

BRIAN SANDOVAL
Governor

DON SODERBERG
Director

KARA M. JENKINS
Administrator



COMMISSIONERS

Kevin E. Hooks, Chair
Tiffany Young Secretary
Swadeep Nigam
Charlotte Centuori
Sean Higgins

Minutes

Of the

Nevada Equal Rights Commissioners' Meeting

On March 30, 2016

1. Call to Order.

Kevin E. Hooks, Chair, called the meeting to order at 9:00 a.m.

2. Roll Call and Confirmation of Quorum, and Verification of Posting.

Norma Delaney, Administrative Assistant III, called roll and confirmed that a quorum was present, that the agenda was posted, and that certificates of posting are on file.

Members present: Kevin E. Hooks; Swadeep Nigam; Charlotte Centuori;
Sean Higgins.

Staff present: Kara Jenkins, Nevada Equal Rights Commission, NERC Administrator; Michael Baltz, Chief Compliance Investigator, NERC; Rose Marie Reynolds, Deputy Attorney General (DAG); Sophia Long, Deputy Attorney General (DAG); Patrice Perez, Compliance Investigator II, NERC, Norma Delaney, Administrative Assistant III, NERC.

Public Present: None

3. First Public Comment Period.

None.

4. Kara Jenkins – Acknowledged the service of Norma Delaney as this is the last commissioners meeting she is attending as she is retiring after 37 years of state service.

5. Approval of minutes – Commission meeting held on January 26, 2016.

Minutes were approved with no changes.

6. Public hearing pursuant to NRS 233.210 in the matter of Administrator, Nevada Equal Rights Commission v. Frontline Auto Remarketing LLC

Parties Present

Deputy Attorney General Reynolds was present representing Administrator Jenkins.

Frontline Auto Remarketing was not present nor did an attorney appear on its behalf.

Preliminary Matters

Deputy Attorney General Reynolds submitted documents designated as Exhibits 1 and 2 which were admitted into evidence.

Hearing

Compliance Investigator II Patrice Perez was sworn and testified regarding her efforts to obtain information and documents from Frontline Auto Remarketing LLC in Charge No. 1223-14-0693L and Charge No. 1223-14-0694L.

Chief Compliance Investigator Michael Baltz was sworn and testified regarding personal service of the Complaint and Notice of Hearing upon Frontline Auto Remarketing LLC.

Deputy Attorney General Reynolds provided a closing statement.

Commissioner Sean Higgins moved that in Charge No. 1223-14-0693L and Charge No. 1223-14-0694L Frontline Auto Remarketing violated NRS 233.210. Seconded by Commissioner Swadeep Nigam. Motion passed.

Commissioner Higgins moved that the Commission fine Frontline Auto Remarketing a maximum fine of \$500.00 in Charge No. 1223-14-0693L and a fine of \$500.00 in Charge No. 1223-14-0694L, for a total fine of \$1,000.00. Seconded by Commissioner Nigam. Motion passed.

7. Second Public Comment Period.

None.

8. Discussion regarding the procedure.

Commissioner Sean Higgins wanting to know what the Commission's procedure for these types of hearings.

Administrator Jenkins replied with the Commission's procedures after mediation is waived and addressed time delays [prior to] what a case is assigned to investigation.

Administrator Jenkins also provided a brief explanation that next steps after the hearing would be an invitation to conciliate based on an adverse inference due to no response (probable cause). If there is no response, the case would go to EEOC.

Commissioner Swadeep Nigam asked "[w]hat is the next step if [Frontline Auto Remarketing LLC] ignore the fine?"

Deputy Attorney General Reynolds indicated if they do not respond to the fine it will be sent to Controller's Office for collections.

9. Discussion next commissioners meeting, date, time and agenda.

**Topic of discussion: General Procedures (how investigation process works?);
Election of a new secretary.**

10. Adjournment.

Chair, Kevin E. Hooks adjourned at 9:33 a.m.