney - he can show incidents were reported

Reinterview of John Nichols - faculty rep for new Com for Governance, recs for improvements re: Board wb done by end of May; ; AGB said PSU one of best in country: Spanier is a good friend but statement was ill advised; Sports editors were at PSU - will re contact in one month

Baylor: went to Schultz office - most was board stuff was Village file & Rick called Sassano & Baylor went in & saw Schultz leadership award from PSPD & Tony took them; FBI coming over there 10 am

4/12/12;

JS has still has office @ East Area locker; they told Cynthia Baldwin about it but she didn't notify the AG;

Sethman: Jerry Lauro - DPW & how CYS works with PD; until mid 90s didn't work together much; has no notes on files on 98 investigation - if unfounded law requires shredding; never saw Seasock or Chambers reports, doesn't know Seasock, wasn't common to use, Centre County would have been the one to handle,

When childline report came from Alicia Chambers & walked to his office; he was assigned the case by his supervisor, Norberg & Houston - No special instruction re: Sandusky case; case would have been have founded if he saw Chambers report; CYS runs a separate investigation from PD; CYS Centre County brought in Seasock; There's two tracks in this: In mid 90s there were two tracks & John Miller in Centre Country gets involved because of Schreffler & there ; Lauro didn't interview the kids, he relied on what Schreffler told him what the mother told him;

Interview with schedule w JS takes place on weight bench, small workout room - didn't plan interview; Lauro did most of interview; schreffler told JS they weren't filing charges - JS said he wouldn't shower w/kids anymore, Said schreffler had no child molest investigation experience - He didn't hear about anything further re: js thru hotline - HOW MUCH TO PUT IN REPORT

Sandusky was involved bc he was the babysitter\* foster parent & it was a caretaker role;

4.12.12

Final Brief

Greg: Interview - KM re: Spanier & National Security Issue

Per Rick Sethman football issue - AG still doing this with Bradley but not the top priority

Went to Bryce Jordan & East Locker Room - SP & AG office talked about relaying what was going to happen in "two weeks" re Spanier, trooper served subpoenas today on Erickson; per Dave - Sherburne got subpoenas and told to be in Harrisburg for two days;

McGinty interview: thinks VT was real problem, but she would h/stayed if not for Vicki; JP and VT both were problem, both were petulant little children & Spanier was mediator; coaches frequently participated in judicial affairs process (over-participation), VT continually mixed it up with JP; she attended mtg in Spanier's office with Courtney & VT left office in rant & slammed door; another mtg in VT's office & got up in rant and left own office; probs with football players - Andrew Corliss took piece of pizza from a kid - Corliss showed up with coach but he didn't want coach (Buggs) - overinvolved, Curley was only one could reluctantly talked to VT but Guido would show up as mediator w/athletics - Problem with Bounce Song - worried about structural damage - got rid of it but Guido kicked in the Bounce Song; VT good intentions, emotionally unhealthy, depressed, didn't get along with anyone, started to fear for kids dancing too long - VT got involved in front end of judicial affairs

VT emailed 8 times to grsp and he told her to stop; VT tried to get mcginty to testify for her; VT contacted ESPN & SI, & mcginty wouldn't comment; She heard rumors about shower incident couldn't remember, possibly from Puzycki - would have been 2005 - 2007; WHO TOLD HER THIS? REASK PUZYCKI

She met with Paterno & 7 guys to discuss Meridian incident, referred to mcginty as a kid - no one stood up to Paterno & she corrected him; no one talked honest about problems, Paterno said don't get overly sensitive - he's a coach of years of experience & student affairs didn't understand inner city kids; Said Puzycki was jock & understood football players; sanctions in Meridian were weak and lame & students didn't clean up stadium - Letter under v's door, she thought Guido sent it, judicial sanctions should be educational & athletics only saw punitive side; 39 student deaths in two year time period among all campuses - dui & traffic accidents; cultural shock - cult-like; Lavon Chisley case - football player who stabbed someone in State College 93 times - "die Nigger" to throw people off, didn't gain momentum in press, victim's father works at PSU - was convicted 1/27/07 - 3 most powerful ppl Paterno Spanier Schutlz;

Baylor: met Tony @ Bryce Jordan center; Heather told them that Sherburne had cleaned out office & called the shredder company; she confronted him, she takes bag & tells shredder not getting bag; went

thru items with AG's office, Sherbune has been bizarre all week, second episode of shredding; FBI took Village file from Schultz office (Dan Walworth was there from Mustakoff);

Joyner said the east area office he learned on 3/27 from Bodenschott & he called Cynthia Baldwin directly;

AG called her about it & she said she didn't know anything about - Loaded up boxes and took to another room for files (Dan, AG, FGIS) have c of files taken; will scan & put in box - contains writings by Sandusky, 95, 97, 98 summer camp lists with students, phone number addresses and asterisk by some names; had some victims photos; 20 people more testifying in next few weeks, told O'Brien to tell Ganter to tell the truth;

Cloud: After 2nd mile docs found with rosters & asterisks, Sassano said when served search warrant at JS house & found rosters from different years, with asterisks & they interviewed & most admitted they had been assaulted by JS; U of MD and U of Va letters found; handmade trophy for Polish Bowling, there were two names - both were victims; Matt Sandusky sells 1100 shares of stock to JS re: Paris Corporation, owned by Dominic Toscano? Past Second Mile Board President, owner Paris Business Forms, For couple thousand dollars - Penn law school,

Downes: talked to Sieminski again, provided document that if improvements made to property would have to go at fair market value;

Kim Belcher - documents from Schultz, two file folders gave one to him & Frank G. & send to Dan?

KM/GP - Brief re: Erickson

KM calls with George V.

2:38 pm - Spanier sent an announcement email to friends, including FBI friend that he is working for a national security agency; George had met with Mark Builiana EAD and the Intelligence AD this AM; He told them Bu snb involved with Spanier and Bureau understands this; George to call Frank Figluzzi to find out who holds spaniels clearance and tell Bu re case and have his investigators reach out to Atty General re: their case; he will forward email to KM

Per Sethman: GR Sp cb indicted in a couple of weeks

2:52 pm Ph c from George V. Sp's clearance is Agency & the job he was supposed to do was with them. The agency was briefed last night and they are handling

George concern that SSRA in Williamsport got a copy of email, saying thanks for being my friend

Bu wb totally engage in interviews, handling is handing over 2nd mile financials

Ad Intel called GRSP to tell him he won't to be on advisory Board any longer; sp dn want to step down and attended the next tg in Florida for "transition" but he wasn't supposed to be there, but baking away from him, other members didn't care for him; he has close relationship w/agency

4.15.12

Final brief - Sullivan: Eldon Price - waited for Mr. B to do background checks - office needs more people, Joab Thomas too ill to speech

Bachman: Peter Khoury - student re - no particular info, full of himself

Horne @ mcquaid re: work product, Gotgetting settlement inform from Joe Doncez;

Heles Wise - thinks Corbett influenced Board re Spanier dismissal as he didn't like him

Albright campus - Ej Sandusky ran the camps but JS spent the night - not a Penn State School

Karen Arnold refused to be interviewed via email; no NCAA issues re Eric Childs though he was fired from psu

4.16.12 conf call freeh, paw, mcneill, KM

LJF - timing of report; postpone, release, dn want to interview with court; finalized know; have to do something - public recommendations first? Wants to finalize before 9/12, embargo? Trusted archive;

Recommendations sh not impact trial

Couple recommendations with a good general al brief; BOT would probably want to make public

Paw: int'd Peets - forward focus, could help by doing recs firs; report wb a coda to the recommendations

LFJ: Ken & Ron would go for this

What is TF of 9 gets embargoed copy - 9 people would have it?

Paw new Sandusky docs could be game changed; are they exculpatory - wo boxes - will try to get more time\*\*

28 boxes in E Locker Room ; letters UMD; photos of young ppl and long letters to kids, inappropriate not sexual; asterisks after boys names, similar to others who had molested; also found photo w/vic & janitor, joyner says he told CB these existed, she says no; found 100+ computer tapes in Old Main, sh hab been discovered \*\*\*

LFJ: trial date - pretrial Curly Sch in 6/12

Paw: next week more gr jury, sp mb charged; talked to sp's atty; don't seem to suspect he wb charged; mtg on frid to discuss ground rules for interview

Re: Courtney int: not inclined to talk, no longer w/ mcq-BL, time entry in 2001 impacts that, getting more info now from mcbI Sp's counsel wants access to his emails but AG - Fina dn want Sp to see 2001 email chain; gr jury 4/25 -indictment 4/27?

Fina wants to question ppl, then it turns into perjury, not fair to the witness

Schultz, curly atty - GP met w/ next week, Sch Curly attn. Have not t seen emails

Re: ground rules, areas to cover & access to docs

LJF - which ints & principals - Corbett - wants to sit in on some



KM :- have to explain what Corbett's role was\*\*\*

LJ: Fraizer said update when there's new sugff; OM w tell them about new docs on update 4/30

E-data - Greg; some athletic dept suff coming in 2 pieces plus tapes in closet

Usatty Greg: they don't have full data set and he should ; if focused on obstruction by University like ex prof. Crimes & Baldwin case); too much new info that law enf is finding but not PSU; AG statue of limitations, Fina thinks he can proceed with charging docs; letters in files found

\*San Antoine case - altercation with Brent& JS, JS apologized

Ganter called into O'Briens' office re being truthful

OM: Mcqueary hears FGIS bad mouthing him; lauro maligned by PSU ps Schreffled - he did very little on investigation; dn know of Seasock or Chambers reports, dn speak to Pv's, relied on Schreffler, Schreffler inexperienced and left Lauro l charge of J's interview; it'd in weight room; JS admitted showering w/ young boys but was "innocent" Case deadline was 35 days and was met

NCAA is fine - Big 10 wants more info; Omar w/talk to TF to give Big 10 & NCAA more info - \*\*they will get advanced review of report

AM Brief:

Omar re game Over Book - seething leaders

4.17.12 finally brief

Dolan - wayne weaver 72-05 PSPD - in apt with Schreffler overheard very little ut JS was denying, crying; dn like Harmon who overtook case fm shcreffler; Harmon good mgr but not Director; haron micromanager, reptd to Schultz on everything; Coach Larr Johnson - tried to talk to weaver out xxxx some football players; Mike Teeters fired inappropriate exposusin?

Over focus on race riots; Harmon former neigh or JS

Wm. Bud Meredith, -65, still audit mgr; breakdown of who got what tickets; JS w 25 yrs retired gets 4 complementary tickets mailed to his house, JS "big kid" "Knucklehead

; JS at Downington.Tournament and had kid with him; Guido wn let them advertise that there were no more tickets

Sethman: Humphries player, JP knew what was gong on in Lasch Builds; JP ells other players to let justice take its course; coaches take showers with guys - snapping towels

Tyoka Jackson -laughable that would not be aware; he knew from march article; JP created powerful industry for football was greater than Paterno

Sassano - Thomas Brewster at PSU & wen tot second mile, avil after 4.30\*; Spanier wb arrest but AT attys work on on this

Bachman - Anreneele BOT 1969, hostile uncooperative re: recording interview, dn know about JS, only talked to Spanier never talked to Spanier while he was chair

4.19.12 Pm brief - May 4th, interviews as need to with players

Omar - spoke with Frazier re: subpoenas, there are more Amendola subps around campus , spoke to him about Arnelle,

Sched. Friday, Alexander, Smith, Sieg, Sandy Race ,

Omar -after May 4, we will still maintain State College office but move materials to Wilmington, people will come up if there's a need.

Gerry Downes: Simpson int. Ex dir bar assn.; big fan of spanier, high integrity; head of alumni counsel, Curley word is his bond; JS was revered, best defensive coord & never saw kids on sidelines, is running for BOT, terrible job in Nov except for hiring Erickson; he mailed board re due process; BOT no grasp of crisis mgmt.; JS sn be emeritus; spanier & paterno mismanaged

Sullivan: nichter @ Dickensen College started 2nd mile camps with rickets and ran until 2007; involved in Albright & stopped in 2007 with 2nd mile bc he didn't see eye to eye with Fegert; Don showed up at last week of 4 week camp & work with Jerry - idolized JS; every night would go to east area locker room for wrap up after camps - JS would be locked inside & he'd be in there with a 13 14 year old kid (too old for 2nd mile camps) - emerged sweaty, When Don would show up JS would have an older 2nd mile kid who stayed with him & this went on for 23 years Don ran camps but JS showed up for pool time at night always, there was a clingy group with JS - he'd throw them around the pool; Second Mile kids were always in old bldg.; JS said he hoped Joe doesn't find out we're in here & that Joe didn't want him around the bldg.. Thought that JS would take all vacations with Second Mile - thought it was strange that he retired; had sense no love lost between JS & JP - Js intimidated by JP; JS would ask questions about certain kids at end of day - In east locker room, sometimes JS would come in later was working out; - wasn't kid in their regularly; he has documents re 2nd mile that he'll turn over - Coach Imhoff, Holidays;

Dolan: Benefits of outreach to professors, seemed surprise they were selected - encouraged that Erickson would let them talk, Prof Laura Pauley - removed a director of engineering undergrad studies, without notice

Jonathan Marks, deputy dir Rock Ethics Center - why good ppl do bad things; advocated that SITF should not be formed, a conflict of interest

Prof Carolyn Mahan - vocal opponent of BOT,

Rick Sethman - Went to bofa for Curley files - Curley had Sherbune & Muishinky separate binders of student academic records- Curley was doing project for Paterno's legacy, to compare with NCAA regs & keeping up with changes, got files in the fall: AG's office - nothing further on Paterno than what FGIS has; Didn't have JS book, looking for a c.; Paterno was losing control of program in 04 + 05; JS files - asterisks matched up w/victims & it confirmed info from other v's. Story was assault occurred in vehicle and verified

Emeritus: Zemperelli , no info from him; didn't think ppl on phone were providing due process

Paw: TS Bard, immediate past president of student body at University Park; frustrated with relationship with boards & important debate, want to be involved in committees, happy with Erickson & SVPS, town

hall meetings good, transparency - wanted more access to BOT, don't have trustee email addresses; during riots & no one communicated with the students; people waiting for another shoe to drop (like FGIS report); wants senior student leaders to get a briefing on findings so they can be spokespersons in student community, GP told him they'd reach out to him with dialogue.

Greg spoke with Fina - does not want Spanier or other Defs to see documents; next 24 hrs are important for case & offered to re-visit over weekend re: sharing documents; attys & AG office staffs are talking, & still looking to charge Spanier - GP to meet with SP's atty in PH tomorrow. Fina said the 4 of them (including Wendell Courtney) are really in the mix -

Sethman said Feathers said key to Paterno was Ganter & they have additional pressure to put on Ganter who is coming in next week;

Fina said Jay Paterno said that his father knew about 1998, (might go back to Jackson)

Rich Zach: Bill Mahan & Lisa Powers - more sure that Garban was in mtg with Spanier & knows about statement; they went to President's Council early & the room was silent about whether to do statement;

Now athletics does not do any communications w/out going thru press office; says Erickson thinks athletic dept too focused on past;

Sethman: per Sassano, brought in Garban's son bc he had info re JS in shower

Re: Bradley interview - they didn't get any info from Bradley re: Paterno & 98 incident; Bradley was more open & closer to the truth - but still holding back

Baylor: Tim Brehm, head trainer now at PSU replaced George Salvaterra, George had eliminated student trainers in football, 1 grad asst for football, training room a mess, not good medical records, ran as an island, inconsistent not to have student trainers in this academic institution; meets with coaches etc. Now, Curley reported to Paterno

4.23.12

Frazier Paterno not charged but fired, unlike Curley & Schulz

Sullivan: Phil Sieg: part of tailgating crew until 7/96 JP activity involved in 2nd mile; village & 2nd mile, FGIS trying to connect dots that don't exist; Dubois campus - key ppl in HR don't know rules;

Parents close to Paterno, father knew he was sick; sue told Sieg's mother he was really sick in fall;

Jason McChiling - went to 2 Albright summer camps, didn't see improper conduct (Albright?); vic was t#1 was there but JS was always w/victim

Cloud: Rob Holmber - trnsfrd to PUS from USNA, played for JS; wasn't a JS recruit, JD didn't congratulate him when he was offered pros, never heard anything about JS

Mark Robinson, don't think JP was fired, refused int

Zach - booker books, son works for MCQ Blasko - good friends w JS; knew as head coach, was coach at PSU 72-83, thought ok to show w/kids, showers with granddaughter at YMCA, was friction bet Joe & Jerry \*\*\*

Stehman : Madigan interview; suppr board's decisions re Paterno; can't have 2 presidents at PSU; w/legislature; Sp was overboard liberal

Craig Fayake - recrecuid by JS90=94, went to JS residence, never saw anything, talked to Kyle Bradley who dn see anything, 2nd mile kids in locker rooms; JP dn like distractions;; attended bowl games; JS could have had kids there but didn't see it; JP JS & TC relationship ok

4.23.12 am brief

Omar: re: fraizer & Lubrano article; frazier sent Omar's email re lubrano to entire board

Bucknam - Rich Baldwin at SCE 4.24

Gov. Corbett interview - unlikely, Paterono as well

Pw: Billie Willits; lawyer & her are going to gr jury

Zubrod: interested in Sherburne's shredded docs

Courtney - declined interview

Schultz lawyer mtg. Thursday

Curely attin in town this week

Frazier inter & on board 3 years; hasn't been active member be Merck has relationship with PSU; Board too far in weeds, dn look at big picture stuff; board too big, power group - former chairs - Garban, surma, Broadhurst - all decisions seemed preordained

High regard for Spanier - senior leaders good x Baldwin on grj events and judges see black/white issues

4.23.12

Frazier int ctd. Never heard of JS, didn't hear about articles; Garban & others had advanced knowledge; Univers, commty against tradition of we are penn state (was a racial impetus for this); Spanier spin on Sch & Curely saw a a problem; upset by SP's press release; Surma did not see nuance; gave ultimately that led to bad decisions\*\*\*, attitude to do quickly not about doing what was right; parallel to Duke Lacrosse case; Fraznier tried to defend Paterno; suggested suspension; admin leave for Patero

Governor said heard were a great defense lawyer (faint praise) thought gov got infor from others, Surma a bully; govee said if you don't do right thin, won't have Harrisburg support; \*\*\*\*"no one helped kids"

4.23

Lubrano incidents

1) Heather Wilson, got c from Lubran and was confrontation re: Sandusky

2) 2) Night before JP memorial service, Lubrano came up to FHGIS seemed inebriated and approached Gene re: Freeh Group; Franco Harris offered & bought Gerry & Gene drink but put it on Phil Knights tab

3) Lanny Davis dealing with ?

4) John Smith: Athletic trainer at Delaware: dysfunctional training set up - w Geo Savatorre; didn't communicate; football dn want student trainers

5) Em Schulz/Reed re job

6) 4.19.12 am brief: Paterno family concerns: statement re 98 investigation & reason for JS retirement

7) 4.25.12 am brief:

8) Omar - loans to Paterno - letter from daughter in relativity about

4.24.12 pm brief

Omar - ph c Frazier re: Peetz; have to look at size of board; faculty, penn states for responsible stewardship (Lubrano) Asn of Governing Boards

Sassan int'd Garban's son in 2009;

Credibility of FSS rep cb questioned re: sequencing; sh h independent 3rd patty look at original and changers or change the procedure;

Frazier - Board dn get it, they're not accountably

Dan Hagen replaced by Larry Backer on faculty senate

Paw: Mustakoff - ath dept subones issue re Freeh Gp response to subpoena, Amendola dn call back, new stuff in relativity re: Coble & Segurski \*\*

Zach: 99-03 former equip mgr Stocker

Sethman: Tanner Kelly 01-08, Second Mile camp, started in 9th gr; @volunteer/coach; day camps, JS show up on day 3-4 for speech, half the time he brought young boy "Frankie" with him @ 13 years old; Camps held at Clearfield HS - \*\*\* Notify Sasano

Cloud Sethman also contacted Watson, Gricar wife, Sandusky ex-wife

Cloud - Leo Widnewski - 78=82 player at Fiesta Bowl ag USC, saw JS frequently w young boys @ events w him; 1986 returned after in pros; Attended last second mile tourn in 2010; js not there, talke he was being investigated for inappropriate contact with young boys; shocked & talked to former players - he is a monster, respected JS

Melva Capbianco 22 yrs receptionist for jpat; Cheryl Norman was head, Saw JS daily, frequently brought young ppl into facilities; dn know what kids did but JS worked out; heard about JS on 11/11; js happy go lucky, js always stood up tot JPAT was goofy, went to bowl games & Js took young boys w/him & some were sent home; she left April 19988888

4.25.12 pm brief

Omar - report indepndnet third party, LJF to SCE 5/2/12, task force call wed.; Spaneirs counsel em: documents not forthcoming fro University - Fina's issue; Schultz z atty mtg 4.26

Sullivan - 2nd mile, back check ad 39 feedback, difficulties, 01-08 JS ran his football camps there, arrived 1 day earlier with former people; last two years came with "Alan Myers" would go in pool with kids

JS did own registration, wanted separate apt that was isolated, Myers would stay next to him\*\*;  
everything done on handshake with JS; Erie got subpoena from Amendola

Cloud - list from Amerndola sub. Jas 8-10 v's names ide'd; Allen Myers' brother may be a victim

Colan: John Portland int - not forthcoming; Ducatte - grad asst with JS - goofball, immature;

Sethman - D'Onfrio - roomed w/ Al Godlen, Golden ganter & Rowslee are friends,; Watson amenable to int if ok w Sassano

4.25.12 final

Cloud - went to Jill Thomas, JS daughter in lawe, ok to talk if ok with her atty

Sethman: int w/ Steve Bozak re Meridian; Carmen Prestia, magistrate dropped the ball because of outside pressure - two guys charged with gg assault; next year Sciroti was made captain of football team\*

Arnold req'd 24 hr interviews of v's, not unusual to use psychologists at the time

Paw: w/ask re hard drives, make sure have all info

PD snout not report to Old Main

Kim Belcher took a file & got kicked out of police office as she was lying" She got rid of stuff when Schult z left

Brewster worked in adman then went to 2nd mile, ready for interview

Downes: Hughes brought in 3 page statement & questions

Baylor: Curely - various emails; Baldwin ... Sp?Curely; Gr Sp's son email refers to Bradley & talking with Big Red (Mcqueary)

4.26.12

Baldwin has atty, wants brief in person

400 interviews to date

3 million documents in data base

PSU hired Edelman & lattorre pr firms 2.5 million for 12 mos.

Omar: Gres talked to Schultz's atty; small change of interview, atty thinks he's least vulnerable

Dolan int- Gay - everything ok; John Slazar, former trainer - no rumors JS had lots of boys @ early 90s; JP was losing control; savatorre didn't like other trainers, athletes dn like him

Davi Woolston student equip mgr 99-03, JS around Lasch bldg with kids well into 2003; some disconnect with Joyner, not at a lot events

Sethman - Terry Watson - used Seasock 5=6 yrs, was on list of most qualified; When JS created second mile CYTS involved with 2nd mile and evaluations - Watson was on brainstorming session when it was created was ton had conflict of interest with cys bc of their involvement w second mile; common to bring in other psychologist; (were stopping the practice at the time) He said he didn't all re: JS; CYS ' Resnassaicne - Sesoci's company on retainer; would not review Alicia's report or police report normally but would have reviewed seasock material; sassanto sent info on breewster - w/set something up

Cloud 78-93 cuble coach for wrestling, sure jopat knew @ 98 because control freak; Garban Tarman had close relationship; curley put in AD position so Spanier, Tarman etc would be in loop

Cloud re: Lorenzo - in charge of rec hall; gays shaving naked in front of mirror; Spanier smart but didn't trust him; Garban, span, SCH Curely - they would have known about JS

Sullivan: Rogers Alexander - JS = big, naïve kid, jpat - stuck in 50s - priest like

Curley fought image as Paterno's pawn

90s - Paterno stopped going on road - University knew there was a problem them & BOT was aware - Bot told to stay away from football?

KM Research

1. Summer camps (North Texas, Ithaca, St. Josephs U)

Social Networks - outreach to former campers & parents

2. Insurance Investigation

3. Look for pay offs to v's from SM or PSU

4. Faculty Senate Involvement

5. School of Ethics?

6. Courtney email re: keeping quiet about case - per Omar, need unfiltered access to communications

7. Garvin Surma was strong? Per Omar

8. PSU case against wrestler; allowed to play at Iowa despite problems

9. Need good record list & priorities

10. Unique focus of institution

11. Senator Kerry's bill?

12. Whistleblower Policies

13. Dates of Policies/Dates of Acts/Documentation re: mandatory reporting and background checks

14. Ints: Coach & athletic staff who worked w/JS

V's, parents, attorneys, counselors

University administrators - past, present

Second mile administrators, volunteers

University staff - selected

Kids - potential v's

Law enforcement & prosecutors & child protection officials

15. Sandusky children, ex daughter in law to interviewed re keeping her kid away from Sandusky
16. Interview which victims? Those who reported to PSU, how to find out - AG's statements?
17. Who will look at the processes at all 24 campuses? - should this be a recommendation -
18. FBI investigation commencing from Philadelphia FO - focusing taking kids out of state
19. Dept of Ed investigators on-site at campus police - 4 people who thought that PSU didn't know how to comply with Clery act; will be back 1 week in January - rest of time w/b in WDC - have a deadline by early spring
20. Child Protective Services - no outreach yet
21. Sports Camp Docs - College Outreach, 100 summer camps
22. Get PSU Camp Manual
23. Dept of Labor hiring policy study
24. High rate of emergency hires
25. Legislature 150 free seats
26. Outside advisor hired re: Clery - Stephen Healy (w/Gary Margolis
27. Brooks - PD Should h/dedicated resource at U this size
28. Langsdale AD 39 revised, have centralized policy, reviewed lots of policies
29. Outreach - 120,000,000 budget, world campus, summer camps, Sharon Creek (sp);
30. 35,000 kids in summer camps in 2011
31. 180,000 day campers
32. Put Media reports into folders & sort
33. Kris Schulz - background checks? Thru Risk Mgmt
34. Sports camps now in Athletics
35. What is Sandusky Corporation in Altoona?



36. Second Mile Camps - 284,000 - in Erie also?
37. Are athletes treated differently? Subset of Athletics
38. Timeline of events/timeline of knowledge
39. Meet with BU & State Police
40. Re-review PSU admin policies & guides
41. Where are lists from summer camps? Who is obtaining?
42. Get Dept of Ed manual
43. Get personnel file of other accused coach
44. Sharing with AG
45. Former compliance guy - John Bove? Interview?
46. Penn St Dept of Education - no investigation
47. Child Welfare - PA
48. Big 10?
49. How to move culture
50. PSU settlements - insurance or otherwise?
51. IOWA wrestler case
52. REC Hall activity
53. Football is a business (larger than...) - Read books & Kindle clips
54. Look at volunteer coaches program - paid by outside coaches? - HS coaches participate - find them
55. What does Nittany & Booster pay for - travel with teams to games?
56. Attack at Rec center last week - get police report
57. Interview Dr. Hank Foley
58. Doolin - Charmell Green ? - ask Faculty Athletic Rep (FAR)
59. Employee Climate Survey - Lydia Abdullah

Report Concepts/Recommendations

1. BOT Committee for Athletics - R
2. Frazier 1/20/12 -

\*Failure in reporting process

\*Cause of failure

\*Who had knowledge of abuse

\*How allegations were handled by Trustees, Admin & Coaches

3. Child Abuse Prevention Month R

4. One with Courage - R

5. The Right to Know Act - openness of PSU activity

+ Sunshine Act: What are pluses & minuses - was this a factor & should it be a recommendation - a less transparent board might have uncovered more ugly personnel stuff - If applying Sunshine law correctly you use Executive Session for that A causal connection might be that if the press was more open you could see that the BOT wasn't doing anything in general

6. Per Langsdale - have Kim Schulz to all backgrounds for University

7. Note report falls under self-evaluative privilege

8. JS re: post PSU attempts at employment

8. Who should have known/why? Who did/what did they do/what didn't they do and WHY?

9. Crime on Campus in general - ucrs

10. Control of all campus access

10. Record retention policy R

11. Symposium on campus 0 for students, for academics & practitioners

12. Estab. Of Center at Hershey R

13. CAC established in Centre County R

14. Annual public report - transparency

15. Coord with local state University police

16. Monitoring systems

17. Ad hoc review committee

18. Update policies re unsupervised contact

19. Background checks

20. Standard curriculum

21. Leadership & Ethics course for new administration

22. Support research

23. Communicate actions - visits, video webinar

24. All people in Athletic Dept owed career to JP

- 25. AD installing new cameras
- 26. Benchmarking - Stds for Excellence - PA chapter
- 27. Role of BOT...
- 28. Limited turnover
  - a. Leadership
  - b. Coaches recruiting test- coaches abuse awareness test- on line etc. Like USA Swimming
  - c. JS still invited to functions in 2011 - why?
  - d. Gantner refuse to allow cooperation with police investigations by athletes
  - e. Rec: On boarding
  - f. Report crimes to admin & police
  - g. Bad Decisions v. Coverup
  - h. Re: Faculty Senate & board interaction

## WILMINGTON

### UNIVERSITY ISSUES:

#### University culture & Avoidance of Scandal

##### 1. Culture centered on high achievement in academics, research

Eligibility to enter university, take pride that required more than for student athletes, success with honor; however the quality of student athlete brought in - success with honor is academic & personal integrity -

Student Athletic Center created 1987 (Academic Support Center) for all athletes- morphs into Morgan Academic Center but the Morgan employees are at Lasch - standards but good, two NCAA studies suggest football - Schools moving toward reducing isolation of football students athletes from other

We have two reports - from NCAA suggesting they move back together

Example: Doolin interview re Morgan Center ppl go to Paterno's house for discussion & he's not interested in supporting program - didn't want Brady orourke ; There are four study facilities - Reintegrate space, academic counselors - (some counselors did only football per Paterno & Paterno would discipline his players if went to other counselors - they were to only go to Don Farrell - Make him do 6 am workouts; 2 for football w/2 grads, 9 for 30 other sports - When told to go to one person that's an issue

Culture changed when wanted to win sears cup; Paterno went to admissions to get in certain athletes who didn't meet the academic standards

O'Brien says he has more student academic problems than he thought

Culture on high academics - PSU has higher academic standards for student athletes;

Look at Spanier's speeches regarding the high academic - Look at world news, large dollar value of grants re - research

Rise in rankings, more demands, graduates most hired

Examples of protecting the brand - What is the brand - PSU, football, Paterno, revenues from football can't exist without Paterno's name, revenues play into the University - without football no status for University

Power reduces if lose the revenue stream

If there were no football team - would have smaller student population, not on national television, wouldn't be in Big 10, televisions contract, lower donations,

Paterno raised over 352 million

How does University maintain its brand: Spanier's activities, support community projects, ie Second Mile;

What did they do to bad to protect the brand -

~continued to use JS to promote brand even after what he did, especially the football brand

Exhibit A: 1998 handling of incident & further promotion of JS vis-à-vis his retirement package - car, emeritus he was never penalized

Was their sense of urgency important - unsure

Long term employees

Lesser tenured employees had other experiences & brought in insight, some of these people weren't well received, called "outsiders" "don't understand the Penn State Way";

Reluctant to hire from outside - when they did hire from outside it was to the benefits

Others who stayed longer Curley, grad ass- athletic director in 10 years,

Loyalty & longevity of higher value

Need to search outsiders, use firms for highest levels, train people in new positions, cross train & move around; send people out to benchmarking

Have to have a better balance, people have to be qualified for the jobs, should have broadened search & training - ex no orientation training in Ath Dept.; HR should be independently reviewing hiring - HR gives advice, not direction -

Paterno was de facto athletic director & put lots of people in place

Kretchmar said all big decisions Curley bounced by Joe Paterno - ex. Men's & women's basketball

Curley was more independent as time went on

Solid line to Athletic Compliance to PSU Compliance

Curley lacked leadership in Ath Dept in 1998, thus Schulz & Curley go along with Paterno

Example: Went to JP for additional guidance on Sandusky matter re: reporting,

Sue Paterno influence?

Relationship between Tom Bradley with Schultz & Curley;

Jay's Paterno - violate nepotism policy so he reported to Ganter instead of his father (not that unusual)

Relationship between Garban, Spanier friends between Trustees & administrators,

Oversight responsibility - Friends shouldn't oversee

Schultz/Courtney

Schultz/Garban

Joyner/Clemons

People owe their loyalty to Paterno, sch. Etc. Protect the people instead of the institution

In 2001 - weren't considered about University "humane way" to handle Sandusky

Law enforcement reported to Schultz & he keeps up to date on everything, administrators tried influence police activities

MOC case 25,000\$ items stolen, Schultz writes to Stormer about press release - coordinate with public relations

Schultz

Use embezzlement cases of potential to cross line between usurping between oversight

Ex: ganter tells police he's not here to help him, Deboeuf, student affairs have to be present when University police interview the students; Spanier changes procedures about not suspending expulsion (Secor changes)

Paterno text to not cooperate with judicial affairs

Overrepresentation of athletes in criminal violations - deboeuf, might be just word of mouth, illegal only if he's told to use them & they weren't charging him, there's a letter, athletes represented more often - DON'T USE THIS ONE

Culture - reluctance to have candid discussions, ie presidents council, bot meetings, people didn't challenge one another, Curley's meetings, examples provided by people from other places, people have said they learned not to speak up; Wideman, Sims etc. Said why should they go, agendas closed, no input, enforces "rainbows and no rusty nails" (hehteringon)

Paterno's control of program, kept the kids away from media & don't put names on backs of their jerseys - Kept boosters & agents away

JP kept JS around because he was of some value and raising it outside would bring bad scrutiny to Joe's Program

No one logical conclusion; multiple motivations -

With respect to football, an inordinately low number of secondary violations - not enough monitoring in place "only university - 1 man to keep up with 800 student athletes, Stolberg has stuff in place, Bove 2000-09 he didn't check logs, recruiting logs & calls;

Academic - check re Grimes - included

Liars & influence of what happened to mcquary when he talked, not want to get involved because it may impact their jobs & lives: Diehl - re didn't know about JS showering with kids - trying to protect football, which now creates an NCAA problem

Richardson: said he didn't know anything - just got a new job at UNC,

Dick Bartolmea - knew about the Vienes report & stopgap plan (shields) child neglect charge, - didn't tell interviewers

Mark Sherbune - painted rosy picture for summer camps but he knew there were problems

Jeff Nelson - there was a group that met after the stories and he said he didn't meet with anyone - later disproved by Guido et al & his emails

George Salvaterra - said student athletes were allowed to see Kristine Clark - Clark said no football came to her office

Bill Mahon -

Kirsch - possibly lied re: retiring from 2nd mile; can't prove

Bradley - told Big 10 something different about knowing JS - but he didn't say that in his interview -  
Check re: Fletcher interview - but Diehl, Venterino, Spider said all the coaches knew he was showering -  
complete moral failure to see adult in shower with kids

Spider says there were rumors before 2011; mcqueary told the lunch bunch

PSU reputation & success - one of reasons that Joyner and Baldwin said trustees left the athletic department alone cause things were going well

Examples of discipline & misconduct & discipline

But in athletics there's an entitlement, ie thomas gets fired - what job will he get; sherbune has job for life; reporting structure, paterno supposed to report to ganter but it worked the other way around

Stolberg there for 2 years for assoc - never met with jay paterno as assistant football coach - unheard of

Stolberg never spoke directly to paterno had to go to fran & tommy v.

Coaches didn't come to clery & ncaa training,

Nutritionist tried to be helpful & cut, counselors trainers & president & majority of trustees did - blow up over spanier coming to training table, erickson had not been to lasch.

Spanier had to get permission to go to training table -

Did any of the cultural deficiencies lead to/impact/

Examples of athletics not attending training - clery, get example from dolan, freshman athletes reqd to attend training and didn't go

Bartolomea disciplined re: background problems

There are other examples of where things went wrong

Spanier incident in 2008 where faculty member beat spouse & courtney told them if off campus doesn't relate - students have to report off campus behavior

Spanier email decision to limit background checks to only major felony convictions courtney involved "some may fall thru the cracks"....

Good thing that psu pd has daily log on internet

Per rick: cys stepped out of the box, used credentialed person from outside the area, moved too quickly, interviewees will understand about break in protocol

Seasock emails about whether or not interview was going to happen

Next steps from Wilmington meeting

Further lines of inquiry:

- 1) Commitment to go back into 1969 - looking at players, suhey & historical base on sandusky; does mimi have tapes?
- 2) Are we sure that others in university participated - heim - payoffs and with kids and sandusky at local gyms;
- 3) Ricketts \_ heim, poole & started the camps, heim put money up for car; two cars id'd paid for; sandusky signed for title bought in jersey,
- 4) Schreffler heard something about heim re: cars from a bar owner ; traced cars back
- 5) Police investigators have interviewed 44 janitors, 200+ victims;
- 6) Did lasch have old access system - one computer to control access cards - look for evening swipes
- 7) Corro re: destruction of documents - corro was uncomfortable about what he'd testified about w/jay paterno - something about jay asking corro not to copy everything -
- 8) Coaching staff had wives photos they traded;
- 9) Athletic department computer tapes - corro hasn't provided yet, we're getting a list of users from "reclaimer"; state will want the data as well
- 10) Video from old camera system - dennis went through this - when did cameras go up etc.
- 11) Dormitory swipe card access - for sandusky
- 12) Commonwealth campuses - campus pds possible incidents -
- 13) Mt alta incident, donahoe ran pds at satellite campuses

Document review & management

- 1) need athletic docs 1.3 terabits



- 2) manual review of e-docs
- 3) kate roundslee ganter girlfriend - he tells her not to talk about whatever - js - the elections -
- 14) ag's subpoenas that matt looked at - what team hasn't looked at re: payments;
- 15) get settlement agreements that psu did -
- 16) trustee - emails - greg has some discs; paper docs scanned into relativity; anne to send to pwc;

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Good Pts: Family reports; police initiate immediate action, Chambers notifies hotline,

Bad points: CYS handling; the way in which the report was filed, Schreffler regrets that he didn't go after JS after the house - law enforcement should have intervened - missed optty; Later Schreffler meeting with JS is meet & greet, takes Lauro with him (unusual); JS was on weight bench working out when they talked to him - Schreffler didn't want to put JS on the defensive; never did a hard interview of JS or force as an explanation; No suspect interview based on Gricar declination; Schreffler was "best detective" but did he have lots of experience in predator cases; Seasock spent one hour with victim & comes up with conclusions about victim; John Miller of Centre County brings in Seasock instead of Lauro bringing in his own person from PD - Schreffler wouldn't have been backed up by Harmon; Schreffler didn't want Old Main involved in the beginning - Flaw: Should have taken a complaint number & CATEGORIZED;

In closet: one time with Ralston, one with Weaver

Harmon discussed with Schulz, by law he can't review the police reports

Schreffler interviewed second victim - who showered with JS

Needs: More interviews: Schreffler, Lauro,

Questions: relationship bet PSU & Administration

Schulz can't read police report because:::::Because Schulz is a civilian in charge of police department - but he gets other reports i.e., thefts & embezzlements release of report only allowed to law (Stormer objected to that policy) enforcement agencies - but Schultz can be briefed on the essence

Issue: independence of the police department

Admin failure - case wasn't filed in the hr - was supposed to be reported as employee misconduct -

No follow up ensure that js didn't bring kids into the bldg

Admonition not in personnel file

No notification is the failure

No risk assessment of civil liability

Swisher allowed to go to bowl game - jan 99 and dec 99 bowl games after 98 incident

No discernable difference in the way js is treated by the athletic department - in fact they continued to give him perks & invited him to other stuffs, they let him take kid to bowl game; endorsed him, he was enabled & empowered - he keeps his lure & his status

People saw him working out - assumption by everyone he was ok because he had access (especially later)

No central group had control over what happened to him

Other faculty members would have been handled by hr

Fact that he was "cleared"

Should have told the insurance carrier

Should have gone to hr

Athletic stature allowed you to be treated differently

His treatment aggravates things;

Willits didn't like him getting emeritus - didn't interview

Js in pa sports hall of fame

Per maney - the normal procedure at the time - police were to send over - per schreffler - the practice was in place in 1998 - no written policy

Ethical breakdown where theft/embezzlement reported to schulz where he makes decision about what to do - same thinking may have carried over into child abuse

Emphasis is on js not victim

Coach wants to move it along - email

Why???

Jordan -96; lasch built in 98, opened in 99; capital campaign going on;

Js almost equal to paterno in stature - asst coach of year in 2000 for 1999 season

Psu architect of linebacker u

Lavar arrington's senior year 99 - alamo bowl - successful football year

Lack of awareness of psu leaders - didn't recognize the problem; no training at the time;

Overreliance on law enforcement - probably didn't see the chambers report -

Sn have relied on law enforcement - should have looked at this from hr standpoint

They want to resolve quickly (per emails)

Board: didn't know, board committee structure wasn't as functional - had it gone thru audit committee & hr - were not advised of the emeritus status as per policy

President had a responsibility to notify board of significant risks

Can't fault them in 98 for not having audit function until later

Positive: later in 03 put in audit committee ie sarbanes oxley

Should they have known - whenever looking for risks, should look at payoffs when

Around this time spanier just reported to board - then there committees

Failure is by spanier to tell board - did the board ask questions - could have been a clerical issue then

Spanier's failing - if he didn't know he didn't have proper oversight

But - did he know??? Well, he was travelling acc. To calendar - there's nothing from him; see 6.8 email re: meeting w.js on monday, he always read all his emails promptly or at least when he returns from travel -

Tues 6.9.98 em to spanier attaches the earlier emails

Spanier tells grand jury later he didn't know of it

Should have told the board bc of potential publicity

President council should have been told

He should have ensured that hr was advised & handling

He should have ensured that bot approved emeritus status - he didn't fit criteria (consequences are his ability to roam around & cynthia uses that argument to keep him on campus)

Obligation to the family & the kids - lack of concern & greater concern over js & the institution

What about paterno?

Per Fina 5.1.12

Spanier brings everyone in on Saturday, Coble brings Becheher in as replacements, there was a Sandusky file - told her it was sacrosanct and secret;

Gets a call on her way to work on Monday from Schultz- have to surrender keys, she's emotional - she may have been sleeping w Shudttz -

Sees Horvath folder & one for GCS - She thought GCS file might be needed so she decides to bring it to him; thought about the Sandusky file, drawer with lock on it, hadn't seen file before, didn't look at papers but looked through and picked up 20 most incriminating papers & she drives to Schultz' house, she puts 20 in another folder, he takes documents, says thanks; CBaldwin tells her not to get rid of anything; she is now in contact with Schultz - now she wants immunity - she was interviewed by McCall and Baldwin - separately

Schultz may have presented the papers to get immunity - (Fina got papers from two different sources)

She made a copy for herself before giving to Schultz

Stories are being put together to match each other

Exculpatory 2.26 email is on the top & they came in the same order where he says he thinks they contacted cps

Notes in Schultz hand 98 & 2001, minute details, profound control over 98 investigations - inappropriate at least at most criminal conduct

2001 handwritten note Mon 2.12 mtg with TMC reviewed 98 incident; tmc to confront JS, other consulted with Jo Pa extensively;

Knew about 98 details & psych reports;

Fina 4 hrs with Ganter this week - says saw with 100s of boys, football - always; all white boys; thin; small boys; fair skinned - he said he had been stupid

In 04 or 05 mcqueary told him about this; other coaches new about this

Greg talked to Jim Becker, Belcher's atty - his game plan is to stall; she has copies of University's documents, she's in a delicate place with AG - he'll get back to us this afternoon; she wants to remain in good graces with University -

5 pm 5.1.12

Downes: Andre Collins int - Paterno good etc. Curley upstanding guy, never heard anything about JS;

\*\*Send & Copy Middle States Report to Team

Barbara - Review with, point out to Omar re: BOT Meeting

1. BOT Changes + 2. PSU Changes

2. Additional interviews - ie vice provost

5.2.12 SITF conf call with Dambly, Bluford, Paula, Annell, Frazier, Tomalis, LJF, Judge Sullivan, Paw. McNeill, KM

5.2.13 Point of call: update & feedback re lingering concern re: draft report being influenced by Board; looking of reputable 3rd party outsiders

5.2.14 LJF - 400 ints, working w fed st le

5.2.15 Timing, trial of JS 6/5, goal by 7/13 final draft report to Ken & ron; Report will impact more on SCHUTLA and Curley

5.2.16 Arnelle: "Don't want to prejudice others in their efforts to clear themselves"

5.2.17 Ken: Need to get to the public "telegraph decision to atty general re issuing report & let public know" If delayed after board gets it...not good

5.2.18 Trying to decide if report should go to Board at same time as public

5.2.19 Remaining in ints.

5.2.20 BOT concerned about conspiracy

5.2.21 LFJ: contemporary issues re: response to subpoenas a more critical

5.2.22 Meet w/ Edelman - LJF - NO

5.2.23 2001 emails may be released on Friday 5/4 with filing - no evidence of current or former board members aware of JS

5.2.24 Recommendations ready in June

5.2.25 Our data 7 report will help with future litigation

5.3 Report Control - discussion submit publicly to board & world simultaneously, or publish with a respected person;

5.4 Don't need intermediary if simultaneous release

6. BOT asked for outlevel, or high level...?

7. Peetz: big issue for board if former member is involved; still wants a trusted 3rd party to verify

8. Should they announce it will simultaneous report;

9. TF may recommend this to the board

10. Tomalis "Outline - what they should know re investigation & recommendations

11. Would like to provide constructive feedback,

12. Karen wants to sync up recommendations with some proactive changes

13. Can FG debrief with Team

14. LJ - maybe in public

15. What about meeting on 6/3/12 in State College,

16. What about big 10 & NCAA

17. KFrazier "Want to restore trust in University cmnty

18. Option of just discussing their ideas & ours on 6.3?

5.4.12 Nancy Turana interview

5.4.12 - Per Venizelos: USA talking oJS lawyers, taking dna & fp, Js moving toward a plea

Still focused on Second Mile

CIG says they are not going to work with Spanier, but could be untruthful about this; whether indicted or not he will look bad

Per Zubrod - looks like a plea for JS

5.10.12

Call with Paw & McNeill

1. interviews - Franzier contacted Don McGuin Media Group re Paterno family - doesn't want FGIS to reach out to Wick Sollars esp re Paterno re interview with Age - were interested in phone records
  2. State College/Harrisburg int 5/15 Baldwin Roberto/Sassan, Fisher, McComie 5/16 Harrisburg Allen Grieg Remaining Branstetter
  3. Matt Miller Interview - pro player and former payer, called Bradley - scrap"
  4. Raykovitz told him JS under insteribation when he on board of 2nd mile - heard rumor J's was being extored
  5. J's wife came to his house to support a kid in dire straits - dn want to go to 2nd mile - it was for 2000, gave it to him. He called Raykovitz re this & Raykovitz said Jerry should not have done that
  6. Omar does not want to burn bridge, not clear evidence of criminality, was cMillen was contactd re: JS defense fund
  7. Ron Tomalis called re new trustees - reach out to Ammerican & add Agricultural person to be interviewed
  8. Curt email from Brandon Short - is in dubai
  9. Greg to talk to Final about ppl offlimits - Kristin Long
  10. Schutlz lawyers - no in interview may accept written question
  11. Paterno knew he was dying - liver cancer,
  12. Judge holding firm on date of trial
- Recommendations - h/3rd party hold. LJJ dn want to show recommendations
- Frank G wants a discussion about what report going to say

5.17.12 Call - Omar & Paw

Gp met w Baldwin & her atty, they wanted interview notes & to review report w/her

Paw met with Currely atty and health improved, responding to treatment at Johns Hopkins - w ask Currey about talking to FG about Paterno only

Spanier & currely still working for pSU - will that help for interview

On 5/20 Omar & LJF will talk to Frazier & Tomalis; Frank G -haven't reached out to Spanier

XX not talking about plea x re Spanier

Currely in TCIAA? Retirement plan

McCombie new Board member, former Navy Seal, similar to Lurano, said Board needs to apologize to Paterno family, thinks credibility of Freeh group will lose credibility if it bashes Paterno

1991 policy - no family member can go on trips???

No legal obligation for Paterno but he did not do anything (report) he could have done more

Dolan/Sethman met cabinet members yesterday

Frankie G concerned with Corro's health

Paterno's loans - regular/irregular

1983 250K loan interest free

1986 100,000 loan interest free

Both were to be paid back by consulting work post retirement

Law changed in 84 that they had to charge him interest, 97 letter to Paterno from Schutl to Scovel his w-2s

Per Frankie G. University agreed to Clar Channel and Nikce deals to send \$ to Paterno to shield his income from taxes - Courtney involved - maybe taxes not withheld

PSU 990 - checked box wrongs as to loans - are fixing

1 person in administration does not want to be quoted; wants to know about gaps -

Monday call with Tomalis - mightier be discussed McCombie related & McCombie said Lubranso said he will not talk to FGIS Paula A. contacted him w a long email he's concerned about his reputation

Omar will discuss the recommendations - being out there first might be misperceived

Raising the issue re football autographs w/them



Give Brd option of forcing Spanier & Curely t to talk to FGIS

Fisher interive - @ 3 yrs ago a former football player said to keep ear to ground @ Sandusky -

5.21.12

Per Omar Greg

Omar talked w/Frazier, agreed that recommendations won't be shared in advance & they are going to share their 6/3 recommendations with LJF for heads up,

BOT will release their recommendations first -

Pulic announement & no advance review for report

NCAA & Big Ten are supposed to have a heads-up nlt 24 hours before hand

Task force briefing in advance???

Interviews - Frank G. w/reach out to Currley & Spanier counsel

Omar to reach out to Sollars re Paterno

July Board met still ont track

1 month expected For JS trial

5.22.12

Per George Venizelos, FBI;

Continuing to focus on 2nd Mile; older cases past state statute

Gelives JS will plead

FBI talked to Sue Paterno - clamed she didn't know anything; thinks Gov. isn't a fan of fed govt.

Thinks Schultz is considering a plea

Fbi took DNA & handwriting samples from JS

Zubrod says Amendola is talking about a plea

5.22.12

Per Mimi Coppersmith - reviewed transcript of Sue Paterno interview - nothing about JS in there. Her interview with her was 7/26/10 but she also had 8/21/11 on calendar

5.24.12

Call - Omar & Paw

Curley's atty still considering mtg with FHS On hold w/ Frandk . rec sched. Curley, got nowhere w/ Spanier's atty - still concerned re documents

Paw: Roberto to call re Curley today, ht declie, bc breaking news re Spanier being charged on Tuesday (from a reliable source of reporters?)

Final wants this before JS trial

E-mails will be released in a presentment & charging documents

Hearing held yesterday re insurance company paying his JS fees

\*

Omar - have tried to engage everyone w/ interviews

Spoke w Sollars re: inte. Sue Paterno; Oct 24 mtg w AG & JP re phone recomers - mb Nov 24

LJF - FGIS - didn't follow up with initial Paterno atty

Paw: didn't tell Finat that Baldwin heard @ the charges before they happened, but will tell him that

Re Ketz & Edelman - publish report to public and Board at same time - How & when this goes out to public

Board wants to share their recommendations with LJF - on 6.18.12 with Peetz, LFJ & O'Neill @ 90 minutes

Trustee interview remaining

Quick phone calls

Reach out to Bard members from 98 -02

Continued relativeity material coming in

6.18.12

Omar's report from meeting with Erickson, Peetz, Board Executive Committee, Frazier et al

With Louie re: Recommendations & Project management approach

How are recommendations implemented - internal project mgmt. team - Gray, Dunham, (GC), Tom Poole

Should there be a 3rd party - as overseer; who should be project manager

Looking at performance mgmt. re: board, doing self assessment

Transparency - Board is doing more on that, will give public oppty to ask questions and at meetings

Will have faculty & students participate

Size, term, perf. Management and transparency

Looking at term limits for committee chairs

LJF: rotate committee chairs; phase out current board, change emeriti roles

Changing audit structure - they are being coordinated about risk management

Seeking new compliance officer hope to have by fall, so new compliance and GC will do new risk management policy

Lubert - on behalf of legal committee, working with compliance and audit; will keep legal subcommittee

Silvis talked about human resources; trying to centralize, want HR to have more authority

Oversight of athletics - Thinking of external monitor to ensure athletics program running well -

Or have a staff person do the same

Review of land transactions - Surma looking at past land transactions that have been controversial

Erickson wanted to know about right to know - PSU is at good place with the State about this.

Ethics officer - Erickson said going wait to see what skill set compliance officer brings to table, & listen to Rock's recommendation

Report Distribution Plan

Kekst Power Point

LJF - What about after report is published - on July 12

Announcement a couple of days before \* website info

Trustees want hard copies of report -

LJF wants a debrief board; wants no media allowed with faculty & students afterwards - in the fall;

Release report at 9; LJJ take questions at his press conference at 10 am, Kekst preparing him

7.6.12 per George v. fbi, will check on what DOD investigation of

7.7

7.7.12 Per interview with Spanier - Cloud, Paw Freeh

No governors come to meeting; Corbett was to attend sept brd meeting, but he wanted to stay away from meetings - In nov 2011, planned agenda after CB talked about pending charges; said have to focus on seminar about this - agenda evolved - cn share bc Baldwin's source

On 11/2 advised Gov. would come to board meeting for 3 days -

GS told Paula about pending charges & need to scrap agend

Paula told Gov not to come to meeting

Tomalis told Riley Spanier would be gone by end of week; celebratory dinner at American House

Brd members told him in 2010 that Corbett wanted him out bc he'd hosted Gov's opponent at the Univ. then gov cuts PSU budget by 52%; trying to tie investigation to fight w Governor

Met with Corbett at Dusquene Club in PG - Creating motive for governor & investigation

Curley sick/dying - reported to GS directly, dotted line to GSCH

GS was "more in charge of U athletics" than any other U Presid

No recollectin of DPW investigation; no recollection from 98 incident at the time

Like to think given his background that had he known he would have done something

2/12 meeting????No recollection

2001 incident, out of town on fundraiser, came back on Sunday, 3 appts, asked to stop by Curley's office & GS followed up (acknowledges emails) - not something engaged w/ TMC designated to follow up w/JS

TC & Gsch came to him with heads up after presidents council meeting that Monday - unscheduled- felt fresh to him; told him an employee reported (no name) but hadn't seen it clearly, JS had been engaged in horseplay - he didn't ask what exactly happened; tell 2nd mile ; only time the guys had come to him about incident like this - unique

Calendar says meet at 2 pm Sunday in tim's office, then got switched to Schreyer house

Told gSC & TC that TC has to meet with JS and don't want this to happen again, and that he wasn't employee & not part of .... Should tell president of second mile they are telling JS not to bring kids into locker - transfers respons. To 2nd Mile (KM add)

13 days later, TC confirms that conversation w/JS -

Didn't ask for JS emeritus, but approved, only met w/ him and Dean of Altoona re: football program; said emeritus is liberally granted

JP only met in his office

JP was unhappy with defense side, now doesn't want him to succeed him - stunned that JS would not be head coach; GS tells JP to tell Jerry, JP made decision in context of other changes

Curley followed up

Clery act - read years ago, no audits, no taskings

Didn't talk to board about clery, compliance

Only Stanford & Penn State never cited for major violation by NCAA

TC respected by staff, both GSC and TC highly respected around the country - has great confidence in them

GSP didn't direct anyone to give JS emeritus

No discussion w Erickson re emeritus

Wants to know about bad news, wants people to tell him if something's bad

Champion of law enf. ,

Re Curley telling JS about counseling - bc TC knew there was a prior time;

Had right to tell JS not to use Lasch building, didn't think he should be banned

No discussion about camps, dorms, JS sleeping w boys in dorms

GS thought counseling was because JS didn't know he should shower boys (not molestation)

Visibility & PR aspect, publicity - that's the vulnerability GS sees ....doesn't look good....

TC said he spoke to JS and JS agreed bc most ppl wouldn't accept idea of JS showering with youth

Only downside email: Tim says what if I tell JS he can't bring boys and he

TC emails were cryptic, Spanier's weren't. Brought DA to meetings

Spoke to players about NCAA violations - made football players attend his meeting, but JP didn't

Last conversation w/ JP after reading the presentment - JP never raised issues with him.

Said wasn't involved in Sch meeting - didn't hear about DPW meeting;

Courtney advice was about general reporting child abuse

2.12 meeting no mention after pres council's meeting - discussion about reaching out to W Courtney

Gave 3 page writeup that can use in report

On Wed after called SC and Curley that he was stepping down, they independently told him he was being wronged because they never told him

Couldn't go to see Curley cause he was sick but attys told him not to.

In October Baldwin told him a colleague in AG's office leaked that Curley Sch & Sandusky would be charged

SP was stunned, Cynthia said might not be anything before hand, no hint of it in GJ testimony

Told that charges would occur in 15 days, Thought CB representing then, Caroline Roberto & GSCh & TC, GS & CB met ii

Re May 13 BOT briefing, doesn't recall board questions; dave jones most inquisitive board member;

Re: firing, Garban basket case - Surma takes over board, tells GS they didn't want to do that

Thinks Paterno got leak that he would be retired & announced his own retirement to preserve severance Brd got angry & told them to let JP out with dignity, Garban depressed, not functioning well

That they fired him for lack of leadership was not right - brd statement that Spanier never informed us not true

Garban approved the unconditional support statement, & he showed stm to Paterno at noon; called Schultz' direct reports and handed out press statements,

GS wanted to call board,

Said Cynthia was representing all of them;

Limit JS access to campus - he didn't do anything, he's a delegator - Shouldn't have banned? GS doesn't recall banning him

GS atty said general counsel should have done more, didn't handle well, CB said nothing was there, took to the bank that there was nothing - 20% time working w FBI and national security, regular contact with BU - daily

Said clearance was suspended, but DOD sent investigator to re-do background, 116 page report, feedback - asked for under FOIA, no way renewed clearance without checking - been polygraphed - hasn't talked to media

National security clearance background - SP's attorney said lawyers allowed DOD investigator to talk to them

LJF: How does this relate to the Why: SP says had anyone told him about molesting he would have gotten involved; how consistent with evidence that he must have been told about allegation of sexual conduct?

Or, is he telling the truth?

He doesn't remember DPW - note email says not report;

Said he didn't recall 98 incident; but it is mentioned on 2.12 notes