NOTICE: This is an unofficial transcript of the Public Company Accounting Oversight Board's April 2, 2014 Public Meeting on the Auditor's Reporting Model.

The Public Company Accounting Oversight Board does not certify the accuracy of this unofficial transcript, which may contain typographical or other errors or omissions. An archive of the webcast of the entire meeting can be found on the Public Company Accounting Oversight Board's website at:

http://pcaobus.org/News/Webcasts/Pages/04022014_PublicMeeting.aspx

PUBLIC COMPANY ACCOUNTING OVERSIGHT BOARD

+ + + + +

AUDITOR'S REPORTING MODEL

+ + + + +

PUBLIC MEETING

+ + + + +

WEDNESDAY, APRIL 2, 2014

+ + + + +

The public meeting convened in the National Ballroom in the Westin Hotel, 1400 M Street, N.W., Washington, D.C. at 9:00 a.m., James R. Doty, PCAOB Chairman, presiding.

PCAOB BOARD

JAMES R. DOTY, Chairman LEWIS H. FERGUSON, Board Member JEANETTE M. FRANZEL, Board Member JAY D. HANSON, Board Member STEVEN B. HARRIS, Board Member

WITNESSES

- ALAN L. BELLER, Partner, Cleary Gottlieb Steen & Hamilton LLP; public company board member
- W. ANDERSON (ANDY) BISHOP, Chief Financial Officer, Hallador Energy Company
- ANN M. CAVANAUGH, Managing Director, Global Accounting Policy, BlackRock
- WALLACE R. COONEY, Vice President Finance, Chief Accounting Officer, Graham Holdings Company
- CARTIER ESHAM, Executive Vice President,
 Emerging Companies, Biotechnology
 Industry Organization

- SVEN GENTNER, Counselor, Economic and
 Financial Affairs Section, Delegation
 of the European Union to the United
 States
- GAYLEN HANSEN, Immediate Past Chair,

 National Association of State Boards

 of Accountancy (NASBA); Audit Partner,

 EKS&H LLLP
- NICK LAND, Chairman, Audit and Assurance Council, UK Financial Reporting Council; public company board member
- JEFFREY P. MAHONEY, General Counsel, Council of Institutional Investors
- THEODORE J. MOCK, Distinguished Professor of Audit & Assurance, University of California, Riverside
- RICHARD H. MURRAY, CEO, Liability Dynamics Consulting LLC
- AULANA L. PETERS, Former SEC Commissioner; public company board member
- KEVIN B. REILLY, Americas Vice Chair, Professional Practice and Risk Management, Ernst & Young LLP
- KURT N. SCHACHT, Managing Director, CFA Institute
- ARNOLD SCHILDER, Chairman, International
 Auditing and Assurance Standards Board
- DOUGLAS SKINNER, Eric J. Gleacher
 Distinguished Service Professor, Booth
 School of Business, University of
 Chicago
- LYNN E. TURNER, Managing Director,
 LitiNomics; Former SEC Chief
 Accountant
- SIR DAVID TWEEDIE, Former Chairman,
 International Accounting Standards
 Board; Chairman of the Board of
 Trustees, International Valuation
 Standards Council
- JOSEPH B. UCUZOGLU, National Managing
 Partner, Regulatory and Professional
 Matters, Deloitte LLP
- JOAN WAGGONER, Partner, Professional Standards, Plante & Moran, PLLC

OBSERVERS

BRIAN CROTEAU, Securities and Exchange Commission JAMES KROEKER, Financial Accounting Standards Board

PCAOB STAFF

MARTIN F. BAUMANN, Chief Auditor and
Director of Professional Standards
JENNIFER RAND
JESSICA WATTS
JENNIFER WILLIAMS

TABLE OF CONTENTS

	1: Improving the Auditor's Report n Emphasis on the ACAP Recommendation	
	Gaylen Hansen	13
	Richard Murray	8 .
	Lynn Turner	25
	Jeff Mahoney	31
	2: International Perspectives on ing the Auditor's Report	
	Sir David Tweedie	8 8
	3: International Developments on the r's Report	
	Sven Gentner	78
	Nick Land	34
	Arnold Schilder	0 (
Panel 4	4: Perspectives on the Auditor's Reporting Model	L
	Theodore J. Mock	Ł O
	Alan L. Beller	£ 6
	Douglas Skinner	55
	Joseph B. Ucuzoglu 16	55

	5: Critical Audit Matters Related to the Audits of Companies	эf
	Ann M. Cavanaugh	L1
	Wallace R. Cooney	L8
	Kevin B. Reilly	25
	Aulana L. Peters 23	32
	6: Critical Audit Matter Related to the Audits of Companies	э£
	Kurt N. Schacht 27	70
	W. Anderson (Andy) Bishop 27	75
	Cartier Esham	34
	Joan Waggoner	37
Adjour	rn	25

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

2. 9:03 a.m. 3 MR. DOTY: Good morning. This is an open meeting 4 of the Public Company Accounting Oversight Board. 5 assembled a distinguished set of participants to assist days Board over the next two in an 7 discussion of the PCAOB's proposed standard on the report and the auditor's responsibilities 8 auditor's 9 regarding other information in certain documents 10 containing audited financial statements. 11 I want to begin by thanking the panelists for 12 their contributions. All of us have many competing 13 demands on time, they especially. And many of them have 14 traveled a long way to be with us. I'm grateful for this 15 extraordinary effort, and we want to assure all of these 16 panelists over the next two days that their effort is 17 appreciated and will be given very deep consideration. I want to also thank the staff of the SEC for 18 19 their counsel and support as we've advanced this 20 standards setting project. In particular, Deputy Chief 21 Accountant Brian Croteau is present as an observer, and,

22 Brian, I want to invite you to participate any time as

1 you see fit. Raise the flag, and you'll get the floor.

- 2 Former Chief Accountant Jim Kroeker is also here
- 3 as an observer on behalf of the Financial Accounting
- 4 Standards Board, FASB. It's always good to see Jim in
- 5 these meetings. And I want to thank you for FASB's
- 6 interest in this initiative and invite you to participate
- 7 actively over the next two days.
- Finally, I want to thank my fellow Board members
- 9 and the PCAOB staff for being here today and for the
- 10 immense preparation that I know they've all engaged in
- 11 to analyze the issues before us.
- 12 The discussions we undertake during these two
- 13 days will address important issues for our financial
- 14 markets and the protection of investors. Eighty years
- 15 ago, the Congress afforded a statutory franchise to the
- 16 audit profession to protect the investing public's
- 17 interest in accurate financial statements. The Congress'
- 18 purpose in doing so was to regain and promote public
- 19 confidence in the integrity of our capital markets.
- The standard form audit report used to deliver on
- 21 that mandate has not changed in any significant way in
- 22 more than 70 years, although our capital markets,

1 indisputably, have. This audit report continues to serve

2 a critical purpose, but many call for it to be more

3 relevant in our capital markets today and to better serve

4 today's investors and other users.

5 As I said when the Board issued the proposed

6 standards to enhance the auditor's reporting model, I

7 believe this marks a watershed moment for auditing in the

8 United States. But this is a global initiative. We've

9 benefitted greatly from our cooperation and coordination

10 with the International Auditing and Assurance Standards

11 Board.

12 To arrive at an opinion as to whether the

13 financial statements are fairly presented, the auditor

14 amasses a great body of evidence and, based on that

15 evidence, gains unique insights. Investors are calling

16 for these insights to anear to their benefit: to make the

17 auditor's report more relevant and useful.

18 Similar calls are coming from other important

19 users. Earlier this week, the Basel Committee updated

20 its supervisory guidance on bank audits. The Basel

21 Committee calls for more robust communication channels

22 between auditors and banking regulators and banking

1 supervisors. The proposed standards are intended to make

2 the audit report more relevant to investors by

3 establishing criteria and a framework for the auditor to

4 provide deeper insights from the audit based on

5 information the auditor already knows from the audit.

6 The proposed standards emerged from an unanimous

7 recommendation of the Treasury Department's Advisory

8 Committee on the Audit Profession. They are also based

9 on our own extensive outreach and public comment on both

10 what would make the auditor's report more useful, as well

11 as what auditors are in a position to deliver.

The hearings today and tomorrow are an important

13 part and extension of that outreach. By requiring and

14 providing a framework to report critical audit matters,

15 the proposed standards would keep the auditor in its area

16 of expertise: the audit. No one wants to return to the

17 days before the pass/fail model was instituted when

18 auditors' free writing could obscure disclaimer of

19 assurance on misleading financial statements.

20 As many commenters have confirmed, there's real public

21 interest in retaining the binary pass/fail model of

22 opinion.

1 The proposed framework is intended to set forth

2 concrete criteria to consider and apply in light of the

3 specific audit at issue in order to limit both the

4 discretion to avoid disclosure, as well as the

5 opportunity to back into and fall back on boilerplate.

6 The proposal would also require new elements in the

7 auditor's report related to auditor independence, auditor

8 tenure. It would include enhancements to existing

9 language in the auditor's report related to the auditor's

10 responsibility for fraud in notes in the financial

11 statements.

The PCAOB's proposal would also require auditors

3 to evaluate certain other information besides the

14 financial statements, such as the company's annual report

15 and management's discussion and analysis. And for the

16 first time, the audit would describe this evaluation and

17 its results.

18 Again, thank you for being here. I look forward

19 to the discussion. And so we should commence with the

20 first panel, and it's a distinguished panel. Let me

21 point out a few of their qualifications.

Gaylen Hansen is the immediate past chair of the

1 National Association of State Boards of Accountancy,

2 NASBA. He is an audit partner, EKS&H. He currently

3 serves on the consultative advisory group to both the

4 IAASB and the International Ethics Standards Board for

5 Accountants. He serves on the International Auditing

6 Standards Task Force for the AICPA. He's been a member

7 of their Professional Ethics Executive Committee and on

8 the PCAOB Standing Advisory Group. Gaylen, we appreciate

9 your being here.

10 Richard Murray is the Chief Executive Officer of

11 Liability Dynamics Consulting, a chairman emeritus of the

12 Leadership Board of the Center for Capital Market

13 Competitiveness. He serves on the board for the National

14 Chamber Litigation Center. His current directorships

15 include the Center for the Study of Financial Innovation

16 and Oxford Analytica, both United Kingdom institutions.

17 And he is a current member of the PCAOB Standing Advisory

18 Group.

19 Lynn Turner is a managing director of LitiNomics,

20 a firm that provides expert research, evaluation,

21 analyses, and testimony in conflicts and commercial

22 litigations. He served as the chief accountant in the

- 1 United States Securities and Exchange Commission from
- 2 1998 to 2001. He is a former member of the Technical
- 3 Advisory Committee of the FASB, a former member of the
- 4 PCAOB Standing Advisory Group, and a current member of
- 5 the PCAOB's Investor Advisory Group.
- 6 Jeff Mahoney is the general counsel of the
- 7 Council of Institutional Investors. He is responsible
- 8 for developing and communicating the Council's public
- 9 response to proposed regulations, rules, standards, and
- 10 laws that may impact corporate governance practices of
- 11 companies in which council members may invest. Prior to
- 12 joining the Council, he was counsel to the chairman of
- 13 FASB. He is currently chairman of the Investor Rights
- 14 Committee of the Corporation Finance and Securities Law
- 15 Section of the District of Columbia Bar Association and
- 16 a member of the International Financial Reporting
- 17 Standards Advisory Council. He serves on the NASDAQ
- 18 Listing Qualifications Hearing Panel. He is also an
- 19 adjunct professor at the Washington College of Law at
- 20 American University and a current member of the PCAOB
- 21 Standing Advisory Group.
- The first panel takes us back to the Treasury's

- 1 Advisory Committee on the Audit Profession and its roots.
- 2 And with that, I want to turn it over to Gaylen Hansen
- 3 for your statement. Thank you.
- 4 MR. HANSEN: I'd like to thank the Board. Thank
- 5 you, Chairman Doty, for the opportunity to express my
- 6 views on your initiative today and to I guess go back in
- 7 time to reflect on the ACAP recommendation that led to
- 8 where we're at today.
- 9 I'm an audit partner and director of quality
- 10 assurance with a Denver-based accounting practice. I've
- 11 been an auditor for over, well, nearly 40 years and have
- 12 signed many audit reports. I also have a regulatory
- 13 background as a former chair and member of the Colorado
- 14 State Board of Accountancy and the AICPA's Professional
- 15 Executive Committee. I am the immediate past chair of
- 16 NASBA, as you pointed out. I've been invited to share,
- 17 as mentioned, some insight into ACAP's recommendation
- 18 leading to this reporting initiative.
- 19 ACAP took place in the midst of the 2008 economic
- 20 meltdown five years into the PCAOB. Among ACAP's many
- 21 objectives was the opportunity to reflect upon the
- 22 Sarbanes-Oxley Act and the PCAOB.

1 We met at the Treasury Building next door to the

2 White House. I saw frenzied late night activity at

3 Treasury and, as I walked the hallways, noticed an

4 abundance of looseleaf binders curiously labeled "TARP."

5 Later, we would all learn much more about TARP and the

6 economic Armageddon that our country narrowly dodged.

7 So against that backdrop, the handpicked ACAP

8 members, with very diverse backgrounds, hoped to wrestle

9 with media issues, find common ground, and, in this city

10 of grand bargains, come up with creative solutions

11 designed to ensure the long-term sustainability of the

12 auditing profession. We were dealing with matters that

13 had been kicked around for decades, and this was a chance

14 to do something meaningful, even historic.

15 While auditors were not being blamed for the

16 economic meltdown, per se, there was a general sentiment

17 that they could have done more and why didn't they.

18 There was also serious concern about firm concentration

19 and over-reliance on the remaining handful of firms

20 auditing our largest companies.

21 At the same time, firms coveted civil litigation

22 reform and were willing to consider some compromises.

1 On the table was greater firm transparency and

2 governance, improvements in audit quality.

Our recommendations covered a broad range, from

4 establishing a national center to combat fraud to

5 enhancing independence. One led to the subject matter

6 of this meeting, and I believe it to be among our most

7 important.

8 ACAP wasn't interested in change for change's

9 sake or just because the current audit report was 70

10 years old. We were interested in a substantive fix,

11 increasing accountability and transparency with real

12 teeth.

In retrospect, ACAP's recommendations remain as

14 fitting today as it was in 2008. Investors continue to

15 express dismay over reports offering limited, if any,

16 value. Specifically, audit reports are noticeably silent

17 about audit strategy and the overall audit approach, the

18 extent of evidence obtained, and key audit judgments that

19 are made.

During the crisis, there were numerous instances

21 of clean opinions immediately followed by corporate

22 collapse. Investors saw their capital vanishing

1 overnight, while those in the know couldn't or wouldn't

2 share untapped insight.

I don't believe that it's realistic that

4 investors will begin expecting less of auditors any time

5 soon. Consequently, raising the bar on the audit is

6 inevitable. And for this reason, I support the PCAOB's

7 proposal.

8 Generally, auditors don't take kindly to change,

9 and some have objected to certain aspects of the audit

10 reporting model, especially related to critical audit

11 matters, or CAM, which I'll say a bit more about in a

12 minute. Some objections are legitimate, but others

13 simply because the ARM will take them out of their

14 comfort zone, and that are understandable. What we are

15 talking about won't necessarily be easy, so some

16 convincing still needs to take place.

17 On the matter of that convincing, here's some

18 ACAP testimony of Jules Muis, a former VP and controller

19 of the World Bank, and I quote, (I have, on various

20 occasions in the past, thrown out a less revolutionary

21 teaser suggesting that we should ban clean audit opinions

22 as an audit reporting instrument for at least ten years

1 to come just to wean the audit profession off its

2 addiction to clean opinions and to make it recognized a

3 public interest in having the right opinion rather than

4 a clean opinion.

I'm sure that Jules wasn't really serious about

6 banning clean opinions, but his insight about the lack

7 of communication and transparency resonates. And he goes

8 on to say the problem is client confidentiality.

9 Confidentiality has a long and important place in the

10 profession. However, it doesn't serve investors when it

11 prevents auditors from calling things as they see them.

The informational wants and needs of investors

13 supersede all others in an efficient capital market. It

14 doesn't escape notice that, of the 232 comment letters

15 that PCAOB received, only nine percent came from

16 investors. Hopefully, the weight of change will come

17 down heavily on the side of that nine percent.

I'm going to sum up. There's a clarion call for

19 many corridors today for greater auditor accountability

20 and transparency. Other major players on the

21 international scene are moving rapidly to require more

22 informative audit reports, with or without the U.S. in

1 tow.

- The audit profession has a long and storied
- 3 history of excessive secrecy. At times, this can even
- 4 strain the imagination. My first four years in the
- 5 profession were with a Big Eight firm in Los Angeles.
- 6 The firm's office was a large standalone two-story red
- 7 brick building without a single window. I was told this
- 8 emphasized confidentiality. Outsiders would never know
- 9 what was going on within those brick walls. On the other
- 10 hand, we couldn't see out.
- 11 At the time, my first job, it seemed quite
- 12 normal. I knew nothing better. In retrospect, it was
- 13 just plain weird.
- 14 Today's reporting standard is akin to a
- 15 windowless building. It just doesn't make sense. The
- 16 world has changed, and we need to change the way we are
- 17 doing things to stay relevant. We can do better, and
- 18 doing it is long overdue. I look forward to it.
- 19 MR. MURRAY: Chairman Doty, Commissioners, I've
- 20 had the fortunate opportunity to spend more than 40 years
- 21 watching the process of audit firm performance in the
- 22 public company sector, both from inside the firms and

1 from critical positions outside the firms, critical in

2 terms of having interests adverse to those of the

3 profession.

4 I've also had the pleasure of participating in

5 every assessment of audit performance, from Trueblood in

6 1973 to ACAP, and am very grateful for the opportunity

7 to participate with you here today. And thank you,

8 Chairman.

9 The judgments that have shaped my views from

10 those experiences I think should be identified before I

11 share them. I consider auditing to be the most

12 challenging of the learned professions and callings of

13 our era. I think it is a process that performs

14 imperfectly at times, occasionally in an embarrassingly

15 flawed way. But we live in an imperfect world of not

16 uniformly perfect people, and I believe that the role and

17 performance of audit generally equals or exceeds the

18 performance standards of any of the comparable learned

19 professions and callings that address our public sector

20 interest.

I believe that the role of auditing in financial

22 reporting, while not yet what it can be, is at the

1 highest level of my period of experience, and much of the

2 credit for that surely goes to the existence and the

3 activities of the PCAOB and its commissioners, for which

4 I thank you.

And, finally, I believe that the unfortunately

6 litigious culture we enjoy here in America needs to be

7 considered as one addresses all of the issues affecting

8 auditing, not in terms of what's good for the welfare of

9 the firms but in terms of what's good for the welfare of

10 the American economy because litigation, a game that is

11 played as a means of pursuing a variety of agendas in

12 America, differs quite significantly from conditions in

13 the US and the UK. It has impacts on audit quality, on

14 the financial reporting environment. It impairs

15 innovation and strains the ties of corporate governance.

16 I will deal with the issues that have been

17 presented in the Board's proposal individually to save

18 time. Regarding critical audit matters, I don't think

19 there can be any question that the current form of the

20 audit report is the longest-standing, least modified,

21 most important, least informative, and most expensive and

22 least understood form of commercial expression that man

1 has ever created, or woman either.

The real question is is this like democracy, the

3 worst choice, except for all others; or is there a better

4 way? And it is clearly time to explore that better way,

5 and I commend the Board for having done so in a very

6 comprehensive and challenging proposal.

7 There were two ACAP recommendations addressed to

8 what is called critical audit matters. The first was a

9 strong call, as Gaylen has well expressed, to enhance the

10 value of the audit report through narrative about the

11 auditor's views, views that would enlighten on the

12 understanding the public will have about the company, not

13 the information that the public will have about the

14 company, which is the company's privilege and obligation

15 to disclose.

16 The critical audit matter proposal seems to me

17 overly prescriptive and overly focused and not properly

18 stimulative for the kind of narrative that ACAP had in

19 mind, at least that is, in my personal impression, not

20 an extension of the views of others on ACAP.

I think it also blurs objectives a bit. If the

22 purpose is to gain insight about the company, there is

1 an overlay of understanding that has grown around the CAM

2 proposal that suggests that it also ought to enlighten

3 about the quality of the audit performance, and I think

4 that potential for confusion is unhelpful. And I would

5 recommend that the CAM activity, as proposed, if it is

6 to be pursued, be delivered through the audit committee

7 rather than directly from auditor to the public. Nothing

8 need be lost in content, but there would be a greater

9 preservation of the growing and important role of audit

10 committees as the nerve center of financial disclosure

11 and corporate governance in all its aspects. I'm

12 concerned that the proposal currently undermines much of

13 the great work the Board has done in enlarging the

14 responsibilities of the audit committee.

But ACAP had a second recommendation that there

16 ought to be no harm done to the extreme value of the

17 pass/fail model as the backbone of the capital markets.

18 And we were concerned, not uniformly concerned but there

19 was extensive concern about the extent of litigation risk

20 to undermining the stability and clarity of the pass/fail

21 model.

I do believe that that risk is a significant

I note just two respects. I believe the CAM 1 concern. 2 proposal creates a new and more extensive risk 3 exposure to private rights of action. Its architecture 4 is broader than Sections 10(b) and 11, and, as a process 5 matter, it puts the auditor in a devilish position in the 6 way the litigation process moves forward. The auditor 7 can be questioned, if whatever went wrong happened to 8 involve something you addressed in the CAM process, why 9 didn't you carry through and recognize the consequences? 10 If it did not involve something addressed in the CAM 11 process, why did you address so many CAMs and not happen 12 to find the right one? I think that's a dilemma that the 13 profession and the companies they represent will find 14 very difficult to deal with.

I'll address briefly fraud and independence together. I think they are aligned and embedded in the expectation gap, and I think neither is ripe for attention at this point.

ACAP recommended on fraud that the PCAOB
constant a fraud center to study and facilitate
collaboration in fraud detection and to study the subject
in a way that for 50 years had never been fundamentally

1 addressed as systemic risk. The PCAOB, I understand,

2 does have a fraud project in planning. I am pleased and

3 commend that. It may not be exactly what ACAP had in

4 mind, but it surely must be a proper step forward. I

5 suggest that the fraud proposals be deferred until that

6 is completed.

7 The similarities of independence. ACAP had two

8 recommendations here: That the PCAOB lead a compilation

9 and rationalization of the requirements and standards for

10 independence. There are multiple authority of guidelines

11 on the subject that exist currently. They have

12 conflicting interpretations. They don't even really

13 agree upon whether independence is a noun, a condition

14 to be independent, or is a verb, the way action is to be

15 taken independently.

16 So long as we don't have a road map or even a

17 common language to address the subject, there is concern,

18 certainly in my view, that there is no way to get from

19 here to there and it is time, after all these decades,

20 to do the fundamental analyses of what qualities of

21 judgment are really being sought here and what are the

22 appropriate quidelines to measure those qualities?

seem to have spent all those decades 1 2 rancorous debate based on non-concentric assumptions 3 about what is the problem. Indeed, I wonder on both the 4 fraud and the independent issues whether we've become so 5 embracing of debate and controversy that 6 forgotten that there is an opportunity to 7 understanding if we do a careful job of reassessing the 8 fundamental assumptions on which we operate and put them 9 at risk of being modified by listening to one another. That is my recommendation as to both the fraud 10 11 and independence studies. The acts of regulation follow 12 on the acts of enlightenment that the Board is in the 13 ideal position to bring to the profession and to the 14 regulatory responsibilities. Thank you, Chairman, for

MR. DOTY: Thank you, Mr. Murray. Mr. Turner?

MR. TURNER: Thank you, Chairman Doty and all the

Board members, for the invitation here today, as well as

the staff. Thank you, Marty, as well. For the sake of

time, I'll just ask that you include my written statement

the record, and I'll try to summarize it quickly

before the red light goes on this time.

15 the opportunity.

But I would echo everything that Gaylen had to

2 say. I thought those were excellent comments. I would

3 echo what Mr. Murray had to say about the profession

4 being a very, very challenging job.

I would differ from Mr. Murray on the views of

6 the subcommittee on the litigation issue. It was a

7 fairly split committee as to whether there was an issue

8 there on litigation or not. Those views were clearly set

9 forth in the report. In fact, today, I think investors

10 are very concerned about their ability to hold auditors

11 accountable when, in fact, there have been failed audits,

12 and they have suffered significant losses.

But the views I have today are based upon my

14 experiences, almost four decades in this profession. It

15 includes time as a preparer, as a CFO, audit partner.

16 I've signed many, many audit reports, large, small,

17 public, private companies. I've prepared, I can't fathom

18 how many CAMs during that period of time and very well

19 understand those. And I've served on the boards and

20 chaired audit committees of public companies, as well.

21 And through all of that, I think it's clear that

22 it's time to get something of value in the audit report.

1 The audit report today doesn't have value. That's

2 something that I consistently hear from my fellow

3 investors. In fact, in talking to a CIO where I sit on

4 the board on one of the hundred largest investment funds

5 in the world, the question was raised as to whether or

6 not the portfolio managers even read the report because

7 there's just nothing to be learned or gained from really

8 reading it today.

9 So I would commend you all for taking on this

10 project. It was a strong recommendation of ACAP. There

11 are other recommendations which I wish you would also

12 take up in short order, as well. But that's for another

13 day.

14 As far as the approach, I think your approach is

15 a good approach to tie it to the CAMs. I've sat at SAG

16 meetings in the past that, if an investor ever saw those

17 CAMs, if they were ever made transparent, they would

18 understand that is what an investor really wants. It's

19 what is critical, it's what significant to the auditor.

20 That's why we prepared those CAMs. It lays out our

21 strategy for dealing with them, how we dealt with them,

22 how we resolved, and that's the type of information that

- 1 investors are looking for today. That's what I hear time
- 2 and time again that they want.
- There are those that say, well, you should only
- 4 disclose information management has. That's nonsensical.
- 5 If management has already disclosed it, why does it need
- 6 to be disclosed again by the auditor?
- What the investors are looking for is what was
- 8 the auditor's perspective on the audit? And one concern
- 9 here is we've seen time and time again where the auditors
- 10 were aware of very important information, information
- 11 that, most typically, would have shown up in a CAM in a
- 12 quality well-done audit report, and that information was
- 13 hidden by the auditor from investors. And if investors
- 14 had seen that information, it would have made them
- 15 change, I think, their investment allocation decisions.
- 16 It would have avoided costs and losses for investors and,
- 17 I think, in many of those instances, would have avoided
- 18 litigation and costs for the auditors, as well.
- 19 So I commend the CAM approach that you've come up
- 20 with. I think, to Mr. Chairman Doty's point, I think
- 21 boilerplate can be avoided. I've given some thoughts on
- 22 that in my statement. I think you ought to lay out

1 clearly your objectives, and I've given some other

2 thoughts as to what I require in disclosure, and those

3 are, in part, based upon what we do with similar type

4 disclosures on related parties, which haven't worked all

5 the time but have worked. So I think it's something to

6 think about.

7 The one thing on the CAM approach that I would

8 forewarn you about, and that is you can't leave it just

9 to the discretion of the auditors. We did that when we

10 did an independent standard in the past. It didn't work.

11 It was fatally flawed, so leaving it solely to the

12 discretion of the auditors would not be worth the time

13 or money then because we'd get the same result. We've

14 had that lesson once before. We shouldn't repeat it.

15 As far as some of your other recommendations, I

16 think the recommendation on the auditor signing the

17 report is very good. It's consistent with what ACAP

18 recommended. There's no further liability to be had

19 here. There is going to be the fact that, once you put

20 your name out there as an audit partner, you're going to

21 be concerned that have you got the job done right, and

22 I think that's going to enhance, in the long run, audit

1 quality. It's going to cause you to focus. I sign those

2 reported, and when you're signing with your own name, you

3 know if your name shows up in too many problematic

4 audits, you're probably going to have a problem. And I

5 think that's what the whole debate is about here as far

6 as the audit partner signing the report, and so I think

7 that goes without saying.

I think the points you make about tenure,

9 disclosure of tenure and independence is good. I was

10 there at the SEC when we went through the fight over the

11 independence rules, and when those independence rules

12 were adopted there was positive statements of support

13 from five or six of the firms at the time in support of

14 those standards. And the ACAP did not recommend any

15 changes in those standards. It did suggest codification

16 somewhat, which would be helpful.

17 Finally, if we've learned anything from China

18 it's the fact that we really do need some transparency

19 around who is doing the audit. And if a significant

20 portion of this audit is not being done by the signing

21 partner or is not subject to the typical examinations

22 that you all do that have turned out to be beneficial,

1 then certainly that needs to be disclosed, as well.

2 And I think, as Rich summarized about the audit

3 report and his description of the current audit report

4 being old and long in the tooth -- you know, it goes back

5 now almost to the Model A, and we have had some things

6 change in the country since the Model A came out, the

7 assembly lines. So I suggest the time for change is now,

8 and let's not let this get any longer in the tooth.

9 MR. DOTY: Thank you, Mr. Turner. Jeff Mahoney?

MR. MAHONEY: Good morning. Thank you, Chairman

11 Doty and Board members and staff for hosting today's

12 public meeting on the PCAOB's proposal to enhance the

13 auditor's reporting model. The Council of Institutional

14 Investors appreciate your leadership and willingness to

15 pursue this important issue that has long been debated

16 and remains controversial, particularly with some members

17 of the auditing profession.

18 It was a real honor for me to have had the

19 opportunity to serve on the Department of Treasury's

20 Advisory Committee on the Auditing Profession on behalf

21 of my executive director, Ann Yerger, and to participate

22 on the Committee's Subcommittee on Firm Structure and

1 Finances with my three distinguished fellow panelists to 2 my right.

As you may know the Subcommittee was ably chaired Robert Glauber and, in addition to ΜV 5 panelists, the Subcommittee included Timothy Flynn, the 6 then chairman and CEO of KPMG; and William Travis, the 7 director and former managing partner of McGladrey & 8 Pullen. Others who devoted countless hours to the 9 activities of the Subcommittee and, in my view, were 10 instrumental in assisting in the development of the 11 Subcommittee's findings and recommendations included Don 12 Nicolaisen, who was co-chair of the Committee, along with 13 Arthur Levitt; Alan Beller, the counselor 14 co-chairs, who I understand will provide his perspectives 15 this afternoon; and, last but not least, Kristen Jaconi, 16 who was the senior policy advisor to the Undersecretary 17 for Domestic Finance at the Department of Treasury at the 18 time.

After reviewing extensive amounts of data provided from many sources, including from the audit firms, the Center for Audit Quality, and after receiving testimony and comment letters from a broad range of

1 experts, the Subcommittee focused mainly on seven areas

2 in need of improvement in the auditing profession and

3 produced seven recommendations. In my opinion, perhaps

4 the most compelling of the seven was recommendation

5 number five, to urge the PCAOB to undertake a

6 standard-setting initiative to consider improvements to

7 the auditor's standard reporting model.

8 As the Committee final report indicated, the

9 auditor's report is the primary means by which the

10 auditor communicates to the users of financial statements

11 regarding its audit of those statements. And despite the

12 numerous instances over the years in which blue ribbon

13 panels of experts recommended that the standard auditor's

14 report be improved to provide more relevant information

15 to users of financial statements, as we all know,

16 material changes to the auditor's report were never

17 implemented.

18 I believe it's also significant that the

19 Committee's final report highlights the testimony of

20 Richard Fleck, whose a global relationship partner for

21 Herbert Smith. In that testimony, Mr. Fleck stated that

22 institutional investors believe an expanded auditor's

- 1 report would enhance investor confidence in financial
- 2 reporting and recommended exploring a more narrative
- 3 report in areas such as estimates and judgments,
- 4 sufficiency of evidence, and uncertainties.
- 5 The substance of Mr. Fleck's testimony, in my
- 6 view, has since been corroborated by multiple sources,
- 7 including surveys at the CFA Institute and the PCAOB's
- 8 Investor Advisory Group and the results of the PCAOB's
- 9 own extensive outreach to investors and other users in
- 10 connection with developing the proposed model.
- Just a couple examples. Disclosure of the
- 12 independent auditor's assessment of management's critical
- 13 accounting judgments and estimates was supported by 79
- 14 percent of institutional investor respondents to a 2011
- 15 IEG survey and 86 percent of respondents to a 2011 CFA
- 16 Institute survey. With respect to the latter survey, I
- 17 understand Kurt Schacht will be on a panel this
- 18 afternoon, and he can certainly provide more details and
- 19 discuss other CFA Institute surveys and materials that
- 20 may be relevant to the proposed model.
- 21 Based on those results, related findings and
- 22 recommendation of ACAP, as well as the Council's own

1 membership-approved corporate governance policies, we

2 generally support the PCAOB's proposed audit reporting

3 model. We would, however, revise the proposed model to

4 provide that the auditor be required to communicate, at

5 a minimum, an assessment of management's critical

6 accounting judgments and estimates based on the audit

7 procedures that have been performed.

In our view, this modest revision to the proposed

9 model would result in an auditor's report that provides

10 the kind of independent auditor insights that are

11 reflected in our policies and, more importantly, are

12 responsive to investors' information needs. In that

13 regard, we would not support a proposed model that failed

14 to provide independent auditor insights and simply

15 repeated or referenced management disclosures that

16 already are provided to investors.

We believe if our modest revision were adopted,

18 the proposed model, as revised, would be far more likely

19 to achieve the Board's worthy goal of increasing the

20 relevance and the usefulness of the auditor's report to

21 investors, who ultimately are the key customer of the

22 auditor's report.

- 1 Thank you again for inviting me to participate in
- 2 this important meeting. And I look forward to learning
- 3 from my fellow panelists, the Board, and all of you here
- 4 today. Thank you.
- 5 MR. DOTY: Thank you. The intention in these
- 6 discussions is always to attempt to give everybody a
- 7 chance and to have some structure but to preserve some
- 8 spontaneity. And we now have about 15, a little more
- 9 than 15 minutes to get in to that. My colleagues have
- 10 permitted me to call on each of them for one question.
- 11 If we have time, we'll go around again, and I want to be
- 12 sure that both staff and observers have a chance to get
- 13 on this.
- But we'll begin. Mr. Harris, one question.
- 15 Multiple parts not allowed.
- MR. HARRIS: Well, you just took my multiple
- 17 parts off the table. Under common quidance on economic
- 18 analysis, when the Board undertakes a standard-setting
- 19 project, it should identify the need and the problem.
- 20 And while it may be self evident and obvious, because
- 21 we're creating a record I'd like each of you to
- 22 articulate the need and the problem with as much

- 1 specificity as you can and why now?
- MR. DOTY: Address to whom, Steve?
- 3 MR. HARRIS: The panel.
- 4 MR. DOTY: Gentlemen, should we just move down
- 5 the line?
- 6 MR. HANSEN: That's fine. That's a great
- 7 question. You know, I've heard over the course of my
- 8 career every time there's a new standard that comes out,
- 9 it layers on top of the others and that it's not going
- 10 to take any significant additional time and nothing to
- 11 worry about. I don't believe that. And I believe that,
- 12 when it comes to the majority of the proposal, it will
- 13 be pretty straightforward. It gets to the CAMs. You're
- 14 talking about custom writing, custom thinking, and really
- 15 thinking through the issues at the highest level of the
- 16 talent within the audit organization, and I think it will
- 17 take some additional time and it will involve some
- 18 discussion with the audit committee. That shouldn't be
- 19 overlooked.
- Does that mean that it's going to be an
- 21 overwhelming cost? No, because, as Lynn pointed out, I
- 22 mean, those CAMs are part of the audit documentation

- 1 already. It needs to be polished up. It needs to be
- 2 articulated better, but I think the economic analysis is
- 3 going to show that, while there's going to some increase
- 4 in the cost, it's not going to be overwhelming.
- 5 MR. DOTY: Richard?
- 6 MR. MURRAY: The problem, to look at it from too
- 7 high a height, is that we do not understand each other.
- 8 We have continued to not understand each other on various
- 9 aspects and perspectives on these issues for too many
- 10 years. We've been focusing on sharpening the ability to
- 11 dispute, rather than considering the possibility of
- 12 agreement. And I believe why now is because we have the
- 13 benefit and advantage of the established and growing
- 14 importance of the PCAOB to take the leadership ir
- 15 exploring what can be accomplished by a search for
- 16 agreement and a search conducted in a collaborative
- 17 manner in which the regulator and the regulated operate
- 18 in partnership, as well as in a regulatory relationship.
- 19 MR. DOTY: Lynn?
- 20 MR. TURNER: Chairman Doty, I think the crux of
- 21 the issue is not one of understanding. I think the
- 22 auditors understand it very well, and I think investors

- 1 understand very well what they want. It's a difference
- 2 over what product is going to be produced. Are you going
- 3 to produce a product that the investors want, or are you
- 4 going to produce a product that the auditors want?
- 5 As your own enforcement action on Medicis show
- 6 and as I know full well from my time at the SEC in cases
- 7 like Xerox, the auditors were fully informed about a
- 8 fraud or a problem with the financial reporting, yet
- 9 rolled out clean reports and remained silent and said
- 10 nothing. And in those circumstances, silence is not
- 11 golden. It's devastating.
- 12 And so that needs to change. The product needs
- 13 to reflect what the customer wants. In this case, the
- 14 customer is the consumer.
- 15 And to the question of why now, after 80 years
- 16 that this report doesn't work, why not now?
- 17 MR. DOTY: Mr. Mahoney?
- MR. MAHONEY: Similar to what Lynn said, we have
- 19 a product that the major customers of that product are
- 20 dissatisfied with it. And I think their dissatisfaction
- 21 summarized in the PCAOB's staff's conclusions from their
- 22 outreach, just reading from the concept release, the

- 1 PCAOB staff "observed that there was consensus among
- 2 investors that the auditor has significant insight in the
- 3 company and that the auditor's report should provide
- 4 additional information based on that insight to make it
- 5 more relevant and useful." I think that's where we need
- 6 to head.
- 7 MR. DOTY: Mr. Ferguson?
- 8 MR. FERGUSON: Yes, I have a question for Jeff
- 9 Mahoney on his suggestion that we have the auditor
- 10 assess, that management's judgments on critical
- 11 accounting estimates -- I can't exactly remember what you
- 12 suggested. But if we were to do that, how would we do
- 13 it? And would it be through a grading system, A to F,
- 14 or like an honor's degree or magna cum laude or summa cum
- 15 laude or, you know, they were conservative or they were
- 16 aggressive? What would the criteria be, and how would
- 17 we achieve comparability among audit reports so people
- 18 looking at these judgments would be able to have a sense
- 19 that there was a uniform standard being applied by the
- 20 auditor?
- MR. MAHONEY: With respect to the requirements,
- 22 I think investors are not looking for anything new here.

- 1 The type of information, as Lynn has said earlier, is
- 2 information that's already being provided to the audit
- 3 committee. I think investors are just looking for some
- 4 of that information to be provided in the main piece of
- 5 communication with the auditor in the auditor's report.
- 6 As far as comparability, I don't think investors
- 7 believe that this additional information needs to be
- 8 comparable across all companies. I think, as I
- 9 referenced earlier, what they're looking for is insights
- 10 from the auditor. And if you look at the studies and
- 11 surveys, a reoccurring theme is they want some insights
- 12 with respect to significant estimates and judgments.
- MR. DOTY: Mr. Hanson?
- MR. HANSON: Thank you all for coming and your
- 15 insightful comments. Just one question related to what
- 16 investors think about our proposal that's on the table,
- 17 and I'd ask you to each maybe comment about it to the
- 18 extent you've had direct discussions with individuals
- 19 responsible for making the investment decisions about
- 20 what they think in the value of what we put on the table
- 21 and any feedback you've gotten around that.
- MR. DOTY: Is that a question for the panel or

- 1 for --
- MR. HANSON: A question for each of you on the panel.
- 4 MR. DOTY: Jeff, do you want to take it and then 5 move left, right for you?
- As I said in my prepared MR. MAHONEY: Sure. 7 statement, investors it's very clear that are 8 dissatisfied with the product and they want 9 information. And as I indicated, I believe and our 10 policies reflect that what they want is some 11 insights from the auditor, so then it's a question of 12 insights about what? And as I said earlier, if you look 13 at the many studies and surveys, a common theme is that 14 they want more insights about the key estimates and 15 judgments.
- 16 MR. DOTY: Lynn?
- MR. TURNER: Jay, as I was doing my remarks, 18 drafting them, I did share them with a number of 19 investors and I did get responses back I think from five 20 investors, and these are people who are making investment 21 decisions. And, universally, they came back, with one 22 exception, and said they are exactly where those remarks

1 were that I submitted in the written statement.

- The one exception was one of the investors said
- 3 he wanted further information, to Jeff's point, about
- 4 changes in estimates, key estimates that the auditor had
- 5 audited and changes in that estimate. So the feedback
- 6 that I got from actual investors were my comments are
- 7 exactly where they thought you should end up.
- 8 MR. DOTY: Mr. Murray, Mr. Murray, Richard?
- 9 MR. MURRAY: My perspective on the investment
- 10 viewpoint comes primarily from involvement in the
- 11 insurance industry, which is a major force. Insurers
- 12 worldwide own 20 percent, 22 percent of global equities
- 13 currently and remain a bastion of the investment
- 14 stabilization of commerce.
- 15 To be overly quick and simplistic, my sense is
- 16 the insurance industry is not opposed to things requested
- 17 by groups of retail investors and some of the views that
- 18 have made their way into active attention in the outreach
- 19 reports of the PCAOB, but they don't consider them
- 20 representative of their views and interests, as fixed
- 21 long-term value-oriented investors. Their view, again
- 22 simplistically put, is that there is a vast industry of

1 intermediating advisors that can and do provide much of

2 the insight and analysis that seems to be requested at

3 the retail investor viewpoint. And the question that

4 insurers would have is how can that value then be best

5 aligned with anything that might additionally be done in

6 the audit reporting process to produce a better net

7 outcome?

8 MR. DOTY: Mr. Hansen?

9 MR. HANSEN: I must say that my interactions with

10 actual investors is somewhat limited. I'm an investor

11 myself. I don't see the critical audit matters as being

12 a magic bullet. I don't see that it's going to solve all

13 of the uncertainty that investors might like it to

14 resolve. But I think it's going to contribute to them

15 being able to make their own evaluations better.

16 That said, you know, there was a lot of

17 discussion about who signs the audit report. Sometimes,

18 I wonder whether we didn't spend enough time talking

19 about who it's addressed to. You know, it's sort of

20 legalistic, this addressing it to the board of directors

21 and the stockholders. Maybe it should be addressed to

22 the public interest or investors themselves. But those

- 1 are just a couple of thoughts.
- 2 MR. DOTY: Ms. Franzel?
- MS. FRANZEL: Thank you for being here today and
- 4 sharing your insights. Going back to the recommendations
- 5 of the ACAP and for expanding the information provided
- 6 by auditors for the benefit of investors, in your view,
- 7 does the CAM proposal meet those objectives based on the
- 8 need that you all identified and the recommendation you
- 9 made, along with everything we've learned since then?
- 10 Does the current CAM proposal, as written, get us there?
- 11 And if further refinements need to be made, in your view
- 12 what would be the most important changes or revisions to
- 13 the current proposal in order to meet the needs of
- 14 investors?
- MR. DOTY: To the panel, Jeanette?
- 16 MS. FRANZEL: It's to the whole panel, yes.
- MR. DOTY: Gaylen, do you want to take it first?
- 18 MR. HANSEN: Sure. I believe they do meet the
- 19 basic objectives of what we're trying to accomplish here.
- 20 I think if the focus can be on, as it says, those few
- 21 things that keep the auditor awake at night, those few
- 22 things, not many things. That may be a different signal

- 1 of a different problem, or, if there's no things that
- 2 keep the auditor awake at night, maybe that's a
- 3 completely different issue. But I think the objectives
- 4 are met.
- 5 MR. MURRAY: I would go back to my brief and
- 6 poorly-illustrated remarks earlier. I believe that,
- 7 while Lynn and I may not have exactly the same
- 8 recollections of the ACAP discussions, that the
- 9 objectives we were identifying had to do with getting
- 10 more insight about the company and not necessarily
- 11 additional or different information about the company,
- 12 and I think that is a distinction that isn't entirely
- 13 well articulated in the current CAM proposal and creates
- 14 some of the confusion of what is intended and how should
- 15 it be performed.
- 16 And I also think that we had a focus on what can
- 17 be learned through this process about the company, rather
- 18 than a further standard and way to evaluate the
- 19 performance of the audit. And I think that, too, could
- 20 be clarified in the way this is articulated and
- 21 presented.
- MR. DOTY: Lynn?

1 MR. TURNER: The discussion at ACAP started out

2 with the discussion, I think it might have even been Tim

3 Flynn who brought up the issue with the pass/fail model

4 and the shortcomings that some expressed with respect to

5 the shortfalls in that model. And then it expanded to

6 what about making sure that we tell investors exactly

7 what the auditor is going to do to detect fraud and

8 clarify that responsibility, which was an important part

9 of the recommendation to be addressed.

And then, as we got into public hearings, then we

11 started hearing from investors. Jeff has mentioned some.

12 There was Tony Sondhi testifying on behalf of the CFA

13 Institute and others. I'd urge you to go back and look

14 through that testimony. There's binders of records of

15 it -- I've still got them if you don't -- that lay out

16 exactly what investors were looking for. And investors

17 were looking not just for information about the company,

18 if you look at that testimony, but, in fact, looking for

19 an auditor's perspective of it.

When you look at the actual recommendation, the

21 recommendation doesn't get to that detail. The

22 recommendation says: Undertake a standard-setting

- 1 process. This is your job, not our job at ACAP. It's
- 2 your job to decide what should be done, so go through a
- 3 thoughtful standard-setting process and go do it. And
- 4 I think that's what was intended.
- 5 As far as does approach tied to disclosure of
- 6 CAMs meet that? Based on my experience, having written
- 7 many of those CAMs, done audits and, yet, been on the
- 8 investment side, I actually think that's a good approach.
- 9 It requires disclosure of all CAMs, though, and it
- 10 requires that it not be discretionary. And there's been
- 11 some question, as we've talked about at other meetings,
- 12 about is there too much discretion or not and are the
- 13 objectives around the CAMs clearly laid out?
- But I think, in general, the CAM type approach is
- 15 a good start and would respond, assuming you also deal
- 16 with the fraud piece of that recommendation.
- 17 MR. DOTY: Mr. Mahoney?
- MR. MAHONEY: Thank you. I, as well, agree the
- 19 proposal can meet the objective. And as indicated in my
- 20 comment letter and in my statement today, I believe it
- 21 can be revised in such a way that it will get the auditor
- 22 insights that our policies reflect and that investors

1 have been asking for for many years.

And, again, we don't need to, we already have

3 that information. We also already have rules related to

4 that information in connection with communication. It's

5 through the audit committee. So I think it's just a

6 matter of refashioning those requirements to get that

7 information into the auditor's report.

8 MR. DOTY: I want to ask a question back to

9 Richard Murray because, as lawyers, we both share an

10 interest in liability and litigation. And noting

11 parenthetically that our re-proposal on transparency does

12 not call for signature of the audit partner but naming

13 of the audit partner, one of the issues that pervades all

14 these discussions is a concern that, where we provide

15 more disclosure, we think about the litigation and the

16 liability issues.

17 And you made an arresting statement. You say

18 that critical audit matters will lead to a new wave of

19 litigation. If the disclosure of the CAMs appears in the

20 context of the audit report and the audit report is good,

21 it's a good audit, the auditor has his defenses even if

22 the financial reporting is not good but the audit is

1 good. That would seem to be not a problem for the CAMs
2 in terms of what results from it.

But if the audit is not good or if there is, if 4 there's frivolous litigation, I'm interested in getting 5 to what you clearly see is a need for a constructive I'm wondering if, in fact, if we consider 7 language both in the adopting release and in the standard 8 to clarify the informational value of the CAMs, 9 clarify what I referred to in passing in my opening 10 statement which is our intention that this be limited to 11 what the auditor knows. Richard, you've also made a 12 point as to communication of the audit committee and not 13 the public, and I think that's a different issue. you think that by clarifying the value, 15 informational value of what the CAM is, that, at the same we diminish and really address the risk litigation, 17 litigation, of meritless frivolous 18 litigation, with which we're all concerned?

MR. MURRAY: Chairman, first, I have to recognize
that one of the things that's common to most lawyers is
hyperbole, particularly in time pressure. My point was

1 MR. DOTY: We've all done it.

2 MR. MURRAY: -- not to declare that this is

3 clearly an unequivocally a problem to be accommodated but

4 to urge the Board to pay more focused attention to

5 explore whether the Board concludes that it is. Then at

6 least it's apparent in the publically-disclosed

7 materials.

8 In terms of what would help assist with the

9 problem, if there is some degree of problem here, it

10 seems to me there is a positive direction and it was

11 explored by ACAP, not too agreement but it was explored,

12 sometimes loudly. And that is whether or not there is

13 some opportunity to create, by regulation or otherwise,

14 a judgment privilege that surrounds the most sensitive

15 and difficult judgment and expression forms.

16 We have a business judgment rule for the

17 corporate sector that recognizes that you get into some

18 gray zone issues that expose one to a double bind you're

19 wrong if you do this, you're wrong if you do that. That

20 doesn't exist in the audit environment in liability

21 today. And with every more granular disclosure, whether

22 it's the CAMs or any other formulation, that gray zone

- 1 expands and deepens. And it seems to me the most
- 2 promising solution would be to demand more of the
- 3 auditors. But for the sake of the financial reporting
- 4 process, not just the auditors, to allow that innovation
- 5 to be addressed constructively and with enthusiasm,
- 6 provide a degree, not full protection but a degree of
- 7 accommodation to the judgment periphery on the edge of
- 8 responsibility.
- 9 MR. DOTY: But do we at all, by speaking to the
- 10 issue of what the CAM is and the value of it, do we, in
- 11 any sense, ameliorate the risk of meritless litigation
- 12 since the CAM is in the opinion and the opinion, as a
- 13 whole, is what it is?
- 14 MR. MURRAY: You could, and you would,
- 15 undoubtedly, have some influence. But if one considers
- 16 the extent to which federal government agencies are
- 17 having, generally speaking, are having their agendas
- 18 rewritten and their interpretations ignored by judicial
- 19 and private sector litigation, I think there's a real
- 20 risk that your very best intentions, articulately
- 21 expressed, would not survive the hassle of litigation.
- MR. DOTY: You're not giving in on this point,

1 and I respect it. One of the points of being chairman

2 is I get to ask one more question before I go back to

3 Jeanette Franzel, and it goes to Lynn Turner where you

4 point out that neither the audit committee, nor

5 management, knows what the auditor knows from the audit.

6 How do you respond to Richard Murray's and others'

7 comment that the appropriate place for what the auditor

8 would otherwise say in a CAM is either in the proxy

9 statement, as to which we have no real jurisdiction, or

10 by more privileged communications directly with the audit

11 committee, as Richard suggests.

12 Lynn, Jeff, do you all want to do a crisp

13 one-minute? Isn't he right? Can't you do this by -- if

14 the audit committee doesn't know this and this is such

15 important information, don't you reduce the expectation

16 gap by giving it to the audit committee and having rules

17 expanding on the disclosures in the proxy statement and

18 other documents?

19 MR. TURNER: The short answer is no. If you look

20 at, again, the cases I mentioned, there's others that are

21 out there, as well. In the WR Grace case that we have,

22 the information didn't ever go from either the auditor

1 to the audit committee. Now, assuming it goes from the

2 auditor to the audit committee, you still haven't

3 delivered the product that the investor wants. I've rur

4 a company, I've run a manufacturing company. The key

5 thing is to give a product to the customer that the

6 customer wants, values, and pays for. If you stop it at

7 the audit committee, it doesn't go out to the investor.

8 This is simply a matter of are you going to give

9 the customer what they're looking for, what they need to

10 make sound capital allocations? If that information

11 doesn't get to the people making those investment

12 decisions, and that's not the audit committee, it's not

13 management, then you aren't giving them the information.

14 And right now that information doesn't flow.

15 As to where you put it in the proxy or wherever,

16 I really don't care, as I say in my statement, where the

17 information is put out. What I care about is the

18 information investors want gets put in their hands in a

19 timely and complete fashion and reflects the perspective

20 of the auditors.

MR. DOTY: Jeanette, you want to take one last

22 shot?

- 1 MS. FRANZEL: Sure. I want to drill down a
- 2 little bit on Mr. Mahoney's suggestion of a modest change
- 3 to the proposal, and I think some might take issue with
- 4 the characterization of that as modest. So I just want
- 5 to drill down --
- 6 MR. MAHONEY: It is a little optimistic.
- 7 MS. FRANZEL: I just want to drill down a little
- 8 bit. You are calling for an adjustment where a CAM would
- 9 include an assessment of management's critical accounting
- 10 judgments and estimates. What do you think that would
- 11 look like and how would that be achieved under this
- 12 current model? And then I'd be interested in the
- 13 reaction of the other panel members, as well.
- MR. MAHONEY: Here again, I'm looking at the
- 15 communications that are currently being provided to the
- 16 audit committee today. And looking at those
- 17 communications related to significant estimates and
- 18 judgments, I think those that the auditor thinks are most
- 19 important in the CAM should be disclosed in the report.
- 20 Going back to the Chairman's last question, as
- 21 Lynn said, the information is what's important. But
- 22 right now the auditor's report is the main piece of

1 communication between the auditor and investors. And

2 investors want more communication from the independent

3 expert. The audit report seems to be a logical place to

4 put it since that's the only communication that we have

5 between the two today.

6 MR. TURNER: Jeanette, I've served as chair of

7 three public audit, chaired the audit committee of three

8 public companies. In each of those three instances, each

9 a different one of the Big Four, so three of the Big

10 Four, came in and, consistent with the blue ribbon panel

11 recommendations, had a discussion with us about not just

12 the acceptability but the appropriateness of the

13 judgments and estimates made by management. That's part

14 of that report recommendation. It's not the first time

15 it's come up. Jeff's recommendation is totally

16 consistent with what's been recommended in the past.

17 In all three of those audit committees, the

18 auditor would come in and, in part of their communication

19 to us, they presented us a slide or two each time, giving

20 us their estimate, their view, perspective on those

21 estimates, and they would typically do it in a graph that

22 had aggressive on one side and conservative on the other

- 1 side, and they defined that in their graphs to us and
- 2 said here's where we think it lays. So the information
- 3 is there. It's being communicated. It's being
- 4 communicated consistent with recommendations of very well
- 5 known panels in the past. It's not new information.
- 6 MR. DOTY: Reluctant as I am, we're going to
- 7 leave it at that. I'm going to make sure that we start
- 8 with the next panel's question with Jeanette, run through
- 9 Jay, and move up and end with Steve. And I will cede my
- 10 time on the next question. So we're going to do justice.
- 11 I'm going to wait for flags to go up from the
- 12 wings here. But when they go up, I'll call on them.
- 13 Thank you for taking us back to ACAP, for
- 14 refreshing our recollection of what all this is about,
- 15 and for some very meaty insights, trenchant insights on
- 16 the current issues we face. Thank you all.
- Well, where to begin? We next have one of the
- 18 giants of the auditing profession with us, and Sir David
- 19 Tweedie will be here until 10:40. He's making a special
- 20 effort to do this.
- He serves as the chairman of the International
- 22 Evaluation Standards Council, which is looking into many

1 of the key issues that come up in this audit reporting

2 model question. From 2001 to '11, he was the first

3 chairman of the International Accounting Standards Board,

4 as well as the chief executive officer of the

5 International Financial Reporting Standards Foundation.

6 It goes on. A fellow at the Judge Business

7 School at the University of Cambridge; visiting professor

8 of accounting in the University of Edinburgh Management

9 School; honorary degrees from nine British universities;

10 various honors and awards, in addition to knighthood, for

11 his dedication and service to the accounting profession;

12 president of the Institute for Chartered Accountants of

13 Scotland from 2012 to 2013; chairs the Royal Household

14 Audit Committee for the Sovereign Grant which funds the

15 work of the British monarchy.

16 He's a current member of the PCAOB Standing

17 Advisory Group. Mr. David, we're grateful for your

18 presence. Please enlighten us.

19 MR. TWEEDIE: Well, thank you, Jim. And can I

20 say what a pleasure it is to be here and see so many of

21 my old friends. As several people in the room will know,

22 as I've said before, it's always a privilege to come out

- 1 here to the colonies and to continue my missionary work.
- 2 But this is a particularly interesting project.
- 3 Everybody knows about a bad audit. It's splattered all
- 4 over the press. Very good audits you actually don't hear
- 5 anything about. They're hidden.
- And audit, I think, is seen as a necessary
- 7 commodity. It's what you have to pay for to get access
- 8 to the capital markets, and the opinion, as we've
- 9 discussed already, is an on/off switch. And when I first
- 10 qualified as an accountant over 40 years ago, I could
- 11 look at an audit report and know instantly if it was
- 12 qualified because it was only three lines long. If it
- 13 was more than that, it was something I ought to read.
- 14 Otherwise, I just knew it was okay.
- Since then, with the expectation gap, we've lost
- 16 the crispness of the audit report in a whole lot of what
- 17 now has become boilerplate language. And one of the
- 18 things I'm slightly concerned about in the new proposals
- 19 is a lot of that is still going to be in the audit
- 20 report. Personally, I'd like to see that on a website
- 21 or in an appendix. You might like to ask my UK
- 22 colleagues about how they deal with it.

But the investor, quite clearly, as signaled from

2 your own papers that they would like, is they would like

3 additional audit reporting because they don't have access

4 to or aware of many of the issues that the auditor has

5 raised. And Lynn mentioned that a lot in the last

6 session.

The audit report really, in my view, should be

8 adding value. At the moment, it's more one of

9 limitation. You know, how many auditors does it take to

10 change a light bulb? None because they've formed a

11 committee to say it's not their responsibility. And

12 that's the sort of thing that we end up getting in the

13 audit report.

But I think you've given the auditor a wonderful

15 opportunity to start ending the notion of the audit being

16 just a necessity and make it a vital part of investment

17 analysis. Developments have already taken place

18 elsewhere, notably the UK and Europe. And if you can get

19 Europe to agree on these things, surely it can't be

20 difficult to get the U.S. to agree on it.

But it would be a real help, too, I think, if

22 PCAOB and the IAASB could get together and make sure the

1 terminology was the same so audit reports throughout the

2 world said the same sort of thing and we knew exactly

3 what they all meant.

4 I would actually have liked the PCAOB to have

5 gone further than it did. I would like to see the audit

6 report based on the notion that investors want auditors

7 to ask themselves what would they like to know if they

8 were investing in the company and make sure that's what

9 was in the report.

The critical audit matters I think is a real step

11 forward. But that, again, I don't think goes far enough

12 because it asks, you know, what are the matters and what

13 did you do about it? What I feel it also has to do is

14 and what were your findings?

15 I will draw your attention to the Rolls Royce

16 audit report in the United Kingdom, which I'm sure my UK

17 colleagues will talk about and certainly Tony Cates of

18 KPMG because I found it quite excellent. It talks about

19 the problems. The findings are that the company was

20 slightly cautious in some areas, overly optimistic in

21 others. But you get the picture that, on balance, this

22 was actually a fair presentation, even though in certain

1 areas there may be slight movements one way or the other.

2 And when you start looking at things such as

3 valuations, Level 3 valuations, how do we know how far

4 the auditor has gone in the range? Is this an aggressive

5 company? It is it a pessimistic company? I think that's

6 information that really should be out there in the public

7 domain.

The genesis of this change, as we heard from the

9 last panel, has been the financial crisis. And if anyone

10 wants to argue that the audit report was fine in that

11 crisis, they just have to look at some of the figures

12 that you've got in your own papers about two or three

13 years ago where it was pointed out that the 2008 and 2009

14 audits of a company receiving the TARP funding was

15 actually, word-for-word, the same. And, yet, in 2008,

16 the audit report costs \$119 million, and in 2009 it cost

17 \$193 million. So what if you learned, as an investor,

18 for your extra \$74 million, nothing. It was still the

19 switch was on, and that's all you heard.

20 And, yet, as we've seen when Enron and WorldCom

21 blew up, if there's concern about the audit, then the

22 markets start to tumble and confidence is lost. Going

1 concern is always difficult for auditors. It can be a

2 self-fulfilling prophecy if they give a growing concern

3 qualification.

And when you look, though, at what happened,

5 certainly in the UK -- let's take our biggest casualty

6 or the first casualty, Northern Rock. It bought it from

7 the wholesale markets in a very major way. Three months

8 loans from the wholesale markets. It lent out 20 or 25

9 years, so it was all predicated, its business model, on

10 that market staying open. Well, it didn't. It closed,

11 and so did Northern Rock.

12 It was in the notes and, in a sense, you could

13 see for yourself, looking at the liabilities, where they

14 were coming from. But that was a key assumption. That

15 company could only exist if the wholesale markets stayed

16 open, and I think the auditor should draw attention to

17 something like that.

18 What are the assumptions laying behind your view

19 that this is a going concern? It may be that investors

20 will look at that and think this is a bit risky and I

21 want to get out, and that's the sort of thing I think

22 they should do it.

And you can see from your own papers that eight 1 2 of the top ten bankruptcies, there was no going concern 3 qualification during the crisis. And the TARP, major 4 TARP receivers also had no qualifications in there. 5 I think giving some form of assumption why you've agreed 6 that it is a going concern would be extremely helpful. If you want to change the audit paradigm, I think 8 what you've done at present is a necessary but not 9 sufficient condition. I would like to see far more being 10 done with the audit and making it far more helpful to 11 users. And you can see the complaints and the pressures, Europe for mandatory rotation 12 certainly in It's coming from the view that perhaps 13 re-tendering. 14 fresher eyes are needed, and that's the good reason. 15 bad reason is perhaps they're too cozy. And I think it 16 is in the auditor's interest to make it far more obvious

I think there's things that can be done to assist
the audit. I think the auditor is under too much
pressure from companies these days. I would like to see

17 that he is reporting to the investor and not simply to

18 the audit committee. So a repositioning I think would

19 be very helpful for the audit and also for the investor.

1 the removal of the annual appointment and the company

2 talk about re-tendering and then appoint the auditor

3 until that re-tendering date and only allow them to be

4 removed by a vote by the investors, if necessary.

5 And if tendering does take place, I would ban the

6 companies, the audit firms, from putting a price in

7 there. Let the audit committee choose on quality and

8 then ask for a price. And if it shocks, let us tell the

9 investors how much it saved by taking the second best

10 audit and let's see if they agree that was a worthwhile

11 investment.

12 And I think there's other things starting to

13 happen in there that, after re-tendering, as your own

14 figures have shown, audit fees are fallen. Well, there's

15 limits to how far that can go. I think if audit

16 committees think one of their major proposals or major

17 jobs is to cut the audit fee, you're really starting to

18 get into the question of are you starting seriously to

19 damage the audit because, if the fees are driven down and

20 if audit partners are not of the caliber of the people

21 they're auditing, then we're going to have a major

22 problem.

And how do the audit firms deal with that? You can probably ask some of them as they go through this, but are they taking part in a time out of the audit to try to make it pay? And I think that is a serious problem we're having. One disclosure I'd like to see in an audit report is how much partner time has been spent on it compared to those of managers and juniors.

As I've said before, I firmly believe the auditor 9 should sign his own name on behalf of his firm. I think 10 that concentrates the mind. In my own firm, when I was 11 there as a national technical partner, I remember twice 12 an audit partner getting away with something by signing 13 the firm's name. We ended up in court. He was 14 protected, and we weren't. I don't think he'd had had 15 a second chance if his name had been on the first one.

It's not what you're dealing with at the moment,

17 but I think there's also societal duty on the auditor to

18 act as a whistleblower in certain situations. Lynn

19 talked about various cases where the auditor knew things.

20 I think it would have been very helpful if the securities

21 regulator or the prudential regulator had been informed.

22 So I would see the audit repositioning to be much more

- 1 focused away from the company and onto the investor and
- 2 also onto the regulator, where necessary.
- Well, maybe that was a little bit like a sermon.
- 4 I was in the church not so long ago listening to the
- 5 minister banging on, and the old lady in front of me
- 6 turned to her neighbor and said, (Is the minister not
- 7 finished yet? and back in answer, (She just can't stop.
- 8 Well, let me show you I can.
- 9 Advice. I'm always reluctant to give advice.
- 10 When I moved into my present home near Edinburgh, there
- 11 was a rather architecturally-unusual plant in the front
- 12 garden, which looked like overgrown parsley. But the
- 13 neighbors who didn't like the lifestyle of the previous
- 14 occupants thought it was marijuana.
- 15 So I was a bit concerned, so I got a
- 16 horticulturist in, and he gave me advice I never forgot.
- 17 He said, (Look, if you're worried about this plant, he
- 18 said, (pick it, dry it, and then smoke it. And if you're
- 19 still worried about it, then it's parsley.
- Well, the advice that I would like to give to the
- 21 PCAOB is I would like to see audits in the U.S. the same
- 22 as audits everywhere else. I'm delighted you've had the

- 1 foresight and generosity to invite international
- 2 observers to these panels, and I do hope it ends up with
- 3 both the IAASB and the PCAOB putting out something
- 4 extremely similar.
- 5 Audit, I think, is at a tipping point. Its worth
- 6 to investors in society has been questioned, certainly
- 7 by the crisis. Jay, in his recent speech, made it very
- 8 clear that the auditor has a unique and indispensable
- 9 position in the capital markets to help investor
- 10 confidence, and I think that's something that you can
- 11 really assist by the audit report.
- 12 And I'd like to see you go further. I remember
- 13 when I left the IASB, the London Sunday Times talked
- 14 about my time there and said, (When Tweedie came to the
- 15 International Accounting Standards Board, financial
- 16 reporting internationally stood at the age of a precipice
- 17 looking into a chasm. Since he arrived, it's taken a big
- 18 step forward. And I think you have taken a big step
- 19 forward, so I'd like you to lengthen your stride a bit
- 20 and do a bit more. Thank you.
- MR. DOTY: Thank you. Jeanette?
- MS. FRANZEL: Well, thanks for venturing out to

1 the colonies for this important meeting. I appreciate

2 your comments about not wanting large differences between

3 the audit reports and the audit approaches between the

4 U.S. and internationally. And I'm also intrigued by the

5 UK approach in the audit report describing assessed risks

6 of material misstatements that had the biggest impact on

7 the audit. How far apart do you think our approaches are

8 at this point, our proposal and the approach? And how

9 do you think that they could come together?

10 MR. TWEEDIE: I think they're very similar. I

11 would like to see a bit more about the findings. I don't

12 necessarily think that is part of the UK approach, but

13 I'm not an expert and you'd best ask Nick and his

14 colleagues. But they are close. I think the Rolls Royce

15 one went further and was an experiment, but I thought it

16 was a highly successful experiment. I know you can ask

17 about that later on.

18 But I think really we want to try and take the

19 best. At the IASB, the idea was can we just take the

20 best of whatever is out there? It doesn't have to be the

21 international one. If the New Zealanders or even the

22 Americans on rare occasions have the best accounting

1 policy, we should have it. And that's what I think 2 exactly PCAOB's line should be.

- 3 MR. DOTY: Jay Hanson?
- MR. HANSON: I just wanted to thank you for being here and coming across the pond. Just a follow up to Jeanette's question relative to the IAASB proposal that's still on the table. If you think that a worthy goal is to have our ultimate standard align with their ultimate standard, if you think there are particular things in our proposal that theirs might be missing or particular things in their proposal that you think we should steer
- One tongue-in-cheek follow on, have you concluded
 the whether the plane you flew here on is on the balance
 sheet of the airline that you flew?

12 towards in our thinking, I'd appreciate to hear your

MR. TWEEDIE: Well, the one I was on yesterday
has probably been written off by British Airways a long
time ago, I think. But, certainly, on the issue of the
IAASB, I think the main point is you move along with
interaction, and it's really a question can we just get
the terminology the same so that people know this is the

13 thoughts on that.

1 same and it's not something that's got a variant on it.

There may be jurisdictional issues which you'd

3 have to deal with in the U.S., and that is obviously up

4 to yourselves. But I think the more you can get even the

5 words the same, the happier people are going to be that

6 this U.S. report is the same as a UK report and so on.

MR. FERGUSON: Yes, I just want to thank you for

8 coming across the ocean to see us. But the question that

9 I have and one of the things I've been very concerned

10 about the CAM proposal we have is that it will

11 deteriorate into boilerplate disclosures. I think that's

12 happened in France where they already have certain kinds

13 of disclosures like that, and they're not particularly

14 meaningful.

And I'm particularly curious about your view of the KPMG opinion in the Rolls Royce matter because I read that, too, and it's really quite extraordinary. It appears to me, in many ways, to go further than the way I read what would be required under the British standards. And is this, in your view, is that simply an example of an auditor showing unusual courage, or do you

22 think that's sort of a lamp into the future that, under

- 1 these standards, that there will be auditors who actually
- 2 feel comfortable in writing opinions like that?
- MR. TWEEDIE: That's an interesting question,
- 4 Lewis. I think, from what I gather, there was an
- 5 arrangement with Rolls Royce that the firm would actually
- 6 go further and experiment on that.
- 7 And I think the reaction from the investors in
- 8 the UK has been highly positive, and I certainly would
- 9 like to see that be made more mandatory because I think
- 10 it does reflect, when you actually have to state that,
- 11 okay, here's the problem, you've got a lot of Level 3
- 12 valuations, which wasn't the case in Rolls Royce, but
- 13 you've got a lot of Level 3 valuations, how have they
- 14 tackled it, we've tested it in the following manner, and,
- 15 on balance, we feel that this is where they're
- 16 positioned. And I think that is extremely helpful. It
- 17 certainly gives the investor a view is this an aggressive
- 18 management or it's within the bounds of acceptability but
- 19 always at one end or are they somewhere down the middle?
- 20 And Rolls Royce comes out I think pretty well down the
- 21 middle. This little bit could be the liabilities perhaps
- 22 understated. On the other hand, they're slightly

1 overstated on balance. And I thought it was an excellent

2 report. It taught me a lot more than I've ever learned

3 from an audit report.

4 MR. HARRIS: How do you respond to those who

5 would say that what you are recommending in your written

6 statement would require the auditor to be the source of

7 a significant amount of additional original information

8 about an issuer and that is simply not the role of the

9 auditor? We're going to hear that throughout the day.

MR. TWEEDIE: Well, you know, I was listening to

11 the comments that this is the role of the audit

12 committee. I really don't agree with that. I would like

13 to see the auditor moving away from the company. He's

14 representing the investor. He's going into the company.

15 He's reporting to the investor in my book, and that's

16 where he should be.

17 So the information that goes out there, that's

18 what the auditor feels that the investor should know.

19 And I feel very strongly that we should not have the

20 audit committee giving that information and the auditor

21 remaining quiet saying, yes, I agree. I would rather he

22 did it, and I think that increases the value of the

- 1 audit.
- 2 It's certainly interesting, listening to a few of
- 3 the audit partners who have been involved in the audit
- 4 report. I think it's energized the firms, and it's made
- 5 those involved in the audit much more interested in it.
- 6 They can see it's far more than just a tick. It's
- 7 actually helping the markets. I think there's a lot more
- 8 we can do. A lot more you can do. I'm out of this now.
- 9 MR. HARRIS: Well, I think that goes directly to
- 10 the role and the future relevance of the profession, but
- 11 you're cutting against the grain of significant amount
- 12 of the testimony we're going to hear throughout today
- 13 with respect to original information.
- MR. TWEEDIE: Well, I'm quite used to doing that,
- 15 I think. One beauty I found after 25 years of standard
- 16 setting, I don't have to be polite anymore. I can just
- 17 say what I think. You'll enjoy it, too.
- 18 MR. DOTY: Oh, the chief auditor.
- 19 MR. BAUMANN: Thanks very much. And, David,
- 20 thanks very much for joining us today. I know you had
- 21 a difficult trip over, so thanks again for doing that.
- 22 Similar to the question that Steve Harris asked,

1 many of the objections that we've received in the comment

2 letters are that, if additional information is needed by

3 investors, then accounting standard setters should

4 require new, different disclosures. If the information

5 that investors are looking for is, well, what was, as

6 Lynn Turner was talking about, where was the management

7 on the range of reasonableness with respect to the

8 estimates? Could accounting standard setters require

9 management to disclose their ranges, their high and their

10 low and where they came out on that?

11 So I guess the question is is this a, as an

12 accounting standard setter in your great career, do you

13 think this is something that can be solved through an

14 accounting standard setting, as opposed to auditor

15 reporting?

MR. TWEEDIE: You know, this is a great country,

17 but I really despair of it at times. When you look at

18 the quantum of accounting standards you have in the U.S.,

19 and this is no criticism of FASB who have been trying to

20 cut it back, but it's almost you've got to get everything

21 written down. Judgment disappears in that sense. And

22 they're always worried. I heard at the last panel the

- 1 concern about the lawyers. Well, if you had a panel of
- 2 lawyers writing the Declaration of Independence, I'd
- 3 suspect you'd still be paying homage to Her Majesty at
- 4 the moment and trying to define liberty and happiness and
- 5 things like that.
- 6 But I really would like just -- the auditor has
- 7 actually got a range of experience, which, quite frankly,
- 8 the company hasn't got. So if we want to find out, you
- 9 know, where does this company stand, the auditor is in
- 10 a much better position, having audited the industry or
- 11 various companies in the industry, to be able to say,
- 12 well, these guys are aggressive. I don't think the
- 13 company itself could say or even would want to say that.
- 14 So I suspect they might get boilerplate disclosure.
- MR. HARRIS: If we've got five minutes to go --
- MR. DOTY: We have five minutes, but Sir David
- 17 has a 1:00 plane. So we do him a courtesy by springing
- 18 him and by convincing our next panel on time. So, Sir
- 19 David, with copious thanks from this board and from all
- 20 of your many friends and associates here, God speed, safe
- 21 travels, and we'll see you soon. Thank you.
- We should commence the next panel as promptly as

1 we can. If we could take a ten-minute break, ten minutes 2 strict, that would get us started at 10:45, and it would 3 be a good idea.

- 4 (Whereupon, the foregoing matter
- 5 went off the record at 10:33 a.m.
- 6 and went back on the record at
- 7 10:47 a.m.)
- 8 MR. DOTY: If we can resume. This of course, is
- 9 the -- this is the international panel that will take us
- 10 into the noon hour. This is truly a blue ribbon and
- 11 distinguished panel of commenters from Europe. Sven
- 12 Gentner is the counselor for Economic and Financial
- 13 Affairs Section for the delegation of the European Union
- 14 to the United States.
- 15 He's responsible for the coordination of the
- 16 financial markets regulatory dialogue between the
- 17 European Commission and the United States. Before
- 18 joining the Commission, he has been working for Allianz
- 19 Insurance, PLC, the Institute of Public Finance at the
- 20 University of Muenster, Germany. He has a private sector
- 21 and academic background, as well as his distinguished
- 22 service in the EU.

- 1 Nick Land is the Chairman, Audit and Assurance
- 2 Council of the UK Financial Reporting Council. He
- 3 retired as chairman of Ernst & Young in 2006. He's a
- 4 non-executive director and chairs the Audit and Risk
- 5 Committees of Vodafone Group, Alliance Boots, BBA
- 6 Aviation, and the Ashmore Group.
- Nick is a director of the FRC. He's a member of
- 8 the FRC's Codes and Standards Committee, and we're
- 9 privileged to have him here for these proceedings.
- 10 Professor Arnold Schilder became chairman of the
- 11 International Auditing and Assurance Standards Board, the
- 12 IAASB in January 2009. Previously, he was a member of
- 13 the managing board of the Dutch Central Bank, responsible
- 14 in particular for banking regulation and supervision.
- 15 In addition, he served as the chair of the Basel
- 16 Committee on Banking Supervision Accounting Task Force,
- 17 and he's a member of the Public Interest Oversight Board.
- 18 Arnold is also a frequent observer at meetings of the
- 19 SAG, and we always benefit from his presence. Thank you
- 20 all and please begin, Sven.
- 21 MR. GENTNER: Thank you. Good morning and thank
- 22 you for inviting me to speak here on behalf of the

- 1 European Commission. I think this is another sign of the
- 2 very good cooperation we've got between the PCAOB and the
- 3 Commission, and we're very grateful for that, and we also
- 4 fully support your process.
- 5 I've been invited to talk about audit reform in
- 6 the European Union. I was actually looking forward to
- 7 telling you that the European Parliament had just voted
- 8 the reform in the EU, but unfortunately the vote has been
- 9 postponed until tomorrow. It will nevertheless take
- 10 place and I'm sure it will go well.
- 11 Let me just say a few words about the reform in
- 12 the EU. As you know, our main objective, of course, was
- 13 to increase the quality of statutory audit. The reform
- 14 we are undertaking has got two pillars in EU law. We've
- 15 got various legal instruments, one of which is a
- 16 directive, which will be -- contain horizontal measures
- 17 applicable to every audit unit and their regulation,
- 18 which will contain stricter requirements for the audits
- 19 of public interest entities, PIEs.
- 20 For example, credit institution, listed
- 21 companies, insurance undertakings or other entities
- 22 designated as such by member states, member states of the

- 1 European Union. Of course, the reasons behind that are
- 2 that the consequences of misstatements for PIEs are much
- 3 greater than for other types of companies.
- 4 Concerning the auditors' report, the new legal
- 5 framework will only define a minimum. The EU member
- 6 states have the right to impose further requirements,
- 7 which is a tool for us to accommodate the specific needs
- 8 of each concrete legal environment, which as you are
- 9 aware, these environments differ across our 28 member
- 10 states.
- We don't impose a template or a model requirement
- 12 in the new frameworks. It is up to the member states to
- 13 define these models or templates.
- 14 Let me say a few words about what is new in our
- 15 reform. All the initiatives we're taking are mostly
- 16 motivated by the objective of achieving greater
- 17 transparency. So we've introduced a requirement that the
- 18 place of where the statutory auditor or audit firm is
- 19 established be indicated.
- We want a statement that indicates by whom or by
- 21 which body the auditor was appointed. Typically, these
- 22 are the shareholders at the annual meeting, but there are

- 1 also other modalities possible in European law, as long
- 2 as the independence is assured. But we want this to be
- 3 made public.
- 4 We want a statement indicating the date of the
- 5 appointment and the period of total uninterrupted
- 6 engagement, including previous renewals and
- 7 reappointments of the auditor. Again, this is to provide
- 8 more information to the investors, and to allow investors
- 9 to better assess the relationship between the auditor and
- 10 the audited entity.
- 11 We also introduced an obligation to report on any
- 12 material uncertainty related to events or conditions that
- 13 may cause significant doubt about the entity's ability
- 14 to continue as a going concern.
- 15 As you are aware and has been mentioned before,
- 16 this is in particular a reaction to what happened during
- 17 the financial crisis, where we've seen many cases where
- 18 financial firms revealed huge losses just after they had
- 19 received a clean audit report.
- 20 We think that the introduction of these
- 21 requirements will help address these issues.
- We are also introducing obligation to describe

- 1 the most significant assessed risks of material
- 2 misstatements, as well as a summary of the auditor's
- 3 response to those risks, and finally and where relevant,
- 4 key observations arising with respect to those risks.
- 5 As you are aware, typical examples are the use of off
- 6 balance sheet finance, changes in IT environment, et
- 7 cetera.
- 8 Important is that there really is a description
- 9 of the most significant risks of material misstatement
- 10 in the new report, which again we hope will improve
- 11 transparency in that respect.
- Finally, we want that the audit report explains
- 13 to what extent it was capable of detecting irregularities
- 14 including fraud. This addresses the issue which has been
- 15 there before, the expectation gap.
- 16 We're not proposing a model template. We're
- 17 expecting the profession to develop a structure here, but
- 18 we think this will be an important element to
- 19 counterbalance the impression that auditors sometimes
- 20 rely too heavily on management statements, and to make
- 21 sure that auditors can show how they've checked the
- 22 validity of these statements.

1 As you are probably aware, we are requiring in

2 addition to the auditor's report, now also a more

3 detailed additional report, which is to be made available

4 to the audit committee of the audited entity. We expect

5 that this additional report will enhance the flow of

6 information between the auditor and the audit committee.

7 The report will not be public, but member states

8 can allow the report to be made available to third

9 parties when necessary, for example, courts.

10 Finally, we think that there is a lot of

11 convergence and congruence between what has been proposed

12 by the PCAOB and what is in the EU audit reform. I think

13 we share the general principle of making the auditor's

14 report more informative, and we share a concrete approach

15 how to establish that.

16 In particular when it comes to including critical

17 audit matters in the audit report, and also in relation

18 to the reference to the year when the auditor began

19 serving as the company's auditor, where you are aware

20 that we've introduced mandatory rotation requirements.

21 Again, I would like to thank you for inviting me

22 and the European Commission today, and we look forward

- 1 to cooperating with the PCAOB. Thank you.
- MR. DOTY: Thank you, and your work on this panel
- 3 has just begun. Chairman Land, please proceed.
- 4 MR. LAND: Well good morning, and it really is
- 5 a great pleasure to be here. It's actually a surprise
- 6 to be here; it wasn't part of my career plan to find
- 7 myself at a public hearing with such an august body. But
- 8 it's a pleasure to be here.
- 9 Can I briefly start by describing the role of the
- 10 UK's Financial Reporting Council, because I think it will
- 11 help put into context some of the changes that have been
- 12 made. The FRC is an independent regulation whose mission
- 13 is to promote high quality corporate governance and
- 14 reporting to foster investment, and in essence it has two
- 15 legs.
- 16 The first is codes and standards. It sets the
- 17 corporate governance code for publicly listed companies.
- 18 It sets audit and ethical standards, and it sets
- 19 accounting standards. It obviously sets those standards
- 20 under the sort of general auspices of the international
- 21 standard setters.
- The second leg is conduct. It reviews companies'

- 1 financial statements, inspects audits, oversees
- 2 professional bodies and disciplines auditors and
- 3 accountants. It's more or less a regulatory one-stop
- 4 shop.
- 5 So what drove us to want to enhance the audit
- 6 report in the UK? Well, a number of your speakers have
- 7 already talked about the wider impact of the financial
- 8 crisis in 2008, and of course we suffered from it very,
- 9 very significantly. But just sort of narrow down one of
- 10 the repercussions from that crisis.
- 11 We did see a significant increase in the
- 12 intensity of focus on the effectiveness of company
- 13 stewardship, and the adequacy of the communications to
- 14 the market of both audit committees and auditors, and in
- 15 that, I'm sure we weren't unique.
- As part of this, we also detected that investors
- 17 were becoming increasingly frustrated that the audit and
- 18 auditors operated in a black box. They felt they had no
- 19 visibility over the audit and no -- and very importantly,
- 20 no hooks on which to ask questions about the audit.
- 21 As an aside, and as a number of your quests have
- 22 said, it's always seemed strange to me that the audit

1 report, which is the only truly independent voice in a

2 set of accounts, is the one part of the financial

3 statements that there's normally no point in reading, and

4 you've referred to the fact that your audit report over

5 here hasn't fundamentally changed for 80 years.

6 Well, you think you've got problems; it hasn't

7 changed in the UK for about 150 years. So against this

8 background, in the first half of 2013 the FRC, after very

9 extensive consultations, made two significant

10 interlinked changes.

11 First, it revised the UK corporate governance

12 code to increase the disclosure in a company's annual

13 report, about the work of the audit committee, including

14 the significant issues that the committee considered in

15 relation to financial statements, and how these issues

16 were addressed.

17 It also required that the board should make a

18 statement in the annual report that they consider the

19 annual report and accounts, taken as a whole, is fair,

20 balanced and understandable, and provides the information

21 necessary for shareholders to assess the company's

22 performance, business model and strategy.

1 Second, the FRC revised the audit standards

2 governing audit reports in a number of areas. First, the

3 auditor is now required to report by exception, if the

4 board's fair, balanced, and understandable statement is

5 inconsistent with the auditors' knowledge, or if the

6 matters disclosed by the audit committee describing its

7 work do not appropriately communicate the matters that

8 the auditor communicated to the audit committee.

9 Second, the audit report is now required to

10 describe those assessed risks, material misstatement

11 identified by the auditor, and which have the greatest

12 effect on the overall audit strategy, the allocation of

13 resources to the audit and in directing the efforts of

14 the engagement team.

15 Third, the report should also provide an

16 explanation of how the auditor applied the concept and

17 materiality in planning and performing the audit. Last,

18 the report should provide a summary of the audit scope,

19 including an explanation of how the scope was responsive

20 to the risks of material misstatement, and the auditor's

21 application of the concept of materiality.

I think it's very important to emphasize that

- 1 these requirements in our new standard are set at a very
- 2 high level. We want to encourage different approaches,
- 3 and to discourage standard paragraphs and boilerplate.
- 4 So what has the experience been in the UK so far?
- 5 The new standard applies primarily to companies having
- 6 a primary premium listing on the London Stock Exchange,
- 7 and it was effective for periods commencing on or after
- 8 the 1st of October 2012. So we now have -- we're now
- 9 seeing a significant number of new style audit reports.
- 10 The reactions from the audit firms, essentially
- 11 the Big Six, has been positive, constructive and very
- 12 supportive. Many front line audit partners, as Sir David
- 13 referred to, are genuinely enthusiastic about these
- 14 changes, and have embraced the new concepts.
- 15 And indeed, it appears to be enhancing their
- 16 position with management and the audit committee, and
- 17 giving them a chance to demonstrate their depth of
- 18 thinking and management challenge. We've not yet seen
- 19 any signs of boilerplate or legalese. It is, of course,
- 20 early days.
- 21 We're seeing experimentation and Sir David
- 22 referred to the Rolls Royce report, but there are others.

- 1 We're seeing experimentation and real attempts by the
- 2 auditor to be frank and open about their discussions of
- 3 the risk they focused on, and how they satisfied
- 4 themselves, the application of materiality and the scope
- 5 of the audit.
- 6 Finally, initial reaction from investors has been
- 7 very positive. It's given them some insight into the
- 8 auditor's world, and disclosure around scope materiality
- 9 has begun to generate discussions amongst stakeholders.
- 10 This must be a healthy development in respect to both
- 11 good stewardship and increasing stakeholders'
- 12 understanding of what an audit can and cannot do,
- 13 therefore potentially narrowing the expectation gap, and
- 14 we hope increasing the confidence in audit, which I
- 15 suspect in the UK at least, is at an all-time low.
- 16 Thank you very much for listening to me.
- MR. DOTY: Thank you, Chairman Land. Chairman
- 18 Schilder.
- 19 MR. SCHILDER: Thank you, Chairman Doty, and
- 20 thank you very much for the opportunity to speak here
- 21 about the work of the IAASB on auditor reporting. We are
- 22 an independent global standard setter, and an important

1 aim of our work is therefore to facilitate adoption and

2 convergence of national and international auditing

3 standards.

4 So I really commend the PCAOB for arranging this

5 global panel, and I note that our collaboration with the

6 PCAOB has been a critical part of our work to date.]

7 also note many positive comments on how far we have come

8 already.

9 Why is the IAASB seeking to change the auditor's

10 report? This topic has been on our radar screen for some

11 time already. In 2006, we commissioned academic research

12 jointly with the Auditing Standards Board of the AICPA,

13 and Professor Ted Mock, a panelist this afternoon, and

14 others, provided us with global input about user's

15 perceptions of the auditor's report.

16 And then of course the financial crisis has

17 heightened the demand for more communication from

18 auditors, and has highlighted over-arching concerns about

19 the value of an audit and the relevance of the accounting

20 profession.

21 Well that sparked the IAASB and our work to

22 consider how best to respond to the needs of users, and

- 1 audit reporting has been our top priority for the past
- 2 two years. We issued two public consultations on the
- 3 topic, and note the continued support for moving forward
- 4 to enhance the communicative value of the auditor's
- 5 report.
- In our most recent consultation and exposure
- 7 draft package in July 2013, unanimously agreed by the
- 8 IAASB, focused on audit reporting, on key audit matters,
- 9 other information and going concern. It also included
- 10 other initiatives to increase transparency about the
- 11 audit and the auditor's responsibilities.
- Overall, as we learned, there's strong global
- 13 support for the IAASB finalizing its proposals this year,
- 14 and we have determined to do that.
- Now the topic we refer to as key audit matters or
- 16 KAM, similar to your critical audit methods, also CAM;
- 17 it's just a K or C so far as we have come already. That
- 18 topic is viewed by many as the most significant
- 19 enhancement to audit reporting, and we propose to require
- 20 auditors of listed entities to communicate KAM in the
- 21 auditor's report, and others of course are encouraged to
- 22 review that on a voluntary basis.

2 in the auditor's professional judgment they're of most 3 significance in the audit of the financial statements of 4 the current period. KAMs are selected from methods

We define key audit matters as those methods that

5 communicated with those charged with governance, the

6 audit committee, and thereby providing transparency about

7 communications that investors have said are important to

8 audit quality.

1

Looking now at the common levels, investors, regulators and auditors largely support what we have proposed. But they've asked for more guidance and more specificity on how auditors should apply the decision framework, and they've also urged us to take steps to ensure that both the methods identified and how they are described in the auditor's report results in meaningful communication to investors.

Robust application guidance in our standards, as well as revised examples of key audit matters, will give an indication of how the IAASB expects the concept of key audit matters to be applied in practice. Preparers and others who do not support the concept of KAM often cite concerns with the auditor providing original information,

1 that is, information that is not otherwise required to

2 be disclosed in the financial statements.

- 3 Auditors have asked for more quidance on how to
- 4 deal with circumstances that might result in the auditor
- 5 communicating about sensitive matters. So our Board is
- 6 exploring how to find an appropriate balance between
- 7 auditors providing useful information about the most
- 8 significant methods in the audit that was performed,
- 9 while at the same time respecting the important concepts
- 10 of client confidentiality.
- We are very pleased to support. We have heard
- 12 from global groups like the International Corporate
- 13 Governance Network, IOSCO, IFIAR, the Basel Committee,
- 14 World Bank for our concept of KAM, and including KAM
- 15 in the auditor's report will be a significant change in
- 16 practice.
- 17 So the IAASB will do all it can to support
- 18 effective implementation to achieve its intended aims.
- 19 Now similar to the PCAOB, we have also substantively
- 20 revised our standard addressing the auditor's
- 21 responsibilities for other information.
- 22 Investors and others have emphasized the

- 1 importance of information included in MD&A and other
- 2 areas of a company's annual report. While this
- 3 information is not audited, the auditor's attention to
- 4 it helps to increase user's confidence in such
- 5 information.
- 6 Our proposals included required auditor reporting
- 7 on other information, including identification of which
- 8 information has been read by the auditor. We will
- 9 re-expose this proposal in mid-April for a 90-day comment
- 10 period.
- Our project also addresses the topic of auditor
- 12 reporting on going concern. Feedback to our proposals
- 13 has highlighted the need for a holistic approach, that
- 14 is, that changes in auditing standards need to be
- 15 considered in tandem with changes or clarifications to
- 16 accounting standards.
- We know the PCAOB's separate project in the area
- 18 is closely tied to the FASB, and we have had similar
- 19 liaison with the IASB to understand how they addressed
- 20 this topic and are following their developments with
- 21 interest, as we seek to finalize our proposals.
- In relation to other improvements, the Board

- 1 supports requiring disclosure of the name of the
- 2 engagement partner in the auditor's report for listed
- 3 entity audits, and we note, of course, the PCAOB has a
- 4 similar proposal in process, and we look forward to
- 5 hearing about the Board's plans for a way forward.
- 6 We also, of course, are taking into account
- 7 relevant developments in Europe. I think, simply said,
- 8 Europe is a done deal with regard to audit reporting.
- 9 You heard from Nick about the UK FRC, and there are now
- 10 more and more examples of this new style of audit
- 11 reporting.
- 12 They are coming into the market, providing it can
- 13 be done, and does result in helpful information for
- 14 investors and others. I must say in my own country,
- 15 where it's not in law but on a voluntary basis, already
- 16 almost half of listed entities' auditor's reports also
- 17 show this new model with great enthusiasm.
- 18 Stakeholders, including bodies such as the CFA
- 19 Institute and the Center for Audit Quality, have
- 20 encouraged us to take every opportunity to seek to
- 21 minimize differences among the various approaches to
- 22 auditor reporting, and we heard it this morning again.

We take that, and you do as well, very seriously,

2 recognizing that we all have a duty in the public

3 interest to respond to what we have heard through our

4 multiple consultation processes.

5 So in conclusion, through its work on audit

6 reporting, the IAASB believes it has a unique opportunity

7 to increase the relevance of the audit, and to trust in

8 the profession. Not only will the auditor's report

9 become more informative, but we expect that this

10 increased reporting could change the behaviors of not

11 only auditors, but also management and those charged with

12 governance.

13 A renewed focus by the auditor on matters to be

14 addressed in the auditor's report, together with the

15 increased attention by management and those charged with

16 governance on financial statement disclosures, stands to

17 benefit investors, and have a corresponding effect on

18 audit quality and the credibility of financial

19 statements. Thank you very much.

MR. DOTY: Thank you. We have ample time in this

21 panel for all the questions, and I want to therefore

22 begin with one for the panel.

1 Whenever one proposes a change in the audit model

2 that involves additional disclosure, additional

3 information, whether it's the name of the engagement

4 partner, critical audit matters, there are objections in

5 addition to different litigation regimes, which we'll

6 talk about later and which will occur.

7 There are objections made which are difficult,

8 and for which we must take account, we have to think

9 about. Your experience bears on this. The objections

10 are message-mixing. If you include information in the

11 audit report, the message that this is the firm's report,

12 the message that the binary opinion conveys will be

13 somehow mixed and confused and obliterated or obscured.

14 Investors won't understand it.

15 You run the risk, if you include information of

16 the kind that your regimes are doing and that we are

17 contemplating, of mixing message.

18 The second is one that is less of a problem for

19 you, with your legal regime, but is a problem for us, and

20 that is mission creep. Who are you as an audit regulator

21 to tell audit committees what they need to know about or

22 what they need to worry about, in terms of additional

- 1 information that you're asking the auditor to comment on,
- 2 such as the CAM?
- 3 That really leads -- that collapses into a very
- 4 important argument, that by doing any of these things
- 5 that we propose in these disclosure releases, we are
- 6 compromising the authority, the independence, the
- 7 effectiveness of the audit committee. This is a very big
- 8 issue for us.
- 9 What have you found about this? Has -- you have
- 10 all got the regime now. You're doing it or you're
- 11 outreaching to find out about it.
- To what extent are you concerned and to what
- 13 extent should we be concerned about message-mixing,
- 14 obscuring the message of the binary opinion, putting
- 15 pressure on audit committees that properly is within
- 16 their business judgment, and essentially getting over the
- 17 line into compromising the effectiveness of the audit
- 18 committee?
- 19 Is this something that should block us from --
- 20 should keep us from modernizing an audit reform model?
- 21 What's happened, and what does your experience tell you?
- 22 I'm sorry for the sermonette, but you'll hear some other

- 1 sermonettes from my colleagues as we go forward.
- MR. LAND: Shall I kick off, Chairman? Of course
- 3 in the UK we do have an advantage, as you are well aware,
- 4 because we set the corporate governance code, which
- 5 covers the responsibilities of audit committees, and we
- 6 set quidance for audit committees. So we were able to
- 7 do these two things in parallel.
- 8 The truth was we were changing the rules of
- 9 engagement for audit committees about the transparency
- 10 of their work, and then it suddenly, as far as I'm
- 11 concerned at least, I suddenly realized this would be a
- 12 great time to change the audit report, so there was a
- 13 little bit of serendipity in all this. So we don't --
- 14 we don't have that fundamental problem that you're
- 15 dealing with.
- 16 Having said that, I mean there is no doubt, and
- 17 I've seen it to a limited extent on one of my boards,
- 18 that the new auditor reporting in the UK can create some
- 19 additional tensions between the auditor and management.
- 20 I personally think that's a good thing in principle. I
- 21 think that, you know, increasing in the right way.
- I don't think we should be worried about tensions

- 1 being increased, as long as they're done in a mature and
- 2 sensible way, and as I said, I think it's given the
- 3 auditors in a sense, if I can put it like this, more
- 4 authority.
- I suppose the naive answer to your question
- 6 vis-a-vis the USA, which I'm not really very qualified
- 7 to comment on, is of course there's nothing to stop an
- 8 audit committee or board inverted commas responding to
- 9 what's in a new form audit report in the UK.
- I mean the logic to me, if I was chairing an
- 11 audit committee in the USA, and I say this with very
- 12 little knowledge, so forgive me, and your proposal, as
- 13 I hope they are, are enacted, my response I think,
- 14 hopefully not defensively, would be to consider what more
- 15 I needed to say in my audit committee report. So it
- 16 seems to me that there's a remedy there.
- 17 MR. DOTY: Other panelists? Sven?
- 18 MR. GENTNER: Yeah. I can't yet talk about the
- 19 implementation, of course, of our reform because it's
- 20 just about to be decided.
- But I think what has come out of the negotiations
- 22 in Europe we feel is a good compromise between a

1 realistic view on what the audit report can convey, but

2 at the same time also taking into account more the needs

3 of investors, who are an important audience for the

4 report, and of course also the needs of the audit

5 committee.

I don't think we're worried about message-mixing

7 when it comes to our reform. The things that I've

8 mentioned in terms of the tenure, the length of the

9 period of the auditor is active there. The issues about

10 addressing the expectation gap and other things, if

11 anything, will make it clearer and better understandable

12 what an audit report can do and cannot do, which I think

13 are two important elements for investors to understand.

There is a risk that you do too much and there's

15 a risk that you do too little, and I think it's very

16 important that the investors know exactly what they can

17 get out of such a report.

18 Finally, I don't think that there is a risk the

19 audit committee will lose in terms of its importance will

20 be bypassed or whatever, because both the audit committee

21 and the investors play an important role in this respect,

22 and I think these roles will be preserved.

- 1 MR. DOTY: Thank you.
- 2 MR. SCHILDER: When you talked about
- 3 message-mixing, Jim, what struck me most is the quote
- 4 "investors won't understand it." I find that -- it's not
- 5 your quote, of course -- I found that almost offending
- 6 to investors. Maybe that was true long, long time ago,
- 7 but nowadays, I think that will be a completely unfair
- 8 argument.
- 9 Because investors, as we learned from all the
- 10 consultations and dialogues, are very interested, and
- 11 they are really willing to do a lot of exercise and
- 12 effort to really understand.
- 13 That's behind -- I mentioned the examples in the
- 14 Netherlands, which is on a voluntary basis, so companies
- 15 have chosen to invite their auditor to already report
- 16 this new style, and just that public report from senior
- 17 partner from one of the large firms, and I, as did my
- 18 clients, in this case, made that choice.
- 19 So it's not so much about international
- 20 compatibility, because these reports will be very unique
- 21 per company. But it's also very important to fulfill and
- 22 to accommodate outspoken wishes of investors, and

- 1 investors have been much engaged in this dialogue.
- 2 Last year, we saw that in many examples where
- 3 auditors spoke publicly in the AGM, and then they got
- 4 feedback, of course, from investors.
- 5 So I think we have to take investors' wishes, as
- 6 they now have expressed over so many years in so many
- 7 ways, to take very seriously, and therefore it will be
- 8 very interesting to see the analysis that of course will
- 9 come, as so many reports come into the marketplace, how
- 10 investors, analysts and others will comment about that,
- 11 what is most helpful, what is less helpful.
- On the other point, on the audit committees, well
- 13 a similar observation, that actually these experiences
- 14 reinforce the dynamics, the positive dynamics between
- 15 management, audit committees and the auditors.
- It's not only a challenge to the auditors; it's
- 17 the other way around as well. It may result in better
- 18 and more informative disclosures from management and
- 19 audit committees, and certainly the UK is a very
- 20 interesting example.
- 21 So rather than compromising, it's I think
- 22 respecting regarding the independence of each of these

- 1 stakeholders, and as we learned from our work on audit
- 2 quality, as additional published in our framework for
- 3 audit quality, these interactions between the various
- 4 stakeholders are very important, and the more we can
- 5 stimulate it, the better.
- 6 MR. DOTY: Steve Harris.
- 7 MR. HARRIS: Well Chairman Schilder, first of all
- 8 I want to commend you for making the audit report the top
- 9 priority over the past two years for the IAASB, and I
- 10 commend you for all the work you've done on that. I also
- 11 encourage you to finalize the audit report and what
- 12 you're doing at the IAASB if possible in 2014.
- I know it's been a very aggressive schedule, but
- 14 I think you've outreached. I applaud you for all the work
- 15 that you're doing and have done. Before I get to the
- 16 questions, since time does run out, I just want to make
- 17 a point somewhat separate, but a point that Rick Murray
- 18 brought up on the last panel, which I'd like you to think
- 19 about, because I think we ought to think about it.
- It's not directly related to the audit report.
- 21 I will get to the guestion on the audit report. But Rick
- 22 Murray encouraged, as has the ACAP, that the SEC and the

- 1 PCAOB should compile independence requirements into a
- 2 single document, and make this document
- 3 website-accessible.
- So on this issue of independence, I wish you
- 5 internationally would consider doing the same thing.
- 6 Now with respect to the question, in your
- 7 remarks, you mentioned the IAASB as exploring how to
- 8 address concerns raised by some commenters, about the
- 9 auditors providing original information. So would you
- 10 please clarify what type of information the IAASB would
- 11 consider to be original information, and then for
- 12 instance, would the auditors, the disclosure of key audit
- 13 matters be considered original information, since it's
- 14 not disclosed by management as such?
- 15 Additionally, would you please expand on how the
- 16 Board plans to address this matter. Finally, in
- 17 encouraging you as aggressively as I have, to complete
- 18 your project in 2014, that's with the caveat that it has
- 19 support from users and investors.
- MR. SCHILDER: Thank you, Steve. Thanks for the
- 21 compliments. It was hard work. I can only refer to Dan
- 22 Montgomery, my deputy chair and many on the Board and

1 staff that have worked so hard, but inspired by the many

- 2 comments that we received.
- The independence requirements is something that
- 4 we are discussing at the moment, and in our proposals,
- 5 we also proposed a statement about the auditor being
- 6 independent, but then also referring to let's say the
- 7 sources of these independence requirements.
- Now for a multinational group that can be guite
- 9 a lot, and the same is true in the public sector. So
- 10 we're discussing what is the best way forward there, and
- 11 certainly the suggestion from Rick is an interesting one,
- 12 whether it would help that you would have somewhere a
- 13 combination of all the many requirements.
- But again, if you take that from a global
- 15 perspective, it's not easy, because it will basically
- 16 point to the many ethical requirements, not just in,
- 17 let's say, the ethics code of the ethics board, but many
- 18 national requirements and very specific ones.
- 19 So there's probably a bit in between, an option
- 20 that we will be discussing, whether it would make sense
- 21 to focus on the group engagement partner and which
- 22 requirements are applicable to him and his team, rather

- 1 than all the component auditors.
- 2 So that's basically where we are. So we have not
- 3 a final answer yet, but it on one hand needs to be
- 4 practical and not result in a long list of many pages.
- 5 On the other hand, it needs to be informative.
- But as we are thinking about the concept of using
- 7 that size also for let's say the kind of boilerplate,
- 8 relevant boilerplate about responsibilities, this might
- 9 be another interesting option.
- 10 Original information. Maybe the simplest answer
- 11 will be what is -- what the company is required to
- 12 disclose by the applicable accounting standards. That's
- 13 the original information that has to come from management
- 14 and the board, and it may not just be accounting
- 15 standards.
- 16 It could be more, national requirements, et
- 17 cetera. So that is management's and the board's
- 18 responsibility. Therefore, the focus on key audit
- 19 matters is what the auditor can comment upon that, from
- 20 the auditor's work. And as I mentioned, we start with
- 21 what the auditor has reported and will report to let's
- 22 say the audit committee.

- 1 It's quite clear if the auditor would come to the
- 2 audit committee and tell them information, where they
- 3 immediately say well, we expect that to come from
- 4 management or we have already received from management,
- 5 that's not what is expected from the auditor.
- What is expected from the auditor is sharing
- 7 significant judgments that the auditor had to make, and
- 8 that may include many comments, how that, of course,
- 9 relates to specific items in financial statements or
- 10 whatever.
- 11 The point, of course, is that there can be a bit
- 12 of a gray line there. If the auditor wants to explain
- 13 why certain audit conclusions or certain significant
- 14 auditor work was done, you may want indeed to explain a
- 15 bit more than already at that point has been in the draft
- 16 financial statements or MD&A, whatever.
- 17 That, we think, would just reinforce the dynamics
- 18 between management, the audit committee and the auditor,
- 19 and that's why we also think that this should not be
- 20 something that is only discussed at the very end of your
- 21 reports.
- It should already be part of the beginning, and

- 1 focus on what might be key audit matters, and how then
- 2 is management disclosing about that, and how the auditors
- 3 would help in deciding about it.
- 4 But again, it's a bit of an area now of starting
- 5 experimentation. So I think it's difficult to have a
- 6 very black and white response. At least that's how we
- 7 approach it.
- 8 MR. DOTY: Lewis.
- 9 MR. FERGUSON: Thank you, and thank you all for
- 10 coming here from Europe. I just want to re-ask a
- 11 question that I asked Sir David Tweedie again, which has
- 12 to do with the potential for these additional disclosures
- 13 to generate -- to degenerate into a form of meaningless
- 14 boilerplate.
- 15 Clearly, that does not seem to have happened in
- 16 the early days in the United Kingdom. I mean it's almost
- 17 like a thousand flowers, let the thousand flowers bloom
- 18 and that seems to be what happened. Do you see that as
- 19 a continuing trend, and how in the IAASB proposal did you
- 20 consider that issue, and what have you done to try to
- 21 quard against it?
- MR. LAND: With regard to the UK, well I mean

- 1 it's a lovely expression. I think we are at this moment
- 2 seeing a thousand flowers or at least a hundred flowers
- 3 sort of blossoming, and they're all a bit different. So
- 4 I think we are very, very encouraged so far.
- We are seeing, which I think is good, I think we
- 6 are beginning to see some healthy competition. It's
- 7 obviously it's new. I think we are seeing a bit of
- 8 competition between the firms, who can come up with the
- 9 most appropriate audit report.
- 10 You've heard Sir David refer to Rolls Royce,
- 11 which I think is a shining example at the moment. So I
- 12 think, you know, I think we are going to see some
- 13 competition there, which I think is healthy.
- 14 I mean, the other thing that we were very
- 15 conscious of is our amendment to our audit report
- 16 standard, which obviously is based on Arnold's standard,
- 17 but our amendment to encompass these new requirements.
- 18 It was very short indeed.
- I mean we really did not, you know, it's no more
- 20 than a page. I mean we kept it at a very high level, you
- 21 know. We've refused in the consultation process to
- 22 define too much, and we've made it very clear that we,

- 1 you know, we expect them to use, you know, use their
- 2 judgment and not to revert to boilerplate.
- I think in terms of managing expectations, one
- 4 thing that is inevitably going to happen is you're not
- 5 necessarily going to see next year's --
- I mean if I just take the board I'm on, which is
- 7 Vodafone, its key financial risks and therefore the
- 8 critical audit matters have basically remained the same,
- 9 ever since I've been on the board for seven years,
- 10 impairment because the mobile phone industry in Europe
- 11 has spent a lot of money and gets impaired.
- 12 It's tax risk, because we have big fights with
- 13 jurisdictions, particularly in India, audits, deferred
- 14 tax assets, because we have huge amounts of losses.
- 15 So next year's audit report from Deloitte, and
- 16 Deloitte was the very first to do, to produce a new style
- 17 report, isn't likely to look that much different, I would
- 18 judge, from last year's report. So we have to manage
- 19 expectations there. There's not going to be a new
- 20 Vodafone plan necessarily next year.
- But we've genuinely seen the firms, effectively
- 22 the Big Four so far, embrace this, want to -- want to

- 1 comply with the spirit underpinning our standard, and to
- 2 date, I think, should feel very proud at the way they've
- 3 tackled this, quite frankly.
- 4 So I think all that bodes well for the future.
- 5 I mean time will tell is the honest answer. But so far,
- 6 it's way ahead of our expectations.
- 7 MR. DOTY: Jay Hanson.
- 8 MR. HANSON: Echo the thanks to the panelists for
- 9 coming today, and I've got another question for Mr. Land,
- 10 and the requirements or the -- I think you hesitate to
- 11 call them requirements -- but the quidance for auditors
- 12 for what to put in the report includes some of the
- 13 details about the conduct of the audit.
- 14 What were the risks assessed, what was the
- 15 materiality level applied, how was the scope responsive
- 16 to the risk? We've chosen at this point to not go that
- 17 direction, to have the details of the holistic conduct
- 18 of the audit included, and we've gotten mixed feedback
- 19 on some of the outreach about whether investors would
- 20 find that useful. So for now we've chosen to not go
- 21 there.
- I'm curious if you, in all your considerations

- 1 for adopting what you put in place, if you had feedback
- 2 from investors about what they would find useful, and if
- 3 -- obviously you chose to go this path, but maybe the
- 4 decision points that you're weighing and whether to go
- 5 this route about the details of the audit versus some
- 6 other route, it would be helpful to hear some insight
- 7 about that.
- 8 MR. LAND: I could certainly do that, and I mean
- 9 first, it seemed to me -- I mean I was an auditor 20
- 10 years ago, but things have changed a great deal. But it
- 11 seemed pretty obvious to me that if you are going to
- 12 reform the audit report, and it badly needs reforming,
- 13 that getting some idea of what the input into the audit
- 14 is what is the output seems to me very logical, which is
- 15 not just me; which was our starting off point.
- But in some very extensive consultation, we had
- 17 a lot of extensive consultation. We had an open hearing,
- 18 such as yours. To the best of my knowledge, the
- 19 investors, and you'll be hearing from investor reps from
- 20 the UK tomorrow, were pretty unanimous in saying they
- 21 thought this would be helpful.
- 22 Certainly in discussions that we've had post the

- 1 adoption of this new audit report, investors have
- 2 continued to tell us they found it very helpful. It's
- 3 quite interesting that there is already a debate that's
- 4 started, not that I'm aware at a company level.
- But there's already a debate started in the UK
- 6 amongst investors, amongst stakeholders about the whole
- 7 concept of materiality. That's been driven, I'm sure,
- 8 by the disclosures that we require and is a requirement,
- 9 but also because the FRC has produced a sort of thematic
- 10 review on materiality.
- But it has begun to generate that debate, and I
- 12 think the truth of the matter is, and I'm not in any way
- 13 being rude about investors, but you know, I suspect that
- 14 investors were somewhat surprised when they read in the
- 15 Vodafone audit report that materiality right at the very
- 16 top is 500 million pounds. I mean that's a lot of money,
- 17 as it were.
- So I think that they've welcomed it. We got very
- 19 little pushback from the firms. A little bit of
- 20 reservation from the firms, but very little pushback from
- 21 the firms, and I think it's led to this sort of debate,
- 22 and I think it's a civilized debate.

- 1 It's not the sort of pointing of finger at a
- 2 company. It's really raising questions about the whole
- 3 concept of materiality. In opening this black box, which
- 4 frankly the audit is in, has always been in, I think
- 5 it's very, very healthy.
- I would also say, and this was not scientific, as
- 7 part of our consultation, one of our senior staff
- 8 members, McMarrick, who spends a lot of time working with
- 9 Arnold and his team, we informally -- he informally rang
- 10 13 U.S. investors that he had contacts with, just to see
- 11 what their reaction was.
- You know, it was pretty unscientific and he's not
- 13 here to report. But the report back that he gave to us
- 14 was yes to materiality, yes to scope and yes to critical
- 15 audit matters. Now I'm not suggesting that in any way
- 16 is that significant, but when we put it to them in our
- 17 language, those 13 were, I'm told, positive.
- 18 MR. DOTY: Jeanette Franzel.
- 19 MS. FRANZEL: Thanks for being here today.
- I'd like to ask to what extent did each of your
- 21 organizations analyze costs and benefits of the proposal
- 22 before, you know, during the development of the

1 proposals, and then in particular in the UK, what kind

2 of post-implementation analysis is also being done on

3 costs and benefits, and what were the results of your

4 various analyses, and if there are any really important

5 things that came out of there that we should be

6 considering as we go through our own analysis of costs

7 and benefits?

8 MR. LAND: We did consider cost, of course. We

9 will be doing an analysis at the end of the reporting

10 season. We haven't done it yet. Our own -- my own view,

11 and that of my counsel and indeed I think the feedback

12 from the firm, was that -- it's not scientific because

13 we haven't done the appraisal, was that the cost

14 implications are pretty low.

15 I mean at the end of the day, what are they

16 reporting on? Well you know, in the audit plan, the

17 audit strategy document, at the beginning of the audit,

18 they set out the critical audit matters they're going to

19 focus on.

20 At their closing report, they will report on

21 those critical audit matters and if those critical

22 matters have changed will tell the audit committee and

- 1 report on it. I'm not sure where the other costs should 2 be.
- I mean essentially, put very crudely, I'm afraid
- 4 in my language is the new-style UK audit report is not
- 5 -- I mean the part that has to be written a bit more
- 6 carefully is basically what the executive report in the
- 7 audit plan says update that the audit committee get.
- 8 So I just don't see the argument why, apart from
- 9 a bit of cost, of a bit more sort of checks and balance
- 10 within the firm on this new-style audit report, I don't
- 11 really see where the costs, where the new costs should
- 12 be.
- I mean if -- you know, they should be focusing on
- 14 these things, whether or not they're reporting on them.
- 15 So I just don't buy the cost argument, and I don't think
- 16 -- it was certainly nothing -- certainly none of the
- 17 firms put it forward as a major impediment.
- MR. DOTY: The wings have been very quiet, both
- 19 from the staff and the observers.
- MR. SCHILDER: Just adding a bit to what Nick
- 21 said, the consultations he mentioned were of course part
- 22 of ours as well, and in a way the various consultations

- 1 and research was all the time about pros and cons,
- 2 because all the time the question is why are you doing
- 3 this? Certainly in the beginning, there was more
- 4 hesitation than now, I think.
- 5 To some extent, of course, there is intangible
- 6 benefit, the failure to use is not something that you can
- 7 easily quantify. You can't think about costs. We
- 8 thought like mixed standard usually that should not be
- 9 too much of extra cost.
- But one thing to help this would be the starting
- 11 point of what you have communicated with the audit
- 12 committee, because there you have the issues as a gross
- 13 collection, and also how you have communicated that to
- 14 them.
- 15 So they're deriving something about of that for
- 16 external users. It could be not that complicated, and
- 17 actually we're pleased to hear feedback from partners who
- 18 have done this in practice, and also the results from
- 19 field testing that we got and said well, the audit
- 20 partners almost intuitively knew what they had to report
- 21 about it and how --
- There can be, of course, special circumstances,

1 where there are very sensitive issues, difficult issues,

2 which certainly will take more time. But then the

3 argument could be that it's worthwhile to spend that

4 time, because it's just a matter of reality, and again,

5 relevant to users.

6 MR. DOTY: The dilemma we face coming out of the

7 concept release stage and going into our proposal was

8 that where other information was concerned and the CAMs

9 were being suggested, along with the auditor obligation

10 to evaluate and to discuss the evaluation of other

11 information.

12 What I actually heard in these meetings was a

13 very strong investor endorsement of where you were, and

14 a suggestion that we were really coming in with less than

15 investors would want and could use, and that investors

16 might want more from us.

On the other hand, we had equally strong voices

18 suggesting that this was going to be a real departure.

19 "A significant departure in practice" was the term that

20 I think you used, Arnold, in terms of getting into

21 evaluation of other information and discussing or

22 revealing what our evaluation was.

To some sitting here, it might seem with these

2 two polar opposites of where we were, that we might have

3 gotten it just about right, that we might be just where

4 we need to be in terms of coming forth with an

5 augmentation of the audit report, and new information.

6 But given where you are and what you're hearing

7 and what you have described to us today, how would you

8 reply to people who say look, once you cross that line

9 and once there is other information contained in what the

10 auditor says about his evaluation or its evaluation of

11 other information in the audit report, you have really

12 crossed the Rubicon. You've made a change that has a

13 slippery slope implication and you won't stop.

14 Is this something we have to worry about, in

15 terms of any sip of the cup of other information, is

16 fatal? Leading the witness is something that lawyers

17 have a bad habit of doing, and chairmen are especially

18 prone to it. But my colleagues are going to pay me back

19 later with other panelists.

MR. SCHILDER: Thanks. In a way, I'm in an easy

21 position. I've mentioned in my introduction that we very

22 soon will re-expose our revision of ISA 720, which deals

1 with the other information, and it's a difficult subject.

- You can very much simplify it; that's how we
- 3 start with a standard already, and you have that as well,
- 4 and that deals with the auditor's responsibilities.
- 5 There's to be a certain amount of work to be done, and
- 6 the only thing we would like to add is to make the
- 7 conclusion of that work explicit to users, whereas
- 8 nowadays it's implicit. Nobody knows about it.
- 9 But we have published and exposed the draft to
- 10 revise the standard, and we got a lot of critical
- 11 feedback, in all fairness, because what exactly is the
- 12 other information that you're talking about? What is the
- 13 kind of work effort that you're expected to do?
- 14 That all has been part of our deliberations
- 15 before re-exposing. In my now six years as chairman,
- 16 it's the first time that we re-exposed something. So it
- 17 just illustrates how complicated that is.
- I hope that we now have struck a reasonable
- 19 balance between on one hand the need for transparency
- 20 that we see here as well, so making explicit the
- 21 conclusion of the auditor's work here, without on the
- 22 other hand making it a complete new assurance engagement

1 or so.

- 2 So basically, the construct is the intelligent
- 3 read by the auditor of the other information, and that's
- 4 just a matter of reality. You cannot just have the
- 5 French statement, but you see the whole context, and you
- 6 have to do that with all your knowledge of the company,
- 7 and what you have learned during your audit, and then you
- 8 have to see where there are inconsistencies or maybe
- 9 misstatements, an item that has to be addressed
- 10 appropriately by management or you have to make a comment
- 11 about it.
- So that's what we soon will be re-proposing, this
- 13 basic concept of this intelligent read. I hope that by
- 14 that we have struck a reasonable middle position.
- 15 MR. DOTY: I didn't mean to goad the wings into
- 16 action.
- MR. BAUMANN: I was just waiting for all of you
- 18 to finish your questions, and take my turn. In our
- 19 proposal for changes to the audit report here in the
- 20 United States, and in the responses to it, there's wide
- 21 support from investors for change.
- The audit profession, like in the UK I think

- 1 generally is largely supportive of change. Maybe some
- 2 differences on the details, but largely supportive of
- 3 change to the audit report. Academic research, I think,
- 4 largely supports the need for change.
- 5 The one objection really coming through us is
- 6 from preparers, who are throwing a lot of reasons up as
- 7 to why changing the audit report is a bad idea and will
- 8 have bad consequences. I'm just wondering if any of you
- 9 can respond to that, but certainly in the UK, since
- 10 you've already had the experience.
- 11 Was there opposition from management about the
- 12 changes to the audit report, or in the EU when your
- 13 proposals went out, and in the UK then, what's the
- 14 reaction been since you got a report from management?
- 15 So both was there opposition and how is the reaction now?
- 16 MR. LAND: There was no opposition to this from
- 17 preparers. Now let me then -- that sounds great. The
- 18 truth of the matter is that the preparers, whether to
- 19 their credit or not, didn't actually choose to take a lot
- 20 of interest in this standard.
- So from memory of the sort of hundreds of
- 22 responses we got, we only got two from preparers. So I

- 1 can look you in the eye and say it hasn't been a problem.
- 2 But I do have to put an auditor's caveat on that.
- But reaction, I mean I think post, I can just
- 4 talk about my four boards, and I appreciate it might be
- 5 a little -- a little not exactly fair to the preparers,
- 6 because they probably know or some at least know that
- 7 I'm, you know, I'm involved in this.
- But it hasn't created, in my experience, any
- 9 problems. That's obviously very limited. I haven't
- 10 heard of the 30 or 40 reports out there. I wouldn't
- 11 obviously necessarily hear. But I haven't heard of big
- 12 issues.
- I mean it has -- you know, you can well see it
- 14 will create some tensions, and on one of my boards, you
- 15 know, the CEO was a bit sort of uppity about when he saw
- 16 the audit planning document, and saw that they were
- 17 worried about a particular area of judgment, which -- you
- 18 know which was about revenue recognition, which his first
- 19 reaction, he wasn't crazy about it.
- But I think -- I mean that's a good and healthy
- 21 tension, I think, as long as it's amongst mature people.
- 22 So no. The short answer is we haven't had any problems

- 1 with preparers and no problems have come through, and
- 2 indeed I think the Rolls Royce one, which everybody is
- 3 instancing, I mean you know, that style audit report in
- 4 the real world would not have been produced in the way
- 5 it has without, in effect, the agreement of the company,
- 6 because it was pretty pioneering. So they were happy to
- 7 live with it.
- 8 MR. BAUMANN: I wonder in the proposals in the
- 9 EU, in comments that you received, did preparers weigh
- 10 in on that and what type of -- and the IAASB, what kind
- 11 of reaction did they have?
- MR. GENTNER: As far as I'm aware, and we've had
- 13 an extensive public consultation, and you know, we've had
- 14 long negotiations in the European process, where all
- 15 sorts of parties also contributed, it was not a major
- 16 issue that preparers came up with concerns.
- 17 Obviously, there were some concerns from the
- 18 audit industry. But I think we found a good solution.
- 19 So my feeling is that no, this is not -- this is not a
- 20 key issue, and we believe that the reform will actually
- 21 help companies by receiving more information, better
- 22 targeted information, and also in their dealings with

- 1 investors.
- MR. DOTY: Mr. Kroeker, former chief accountant,
- 3 current FASB member.
- 4 MR. KROEKER: Thank you, Chairman Doty. I know
- 5 you've mentioned it's early days and the number of
- 6 reports is dozens, not hundreds or thousands yet. But
- 7 have there been examples where investors have come back
- 8 and said this is important market-moving information, or
- 9 information that surprises us?
- The one example that's been cited, that's been
- 11 more forward-leaning, also tends to at least possibly put
- 12 the company in a favorable light, and whether or not
- 13 there's been other examples, that might put a company in
- 14 not such a favorable light, and whether those are the
- 15 types of opinions you're seeing in the early days.
- MR. LAND: I find it very hard to answer that
- 17 question, and I think if I could suggest perhaps leave
- 18 that question to the panel tomorrow from the UK. Liz,
- 19 who is here from a very big investor association, may
- 20 have a better view.
- I honestly couldn't answer that question at this
- 22 stage. Certainly I'm not aware that anybody's share

- 1 price has sort of plummeted, but it really does raise the
- 2 question of when should the audit report appear? I mean
- 3 at the moment, it appears in the published financial
- 4 statements annual report. Maybe it should appear when
- 5 the premier announcement is announced.
- 6 MR. DOTY: Any Board members have any other
- 7 questions?
- 8 MR. HANSON: Professor Schilder, I'd like to ask
- 9 you another question on the other information proposal
- 10 that you've yet to come out with, and I noted in your
- 11 statement that you I think said something to the effect
- 12 that you're trying to better identify what information
- 13 the auditor essentially looked at, or had the ability to
- 14 consider against the audit evidence.
- 15 I know that that's a concern that I personally
- 16 have, is investors won't know the information that's in
- 17 an annual report, what was subject to the auditor doing
- 18 something to. It might be the most important information
- 19 that they -- that an investor might consider the auditor
- 20 might not have done anything with, because it was
- 21 forward-looking information.
- I know we're going to hear -- he stepped out of

- 1 the room now -- from the esteemed Alan Beller this
- 2 afternoon about sharp concerns about investors won't know
- 3 what information was really subject to some procedures
- 4 by the auditor and what wasn't.
- 5 So I was intrigued by your comment that you're
- 6 trying to identify what it was, and I'm just curious as
- 7 to where you're heading on how you would do that? I
- 8 think about in the context of a comfort letter, and those
- 9 of us who have been involved with it, it's a very
- 10 extensive process, of actually circling individual
- 11 sentences and numbers that the auditor did something to,
- 12 and just kind of --
- 13 How cumbersome that is for somebody to actually
- 14 read and understand, and how it's probably not possible
- 15 in this context of the audit report? But just thoughts
- 16 on where you're headed with this.
- MR. SCHILDER: In the previous exposure draft, we
- 18 had wider concept of what possibly could constitute other
- 19 information, including press release, website
- 20 information and what have you. What we learned from the
- 21 consultation and the feedback is that we should narrow
- 22 that down in a more manageable concept.

So we have brought that back basically to what we

2 call the annual report, recognizing that not in every

3 jurisdiction that is just one booklet or one publication,

4 but it can be comprising more and several. So that's

5 why at least it might be better doable to identify it by

6 starting with the concept of the annual report, but

7 nevertheless pointing to various publications that would

8 be constituting that definition of annual report.

9 That certainly would include, if you just take

10 the MD&A as an example, forward-looking information.

11 That's why it's also important to explain the work

12 effort, and there we make a distinction between on one

13 hand, the inconsistencies between the financial

14 statements and the other information that of course the

15 auditor has clearly audited that, and has to perform some

16 limited procedures to be sure about no material

17 inconsistencies.

But on the other hand, the intelligent read is

19 more important here. At least you can, as an auditor,

20 read the other information, even with a forward-looking

21 nature, with all your understanding of the company that

22 you have acquired during your audit.

- 1 Then if you're dealing with restatement, you
- 2 would say well, I really can't reconcile that with my
- 3 understanding or my assessment of this company. At least
- 4 it would take a further discussion. So it's not an
- 5 explicit assurance or an additional work to let's say
- 6 specifically assure all forward-looking information.
- 7 But at least you cannot ignore it, and that's why
- 8 you have to apply this intelligent read.
- 9 MR. DOTY: Steve Harris.
- 10 MR. HARRIS: Chairman Schilder, could you
- 11 summarize for us what the key differences are between
- 12 your key audit matters and our critical audit matters,
- 13 and why you think yours are better in terms of the
- 14 investor or the user benefits?
- 15 MR. SCHILDER: Well at least we like more the
- 16 term "key" than "critical." But it is kind of a just
- 17 little joke. I think in essence, we do think that both
- 18 of us are aiming at providing investors with the most
- 19 relevant information coming from the audit, and the PCAOB
- 20 in-depth concept has defined it in a bit more detail.
- We focus on, as I've mentioned, starting with
- 22 what has been communicated to those charged with

- 1 governance. You can discuss whether that includes
- 2 everything. But this is just an example of some detail
- 3 about how you define it.
- 4 But we are currently discussing how we should
- 5 adjust the language that we have proposed, the exposure
- 6 that have to do better justice to the comments that we
- 7 have received, and to make it even more clear. Also, on
- 8 Lou's earlier point, avoiding to every extent possible
- 9 boilerplate language, to really focusing on what is of
- 10 relevance to users.
- I think, Steve, that's exactly what you are
- 12 aiming at as well. So we really look forward to our
- 13 further mutual discussions on how we are moving forward,
- 14 and certainly having had our Board meeting in March with
- 15 on one hand a lot of support; on the other hand, a need
- 16 to further redefine and going forward to do, I think,
- 17 some in May or so.
- 18 That's a matter for some in-depth discussion.
- 19 But very much starting from -- well, what many have said
- 20 to us. There is a lot of similarity, and I'm not aware
- 21 of a serious difference of opinion in this matter. But
- 22 I'm always a bit of an optimist.

2 of a just a position I made as I listened to the comments 3 here. One was Nick Land's comment, that he thought that 4 in the UK, one of the things that might be happening is

MR. FERGUSON: I have a question. This grows out

5 that the various forms of reports could be leading to a

6 potential kind of competition among the firms, which

7 might be useful.

1

Then Jim, Kroeker's comment, that the one he did 9 read, which involved a forward-looking one, appeared to 10 be, you know, to give a very favorable picture of the 11 company.

Is there a risk here that an auditor who begins
to write a lot finds this a way of sending a quite
favorable message that, you know, these people really did
to a great job? They were very thoughtful. We had to look
the at all these areas, but they did a very great job.

There's a way of sending this kind of subtle 18 message to not so much users as other potential clients 19 that, you know, if you hire us, you're really going to 20 get -- we can say some really good things about your 21 report. Is there a risk inherent in this approach, that 22 that's what could happen, particularly if there

- 1 variability among them?
- The short question is discuss the negatives and
- 3 positives of the variability argument and competition.
- 4 MR. LAND: That's a very good question. I don't
- 5 want to -- I don't want to, as I said earlier today, I
- 6 don't want to overstate that sort of firms are going to
- 7 hire a tong who can produce the sort of -- either the
- 8 most explicit or longest or most granular audit report.
- 9 But I mean I do think the firms are very
- 10 conscious of what everybody -- what their competitors are
- 11 doing, and they're no doubt weighing that up and
- 12 balancing it. I suppose, I mean it is a very good
- 13 question, because I think if you took it to the extreme
- 14 in the way you've described, I mean I think there is a
- 15 potential risk there if you took it to that extreme.
- 16 I mean my own view is that that won't happen,
- 17 that the auditor will be -- continue to be responsive to
- 18 its obligations. I'm readily confident about that, and
- 19 it was -- we don't have, I mean we do have pending
- 20 litigation against sources in the UK, but we don't have
- 21 class actions, thank goodness.
- I mean, you know, the back of -- the dagger or

- 1 the sword of litigation, I mean, is hanging over them.
- 2 So I don't think we've seen anything, based on one's
- 3 knowledge, that I would consider to be a sort of reckless
- 4 or over-optimistic statement.
- I mean the Rolls Royce one, I know we keep
- 6 referring to it, but it is, you know, it is a bit of a
- 7 sort of mini-landmark in this short period. I mean as
- 8 Sir David, it did talk about -- a lot of it was about
- 9 revenue recognition, because it's in the aircraft engine
- 10 business.
- 11 You know, on one it said well, on balance we
- 12 thought the view the company had taken was sort of
- 13 marginally optimistic, and on another key financial risk,
- 14 they thought they were being marginally conservative.
- 15 I mean it's very early days, but that struck all the
- 16 readers as sort of a very balanced view of an audit
- 17 report that was pretty granular.
- I think it's something where you obviously have
- 19 to quard against, but I personally don't see there's a
- 20 big risk.
- MR. DOTY: We're going to first thank Chairman
- 22 Land, Chairman Schilder and Councilman Gentner for one

- 1 of the more illuminating panel discussions that you can
- 2 imagine, given the task at hand. We greatly appreciate
- 3 -- we're in your debt for what you have brought to this
- 4 by way of perspective, and I'm sure it's not the last
- 5 time we will hear from you.
- 6 MS. FRANZEL: Do we have time for one last
- 7 follow-up question?
- 8 MR. DOTY: It has to be a very quick hit. You
- 9 have the last hit.
- 10 MS. FRANZEL: Great. I just wanted to follow up
- 11 on Steve Harris' question, on the differences. We seem
- 12 to be moving in the same direction, but there seem to be
- 13 some pretty important differences between the CAMs, the
- 14 KAMs, you know, and the other approach of the assessed
- 15 risk of misstatement and disclosure of those.
- 16 How important is it, in your minds, for us to try
- 17 to minimize differences now at this point in the process,
- 18 or is this something that can be done several years down
- 19 the road, after several years' worth of experience?
- 20 MR. SCHILDER: The answer to that is very
- 21 straightforward. Everything that we can do to minimize
- 22 differences now is a response to what many have said to

- 1 us and I know about to you as well. As I said, I don't
- 2 think there are important difference in concepts, but for
- 3 example of course, there's differences in style. We have
- 4 high level principles based in the application material.
- 5 You have to have straightforward requirements.
- 6 But if you combine that with a detailed analysis,
- 7 that gives rise to optimism. Nevertheless, we are not
- 8 there yet, and therefore I think what we can do in the
- 9 next couple of months to further bring that together,
- 10 respecting of course your confidentiality requirements,
- 11 that will be very helpful.
- 12 MR. DOTY: We will reconvene at one o'clock.
- 13 With that encouraging -- that's an encouraging note on
- 14 which to close. We should not let the perfect be the
- 15 enemy of the good is what you hear you saying.
- 16 Thank you all. We'll reconvene promptly at one
- 17 here. We have a panel coming on that has a very high
- 18 yield rate. So please come back quickly.
- 19 (Whereupon, the above-entitled matter went off
- 20 the record at 12:01 p.m. and resumed at 1:01 p.m.)
- 21 A-F-T-E-R-N-O-O-N S-E-S-S-I-O-N
- 22 1:01 p.m.

- MR. DOTY: Well, it is slightly after 1:00 p.m.
- 2 PCAOB time. So it's with pleasure that I welcome a truly
- 3 distinguished panel. We're moving now into academic
- 4 opinion, legal advisory and firm policy matters.
- 5 Ted Mock is the Distinguished Professor of Audit
- 6 and Assurance at the University of California-Riverside.
- 7 Prior to joining the University of California-Riverside,
- 8 Professor Mock served as a professor of Accounting at the
- 9 University of Southern California, professor of Auditing
- 10 Research at Maestricht University in the Netherlands,
- 11 previously, the Arthur Andersen Alumni Professor at the
- 12 University of Southern California.
- 13 In 1983, he helped found the University of
- 14 Southern California Audit Judgment Symposium, now an
- 15 international symposium on audit research. His interests
- 16 lie primarily in the areas of audit judgment, assurance
- 17 service, evidential reasoning.
- 18 Alan Beller, partner, Cleary, Gottlieb, Stein and
- 19 Hamilton. He served as the Director of the Division of
- 20 Corporate Finance at the United States Securities and
- 21 Exchange Commission, and as senior counsel to the
- 22 Commission, from January 2002 until February 2006.

But the years tell only half the story. Among
the accomplishments of this extraordinary tenure and
service were the implementation of corporate provisions
of the Sarbanes-Oxley Act of 2002, the adoption of
corporate governance standards for listed companies, the
successful completion of comprehensive
securities-altering reforms.

- Alan is a frequent commenter and contributor to the PCAOB's thought process, and we are grateful for it.
- Douglas Skinner is the Eric Gleacher
 Distinguished Service Professor of Accounting at the
 Booth School of Business, University of Chicago.
 Professor Skinner is a leading expert in corporate
 disclosure practices, corporate financial reporting,

15 corporation finance with a focus on payout policy.

16 His research addresses topics such as the causes capital market effects of managers' 18 disclosure choices; legal and how the regulatory 19 environment affect managers' corporate disclosures; 20 managers' incentives to use their discretion in the 21 financial accounting and reporting process, to manage 22 reported earnings.

1 Prior to his appointment at the University of

2 Chicago, he was the KPMG Professor of Accounting at the

3 Roth School of Business, University of Michigan, where

4 he had been on the faculty since 1989.

Joseph Ucuzoqlu, the national managing partner,

6 Regulatory and Professional Matters at Deloitte in

7 Washington, D.C. He's a member of the firm's Executive

8 Committee. In his current role, Joseph Ucuzoqlu

9 participates actively in the management of the audit

10 practice, serving on both the board of directors and

11 executive committee of the firm's Audit and Enterprise

12 Risk Services subsidiary, Deloitte and Touche.

Previously, he served as senior advisor to the

14 chief accountant at the United States Securities and

15 Exchange Commission. In that capacity, he advised the

16 chief accountant on complex auditing and public policy

17 matters, and interacted frequently with other government

18 agencies and Congressional staff.

19 He serves on the executive committee of USC's SEC

20 Financial Reporting Institute. So we have a group of

21 truly heavy and thoughtful commentators, and with that,

22 Professor Mock, welcome. Please continue. The floor is

- 1 yours.
- MR. MOCK: Okay. I thought I was third. Well
- 3 Chairman Doty and the Board, thank you for the
- 4 opportunity today, and you're welcome for bringing
- 5 California sun to Washington yesterday when I came.
- 6 MR. DOTY: We'll grant you that. We'll give you 7 that.
- 8 MR. MOCK: Okay. So my comments today are
- 9 founded on research I conducted myself, and the citations
- 10 are at the end of the formal comment. I have some
- 11 PowerPoint here, if I get this to work and you can see
- 12 my opening slide, with has my information.
- 13 My presentation is actually in four areas.
- 14 There's five points listed there, but a little
- 15 background, the objective of my comments today, some key
- 16 findings in the research that I've tried to help
- 17 synthesize, and then some limitations and conclusions of
- 18 what I'm going to talk about today basically.
- 19 As far as background, and Arnold Schilder
- 20 mentioned this, I've done research a long time, as you
- 21 mentioned in your opening comments. But I started in
- 22 this area most with a study that I helped do, that's

1 sponsored by the AICPA and the IAASB, about ten years.

- 2 But more importantly, I've chaired a group, a
- 3 team that the Triple A audit section put together, at the
- 4 invitation of the PCAOB, to synthesize research. The
- 5 team that has continued doing work on this project for
- 6 a long time is listed there. So we have a team,
- 7 originally six, but of five of us who put this together.
- 8 I'd like to, before I go into my discussion
- 9 objectives, I'd like to commend and highlight the
- 10 critical importance of the PCAOB in supporting the work
- 11 of the academic community, by among other things,
- 12 formally considering research and I think in most of your
- 13 activities.
- I think this actually is an example of divergence
- 15 between what the IAASB is doing and you are doing. So
- 16 that's one step forward, I suppose. Okay. As far as the
- 17 next section is my primary objective and my comments.
- 18 My main goal today is to address today's main
- 19 topic, which is to consider the need for change in the
- 20 auditor's report. I was specifically asked to focus on
- 21 the proposed changes to the auditor's report, based upon
- 22 published or relevant economic research. So that's the

- 1 focus of my research.
- This objective has been addressed in the team,
- 3 I'll say our basically, papers and comments that we have
- 4 put together. Firstly, it is a synthesis report that was
- 5 submitted to you and eventually published, and actually
- 6 five other related instruments, including comments to the
- 7 Board and also to the IAASB.
- 8 We organized our research in these three research
- 9 areas, research questions that we tried to address, and
- 10 everything we've done is kind of organized along those
- 11 lines. What specific information do investors and other
- 12 stakeholders want to be included in the auditor's report,
- 13 based on research.
- 14 A second research question, how do investors and
- 15 other stakeholders use proposed additional auditor
- 16 communications in their decision-making, and third, to
- 17 what extent can the proposed disclosure be expected to
- 18 close the communication and information gaps.
- 19 The third research question was kind of a
- 20 forecast, because research doesn't often lend much
- 21 insight on that.
- The research framework underlying our analysis is

- 1 based on communication theory, and basically the
- 2 expectation gap, looking at that, and particularly
- 3 looking at it from the standpoint of an information gap
- 4 and a communication gap. The end of my comment is our
- 5 framework.
- Over the time that we've reviewed research, we've
- 7 looked at about 130 research studies. In addition to
- 8 that, our synthesis built upon an earlier study that was
- 9 done by Church, et al. So it's based upon a lot of
- 10 research.
- 11 Key findings. These are findings based upon
- 12 published research, and trying to abstract this is a
- 13 challenge, but this is what I'd like to say. There are
- 14 three overall findings I would like to highlight.
- 15 Number one, users of financial statements do not
- 16 appear to carefully evaluate the current standard audit
- 17 report, because it is such a standardized product. Of
- 18 course, that's been said many times. The reports are
- 19 basically viewed as being the same.
- However, reports that augment the standard audit
- 21 report with information, such as going concern,
- 22 uncertainties or internal control weaknesses, do seem to

1 contain additional relevant content.

- Number two. Users do want -- do seem to want
- 3 more information on risk materiality and other
- 4 information surrounding the specific audit. In
- 5 particular, information -- users are more interested in
- 6 information about the audit, like risk and materiality,
- 7 than information about the audit process. This is what
- 8 research basically says.
- 9 Number three. While significant research exists
- 10 in many areas, there are many areas where a research gap
- 11 exists. That is, where there seems to be lack of
- 12 sufficient research evidence. A lot of things talked
- 13 about today are in that domain. For example, is there
- 14 message-mixing? Well, you know, there's no direct
- 15 research I've seen dealing with that issue.
- Oh, okay. Before I go to limitations, I'll make
- 17 a couple of comments. Well, limitations and conclusions.
- 18 Similar to a financial statement, one should not draw
- 19 solely from bottom line. I've given you kind of bottom
- 20 line summaries here in this formal concept. But you have
- 21 to consider the details provided in various research that
- 22 we're looking at, and the comment letters.

- 1 The research synthesized has both research
- 2 methods limitations and sampling limitations, and there's
- 3 no generally accepted research synthesis methodology.
- 4 Our group had a real challenge in doing this.
- 5 Lastly, as has been mentioned earlier, much of
- 6 the research -- the topic's been mentioned -- does not
- 7 explicitly account for litigation risk or cost versus
- 8 benefits in general.
- 9 To conclude with perhaps the most important
- 10 finding of our review, academic research is fairly
- 11 consistent across different research methods, time
- 12 periods and economic settings, and suggesting that an
- 13 important way to improve the communicative value of the
- 14 audit reporting model is if it is not boilerplate. Thank
- 15 you for the time.
- 16 MR. DOTY: Thank you.
- 17 MR. BELLER: Chairman Doty and members of the
- 18 Board, I'd like to thank you for -- the Board and the
- 19 staff for the opportunity to participate in the Board's
- 20 public hearing regarding the proposal to advance the
- 21 Auditor's Reporting Model. I'd also like to thank the
- 22 chairman for that kind introduction.

I would mention that in addition I did, as was I

2 think mentioned this morning, also serve as a member and

3 counsel to the co-chairs of the Treasury ACAP in 2007 and

4 2008, and I am a member of the board of directors and the

5 audit committee of a public company.

6 Having said all of that, I'm going to of course

7 speaking this afternoon only for myself, and not for any

8 of my current or prior affiliations, and my remarks today

9 are a distillation of a and summary of the views I

10 presented in a paper for these hearings, that I think

11 will be published on the PCAOB website after this

12 session.

13 I'm a strong proponent of changes to the auditor

14 reporting model, that will improve financial reporting

15 or improve the understanding of financial disclosure by

16 investors, other users and markets and, as was also

17 mentioned this morning, the ACAP recommended that the

18 Board undertake an initiative to address the auditor

19 reporting model.

20 Preparers, auditors, advisors, users and

21 regulators should all be striving for better disclosure

22 and understanding, especially of the material aspects of

1 financial reporting and financial disclosure. More

2 information is not necessarily better. Indeed, where the

3 more overly fact focuses on immaterial items or is

4 confusing in nature, it is not only not an improvement,

5 but it also distracts from the usefulness of the overall

6 disclosure.

7 In my view, the Board's task was to achieve the

8 better, and not just the more. Today's sessions focus

9 primarily on the proposal that auditors report on

10 critical audit matters or CAMs, and I'll concentrate my

11 remarks on that subject.

I also included some observations on the other

13 information standard in my written presentation, and will

14 address questions on that subject if anyone is

15 interested. I regret that in my view, the CAM standard

16 as proposed would lead to uncertain improvement at best,

17 in either financial reporting or investor understanding.

I have two principle concerns in reaching that

19 conclusion. First, the audit is a means to an end.

20 Procedures that in the case of unqualified opinion at

21 least, provide reasonable assurances that will improve

22 and increase investor confidence in financial statements,

1 coupled with an audit report that improves investors'

2 understanding and enhances that confidence.

But the CAM standard only gets at financial

4 reporting indirectly, and targets material financial

5 disclosure imperfectly. As proposed, the standard will

6 require disclosure in the auditor's report regarding

7 audit difficulties, but may not be material to financial

8 reporting or its understanding.

9 Second, the proposed standard will necessarily

10 lead to disclosure made, or at least dictated, not by the

11 issuer but by the auditor. The standard is designed

12 either to require auditors to disclose information about

13 issuers, or effectively force issuers to disclose

14 information that they do not consider material, and that

15 need not be disclosed under the current securities law

16 regulatory framework.

17 This hodgepodge approach runs a risk of confusing

18 rather than informing. In one of the Board's own

19 examples, an auditor reporting on a hypothetical CAM

20 identifies and discusses an issuer's significant

21 deficiency in internal control over financial reporting,

22 that is not a material weakness.

- 1 Why is this helpful rather than potentially
- 2 confusing to investors, where by definition it is less
- 3 likely than reasonably likely, i.e. remote, that the
- 4 significant deficiency will result in a material error
- 5 in the financial statements.
- 6 Further, under the disclosure framework,
- 7 significant deficiencies are not required to be disclosed
- 8 to investors, but rather to auditors and audit
- 9 committees, in order to avoid conflating the material and
- 10 the immaterial.
- 11 The Cleary comment letters and my written
- 12 presentation suggests an alternative approach, because
- .3 I really would like to see an improvement in the
- 14 reporting model. To summarize that approach, we
- 15 recommend that the Board focus on the disclosure of
- 16 critical accounting policies and estimates, which is
- 17 directly applicable to and by definition material to the
- 18 quality of financial reporting and investor understanding
- 19 of that reporting.
- 20 Auditor attention could be applied through a
- 21 standard regarding critical accounting policies and
- 22 estimates, and a statement could be included in the audit

- 1 report to the effect that (a), the correct critical
- 2 accounting policies and estimates are disclosed and (b),
- 3 the description of the critical accounting policies and
- 4 estimates is accurate and complete in all material
- 5 respects.
- This approach directly addresses core material
- 7 elements of financial reporting, rather than proceeding
- 8 indirectly to address auditing matters that may or may
- 9 not be material. It would leave disclosure to issuers,
- 10 where it belongs, and have auditors report on issuer
- 11 disclosures.
- 12 Auditors and issuers would in fact, I think under
- 13 this proposal, discuss critical accounting matters and
- 14 estimates, and there would be more attention and more
- 15 robust disclosure about those items. Auditors would have
- 16 to make disclosure if they disagreed with issuers about
- 17 what the required disclosure was, but otherwise the
- 18 disclosure would be issuer disclosure. Discussions
- 19 between auditors and audit committees could be fostered
- 20 around issuer disclosure, and unquestionably material
- 21 matters.
- 22 On another point, I've also been asked to address

- 1 the proposed new standards from a legal point of view.
- 2 Both standards, CAM and other information, carry legal
- 3 implications and impact legal costs. Legal costs and
- 4 issues are not in themselves reasons not to adopt new
- 5 standards.
- Indeed, they are acceptable and often necessary
- 7 consequence, where the resulting changes bring benefits.
- 8 However, the Board should consider the proposed new
- 9 standards do raise some significant legal issues that
- 10 should be on the table.
- 11 First, under Section 10(b) of the Exchange Act,
- 12 and Rule 10(b)(5) thereunder, an auditor can be liable
- 13 if it makes a statement in its auditor's report included
- 14 in an annual report of filing that is misleading, where
- 15 the requisite scienter standard is met.
- 16 Both proposed standards would require those
- 17 affirmative statements. The requirement of the proposed
- 18 other information standard raises more novel issues here,
- 19 because the auditor under the proposal must make
- 20 affirmative statements about its evaluation of that
- 21 information, where the scope of other information is
- 22 extremely broad.

1 As I read the proposal, all information, other

2 than audited financial statements and notes and some

3 supplementary financial information, must be included or

4 incorporated into the reports, and secondly, where the

5 proposed quote-unquote "evaluation procedures" involve

6 a significant volume of evidence obtained by the auditor

7 during the course of its audit.

8 Under the Supreme Court's decision in Janus, the

9 auditor's affirmative statements could be the subject of

10 a private right of action under 10(b)(5), predicated on

11 any material inaccuracy or incompleteness of those

12 statements. The potential liability would be new,

13 because it does not currently exist on AU 550, where

14 statements by the auditor as to other information are

15 made only to the issuer.

16 Under the proposed CAM standard, the auditor

17 would similarly be required to make a number of

18 additional affirmative statements, and those statements

19 could similarly give rise to a private right of action.

I readily concede and agree that the affirmative

21 statements made by an auditor under the proposal we have

22 suggested, regarding critical accounting policies and

- 1 estimates, would also give rise to that potential set of
- 2 issues, and the real question is whether the current
- 3 proposal or the other approach would provide greater
- 4 benefits to evaluate against those legal issues.
- 5 A particular litigation concern is raised by the
- 6 proposed requirements under the CAM standard, that the
- 7 auditor retain audit documentation with respect to each
- 8 non-reported matter that would appear to meet the
- 9 definition of a CAM, but was not reported as a CAM.
- While this may be useful to some, including the
- 11 Board, it also creates and requires an auditor to retain
- 12 an additional detailed documentary record. This may
- 13 accomplish little benefit to investors, while providing
- 14 a potentially discoverable road map in litigation, and
- 15 should be considered in that light.
- One last or a couple of last points or issues
- 17 under the Securities Act. The proposing release
- 18 explicitly notes that consistent with existing AU 550,
- 19 the other information standard would not apply to
- 20 documents filed with the Commission under the Securities
- 21 Act, but rather existing standards would govern auditor
- 22 responsibilities for those filings.

- 1 There are, of course, other provisions of the
- 2 Commission's rules and the Board's standards that apply
- 3 to Exchange Act filings and not Securities Act filings.
- 4 Perhaps the most apposite example involves management's
- 5 evaluation of and auditor's attestation of internal
- 6 control over financial reporting, which is required in
- 7 an annual report, but which is not required in a
- 8 Securities Act registration statement.
- 9 But Section 11 of the Securities Act would apply
- 10 to an Exchange Act filing incorporated by reference into
- 11 a Securities Act registration statement. This anomaly
- 12 does not seem to me to be one that should overly-concern
- 13 the Board in its standard-setting exercise. There is
- 14 precedent for it.
- The proposing release does create and does not
- 16 address certain implications for incremental auditor
- 17 liability under Section 11 of the Securities Act. In
- 18 particular, it's not clear whether the statements
- 19 regarding CAMs would or should be viewed as statements
- 20 of an expert under Section 11(e), which would make them
- 21 subject to Section 11 liability.
- It's even less clear whether statements regarding

- 1 other information, based on a quote-unquote "evaluation"
- 2 rather than quote-unquote "audit," would or should be
- 3 viewed as statements of an expert.
- In the absence of clear guidance by the Board and
- 5 particularly by the Commission regarding these new
- 6 statements about CAMs and particularly other information,
- 7 Section 11 litigation uncertainty will persist upon the
- 8 adoption of such standards, and settlement dynamics,
- 9 which are absolutely key and particularly important in
- 10 Section 11 cases, will be affected. That's another
- 11 consideration that the Board should keep in mind.
- 12 MR. DOTY: Thank you. Professor Skinner.
- 13 MR. SKINNER: Thank you. First of all, I very
- 14 much appreciate the invitation to contribute to the
- 15 important discussion about the Board's proposal.
- To begin, let me state that I think the Board is
- 17 to be congratulated for investing significant resources
- 18 to understand whether the current reporting model, which
- 19 as the Board observes has been in place without
- 20 significant modification since the 1940's, needs to be
- 21 modified, given the extent to which our capital markets
- 22 and economy have changed since that time.

1 Further, I think most will agree with the general

2 proposition that expanding the amount of disclosure about

3 the audit process is potentially beneficial to investors.

4 My comparative advantage in these proceedings is perhaps

5 to inform the Board and other interested parties about

6 the academic literature on disclosure, and offer some

7 words of caution about the general thrust of the current

8 proposal, that significantly expands the disclosures

9 required by, as well as the role of auditors.

10 By way of background, I'm a professor of

11 Accounting at the University of Chicago, and have served

12 as editor of the Journal of Accounting Research since

13 2006. Prior to that, I served as editor of the Journal

14 of Accounting and Economics for seven years. JAR and JAE

15 are generally considered, along with The Accounting

16 Review to be the top academic accounting journals in the

17 world.

18 So I mention this because I have extensive

19 knowledge of the accounting literature. My research

20 interests span financial accounting, auditing, disclosure

21 and corporate finance, and I generally take a strong

22 empirically-oriented economic space approach to problems

1 in these areas.

- I also have consulting experience in these areas,
- 3 and have in the past provided input to policy
- 4 deliberations at both the FASB and the SEC. I may also
- 5 mention that I started my professional life as an auditor
- 6 at Coopers and Lybrand in Sydney, so David mentioned this
- 7 morning the Colonies. Australia, of course, was
- 8 originally a penal colony, so I'm hoping that after my
- 9 remarks this afternoon I'm not going to be sent back
- 10 there.
- 11 There's a very large literature in economics,
- 12 finance and accounting on disclosure, both mandated
- 13 disclosure; that is required disclosures such as 10(k)
- 14 filing requirements, and voluntary disclosures, such as
- 15 managers' decisions to provide earnings guidance.
- 16 I'll focus my comments on what economists have to
- 17 say about mandated disclosure, since that is what we're
- 18 talking about here. As a general proposition, I think
- 19 it's fair to say that economists agree that increasing
- 20 disclosure has benefits.
- 21 As the proposal observes, there is much
- 22 theoretical work that shows generally that increased

1 disclosure of information, assuming that information is

2 in some sense relevant and informative to investors, has

3 benefits in terms of reducing information asymmetries in

4 capital markets, and can result in improvements in market

5 liquidity and pricing, including a lower cost of capital.

6 However, there are also costs of mandating

7 additional disclosure, both direct costs, such as

8 proprietary and litigation costs, and indirect costs,

9 which we might refer collectively to as unintended

10 consequences.

In the case of the current proposal, I think

12 these costs, which are inherently hard to observe and

13 quantify, could be very significant. Moreover, I have

14 some skepticism about the potential benefits of these

15 disclosures, which are perhaps even more difficult to

16 quantify.

17 This makes it hard to assess the cost-benefit

18 trade-off involved in making a decision about the

19 proposals. Let me expand on these points, focusing on

20 the benefits first. Professor Mock and his co-authors

21 have prepared a very useful and thorough summary of a

22 particular part of the auditing literature in accounting.

1 Given Professor Mock	's participation here,	I wil]
------------------------	------------------------	--------

- 2 not reiterate the conclusions of that research. However,
- 3 I will observe that as the authors of these studies
- 4 acknowledge, much of the evidence offered on the espoused
- 5 benefits of the new disclosures is based on survey and
- 6 experimental data, as opposed to empirical archival data.
- 7 There is not much we can do about this. It is
- 8 exceedingly difficult to design studies using real world
- 9 data, that is, non-experimental or archival data, to
- 10 assess the costs and benefits of disclosure.
- 11 However, in my view, we should be very careful
- 12 placing too much weight on survey evidence from
- 13 investors, who say they want more disclosure. Given that
- 14 there is no cost to them, what else would we expect them
- 15 to say.
- 16 I'm not sure we learned very much about the
- 17 benefits of disclosure from this type of evidence. The
- 18 logical extension of this idea, that the world will be
- 19 better with more disclosure, is sometimes known in
- 20 economics as the nirvana fallacy.
- I would also point out that there is perhaps
- 22 reason why the audit report in its current form has

- 1 survived largely unchanged for many decades, not only in
- 2 the United States but essentially throughout the world.
- 3 As the economics literature makes clear, auditing
- 4 generally, including the traditional pass/fail model,
- 5 plays a central role in validating the information in a
- 6 firm's general purpose financials.
- 7 This role predates regulation that mandated the
- 8 disclosure of audited financial statements. Audited
- 9 financial statements have been used for hundreds of
- 10 years, dating back to at least medieval times in England.
- 11 This implies that the basic attestation role of auditors,
- 12 which includes the pass/fail model, serves an important
- 13 economic function as currently configured.
- 14 Thus while surveys may indicate that certain
- 15 users claim not to use the audit report very much, we
- 16 should take care in inferring from this that the report,
- 17 in its current form, is not fulfilling an important
- 18 economic role, given the very strong survival value of
- 19 the current model.
- 20 I worry that tampering with a model that has
- 21 survived for so long will have consequences that we
- 22 cannot easily predict. Let me turn to some of the

- 1 potential cost disclosures. First, it seems to me that
- 2 the proposed requirement for auditors to report critical
- 3 accounting matters or CAM could expand the set of
- 4 information disclosed about firms beyond what is
- 5 currently required under the securities laws.
- 6 This seems like a very significant change in the
- 7 whole financial reporting model, because it means that
- 8 the audit report would potentially become a disclosure
- 9 mechanism in its own right, beyond what is currently
- 10 disclosed by issuers in their financial statements and
- 11 related disclosures.
- 12 Thus an important element of the current model
- 13 that management takes responsibility for preparing
- 14 financial statements and that auditors then attest to the
- 15 reliability of that information would change, because now
- 16 the auditors potentially would actually be disclosing
- 17 information about the firm directly.
- 18 To the extent that the new auditor reporting
- 19 model expands firm disclosures, it seems likely that
- 20 proprietary costs come into play. These are the costs
- 21 to firms of additional disclosures that provide
- 22 information, that provide important competitive

1 information about the firm's operations and strategies

2 to competitors, suppliers, customers or other entities.

For example, a bank's risk management strategies

4 and procedures are likely to be one source of its

5 competitive advantage.

6 To the extent that the auditor now provides

7 additional detailed and specific information about the

8 financial instruments the bank uses to implement that

9 strategy, other banks may be able to infer useful

10 information about the bank's risk management program.

11 Auditor litigation costs are also a concern.

12 There is an extensive academic auditing literature that

13 examines the determinants of audit fees. It is clear

14 from both the economic arguments and empirical data that

15 expected litigation costs are a big driver of audit fees.

16 By expanding the auditor's role and disclosures

17 in the manner envisioned in these proposals, I think we

18 can confidently predict that the plaintiff's bar will not

19 have to work very hard to expand both the extent to which

20 auditors are held liable for client firm problems, and

21 the magnitude of the associated damages claims.

22

These are the obvious costs. However, the more

2 pernicious problems engendered by these proposals fall

3 under the general label of what economists call the real

4 effects of disclosure. The idea here is fairly

5 straightforward.

By changing the mandated disclosure regime, the

7 underlying actions of the affected economic agents are

8 not held constant. That is, if agents know ex ante that

9 the information they will have to disclose after the fact

10 ex post has changed, it will change the way they play the

11 game.

The implication here is also straightforward.

13 Once auditors and client firm management and personnel

14 know that the auditors will be reporting additional more

15 detailed information about the auditors as CAMs, it will

16 likely change their incentives going into the audit

17 process, and may even change how managers make operating

18 and financing decisions.

19 For example, if managers now know that auditors

20 will be reporting detailed information about how they get

21 comfort about certain of the entities' transactions,

22 managers and their personnel may well be less open and

- 1 forthcoming in providing information to the auditor about
- 2 these transactions, and may even change the transactions
- 3 themselves.
- 4 This in turn will change how auditors conduct
- 5 their audits, as they find the need to find alternative
- 6 audit approaches. Moreover, even if we assume that the
- 7 actions of the firm and its personnel are held constant,
- 8 it seems likely that auditors will extend additional
- 9 effort to either avoid having to disclose a CAM, or to
- 10 support the required CAM disclosures.
- 11 Without much doubt, the actions of firms and
- 12 auditors will change under the new requirements in ways
- 13 that are hard to predict, and that are likely to vary
- 14 across firms. This leads me to a suggestion with which
- 15 I will conclude.
- 16 As a reasonably sophisticated consumer of
- 17 financial statements for a variety of purposes, one of
- 18 the major improvements I have seen in financial reporting
- 19 over the last decade has been the addition to the MD&A
- 20 of the critical accounting policies discussion.
- In the interest of minimizing the extent to which
- 22 the new audit model expands disclosure, which as I have

- 1 argued could have a number of potentially costly effects,
- 2 I wonder if the CAM proposal could not be modified to
- 3 require the auditors to comment just on the critical
- 4 accounting policies discussed by management in the MD&A.
- 5 Presumably, the auditors are focusing attention
- 6 and additional work on these already, so that the real
- 7 effects problem, as well as the expanded disclosure
- 8 problem I have identified above could be minimized.
- 9 Thank you.
- 10 MR. DOTY: Thank you. Joe Ucuzoglu.
- MR. UCUZOGLU: Thank you, Chairman Doty, members
- 12 of the Board and the staff. You should be commended for
- 13 the leadership role that you're playing in this important
- 14 dialoque.
- 15 At Deloitte, we have been engaging with a variety
- 16 of external parties, exploring the ways in which the
- 17 auditor's report should evolve, to meet the information
- 18 needs of the capital markets and we're of the perspective
- 19 that there is a critical need for action.
- The profession has been talking about the need to
- 21 enhance the auditor's report for over a half century, yet
- 22 every time the subject is raised, a myriad of challenges

- 1 seem to stand in the way of progress. In the late
- 2 1960's, the AICPA's Committee on Auditing Procedures
- 3 suggested that the prospect of revising the standard form
- 4 audit report was much like Moses smashing the tablets
- 5 containing the Lord's Commandments.
- This is not an easy task, but we shouldn't need
- 7 divine intervention to make modest changes to the
- 8 auditor's report, in response to the information needs
- 9 of investors. This can be done.
- In fact, if one looks back far enough in time,
- 11 there are examples of tailored audit reports to the
- 12 stockholders of major U.S. corporations in the early
- 13 1900's that make specific reference to areas of the audit
- 14 that were presumably important in the judgment of the
- 15 auditor, one could say a primitive form of reporting
- 16 CAMs.
- 17 Somehow during the past 100 years, we've managed
- 18 to go backwards with respect to the information content
- 19 in audit reports. Investors are now expressing concern
- 20 that the standardized model currently in use is not
- 21 meeting the information needs of the capital markets.
- So in our perspective, the status quo is not an

1 option. We need to combine the benefit of an unequivocal

2 pass/fail opinion with the transparency associated with

3 providing some additional color. Frankly, your project

4 is a pivotal moment to reverse the trajectory of the past

5 century away from boilerplate, and towards an era of

6 informative, tailored, transparent communications from

7 auditors to the capital markets.

8 Enhancing the auditor's report will play an

9 instrumental role in ensuring a vibrant audit profession

10 rooted in quality. We've heard several of the panelists

11 this morning speak of the benefits of enhanced auditor

12 communication, extending beyond the additional

13 information content in the report. I would

14 wholeheartedly echo that sentiment.

The very act of an auditor crafting a tailored

16 communication to external constituencies stands to

17 enhance the connection of the auditor to the user of the

18 audit report, the investing public. Reinforcing the

19 auditor's public interest responsibility and fostering

20 the healthy exercise of independence, objectivity and

21 skepticism, attributes that lie at the foundation of a

22 high quality external audit.

1 As the proposal moves towards finalization, it is

2 important to be sensitive to the concerns that have been

3 raised by several stakeholders, as to the appropriate

4 source of original information about a company.

5 Management is and should remain the primary voice of a

6 corporation's financial performance.

But the auditor must be the voice of the audit

8 that was performed, and there is much that can and should

9 be shared with investors about the performance of the

10 audit, without infringing on the role of management and

11 the audit committee in the financial reporting process.

12 Our field testing of the PCAOB's proposal to

13 identify and report on CAMs indicated that with modest

14 refinements, the exercise is relatively intuitive and

15 capable of being exercised. The starting population for

16 potential CAMs under the proposal is quite broad, and it

17 could be narrowed to ensure the auditor is focused on the

18 limited subset of items of greatest importance to

19 investors.

We also did observe the possibility that some

21 environmental forces could drive the reporting of CAMs

22 in the direction of standardization. I would like to

- 1 believe that the market forces that were discussed
- 2 earlier would cause auditors to strive for informative
- 3 crafted communications.
- 4 But I do believe it's also necessary for the
- 5 PCAOB to make clear, in any final standard, that the
- 6 information content is intended to be customized to the
- 7 particular facts and circumstances of each engagement.
- 8 The focus today and tomorrow is appropriately on
- 9 the currently proposed changes to the auditor's report.
- 10 But I believe it's important to also begin exploring more
- 11 fundamental changes that may be necessary to provide
- 12 investors with the information they'll need in the
- 13 future.
- When one thinks of the changes in our capital
- 15 markets in recent years, including technology, the way
- 16 stocks are created, the size, complexity and geographical
- 17 scale of corporations, and changes in the investor base
- 18 itself, you can't help but think that more fundamental
- 19 changes in the public company reporting model are on the
- 20 horizon, along with corresponding changes in the
- 21 performance and reporting of independent audits.
- Perhaps auditor assurance on information will be

- 1 demanded on closer to a real-time basis, and the focus
- 2 of auditor reporting may shift away from a point in time
- 3 opinion and towards the integrity of the processes and
- 4 controls that govern the information that companies
- 5 disclose.
- 6 The type of information that auditors are
- 7 associated with will also likely need to expand, and the
- 8 PCAOB's proposal has begun an important dialogue.
- 9 As other information outside the financial
- 10 statements becomes increasingly important to investors,
- 11 we need to explore the extent to which auditor assurance
- 12 and related auditor reporting should be provided on
- 13 market-moving information, such as earnings releases, key
- 14 performance indicator, non-GAAP information and at some
- 15 point even forward-looking information.
- 16 Now I recognize I've ventured into several areas
- 17 well beyond the scope of the PCAOB's proposals, and this
- 18 is not to imply that all of this can or should be
- 19 accomplished in the context of the current auditor
- 20 reporting project.
- But if we can't get this project done, how are we
- 22 possibly going to tackle some of the additional

- 1 challenges that lie ahead? We need to make this
- 2 successful, to set the profession on a positive
- 3 trajectory towards an ever-expanding and valuable flow
- 4 of information from auditors to the investing public.
- 5 Thank you, Chairman Doty.
- 6 MR. DOTY: Well, question time. Mr. Harris?
- 7 MR. HARRIS: Well first of all, thank you for
- 8 that extremely positive statement, in terms of moving
- 9 this project ahead, and your enlightened vision of the
- 10 future. I couldn't agree with you more, in terms of some
- 11 of the other issues that you mentioned, which are not
- 12 directly related to today's assignment. But I do think
- 13 that those are issues that the profession's going to have
- 14 to focus on as well.
- 15 You talk about a subset of items of greatest
- 16 importance to investors, and I know you've done a lot of
- 17 investor outreach. Could you talk a little about that
- 18 investor outreach and what, in your opinion, are the
- 19 subset of items of greatest importance to investors, and
- 20 then getting back to a point that I think that all of us
- 21 have raised in one context or another, how do you avoid
- 22 creeping boilerplate?

- 1 MR. UCUZOGLU: With respect to the feedback from
- 2 the investor community, I'd suggest that there are two
- 3 broad themes, one of which is you the auditor shouldn't
- 4 ever forget that we, the investing public, are the
- 5 customer. You the auditor learn a great deal of
- 6 information during the conduct of the audit.
- 7 Some of that information would likely be
- 8 valuable, in terms of sort of what you thought was
- 9 important, how you scoped your audit, what risks are most
- 10 significant, where you spent your time, what you did in
- 11 response to those risks.
- We, the ultimate customer, ought to have access
- 13 to some summary of that information, and it's a
- 14 proposition that's sort of difficult to argue with.
- The second major theme would be sort of a concern
- 16 that the basic financial statements comprise a smaller
- 17 proportion of the total mix of information that investors
- 18 are using to make decisions, and I don't think we should
- 19 lose sight of the fact that the basic financial
- 20 statements and the auditors reporting on them still forms
- 21 the building block for everything else.
- If those are compromised and there's questions

1 about their veracity, the foundation for everything else

2 is impaired. But the basic financial statements and the

3 reporting on them isn't enough, and that as a result, we

4 need to explore the possibility of reporting on the

5 broader set of information contained outside the

6 financial statements, with the caveat and the concern

7 from the investor community that having the auditors

8 involved with that other set of information shouldn't

9 lead to that disclosure for management becoming

10 boilerplate, the concern that if the auditors are

11 involved, it will drive management's disclosure towards

12 standardization, which would be a bad outcome.

MR. FERGUSON: Yes. Thank you all for coming,

14 and thank you for the very thoughtful papers you have

15 presented to us. They were both interesting reading and

16 very thought-provoking.

I want to ask the panel to -- you know, one of

18 the things that makes this process interesting for us

19 right now is we are doing this while other places in the

20 world have actually moved beyond it and it's being

21 tested. We are seeing how it works -- maybe not exactly

22 the same proposals we have, but proposals that involve

- 1 the auditor saying much, much more.
- 2 And I'd like to have your comments on how we
- 3 should look at particularly the experience in the UK
- 4 right now. I realize it's a different culture. I'm
- 5 reminded of that a little bit in some of the objections
- 6 that are made in this proposal of the French intellectual
- 7 who was asked to assess an idea, and he said, (Well, you
- 8 know, it may work in practice, but does it work in
- 9 theory?
- 10 (Laughter.)
- 11 And, you know, the question here, you know, is
- 12 the UK has an experience that appears to be positive.
- 13 Investors do not appear to be confused by this
- 14 individual, this extra information. What do we make of
- 15 that? How should we take that into account? Anybody?
- 16 I mean, all of you. All of you. Whoever.
- MR. BELLER: I'll take a first crack at that. I
- 18 guess I have two observations. One, and I have not read
- 19 anywhere near all, but I have read a couple of the UK
- 20 reports. I think the guidance that the standard provides
- 21 is very high level, much more high level than the PCAOB
- 22 proposal.

- 1 I think that gives scope for auditors who are
- 2 trying to do what Joe suggested, to really write
- 3 customized disclosure about the most important matters.
- 4 I dare say those most important matters -- the couple of
- 5 ones I have read, those most important matters do come
- 6 down to, in many cases, critical accounting estimates and
- 7 policies that we talk about in our somewhat different
- 8 regulatory framework.
- 9 So I think the way they have gone at it is one of
- 10 the explanations for why you've gotten what I think are
- 11 pretty beneficial results.
- The second thing I would say is more cautionary,
- 13 which is I know how to run Compare Right. Every company
- 14 in America knows how to run Compare Right. I dare say
- 15 they know how to do it in the UK as well. And I do worry
- 16 that Company A will see something that Companies B, C,
- 17 D, and E and its industry have done, and they have
- 18 disclosed a little less information or they have
- 19 disclosed a little more information.
- 20 And my unfortunate -- I won't call it a
- 21 prediction because I'm not -- I don't think it's fair,
- 22 but my unfortunate concern is that over time -- and we've

- 1 seen this with risk factors in the United States, and
- 2 we've seen it with MD&A in the United States. The
- 3 tendency is towards uniformity and boilerplate and away
- 4 from customized and original disclosure.
- 5 You and I should have this conversation in three
- 6 years, and we'll see how they did. That's my --
- 7 MR. SKINNER: Could I add a couple of things?
- 8 This will -- I was very interested this morning to hear
- 9 Mr. Land's comments, and one of the interesting things
- 10 about what he said, based on the initial experience in
- 11 the UK, including his own experience, he talked about
- 12 what I had mentioned, you know, using this language of
- 13 real effects. He actually mentioned that there was
- 14 tension between management and the audit team as a result
- 15 of the new disclosures.
- 16 And, you know, to follow on what Alan just said,
- 17 I think looking at the first year's experience is
- 18 actually not going to be representative of what we see
- 19 going forward in the sense that I think going through
- 20 this process once management will learn some things about
- 21 what is going to be disclosed that they didn't think
- 22 about the first time around. And it may be very

- 1 interesting to see how this disclosure evolves in the 2 next two or three years.
- 3 The other thing about the UK model that is
- 4 different to the proposed model here, of course -- and
- 5 Mr. Land also talked about that -- was that there was a
- 6 corresponding change in the Audit Committee model of
- 7 disclosure that was paired with the auditor model that
- 8 is not going to occur here.
- 9 So in the U.S., under the current proposals,
- 10 unless something happens at the SEC or the FASB in
- 11 conjunction with this, there is going to be an expansion
- 12 of disclosure by the auditors and through the audit
- 13 report that we have not seen in the UK. And I think
- 14 that's a pretty significant difference.
- 15 MR. DOTY: Ted Mock, you had a light on?
- 16 MR. MOCK: I think actually that school is out on
- 17 many of these issues, and that is one of the
- 18 difficulties, isn't it? In the synthesis we sent to the
- 19 board, we identified research gaps basically, and there
- 20 is lots of them. But we are slowly seeing some things
- 21 happening, right? I mean, we have some experience in
- 22 France as to what -- some commentary about auditors, what

1 effects they may or may not have, basically.

- 2 As I learned this morning, what, half of the
- 3 reports in Holland now have some sort of expanded
- 4 disclosure. So we will slowly get evidence we need, but
- 5 it takes time. And eventually we will see them published
- 6 in JAR and JAE I think.
- 7 MR. DOTY: Jay Hanson?
- 8 MR. HANSON: Well, thank you all for coming, and
- 9 I want to especially thank our two esteemed professors
- 10 for all the hard work you do in shaping the young minds
- 11 that will be sitting at this table years from now giving
- 12 us their views on the projects or issues of the day, as
- 13 well as the research that you do.
- I think this is a unique opportunity to have two
- 15 professors with very different views of what their
- 16 research suggests about the need for additional
- 17 information in an audit report. With Professor Mock's
- 18 research and Professor Skinner's research and views --
- 19 kind of taking a little different view on that. And I
- 20 realize that academics, when given the chance, will
- 21 usually take up the opportunity to critique each other's
- 22 views and positions.

- And so since I've got the two of you sitting
- 2 here, and you seem to be on kind of different pages, I'd
- 3 like to hear your perspectives on each other's views and
- 4 get a little discussion going about how we reconcile your
- 5 two positions.
- 6 MR. MOCK: I should go first because Professor
- 7 Skinner commented a bit on our study. I'm not sure we
- 8 disagree so much. I think he said basically that
- 9 required disclosure has positive effects potentially.
- 10 I believe you said that basically, and so I think that's
- 11 kind of confirming of the general results that we see in
- 12 our research.
- 13 It is a tremendous challenge integrating mixed
- 14 evidence over a bunch of studies. That's for sure. But
- 15 I'm not sure -- I mean, I would agree with him that the
- 16 data often we look at in terms of surveys, these kind of
- 17 things, is not the strongest evidence you would like to
- 18 have. You'd like to have stronger evidence in different
- 19 ways.
- 20 But I think in general we have the same
- 21 conclusion. Do you agree with that?
- 22 MR. SKINNER: Pretty much. So, I mean, I would

1 make a couple of observations. One thing I think when

2 you're looking at the benefits and costs of disclosure,

3 and, you know, not just in the auditing context or even

4 in the financial reporting context, but generally there

5 is a huge literature in economics on disclosure and

6 regulation.

7 You know, it's in the law literature, in the

8 economics literature, and so, you know, I spoke to that

9 literature as opposed to specifically the accounting

10 literature. And I think one of the big problems is, it

11 is very hard to get a -- to measure costs and benefits.

12 It is basically impossible. And so, you know, one of the

13 things we sort of know theoretically -- and, you know,

14 it's pretty much got to be the case that if you put more

15 disclosure out there and increase transparency, it can't

16 be a bad thing. So there are clearly benefits. It is

17 just very hard to actually quantify those benefits.

18 So to give you an example, there is a tremendous

19 amount of research in the last 10áyears or so on the

20 benefits of IFRS adoption. And if you look around the

21 world -- and I couldn't tell you how many studies there

22 has been on this and how much discussion there has been

- 1 about it, cost of capital goes down with improved IFRS 2 reporting. But the benefits are pretty small.
- So, you know, there is going to be benefits in
- 4 terms of cost of capital, how large are those benefits
- 5 in the U.S. You know, that may be small. But the
- 6 problem is, if you ask investors, you get the problem
- 7 that I mentioned briefly which is you survey them, and,
- 8 you know, what -- if you ask someone, "Do you want more
- 9 information?" they are pretty much going to say, "Well,
- 10 yeah, I'd like more information." So I'm not sure how
- 11 much you learn about that.
- 12 And so then you've got to counterweight that
- 13 against the cost. And like I said, the real effects!
- 14 costs -- I don't know that we really understand those
- 15 very well, and that's why I'm a little cautious about
- 16 this proposal because, you know, I think we are even
- 17 seeing a little bit of evidence from the UK about, you
- 18 know, some of the dynamics between management and
- 19 auditors changing. We don't really know much about that,
- 20 so --
- MR. DOTY: Jeanette Franzel?
- 22 MS. FRANZEL: Thanks to the panel for your

- 1 insightful comments and views and research. I found this
- 2 panel very helpful and interesting.
- Alan, I want to go back to the principles that
- 4 you set forth. I find them very intriguing, and I'd be
- 5 interested in knowing more about how you developed these
- 6 principles. And then I'd be interested in hearing the
- 7 other panelists' views on these principles and where we
- 8 might be out of line perhaps, or where you see a lot of
- 9 additional work that we would need to do under some of
- 10 these.
- 11 And then, finally, I'm thinking maybe we need an
- 12 eighth principle to deal with the long-term view as we
- 13 are looking at potential changes. So your comments on
- 14 those principles would be appreciated from all the panel
- 15 members. But, Alan, if you wouldn't mind starting off
- 16 by letting us know, how did you develop these principles,
- 17 or where did they come from?
- 18 MR. BELLER: Oh sorry. This is the audit as a
- 19 means to an end principle or --
- MS. FRANZEL: This is on page 5 of the written
- 21 statement that I've gotten from you.
- 22 MR. BELLER: Ah, okay. Hang on. Let me -- I

- 1 won't say they come -- I think -- I can't tell you that
- 2 I've surveyed the academic literature and derived them.
- 3 There are no sources for these. These are -- if you
- 4 start with my kind of first principle, which is what we
- 5 should be striving to do here, including with the changes
- 6 to the auditor reporting model, is to enhance audit
- 7 quality and to enhance investor understanding of what
- 8 financial -- of what is being said in financial
- 9 reporting.
- These are for me the things that kind of fall out
- 11 of that -- that fall out of that concept. And certainly
- 12 the first five are -- or the first six are, but the
- 13 second -- the seventh is really just cost -- benefits
- 14 should exceed cost -- that's a truism, a
- 15 difficult-to-apply truism, as Professor Skinner has
- 16 pointed out, but a truism nonetheless.
- I think the other six really are subsets of the
- 18 -- we should be trying to improve financial reporting.
- 19 We should be trying to enhance investor understanding.
- 20 You know, to repeat myself, my concern about the CAM
- 21 proposal is I think there is a more direct way to get to
- 22 a better place. And I think -- I don't think that

- 1 issuers should be the source of disclosure and auditors
- 2 should be the source of attestation is a -- is something
- 3 written on a stone tablet somewhere. I think if you
- 4 depart from that principle, you risk confusion. And that
- 5 is the reason I view that as a kind of guiding principle.
- 6 I don't think it has any -- it doesn't have any value
- 7 standing there by itself. It is because of the
- 8 consequences of it that I am concerned about it.
- 9 MR. DOTY: One of the problems -- Jeanette, am I
- 10 clear? One of the problems I have --
- 11 MS. FRANZEL: I wanted to see if any of the other
- 12 panelists wanted to comment as well on the principles.
- MR. DOTY: Joe, do you want to hit it first?
- MR. UCUZOGLU: Sure. Many have observed that one
- 15 of the overriding principles here ought to be that
- 16 management is the source of original information. And
- 17 often the conversation ends there, and we don't go the
- 18 next layer down with respect to original information
- 19 about what. If it's original information about the
- 20 company's accounting policies, and original information
- 21 about the company's controls, management ought to be the
- 22 source of that original information.

- 1 But if it's the original information about the
- 2 audit that was performed, the auditor may well
- 3 appropriately be the source of that original information.
- 4 And so the auditor shouldn't be introducing wholly new
- 5 topics that don't fit within the various categories of
- 6 what management has already disclosed.
- 7 But there is clearly an interest from investors
- 8 to understand how the auditor went about approaching the
- 9 task, scoping the audit, where they focused, what kept
- 10 them up at night. And if that's the kind of original
- 11 information we are talking about, it ought to come from
- 12 the auditor.
- 13 The one other area that I would touch on -- and
- 14 it has been hinted at throughout the morning -- is this
- 15 subject of materiality. And it is not currently part of
- 16 the proposal that was put out. But we're of the view
- 17 that there would be a benefit along the lines of helping
- 18 users understand how the auditor went about approaching
- 19 the audit for the auditor to disclose materiality.
- 20 MR. DOTY: Brian, your flag is up.
- MR. CROTEAU: Thank you very much. Joe, I think
- 22 you might have just started to answer the question I was

1 going to ask you, but I just wanted to be clear. When

2 you described the CAMs maybe need relatively minor

3 modification relative to the way they have been teed up

4 in the proposal, I just wanted to be sure I understood,

5 when you're talking about things like a going -- an

6 ongoing concern or a material weakness or a disclosure

7 that is otherwise not required, you would in some way

8 scope those out or rewrite the definition of CAM to

9 exclude those, is what I think I understand you to be

10 saying. But I just wanted to be sure of that, because

11 if that's the case I think some might think of that as

12 more than a minor change, but I just want to be sure

13 we're clear.

MR. UCUZOGLU: So if we took them one by one,

15 with respect to the possibility of the auditor touching

16 upon going concern, I actually think the likelihood of

17 the auditor venturing into territory that management

18 hasn't covered would be mitigated if the FASB -- when it

19 moves forward with its work on going concern.

20 With respect to the possibility of the auditor

21 touching upon a control weakness that was less severe

22 than a material weakness, that would be the auditor

- 1 venturing into an area of management's controls that the
- 2 securities laws currently don't require management to
- 3 disclose. And so one can have a debate about whether
- 4 that is information that should or shouldn't be in the
- 5 public domain, but that debate ought to take place in the
- 6 confines of disclosure requirements imposed upon issuers.
- 7 So I would scope out a requirement for the auditor to
- 8 mention a controlled deficiency less severe than a
- 9 material weakness.
- 10 MR. DOTY: Marty, your flag is up.
- 11 MR. BAUMANN: Thank you. I have a question for
- 12 Professor Mock and Joe Ucuzoqlu. Both Alan Beller and
- 13 Professor Skinner have suggested a solution to improving
- 14 the auditor reporting model via the auditor reporting on
- 15 critical accounting estimates.
- 16 So there's a number of issues there potentially,
- 17 aside from maybe suitable objective criteria upon which
- 18 auditors could report on CAE.
- 19 I quess the question I have for you, Professor
- 20 Mock, and for you, Joe, based upon your outreach and your
- 21 research, which included that users want more information
- 22 from the auditor on risk, materiality, and other

- 1 information surrounding the audit, do you think that
- 2 would meet investors' needs in any way, the additional
- 3 reporting on critical accounting methods? And that is
- 4 for Joe and Professor Mock.
- 5 MR. MOCK: I think the research would support
- 6 that, but there is nothing -- there are very few specific
- 7 studies that look at those particular issues. So the
- 8 general conclusion was, yes, it would probably be viewed
- 9 positively. Now whether it would be -- affect decisions,
- 10 affect behavior, these kind of things are basically
- 11 unanswered.
- 12 MR. UCUZOGLU: I think there are two broad
- 13 objectives that the PCAOB proposals are trying to
- 14 accomplish, one of which is, you know, captured in the
- 15 form of reporting critical audit matters, giving users
- 16 a better understanding of where the auditor assessed
- 17 there to be risk; and, second, to have the auditor say
- 18 something about what they did with respect to other
- 19 information.
- I would actually view the auditor making a
- 21 statement about the propriety of management's disclosures
- 22 in the area of critical accounting policies and estimates

1 as being perhaps more responsive and relevant to the

2 second of those objectives -- the auditor reporting on

3 other information -- than the first.

4 And there is clearly some level of crossover.

5 But as we work through how to come up with a subset of

6 information outside the financial statements that is both

7 within the competence of the auditor and has a close

8 nexus to the audit that was performed, that critical

9 accounting policy disclosure is a rich source that

10 potentially lends itself to some direct targeted form of

11 auditor reporting.

MR. DOTY: One of the problems which I have as an

13 aging securities lawyer holding a job for which I am not

14 qualified and get no -- is to try to get below, to get

15 beneath the objections that we hear in these meetings to

16 determine how serious do they go. I mean, we have heard

17 the words pernicious and undermines and -- there have

18 been a lot of the adjectival -- the usual adjectival

19 advocacy that comes with strong opinions from strong

20 minds.

21 So mindful of that, I am trying to be sure that

22 I understand what people whom I consider to be my mentors

1 mean. And I start with Alan Beller as one whom I
2 consider to be my mentor.

And going back to your advice to the co-chairmen 4 of ACAP, Alan, I do not understand your position to be 5 that we can't have -- that we, at our peril, disclose

Going to Joe Ucuzoglu's comments, and picking up 8 on your concern about risk factors and MD&A, there is 9 nothing statutorily that keeps the auditor from saying 10 more than they now say, transgressing this line of what 11 is said by management and commented on by manager, and 12 it makes me wonder, where would we be if we had not begun 13 with risk factors and MD&A.

There has been some boilerplate that has vexed

15 all of us, but I don't think you're saying that your

16 proposal or your alternative formulation keeps the

17 auditor out entirely of the area of saying something new.

18 MR. BELLER: I guess a couple of thoughts. One,

19 I think if the auditor and the -- with respect to the

20 specific proposal about critical accounting policies and

21 estimates, I think if the auditor and the Audit Committee

22 have the kind of conversation that I am used to having

6 anything new.

- 1 with an auditor as a member of an Audit Committee what
- 2 you would ideally get is better critical accounting
- 3 policy and estimate disclosure by preparers and some sort
- 4 of affirmative statement by auditors as to the -- it's
- 5 all there. They have identified all of them, and they
- 6 have described them correctly.
- Just to be clear with what Joe said, I don't
- 8 think of this as just another -- as part of the other
- 9 information standard. I think it is -- I think auditors
- 10 do enough work around critical accounting policies and
- 11 estimates that it is fair to ask auditors to -- I'm not
- 12 the standard setter, but you can -- you can develop a
- 13 standard that would support an affirmative statement.
- 14 Maybe it's a statement of negative assurance, but some
- 15 kind of affirmative statement around critical accounting
- 16 policies and estimates.
- 17 So that would not lead to -- unless the issuer
- 18 said, (No, I'm not going to do that, and the auditor
- 19 says, (I have to do that, then it goes in the audit
- 20 report.
- 21 With respect to CAMs, beyond that, I quess two
- 22 thoughts for you. One, I really do think if you get the

- 1 critical accounting policies and estimates right -- and
- 2 I'm not sure they're right in the current disclosure
- 3 regime. I don't think -- too much of it looks like
- 4 Footnote 1 or Note 1 to the financial statements as
- 5 opposed to what it should be.
- But the answer to the question, what keeps the
- 7 auditor awake at night ought to be in that list of
- 8 critical accounting policies and estimates. It shouldn't
- 9 be, "Oh, my goodness, I had to spend 60 more hours than
- 10 I expected I would auditing the cash reconciliation of
- 11 the intercompany accounts." And I'm honestly not sure
- 12 that that is not a CAM under your current definition.
- 13 So that's one thought.
- Our comment letters have said this, my written
- 15 presentation said it, the oral one did not -- if you're
- 16 going to go the way of the auditor talking about the
- 17 audit, one, Joe and I agree -- and I use the significant
- 18 deficiency example just because it's so glaring to me,
- 19 but it's not obviously the only issue. There shouldn't
- 20 be auditor disclosure about issuer matters.
- 21 Secondly, there has to be -- in my view, there
- 22 should be a much more powerful materiality filter than

- 1 there is in the proposal to get to the stuff that really
- 2 is important. And the final point I would make because,
- 3 I'm sorry, but the UK idea of materiality is \$500\(amillion\)
- 4 or 500 million pounds.
- I understand that that is the way auditors begin
- 6 their analysis, but I'll also tell you when I sat at
- 7 Corpfin -- and I'm sure the SEC folks here today would
- 8 agree -- the SEC is never and should never sign off on
- 9 a quantitative materiality standard. You go down a very
- 10 slippery slope if you start talking about, well,
- 11 materiality for this company is \$300ámillion, because
- 12 SAB-99 tells us correctly that that's not the way to
- 13 think about it.
- 14 MR. DOTY: Mr. Kroeker? Sir?
- 15 MR. KROEKER: Thank you. I had a followup, Alan,
- 16 and Professor Skinner perhaps as well, on the critical
- 17 accounting policies and estimates. It occurs to me that
- 18 is certainly one area where there is a big -- a potential
- 19 for overlap with what we do at the FASB.
- 20 And to be clear, the first piece of this -- I'm
- 21 speaking only on my own behalf. I'm not representing the
- 22 Board in this view. But it does intrigue me as to

1 whether that means we ought to be thinking about perhaps

2 folding critical accounting policies and estimates into

3 a financial statement footnote requirement, which would

4 then, by that very nature, require auditor direct

5 association. They already have certainly association

6 with those in the context of you need to know what those

7 are in order to do your audit. But if you pulled that

8 into direct obligations that we impose through GAAP

9 standards, would that -- I guess what would be the pros

10 and the cons of that? Would that address the auditor

11 association?

And also perhaps might address, Alan, your issue

13 of it looks today like Footnote 1, and maybe we could get

14 rid of redundancy and focus those on what they are

15 supposed to be focusing on.

16 MR. SKINNER: Yes. I mean, I would agree. I

17 think that would be very helpful because my impression,

18 similar to Alan's, is that that initial footnote, as it

19 currently stands, is not very helpful. And I think the

20 point I was generally trying to make was that having some

21 form of consistency about what the issuer's disclosure

22 requirements are, including the accounting standards and

- 1 what the auditor was reporting on, having those things
- 2 meshed together I think is pretty important. And, I
- 3 mean, the UK example, we are seeing that in a different
- 4 form, but we are seeing that same thing.
- 5 The thing that concerns me a little bit about the
- 6 U.S. proposal right now is that the auditors, you know,
- 7 in some situations I think would go beyond what the
- 8 issuer is currently required to disclose, whether it's
- 9 through the FASB or the SEC regulations. And that is --
- 10 we just don't know what that is going to do.
- MR. DOTY: I have one more question, but I want
- 12 to be sure my colleagues have a chance. Jay, do you have
- 13 --
- MR. HANSON: Yes, I've got one for Alan and one
- 15 for Joe. So, Alan, you were heavily associated with
- 16 ACAP, sat there during all of the discussions. And I
- 17 thought it was interesting this morning on the panel, the
- 18 opening panel, that most of the members here supported
- 19 what we're doing relative to CAMs and the proposal, and,
- 20 obviously, several wanted to go further than what we've
- 21 done. And yet you're kind of in a different space than
- 22 they are about this, and just your thoughts about not --

- 1 I know you can't speak for other ACAP members, but just
- 2 your thoughts about maybe why you're in a different place
- 3 than some of the others are.
- 4 And before you answer, I'll just give Joe a
- 5 question to think about, which is if you can just talk
- 6 a little bit more about the field testing that you've
- 7 done and maybe some of the discussions you have had with
- 8 management and audit committees about the proposal,
- 9 because we have more than 200 comment letters from
- 10 preparers saying we don't like this, and you've probably
- 11 had discussions with about 25 percent of those people
- 12 that sent us comment letters, and just your thoughts and
- 13 discussions that you had with the preparers about your
- 14 views versus their views being against it.
- 15 So I'll turn to Alan.
- 16 MR. BELLER: I heard the back end of that panel.
- 17 So I think perhaps the principal reason I'm coming out
- 18 at a -- and I'm not sure it's a hugely different place,
- 19 because some of what Jeff Mahoney said sounds a little
- 20 bit like what I was saying in terms of focusing on the
- 21 critical stuff and the policies and estimates and not
- 22 into the weeds of the audit.

I challenge the notion. I guess I have principally two answers for you. One, I challenge the notion that the details of the audit process are what --4 and, look, I'm not going to say investors shouldn't have what they think they want, because they're the investors and -- but the details of the audit process just strike me as much less important in terms of both of my objectives of enhancing understanding and making the audit better than some of the things I have been talking about.

The second reason is I think just your experience

12 -- my experiences formed me. I spent a lot of time with

13 the preparer community. I spent a lot of time with audit

14 committees. And I -- you know, I can't deny the fact

15 that I come with a little bit of that perspective. And

16 I think that probably somewhat shapes my views.

I honestly have not spoken to -- and I have talked to a fair number of preparers. I'd love to hear what Joe is going to say, because I haven't talked to a single preparer who is really enthusiastic about this.

21 I am more enthusiastic about it than they are.

22 MR. DOTY: Lewis?

1 MR. UCUZOGLU: Well, you have found more

2 preparers who are enthusiastic about this than I have.

3 You had asked, Jay, about some of our experiences during

4 the field testing process. I would say that the number

5 one concern that has been articulated really relates to

6 this possibility of the auditor disclosing original

7 information about the company's financial accounting and

8 controls.

9 And the subset of that broader set of concerns

10 that is most often raised is this issue of the auditor

11 disclosing a significant deficiency that management

12 wasn't otherwise required to disclose. I suspect if the

13 proposal were modified in such a way to alleviate that

14 outcome that it would take a lot of noise out of the

15 system. There have also been concerns raised about

16 issues such as timing and the crunch to get the report

17 out, concerns around or the effect on the dynamic in the

18 board room with respect to auditor -- Audit Committee

19 communications.

But, frankly, one can come up with a long list of

21 the risks of doing something and moving forward. What

22 I'm equally focused on is the risk of not doing

1 something. And I was struck by sort of one particular

2 piece of Professor Mock's research; 91 percent of users

3 of audit reports don't read it.

4 So if you're sitting in my shoes, and 91 percent

5 of your customers don't read your basic product, what is

6 the risk to the viability and relevance of the profession

7 of not evolving to meet the information needs of

8 investors? And that ought to be every bit as much front

9 in mind as the risks which I believe are manageable of

10 crafting the proposal in such a way that it can be moved

11 forward.

12 MR. DOTY: Lewis?

13 MR. FERGUSON: I quess the question I have grows

14 out of some of the discussion here, and particularly the

15 assumption that there seems to be that the proposal that

16 Alan had and Professor Skinner had that instead of our

17 proposal on CAMs that what the auditor do -- should do

18 is really comment on whether the critical accounting

19 policies are the right ones and whether the information

20 about them is correctly stated.

21 It seems to me in many ways they are quite

22 different approaches in certain cases. They wouldn't

- 1 necessarily always be, and that's what I want to get to.
- 2 But they are different approaches in the sense that we
- 3 are asking the auditor to speak originally, but not about
- 4 -- we are just asking the auditor to speak originally
- 5 about what the auditor did, as Joe said. What did he do
- 6 in the audit? And what were the critical matters?
- 7 And those may or may not intersect with the
- 8 critical accounting policies. And it seems to me that
- 9 we have at least come -- or at least I have come to
- 10 believe, in listening to investors, that investors would
- 11 like to hear about what the auditor did.
- 12 I mean, what I thought was interesting about the
- 13 discussion about Footnote 1 is it strikes me that if the
- 14 company is in fact adequately disclosing the critical
- 15 accounting policies, in fact the auditor may do nothing
- 16 but look at critical accounting policies. I mean, is
- 17 that a fair statement? Does that reconcile things or
- 18 not? Or are we in fact talking about two really quite
- 19 different approaches here?
- MR. BELLER: I think we are talking about two
- 21 different approaches. I'm not sure they are completely
- 22 different. I think they are related. And it goes back

- 1 to the question that we sometimes use to frame what we
- 2 are trying to get to here, which is, what keeps the
- 3 auditor awake at night?
- 4 And as a lawyer who thinks about financial
- 5 reporting and financial statements and financial
- 6 disclosure, and talks a fair amount to auditors, I think
- 7 what keeps auditors awake at night is principally, I blew
- 8 the audit and the numbers are wrong.
- 9 And, you know, the individual items of that
- 10 question really should be -- and if they're not, issuers
- 11 and auditors are not doing their jobs currently -- should
- 12 be what is listed in critical accounting policies and
- 13 estimates. Those are the things that are the likely
- 14 items that will lead to a blown audit.
- And if I'm an investor, that is what I really
- 16 want to know the most. I take the point that investors
- 17 want to know how auditors conduct the audit and what they
- 18 scoped out, and that is a different point. But it is not
- 19 a completely unrelated point to my vision of what keeps
- 20 auditors awake at night. And I think you've got to kind
- 21 of think about the two of them together.
- 22 MR. DOTY: Joe? Steve? Is there another

- 1 comment? Sorry. Sorry, Doug.
- MR. SKINNER: I just had one simple observation.
- 3 Having read a number of the examples we now have from the
- 4 UK, a lot of them actually do look quite similar to the
- 5 critical accounting policies. I mean, if you look at the
- 6 -- I've read the HSBC audit report that came out a few
- 7 weeks ago, the Rolls Royce one. Some of the things are
- 8 very similar, and the informative part is of course what
- 9 the auditors did about this.
- 10 So I think there could be a fair bit of overlap
- 11 between potential CAMs and what we are seeing in the UK.
- 12 MR. DOTY: Steve?
- 13 MR. HARRIS: I think I take the Sir Tweedie view
- 14 that was expressed this morning about original
- 15 information, I think, Alan, which is somewhat at odds
- 16 with yours, and in terms of keeping the auditor awake at
- 17 night, and more in lines of what, Joe, you were
- 18 articulating. And nobody did more work on Sarbanes-Oxley
- 19 and promoting the rules and regulations in a timely
- 20 fashion or a more brilliant job than you did.
- 21 But I read Section 101 as giving the PCAOB
- 22 considerable authority in this area and considerable

1 liberal authority in terms of information provided by the

2 auditor to the user, or in this case the investor. I

3 mean, 101 says -- which defines the mission (to protect

4 the interests of investors in the preparation of

5 informative audit reports.

And so what informative audit reports? I think

7 what I'm hearing from users or investors is it goes a

8 little bit beyond enhancing investor understanding of

9 financial reporting. So I think there is a disconnect,

10 and I think that to the extent that we can either bridge

11 that disconnect, I think that it's important that we

12 continue to focus on it, because I think once again there

13 is the expectation gap in terms of what is expected from

14 the audit report.

And then I'd just ask the question, in terms of

16 your analysis and your testimony, which once again I

17 thought was typically excellent, you focus a lot on the

18 Treadway Report. But I'm wondering, what is your

19 original statutory authority with respect to supporting

20 your view about the auditor not providing original

21 information about the company, putting aside whether we

22 should or we shouldn't? Is there any statutory authority

1 along those lines, or is it just -- is it the --

MR. BELLER: I don't think -- I don't think this
is -- let me be absolutely clear. I don't think this is
a question of authority. I think 101 gives you the
authority to make and adopt the proposal that you've
made. I think the question is whether there is a better
idea, but it's not -- do not misread me as saying you
don't have the authority to do it. I don't think that's
an issue. There may be others who disagree with me, but

11 MR. HARRIS: And then, how do you both -- we have 12 asked this question of all the witnesses. How do you 13 avoid the creeping boilerplate? And what do you put in 14 the audit report? And what do you put in an appendix? 15 MR. UCUZOGLU: I will start, Steve. You know, 16 this idea of an appendix has been raised at various 17 times. And it is at least worthwhile to consider whether 18 there is some important baseline information that doesn't 19 change over time from year to year, and that folks ought 20 to have access to sort of go back and refresh the basic 21 confines of an audit, but that essentially clutters up 22 the report and has the potential to obscure the really

10 I don't think that's an issue.

- 1 important stuff that does change from year to year.
- 2 And so I wouldn't necessarily be averse to at
- 3 least exploring the idea of some basic information about
- 4 sort of, what is an audit, in an easily retrievable form
- 5 or linked to a report. It is worth exploring.
- 6 With respect to the issue of boilerplate, there
- 7 are a host of reasons that we are all well aware of as
- 8 to why pressures might exist to move in that direction.
- 9 But I actually believe that the most powerful tool that
- 10 you have within your disposal is to make clear in the
- 11 standard that some form of standardized, you know, I
- 12 pulled this off the shelf for this industry -- you know,
- 13 while it might serve as a quidepost in terms of you ought
- 14 to think about these particular matters, and here is some
- 15 of the types of information that might be relevant, that
- 16 at the end of the day it ought to be a tailored
- 17 communication and that you mandate that through the
- 18 standard, which would, again, sort of put the auditor in
- 19 a position of meeting the professional standard that we
- 20 are required to tailor something specific to the
- 21 circumstances of the engagement.
- MR. DOTY: Jeanette, you have a parting shot

1 coming.

- 2 MS. FRANZEL: I'm struck a little bit by the
- 3 hints of cynicism among the panel that the various
- 4 players in the system will take this requirement and do
- 5 the wrong thing with it. You know, they will quickly
- 6 turn it into boilerplate. You know, auditors will stop
- 7 communicating with audit committees, and management and
- 8 auditor communications will be chilled.
- And so I want to explore a little bit, because I
- 10 think, Doug, you raised the issue about management and
- 11 auditor communications and how that could deteriorate
- 12 potentially with this type of a requirement. Alan, I
- 13 think you raised the same concern. And, Joe, you thought
- 14 that this is a manageable risk, so I'd like to hear all
- 15 of your comments on that issue.
- 16 MR. SKINNER: Yes. I mean, I was just raising
- 17 the general economic principle, which I think is pretty
- 18 well established that whenever you change the disclosure
- 19 regime, the mandated disclosure regime, whoever is
- 20 subject to that disclosure are going to change their
- 21 actions in some fashion. And I think, you know, it is
- 22 likely this will happen.

- 1 Now, some people talked this morning about this
- 2 happening in a positive way, that the auditors and the
- 3 management had a more energetic discussion. So it may
- 4 be a positive change rather than a negative change.
- But, I mean, I don't think there is any doubt
- 6 that, you know, some of -- the proposal, when you read
- 7 it, says at some places things like, (Well, what the
- 8 auditors are doing right now won't change. All we're
- 9 doing is we are making that information available.
- 10 I think that is not the case. I think as soon as
- 11 you disclose something you then are going to change
- 12 economic behavior. And I think what I don't know and
- 13 what is very hard to predict is how exactly that will
- 14 change.
- MR. DOTY: It has been a terrific panel. Ah, 50
- 16 seconds, Alan.
- 17 MR. BELLER: Sorry?
- 18 MR. DOTY: Fifty seconds.
- 19 MR. BELLER: Okay. Jeanette, the cynicism, to
- 20 the extent you are detecting it, comes out of thirty-plus
- 21 years of experience. And it's not unique to your
- 22 proposal. The MD&A suffers from this problem. Note 1

- 1 suffers from this problem. Critical accounting policies
- 2 and estimates suffer from this problem.
- One thought I have is I think -- I mean, when I
- 4 was at Corpfin, we -- comment letters, stop writing
- 5 boilerplate. It's a long, slow struggle. One thing,
- 6 aspirationally, I would suggest, not just what Joe was
- 7 talking about but all three agencies take an initiative
- 8 to try to encourage preparers, auditors, to do a better
- 9 job of that kind of -- of that kind of disclosure.
- 10 On the cynicism about audit committees -- the red
- 11 light is on, so I'm not going to say anything.
- MR. DOTY: Eternal vigilance.
- This has been an extraordinary panel. You all
- 14 have made a great contribution to the dialogue. Thank
- 15 you.
- I am going to introduce the new panelists as you
- 17 all vacate and as they come to the rostrum. We are on
- 18 time and we are going to stay on time, but thank you all.
- 19 This has been wonderful.
- This panel -- we have -- we are now going to
- 21 focus on -- this was a panel that showed the range of
- 22 perspectives on this proposal. We are now going to talk

- 1 about critical audit matters related to the audits of
- 2 large companies, and we have an extraordinary panel.
- 3 Ann Cavanaugh has been a Managing Director and a
- 4 global head of accounting policy at BlackRock since
- 5 December 2011. She is a member of BlackRock's New
- 6 Products Review Committee, which analyzes and approves
- 7 new products offered to clients, and their Global
- 8 Valuation Committee.
- 9 She is involved in the firm's project to assess
- 10 IFRS implementation and is one of 35 women selected to
- 11 participate in BlackRock's inaugural Global Women's
- 12 Leadership Program. She served as the Director of
- 13 Accounting Policy at BlackRock from July 2008 until
- 14 December 2011. She previously served as the Director of
- 15 Accounting Policy at Merrill Lynch from October '85 --
- 16 '95 until July 2008.
- 17 Wallace Cooney is Vice President of Finance and
- 18 Chief Accounting Officer of Graham Holdings Company,
- 19 where he is responsible for accounting, internal and
- 20 external financial reporting, consolidated budgeting and
- 21 forecasting and income taxes.
- 22 Previously, he was Director of Consolidation

- 1 Accounting and Financial Reporting at Gannet, where he
- 2 directed internal and external financial reporting, and
- 3 before joining Gannet he was an auditor at
- 4 PriceWaterhouse.
- 5 He serves on the Committee on Corporate Reporting
- 6 of Financial Executives International, a current member
- 7 of our standing advisory group. And it is always good
- 8 to see Wallace here.
- 9 Kevin Reilly, America's Vice Chair, Professional
- 10 Practice and Risk Management, Ernst & Young. He is
- 11 responsible for the national office accounting, auditing,
- 12 and U.S. Securities and Exchange Commission reporting
- 13 functions. He oversees the quality and the risk
- 14 management activities of the firm's assurance practice.
- 15 He has been with the firm for more than 30 years during
- 16 which he served as a coordinating partner for major
- 17 clients and the media and entertainment sector and for
- 18 financial services, private equity industries.
- 19 He previously served on FASB's Financial
- 20 Accounting Standards Advisory Council, a current member
- 21 of the PCAOB's standing advisory group.
- 22 Aulana Peters, a former partner of the law firm

- 1 of Gibson, Dunn & Crutcher from '84 to '88, a
- 2 Commissioner of the SEC from 2001 to 2002. She was a
- 3 member of the Public Oversight Board of the AICPA. She
- 4 has also served as a member of the FASB's Steering
- 5 Committee for its financial reporting project and is a
- 6 member of the Public Oversight Board's Panel on Audit
- 7 Effectiveness.
- 8 She serves also on the Comptroller General's
- 9 Accountability Advisory Council and the Board of Trustees
- 10 of the Mayo Clinic, a director of Northrop Grumman, 3M,
- 11 and Deere & Company. And she also served on the board
- 12 of Merrill Lynch during the past five years.
- 13 A panel extraordinarily well qualified to talk
- 14 about this in terms of the impact on major companies.
- 15 Ann, would you please proceed? Thank you.
- 16 MS. CAVANAUGH: So thank you for the opportunity
- 17 to be here today and share BlackRock's views regarding
- 18 the proposed changes to the auditor's reporting model.
- 19 For most of you -- I'm going to assume they
- 20 already know -- BlackRock is a global investment manager,
- 21 overseeing approximately \$4.3 trillion of assets under
- 22 management at year-end 2013. BlackRock, together with

- 1 its subsidiaries, manage approximately 3,400 investment
- 2 vehicles, including registered investment companies,
- 3 hedge funds, exchange traded funds, collective trusts,
- 4 as well as separate accounts.
- As an investment manager, we are in the unique
- 6 position to provide commentary on the proposal from
- 7 several different perspectives. One, that of a corporate
- 8 preparer; two, that of an investment fund preparer; and,
- 9 three, as a user. For purposes of my remarks today, my
- 10 response primarily will reflect those of our research
- 11 analysts as users of both financial statements and
- 12 auditor opinions.
- 13 So overall we commend the PCAOB for undertaking
- 14 a project to enhance auditor communications and provide
- 15 information useful to users of financial statements.
- 16 Overall, we support the concept of communicating critical
- 17 audit matters and believe that much of the framework will
- 18 provide useful information.
- 19 As users of financial statements, our analysts
- 20 have expressed that they find value in identifying
- 21 critical audit matters, particularly matters resulting
- 22 from changes in principles or in areas that involve

- 1 significant judgments, which therefore may require
- 2 further analysis and discussion with management in order
- 3 to be properly understood and reflected in their analyst
- 4 models.
- 5 The additional information provided will be
- 6 particularly useful to our analysts to the extent that
- 7 it provides a better understanding of financial risks,
- 8 including future cash flows of a company.
- 9 We are concerned, however, that some investors
- 10 may misinterpret the communication of a critical audit
- 11 matter as indicative of an issue with respect to the
- 12 quality of financial statements. And, as a result, we
- 13 would suggest additional language be added to the
- 14 auditor's report to explain that critical audit matters
- 15 are not necessarily indicative of a financial statement
- 16 deficiency.
- We wish to emphasize that certain entities, such
- 18 as 1940 Act investment companies, have inherently less
- 19 complex business models than traditional operating
- 20 companies, and, therefore, may not warrant disclosure of
- 21 critical audit matters.
- Because mutual funds assets are primarily

1 invested in securities, it is likely that the only fair

2 valuation of investments would be deemed a critical audit

3 matter. Given the extensive disclosures that are already

4 required under the FASB's Accounting Standards

5 Codification 820, we recommend clarifying that routine

6 audit procedures, such as testing Levelá1 and Level 2

7 fair valuation inputs would not be deemed critical audit

8 matters, absent significant judgments therewith.

Accordingly, we would suggest there should be a

10 rebuttable presumption that the auditor's report on most

11 investment companies state that there are no critical

12 audit matters to communicate.

From a preparer's perspective, we do believe

14 there will be additional time and expense associated with

15 interacting with and providing information to auditors

16 in connection with the required assessments and reporting

17 of critical audit matters and their documentation of such

18 matters.

19 We do not believe that the auditor should be

20 required to document why all other possible critical

21 audit matters were not included as critical audit matters

22 in the auditor's report.

We continue to recommend that the description of critical audit matters in the auditor's report exclude audit procedures performed or an indication of the resolution. In order for the auditor to convey the context around such matters, it may be necessary to include expansive details that could overwhelm the auditor's report.

Additionally, inclusion of such information may lead a user to believe that the auditor is expressing a piecemeal opinion on individual matters, and any given -- and any audit procedures enumerated may be taken out of context or misunderstood, given their necessarily abbreviated descriptions.

Furthermore, we are concerned it may be difficult to succinctly convey the nature of an audit procedure in a manner that qualifies -- I'm sorry, in a manner that provides users with an understanding of the full scope of these procedures and the quantitative and qualitative factors that went into reaching their decision.

We recommend that the Board clarify that lighting audit procedures should be infrequent. However, if included, only those most significant

1 procedures should be identified and then only when it is

2 important to understanding why the matter was identified

3 as a critical audit matter.

With regard to the auditor's responsibilities for

5 other information, BlackRock supports including a

6 statement clarifying the auditor's responsibility for

7 other information and documents containing financial

8 statements. We do not, however, support changing the

9 auditor's responsibility for other information to

10 evaluate such information versus the current requirement

11 to consider the information.

We believe that the scope of the audit procedures

13 involved in evaluating the material inconsistency and

14 material misstatement of fact criteria should be related

15 solely to financial information included in the filing,

16 such as MD&A and exhibits, and should not extend to

17 documents incorporated by reference, some of which may

18 have been superseded, and should not extend to other

19 non-financial information.

Such procedures are not routinely performed today

21 on documents incorporated by reference, contrary to the

22 statements that were included in the proposal which

1 states that the Board believes, in practice, some

2 auditors currently perform procedures related to other

3 information similar to procedures in the proposed other

4 information standard.

5 However, if procedures are applied to other

6 non-financial information, these criteria may require

7 significant judgments given the complexity of many

8 corporate agreements. We do not believe that the costs

9 associated with such procedures, including preparation

10 of related audit documentation, would justify the benefit

11 received.

Many analysts and users of financial statements

13 already assume that MD&A and exhibits are read by the

14 auditors for consistency with the financial statements.

15 And, therefore, we believe that reporting on those

16 procedures performed would clarify the auditor's role and

17 responsibility.

In closing, we support the Board's efforts for

19 increased transparency and providing additional useful

20 information to users of financial statements. As users

21 of financial statements and auditors' reports, our

22 analysts have stated that succinct disclosure of critical

- 1 audit matters in the report is a step forward toward 2 accomplishing that goal.
- We encourage the PCAOB to work together with the
- 4 IAASB to standardize, to the extent possible, the form
- 5 and content of the auditor's reports in order to increase
- 6 comparability and ease of use for users who may be
- 7 readers of reports subject to both sets of standards.
- 8 Thank you for your time and attention to this 9 matter.
- 10 MR. DOTY: Thank you.
- 11 Wallace Cooney?

14 on the panel.

- MR. COONEY: Good afternoon. Thank you for last hosting the public meeting and inviting me to participate
- 15 years now, and I commend the Board for all the outreach

This project has been underway for many

- 16 that has been undertaken during this time. The Board has
- 17 shown great interest in hearing from all interested
- 18 parties on this topic over a long period of time.
- 19 Management has a very distinct role, so I will
- 20 offer my observations on the proposed reporting of CAMs
- 21 from a financial statement preparer perspective. I
- 22 believe that my observations are shared by many in the

1 preparer community.

- On several occasions, the Board has pointed out
- 3 that the auditor's report has changed very little since
- 4 the forties. Just from a personal standpoint, I don't
- 5 really see it that way, since the opinion was expanded
- 6 in 2004 to include a report on the internal control over
- 7 financial reporting. And from a preparer's standpoint,
- 8 that was a huge change, a major overhaul, that
- 9 fundamentally expanded and changed the financial
- 10 reporting process and the audit process. At many
- 11 companies, audit fees doubled or tripled as a result of
- 12 this new requirement.
- 13 My hope is that the Board will consider the
- 14 implementation problems with ASá2 as they deliberate on
- 15 the best approach for this project.
- Another point I'd like to make is from a preparer
- 17 perspective, receiving a clean opinion is a major
- 18 accomplishment each and every year. A lot of effort is
- 19 undertaken by management and auditors. It is substantial
- 20 and costly from the more routine and material components
- 21 to highly subjective, judgmental, and complex areas.
- 22 A clean opinion comes at the end of a very

- 1 comprehensive and robust audit process and only once all
- 2 important matters are resolved and many, many questions
- 3 are answered and lots of dialogue and supporting
- 4 documentation and discussion. And at the end of the day,
- 5 the auditors need to be fully satisfied in terms of
- 6 resolving all of those issues. So I believe a clean
- 7 opinion should mean a lot to investors.
- 8 With respect to CAMs, overall, I have concerns
- 9 about the proposal as drafted. The examples, quite
- 10 frankly, are more troubling than some of the concepts.
- 11 And so I believe it's imperative that the Board lead a
- 12 comprehensive field test to assess whether the proposal
- 13 will produce the information that investors are seeking
- 14 at an acceptable cost.
- With respect to the proposal, it does not include
- 16 an AD&A, which was of great concern to the preparer
- 17 community. The CAM approach, however, does have some
- 18 elements that we have similar concerns with as follows.
- 19 My primary concern relates to preserving and not
- 20 confusing the distinct roles of management, auditors, and
- 21 Audit Committee.
- Management is responsible for financial statement

- 1 preparation and the footnotes and ensuring full
- 2 disclosure of important qualitative and quantitative
- 3 financial information, including the MD&A. Open
- 4 communication between auditors, management, and the Audit
- 5 Committee is vital to this process.
- The proposal, in certain cases, could require
- 7 auditors to be the original source of new information as
- 8 well as highlighting potentially items that aren't
- 9 particularly important.
- The audit report, in my view, should not be used
- 11 as a vehicle to communicate new information. This will
- 12 serve to inhibit a healthy and well-functioning financial
- 13 reporting process. And if there are shortcomings in the
- 14 financial reporting model currently, the FASB or the SEC
- 15 should work to address these concerns. And management
- 16 will take the lead on improving whatever shortcomings are
- 17 of concern.
- 18 Written auditor communications, from my
- 19 standpoint, are really the beginning part of a dialogue
- 20 between auditors and audit committees. And the written
- 21 reports have limited value without the important
- 22 discussion that takes place between auditors and audit

- 1 committees as well as management. Ideally, all important
- 2 matters are discussed in detail, context is provided,
- 3 there is an opportunity for a robust dialogue and
- 4 followup on specific questions or concerns as necessary.
- 5 With CAMs included in audit report, there really
- 6 would be no effective mechanism for any dialogue with
- 7 investors. In certain cases, this could result in
- 8 questions coming to issuers about an auditor's report,
- 9 about what they might have meant in talking about a CAM,
- 10 which would put issuers in a difficult position.
- 11 As I mentioned earlier, the CAM examples in the
- 12 proposal are of significant concern. Disclosure by the
- 13 auditor of a significant deficiency is not currently
- 14 required, so this example is in direct conflict with
- 15 existing rules. Discussion of an immaterial corrected
- 16 error would not, in my view, seem appropriate for
- 17 discussion as a critical audit matter. Since management
- 18 isn't required to disclose these matters, I don't believe
- 19 it is appropriate for the audit report to provide detail
- 20 on them.
- I am also concerned that auditors will err on the
- 22 side of including too many CAMs, and they will spend too

- 1 much time documenting why certain matters should not be
- 2 included as CAMs. This could worsen the so-called
- 3 disclosure overload problem that is subject -- by the SEC
- 4 currently.
- 5 And from my personal experience, auditors, in my
- 6 view, should spend more time performing audit work, less
- 7 time documenting the work that they have done.
- 8 Documentation requirements are overwhelming audits and
- 9 could be an obstacle to auditors spending time on
- 10 important issues.
- 11 Much of the work on CAMs is expected to be
- 12 completed near the end of the audit -- another concern
- 13 because it could be a distraction for auditors and
- 14 management as they are wrapping up critical areas. The
- 15 proposal is also unclear but seems to imply that a
- 16 discussion of audit procedures with respect to critical
- 17 audit matters is preferred. And, in my view, quite
- 18 frankly, talking about audit procedures may be more
- 19 appropriate than analysis of management's financial
- 20 statements.
- 21 I am concerned about audit fees potentially
- 22 rising and would encourage a robust cost-benefit

- 1 analysis.
- 2 Lastly, there is no substitute for actually
- 3 reading the financials, and I think there is some risk
- 4 that an auditor's report that included CAMs could be used
- 5 by a reader as a shortcut, a cheat sheet, that investors
- 6 would rely on to dummy down the extensive and important
- 7 disclosures that an investor gains from actually reading
- 8 the entire financial statements and the 10-K.
- 9 MR. DOTY: Should we drop the project and forget
- 10 about it?
- 11 (Laughter.)
- You don't have to commend us if you think we
- 13 should drop the project and forget about it. Is that --
- MR. COONEY: I actually don't --
- 15 MR. DOTY: No change in the binary model?
- MR. COONEY: I actually don't think you should
- 17 drop the project. I had a few --
- MR. DOTY: I'm waiting for the reason why.
- 19 MR. COONEY: I have a few other just overall
- 20 general comments. I think that at the end of the day my
- 21 personal opinion is the CAM approach has a lot of risks
- 22 associated with it. The concept release talked about

- 1 required emphasis of matter paragraphs. I think that
- 2 approach would be preferred.
- 3 The other idea that has been discussed was some
- 4 type of auditor association with critical accounting
- 5 policies and estimates. And I think, again, that would
- 6 be a preferred approach in general.
- 7 If the CAM approach is continued, I believe that
- 8 the requirements should be tightened to avoid the
- 9 unintended consequences and to make the process more
- 10 efficient.
- 11 That concludes my remarks.
- MR. DOTY: Kevin Reilly?
- MR. REILLY: I thought the last panel solved all
- 14 the CAM-related issues, so I'm a little uncertain as to
- 15 what you want me to cover, Mr. Chairman. But I thank you
- 16 and appreciate the opportunity to be with you today and
- 17 talk about issues surrounding the projects, specifically
- 18 as they may relate to critical audit matters or CAMs.
- 19 My firm, and the profession more broadly, has
- 20 been supportive of exploring ways to improve the
- 21 informational value of the auditor's report, and we
- 22 commend the Board and the staff -- Marty tells me the

- 1 staff does all the work around here -- for the many
- 2 efforts on this project. And I certainly hope that the
- 3 Board has found the many suggestions we have raised in
- 4 our letters, our comment letters, including those from
- 5 the Center for Audit Quality, to be constructive and
- 6 helpful as you work through this challenging effort.
- 7 I also want to acknowledge and appreciate the
- 8 work of Arnold Schilder and his team from the IAASB as
- 9 they pursue and tackle the similar issues.
- 10 My firm, Ernst & Young, is supportive of the
- 11 concept of CAM disclosure in the audit report, be it with
- 12 a C or a K, and believe the concept, if it is properly
- 13 developed, could help investors focus on aspects of the
- 14 company's financial statements that were important or
- 15 challenging in the audit.
- But I think the real lightning rod on the CAM
- 17 front doesn't so much involve the identification of the
- 18 CAM; it really revolves around what the auditor should
- 19 say about the CAM in the audit report.
- The proposing release notes that the report
- 21 should identify the CAM, describe the considerations that
- 22 led the auditor to conclude that the matter is a CAM, and

- 1 then reference where that matter is covered, where
- 2 applicable, in the company's financial statements.
- We understand these broad objectives, and we
- 4 think this general framework makes sense. However, we
- 5 do have some significant concerns with how the approach
- 6 has been applied in crafting the specific examples that
- 7 appear in the proposing release.
- 8 Wally touched on some of those concerns. You
- 9 have heard them front and center relative to the many
- 10 comment letters that we have seen, the original
- 11 information issue that was covered in the last panel, the
- 12 redundant, potentially lengthy repetitive disclosures
- 13 that may appear in the audit report, a discussion about
- 14 audit procedures and how that could lead some to conclude
- 15 the auditor is issuing a piecemeal opinion.
- And, last but not least, you know, the example
- 17 language focused so much on the difficulties and
- 18 challenges faced by the auditor in a particular area that
- 19 it left me wondering whether we are serving to undermine
- 20 the company's accounting and reporting for that very
- 21 matter.
- So, Mr. Chairman, you raised a good question at

- 1 the last panel which is, okay, well, smart guy, what is
- 2 really bothering you with respect to what is proposed?
- 3 So let me give you some granularity with respect to that
- 4 question.
- 5 So go to the deferred tax valuation allowance
- 6 example that is contained in the proposing release. It
- 7 has four paragraphs, runs for a page and a half, uses the
- 8 term (difficult or (difficulty a half dozen times. And
- 9 I get it; deferred taxes are challenging.
- The example also highlights a number of very
- 11 specific matters we thought would be company disclosure
- 12 areas, such as the occurrence of an unexpected cost
- 13 increase in an important component part that is expected
- 14 to unfavorably impact future profitability.
- 15 The example also makes reference to various audit
- 16 steps or actions, such as consultations with others
- 17 outside the engagement team, that we don't really see as
- 18 particularly relevant to the overall disclosure. We
- 19 think the overall objective -- to inform financial
- 20 statement users of those matters that were truly
- 21 important or challenging in the audit -- can be met with
- 22 a much more pragmatic approach.

1 This alternative would require a crisp,

2 fact-based outline of the issue that does not compete

3 with the company's disclosure or reflect original

4 information about the entity, to an outline of the

5 principal reason and not a checklist of any and all

6 influences that may be in the mix, but the principal

7 reason why the auditor believes the matter is a CAM.

8 And, finally, a reference to where the matter is covered

9 in the company's financial disclosures.

10 So let me boil that down to how this approach

11 would differ from what is reflected in the proposing

12 release. So we think this approach could distill the CAM

13 in two or three sentences, and let me read the suggested

14 format for you. "Our assessment of the company's

15 evaluation of the realizability of deferred tax assets

16 and the related determination of the valuation allowance

17 required for such assets was a critical audit matter in

18 the audit of the company's financial statements.

19 Deferred taxes are material to the financial

20 statements. The company's realizability assessment

21 involves many complex and subjective judgments, including

22 those used to prepare forecasts of future taxable income,

1 and this was a challenging audit area.

- The company's accounting policy for deferred
- 3 taxes and its valuation of the realizability of deferred
- 4 tax assets are covered in Notes 2 and 12 to the financial
- 5 statements."
- 6 We think this approach -- it's shorter and more
- 7 to the point -- still accomplishes the objective --
- 8 telling investors what were the critical audit matters
- 9 faced by the team in the execution of the audit.
- I expect one reaction to the suggestion is that
- 11 it will potentially drive some to have CAM disclosures
- 12 take on a more standardized language format. It's clear
- 13 boilerplate is now viewed as the new four-letter word in
- 14 this discussion.
- 15 I fully appreciate that some are calling for this
- 16 project to drive audit report disclosures of special
- 17 insights, views, or impressions on a company's financial
- 18 reporting. We think attempts to meet such objectives
- 19 could lead to some harmful consequences.
- In a more freeform writing world, two different
- 21 auditors could have different views and perspectives on
- 22 similar fact patterns. The resulting diversity in what

- 1 might be said, and how matters might be characterized in
- 2 the two instances, could lead to misinterpretations by
- 3 financial statement users.
- 4 Do more details point to more problems with the
- 5 company's account? Do more details or color commentary
- 6 on the audit -- does it really point some towards a more
- 7 thorough audit? I don't think so, and I think those are
- 8 some of the harmful and unintended consequences that
- 9 could be achieved if we head in this direction.
- 10 We think a concise articulation that is to the
- 11 point, even if the description becomes somewhat
- 12 standardized, would nonetheless be valuable to users of
- 13 the financial statements. We also think that
- 14 highlighting the CAM in the audit report will lead to
- 15 improved financial reporting in those identified areas
- 16 for the benefit of investors and other financial
- 17 statement users.
- 18 So, to sum up, we support CAM. We have some
- 19 significant indigestion relative to the examples in the
- 20 proposing release. We are hopeful that the approach I
- 21 have outlined could be considered by the Board and staff
- 22 in terms of moving this ship forward. And I look forward

- 1 to your questions on this area.
- MR. DOTY: Thank you.
- 3 Aulana Peters?
- 4 MS. PETERS: Good afternoon, all. Thank you for
- 5 this opportunity to share my views on the Board's Release
- 6 Number 2013-005 on changes -- proposed changes to the
- 7 auditor's report.
- 8 As you know from my written statement, I firmly
- 9 believe that users of financial statements could benefit
- 10 from an expanded audit report, and I support the PCAOB's
- 11 efforts to improve the current form of auditor report.
- 12 The question is, of course -- and all of the
- 13 panels today have tried to answer this question -- what
- 14 should the auditor's report communicate? In my view, the
- 15 contents of the report should relate directly to and
- 16 illuminate the auditor's opinion. Therefore, it should
- 17 include more information about the audit process, and
- 18 also my friend Alan Beller is not going to be happy to
- 19 hear me say that. Are you still here?
- 20 (Laughter.)
- 21 About the audit process and the approach, the
- 22 audit approach, so that users of financial statements

1 better understand the role and responsibilities of the

2 auditor. In other words, I would focus on information

3 designed to reduce the expectation gap, and that rather

4 than to rebalance a lack of symmetry between information

5 accessible and available to management and that available

6 to investors.

7 I was going to -- but I am going to make a point

8 now that I was going to save to the last, and that is

9 about the investors about whom we should be concerned,

10 that we are concerned about. These investors, I would

11 like to emphasize, are institutions with -- and powerful

12 institutions with considerable resources. I will only

13 say that. And that the lack of symmetry I think is more

14 perceived than real and actual.

15 That is not to say that they don't -- shouldn't

16 get some of what they are asking for, but the Board

17 should keep in mind that these are not uninformed and --

18 well, just uninformed individual investors.

19 The Board's proposed standards for audit reports

20 that express an unqualified opinion would require the

21 auditor to identify and address critical audit matters,

22 CAMs, which are defined as -- and this is -- I paraphrase

- 1 it, so you can pull me up short if I'm doing so
- 2 inappropriately -- defined as (matters which the auditor
- 3 found to be the most challenging and difficult to audit
- 4 with respect to the complexity of the issue presented,
- 5 the amount of effort required, and the ability of the
- 6 auditor to obtain sufficient, appropriate evidence.
- 7 This definition, while it focuses most certainly
- 8 on issues that auditors must and do address, does not
- 9 seem, in my reading of the release and the standard, does
- 10 not seem to take into account the notion of materiality
- 11 or the fact that auditors apply a risk-based approach in
- 12 performing their audits today, not only in planning them
- 13 but in, also, executing them.
- I would suggest that the factors that should be
- 15 used to define CAM should be based on what the auditor
- 16 determines presents the greatest audit risk and the
- 17 greatest risk of material misstatements in the
- 18 financials, whether due to error or fraud. In my view,
- 19 such information would be much more useful to the user
- 20 of financial statements and understanding the auditor's
- 21 opinion on those statements.
- 22 Again, in my reading of the release and the

1 language in the proposed standard, the focus on requiring 2 the auditor to report problems and challenges encountered 3 during the audit, rather than to outline the process 4 through which the auditor reached his or her opinion in 5 question. That is the focus. My concern about this 6 approach is that matters which present the auditor with 7 significant challenges and require a lot of effort to 8 audit may not be material and may not present a risk of 9 material misstatements in the financials, or they may be 10 completely unrelated to management's financial condition. 11 As the Board knows, if auditors encounter 12 difficulties, they are resolved during the course of the 13 audit, thus requiring a detailed account of challenges difficulties, all of which have been 15 eliminated or resolved before the unqualified opinion is 16 issued, in my view is more likely to cloud the reader's 17 view of a final audit result and might undermine the 18 value of the auditor's pass-fail opinion. 19 For me -- this probably will reveal that I watch 20 far too much television -- they are just sort of like

If you've given a pass-fail, the patient is

21 asking the auditor to perform an autopsy on a living

22 patient.

1 still alive. We should not be performing a post mortem 2 in that respect.

I think that an audit report structured on a -
4 this is the lawyer coming out. If I didn't like the

5 definition, I am going to suggest another one. So, but

6 I think we get to the same place. I would recommend that

7 the definition of "CAM" focus on identifying the most

8 significant risks of misstatements and the specific

9 financial misstatements, whether due to error or fraud,

10 and the risk that the audit procedures selected and

11 applied selectively might not uncover such misstatements.

12 That approach would be, in my view, far more useful in

13 understanding the auditor's opinion and the financial

Significantly, if the auditor's report focused on how the auditor planned and executed the audit with the greatest risks in mind, I believe that the most complex, the most subjective, and the most challenging matters should be revealed in any event in that process and discussed, albeit in a different context -- the context of what were the risks as opposed to what were the problems.

14 statements themselves.

2 because everybody else has pointed to significant
3 deficiencies, which I believe the standard would require

One final point, and I'm just going to say it

4 disclose, or at least that's what the panel seemed to

5 indicate. And putting my Audit Committee hat on, I

6 really do agree with the suggestions that that would not

7 be beneficial necessarily to users of the financial

8 statements.

1

In my experience as an audit committee, of course, these significant deficiencies are reported on an ongoing basis. But I can tell you that the two or three that might be reported in a quarter, most of the time there is something new in the second quarter and the third quarter and the fourth quarter. And frequently, of the significant deficiencies that are uncovered either internally by the Finance Department or the external auditor, they are resolved before they are even disclosed to the Audit Committee.

As I sit here -- and I am in favor of full disclosure -- I really do not see that it advances the 21 goal of understanding the opinion on the financial 22 statements to know that there were five or six

- 1 significant deficiencies that were all resolved and that
- 2 did not have a material effect on the final product.
- 3 Thank you very much.
- 4 MR. DOTY: Thank you.
- 5 Steve Harris, questions?
- 6 MR. HARRIS: Yes. I was struck on the last panel
- 7 -- I'm not sure I remember who the panelist was. I think
- 8 it may have been Joe Ucuzoqlu who mentioned it, where he
- 9 said that 91ápercent of the users do not read the
- 10 product. I have heard that before; the percentage may
- 11 differ.
- But my feeling is that if we have a report, the
- 13 report ought to be read and it ought to be informative.
- 14 And so the question is, how do we get a report which is
- 15 read and informative?
- 16 And then, Aulana, you know, getting back to you,
- 17 you stressed, you know, by and large we are dealing with
- 18 the BlackRocks of the world, although you mentioned
- 19 BlackRock, but you used institutional investors -- no,
- 20 no, you used the term (institutional investors. But I
- 21 don't want to believe that the retail investor is dead
- 22 and buried in this country. Hold on for a second. So

- 1 what I want to do --
- 2 (Laughter.)
- 3 So what I want to do is I want to try and figure
- 4 out, how do we get an audit report which is read and used
- 5 not only by the institutional investor, who is plenty
- 6 sophisticated, but the individual investor? And what do
- 7 we do, and what's critically important?
- 8 But that was -- I wasn't addressing the comment.
- 9 I was going to -- because you can all answer that. But
- 10 I did have a question, and I --
- 11 MS. PETERS: I would defer to Kevin for your
- 12 first question, and then I'm happy to address the second
- 13 one if you'd like.
- 14 MR. HARRIS: The clock ticks. I wanted to ask
- 15 Ms. Cavanaugh a question, because you indicate here that,
- 16 (we recommend clarifying that routine audit procedures,
- 17 such as Testing Level 1 or 2 fair valuation inputs would
- 18 not be deemed critical audit matters, absent significant
- 19 judgments therewith. I think everybody would agree with
- 20 that.
- MS. CAVANAUGH: Right.
- MR. HARRIS: The question I have got is, what do

1 we do about Level 3? And where should that be reported? 2 And for all practical purposes, it can't be valued or 3 it's very difficult to value. So does that have any 4 place in the audit report, or where does that come up? 5 And where should that be disclosed to the investor? So 6 I know there are a lot of questions up there. Go for it. MS. CAVANAUGH: We were -- I was intentionally 8 silent when I put that paragraph together because I do 9 think when it comes to Level 3 there may be, when you're 10 talking about hard to -- difficult-to-value securities, 11 that may be something that would warrant CAM And I think that's one of the reasons why 12 disclosure. 13 -- there was a question in the proposal that said, 14 (Should certain entities be completely scoped out, 15 meaning investment companies, and we don't think they 16 should be completely scoped out. We think you have to

So for Level 3s, they may warrant CAM disclosure.

17 look at the nature of what the transactions are.

- MR. REILLY: Steve, on your first question, the 20 91 percent, I would submit to you that I do think
- 21 financial statement users do use the report. When you
- 22 say, (Read the report, I think they focus in on one

- 1 thing, which is the binary nature of pass-fail. And if
- 2 it's a pass, move on. If it is not a pass, or there is
- 3 an emphasis of matter paragraph being stressed in the
- 4 report, I do think those reports get a lot of focus.
- 5 MS. PETERS: Steve, I can count on you for
- 6 seizing the wrong end of my double-edged sword, in terms
- 7 of the comment that I make. I did not -- I'm not going
- 8 to back off my remarks that most -- 90 percent of the
- 9 investors out there are institutional investors, but I
- 10 also said they deserve the information that they need to
- 11 make their investments.
- However, my point is that there really -- I don't
- 13 think there are any more investors like you and me. I
- 14 don't rely on my own acumen, investment acumen in making
- 15 investments. I turn to my financial planner to do that.
- 16 Warren Buffet does that. So I really think that your
- 17 focus needs to be on making a useful audit report that
- 18 does not muddy the waters, that really gives information
- 19 that illuminates and focuses on, what does this audit
- 20 opinion mean?
- 21 And from my point of view, it would be requiring
- 22 the auditor not to discuss problems and like -- and

- 1 making his job seem more Sisyphus-like than it perhaps
- 2 really is, but would discuss the actual audit and what
- 3 the risks were and how they address those risks.
- 4 MR. COONEY: I would just make one comment.
- 5 MS. PETERS: And not many from Missoula will 6 understand that.
- 7 MR. COONEY: With respect to level of knowledge,
- 8 I think at the outset at least we had commented that it
- 9 would seem reasonable that the Board would expect users
- 10 to be reasonably well-educated. And I guess from my
- 11 standpoint the audit report could certainly highlight
- 12 areas, whether it's through a matter of emphasis or
- 13 whether it's through some type of association with the
- 14 critical accounting policies for users.
- But, really, I think any reasonably well-educated
- 16 investor should be able to look at an annual report, go
- 17 through the MD&A and the financials, and there is a lot
- 18 of information in there. And I'm not sure it's
- 19 necessarily the auditor's job to go back and pull out all
- 20 the pieces of information that someone might find
- 21 important. That's really an investor's job to do that.
- MR. DOTY: Jay? Oh, of course.

- 1 MS. CAVANAUGH: One other comment I wanted to
- 2 add. I think, you know, from speaking to our analysts,
- 3 their prime concern is they are interested in cash flows,
- 4 companies, financial risks. And by at least highlighting
- 5 the CAMs, without giving a lot of detail, it at least
- 6 alerts them to discussions that they then may want to go
- 7 back and discuss with management. It allows them --
- 8 pinpoints to them what particular areas are that they
- 9 really need to get more information on.
- 10 So they don't expect everything to be in the
- 11 auditor's report. I think that would be -- what we heard
- 12 is disclosure overload. But what are those key points
- 13 that they can then take back to management and drill
- 14 deeper on?
- 15 MR. FERGUSON: Okay. I have a question that is
- 16 directed I quess to the whole panel but primarily to
- 17 Kevin as a preparer and to Ann as an investor, a user of
- 18 financial statements. And it's a question I seem to keep
- 19 asking and it may reflect --
- MR. REILLY: I'm not a preparer. That would be
- 21 a clear independent --
- 22 (Laughter.)

- 1 MR. FERGUSON: Whatever it is you are.
- 2 MR. REILLY: Let the record show --
- 3 (Laughter.)
- 4 MR. FERGUSON: I know you're relevant. I don't
- 5 know what you are, but I know you're relevant to my 6 question.
- 7 This question may reflect either my fixation or
- 8 my lack of imagination. But, you know, we're doing this
- 9 project in the midst of a lot of stuff that is happening
- 10 in the world. And we are actually beginning to see some
- 11 real examples of new models that are out there. The UK
- 12 has one, the Netherlands is now doing it, Arnold Schilder
- 13 has got a proposal that is very close to ours.
- 14 And as either a firm that has audited financial
- 15 statements and has had to write audit opinions in the
- 16 United Kingdom, or for you who I assume have investments
- 17 in companies in the United Kingdom and in the
- 18 Netherlands, where you have seen these new reports, do
- 19 you find that what is coming out of there is confusing
- 20 to you? Or is it useful?
- 21 And certainly in the UK I know the reports have
- 22 not been standardized. They have been kind of all over

- 1 the lot. Has that been a problem in auditing these
- 2 things? Has it been a problem in preparing your report?
- 3 So just -- I'd just like to get the panel's impression
- 4 of what they have seen going on around the world.
- 5 MR. REILLY: Great question, and a fair question.
- 6 I think, as Professor Skinner mentioned in the last
- 7 panel, I think the UK experiment, which is now live and
- 8 in color, we are still in the early days. As I said in
- 9 my prepared remark, we think CAM, concept of CAM, is a
- 10 good thing and will be helpful to users of financial
- 11 statements, irrespective of geography.
- The real issue is, how do you translate that into
- 13 practice? And how is it made practical? And I'm hearing
- 14 a whole lot of pie-in-the-sky concepts in the various
- 15 interactions this morning and earlier this afternoon.
- 16 And I'm just struggling with, how do we land the plane
- 17 and bring this thing, you know, to fruition?
- 18 MR. FERGUSON: But it is happening in the UK.
- 19 You're doing it. Are you able to do it? Is it
- 20 impossible? What is the experience there?
- 21 MR. REILLY: It is most definitely not
- 22 impossible. As you said, it is happening now. I will

- 1 tell you, though, you know, we have seen it in other
- 2 countries, and let me share with you a reaction that I
- 3 found interesting relative to what has happened in France
- 4 over the last 10-plus years.
- 5 So they adopted a justification of assessments
- 6 approach for commentary in the audit report. They did
- 7 that in I think 2003. They did a fairly comprehensive
- 8 look-back in 2012 or '13 as to how is it going. They
- 9 found a lot of movement towards standardization, not
- 10 unexpected.
- But one of the things in the report that I found
- 12 fascinating is -- one of the observations, and that is
- 13 things are moving towards standardization. But in an
- 14 otherwise black and white audit report, the commentary
- 15 is a helpful shade of gray.
- 16 So, again, I don't think we are going to be able
- 17 to make this perfect. I think we need to make it
- 18 practical. And I think by making it practical it will
- 19 still be useful to investors.
- MR. DOTY: Jay?
- 21 MR. HANSON: I've got a question primarily
- 22 directed at Ms. Cavanaugh. I really appreciate that you,

1 on this panel especially, and the one most directly

2 connected to people that actually make investment

3 decisions. And so I'm going to ask you to imagine what

4 your analyst -- how your analyst would answer this

5 question.

6 So Commissioner Peters suggested that instead of

7 focusing on the most difficult matters at the end of the

8 day that the auditors spent the most time on, kept them

9 up at night, that the approach be a little bit more

10 holistic around what were the risks that the auditor

11 considered initially.

12 And that is very similar to this UK model that --

13 I don't think you were in the room this morning as we had

14 the discussion about it, but it was their approach is

15 focused on, what were the most important risks that were

16 identified in the audit plan? What was the materiality

17 level established? And then how did the scope of the

18 audit address all the risks? And that's a very different

19 model than, what were the most difficult areas of the

20 audit, all things considered?

21 And I know we talked for a bit about the --

22 Steve's question about the Levelá1/Levelá2 securities,

- 1 that routine procedures aren't necessary to include. And
- 2 your comment letter also referenced that the audit
- 3 procedures performed on a given CAM would not be helpful
- 4 except would maybe tend towards a piecemeal opinion.
- 5 But what are your views on whether an approach
- 6 more like what Commissioner Peters suggested, that
- 7 holistically describing the most significant risks and
- 8 what the plan was to address them as something -- an
- 9 alternative to what we propose for CAMs, maybe how you
- 10 think your analysts would react to that.
- 11 MS. CAVANAUGH: I mean, I think just based on the
- 12 conversations that we have had with them, and based on
- 13 what I'm hearing here, they would probably be more in
- 14 line with that holistic financial risk type approach as
- 15 opposed to what is currently in the document today,
- 16 because I think financial risk and cash flows is what
- 17 they are interested in. And what is going to give them
- 18 that information is going to be most useful.
- 19 MS. FRANZEL: My comment is along the same line
- 20 as Jay's. You know, all day here we have been listening
- 21 to concerns about the CAM approach, but support for the
- 22 concept and support for the notion of, you know, getting

1 the right information to investors that they need.

2 And so I'm really struck by Aulana's suggestion

3 here because it seems to just tie together a whole lot

4 of what we have been hearing, you know, and that is

5 really the suggestion that the CAM should be based on

6 what the auditor determines to present the greatest audit

7 risk and the greatest risk of material misstatements in

8 the financials.

9 It is similar to the UK and EU approach, and we

10 have been hearing that we need to somehow figure out how

11 to bring our approaches closer together. We have heard

12 concerns about materiality and the potential for

13 disclosure of immaterial and irrelevant information, and

14 I think that this type of a framework would help maybe

15 mitigate some of that risk.

16 We have heard concerns about non-helpful

17 information, you know, potentially irrelevant and

18 confusing information. So I guess I would like each of

19 the panelists to comment about your thoughts on, would

20 this help mitigate some of your concerns? And would this

21 be useful to investors if, in fact, the CAMs were based

22 on a framework that really focused on those areas of the

1 highest risk of misstatement in the financial statements?

- 2 And let's start with Ms. Cavanaugh.
- MS. CAVANAUGH: I do. I do, because right now,
- 4 the way the PCAOB proposal is written, it is -- as we
- 5 mentioned, you could wind up with CAMs, which may not be
- 6 very material to the company. In those instances, I
- 7 don't think our analysts are going to find a lot of value
- 8 from there.
- Overall, their big picture view was, what are the
- 10 risks to the company? You know, anything I can learn
- 11 about that, I don't need it detailed within the auditor's
- 12 report, but something that will pinpoint that and allow
- 13 me to go back to management and further explore. That's
- 14 what they are looking for. So I think what you are
- 15 proposing is something that would likely be more amenable
- 16 to them.
- MR. COONEY: Yes. As I mentioned earlier, when
- 18 management prepares the critical accounting policies and
- 19 estimates, we focus on the significant items. They are
- 20 generally material. They are generally going to be, in
- 21 my view, similar at the end of the day. If we went
- 22 through a CAM process, I would think there would be a

1 fair amount of commonality.

2 So cutting to items that are material by

3 definition, things that, you know, not including some of

4 these other items that we have covered earlier, and

5 focusing on critical accounting policies and estimates

6 with potential changes as was discussed in the prior

7 panel about ways to improve that and make that perhaps

8 more of a collaborative process with the auditors I think

9 would be the best approach in terms of getting to where

10 -- getting to where you all are headed hopefully.

MR. REILLY: I think, as I understood your

12 question, I think there is a lot of overlap in terms of

13 the various buckets here. But in terms of what thoughts

14 we have conveyed to the Board and the staff is, you know,

15 we cover a lot of ground with the Audit Committee.

16 Under ASá16, we are required to raise the

17 significant issues and cover a whole host of different

18 matters with the Audit Committee, and we think what is

19 missing, at least relative to the identification of CAMs,

20 is, okay, you look at this big inventory of stuff, what

21 were the most important things out of that inventory?

22 And we think what would be helpful is building in an

- 1 additional filter which covers, what were those things
- 2 that you spent the most time with, the most interaction
- 3 with, the Audit Committee in discussing.
- And we found that that lines up with the way
- 5 practice is running right now. You know, I remember an
- 6 Audit Committee meeting on that. I'd go through the
- 7 whole enchilada on ASá16, and the Audit Committee Chair
- 8 looks at me and says, (Thanks for the warning, Kevin.
- 9 But tell me, what were the handful of matters that really
- 10 cause you some indigestion relative to the execution of
- 11 the audit? We think it would be helpful to bring that
- 12 practical approach into a final standard.
- MS. FRANZEL: Aulana, did you want to comment on
- 14 your own suggestion?
- 15 MS. PETERS: I'm not sure that you really needed
- 16 to hear more from me, other than to say I don't disagree.
- 17 In fact, I agree with the comments on my comments.
- I would say that I intentionally did not focus on
- 19 circumscribing the auditor's report solely within the
- 20 parameters of auditing standard -- what is it now? I
- 21 knew it when it was -- 16. I think that is
- 22 important, but I think that the approach that I suggest

- 1 gets you there anyway, and also makes sure that any new
- 2 issues that crop up that change from quarter to quarter,
- 3 from year to year, gets pulled into a more expanded
- 4 auditor's approach as things change at the issuer
- 5 themself.
- 6 So I agree, but I wouldn't leave it --
- 7 circumscribe it with audit -- communications between the
- 8 auditor and the Audit Committee for that reason.
- 9 MR. DOTY: Marty?
- 10 MR. BAUMANN: Thanks. I have a guestion for
- 11 Wally Cooney. Thanks for being here, Wally, and
- 12 participating. And thanks for being in our SAG.
- We have a long list of investors who have sent us
- 14 comment letters, and we have surveys prepared for the
- 15 Investor Advisory Group, all of which -- covering
- 16 trillions of dollars of assets under management, and we
- 17 have letters from BlackRock and Vanguard and the Council
- 18 of Institutional Investors.
- 19 All of those letters indicate that investors are
- 20 looking for much more from the audit report and from the
- 21 auditor. The BlackRock letter says, What type of
- 22 information? "The additional information provided will

- 1 be particularly useful to our analysts to the extent it
- 2 leads to a better understanding of financial risks,
- 3 including future cash flows of the company."
- 4 Jeff Mahoney was here this morning and saying
- 5 that our CAM is useful but only to the extent that it
- 6 talked more about an assessment of the critical audit
- 7 matter and, you know, management's estimates and
- 8 subjective judgments, et cetera.
- 9 So many of these, I assume, are some of your
- 10 owners in your company. So how do you respond to the
- 11 owners of your company who say, (I want more information,
- 12 and I want it from the auditors, about the critical
- 13 aspects of the audit, about the difficult judgments in
- 14 financial reporting, and about the information that will
- 15 lead to better understanding of cash flows. And I want
- 16 to hear that from the auditors. And how do you respond
- 17 to your owners and say, (I don't think the auditor's
- 18 report should include any of that?
- 19 MR. COONEY: Okay. Well, I mean, my experience
- 20 may not be similar to everyone else's. But I've been to
- 21 a lot of annual meetings and a lot of investor days at
- 22 several companies I have worked for when I was an

1 auditor. And in all those years, there has never been

2 a single question, ever, in my career that has ever been

3 directed to an auditor. Not once, at any annual meeting

4 or investor day.

5 We are -- the company I work for is not widely

6 traded. I'm not aware of a single question ever being

7 posed by any investor about the audit or the auditor.

8 Questions are directed to management.

I believe, you know, based on my experience that

10 shareholders want -- generally want information from

11 management, from the people who run the company and

12 manage the business. Auditors certainly gain a lot of

13 knowledge about the company, about the management team,

14 et cetera, but, really, at the end of the day, the

15 management really has far more knowledge and expertise

16 about the company. They're in a much better position to

17 answer questions effectively and provide information that

18 I think is most useful to investors.

19 With respect to some of the surveys and the

20 comment letters that I looked at from investors, I think

21 someone mentioned earlier that they didn't find surveys

22 particularly helpful because generally the question is,

- 1 do you want more information and they say (yes. That's
- 2 not necessarily a great barometer for what is actually
- 3 valuable.
- 4 I didn't find many of the comment letters -- and
- 5 I didn't read them all, so there may be some out there
- 6 -- that were really that specific about specifically what
- 7 they thought would be valuable. They just said, (We
- 8 think discussion about CAMs would be valuable. We would
- 9 like to know more information about the audit. But I
- 10 didn't find anything in particular that I found
- 11 compelling, this, you know, idea that there's a real
- 12 desire or clamor for information.
- And in my personal experience, I just haven't
- 14 ever been asked a question or seen a question been asked
- 15 at a meeting about the audit or the auditors.
- 16 MR. DOTY: You are drawing me out, Wally. Annual
- 17 meetings have been structured often to discourage large
- 18 attendance and questions from -- of the auditors. Aulana
- 19 is nodding. I take that as a concurrence.
- The knowledge about the audit has been limited.
- 21 There is a proposal by the Basel Commission and the
- 22 others that there be a vastly expanded discussion of the

1 audit that go to the regulator, directly to the 2 regulator.

- I must say, speaking, again, as one unqualified
- 4 for the job of judging auditors that it seems to me that
- 5 that has been part of the problem that we have, that what
- 6 you've got -- an MD&A is what you're going to get.
- 7 I think I hear Kevin as saying that in fact a
- 8 more general -- if the proposal and the CAMs offered
- 9 quidance at a more general level and avoided the detail,
- 10 examples, stayed away from the more detailed examples,
- 11 that that would be something that auditors might welcome,
- 12 and that it might actually help management do a better
- 13 job of communicating with its shareholders, such as
- 14 BlackRock.
- 15 Doug Skinner, very important academician. I let
- 16 him out of here without asking him whether we should
- 17 simply wait to see if the market starts to price American
- 18 equities at a disadvantage to European equities. I think
- 19 this was involved in Lewis' comment. There is some
- 20 Chicago research that suggests that is going to happen.
- 21 So maybe 10 years from now we wake up and we find that,
- 22 in fact, we are trading at a discount because we are

1 conceived to be -- perceived to be a more retrograde
2 disclosure regime.

I am leaning on you, but is it really in the

4 interest of preparers to say, (We just don't want it when

5 BlackRock wants it, when TIAA-CREF wants it, when people

6 such as Aulana Peters say that there would have been --

7 the audit profession, which she advises would have been

8 better off if there had been more interaction with

9 shareholders at annual meetings.

10 When Kevin Reilly says that he thinks that in

11 fact we can do it, are doing it in London, when Alan

12 Beller says, you know, you might even go farther than

13 just critical audit matters. You might even start having

14 auditors make judgments about whether the companies --

15 and communicate whether they think the company's critical

16 accounting policies are better. We seem to be coming in,

17 as I said this morning, somewhere between what the most

18 expansive view of what the auditors ought to say would

19 be and what in fact others have done abroad.

20 How far -- this is Marty's -- this really is

21 where Marty is going. How far are you willing to go in

22 saying, (We just don't want anything anytime soon? And

- 1 if you want something, if there is something more to do,
- 2 if it's -- is it something that has to be -- that
- 3 management influences, controls, and dictates? Is that
- 4 the problem? You are concerned that you are losing
- 5 control with the CAMs of something management has
- 6 traditionally controlled? Because that's an independence
- 7 issue.
- 8 MR. COONEY: I am not sure I have communicated my
- 9 position well, because I am actually not opposed to this
- 10 proposal. I have a lot of concerns that I think other
- 11 people share.
- In my comments, I talked about if you are going
- 13 to go forward with a critical audit matter framework,
- 14 which I don't have strong conceptual issues with, that
- 15 I thought you should more tightly define the framework.
- 16 And I had some ideas that I put in writing. They were
- 17 also in the -- in some of the other prepared comment
- 18 letters as well.
- 19 I personally think a matters of emphasis would be
- 20 a better approach because I think it could a little bit
- 21 more -- it could be a better framework to do that.
- I actually think that Alan Beller's suggestion,

- 1 and others -- one of the accounting firms talked about
- 2 auditor association with critical accounting policies,
- 3 which would be a significant change. So I think that all
- 4 of these options should be looked at carefully.
- I don't have strong opposition to critical audit
- 6 matters in general. I just have some concerns about the
- 7 way it would be applied, and it wouldn't be my first
- 8 choice. But I believe that, based on all of the work
- 9 that you've done, that this is an important project, and
- 10 that you should go forward with some type of change. And
- 11 what that is I think we are just here to talk about
- 12 today, about what the best way would be to go forward.
- 13 But I'm not personally opposed to that.
- 14 And as I said earlier -- I answered Marty's
- 15 question directly -- my experiences at the companies I
- 16 have worked for is just my experience. Just because I
- 17 haven't heard a question ever about an audit or an
- 18 auditor doesn't mean people from BlackRock and other
- 19 companies who are in that profession, that maybe they
- 20 hear it all the time, I just haven't personally.
- He asked me, (How do I answer owners in our
- 22 company? I have never had the opportunity to answer them

1 because I have never gotten questioned.

MS. PETERS: May I address that? Because,

3 Chairman Doty, I did nod when you described what the

4 current situation is generally at annual shareholders'

5 meeting, but I don't think, while I agree with that

6 observation, that it really discounts Mr. Cooney's

7 observation that rarely is there a question put to the

8 auditor, who is at every annual meeting that I have

9 attended in the past 23 years of serving on a total of

10 seven different Fortune 500 boards -- I am not touting

11 myself, but just sort of defining my experience.

12 Has there been a question put to the auditor

13 about the balance sheet or the profit and loss statement,

14 or anything that would go to understanding better that

15 pass-fail opinion on the financial statements? And I

16 have attended meetings where there have been 5,000

17 people, 5,000 shareholders there, down to currently

18 people tend to try and winnow it down to 50 attendees and

19 15 minutes.

20 But that is not the universe. Sometimes these

21 meetings last for three hours, and in those meetings the

22 questions don't arise, and I won't bore you with the

1 questions that do.

MR. HANSON: Aulana, I would like to just ask you

3 a followup from your role as an Audit Committee Chair,

4 Audit Committee member, and the large esteemed companies

5 that you are associated with, and just a reflection that

6 from the discussions I have had with some Audit Committee

7 Chairs, their pushback or feedback comes very similar to

8 what Wally has said, that they don't get questions from

9 investors about what the auditor thinks. And their

10 earnings calls or other direct interaction with

11 investors, they don't see the swell from that side

12 coming.

And just I wonder about what your experience has

14 been relative to investors either directly talking to

15 you, which I know is a challenge with a lot of

16 committees, you know, the connection to investors, but

17 on earnings calls or other situations where you have seen

18 a manifestation of this demand that we -- we are talking

19 about.

MS. PETERS: Well, first of all, for the record,

21 I am currently not an Audit Chair. I have served in that

22 capacity, but currently I am not. So, and because I am

- 1 not and haven't been, say, for the past five or six
- 2 years, I am usually not in the front line of
- 3 communications with investors.
- 4 But I do know from my work on boards of directors
- 5 and on audit committees and governance committees that
- 6 most of the inquiries that come into us for more
- 7 information are -- say over the past 10 years, are more
- 8 related to governance issues rather than issues relating
- 9 directly to the financial condition of the company or
- 10 financial statements. Is that an answer? Is that -- did
- 11 I get your question, Jay, or --
- 12 MR. HANSON: Yes. I think that's reasonable.
- MS. PETERS: Okay.
- 14 MR. FERGUSON: I have a question.
- MS. PETERS: We get a lot of them.
- 16 MR. FERGUSON: Given the fact that in this panel,
- 17 and in the previous panel, when Alan Beller and Doug
- 18 Skinner were on and talked about critical accounting
- 19 policies and then approach on that, would it be a good
- 20 idea for -- and given the fact that those two are related
- 21 but not necessarily coextensive, would it be a good idea
- 22 for us to require both of those? That the audit report

- 1 include CAMs and include a statement that the critical
- 2 audit policies are, in the auditor's opinion, in fact,
- 3 the critical audit policies, and that what the company
- 4 has said about them is complete information? That we do
- 5 both, because they are not coextensive. What do you guys
- 6 think about that?
- 7 MR. REILLY: Good question. But, you know, when
- 8 we started talking about this issue in 2010, 2011, one
- 9 of the suggestions the CAQ put forward was a separate
- 10 attestation of the segment of MD&A that comprises the
- 11 discussion of critical accounting policies.
- MR. FERGUSON: I take it you were in favor of my
- 13 suggestion.
- MR. REILLY: We were. And we thought it -- there
- 15 was a great deal of overlap. We heard from investors
- 16 that these are the types of things that they have
- 17 particular concerns about. Alan Beller mentioned in the
- 18 last panel discussion that, you know, there is some
- 19 degree of unevenness relative to the extent of the
- 20 disclosure and discussions in this broader area. And we
- 21 thought this would be one tool to employ that would help
- 22 with providing information to investors.

MS. PETERS: I would like to be clear and at the same time respectful. Since I -- although CAMs are not coexistent with critical accounting policies, I have to reiterate the fact that since I don't like the way you have defined CAMs -- and I think you -- I would recommend and suggest that you take a different approach to your definition, you will get to where -- you will probably get to where the other panel was trying to lead you

So I would say, no, I don't think it would be the helpful to require both a discussion of critical accounting policies and CAMs, mainly because I don't think the way you defined (critical accounting -- audit matters that that will be particularly useful. With respect.

MS. FRANZEL: Let me take this one step further.

17 And I want to address this question to Ms. Cavanaugh,

18 since you are here representing investors. You know,

19 today we have heard a lot about focusing on critical

20 accounting policies, management estimates, and risk of

21 material misstatements. And if we were to somehow mix

22 all this up into the perfect solution, in the definition

9 ultimately.

- 1 of a CAM or whatever we're going to call it, would those
- 2 types of things be, you know, what your analysts look to
- 3 when they're looking to make investment decisions?
- Because in your statement, you know, you say that
- 5 additional information would be particularly useful to
- 6 the extent that analysts can use it to better understand
- 7 financial risks and to -- including future cash flows,
- 8 to have those conversations with the company.
- 9 So some of these things we have been talking
- 10 about -- critical accounting policies, management
- 11 estimates, material areas of risk. Are those the types
- 12 of areas that would be helpful?
- MS. CAVANAUGH: For the analysts --
- MS. FRANZEL: Right.
- MS. CAVANAUGH: -- you are asking? You know, I
- 16 think it really varies. They didn't give us a lot of
- 17 specifics, but I think, you know, for example, loss of
- 18 a major customer relationship. That's something they may
- 19 be interested in that may impact cash flows.
- 20 So items that might highlight, you know, issues
- 21 with revenue recognition may lead them, then, to go back
- 22 to management and say, (Well, why was that the case? Was

- 1 it because of the loss of a customer relationship? And
- 2 allow them to dig deeper, and that's not information I
- 3 think you would normally obtain today in the financial
- 4 statement.
- 5 So I think it varies, but some indication of
- 6 where risks and changes have taken place ultimately will
- 7 get them what they want, which is cash flows.
- 8 MR. DOTY: If there are no further questions, it
- 9 may be that we have saved four and a half minutes for the
- 10 next panel. But we shouldn't adjourn without telling you
- 11 what a terrific job you have done in responding to the
- 12 questions, to the dialogue, to the back and forth, and
- 13 how valuable your written submissions are. This is a
- 14 real contribution to the seriousness of what we have to
- 15 do.
- With that, I think we could move on to the next
- 17 panel. Thank you.
- 18 We'll take a break now. We have 10 minutes --
- 19 15. We have 15 minutes, so we're going to start -- we
- 20 can start, instead of at 4:10, we can start at 4:05. We
- 21 can start a little past 4:00. 4:05.
- 22 (Whereupon, the proceedings in the foregoing matter went

1 off the record at 3:41 p.m. and went back on the record 2 at 4:05 p.m.)

- MR. DOTY: All right, the sixth panel, Critical
- 4 Audit Matters Related to the Audits of Smaller Companies.
- 5 Kurt Schacht, Managing Director of the Chartered
- 6 Financial Analysts Institute, he heads the ethics and
- 7 professional standards area there, leads advocacy and
- 8 think tank functions. He is an attorney and the CFA
- 9 charter holder. Previously, he spent 15 years in the
- 10 investment management industry as a chief legal and
- 11 compliance officer for a large public pension plan and
- 12 later a hedge fund. He was Chief Operating Officer for
- 13 a retail, mutual fund complex. He serves as a member of
- 14 the SEC's Investor Advisory Committee. And he's also a
- 15 member of the PCAOB's Standing Advisory Group.
- 16 Andy Bishop is the CFO and the Chief Accounting
- 17 Officer of Hallador Energy Company. Previously, he was
- 18 with PriceWaterhouse. He also served on the Audit
- 19 Committee of SemGroup Energy, SemGroup Energy Partners,
- 20 now Blueknight Energy Partners and we welcome Andy.
- 21 Dr. Cartier Esham serves as Executive Vice
- 22 President for Emerging Companies at the Biotechnology

- 1 Industry Organization and in this role she manages and
- 2 directs BIO's policy development, advocacy research, and
- 3 educational activities, and initiatives for emerging
- 4 companies which comprise approximately 90 percent of
- 5 BIO's member. Prior to joining BIO, Dr. Esham was the
- 6 Vice President and Director of Research at Dutko
- 7 Worldwide, a private consulting firm based here in
- 8 Washington. And she also has published papers in peer
- 9 reviewed science journals.
- 10 Joan Waggoner, a partner in Professional
- 11 Standards at Plante Moran, she specializes in accounting,
- 12 auditing, ethics, professional liability and quality
- 13 control issues. She has recently completed her service
- 14 on the Professional Practice Executive Committee of the
- 15 Center for Audit Quality. She has also served on various
- 16 subcommittees and task forces of the CAO and has
- 17 participated in various roundtables of the U.S.
- 18 Government Accountability Office, the SEC, and the PCAOB,
- 19 so we welcome all of these panelists who have important
- 20 views to share.
- 21 Kurt, you want to lead us?
- 22 MR. SCHACHT: Thank you, Chairman Doty and the

1 rest of the PCAOB Commissioners and PCAOB staff. Thank

- 2 you very much for including us in this discussion today.
- I am Kurt Schacht. I'm from the CFA Institute.
- 4 That's the Chartered Financial Analyst people. It's a
- 5 global organization now of 120,000 professionally trained
- 6 financial analysts around the world. We have another
- 7 250,000 or so people in our 3-year program. So it's
- 8 growing tremendously and it's our next generation of
- 9 financial analysts.
- 10 In that capacity and working for CFA as well as
- 11 having the pleasure and the opportunity of being involved
- 12 in the SAG for a number of years, our organization, I've
- 13 been helping our organization and its members in talking
- 14 about improved audit quality. For many months now, and
- 15 as you know, some of these debates have been going on for
- 16 decades, as a means to improve the audit process, its
- 17 independence, its quality, particularly of things like
- 18 outputs around the Auditor's Reporting Model.
- 19 We very much appreciate the PCAOB and its staff
- 20 and the very interesting and challenging position that
- 21 they find themselves in. Trying to change audit rules
- 22 is a very slow process to begin with, but particularly

1 when you're talking about anything that is a major

2 regulatory change. And we've witnessed that time and

3 again over the years as to how difficult it is,

4 particularly when there's very deeply ingrained

5 professional and commercial interest in not changing the

6 practice. The road to reform is always very long. It's

7 always more difficult. And it's always more acrimonious.

8 We certainly put the Auditor's Reporting Model

9 change proposals in that category. We're very hopeful

10 that we're getting closer to some changes there, but

11 honestly I felt that in times past in a number of

12 different settings, but I think now with the two

13 proposals from the IAASB and from the PCAOB on the table

14 around key and critical audit reporting matters, that

15 maybe we're a little bit closer.

16 From an investor perspective, from the user of

17 financial statements perspective, our very clear and

18 consistent input from professional analysts and from

19 investment manager members and you've heard reference

20 today to several of our different surveys in this regard,

21 is tell us more information. We like the pass/fail

22 opinion, but tell us more information because the

1 Auditor's Reporting Model is now behind the times. It's

2 been permitted to remain a bit of a remnant of the audit

3 practice of decades gone by and it is no longer in

4 keeping with the information demands of the marketplace

5 in the 21st century. That's just sort of plain and

6 simple how many of our investor members feel.

7 Having an auditor's signature is nice. Having a

8 rotation of the firm is nice. Having more information,

9 useful information from the Audit Committee or from the

10 issuer, that's all fine and well, but in the view of many

11 of our members, those are minor players in comparison to

12 what would be a well-articulated discussion of the audit

13 like we're proposing, like you're proposing with the

14 critical audit matters discussion and coming from the

15 auditor.

16 So that's our view. That's what we have

17 communicated in this venue and other settings quite

18 often. I certainly do understand the practitioner issue

19 or concerns about this. The standard nature and the

20 beauty of long-standing historical practice is important.

21 I understand all of the opposition, the commercial issues

22 associated with this issue and certainly appreciate the

1 skill with which the practitioner and issuer community

2 weigh in on this. But the fact of the matter is that

3 everything else in the world of finance has changed

4 dramatically in the last five years and over the last

5 decade, rapidly changing around audit practice in terms

6 of information, the speed, the quality, the transparency

7 of it, and certainly the usefulness of information.

8 Let me address two real quick things that we come

9 across in terms of this debate. We hear repeatedly that

10 the financial analyst community is never satisfied. They

11 never have enough information. It's never good enough.

12 It is never of high enough quality. It's just another

13 one of those requests from the financial analyst

14 industry.

15 The other thing is that very few investors ever

16 read the financial statements. A lot of our

17 professionally-trained investors read financial

18 statements, but very few investors read them, much less

19 the footnotes, much less the audit opinion. So why on

20 earth are we building up this very expensive rule book,

21 regulatory rule book and the corresponding outputs that

22 no one is apparently using?

I think you all know the answer to that. I think 1 2 we've talked about it a number of different times. And 3 the fact of the matter is that these practices and rules 4 are so very fundamental to the integrity and quality of 5 our markets. Investors know that they exist. They have They're required of those seeking public 6 to exist. 7 investment and if they violate those rules, there is some 8 hell to pay in terms of having violated those. I think 9 everybody gets that their existence is not a 100 percent 10 quarantee on fraud or cheating or even 100 percent 11 enforcement by PCAOB or SEC or that investors even 12 understand or appreciate the complexity of the outputs. investors do know is that the rigorous 13 14 nature of these is a condition to taking their investment 15 money. It is a type of discipline and responsibility 16 that is not optional in the U.S. publicly-traded markets. That brings me very quickly to talk just a little 17 18 bit about the smalls and mediums, whether the audit 19 reporting model rules changes be waived for smaller We have never in our organization supported a 20 issuers. 21 variable system for publicly-traded companies based on 22 market cap or size. If you want access to the public's

1 money on the same terms as other public companies, we

2 think the rules ought to be the same. We do get that

3 being public is expensive. It's very complicated. It's

4 complex. The regulations overlap sometimes and maybe

5 they're even over broad. But if you understand that and

6 you don't like that, then maybe you list on a lighter

7 touch exchange or a lighter touch regulatory regime.

8 That is your option. But if you want to access these

9 markets and stand toe to toe with other seasoned issuers

10 whose reputation and confidence level and standing in the

11 marketplace are built on regulatory rigor, we don't

12 expect there should be a free pass. We think that's the

13 right approach from an investor protection standpoint.

14 Thank you.

15 MR. DOTY: Andy Bishop. Thank you.

16 MR. BISHOP: I would like to extend my

17 appreciation and thanks to the Board for including me in

18 this panel discussion. Hallador is an underground and

19 surface coal mining company serving Indiana and Florida

20 electric utilities. Our mines are located in Indiana.

21 We trade on the NASDAQ. It's HNRG. Get it, N-R-G. H

22 for Hallador (R-G. We are a small reporting company as

- 1 defined by the SEC rules and our public float June 30 was
- 2 \$75 million, although our market cap exceeds \$240
- 3 million.
- I started my career at PriceWaterhouse in 1975 in
- 5 the Oklahoma City office after graduation from the
- 6 University of Oklahoma, that's the team that trounced
- 7 Alabama in the Sugar Bowl.
- 8 (Laughter.)
- 9 Thank you. In 1984, I transferred to the Denver
- 10 office. Practically all my audit clients were SEC
- 11 registrants. In 1990, I joined Hallador as the CFO, left
- 12 in '93 and then came back again as CFO in 2009. From
- 13 1993 to March 2009 I was the Executive VP and CFO and a
- 14 third owner of the SEC Institute. During those 16 years,
- 15 I also assisted Hallador in preparing their SEC filings.
- 16 In July of 2009, I sold my interest in the SEC Institute.
- 17 I also served on the Audit Committee of SemGroup Energy
- 18 Partners, now called Blueknight which is a NASDAQ company
- 19 from July 2007 to July 2008.
- Before I go further, I should tell you that the
- 21 views I express today are my personal views and do not
- 22 necessarily reflect the views of any of the officers

1 and/or directors of Hallador.

- 2 So for the past 29 years, I've been intimately
- 3 involved in this space and along with many others have
- 4 noted that the auditor's report has not substantially
- 5 changed. Now is the time for change. And nobody likes
- 6 change but a wet baby.
- 7 I recall years ago in the self-regulation days
- 8 when the Big Eight, now the Final Four, I picked the
- 9 Gators, audited each other. I worked both sides of that
- 10 fence. I firmly believe in less regulation than more,
- 11 although I have to admit there were serious flaws in that
- 12 system. We audited each other and I recall each firm
- 13 received an A plus year after year. It's not unlike
- 14 asking your mother if you're good looking.
- The PCAOB system was a much-needed change. Other
- 16 information in the auditor's report, I'm in favor of
- 17 having the auditor's report on the other information
- 18 disclosed in the 10-K. Also consider a mechanism where
- 19 they also report on the earnings release. The earnings
- 20 release moves the market more than the 10-K disclosures.
- 21 For smaller companies that don't have an audit of
- 22 internal controls, I assume that other information

1 includes management's representation that the internal

2 and disclosure controls are effective. It is not clear

3 to me how the auditors will report on the proxy statement

4 that's incorporated by reference to the 10-K. The

5 proposed standard states that this information is

6 covered, but what will be the mechanism to make it clear

7 to investors that the information was, in fact, read and

8 evaluated by the auditor. Also, it's not clear to me

9 that the XBRL data that is filed as an exhibit to the

10 10-K is covered by the proposed standard.

11 Critical audit matters. Rather than have the 12 auditors include in their report the critical audit 13 matters, I believe the Audit Committee Report should be 14 expanded to include such matters. If the auditors are agreement with the 15 not in report, they have 16 obligation to report such and include those critical 17 audit matters that were excluded from the Audit Committee Most likely, this would be a joint effort 18 Report. 19 between the Audit Committee and the auditors. 20 and/or the CAO have an intimate knowledge of these

21 matters and such matters are included in management rep.

22 letter to the auditors and also included in the auditor's

1 communication to the Audit Committee.

This approach would also be more cost and time

3 effective as we have strictly reporting deadlines and at

4 times obtained the final wording from the auditor slows

5 down the process. That being said, the rightful home for

6 the Audit Committee Report is the 10-K, not the proxy

7 statement.

8 Maybe this concept is a jurisdictional concern

9 and we sure don't want Audit Committees regulated by the

10 PCAOB. I'm sure the SEC and the PCAOB can come to an

11 understanding if this approach was considered.

I would like to take advantage of this esteemed

13 captive audience to touch on some other matters that I

14 have observed over the years. Number one, referring to

15 auditors as independent auditors could be misleading to

16 the average investor. The issuer-pays model compromises

17 objectivity and professional skepticism, always has,

18 always will. For instance, GE, General Electric, pays

19 KPMG over \$100 million for their independent audit. Best

20 I can tell, GE has been a client for over 100 years and

21 probably will be for the next 100 years. For simplicity,

22 let's just say the annual profit on the audit is \$25

1 million. The present value of \$25 million for the next 2 100 years approaches \$500 million, depending on

3 assumptions. Now that's an asset that would be

4 safeguarded by any firm. What defies logic is if KPMG

5 audit partners invest \$25 to buy one share of GE stock,

6 then KPMG is no longer independent. This might be heresy

7 to some, but why not tweak the rules to allow some

8 ownership by partners and staff. Certain partners and

9 staff could be subject to Section 16 reporting, the same

10 as D&Os and others.

Number two, another way to look at audit fees!

12 independence is how significant the fees are to the firm

13 as a whole or to that particular office. For instance,

14 the KPMG Louisville, Kentucky office is the reporting

15 office for the Yum! Brands engagement. The audit fees

16 are about \$7 million. Is \$7 million significant to the

17 firm? Doubtful, but how about that office? It could be.

18 Now the point being that investors have no way of

19 knowing. Maybe more transparency regarding these matters

20 would assist investors in determining true independence.

21 I'm not picking on KPMG. The other firms have

22 the same issues.

Number three. Being a smaller reporting company, 1 2 we are exempt from the 404 audits of internal control, 3 so are emerging growth companies. I thought the passage especially the 4 of SOX was great, CEO CFO 5 certifications and creation of the PCAOB. That was good, 6 common sense regulation. However, I think the cost of 7 404 internal controls audits far exceeds the benefits. 8 I am not in the camp that if the regulation only saves life is worth it. One would think 9 one 10 jurisdictions around the world would jump on the 404 11 audit bandwagon if it was such a good deal. But we might 12 be the only country. All CEOs and CFOs certify as to the effectiveness 13 14 of the internal controls four times per year. 15 should be sufficient. As mentioned earlier, 16 management assertion would be subject to the auditor's 17 obligation to report on other information in the 10-K. 18 Let the investors decide if they see value in the 19 requirement. Make it an optional requirement subject to Call it (Say on SOX. 20 shareholder approval. In the 21 interim, the SEC could at least raise the public float 22 from \$75 million to \$250 million or higher as recommended

- 1 by the Advisory Committee on Small and Emerging Companies
- 2 in their March 2013 letter.
- 3 Number four, another required cost that far
- 4 outweighs the benefits is XBRL. At a minimum, small
- 5 reporting companies and emerging growth companies should
- 6 be exempt from this tedious and time-consuming project.
- 7 For sure, the requirement to detail tag the footnotes of
- 8 the financial statements is ludicrous. We are followed
- 9 by three analysts. They seem to be oblivious to XBRL.
- 10 I'm surprised Congress did not exempt the emerging growth
- 11 companies from XBRL in the JOBS Act. Maybe they too were
- 12 oblivious.
- The only groups I know singing the praises of
- 14 XBRL are the service providers. We have fewer public
- 15 companies on the national exchanges than 17 years ago,
- 16 8,800 in 1997 compared to 5,000 or so today. XBRL might
- 17 have made some sense years ago to assist the SEC in their
- 18 mission to protect investors, but today it does not.
- 19 EDGAR is a fabulous tool. XBRL is not.
- Number five. In my opinion, either the CFO or
- 21 the CAO, Chief Accounting Officer, or a member of the
- 22 Audit Committee should be required to be a CPA.

1 Number six. I applaud the PCAOB for moving

2 forward with the requirement to name the audit partner.

3 For the last two years, we have named the audit partner

4 and the concurring partner in our information statement

5 filed with the SEC. We also include their ages and their

6 tenure as auditors. We considered including biographical

7 information for the partner not unlike that required for

8 our own D&Os. I do believe that more than just the name

9 of the partner is needed. Their age, years on

10 engagement, industry experience, and any regulatory

11 issues would also prove useful.

12 As has been said many times, a little something

13 signed is the best disinfectant.

14 Number seven. We include the Auditor's Review

15 Report in our firm 10-Q. Over 15 percent of the S&P 500

16 does the same. I'm surprised that the percentage is so

17 low. Consider extending the other information standards

18 of the quarterly review procedures and encourage or

19 require the inclusion of the Review Report in the 10-Q.

Number eight. Final comment, kudos to the SEC

21 for jumping off the IFRS bandwagon. Thank you for this

22 opportunity to speak to you today.

- 1 MR. DOTY: Thank you. Cartier Esham.
- MS. ESHAM: Good afternoon, Chairman Doty,
- 3 members of the Board. My name is Cartier Esham and as
- 4 stated I'm the Executive Vice President of Emerging
- 5 Companies at BIO.
- 6 Roughly 90 percent of BIO's 1100 member companies
- 7 are pre-revenue emerging businesses. Thus, product sales
- 8 do not fund biotech research which can cost upwards of
- 9 \$1 billion. Instead, companies turn to external
- 10 investors to finance their drug development programs.
- 11 The capital markets play an important role in biotech
- 12 capital formation and I want to thank you for the
- 13 opportunity to speak with you today about ensuring that
- 14 small public companies are given the opportunity to
- 15 succeed on the market.
- 16 Because small biotechs do not have product
- 17 revenue, burdensome regulations have an outsized effect
- 18 on them. A one-size-fits all compliance requirements
- 19 regime diverts funds from the lab and slows the
- 20 development process. The JOBS Act has shown that a
- 21 common sense requlatory approach helps biotech capital
- 22 formation. In fact, nearly 80 biotechs have gone public

1 in the last two years, a dramatic surge considering that

2 two years prior the JOBS Act, we only saw 30 biotech

3 IPOs. The reasoned regulatory approach prescribed by the

4 JOBS Act has been a success. Bio is hopeful that the

5 PCAOB will bear in mind the importance of right sized

6 regulatory requirements as it considers changes to the

7 Auditor's Reporting Model.

8 We agree with the GAO's finding that the proposed

9 critical audit matters would for any science company not

10 enhance the usefulness of the auditor's report or add

11 value to the users.

12 As a representative of emerging growth companies,

13 the proposal would only add significant cost burden on

14 growing companies without providing a corresponding

15 benefit to its investors. The PCAOB is proposing release

16 notes that is virtually certain that an auditor would

17 identify critical audit matter based on the proposed

18 standard in any given audit report. Meaning, we can be

19 similarly certain that the audit cost will go up. Quite

20 simply, the new proposed standard would increase the

21 scope of work necessary to complete an audit and these

22 costs would be passed on to emerging growth companies and

1 its investors which can ill afford such a substantial
2 capital diversion.

Again, as stated by the GAO, these additional 4 requirements they determined would not improve audit Emerging growth companies in the biotech 5 quality. 6 industry have few employees and a simple corporate 7 structure, so it does not require an overly detailed 8 analysis to understand the inner workings of their 9 business. BIO fully supports strong investor 10 protections, but the primary value of a biotech company 11 is and will be based on its scientific disclosures and 12 not additions such as proposed.

But I also believe that the provisions in the JOBS Act were designed to ensure that a one-size-fits all approach and increasing regulatory burdens on small companies should be actively discouraged, unless the SEC determines that any such additions are "necessary or appropriate in the public interest, after considering the protection of investors and whether the action will promote efficiency, competition, and capital formation."

21 We believe the proposed standard would increase the auditor's scope of work and the audit fees for the

- 1 company would not provide -- would not meet that test to
- 2 providing additional value to investors and would divert
- 3 valuable time and resources away from these small
- 4 companies' core missions.
- In the case of small biotechs, this would mean a
- 6 diversion away from funding scientists and their efforts
- 7 to research and develop the next generation of medicines,
- 8 a result Congress clearly sought to avoid.
- 9 Bio urges the PCAOB not to apply the standard to
- 10 emerging growth companies which have thrived under a
- 11 common sense regulatory regime rather than the
- 12 one-size-fits all burden. And we thank you for your time
- 13 and I look forward to answering any questions you may
- 14 have.
- 15 MR. DOTY: Thank you. Joan Waggoner.
- 16 MS. WAGGONER: Chairman Doty, Board, Chief
- 17 Auditor and staff, thanks for inviting me to participate
- 18 in the meeting. I am a partner in the Professional
- 19 Standards Group of Plante Moran which is a regional
- 20 public accounting firm in the Midwest. My previous firm,
- 21 Blackman Kallick, merged into Plante Moran almost two
- 22 years ago.

I've been asked to discuss CAMs, the CAMs aspect
of the proposed model from the viewpoint of the smaller
auditing firms.

First of all, I would like to thank the Board for all the work it has done to reconsider the Auditor's Report Model. This project is, I think, one of the most difficult that the Board has undertaken since its inception, given all the diverging points of view and interests that are involved, and to focus the auditor's voice on only audit matters has been a very interesting concept to contemplate.

My partners and I discuss the typical CAMs that
we would expect to see in our practice. We would expect
to see predominantly valuation allowances or impairment
is issues on asset accounts as the most common theme,
although there are certainly others. I have included a
though there are certainly others. I have included a
the more specific and complete. I have also highlighted
those that we think are especially relevant to emerging
growth companies. We do recognize though that the
determination of CAMs is very specific to a particular
sissuer and requires significant judgment on the part of

1 an auditor.

- 2 From reviewing the comment letters of the smaller
- 3 accounting firms, there seems to be a reluctance to total
- 4 embrace the inclusion of CAMs in the auditor's report.
- 5 From discussing the issues with my partners, we also have
- 6 some worries about certain aspects of CAMs, although we
- 7 are supportive of the Board's objective to make the
- 8 auditor's report more meaningful to investors.
- 9 Now I should warn you there will certainly be
- 10 some similarities in my following remarks about these
- 11 concerns with what you have already heard today, but I
- 12 will be looking at them from a different perspective
- 13 which is from the smaller accounting firm and smaller
- 14 issuer companies.
- I believe the concerns emanate from a couple of
- 16 things. First, some of the reluctance may come from
- 17 accounting firms' lack of history in disclosing original
- 18 information. I believe that many of the CAMs would
- 19 correlate with other disclosures already present in the
- 20 10-K or that arguably should be in the 10-K. However,
- 21 we may end up with some instances where we are faced with
- 22 the potential disclosure of original information.

1 This disclosure of original information is not

2 natural to auditors. And since the beginning of recorded

3 time, we have been following the model of management

4 asserts, we attest. This model has been reinforced over

5 time as auditors' responsibilities have changed, most

6 recently with the Sarbanes-Oxley internal control work

7 where again management asserts and we attest.

8 The force is strong within us that original

9 information should be authored by management. And I

10 should clarify that what I mean by original information

11 in this context would be control deficiencies and other

12 things like corrected or uncorrected misstatements. And

13 so that is what we are thinking of as being original

14 information.

15 It is important though that the auditor's report

16 be relevant to investors. And so the big questions with

17 many of the small firms is will the inclusion of CAMs and

18 auditor's report benefit the investors in small

19 companies? As my partners and I were thinking through

20 the possible CAMs we would expect to see in our practice

21 of smaller issuers, we were not sure how information

22 would be used or interpreted by investors who do not

1 fully understand the complete auditing process.

I understand that the Center for Audit Quality

3 has initiated a field test of the proposed Auditor's

4 Reporting Model and I am very interested in reviewing the

5 results of that testing once it is completed to help us

6 see more clearly the value of CAMs to the investors in

7 small companies.

In addition, in the comment letters I saw a lot

9 of commentary indicating the concern that the CAM

10 paragraphs might be construed to be piecemeal opinions

11 within the financial statements or otherwise diminish the

12 value of the pass-fail model.

13 At this point, we do not have clear information

14 about how investors in small companies would use or

15 perceive that information and so it is hard to conclude

16 one way or the other as to whether or not the opinion

17 would be enhanced or diminished by the inclusion of CAMs.

18 But I believe that it is very important that investors

19 understand that the audit is of the financial statements

20 taken as a whole and that the CAMs be presented in a

21 manner such that they enhance, rather than diminish the

22 opinion.

Also, I expect that the volume and the cost of 2 CAMs will be proportionately greater for smaller issuers 3 and especially for emerging growth company audits. Many 4 smaller issuers have excellent controls and processes, 5 some including some emerging growth companies have not 6 yet built the necessary financial infrastructure because 7 of spending priorities. I expect that this lack of 8 financial infrastructure would most often result in a lot 9 of CAMs or at least some lengthy ones, disproportionate 10 to the larger filers.

Lastly, many of us have concerns regarding the availability of firm resources during a very busy time.

We expect that significant firm resources in terms of our most senior and experienced people will be necessary at the end of an engagement to determine the CAMs and also the content of the additional paragraphs in the report, especially for some of the smaller and emerging growth company issuers.

We worry that this additional responsibility at the end of the engagement may strain resources so that attention would be diverted from other value-added audit responsibilities. I believe these factors are the

1 primary ones that worry smaller auditing firms with

2 respect to CAMs. The big unanswered question though in

3 my view though still to come is whether or not investors

4 in smaller companies will find CAMs useful. Once that

5 question on the information available from these surveys

6 and to the Board's satisfaction, then it will perhaps

7 easier for the Board to be confident in its direction

8 regarding CAMs.

I do have a couple of suggestions for the Board's

10 consideration to address some of these above concerns

11 which are included in my written statement which can be

12 looked at at another time.

13 Lastly, one of the questions in the proposed

14 quidance was whether or not the quidance should be

15 applicable to emerging growth companies. On one hand,

16 as I mentioned previously, I would expect that for the

17 typical emerging growth company that there would be CAMs,

18 maybe many CAMs to be considered for inclusion in the

19 auditor's report. On the other hand, I would expect that

20 the market place's primary interest in these companies

21 at this stage of their development is whether or not the

22 issuers has the potential to be successful in its mission

- 1 or its product. And if this is so, then the cost-benefit 2 may not be there for CAMs.
- Again, thank you for the invitation for me to
- 4 participate on this panel and I look forward to our
- 5 discussion.
- 6 MR. DOTY: Thank you. Jeanette.
- 7 MS. FRANZEL: Thank you for being here today and
- 8 sharing your perspectives with us regarding smaller
- 9 companies and smaller audit firms. I'd like to ask each
- 10 one of the panel members in your experience what do you
- 11 see in terms of how investors communicate with the
- 12 company and with the boards in the smaller company
- 13 environment that maybe we should be considering as we are
- 14 considering this standard.
- 15 And Cartier, if you could also add comments about
- 16 EGCs as well. So we can just work our way down the panel
- 17 and anyone who would like to start.
- MR. DOTY: They're all looking at you, Andy.
- 19 MR. BISHOP: We have three analysts that follow
- 20 us. Each quarter when we report our numbers, they come
- 21 up with an update of their reports and they have never
- 22 asked any questions about the accounting. They ask

- 1 questions on why maybe costs went up, why margins went
- 2 down, but no questions on accounting.
- Personally, I don't have a problem with this
- 4 approach. I would like to see it done by the Audit
- 5 Committee as opposed to the auditors though. If we are
- 6 doing what is called a non-D&O road show, we go out and
- 7 talk to investors. Again, no questions. They're more
- 8 interested is the coal business going to be around for
- 9 a while? That was their concern.
- MR. DOTY: Any other points of view on the panel
- 11 to address Jeanette?
- 12 Cartier?
- 13 MS. ESHAM: I am going to provide an answer and
- 14 again, I hope it's the answer you're looking for in the
- 15 sense of small companies and investors and I'm talking
- 16 institutional investors actually have a very prolonged,
- 17 often, relationship in determining whether or not a small
- 18 company is going to go public. In regards to -- one of
- 19 the things I wanted to comment in regards to some of the
- 20 comments I've been hearing this afternoon in the sense
- 21 of more information is better, I think that's true. But
- 22 in the case of certainly the biotech community, we worked

- 1 for years with the passage of the JOBS Act on that more
- 2 information sort of mantra and that was really carried
- 3 out in the provision of testing the waters such as
- 4 provisions of testing the waters which has allowed and
- 5 I think been perceived by both investors and the small
- 6 companies as a huge success with the ability to
- 7 communicate more information. But again, it's really
- 8 been, the conversation has really been focused about
- 9 educating about their ability, of the science, and the
- 10 ability to carry that science forward.
- We have not heard a lot of questions in regards
- 12 to auditing report content, although we have had a
- 13 history of working with this Board and providing numerous
- 14 comments on a variety of the excellent work that you're
- 15 doing in looking for improvements.
- 16 MS. FRANZEL: And do you see differences between
- 17 the EGCs and the other small companies that you deal with
- 18 in terms of that communication?
- 19 MS. ESHAM: Well, the other small companies we
- 20 deal with are private companies, so that's in the venture
- 21 capital world.
- MR. DOTY: Jay?

MR. HANSON: I've got another question along the

2 governance theme and I'll pick on Andy first, but I'm

3 interested to hear all of your views on this.

4 Andy, your suggestion is having the Audit

5 Committee report the critical audit matters and I

6 appreciate many people have that same view that may be

7 an appealing way to go and we're doing much more

8 interaction now in the last year or so with Audit

9 Committee chairs and Audit Committee members and getting

10 good sense of what the larger company Audit Committees

11 are doing.

We have fairly significant, albeit anecdotal

13 feedback, and the smaller the company, the less robust

14 the Audit Committee discharges their responsibilities and

15 part of it is the ability to track Audit Committees that

16 have the skills to do and part of it is maybe just not

17 knowing what to do.

And I'm not going to ask you to comment on your

19 Audit Committee because that will put you in a tough

20 spot, I know you and I have been around a lot and talked

21 to lots of companies and lots of preparers. And just

22 your sense as to with regard to the operationality of

- 1 your suggestion for the smaller companies having the
- 2 Audit Committees do it, whether today you think there's
- 3 the skill set and the capability across the universe of
- 4 the smaller companies, just from your experience? And
- 5 appreciate any of the rest of your comments about your
- 6 observations about the effectiveness and the ability of
- 7 the audit committees of smaller companies to do more than
- 8 they're doing now.
- 9 MR. BISHOP: The way I see it playing out is that
- 10 I would sit down with the Audit Committee chairman and
- 11 together I'd put together the bullet points. I'd say
- 12 here's what we're going to talk about. And he says I
- 13 think that's right. And the auditors would have given
- 14 their report, too. And he would say, Andy, you draft it.
- 15 That's probably how it would shake out. He would agree
- 16 with the points.
- MR. HANSON: Any comments from the rest of you on
- 18 this?
- 19 MR. SCHACHT: I'm not sure, Jay, I fully
- 20 understand your question, but big company, small company,
- 21 medium company, there's plenty and plenty of resources
- 22 out there in terms of how you properly empanel and engage

1 in the activities of an audit committee. So it's not for 2 lack of resources. Whether small issuers can attract the

3 same level of competence and capability that the larger

4 issuers do on the Audit Committee is clearly, they're

5 clearly at a deficit to do that. So I would say,

6 generally speaking, there is not the same level of

7 experience and expertise on the smaller company boards

8 and on the Audit Committee. I think we're getting there.

9 I think there's certainly a heck of a lot more attention

10 being paid to it than ever before. And I think people

11 are waking up to the fact that if there is one key

12 important check and balance on corporate governance for

13 investors it is the Audit Committee that, in fact, is

14 probably the king of all the corporate governance bells

15 and whistles and protections.

16 MS. WAGGONER: In addition having the Audit

17 Committee prepare a report of some sort that timely goes

18 out along with the auditor's report has a great appeal

19 to it. As I was listening and hearing about the UK model

20 where the FRC is in that enviable place where they can

21 both set corporate governance regulations and also the

22 auditing standards. You know, that's like a perfect way

1 to bring it all together which is to say you get 2 auditor's report that's very much complemented or 3 complements the report from the Audit Committee and 4 everything iust works much more as evervone 5 collaborating to get good information out to investors. I have a question, MR. FERGUSON: initially 7 directed to Andy, but the rest of you pop in if you want As I heard you, you said that you thought critical 9 audit matters, if they were disclosed at all, should be 10 done by the Audit Committee rather than the auditors. 11 Those are two different kinds. They're not identical 12 proposals, so the kind of disclosure would not 13 identical, let's assume you're correct about that. Given 14 the fact that we have no jurisdiction over that and that 15 would have to be done by the Securities and Exchange 16 Commission and I would defer to my colleagues from the 17 SEC here, but my understanding is that the SEC has a 18 really, really full docket now. And I would suspect that 19 this might be pretty low on their list of priorities. 20 If that were the case, is having the auditor do it such 21 a bad idea, in your view, that we should simply drop this 22 project?

- 1 MR. BISHOP: No, I don't think you should drop
- 2 the project. Maybe SEC could rearrange their priorities
- 3 and move this up to the top.
- 4 MR. FERGUSON: Assume they don't rearrange and
- 5 I'm not speaking for my friends from the Commission here.
- 6 They do what they want to, but let's just assume for
- 7 purposes of this argument, they're not going to rearrange
- 8 their priorities for this.
- 9 MR. BISHOP: Then we'll go with what you have,
- 10 let the auditors do it. But for the Audit Committee to
- 11 do it, the Audit Committee Report needs to move to the
- 12 10-K. It doesn't make any sense to get the 10-K out and
- 13 then two months later the Audit Committee Report comes
- 14 out in the proxy statement needs to go out and the 10-K
- 15 and again, that's probably their jurisdiction. But
- 16 that's how I look at it.
- 17 MR. DOTY: Steve Harris.
- MR. HARRIS: Mr. Schacht, you heard what Ms.
- 19 Waggoner said about the disclosure of original
- 20 information. And my question is why you think it is
- 21 important that auditors provide additional information
- 22 directly to investors?

MR. SCHACHT: I think there's been a -- just to maybe reiterate some of my opening remarks, we've been talking about this now for decades about the quality of the information that's coming from the professional firm that's actually being voted on by investors and being paid for by investors, and the quality of what -- the usefulness of that information. And I'm not an expert on the history of original information coming from the Audit Committee versus the company, but I think the fact of the matter is that everything else is changing in the world of finance and around the process of being a public company.

- And I don't think there's any reason why the audit profession and the profession that they are providing, the service that they are providing for investors should somehow be exempt from those changes and from the very dramatic differences at how markets operate and how markets trade and how people invest.
- And so it may be long-standing, commercial, 20 historical practice. I get that, but does that mean we 21 never change it? I don't think so.
- MR. DOTY: Mr. Baumann, Chief Auditor.

Thanks, I have a question for Joan 1 MR. BAUMANN: 2 and Cartier. Both of your comments, you indicated an 3 expectation of increased costs as a result of this and 4 maybe disproportionate costs on smaller companies. CAMs, 5 as we've talked about them in the proposal, are based 6 upon what the auditor has done. It's fundamental to 7 their work, critical audit matters are documented in 8 their work papers, discussed with the engagement quality 9 reviewer. That's probably the critical audit matters 10 that's contemplated are probably the topics that are most 11 discussed between the auditor and the Audit Committee. 12 So there's nothing new about developing a CAM. It is the 13 fundamental things that are being discussed with the top 14 management of the firm and the audit firm, the engagement 15 team, the engagement quality review, the Audit Committee, 16 et cetera. So we're talking about here about putting in 17 the audit report what's probably already written in the 18 Audit Committee Report, except maybe more succinctly. 19 In addition to that, we heard today from several 20 people, most notably from the UK experience where they're 21 actually having these enhanced disclosures. And Nick 22 Land from the FRC indicated he didn't see any reason for

1 increased costs as a result of this for similar reasons.

2 So given the fact that all of these matters are just

3 matters that are already addressed with the Audit

4 Committee and it's really adapting something that's

5 already written to the Audit Committee for consumption

6 by the investor and there's some experience overseas that

7 it doesn't have any cost, where do you have the

8 expectation of significant costs?

9 MS. WAGGONER: Certainly one of the big factors

10 for the smaller companies is the cost associated with

11 transition in the very first year because of what we

12 would expect to be a heavier volume of CAMs that would

13 exist for certain of the smaller companies and the

14 emerging growth companies.

On a recurring basis, one of the things we were

16 trying to think through is what would cause that cost to

17 continue to be higher than we would expect. And I think

18 it's because you know where those systems, the systems

19 of the smaller companies aren't necessarily geared up in

20 the early part of their lives to capture all the

21 information needed for accounting purposes and so forth

22 and so on, that things will just pop up a little bit

1 more. We would expect a little bit more of a volatile
2 environment.

So even though I would expect from year to year there would be recurring CAMs of which perhaps the cost to process the auditor's report would not be excessively high. There is an associated cost with the volatility at the end of an audit which will take up a lot of time from folks disproportionate to the engagement. So I think that would be the continuing factor that we would

MR. BAUMANN: Just an observation again, even though there could be more issues in a smaller company, again all of those issues should still have been discussed by the engagement team, evaluated by the engagement team, evaluated by the engagement team, discussed with the Audit Committee if there are important issues so again, even if there's more, they've already been communicated to the Audit Committee and now it's a matter of communicating them in some lesser format or some -- to the investor.

MS. WAGGONER: Arguably, quite true, but the crafting of new ones for purposes of public dissemination would still be a significant cost because it's not just

10 see.

1 correcting the spelling and put it out there, you know.

2 It does go through a few levels of review and

3 consideration and so forth and that is going to be taking

4 the time of the most senior people in the firm to get

5 those handled properly.

6 MS. ESHAM: Just to agree with several of the

7 points that Joan raised and I think as we read the

8 proposal, I think a couple of the concerns that we have

9 are again, they're almost -- there was an implication

10 that essentially every auditor would have a critical

11 audit matter outside of the context of the audit report

12 process which includes the dialogue between management,

13 the Audit Committee and the auditor. So I think there

14 were a lot of mays and coulds of what that might entail

15 that is concerning and so the presumption is that it

16 inevitably will require more work and thus more fees by

17 the emerging companies.

18 And the price tag of paying for extra auditing

19 fees is not the only cost to an emerging growth company.

20 Again, when you have a company that has 25 employees, and

21 again, their core mission is in our case research and

22 developing medicines, it is perhaps a hiring of extra

- 1 staff. It is a longer runway of paying for auditing fees
- 2 that are diverting funds away from again their core
- 3 mission which is of concern as proposed.
- 4 MR. DOTY: I think Kurt wanted to comment on 5 that.
- 6 MR. SCHACHT: I think the interesting thing
- 7 that's going on is that everybody is still very gun shy
- 8 about SOX 404 and sort of early experience with that and
- 9 maybe the miscalculation of the cost benefits of that and
- 10 I don't think anybody wants to make that mistake again.
- 11 But I would tend to see this similar to as you just laid
- 12 it out that it's not a lot of additional work. It's not
- 13 the same dynamic as we were experiencing with a brand new
- 14 Sarbanes-Oxley and that when you look at the audit
- 15 completion document or the report of the Audit Committee
- 16 that most of the work is done, it's just a matter of how
- 17 you would price the step of actually having to make a
- 18 professional disclosure about that and I really don't
- 19 know how that would happen.
- MS. WAGGONER: If I can make one more point.
- MR. DOTY: Please.
- MS. WAGGONER: Thank you. There is in a lot of

1 the smaller company audits, it is a kind of a rush to the

2 finish. The deadline looms and everybody is very focused

3 on getting the audit done and management is working to

4 get the financial statements done. There's still a lot

5 of stuff happening at the last minute because a lot of

6 these audits are not the most efficient audits in the

7 world just because of the way the data is gathered and

8 so forth and so on.

9 So there's also not just a cost, but the rush to

10 the finish is a real thing that exists for many, many

11 audits of small companies.

MR. BAUMANN: That environment sounds like it's

13 even more important for the investors, therefore to

14 understand, there's critical audit matters in those

15 companies. So that's my view.

16 MS. WAGGONER: And indeed, you may be quite

17 correct, Marty, on that. I think the proof is actually

18 going to be as we see things roll out and how the

19 information is used, I still haven't heard anything

20 definitive on exactly how the investors in smaller

21 companies actually would utilize the information. And

22 I think that is arguably a very important thing to be

1 resolved before we move forward on this, simply because

2 it is so important to the smaller companies and the

3 emerging companies because of the cost.

4 MS. ESHAM: I did just want to respond to that to

5 make sure I didn't leave that just hanging out there, but

6 again, I think from our point of view, the value of small

7 companies, again, I can speak most assuredly about the

8 biotech industry again. In our conversations with

9 investors and what we hear from our CEOs is the value of

10 the company rises and falls on the product -- their

11 ability to advance their product, the science that

12 they're working on. That's the value of a small business

13 of an emerging growth company. So I do just want to

14 emphasize that.

15 Again, going back to the discussions that were

16 held in both the House and Senate during the JOBS Act

17 debate, that is why you see provisions specifically laid

18 out in the law that recognize one, the importance of

19 allowing these emerging growth companies to transition

20 into the public market. That's why there are exemptions

21 to certain things. That's why there is not a

22 one-size-fits-all framework in that. And again, it's

1 pertinent to this argument, the one that specifically

2 talks about the supplemental information in the form of

3 the AD&A proposal and determine that is not

4 appropriate to apply to emerging growth companies.

5 MR. DOTY: I want to follow up on this with both

6 of you because I want to talk about, get your reaction

7 to what I'll call the bonding principle. The JOBS Act

8 didn't wall off the PCAOB from the audit report and it

9 certainly didn't suggest it was out of the question to

10 add further information. It did go, as Cartier points

11 out, to the question of an AD&A which we've taken some

12 pains to distinguish from.

But is there any concern on the part of either

14 you, Cartier Esham or Joan Waggoner, about the precedent

15 we have with what I will call blue light districts that

16 have been launched with the best intention of creating

17 more rapid capital formation? And I'm thinking of the

18 London AIM market and sort of the American Stock

19 Exchange's ill-fated excursion into a midcap market. The

20 Nuevo Mercado and certain other areas.

21 Are you concerned or should we be concerned or

22 should we be concerned that if we have a rule that

1 requires some kind of amplified audit discussion, if we

2 modify the audit reporting model at all for big

3 companies, for other companies, everybody else but EGCs,

4 that if we don't fashion a rule that can be applied by

5 EGCs, we have -- and it's required to be applied by EGCs,

6 that we have created the beginnings of a kind of blue

7 light district for some of the companies that we're most

8 interested in growing.

I do understand that audits are cost. Kurt makes

10 the point that none of the reforms in Europe have really

11 delayed the completion of the audit cycle, but I hear

12 Joan point out that it's harder for smaller companies.

13 It's a messier situation, but the fact that the smaller

14 companies will perhaps have less in the way of critical

15 mass on controls, more of the critical audit matters,

16 including perhaps more related party transactions and

17 other issues that auditors have to look hard at and that,

18 in fact, they are less likely to be free of any concern

19 for the auditor. Isn't that a reason why we should be

20 concerned that whatever we say about the actual

21 disclosures that it should apply to everybody? That we

22 don't want to have a situation in which we're creating

- 1 a class of second class companies that can go on the
- 2 exchange and are we really doing no favor to emerging
- 3 growth companies if we create the lowest expectations for
- 4 their auditors in terms of what we want them to tell the
- 5 public?
- 6 Discuss among yourselves, please.
- 7 (Laughter.)
- 8 MS. WAGGONER: Well, you know, I am in actual
- 9 total agreement with Kurt, that if you enter the public
- 10 markets, you accept the level of responsibility and
- 11 accountability. But when we are considering changes to
- 12 the auditor's process and the auditor's report, I think
- 13 we need to distinguish between two things. Is the change
- 14 being designed to protect the markets, to protect the
- 15 marketplace? Or is it to enhance the information
- 16 available to the marketplace?
- I would suggest that if the goal is to protect
- 18 the marketplace, certainly I think rules should get
- 19 applied across the board or with a much higher level of
- 20 cost-benefit analysis or a lower threshold, if you will.
- 21 If the goal is to enhance the information
- 22 available in the marketplace, that might be a lesser

- 1 standard. And so the cost-benefit analysis would go --
- 2 the threshold would be higher. And it is then for us to
- 3 contemplate are the proposed changes to the auditor's
- 4 report to protect the marketplace or to enhance the
- 5 information available to the marketplace?
- 6 MR. DOTY: A choice the logicians always struggle
- 7 against that opting from one or the other.
- 8 Cartier, how about it? Isn't the biotech
- 9 industry one that needs to be worried about having the
- 10 emergence of a blue light?
- 11 MS. ESHAM: One, I do not think that we are a
- 12 lower class small business on the market today.
- I did have a question and I apologize for my own
- 14 ignorance, but in the London example that has been
- 15 brought up today, are there exceptions to emerging
- 16 growth, small companies within that system that's being
- 17 applied?
- 18 MR. BAUMANN: Right now, that applies to the
- 19 largest companies, the FTSE 350. So it's not just
- 20 emerging growth companies. They applied it initially to
- 21 the FTSE 350.
- MS. ESHAM: Just to clarify, we don't have --

- 1 there's not an example then in London of how this would
- 2 or would not affect emerging growth companies as of yet.
- 3 I just wanted to clarify that.
- 4 So again, I think Joan raises a great way to put
- 5 it is protect and inform and on the informed side, again,
- 6 I think the question and again, very specifically
- 7 focused, my comments are very specifically focused on the
- 8 proposed CAM and in that sense I don't think that we
- 9 agree that the added regulatory burden would equate to
- 10 again as prescribed by the JOBS Act necessary and
- 11 appropriate to protect or benefit the public.
- 12 Secondly, I do also want to make clear that in
- 13 the greater context of are there ways to improve the
- 14 auditing process or the auditing report as to how that
- 15 may inform. We've certainly been engaged with your work
- 16 since 2010, 2011 and I think, in fact, have been
- 17 supportive of certain proposals such as one made in our
- 18 comments in 2011 around clarifying language within the
- 19 auditor's report. So I want to distinguish between a
- 20 very specific issue that my comments were directed at
- 21 today, the proposed CAM. But again, we are willing and
- 22 have been working with this Committee on looking for

- 1 improvements, to ensure that that doesn't happen, any
- 2 blue light districts sort of situations, it's not --
- MR. DOTY: I was impressed with Joan's paper
- 4 because I think you, in fact, have five very pragmatic
- 5 suggestions for CAMs and for the reporting level change
- 6 which are quite specific. You do not seem to be
- 7 concerned that any expansion of the information in the
- 8 audit reporting model conjures up concerns about
- 9 excessive liability.
- 10 You don't believe that any attempt to reform the
- 11 audit reporting model necessarily involves devaluing the
- 12 binary report. I may be misreading you, but your
- 13 concerned about that, but you have you have suggestions
- 14 to avoid it.
- I come away with the sense that you think that on
- 16 the whole, while there's some work to do on this proposal
- 17 that it's time to expand the reporting model and that
- 18 your firm can do it.
- 19 And you can do it on a cost-efficient basis for mid cap
- 20 and small cap issuers. Am I wrong?
- MS. WAGGONER: Chairman Doty, I must say that
- 22 nobody reads between the lines better than you. Well,

- 1 yes, I would say we think that the CAMs model is a
- 2 reasonable one to apply and that it's workable as a
- 3 thought process. We would not be worried about our
- 4 ability to write the CAM. We certainly have plenty of
- 5 talent in-house to do that.
- 6 The cost I don't know, but we did not actually
- 7 develop any sort of estimates about what the add-on costs
- 8 would be associated with it, so I cannot speak to that.
- 9 We've already spoken about it a little bit.
- On the litigation front, we're not in the same
- 11 world as the large firms and I knock on wood when I say
- 12 that. So I can't really speak to the litigation side of
- 13 things because it's not the world we live in at this
- 14 point.
- 15 MR. DOTY: You may feel it's ungentlemanly of me
- 16 to try to create these differences between you and
- 17 Cartier, but that's the kind of ruthless, mean regulator
- 18 that I am. At this point, I'm going to pass the -- pass
- 19 it on to Jeanette, to my colleagues?
- 20 MS. FRANZEL: We heard earlier today concerns
- 21 from a number of panelists about the lack of sort of a
- 22 materiality threshold or filter in the current CAM

- 1 proposal. And I'm wondering if we were to address that
- 2 issue, would that alleviate to any degree some of the
- 3 concerns that you have with the current CAM proposal?
- Joan, and whomever else would like to address
- 5 that question?
- 6 MS. WAGGONER: I think it would be helpful to add
- 7 a materiality factor to it just to make it absolutely
- 8 clear. I rather think it was kind of implicit in the way
- 9 it was written and I wasn't concerned that it wasn't
- 10 there. But as I've listened to the comments, it strikes
- 11 me why not be perfectly clear.
- 12 MS. FRANZEL: Would that help with some of the
- 13 messiness and the small companies that you -- when I was
- 14 listening to you talk about sometimes it's just difficult
- 15 to pull data together, I quess I was interpreting that
- 16 as sort of maybe deficiencies in internal controls, but
- 17 not ones that would rise to material weaknesses, but that
- 18 was one of the examples we heard earlier that gee, if
- 19 that's a CAM, all of a sudden that may not be material
- 20 and that may be original information being disclosed by
- 21 the auditor.
- MS. WAGGONER: One of the things as I was

1 thinking through the CAMs definition was was it workable?

2 And at first I began to believe that if we were just

3 auditing something very inefficiently, that that might

4 be something that qualified as a CAM. But then I

5 realized as I continued to look at it and think about it,

6 that I believe it wouldn't necessarily be that it was an

7 inefficient audit area as long as the test was based upon

8 good quality evidential matter that was clear.

9 And so for instance, I was thinking of the area

10 of customer contracts and revenue recognition. And maybe

11 the system of the issuer doesn't capture all the

12 information that it should in order for us to be able to

13 figure out, should it be 2014 revenue? Should it be 2013

14 revenue or whatever. And so perhaps the testing that we

15 do is extended. But if the customer contract is very

16 clear as to what the terms of sale are, then we have good

17 and sufficient evidence supporting the revenue cutoff

18 procedures as we call them.

19 And so I don't think that would end up being a

20 CAM because it just doesn't seem to hit on the

21 definition. If, however, the customer contract isn't

22 clear, if the customer contract was pulled off the

- 1 internet and used by the company because it didn't want
- 2 to pay some legal fees right off the bat, which I don't
- 3 recommend by the way, you have a lack of clarity and then
- 4 you just might be in CAM country. Did that address?
- 5 MR. HARRIS: I am just wondering Joan, how do you
- 6 avoid boilerplate? We've discussed that all day, but in
- 7 terms of the CAM, how you constrain it to what's most
- 8 important to the user?
- 9 MS. WAGGONER: The big risk, I think, in writing
- 10 CAMs is the ones that recur year after year, pretty much
- 11 the same thing. And in a way, if you have a heightened
- 12 level of detail, the detail might change from year to
- 13 year and that might keep them kind of fresh. But I worry
- 14 about the recurring items, but for any particular year,
- 15 those recurring items may still be very relevant and
- 16 helpful to investors. So I'm hoping that the world
- 17 continues to evolve and that we understand the increased
- 18 importance of a fresh look at things every year. And I
- 19 think we can do it. I think we can do it.
- MR. HARRIS: And how about the others of you. Do
- 21 you have any ideas in terms of how we streamline this to
- 22 avoid boilerplate and what's most important to the

- 1 investor or to the user?
- MR. BISHOP: Sitting here thinking about what's
- 3 been discussed, just going through my mind, Hallador has
- 4 always been a trendsetter in disclosures. I thought
- 5 well, maybe I'll just file the Audit Committee Report as
- 6 an exhibit to my 10-K and see what comes out of that.
- 7 I have to get the okay from my auditor. They may not
- 8 like that idea, but that would give you what you want.
- 9 MR. HARRIS: Do you have a problem with that?
- MR. BISHOP: I'm just thinking, I wouldn't have
- 11 a problem, the rest of the Board, auditors might have a
- 12 problem with that, but that gets the answers what you
- 13 guys are looking for.
- MR. HARRIS: Would anyone else have a problem
- 15 with that?
- 16 MR. FERGUSON: One of the things several of you
- 17 have mentioned is the fact that for smaller auditors and
- 18 smaller audit firms having to identify CAMs and write
- 19 them up would be a squeeze at the time you have to issue
- 20 your report. I'm not an auditor, so but it would have
- 21 occurred to me that given that there are critical audit
- 22 matters that they should have been identified in the

1 first risk assessment meeting for the auditor. And that

2 they then should, in fact, inform the audit work that you

3 do because they are, after all, critical to the audit.

4 And if that's the case, why can't these things be written

5 up during and early on in the process so the most that

6 has to happen in the end is simply a review of what's

7 already been written. Because it strikes me if you find

8 a critical audit matter right before you're about to

9 issue the opinion, something has gone wildly wrong with

10 the audit. Am I wrong?

11 MS. WAGGONER: One of my recommendations was in

12 my letter is that the planning and Audit Committee

13 standards of the PCAOB be amended to include the

14 preliminary spade work on CAMs in the planning process,

15 and in the early communications with the Audit Committee

16 because I think we can really help the workload issue at

17 the end if we know and can expect which are the -- well,

18 we try to identify risk of material misstatement early

19 on and so that kind of goes hand in glove with

20 determining the critical audit matters.

21 And I believe that on a recurring basis they can

22 be identified early on. I'm just saying we have a more

- 1 volatile situation sometimes with certain of the small
- 2 and emerging companies such that issues, new issues will
- 3 pop toward the end of the audit. Those are the ones I
- 4 was referring to on a recurring basis.
- 5 MR. BAUMANN: A follow up if I can. Andy, a
- 6 comment, discussion on cost was primarily focused on
- 7 Cartier and Joan, but you indicated earlier that you
- 8 didn't have a disagreement with CAMs, that primarily
- 9 you'd like to see them in the Audit Committee Report.
- 10 Secondarily, if that didn't happen then continue our
- 11 project for the audit report. But did you agree with my
- 12 assessment of they shouldn't necessarily cost a lot given
- 13 the fact --
- MR. BISHOP: I agree with that. Where the costs
- 15 will come in is the wordsmithing of how this is going to
- 16 deal with the words. I think we all know what the issues
- 17 are. How is -- do you put a comma here, do you
- 18 capitalize that? That's what's going to --
- 19 MR. BAUMANN: So in other words, the bulk of the
- 20 work has already been done on the CAMs.
- MR. BISHOP: Yes.
- MR. BAUMANN: I had one other follow up with you,

- 1 you did talk about the disclosure of the engagement
- 2 partner's name in your information statement filed with
- 3 the SEC. Any reaction from the engagement partner about
- 4 disclosing the name and/or any costs involved with that?
- 5 MR. BISHOP: No. At first, I think they thought
- 6 why are you doing that? Well, I think it's the right
- 7 thing to do. And at the end of the day they agreed.
- 8 MR. HARRIS: Just out of curiosity so many people
- 9 don't think it's the right thing to do. Why do you think
- 10 it's the right thing to do? I mean the entire profession
- 11 disagrees with that.
- 12 (Laughter.)
- 13 MR. BISHOP: I look at it, I have to disclose my
- 14 name, my age, my bio, my compensation, what I've been
- 15 doing the last ten years. And I'm paying these guys a
- 16 lot of money, so what's wrong with disclosing their name?
- 17 I don't see anything wrong with it at all. It's done in
- 18 other countries, too.
- 19 MR. HARRIS: Does anyone on the panel have a
- 20 problem with that?
- 21 (Laughter.)
- With the auditor disclosing their name on the

- 1 audit report? I take that everybody's saying they don't 2 have a problem. Okay.
- 3 MR. DOTY: Your good humor and your
- 4 -- throughout all of this, your good humor and your
- 5 willingness to indulge us is, of course, appreciated and
- 6 it relieves a long afternoon. But mainly we appreciate
- 7 the kind of insight you brought from small companies, the
- 8 care that's gone into the preparation of your written
- 9 work which is really very good and which will be an
- 10 important part of this record.
- 11 And your interest in this whole project.
- Oh, Brian, my regulator.
- MR. CROTEAU: Sorry, thanks. Before you wrap up,
- 14 I just wanted to add not that I think -- hopefully people
- 15 would not be confused by this, but Lew's comments about
- 16 the SEC's workload and any considerations relative to the
- 17 Audit Committee Report. Certainly, since there is now
- 18 an open public comment period, if people do believe that
- 19 we ought to be doing something with the Audit Committee
- 20 Report, they should still continue to make those
- 21 recommendations. We certainly do consider all the
- 22 feedback and we will continue to think about those type

1	things. Lew's hypothetical applied to the panel
2	discussion here, just in the event people are listening
3	and might be writing comments, I just wanted to make that
4	clear.
5	MR. DOTY: Fair enough. You have given us
6	insight into an important part of this whole picture that
7	we cannot go forward without. And to get where we need
8	to go, and to do something meaningful with the audit
9	report, we need to take account of the things you've
10	raised and the kind of intelligence and wisdom you've
11	brought to us. Thank you. We adjourn. We will convene
12	again in the morning. See you all then.
13	(Whereupon, at 5:13 p.m., the meeting was
14	adjourned, to reconvene the following day, Thursday,
15	April 3, 2014.)
16	
17	
18	
19	
20	
21	
22	

	Ī	Ī	l	Ì
A	academics 178:20	15:11 17:19 211:9	287:20 289:3,13	310:3,11
\$1 284:9	ACAP 4:2 13:7,19	269:18 312:11	289:17 294:22	adapting 304:4
\$100 279:19	14:7 15:8 16:18	accountable 26:11	295:2 304:21	add 121:6 176:7
\$119 62:16	19:6 21:7,18,20	Accountancy 2:4	accounts 86:2,19	243:2 285:10,13
\$193 62:17	22:15 23:19 24:3	11:1 13:14	192:11 212:4	294:15 310:10
\$240 276:2	24:7 27:10 29:17	accountant 2:17	288:15	317:6 324:14
\$25 279:22 280:1,5	30:14 34:22 45:5	6:21 7:2 11:22	accurate 7:17	add-on 316:7
\$250 281:22	46:8 47:1 48:1	59:10 126:2	150:4	added 213:13
\$300ámillion	51:11 57:13	139:14,16	achieve 35:19	314:9
193:11	104:22 146:3,17	accountants 11:5	40:17 93:18 147:7	addiction 17:2
\$4.3 211:21	190:4 195:16	58:12 85:3	achieved 55:11	adding 60:8 117:20
\$ 500 280:2	196:1	accounting 1:1,19	231:9	addition 32:4 58:10
\$500 200.2 \$500ámillion 193:3	ACAP's 13:17,20	1:20 2:18 3:11	achieving 80:16	78:15 83:2 97:5
\$7 280:16,16	15:13	6:4 7:3 13:10	acknowledge 159:4	143:7 146:1
\$74 62:18	accept 312:10	34:13 35:6 40:11	226:7	164:19 291:8
\$75 276:2 281:22	acceptability 56:12	55:9 58:3,8,11	acquired 129:22	299:16 303:19
A-F-T-E-R-N-O	72:18	68:15 69:22 75:3	acrimonious 271:7	additional 37:10,17
136:21	acceptable 151:6	75:8,12,14,18	act 13:22 66:18	40:4 41:7 46:11
a.m 1:10 6:2 77:5,7	220:14	78:16 84:19 90:19	138:4 151:11	60:3 73:7 75:2
abbreviated 215:13	accepted 145:3	94:16 107:12,14	153:17,21 154:3,3	83:3,5 97:2,2,22
ability 26:10 38:10	access 59:7 60:3	137:8 138:11,21	154:8,9,10,11,17	99:19 104:2
81:13 127:13	172:12 204:20	139:2 149:16,21	167:15 213:18	109:12 130:5
234:5 296:6,9,10	274:22 275:8	150:2,3,13 152:22	282:11 284:20	142:15 144:1
297:15 298:6	accessible 233:5	156:11,12,14,15	285:2,4 286:14	152:18 153:12
309:11 316:4	accommodate 80:7	156:16,19,20	296:1 309:16	158:7 161:21
able 40:18 44:15	102:22	157:12 158:22	310:7 314:10	162:7 163:14
76:11 99:6 162:9	accommodated	161:3 164:20	action 23:3 24:14	164:8 165:6 167:3
242:16 245:19	51:3	165:4 175:6 180:9	39:5 122:16	167:12 170:22
246:16 318:12	accommodation	184:20 187:15	152:10,19 165:19	178:16 182:9
ably 32:3	52:7	188:3,22 189:9	286:19	188:2 213:5,13
above-entitled	accomplish 45:19	190:20 191:2,10	actions 133:21	214:14 217:19
136:19	153:13 188:14	191:15 192:1,8	163:7 164:7,11	252:1 253:22
abroad 258:19	accomplished	193:17 194:2,22	206:21 228:16	266:5 286:3 287:2
absence 155:4	38:15 170:19	198:7 199:18	active 43:18 101:9	292:16,19 301:21
absent 214:8	accomplishes 230:7	200:8,15,16	actively 7:7 139:9	307:12
239:18	accomplishing	201:12 202:5	286:16	additionally 44:5
absolutely 155:9	218:2	208:1 209:4,13,15	activities 20:3 32:9	105:15 215:8
204:3 317:7	accomplishment	209:18,19 210:1	141:13 210:14	additions 286:12
abstract 143:12	219:18	210:11,20 214:4	269:3 299:1	286:17
abundance 14:4	accomplishments	225:4 227:20	activity 14:2 22:5	address 7:13 19:19
academic 77:21	138:2	230:2 242:14	acts 25:11,12	23:11,15 24:17
90:11 123:3 137:3	account 95:6 97:8	250:18 251:5	actual 43:6 44:10	37:2 50:16 81:21
141:11 145:10	101:2 145:7	258:16 260:1,2	47:20 233:14	105:8,16 141:18
156:6,16 162:12	174:15 231:5	263:18 264:11	242:2 311:20	142:9 146:18
183:2	234:10 235:13	265:3,12,13,20	312:8	147:14 150:8,22
academician	325:9	266:10 268:16	acumen 241:14,14	154:16 194:10,12
257:15	accountability	269:11 282:21	AD&A 220:16	221:15 233:21
	ĺ			

234:8 239:12	advised 139:15	ago 7:15 59:10	206:12 207:16	amount 73:7 74:11
242:3 247:18	advises 258:7	62:13 67:4 70:19	232:18 258:11	121:5 156:2
248:8 261:2	advisor 32:16	102:6 113:10	259:22 263:17	180:19 201:6
265:17 273:8	139:13	202:7 277:7	264:17	234:5 251:1
293:10 295:11	advisors 44:1	282:15,17 287:22	Alan's 194:18	amounts 32:19
317:1,4 319:4	146:20	agree 24:13 48:18	albeit 236:20	111:14
addressed 21:7	advisory 9:7 11:3,8	60:19,20 65:10	297:12	ample 96:20
23:8,10 24:1	11:17 12:3,4,5,17	73:12,21 152:20	alerts 243:6	amplified 311:1
44:19,21 47:9	12:21 13:1 31:20	156:1 157:19	align 70:8	analyses 11:21
52:5 86:16 94:19	34:8 58:17 137:4	171:10 179:15,21	aligned 23:16 44:5	24:20 116:4
96:14 122:9 142:2	210:7,20,21 211:9	192:17 193:8	alive 236:1	analysis 10:15
304:3	253:15 268:14,15	194:16 237:6	all-time 89:15	36:18 38:2 44:2
addresses 20:7	282:1	239:19 252:17	alleviate 198:13	60:17 103:8 116:2
82:14 94:11	advocacy 189:19	253:6 261:5 285:8	317:2	116:6,9 136:6
138:16 150:6	268:7 269:2	298:15 306:6	Alliance 78:5	142:22 193:6
addressing 44:20	Affairs 2:1 77:13	314:9 322:11,14	Allianz 77:18	203:16 213:2
93:20 101:10	affect 138:19 188:9	agreed 64:5 91:7	allocation 28:15	223:19 224:1
239:8	188:10 314:2	323:7	87:12	286:8 312:20
adequacy 85:13	affiliations 146:8	agreement 38:12	allocations 54:10	313:1
adequately 200:14	affirmative 151:17	38:16 51:11 125:5	allow 52:4 65:3	analyst 213:3 247:4
adjectival 189:18	151:20 152:9,18	278:15 312:9	81:8 83:8 250:12	247:4 270:4
189:18	152:20 191:4,13	agreements 217:8	267:2 280:7	273:10,13
adjourn 5:22	191:15	Ah 182:22 207:15	allowance 228:5	analysts 103:10
267:10 325:11	afford 286:1	ahead 112:6 171:1	229:16	212:11,19 213:6
adjourned 325:14	afforded 7:15	171:9	allowances 288:14	217:12,22 243:2
adjunct 12:19	afraid 117:3	AICPA 11:6 90:12	allowed 36:15	248:10 250:7
adjust 131:5	afternoon 32:15	141:1 211:3	296:4	254:1 266:2,6,13
adjustment 55:8	34:18 90:13 128:2	AICPA's 13:14	allowing 309:19	268:6 270:6,9
admit 277:11	146:7 157:9	166:2	allows 243:7	271:18 282:9
adopt 151:4 204:5	218:12 232:4	aim 90:1 310:18	alternative 149:12	294:19
adopted 30:12	245:15 284:2	aiming 130:18	164:5 190:16	Analytica 11:16
35:17 246:5	295:20 324:6	131:12	229:1 248:9	analyze 7:11
adopting 50:7	age 68:16 283:9	aims 93:18	Alumni 137:11	115:21
113:1	323:14	aircraft 134:9	amasses 8:14	analyzes 209:6
adoption 90:1	agencies 52:16	airline 70:16	ameliorate 52:11	and/or 277:1
114:1 138:4 155:8	139:18 208:7	Airways 70:18	amenable 250:15	278:20 323:4
180:20	agendas 20:11	akin 18:14	amended 321:13	Andersen 137:11
advance 145:20	52:17	al 143:9	amendment 110:15	Anderson 1:18
309:11	agents 163:7,8	Alabama 276:7	110:17	5:16
advanced 6:19	ages 283:5	Alan 1:16 4:17	America 20:6,12	Andy 1:18 5:16
advances 237:20	aggressive 40:16	32:13 128:1	175:14	268:16,20 275:15
advantage 38:13	56:22 62:4 72:17	137:18 138:8	America's 210:9	294:18 297:2,4
99:3 156:4 162:5	76:12 104:13	176:16 182:3,15	American 12:20	298:14 300:7
279:12	aggressively	187:12 190:1,4	20:10 257:17	322:5
adverse 19:2	105:17	193:15 194:12	310:18	anear 8:16
advice 67:9,9,16,20	aging 189:13	195:14,15 196:15	Americans 69:22	anecdotal 297:12
190:3	AGM 103:3	199:16 202:15	Americas 2:11	Angeles 18:5
	<u> </u>	<u> </u>	<u> </u>	I

Ann 1:19 5:3 31:21	appears 49:19	69:5,8,12 83:14	archival 159:6,9	articulated 38:2
209:3 211:15	71:18 88:15 127:3	94:13 109:7	area 9:15 94:17	46:13,20 198:5
243:17	174:12	132:21 135:14	109:4 124:17	· · · · · · · · · · · · · · · · · · ·
announced 127:5		148:17 149:12,14	140:22 185:13	articulately 52:20
	appendix 59:21 204:14,16	150:6 153:3	187:1 188:22	articulating 202:18 articulation 231:10
announcement 127:5	,	156:22 219:15		ASá16 251:16
annual 10:14 65:1	applaud 104:14 283:1	220:17 224:21	190:17 193:18 202:22 227:18	252:7
80:22 86:12,18,19		225:2,6,7 227:5	230:1 232:1	ASá2 219:14
94:2 127:4,17	applicable 79:17 106:22 107:12	228:22 229:10,12	264:20 268:7	Ashmore 78:6
129:2,6,8 151:14	149:17 227:2	230:6 231:20	318:7,9	aside 85:21 187:17
154:7 242:16	293:15	230:0 231:20	areas 33:1 34:3	203:21
254:21 255:3	application 87:21	235:6 236:12	61:20 62:1 87:2	asked 74:22 92:11
254.21 253.3	89:4 92:17 136:4	246:6 247:9,14	94:2 132:16	93:3 109:11
261:4,8 279:22	applied 40:19	248:5,14,21 249:9	137:16 140:13	141:20 150:22
anomaly 154:11	87:16 92:20	251:9 252:12,22	142:9 144:10,10	174:7 198:3
answer 53:19 67:7	112:15 149:20	253:4 259:20	157:1,2 166:13	204:12 256:14,14
100:5 107:3,10	217:5 227:6	263:19 265:6	170:16 212:22	260:21 288:1
112:5 124:22	236:11 260:7	275:13 279:2,11	219:21 223:14	294:22
126:16,21 135:20	311:4,5 312:19	284:21 285:3	228:12 231:15	asking 49:1 98:1
185:22 192:6	313:17,20 325:1	286:15 295:4	242:12 243:8	200:3,4 233:16
196:4 232:13	applies 88:5 313:18	approaches 69:3,7	247:19 249:22	235:21 243:19
239:9 247:4	apply 10:2 92:12	88:2 95:21 164:6	266:11,12 310:20	257:16 266:15
255:17 260:21,22	130:8 153:19	199:22 200:2,19	arguably 289:20	277:14
263:10 274:1	154:2,9 234:11	200:21 249:11	305:20 308:22	asks 61:12
295:13,14	287:9 310:4	280:21	argue 62:10 172:14	aspect 288:1
answered 220:3	311:21 316:2	approaching 185:8	argued 165:1	aspects 16:9 22:11
260:14	appoint 65:2	185:18	argument 98:4	38:9 146:22
answering 287:13	appointed 80:21	appropriate 24:22	102:8 117:8,15	226:13 254:13
answers 197:2	appointment 65:1	53:7 93:6 110:9	119:3 133:3 301:7	289:6
320:12	81:5 139:1	168:3 222:16,19	310:1	aspirationally
ante 163:8	apposite 154:4	223:19 234:6	arguments 162:14	208:6
anybody 174:15	appraisal 116:13	286:18 310:4	arising 82:4	assembled 6:5
307:10	appreciate 11:8	314:11	ARM 16:13	assembly 31:7
anybody's 126:22	31:14 69:1 70:12	appropriately 87:7	Armageddon 14:6	assertion 281:16
anymore 74:16	124:4 135:2	122:10 169:8	Arnold 2:13 4:14	asserts 290:4,7
anytime 258:22	155:14 225:16	185:3	78:10,18 115:9	assess 40:10 81:9
anyway 253:1	226:7 230:15	appropriateness	119:20 140:19	86:21 158:17
apart 69:7 117:8	246:22 270:19	56:12	226:8 244:12	159:10 174:7
apologize 313:13	272:22 274:12	approval 281:20	Arnold's 110:16	209:9 220:12
apparent 51:6	297:6 298:5 324:6	approves 209:6	arrangement 72:5	assessed 69:5 82:1
apparently 273:22	appreciated 6:17	approximately	arranging 90:4	87:10 112:14
appeal 299:18	182:14 324:5	211:21 212:1	arresting 49:17	135:14 188:16
appealing 297:7	appreciation	269:4	arrive 8:12	assessment 19:5
appear 127:2,4	275:17	April 1:7 325:15	arrived 68:17	34:12 35:5 55:9
143:16 153:8	approach 15:17	architecturally-u	Arthur 32:13	130:3 229:14,20
174:13 227:7,13	27:14,14,15 28:19	67:11	137:11	254:6 321:1
appeared 132:9	29:7 48:5,8,14	architecture 23:3	articulate 36:22	322:12
	I	1	I	l

	l i	ı		
assessments 214:16	attempt 36:6	56:3,7,7,17 58:1	130:12,12,19	233:19,21 234:3
246:5	315:10	58:14 59:3,6,11	133:8 134:16	234:16 235:3,8,13
asset 280:3 288:15	attempts 89:1	59:16,19 60:3,7	137:5,14,15,16	235:17 236:3,10
assets 111:14	230:18	60:13,15 61:1,5	139:9,11 141:3	236:16 237:5,9,18
211:21 213:22	attendance 256:18	61:10,16 62:10,16	143:16,20 144:4,6	239:4,16,18 240:4
229:15,17 230:4	attended 261:9,16	62:21 64:7,10,18	144:7 145:14	241:17,19 242:2
253:16	attendees 261:18	64:19,21 65:6,7	146:5 147:10,19	242:11 244:15
assignment 171:12	attention 23:18	65:10,14,15,17,19	148:1,7 149:8,22	246:6,14 247:16
assist 6:5 51:8	43:18 51:4 61:15	65:20 66:1,3,6,12	150:19 152:7	247:18,20 248:2
64:20 68:11	63:16 94:3 96:15	66:22 68:5,11	153:7 155:2 156:3	249:6 251:15,18
280:20 282:17	149:20 150:14	69:3,3,5,7 73:3,11	159:22 160:15	252:3,6,7,11
assisted 276:15	165:5 218:8	73:20 74:1,3,3,5	161:8 162:13,15	253:7,8,20 254:6
assisting 32:10	292:21 299:9	78:1,4 79:5,13,17	163:16 164:6,22	254:13 255:7
associated 162:21	attest 161:14 290:4	80:18 81:19 82:12	166:4,11,13,19	256:9,15,20 257:1
167:2 170:7	290:7	83:4,6,12,17,17	167:9,18,22 168:7	258:7,13 259:13
195:15 214:14	attestation 154:5	84:18 85:5,14,17	168:10,11 172:6,9	260:5,17 262:3,4
217:9 224:22	160:11 184:2	85:19,20,22 86:4	176:14 177:6,12	262:6,21 263:5,22
262:5 272:22	264:10	86:13 87:1,2,6,8,9	178:17 182:18	264:2,3 265:13
304:10 305:6	attorney 268:8	87:12,13,17,18	183:6 185:2,9,19	268:4,18 269:15
316:8	attract 299:2	88:9,10,12,16	188:1,15 189:8	270:14,16,21
associates 76:20	attributes 167:21	89:5,12,14 90:19	190:21 191:1,19	271:14 272:2,9,12
association 2:3	AU 152:13 153:18	91:1,8,8,11,15,16	192:17 194:7	272:14 273:5,19
11:1 12:15 126:19	audience 101:3	91:19 92:1,3,6,8	196:8,22 197:3,6	274:18 276:10,17
194:5,5,11 225:4	279:13	92:18,20 93:8	197:9,13 198:18	277:21 278:11,12
242:13 260:2	audit 2:4,5,8 5:1,11	95:8,10,19 96:5,7	199:3 200:6 201:8	278:13,17,17,19
assume 164:6	7:16,20 8:1 9:2,4	96:18 97:1,4,11	201:14,17 202:6	279:1,6,9,19,22
211:19 217:13	9:5,8,14,16 10:3	97:20,21 98:7,15	203:5,6,14 204:14	280:5,11,15
244:16 254:9	10:16 11:2 13:1,9	98:17,20 99:5,6,9	204:21 205:4	281:11 282:22
277:22 300:13	13:12 15:2,9,16	99:12 100:8,9,11	206:7 208:10	283:2,3 285:9,17
301:4,6	15:17,17,18 16:5	100:15 101:1,4,12	209:1 211:6	285:18,19,21
assuming 48:15	16:9,10,21,22	101:19,20 103:12	212:17,21 213:10	286:4,22 288:10
54:1 158:1	17:1,22 18:2,21	103:15,19 104:1,3	213:14,21 214:2,6	291:2,19 292:21
assumption 63:14	19:5,17 20:13,18	104:8,11,20,21	214:7,12,17,21,21	294:9 295:4 297:4
64:5 199:15	20:20 21:8,10,16	105:12 107:18,22	215:2,3,11,15,21	297:5,8,9,10,14
assumptions 25:2,8	22:3,6,9,14 26:15	108:2,13,18 109:1	216:3,12 217:10	297:15,19 298:2,7
63:18 280:3	26:16,20,22 27:1	110:9,15 111:8,15	218:1 219:10,11	298:10 299:1,4,8
assurance 2:5,8,14	28:8,12 29:20,22	112:13,18 113:5	220:1,21 221:4,10	299:13,16 300:3,9
8:10 9:19 13:10	30:6,19,20 31:2,3	113:12,13 114:1	221:20,22 222:5	300:10 301:10,11
78:1,11 121:22	32:20,21 33:11	114:15 115:4,15	222:17,19 223:6	301:13 302:9,14
130:5 137:6,16	35:2,6 37:16,18	116:16,17,17,18	223:12,16,17,18	303:7,9,11,14,15
169:22 170:11	37:22 40:17 41:2	116:21,22 117:4,7	223:21 225:18	303:17,18 304:3,5
191:14 210:14	44:6,11,17 46:19	117:7,10 118:11	226:5,11,15,19	305:7,15,17
assurances 147:21	49:5,12,13,18,20	118:19 120:5,11	227:13,14 228:15	306:11,11,13
assure 6:15 130:6	49:20,21,22 50:3	122:7,19,22 123:3	228:21 229:17,18	307:14,15 308:3
assured 81:2	50:12 51:20 53:4	123:7,12 124:16	230:1,8,9,16	308:14 310:8
assuredly 309:7	53:5,10,14,16	125:3,18 127:2,14	231:6,7,14 232:10	311:1,2,11,15
asymmetries 158:3	54:1,2,7,12 55:16	128:15 129:22	232:17,21,22	315:8,11 318:7
	<u> </u>			

320:5,18,21 321:2	87:11,16 89:2,21	237:17 241:22	277:17 278:22	235:11 247:8
321:3,8,10,12,15	92:22 93:4 94:6,8	247:10 249:6	281:16 283:14	251:8 254:12,16
321:20 322:3,9,11	94:11 95:22 96:13	253:8,21 255:1,3	285:7,10 286:22	255:12 256:15,18
324:1,17,19 325:8	98:1 99:18,19	255:7 260:2,18	288:5,9 289:4,8	257:4,11 258:14
audited 6:10 43:5	101:9 102:15	261:8,12 262:9	290:15,18 291:3	258:18 278:3,12
76:10 81:10 83:4	106:5 107:19,21	272:15 278:8	293:19 299:18	278:14,19,22
94:3 129:15 152:2	108:1,5,6,7,12,14	279:4 285:16	300:2 305:5	279:15,15 283:6
160:8,8 244:14	108:18 113:9	287:17 289:1	312:12,12 313:3	290:2,5 295:5
277:9,12	119:9 120:10	300:20 302:22	314:19	298:13 300:10
auditing 2:14 8:7	122:3 127:13,17	303:6,11 306:10	auditors 8:22 9:11	301:10,21 311:17
8:10 11:5 14:12	127:19 128:4,11	306:13 311:19	9:18 10:12 14:15	312:4 320:11,17
14:20 19:11,21	129:15,19 132:12	317:21 320:7,20	16:4,8 17:11	audits 5:1,11 8:20
20:8 31:17,20	133:17 142:15	321:1 323:22	26:10 28:9,18	26:11 30:4 48:7
33:2 57:18 65:21	146:13,18 148:11	auditor's 1:3 4:2,8	29:9,12 38:22	59:4 62:14 67:21
78:11 90:2,12	148:19 149:20	4:11,15 6:8,8 8:6	39:4,7 45:6 52:3,4	67:22 79:18 85:1
94:14 137:9	151:12,19 152:6	8:17 9:10 10:7,9,9	54:20 60:9 61:6	95:3 111:13 164:5
139:16 150:8	152:14,16,21	21:11 28:8 31:13	63:1 72:1 80:4	169:21 209:1
156:20 158:22	153:7,11,21	33:7,9,13,16,22	82:19,21 85:2,14	223:8 234:12
160:3 162:12	154:16 157:5	34:12 35:9,20,22	85:18 87:5 90:18	268:4 281:2,7
166:2 180:3	161:18 162:6,11	40:3 41:5 47:19	91:20 92:10,12	292:3 308:1,6,6
192:10 210:11	164:1 166:15	49:7 55:22 64:16	93:3,7 96:11	308:11 311:9
245:1 252:20	167:11,15,17	82:2 83:2,13	100:3 103:3,15,16	augment 143:20
269:12 288:3	168:7,17 169:22	87:20 89:8 90:9	105:9,12 107:1	augmentation
291:1 293:1	170:2,11,12,19	90:15 91:4,11,21	109:2 112:11	120:5
296:12 299:22	172:3,5 174:1	92:2,15 93:15,20	146:20 147:9	august 84:7
306:18 307:1	177:7 183:6 185:2	94:3 95:2,16 96:8	148:12 149:8	Aulana 2:10 5:9
314:14,14 318:3	185:4,8,12,18,19	96:14 107:20	150:10,12,15,19	210:22 232:3
auditor 3:16 8:13	186:15,17,20,22	121:4,21 124:2	156:9 160:11	238:16 252:13
9:3,5,15 10:7,7	187:7,14,14,22	141:20,21 142:12	161:2,14,16	256:18 258:6
13:11 17:19 22:7	188:16,17,20	145:21 148:6	162:20 163:13,14	262:2
23:5,6 27:19 28:6	189:2,7,11 190:9	151:13 152:9	163:15,19 164:4,8	Aulana's 249:2
28:13 29:16 33:10	190:17,19,21	154:5 162:16	164:12 165:3,5	auspices 84:20
35:4,10,14 40:2,9	191:1,18 192:7,16	165:17,21 166:8	167:7 169:2 170:6	Australia 157:7
40:20 41:5,10	192:20 194:4,10	167:8,19 169:9	171:4 172:20	authored 290:9
42:11 43:4 45:21	195:1 198:6,10,18	211:18 213:14	173:7,10 175:1	authority 24:10
46:2 47:7 48:21	199:17 200:3,4,5	214:10,22 215:2,7	177:12,22 181:19	98:6 100:4 202:22
49:21 50:11 53:5	200:11,15 201:3	216:4,6,9 217:16	184:1 187:18	203:1,19,22 204:4
53:7,22 54:2	202:16 203:2,20	218:5 219:3 222:8	191:4,9,11 193:5	204:5,8
55:18 56:1,18	205:18 206:8,11	224:4 225:21	195:6 201:6,7,11	authors 159:3
60:4,14 62:4	210:3 212:12,14	232:7,14,16	201:17,20 202:9	autopsy 235:21
63:16 64:21 65:2	214:19 215:4,9	234:20 235:18	206:6 207:2,8	availability 292:12
66:8,17,19 68:8	221:18 222:13	236:13,15 242:19	208:8 214:15	available 83:3,8
71:21 73:6,9,13	225:4 226:18,22	243:11 250:11	217:2,14,21	207:9 233:5,5
73:18,20 74:18	227:15,18 229:7	252:19 253:4	219:19 220:5,20	293:5 312:16,22
75:14 76:6,9	232:11 233:2,21	254:17 264:2	221:4,7,20,22	313:5
80:18,21 81:7,9	234:2,6,15 235:2	270:18 271:8	222:21 223:5,9,13	average 279:16
83:6,18,19 87:3,8	235:4,6,21 236:16	272:1,7 277:4,16	230:21 234:8,11	averse 205:2
		<u> </u>		<u> </u>

	i	İ	Ī	i
Aviation 78:6	backgrounds 14:8	318:7	behalf 7:3 31:20	237:7
avoid 10:4 149:9	backwards 166:18	Basel 8:19,20 78:15	47:12 66:9 78:22	benefit 8:16 38:13
164:9 171:21	bad 59:3 64:15	93:13 256:21	193:21	45:6 78:19 96:17
204:13 225:8	120:17 123:7,8	baseline 204:18	behavior 188:10	118:6 153:13
287:8 315:14	173:12 180:16	basic 45:19 122:13	207:12	167:1 185:17
319:6,22	300:21	160:11 172:16,19	behaviors 96:10	217:10 231:16
avoided 28:16,17	badly 113:12	173:2 199:5	believe 8:7 15:6	232:9 285:15
28:21 257:9	balance 61:21	204:20 205:3	16:3 19:16,21	290:18 314:11
avoiding 131:8	70:15 72:15 73:1	basically 106:15	20:5 22:22 23:1	benefits 115:21
awake 45:21 46:2	82:6 93:6 117:9	107:2 111:8 117:6	33:18,22 35:17	116:3,7 130:14
192:7 201:3,7,20	121:19 134:11	122:2 129:1	37:11,11 38:12	145:8 151:7 153:4
202:16	261:13 299:12	140:18 142:3	41:7 42:9 45:18	157:20 158:3,14
awards 58:10	balanced 86:20	143:1,19 144:8	46:6 48:20 66:8	158:20 159:5,10
aware 28:10 60:4	87:4 134:16	177:19 178:1	125:20 169:1,4,10	159:17 167:11
80:9 81:15 82:5	balancing 133:12	179:8,10 180:12	179:10 199:9	180:2,11,16,17,20
83:1,19 99:3	Ballroom 1:9	188:10	200:10 205:9	181:2,3,4 183:13
114:4 125:12	ban 16:21 65:5	basis 91:22 95:15	212:17 214:13,19	281:7 282:4 307:9
126:22 131:20	bandwagon 281:11	102:14 170:1	215:9 216:12	benefitted 8:9
205:7 255:6	283:21	237:11 304:15	217:8,15 218:22	best 44:4 52:20
	banging 67:5	315:19 321:21	220:6,11 222:18	65:9 69:13,19,20
B	bank 8:20 16:19	322:4	225:7 226:12	69:22 90:22
b 1:14 2:11,20 4:19	78:13 93:14 162:8	bastion 43:13	232:9 236:17	106:10 113:18
5:7 150:2 175:16	bank's 162:3,10	bat 319:2	237:3 238:21	147:16 219:15
baby 277:6	banking 8:22,22	Baumann 3:16	255:9 260:8	251:9 260:12
back 10:5,5 12:22	78:14,16	74:19 122:17	277:10 278:13	279:19 283:13
13:6 31:4 42:19	bankruptcies 64:2	125:8 187:11	283:8 286:13,21	310:16
42:21 45:4 46:5	banks 162:9	253:10 302:22	289:15,18 291:18	better 8:3 18:12,17
47:13 49:8 53:2	banning 17:6	303:1 305:11	292:22 315:10	21:3,4 38:2 44:6
55:20 57:13 67:7	bar 12:15 16:5	308:12 313:18	318:2,6 321:21	44:15 76:10 81:9
75:20 77:6 115:13	162:18	322:5,19,22	324:18	101:11 103:17
120:18 126:7	bargains 14:10	BBA 78:5	believes 96:6 217:1	104:5 125:21
129:1 133:22	barometer 256:2	bear 285:5	229:7	126:20 127:12
136:18 157:9	base 169:17	bears 97:9	Beller 1:16 4:17	129:5 130:13
160:10 166:10	based 8:14 9:4,8	beauty 74:15	32:13 128:1	131:6 146:21
171:20 182:3	25:2 26:13 29:3	272:20	137:18 145:17	147:2,8 159:19
190:3 196:16	34:21 35:6 40:4	becoming 85:17	174:17 182:18,22	183:22 188:16
200:22 204:20	45:7 48:6 61:6	173:9	187:12 190:1,18	191:2 197:9 204:6
238:16 241:8	110:16 134:2	began 83:18 318:2	196:16 200:20	208:8 213:7 233:1
242:19 243:7,13	136:4 141:21	beginning 108:22	204:2 207:17,19	254:2,15 255:16
250:13 266:21	142:13 143:1,9,11	110:6 116:17	232:18 258:12	257:12 258:8,16
267:12 268:1	155:1 159:5	118:3 221:19	263:17 264:17	259:20,21 261:14
276:12 309:15	176:10 187:20	244:10 290:2	Beller's 259:22	266:6 295:21
backbone 22:17	234:15 248:11,12	beginnings 311:6	bells 299:14	315:22
backdrop 14:7	249:5,21 255:9	begins 132:12	belongs 150:10	beyond 161:4,9
background 13:13	260:8 269:7	begun 84:3 89:9	beneath 189:15	167:12 170:17
77:21 86:8 140:15	274:21 285:17	114:11 170:8	beneficial 30:22	173:20 191:21
140:19 156:10	286:11 303:5	190:12	156:3 175:11	195:7 203:8
	l			l

	l	l	l	
big 18:5 56:9,9	181:17 195:5	111:6,9 127:6	204:13 205:6	budgeting 209:20
68:17,18 88:11	196:6,20 197:15	131:14 139:10	206:6 208:5	Buffet 241:16
98:7 111:12,22	199:8 202:10	140:3 142:7	230:13 319:6,22	building 14:1 18:7
124:11 126:19	203:8 206:2,9	145:18,18 146:4	bonding 310:7	18:15 172:21
134:20 162:15	247:9,21 259:20	146:18 149:15	book 73:15 273:20	251:22 273:20
180:10 193:18	271:15 272:2	151:8 153:11	273:21	built 143:8 275:11
250:9 251:20	274:18 304:22	154:13 155:4,11	booklet 129:3	292:6
277:8 290:16	305:1 316:9	155:16,19 156:5	Booth 2:15 138:12	bulb 60:10
293:2 298:20	black 85:18 109:6	165:12 177:19	Boots 78:5	bulk 322:19
304:9 311:2 319:9	115:3 246:14	193:22 198:18	bore 261:22	bullet 44:12 298:11
biggest 63:5 69:6	Blackman 287:21	211:3,9,11 215:20	bothering 228:2	bunch 179:14
billion 284:9	BlackRock 1:19	217:1 218:15,16	bottom 144:19,19	burden 285:13
binary 9:21 97:12	209:4,13 211:20	219:2,13 220:11	bought 63:6	287:12 314:9
98:14 224:15	211:22 216:5	225:22 226:3	bounds 72:18	burdens 286:15
241:1 315:12	238:19 253:17,21	231:21 233:16	Bowl 276:7	burdensome
bind 51:18	257:14 258:5	235:11 242:9	box 85:18 115:3	284:17
binders 14:4 47:14	260:18	251:14 275:17	brand 307:13	buried 238:22
bio 269:5 284:5	BlackRock's 209:5	284:3 287:16	Brands 280:15	business 2:15 51:16
285:4 286:9 287:9	209:11 211:17	288:4,7 293:7	break 77:1 267:18	58:6 63:9 86:22
323:14	BlackRocks 238:18	296:13 312:19	Brian 3:9 6:21,22	98:16 134:10
BIO's 269:2,5	blamed 14:15	320:11	185:20 324:12	138:12 139:3
284:6	blew 62:21 201:7	board's 20:17	brick 18:7,9	213:19 255:12
biographical 283:6	block 98:19 172:21	35:19 87:4 95:5	bridge 203:10	286:9 295:8
biotech 284:8,11,21	bloom 109:17	107:17 145:19	brief 46:5	309:12 313:12
285:2 286:5,10	blossoming 110:3	147:7 148:18	briefly 23:15 84:9	businesses 284:7
295:22 309:8	blown 201:14	154:2 155:15	181:7	busy 292:12
313:8	blue 33:12 56:10	211:6 217:18	brilliant 202:20	buy 117:15 280:5
Biotechnology 1:22	77:10 310:15	232:5 233:19	bring 25:13 136:9	bypassed 101:20
268:22	311:6 313:10	289:7 293:6,9	151:7 245:17	
biotechs 284:16,22	315:2	boards 2:3 11:1	249:11 252:11	<u>C</u>
287:5	Blueknight 268:20	26:19 99:17 124:4	300:1	C 91:17 175:16
Bishop 1:18 5:16	276:18	124:14 261:10	bringing 140:4	226:12
268:16 275:15,16	blurs 21:21	263:4 294:12	brings 274:17	CAE 187:18
294:19 298:9	board 1:1,11,13,13	299:7	British 58:9,15	caliber 65:20
301:1,9 320:2,10	1:14,14,17 2:6,10	bodes 112:4	70:18 71:19	California 2:8
322:14,21 323:5	2:14,19,19 3:12	bodies 85:2 95:18	broad 15:3 32:22	137:9,12,14 140:5
323:13	6:4,6 7:4,8 8:5,11	body 8:14 80:21	151:22 168:16	California-River
bit 16:11 21:21	11:4,12,13 13:4	84:7	172:3 188:12	137:6,7
55:2,8 63:20 67:3	13:14 21:5 22:13	boil 229:10	227:3 275:5	call 8:2 17:18 21:9
67:15 68:19,20	25:12,18 27:4	boilerplate 10:5	broader 23:4 173:5	36:10 49:12 57:12
69:11 72:21 99:13	31:11 36:3,18	28:21 59:17 71:11	198:9 264:20	112:11 129:2
106:19 108:11,15	44:20 51:4,5 58:3	76:14 88:3,19	broadly 225:19	163:3 175:20
109:4 110:3,7	68:15 76:19 78:11	107:7,8 109:14	brought 47:3	266:1 281:20
114:19 117:5,9,9	78:13,17 86:17	111:2 131:9	104:18 129:1	310:7,15 318:18
117:20 124:15	90:12 93:5 94:22	145:14 167:5	135:3 313:15	called 21:8 276:18
130:20 131:22	100:8 105:16,22	171:22 173:10	324:7 325:11	295:6
134:6 174:5 179:7	106:17 107:14	176:3 190:14	buckets 251:13	calling 8:15 17:11
			<u> </u>	l

55:8 230:15	225:18 233:22	carefully 117:6	124:2 173:6	cetera 82:7 107:17
callings 19:12,19	243:5 248:9	143:16 260:4	cede 57:9	254:8 255:14
calls 8:18,21	249:21 250:5	carried 296:2	center 11:12,14,15	303:16
262:10,17	251:19 256:8	carry 23:9 151:2	15:4 22:10 23:20	CFA 2:12 34:7,15
CAM 16:11 22:1,5	257:8 259:5 264:1	296:10	32:21 95:19 226:5	34:19 47:12 95:18
23:1,8,10 28:11	265:2,5,12 288:1	Cartier 1:21 5:18	227:9 269:15	268:8 270:3,10
28:19 29:7 45:7	288:1,12,21 289:4	268:21 284:1,3	291:2	CFO 26:15 268:16
45:10 46:13 48:14	289:6,18 290:17	294:15 295:12	central 78:13 160:5	276:11,12,13
50:15 52:10,12	290:20 291:6,17	303:2 310:10,14	century 165:21	278:19 281:4
53:8 55:8,19	291:20 292:2,9,15	313:8 316:17	167:5 272:5	282:20
71:10 91:16 98:2	293:2,4,8,17,18	322:7	CEO 2:9 32:6	CFOs 281:13
147:15 148:3,19	294:2 303:4	case 39:13 53:21	124:15 281:4	chair 2:3,11 10:22
151:2 152:16	304:12 305:4	72:12 102:18	CEOs 281:13 309:9	13:13,15 56:6
153:6,9,9 161:3	315:5 316:1 318:1	147:20 158:11	certain 6:9 10:13	78:15 105:22
164:9,10 165:2	319:10 320:18	180:14 186:11	16:9 61:22 66:18	210:9 252:7 262:3
183:20 186:8	321:14 322:8,20	203:2 207:10	71:12 108:13,13	262:21
192:12 220:17	CAO 278:20	266:22 287:5	121:5 154:16	chaired 26:20 32:3
222:9,11 224:21	282:21	295:22 300:20	160:14 163:21	56:7 141:2
225:7 226:11,16	cap 274:22 276:2	306:21 321:4	199:22 213:17	chairing 100:10
226:18,19,21,22	315:19,20	cases 39:6 53:20	221:6 222:7 223:1	chairman 1:10,12
229:7,12 230:11	capability 298:3	66:19 81:17	240:14 280:8	2:5,13,18,19
231:14,18 234:15	299:3	155:10 175:6	285:16,19 289:6	11:11 12:12,13
236:7 240:11,18	capable 82:13	199:22 221:6	304:13 309:21	13:5 18:19 19:8
245:9,9 248:3,21	168:15	222:7	310:20 314:17	25:14,17 28:20
249:5 250:22	capacity 139:15	cash 192:10 213:8	322:1	31:10 32:6 38:20
254:5 266:1 291:9	262:22 270:10	243:3 248:16	certainly 24:18	50:19 53:1 57:21
303:12 314:8,21	capital 7:19,22 8:3	254:3,15 266:7,19	31:1 34:18 61:17	58:3 78:1,3,10
316:4,22 317:3,19	11:12 15:22 17:13	267:7	63:5 64:12 68:6	84:3 89:17,17,19
318:4,20 319:4,7	22:17 54:10 59:8	casualty 63:5,6	70:19 72:8,17	99:2 104:7 121:15
CAM-related	68:9 138:17	categories 185:5	74:2 103:19	126:4 130:10
225:14	155:21 158:4,5	category 271:9	106:11 113:8,22	134:21,22 140:3
Cambridge 58:7	165:18 166:21	Cates 61:17	117:16,16 118:3	145:17,22 165:11
camp 281:8	167:7 169:14	cause 30:1 81:13	119:2 123:9	171:5 225:15
CAMs 23:11 26:18	181:1,4 284:11,12	169:2 252:10	126:22 129:9	227:22 261:3
27:15,17,20 37:13	284:21 286:2,20	304:16	131:14 183:11	269:22 284:2
37:22 48:6,7,9,13	296:21 310:17	causes 138:16	193:18 194:5	287:16 298:10
49:19 50:1,8	capitalize 322:18	caution 156:7	226:2 234:7	315:21
51:22 119:8	captive 279:13	cautionary 175:12	242:11 244:21	Chairman's 55:20
135:13 147:10	capture 304:20	cautious 61:20	255:12 271:8	chairmen 120:17
154:19 155:6	318:11	181:15	272:18,22 273:7	chairs 58:13 78:4
163:15 166:16	captured 188:14	Cavanaugh 1:19	288:16 289:9	262:7 297:9
168:13,16,21	CAQ 264:9 269:16	5:3 209:3 211:16	295:22 299:9	challenge 88:18
186:2 191:21	care 54:16,17	239:15,21 240:7	304:9 310:9	103:16 143:13
195:19 199:17	160:16 324:8	243:1 246:22	312:18 314:15	145:4 179:13
202:11 218:20	career 37:8 75:12	248:11 250:2,3	316:4 324:17,21	197:1,2 262:15
220:8 222:5,22	84:6 255:2 276:4	265:17 266:13,15	certifications 281:5	challenges 165:22
223:2,11 224:4	careful 25:7 159:11	caveat 105:18	certify 281:13	171:1 227:18
	<u> </u>	<u> </u>	I	I

				_
235:2,7,13	232:6,6 251:6	church 67:4 143:9	318:8,16,22 325:4	collaborative 38:16
challenging 19:12	267:6 271:10	CIO 27:3	clearer 101:11	251:8
21:6 26:4 226:6	274:19 285:6	circling 128:10	clearly 21:4 26:8	collapse 15:22
226:15 228:9,21	302:16 312:11	circumscribe 253:7	29:1 48:13 50:5	collapses 98:3
230:1 234:3	313:3	circumscribing	51:3 60:1 109:15	colleagues 36:9
236:18 270:20	changing 99:8	252:19	129:15 180:16	59:22 61:17 69:14
Chamber 11:14	123:7 163:6	circumstances	185:7 189:4 287:8	99:1 120:18
chance 14:13 36:7	181:19 216:8	39:10 93:4 118:22	291:6 299:4,5	195:12 300:16
36:12 66:15 88:17	271:5 273:5	169:7 205:21	Cleary 1:16 137:18	316:19
178:20 195:12	302:10	citations 140:9	149:11	collection 118:13
change 15:8 16:8	channels 8:21	cite 92:21	client 17:8 93:10	collective 212:3
17:16 18:16 28:15	characterization	cited 126:10	162:20 163:13	collectively 158:9
31:6,7 39:12 50:6	55:4	city 14:9 276:5	279:20	College 12:19
55:2 60:10 62:8	characterized	civil 14:21	clients 102:18	colonies 59:1 69:1
64:7 90:9 93:15	231:1	civilized 114:22	132:18 209:7	157:7
96:10 97:1 99:12	charged 92:5 96:11	claim 160:15	210:17 276:10	colony 157:8
120:12 122:21	96:15 130:22	claims 162:21	Clinic 211:10	color 167:3 231:5
123:1,3,4 141:19	charter 268:9	clamor 256:12	clock 239:14	245:8
161:6,15 163:10	Chartered 58:12	clarifications 94:15	close 69:14 136:14	Colorado 13:13
163:16,17 164:2,4	268:5 270:4	clarified 46:20	142:18 189:7	Columbia 12:15
164:12 177:6	chasm 68:17	clarify 47:8 50:8,9	244:13	combat 15:4
186:12 204:19	cheat 224:5	105:10 215:20	closed 63:10	combination
205:1 206:18,20	cheating 274:10	217:16 290:10	closely 94:18	106:13
207:4,4,8,11,14	check 299:12	313:22 314:3	closer 170:1 249:11	combine 136:6
219:8 224:15	checked 82:21	clarifying 50:14	271:10,15	167:1
253:2,4 260:3,10	checklist 229:5	214:5 216:6	closing 116:20	come 14:10 17:1,16
270:21 271:2,9	checks 117:9	239:16 314:18	217:18	28:19 56:15,18
277:5,6,15 302:21	Chicago 2:16	clarion 17:18	cloud 235:16	58:1,22 69:9 90:7
312:13 315:5	138:12 139:2	clarity 22:20 319:3	clutters 204:21	91:17 100:21
319:12	156:11 257:20	class 133:21 312:1	co-authors 158:20	103:9,9 107:13
change's 15:8	chief 1:18,20 2:17	312:1 313:12	co-chair 32:12	108:1,3 110:8
changed 7:21 18:16	3:16 6:20 7:2	clean 15:21 16:21	co-chairmen 190:3	125:1 126:7
86:5,7 113:10	11:10,22 58:4	17:2,4,6 39:9	co-chairs 32:14	127:10 136:18
116:22 155:22	74:18 126:2	81:19 219:17,22	146:3	161:20 175:5
163:10 219:3,9	139:14,16 209:18	220:6	coal 275:19 295:8	182:17 183:1
273:3 277:5 290:5	268:10,12,16	clear 26:21 42:7	code 84:17 86:12	185:11 189:5
changes 30:15	282:21 287:16	68:8 108:1 110:22	99:4 106:17	197:15 198:20
33:16 43:4,5	302:22	131:7 154:18,22	codes 78:8 84:16	200:9,9 208:17
45:12 82:6 84:11	chilled 206:8	155:4 160:3	codification 30:15	240:4 263:6 273:8
86:10 88:14 94:14	China 30:17	162:13 169:5	214:5	279:10 289:16
94:15 122:19	choice 21:3 102:18	184:10 186:1,13	coexistent 265:3	293:3 294:20
123:12 141:21	260:8 313:6	191:7 193:20	coextensive 263:21	315:15 322:15
146:13 151:7	choices 138:18	204:3 205:10	264:5	comes 37:8,12
166:7 169:9,11,14	choose 65:7 123:19	230:12 243:21	collaborating	43:10 72:20 83:16
169:17,19,20	chose 113:3	265:1 271:17	300:5	101:7 189:19
182:13 183:5	chosen 102:15	278:2,6,8 291:13	collaboration	207:20 219:22
211:18 212:22	112:16,20	314:12 317:8,11	23:21 90:5	240:9 262:7
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

301:13 320:6	255:20 256:4	90:11	321:12,15 322:9	296:18
comfort 16:14	257:19 259:17	Commissioner	324:17,19	communications
128:8 163:21	283:20 289:2	2:10 211:2 247:6	Committee's 31:22	53:10 55:15,17
comfortable 72:2	291:8 295:19	248:6	33:19	85:13 92:7 142:16
coming 8:18 41:14	297:18 307:4	commissioners	committees 22:10	167:6 169:3
63:14 64:13 70:5	322:6 324:18	18:19 20:3 270:1	26:20 56:17 65:16	198:19 206:8,11
71:8 95:12 109:10	commentary	committee 8:19,21	78:5 85:14 97:21	212:14 221:18
112:9 119:6,14	177:22 212:6	9:8 11:7 12:3,14	98:15 99:5,6,9	253:7 263:3
120:4 123:5	231:5 246:6,14	13:1,15 22:6,14	103:12,15,19	321:15
130:19 136:17	291:9	26:7 31:20 32:12	149:9 150:19	communicative
173:13 178:8	commentators	33:8 37:18 41:3	196:8 197:14	91:4 145:13
196:17 206:1	139:21	49:5 50:12 53:4	206:7 208:10	community 141:11
222:8 236:4	commented 179:7	53:11,14,16 54:1	221:20 222:1	172:2 173:7
244:19 258:16	190:11 242:8	54:2,7,12 55:16	262:16 263:5,5	197:13 219:1
262:12 272:14	commenter 138:8	56:7 58:14 60:11	279:9 297:10,15	220:17 273:1,10
302:4,8	commenters 9:20	64:18 65:7 73:12	298:2,7	295:22
comma 322:17	77:11 105:8	73:20 78:8,16	commodity 59:7	companies 1:22 5:1
Commandments	comments 26:2	83:4,6 86:13,14	common 14:9	5:12 12:11 14:20
166:5	41:15 43:6 69:2	87:6,8 88:16 92:6	24:17 36:17 42:13	23:13 26:17,20
commas 100:8	73:11 90:7 106:2	93:13 98:7,18	50:20 92:9 281:6	41:8 56:8 64:22
commence 10:19	108:8 125:9 131:6	100:8,11,15 101:5	284:21 287:11	65:6 76:11 79:21
76:22	132:2 140:8,15,21	101:19,20 107:22	288:15	80:3 84:17,22
commencing 88:7	141:17 142:3,6	108:2,18 116:22	commonality 251:1	88:5 102:14
commend 21:5	144:17 157:16	117:7 118:12	communicate 35:4	125:21 138:5
24:3 27:9 28:19	174:2 176:9 182:1	139:8,11,19 146:5	87:7 91:20 214:12	170:4 175:16
90:4 104:8,10	182:13 190:7	166:2 168:11	221:11 232:14	209:2 211:14
141:9 212:13	206:15 224:20	177:6 190:21	258:15 294:11	212:2 213:18,20
218:15 224:12	252:17,17 259:12	191:1 198:18	296:7	214:11 219:11
225:22	294:15 295:20	209:6,8 210:5	communicated	240:15 243:4
commended	296:14 298:5,17	211:5 220:21	57:3,4 87:8 92:5	244:17 254:22
165:12	303:2 314:7,18,20	221:5 237:5,9,18	118:11,13 130:22	258:14 260:15,19
comment 9:9 17:14	317:10 324:15	251:15,18 252:3,6	259:8 272:17	262:4 268:4,22
32:22 41:17 48:20	325:3	252:7 253:8 262:3	305:17	269:4 274:21
53:7 75:1 94:9	commerce 43:14	262:4,6 268:14,19	communicates	275:1 277:21
98:1 100:7 103:10	commercial 11:21	269:14 272:9	33:10	281:3 282:1,5,5
107:19 122:10	20:22 271:5	276:17 278:13,17	communicating	282:11,15 284:5,6
128:5 132:3,8	272:21 302:19	278:19 279:1,6	12:8 93:5 206:7	284:9,14 285:12
140:10 143:4	Commission 3:10	282:1,22 295:5	212:16 257:13	285:14,22 286:5
144:22 149:11	12:1 77:17,18	297:5,9,9,14,19	305:18	286:16 287:4,10
165:3 184:12	79:1,3 83:22	298:10 299:1,4,8	communication	288:20 289:14
192:14 196:9,12	137:21,22 139:15	299:13,17 300:3	8:21 17:7 41:5	290:19 291:7,14
199:18 202:1	153:20 155:5	300:10 301:10,11	49:4 50:12 56:1,2	292:5 293:4,15,20
208:4 226:4	210:12 256:21	301:13 302:9	56:4,18 90:17	294:9 295:15
227:10 239:8	300:16 301:5	303:11,15,18	92:16 142:18	296:6,17,19,20
241:7 242:4 243:1	Commission's	304:4,5 305:15,18	143:1,4 167:12,16	297:21 298:1,4,7
248:2,19 249:19	154:2	306:13 307:15	205:17 213:10	303:4 304:10,13
252:13 253:14	commissioned	314:22 320:5	221:4 279:1	304:14,19 306:17
	l		l	ı

308:11,15,21	229:3,9,14,18,20	102:7 200:21	93:14 107:6 114:7	195:5 198:9,15,17
309:2,3,7,19	230:2,17 231:5	201:19 235:10	115:3 119:7	220:8,18 221:15
310:4 311:3,3,7	258:15	240:14,16	122:13 128:18,22	222:4 227:5,8
311:12,14 312:1,3	comparability	completion 138:6	129:6 130:20	248:21 249:12,16
313:16,19,20	40:17 41:6 218:6	307:15 311:11	144:20 183:11	249:20 259:10
314:2 317:13	comparable 19:18	complex 139:16	212:16 224:22	260:6 264:17
322:2 324:7	41:8	213:19 219:21	226:11,12 245:9	272:19 289:11,15
company 1:1,17,18	comparative 156:4	229:21 236:17	248:22 279:8	292:11 293:10
1:21 2:6,10 6:4	Compare 175:13	268:13 275:4	288:11	306:8 315:8
18:22 21:12,14,22	175:14	complexity 169:16	concepts 88:14	316:20 317:3
40:3 46:10,11,17	compared 66:7	217:7 234:4	93:9 136:2 220:10	concise 231:10
47:17 54:4,4 61:8	282:16	274:12	245:14	conclude 145:9
61:19 62:5,5,14	comparison 272:11	compliance 268:11	conceptual 259:14	164:15 226:22
63:15 65:1 67:1	compatibility	284:18	concern 14:18	227:14 291:15
73:13,14 76:8,9	102:20	complicated	22:19 23:1 24:17	concluded 70:14
76:13 85:12	compelling 33:4	118:16 121:17	28:8 49:14 62:21	concludes 51:5
102:21 107:11	256:11	275:3	63:1,2,19 64:2,6	225:11
114:4 115:2 122:6	compensation	compliments	76:1 81:14 91:9	conclusion 96:5
125:5 126:12,13	323:14	105:21	94:12 127:15	121:7,21 147:19
129:21 130:3	compete 229:2	comply 112:1	143:21 153:5	179:21 188:8
132:11 134:12	competence 189:7	component 107:1	162:11 166:19	conclusions 39:21
146:5 168:4	299:3	228:13	172:15 173:6,10	108:13 140:17
169:19 175:13,16	competing 6:12	components 219:20	175:22 183:20	144:17 159:2
193:11 200:14	competition 110:6	comprehensive	186:6,16,19 190:8	concrete 10:2 80:8
203:21 209:18	110:8,13 132:6	21:6 138:6 220:1	198:5 206:13	83:14
211:11 213:8	133:3 286:20	220:12 246:7	220:16,19 221:17	concurrence
228:11 250:6,10	competitive 161:22	comprise 172:16	222:12 223:12	256:19
254:3,10,11 255:5	162:5	269:4	235:5 243:3 279:8	concurring 283:4
255:11,13,16	Competitiveness	comprises 264:10	291:9 295:9 307:3	condition 24:13
260:22 263:9	11:13	comprising 129:4	310:13 311:18	64:9 235:10 263:9
264:3 266:8	competitors 133:10	compromise	concerned 22:12	274:14
268:17 275:19,22	162:2	100:22	22:18,18 26:10	conditions 20:12
276:18 281:1	compilation 24:8	compromised	29:21 50:18 59:18	81:12
285:9 286:10	compile 105:1	172:22	67:15 71:9 98:12	conduct 84:22
287:1 292:3,18	complaints 64:11	compromises 14:22	98:13 99:11 119:8	112:13,17 164:4
293:17 294:12,12	complemented	279:16	184:8 213:9	172:6 201:17
295:18 297:10,13	300:2	compromising 98:6	215:14 222:21	conducted 38:16
298:20,20,21	complements 300:3	98:17 103:21	223:21 233:9,10	140:9
299:7 302:9,12	complete 54:19	Comptroller 211:8	259:4 310:21,21	confidence 7:19
305:12 306:19,20	105:17 121:22	concede 152:20	310:22 311:20	34:1 62:22 68:10
308:1 309:10,13	150:4 264:4	conceived 258:1	315:7,13 317:9	89:14 94:4 147:22
319:1	285:21 288:18	concentrate 147:10	concerning 80:4	148:2 275:10
company's 10:14	291:1	concentrates 66:10	306:15	confident 133:18
21:14 83:19 86:12	completed 24:6	concentration	concerns 90:18	293:7
86:21 94:2 184:20	223:12 269:13	14:18	92:22 105:8	confidentiality
184:21 198:7	291:5	concept 39:22	125:16,17 128:2	17:8,9 18:8 93:10
226:14 227:2,20	completely 46:3	87:16,21 92:19,21	147:18 168:2	136:10

a a - 6 d a - 4 d - 162.10	00.22 100.14		120.22 202.12	101.1 215.4
confidently 162:18	90:22 100:14	constrain 319:7	139:22 203:12	convey 101:1 215:4
configured 160:13	105:5,11 109:20	construct 122:2	215:1 304:17	215:15
confines 187:6	116:8 127:14,19	constructive 50:5	322:10 324:20,22	conveyed 251:14
204:21	134:3 141:19	88:11 226:5	continued 38:8	conveys 97:12
confirmed 9:20	144:21 148:14	constructively 52:5	91:3 114:2 141:5	convincing 16:16
confirming 179:11	151:8 189:22	construed 291:10	225:7 318:5	16:17 76:18
conflating 149:9	190:2 204:17	consultation 91:6	continues 8:1	Cooney 1:20 5:5
conflict 222:14	216:11 219:13	96:4 110:21	319:17	209:17 218:11,12
conflicting 24:12	277:18 283:17	113:16,17 115:7	continuing 109:19	224:14,16,19
conflicts 11:21	324:21	125:13 128:21	305:9	242:4,7 250:17
confused 97:13	considerable	consultations 86:9	contract 318:15,21	253:11 254:19
174:13 324:15	202:22,22 233:12	91:2 102:10	318:22	259:8
confusing 147:4	consideration 6:17	117:21,22 228:16	contracts 318:10	Cooney's 261:6
148:17 149:2	155:11 293:10	consultative 11:3	contrary 216:21	cooperating 84:1
220:20 244:19	306:3	consulting 2:9	contribute 44:14	cooperation 8:9
249:18	considerations	11:11 157:2 269:7	155:14	79:2
confusion 22:4	112:22 226:21	consumer 39:14	contributed 125:15	Coopers 157:6
46:14 184:4	324:16	164:16	contribution	coordinating
congratulated	considered 20:7	consumption 304:5	208:14 267:14	210:16
155:17	86:14 94:15	contacts 115:10	contributions 6:12	coordination 8:9
Congress 7:15,17	105:13 153:15	contain 79:16,18	contributor 138:8	77:15
282:10 287:8	156:15 231:21	144:1	control 143:22	copious 76:19
Congressional	247:11,20 279:11	contained 120:9	148:21 154:6	core 150:6 287:4
139:18	283:6 293:18	173:5 228:6	186:21 219:6	306:21 307:2
congruence 83:11	considering 38:11	containing 6:10	259:5 269:13	Corpfin 193:7
conjunction 177:11	116:6 141:12	166:5 216:7	281:2 290:6,11	208:4
conjures 315:8	285:1 286:18	contemplate	controlled 187:8	corporate 12:10
connected 247:2	294:13,14 312:11	288:11 313:3	259:6	15:21 20:15 22:11
connection 34:10	considers 52:15	contemplated	controller 16:18	35:1 51:17 84:13
49:4 167:17	285:6	303:10	controls 170:4	84:17 86:11 93:12
214:16 262:16	consistency 194:21	contemplating	184:21 187:1	99:4 137:20 138:3
cons 118:1 194:10	217:14	97:17	198:8 259:3	138:5,13,14,17,19
conscious 110:15	consistent 29:17	content 22:8 144:1	277:22 278:2	156:21 210:5
133:10	56:10,16 57:4	166:18 167:13	281:7,14 292:4	212:7 217:8 286:6
consensus 40:1	145:11 153:18	169:6 218:5	311:15 317:16	299:12,14,21
consequence 151:7	271:18	292:16 296:12	controversial 31:16	corporation 12:14
consequences 23:9	consistently 27:2	contents 4:1 232:15	controversy 25:5	138:15
80:2 123:8 158:10	consolidated	context 49:20	convene 325:11	corporation's
160:21 184:8	209:20	84:11 122:5 128:8	convened 1:9	168:6
225:9 230:19	Consolidation	128:15 170:19	convergence 83:11	corporations
231:8	209:22	171:21 180:3,4	90:2	166:12 169:17
Consequently 16:5	constant 163:8	194:6 215:5,12	conversation 176:5	correct 150:1
conservative 40:15	164:7	222:2 236:20,20	184:17 190:22	300:13 308:17
56:22 134:14	constituencies	290:11 306:11	296:8	corrected 222:15
consider 10:2	167:16	314:13	conversations	290:12
14:22 19:11 33:6	constitute 128:18	continue 15:14	248:12 266:8	correcting 306:1
43:19 50:6 86:18	constituting 129:8	59:1 81:14 133:17	309:8	correctly 191:6
	<u> </u>	<u> </u>	<u> </u>	l

193:12 199:20 correlate 289:19 countelly 12:8 25:15.17 courts 83:9 27:19 34:12 35:5 crops 253:2 cross 26:16 cross 26:16:18 crops 253:2 crops 253:2 cross 26:16 cross 26:16 crops 253:2 cross 26:16 crops 253:2 cross 26:16 crops 253:2					_
correlate 289:19 Council's 12:8 courts 83:9 27:19 34:12 35:5 crop 25:32 crops 25:32 cross 120:8 cross 120:8 cross 20:28 cross 20:20:8 cross 20:20:28 cross 20:20:29 cross 20:20:21 cross 20:20:29 cross 20:20:21 cross 20:20:21 cross 20:20:21 cross 20:20:21 cross 20:20:21 cross 20:20:20:20 cross 20:20:21 cross 20:20:20:20 crost 20:20:20 cross 20:20:20:20 cross 20:20:20:20 cross 20:20:20:20:20 cross 20:20:20:20:20:20:20 cross 20:20:20:20:20:20:20:20:20:20:20:20:20:2	193:12 199:20	211:9 253:17	courtesy 76:17	20:18 21:8,16	critique 178:21
96:17 169:20 177:6 273:21 Councilman 134:22 counsel 2:6 6:19 251:15,17 covered 15:3 136:18 227:1,11 55:9 61:10 83:16 90:6 91:16 97:4 116:18,21,21 crossed 120:12 crossover 189:4 crossover 189:42:13 corridors 17:19 corridors 17:10 corridors 17:10 corridors 17:15 corridors 18:10 corridors 17:15 corridors 18:16 corridors 17:15 corridors 18:16 corridors 18:16 corridors 17:10 corridors 18:16 corridors	correlate 289:19	Council's 12:8	-	27:19 34:12 35:5	
177:6 273:21 285:14 counsel 2:6 6:19 186:18 227:1,11 118:115:14 118:115:14 129:8 230:4 251:4 1118:115:14 118:22 185:21 324:13 180:18 227:1,11 116:18,21,21 185:21 324:13 180:18 227:1,11 116:18,21,21 185:21 324:13 180:18 227:8,610 121:10 130:12,16 121:10 130:13 122 121:10 130:13 122 121:10 130:13 122 121:10 130:13 122 121:10 130:13 122 121:10 130:13 122 121:10 130:13 122 121:10	corresponding	34:22	cover 225:15	40:10 44:11 49:18	cross 120:8
285:14 corridors 17:19 corroborated 34:6 corroborated 34:6 cost 37:21 38:4 counselor 2:1 dounselor 2:1 37:21 146:3 counselor 2:1 dounselor 2:1 32:13 77:12 covering 253:15 dounselor 2:1 32:13 77:12 covers 99:5 252:1 duple 24:15 los:13 152:22 counterbalance 82:19 counterweight 181:14,13 183:13 los:14 220:14 los:1 82:19 counterweight 228:12 279:2 281:6 282:3 284:8 285:13,19 292:1 304:7,10,16 305:4 305:6,2 306:19 307:9 308:9 309:3 3119 316:6 322:6 322:12 counterbefficient 315:19 costs 28:16,18 couple 34:11 45:1 loss-efficient 315:19 costs 28:16,18 couple 34:11 45:1 loss-efficient 315:19 course 37: 77:8 loss 15:13 loss-efficient 315:13 loss-efficient 315:13 loss-efficient 315:19 course 37: 77:8 loss-15:13 loss-efficient 315:13 loss-efficient	96:17 169:20	Councilman	251:15,17	55:9 61:10 83:16	crossed 120:12
corridors 17:19 12:6,12 116:11 229:8 230:4 251:4 116:18,21,21 185:21 324:13 cost 37:21 38:4 counselor 2:1 278:6,10 121:10 130:12,16 crudely 17:3 62:16 116:8,13 32:13 77:12 covering 253:15 149:16,21 150:1,3 crudely 17:3 17:9,15 118:9 count 241:5 count evel 14:21 150:13 152:22 cruth 198:16 159:14 161:1 82:19 counterweight 181:12 165:3,19 175:6 culture 20:6 174:4 28:12 279:2 counterweight 181:12 crack 174:17 187:15 188:3,15 crack 174:17 28:12 281: 282:3 284:8 285:13,19 292:1 303:62 23 36:19 303:62 305:21 199:10 227:6 199:10 227:6 199:15 192:1,8 curious 71:15 307:9 308:9 309:3 311:9 316:6 322:6 319:4 238:22 281:12 319:4 206:26 55:13 200:6,8,14,16 curious 71:15 112:22 128:6 curious 71:15 223:22 294:1 136:9 144:17 153:16 174:19 169:16 311:6 213:14,2214:2,7 25:16 58:16 92:4 315:19 203:9 390:8 203:9 390:8 203:9 390:8	177:6 273:21	134:22	covered 15:3	90:6 91:16 97:4	crossover 189:4
corroborated 34:6 cot 37:21 38:4 counselor 2:1 covering 253:15 278:6,10 covering 253:15 doverselor 2:1 doverselor 2:2:1 doverselor 2:1 doverselor 2:2:1:1 doverselor 2:1 doverselor 2:2:1:1 doverselor 2:2:1 doversel	285:14	counsel 2:6 6:19	186:18 227:1,11	111:8 115:14	Croteau 3:9 6:21
cost 37:21 38:4 counselor 2:1 covering 253:15 141:10 147:10 crunch 198:16 Crunch 211:1 62:16 116:8,13 32:13 77:12 covere 99:5 252:1 149:16,21 150:1,3 crunch 198:16 Crutcher 211:1 117:9,15 118:9 count 241:5 coveted 14:21 150:13 152:22 crux 38:20 145:7 158:5 counterweight 82:19 CPA 282:22 165:3,19 175:6 crut w 20:6 174:4 181:14 220:14 181:12 crack 174:17 187:15 188:3,15 crum 40:14,14 cumbersome 281:6 282:3 284:8 285:13,19 292:1 304:7,10,16 305:4 75:16 95:14 199:10 227:6 191:15 192:1,8 curious 71:15 curious	corridors 17:19	12:6,12 116:11	229:8 230:4 251:4	116:18,21,21	185:21 324:13
62:16 116:8,13 117:9,15 118:9 145:7 158:5 145:7 158:5 159:14 20:14 228:12 279:2 228:16 282:3 284:8 228:12 279:2 231:6 282:3 284:8 285:13,19 292:1 304:7,10,16 305:4 307:9 308:9 309:3 307:9 308:9 309:3 319:4 228:12 279:2 238:16 158:17 232:12 covers 99:5 252:1 coveted 14:21 CPA 282:22 crack 174:17 crafted 169:3 crafting 167:15 199:10 227:6 199:10 227:6 199:10 227:6 199:10 227:6 199:11 5192:1,8 305:21 199:18 24:14 201:12 202:5 323:18 cumbersome 128:13 cuple 20:15 curious 71:15 curious 71:15 curious 71:15 curious 71:15 112:22 128:6 curious 91:15 112:22 128:6 curious 11:4,17 203:22 294:1 312:20 313:1 175:4 176:7 180:1 175:4 176:7 180:1 175:4 176:7 180:1 175:4 176:7 180:1 175:4 176:7 180:1 175:14 176:9 10:14 175:14 176:7 180:1 175:14 176:1 116:2 175:18 156:7 170:19 177:9 176:10 20:19 31:4 170:19 101:4 170:19 101:4 170	corroborated 34:6	137:21 146:3	278:6,10	121:10 130:12,16	crudely 117:3
117:9,15 118:9	cost 37:21 38:4	counselor 2:1	covering 253:15	141:10 147:10	crunch 198:16
145:7 158:5 159:14 161:1 181:14, 13 183:13 183:14 220:14 228:12 279:2 281:6 282:3 284:8 285:13, 19 292:1 304:7, 10, 16 305:6, 22 306:19 306:6, 22 306:19 307:9 308:9 309:3 311:9 316:6 322:12 203:22 294:1 312:20 313:1 203:22 294:1 315:19 203:28 203:39 306:8 203:28 239:39 306:8 203:28 315:19 203:28 203:39 306:8 203:28 203:39 306:8 203:28 203:39 306:8 203:28 203:39 306:39 3	62:16 116:8,13	32:13 77:12	covers 99:5 252:1	149:16,21 150:1,3	Crutcher 211:1
159:14 161:1	117:9,15 118:9	count 241:5	coveted 14:21	150:13 152:22	crux 38:20
181:1,4,13 183:13 counterweight crack 174:17 187:15 188:3,15 cumbersome 183:14 220:14 181:12 cafted 169:3 188:22 189:8 128:13 228:12 279:2 countess 32:8 crafting 167:15 190:20 191:2,10 cup 120:15 281:6 282:3 284:8 285:13,19 292:1 323:18 305:21 191:15 192:1,8 curious 71:15 304:7,10,16 305:4 305:6,22 306:19 323:12 country 14:6 31:6 crazy 124:19 196:21 199:18 curious 71:15 307:9 308:9 309:3 319:4 238:22 281:12 99:18 124:14 201:12 202:5 curiously 14:4 223:12 couple 34:11 45:1 136:9 144:17 153:16 174:19 153:16 174:19 153:16 174:19 159:16 311:6 212:16,21 213:10 20:19 31:3 45:10 223:12 20 313:1 175:4 176:7 180:1 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 cost-efficient 315:19 293:9 306:8 creates 23:2 46:13 215:2 216:3 126:3 139:8 costy 1 65:1 219:20 coupled 148:1 310:16 311:2 225:18 229:17 155:16 58:16 92:4 116:3,6 117:,11	145:7 158:5	counterbalance	cozy 64:15	161:2 164:20	culture 20:6 174:4
183:14 220:14 181:12 crafted 169:3 188:22 189:8 128:13 cup 120:15 281:6 282:3 284:8 countries 246:2 199:10 227:6 191:15 192:1,8 curiosity 323:8 curious 71:15 304:7,10,16 305:4 305:6,22 306:19 305:6,22 306:19 307:9 308:9 309:3 311:9 316:6 322:6 75:16 95:14 238:22 281:12 39:18 24:14 201:12 202:5 curious 71:15 311:9 316:6 322:6 322:12 couple 34:11 45:1 136:9 144:17 200:6,8,14,16 curiously 14:4 curiousl	159:14 161:1	82:19	CPA 282:22	165:3,19 175:6	cum 40:14,14
228:12 279:2 countless 32:8 crafting 167:15 190:20 191:2,10 cup 120:15 curiosity 323:8 stale deads decaded 21:141 decaded 21:141 decaded	181:1,4,13 183:13	counterweight	crack 174:17	187:15 188:3,15	cumbersome
281:6 282:3 284:8 285:13,19 292:1 323:18 countries 246:2 325:13,19 292:1 304:7,10,16 305:4 country 14:6 31:6 305:6,22 306:19 75:16 95:14 crazy 124:19 196:21 199:18 112:22 128:6 curious 71:15 112:22 128:6 create 25:6 51:13 200:6,8,14,16 curiously 14:4 current 11:14,17 311:9 316:6 322:6 319:4 154:15 312:3 208:1 209:1 12:4,20 15:9 32:12 couple 34:11 45:1 153:16 174:19 153:16 174:19 153:16 174:19 175:4 176:7 180:1 175:4 176:7 180:1 175:4 176:7 180:1 175:4 176:7 180:1 175:4 18:19 223:2 294:1 315:19 203:9 306:8 costly 165:1 219:20 coupled 148:1 293:9 306:8 costly 165:1 219:20 coupled 148:1 17:21 18:7 117:11 118:7 88:19 90:16 91:21 course 37:7 77:8 62:16 115:21 17:11 118:7 88:19 90:16 91:21 17:11 118:7 115:3,3 158:6,7,8 95:3,6 99:2 100:7 158:8,12 159:10 100:19 101:4 100:25 103:4,8 162:15 163:1 108:8,11 116:8 108:8,11 116:8 108:2,11 181:14 117:21 118:5,22 127:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	183:14 220:14	181:12	crafted 169:3	188:22 189:8	128:13
285:13,19 292:1 304:7,10,16 305:4 305:6,22 306:19 307:9 308:9 309:3 311:9 316:6 322:6 322:12 cost-benefit 158:17 223:22 294:1 312:20 313:1 cost-benefit 158:17 223:22 294:1 315:19 cost-efficient 315:19 cost-efficient 315:19 cost-generate 293:9 306:8 coupled 148:1 293:18 200:6,8,14,16 201:12 202:5 208:1 209:1 212:16,21 213:10 20:19 31:3 45:10 21:16,2 1 213:10 20:19 31:3 45:10 20:19 31:4 4c:27 45:13 46:13 55:12 216:3 139:8 216:3 139:8 216:3 139:8 216:3 139:8 216:3 139:8 217:2 222:17 143:16 146:8 223:14 16:25:4 223:14,16 225:4 148:15 153:2 223:14,16 225:4 148:15 153:2 230:8 233:21 155:11 159:22 23:14,16 225:4 148:15 153:2 23:18 229:17 155:18 156:9 156:19 13:19 157:10 13:19 157:10 13:19 157:10 13:19 157:10 13:19 157:10 13:	228:12 279:2	countless 32:8	crafting 167:15	190:20 191:2,10	cup 120:15
304:7,10,16 305:4 305:6,22 306:19 305:6,22 306:19 307:9 308:9 309:3 311:9 316:6 322:6 322:12 couple 34:11 45:1 136:9 144:17 223:22 294:1 312:20 313:1 23:20 313:1 20:20 31:30 31:20 31:30 31:20 31:30 31:20 31:30 31:20 31:30 31:20 31:30 31:20 31:30 31:20 31:30 3	281:6 282:3 284:8	countries 246:2	199:10 227:6	191:15 192:1,8	curiosity 323:8
305:6,22 306:19 75:16 95:14 create 25:6 51:13 200:6,8,14,16 curiously 14:4 307:9 308:9 309:3 31:9 31:6 632:6 319:4 154:15 312:3 208:1 209:1 12:4,20 15:9 322:12 couple 34:11 45:1 316:16 212:16,21 213:10 20:19 31:3 45:10 cost-benefit 158:17 136:9 144:17 153:16 174:19 153:16 174:19 153:16 174:19 213:14,21 214:2,7 45:13 46:13 55:12 233:22 294:1 153:16 174:19 175:4 176:7 180:1 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 cost-efficient 190:18 289:15 293:9 306:8 creates 23:2 46:13 215:2 216:3 126:3 139:8 costly 165:1 219:20 coupled 148:1 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 courage 71:21 courage 71:21 creation 281:5 230:8 233:21 155:18 156:7 62:16 115:21 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 151:3,3 158:6,7,8 95:3,6 99:2 100:7 252:18 25:15 258:13 192:2,12 210:6,20 151:5,33 158:6,7,8	285:13,19 292:1	323:18	305:21	193:16 194:2	curious 71:15
307:9 308:9 309:3 238:22 281:12 99:18 124:14 201:12 202:5 current 11:14,17 311:9 316:6 322:6 319:4 154:15 312:3 208:1 209:1 12:4,20 15:9 322:12 couple 34:11 45:1 316:16 212:16,21 213:10 20:19 31:3 45:10 cost-benefit 158:17 136:9 144:17 153:16 174:19 169:16 311:6 213:14,21 214:2,7 45:13 46:13 55:12 223:22 294:1 153:16 174:19 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 315:19 175:4 176:7 180:1 169:16 311:6 215:2 216:3 126:3 139:8 cost-efficient 190:18 289:15 293:9 306:8 creating 36:21 217:22 222:17 143:16 146:8 315:19 293:9 306:8 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 161:20,20 162:11 100:19 101:4 creeping 171:22 264:1,3,11 265:3 317:3	304:7,10,16 305:4	country 14:6 31:6	crazy 124:19	196:21 199:18	112:22 128:6
311:9 316:6 322:6 319:4 154:15 312:3 208:1 209:1 12:4,20 15:9 322:12 couple 34:11 45:1 136:9 144:17 223:22 294:1 136:9 144:17 223:22 294:1 153:16 174:19 213:14,21 214:2,7 45:13 46:13 55:12 45:13 46:13 55:12 223:22 294:1 312:20 313:1 175:4 176:7 180:1 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 45:13 46:13 55:12 57:16 58:16 92:4 57:16 58:16 92:4 153:11 217:22 222:17 143:16 146:8 126:3 139:8 126:16 13:12 126:3 139:8 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 13:12 126:16 1	305:6,22 306:19	75:16 95:14	create 25:6 51:13	200:6,8,14,16	curiously 14:4
322:12 couple 34:11 45:1 316:16 212:16,21 213:10 20:19 31:3 45:10 cost-benefit 158:17 136:9 144:17 169:16 311:6 213:14,21 214:2,7 45:13 46:13 55:12 223:22 294:1 153:16 174:19 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 312:20 313:1 175:4 176:7 180:1 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 cost-efficient 190:18 289:15 153:11 217:22 222:17 143:16 146:8 315:19 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costs 28:16,18 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 course 37: 77:8 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 117:11 118:7 88:19 90:16 91:21 23:19 254:6,12 258:13 192:2,12 210:6,20 153:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,1	307:9 308:9 309:3	238:22 281:12	99:18 124:14	201:12 202:5	current 11:14,17
cost-benefit 158:17 136:9 144:17 created 21:1 124:8 213:14,21 214:2,7 45:13 46:13 55:12 223:22 294:1 153:16 174:19 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 312:20 313:1 175:4 176:7 180:1 creates 23:2 46:13 215:2 216:3 126:3 139:8 cost-efficient 190:18 289:15 293:9 306:8 creating 36:21 217:22 222:17 143:16 146:8 315:19 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 course 37:7 77:8 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 117:11 118:7 88:19 90:16 91:21 credibility 96:18 250:18 251:5 170:19 177:9 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 266:10 26:3 261:4 316:22 161:20,20 162:11 102:5 103:4,8 creeping 171:22 264:1,3,11 265:3 317:3 162:15 163:1<	311:9 316:6 322:6	319:4	154:15 312:3	208:1 209:1	12:4,20 15:9
223:22 294:1 153:16 174:19 169:16 311:6 214:11,17,20,21 57:16 58:16 92:4 312:20 313:1 175:4 176:7 180:1 175:4 176:7 180:1 215:2 216:3 126:3 139:8 cost-efficient 190:18 289:15 293:9 306:8 217:22 222:17 143:16 146:8 315:19 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 coupled 148:1 creating 36:21 223:14,16 225:4 148:15 153:2 costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 course 37:7 77:8 creative 14:10 239:18 242:14 160:17,19 161:12 117:11 118:7 88:19 90:16 91:21 credibility 96:18 250:18 251:5 170:19 177:9 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 161:20,20 162:11 102:5 103:4,8 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11	322:12	couple 34:11 45:1	316:16	212:16,21 213:10	20:19 31:3 45:10
312:20 313:1 175:4 176:7 180:1 creates 23:2 46:13 215:2 216:3 126:3 139:8 cost-efficient 190:18 289:15 153:11 217:22 222:17 143:16 146:8 315:19 293:9 306:8 coupled 148:1 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 coupled 148:1 courage 71:21 creating 36:21 223:14,16 225:4 148:15 153:2 62:16 115:21 course 37:7 77:8 creation 281:5 230:8 233:21 158:11 159:22 117:11 118:7 88:19 90:16 91:21 credibility 96:18 250:18 251:5 170:19 177:9 158:8,12 159:10 100:19 101:4 creep 97:20 254:6,12 258:13 192:2,12 210:6,20 161:20,20 162:11 102:5 103:4,8 creep 97:20 260:2,5 263:18 261:4 316:22 180:2,11 181:14 117:21 118:5,22 204:13 265:11,13,19 currently 11:2 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	cost-benefit 158:17	136:9 144:17	created 21:1 124:8	213:14,21 214:2,7	45:13 46:13 55:12
cost-efficient 190:18 289:15 153:11 217:22 222:17 143:16 146:8 315:19 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 17:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 21:13 22:12 24:11 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	223:22 294:1	153:16 174:19	169:16 311:6	214:11,17,20,21	57:16 58:16 92:4
315:19 293:9 306:8 creating 36:21 223:14,16 225:4 148:15 153:2 costly 165:1 219:20 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 course 37:7 77:8 creative 14:10 239:18 242:14 160:17,19 161:12 117:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	312:20 313:1	175:4 176:7 180:1	creates 23:2 46:13	215:2 216:3	126:3 139:8
costly 165:1 219:20 coupled 148:1 310:16 311:22 225:18 229:17 155:18 156:7 costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 course 37:7 77:8 creative 14:10 239:18 242:14 160:17,19 161:12 116:3,6 117:1,11 79:12 80:1 85:8 credibility 96:18 250:18 251:5 170:19 177:9 117:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	cost-efficient	190:18 289:15	153:11	217:22 222:17	143:16 146:8
costs 28:16,18 courage 71:21 creation 281:5 230:8 233:21 158:11 159:22 62:16 115:21 course 37:7 77:8 79:12 80:1 85:8 creative 14:10 239:18 242:14 160:17,19 161:12 117:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	315:19	293:9 306:8	creating 36:21	223:14,16 225:4	148:15 153:2
62:16 115:21 course 37:7 77:8 creative 14:10 239:18 242:14 160:17,19 161:12 116:3,6 117:1,11 79:12 80:1 85:8 250:18 251:5 170:19 177:9 117:11 118:7 88:19 90:16 91:21 254:6,12 258:13 192:2,12 210:6,20 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	costly 165:1 219:20	coupled 148:1	310:16 311:22	225:18 229:17	155:18 156:7
116:3,6 117:1,11 79:12 80:1 85:8 credibility 96:18 250:18 251:5 170:19 177:9 117:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	costs 28:16,18	C	creation 281:5	230:8 233:21	158:11 159:22
117:11 118:7 88:19 90:16 91:21 credit 20:2 79:20 254:6,12 258:13 192:2,12 210:6,20 151:3,3 158:6,7,8 95:3,6 99:2 100:7 100:19 101:4 258:15 259:13 216:10 232:11 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	62:16 115:21	course 37:7 77:8	creative 14:10	239:18 242:14	*
151:3,3 158:6,7,8 95:3,6 99:2 100:7 123:19 258:15 259:13 216:10 232:11 158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 161:20,20 162:11 102:5 103:4,8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 216:10 232:11 261:4 316:22 317:3 204:13 204:13 265:11,13,19 266:10 268:3 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	116:3,6 117:1,11	79:12 80:1 85:8	credibility 96:18	250:18 251:5	170:19 177:9
158:8,12 159:10 100:19 101:4 creep 97:20 260:2,5 263:18 261:4 316:22 161:20,20 162:11 102:5 103:4,8 264:1,3,11 265:3 317:3 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	117:11 118:7	88:19 90:16 91:21	credit 20:2 79:20	254:6,12 258:13	
161:20,20 162:11 102:5 103:4,8 creeping 171:22 264:1,3,11 265:3 317:3 162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4		95:3,6 99:2 100:7		258:15 259:13	216:10 232:11
162:15 163:1 108:8,11 116:8 204:13 265:11,13,19 currently 11:2 180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	<i>'</i>		-	,	
180:2,11 181:14 117:21 118:5,22 crisis 15:20 62:9,11 266:10 268:3 12:13 22:12 24:11 217:8 285:22 129:14 136:3,10 64:3 68:7 81:17 271:14 272:14 43:13 55:15 131:4	· ·	· ·		, ,	
217:8 285:22				, ,	
	, and the second	,			
295.1 303.3 4 143.18 146.6 85.8 10 90.16 278.11 12 16 152.13 160.13		,			
	295:1 303:3,4	143:18 146:6	85:8,10 90:16	278:11,12,16	152:13 160:13
304:1,8 316:7 152:7 154:1 157:7 crisp 53:12 229:1 285:9,17 297:5 161:5,9 166:20			_	· · · · · · · · · · · · · · · · · · ·	,
322:14 323:4 177:4 202:8 crispness 59:16 300:8 303:7,9 169:9 185:15			<u> </u>		
coulds 306:14 232:12 235:12 criteria 9:3 10:2 306:10 308:14 187:2 194:19					
council 2:5,6,6,20 237:10 242:22 40:16 187:17 311:14,15 320:21 195:8 201:11				· ·	
12:7,11,12,17 324:5 216:14 217:6 321:3,8,20 217:2 221:14				, ,	
31:13 57:22 78:2 court 66:13 critical 5:1,11 8:2 critically 239:7 222:13 223:4			· ·		
78:2 84:10 210:20 Court's 152:8 9:14 16:10 19:1,1 criticism 75:19 248:15 261:17	78:2 84:10 210:20	Court's 152:8	9:14 16:10 19:1,1	criticism 75:19	248:15 261:17
				I	I

			l	l
262:21,22	days 6:6,16 7:7,13	172:18 188:9	degree 40:14 51:9	82:8 150:3 215:1
custom 37:14,14	9:17 64:22 88:20	247:3 266:3	52:6,6 264:19	231:11
customer 35:21	109:16 126:5,15	Declaration 76:2	317:2	descriptions
39:13,14 54:5,6,9	134:15 245:8	declare 51:2	degrees 58:9	215:13
172:5,12 266:18	254:21 277:7	dedication 58:11	delayed 311:11	deserve 241:10
267:1 318:10,15	dead 238:21	deemed 214:2,7	delegation 2:1	design 159:8
318:21,22	deadline 308:2	239:18	77:13	designated 79:22
customers 39:19	deadlines 279:3	deep 6:17	deliberate 219:14	designed 14:11
162:2 199:5	deal 20:16 23:14	deepens 52:1	deliberations	148:11 233:3
customized 169:6	48:15 59:22 66:1	deeper 9:4 243:14	121:14 157:4	286:14 312:14
175:3 176:4	71:3 93:4 95:8	267:2	delighted 67:22	desire 256:12
cut 65:17 75:20	113:10 172:5	deeply 271:4	deliver 7:20 9:11	despair 75:17
cutoff 318:17	182:12 264:15	Deere 211:11	delivered 22:6 54:3	despite 33:11
cutting 74:11 251:2	281:11 296:17,20	defenses 49:21	Deloitte 2:21	detail 47:21 130:20
cycle 311:11	322:16	defensively 100:14	111:15,16 139:6	131:2 222:2,19
cynicism 206:3	dealing 14:12	defer 239:11	139:12 165:15	243:5 257:9 282:7
207:19 208:10	27:21 66:16 99:15	300:16	demand 52:2 90:17	319:12,12
	130:1 144:15	deferred 24:5	262:18	detailed 83:3 136:6
<u>D</u>	238:17	111:13 228:5,9	demanded 170:1	153:12 162:7
D 1:14 175:17	dealings 125:22	229:15,19 230:2,3	demands 6:13	163:15,20 235:13
D&Os 280:10	deals 120:22 121:4	deficiencies 149:7	272:4	250:11 257:10
283:8	dealt 27:21	237:3,10,15 238:1	democracy 21:2	286:7
D.C 1:10 139:7	debate 25:2,5 30:5	290:11 317:16	demonstrate 88:17	details 34:18
dagger 133:22	114:3,5,11,21,22	deficiency 148:21	Denver 276:9	112:13,17 113:5
damage 65:19	187:3,5 273:9	149:4 187:8	Denver-based	123:2 144:21
damages 162:21	309:17	192:18 198:11	13:10	197:3,6 215:6
Dan 105:21	debated 31:15	213:16 222:13	deny 197:14	231:4,5
dare 175:4,14	debates 270:15	deficit 299:5	depart 184:4	detect 47:7
data 32:19 159:6,6	debt 135:3	defies 280:4	Department 31:19	detected 85:16
159:9,9 162:14	decade 164:19	define 76:4 80:5,13	32:17 237:16	detecting 82:13
179:16 278:9	273:5	92:1 110:22 131:3	Department's 9:7	207:20
308:7 317:15	decades 14:13	234:15 259:15	departure 119:18	detection 23:21
date 65:3 81:4 90:6	24:19 25:1 26:14	defined 57:1	119:19	deteriorate 71:11
112:2	160:1 270:16	130:20 233:22	depending 280:2	206:11
dating 160:10	272:3 302:3	234:2 265:5,13	depth 88:17	determinants
David 2:18 4:9	December 209:5,14	276:1	deputy 6:20 105:22	162:13
57:18 58:17 74:19	decide 48:2 281:18	defines 203:3	derived 183:2	determination
76:16,19 88:12,21	decided 100:20	defining 261:11	deriving 118:15	229:16 288:21
109:11 110:10	deciding 109:3	definitely 245:21	describe 10:16	determine 189:16
134:8 157:6	decision 92:12	definition 129:8	81:22 87:10	292:15 310:3
day 27:13 73:9	113:4 152:8	149:2,17 153:9	226:21	determined 91:14
116:15 178:12	158:18 215:19	186:8 192:12	described 92:15	286:4
205:16 220:4	decision-making	234:7 236:5,7	120:7 133:14	determines 234:16
224:20 247:8	142:16	251:3 265:7,22	186:2 191:6 261:3	249:6 286:17
248:20 250:21	decisions 28:15	318:1,21	describing 69:5	determining
255:4,14 319:6	41:19 42:21 54:12	definitive 308:20	84:9 87:6 248:7	280:20 295:17
323:7 325:14	157:15 163:18	degenerate 109:13	description 31:3	321:20
				l

devaluing 315:11	200:2,19,21,22	directly 22:7 53:10	175:18,19 176:21	35:15 53:17 71:11
devastating 39:11	201:18 212:7	74:9 104:20	185:6 237:17	71:13 75:4 96:16
develop 82:17	230:20,21 236:20	149:17 150:6	240:5 277:18	103:18 109:12
182:16 191:12	247:18 251:17	161:17 171:12	300:9 317:20	114:8 138:19
287:7 316:7	261:10 265:6	232:15 247:1	disclosing 109:2	150:11 156:8
developed 182:5	271:12,20 274:2	257:1 260:15	161:16 198:6,11	157:13,14 158:15
226:13	289:12 300:11	262:14 263:9	200:14 289:17	159:5 161:1,11,19
developing 12:8	differs 20:12	301:22	323:4,16,22	161:21 162:16
34:10 303:12	difficult 23:14	director 1:19 2:12	disclosure 10:4	164:10 176:15
306:22	51:15 60:20 63:1	2:16 3:17 11:19	22:10 29:2 30:9	188:21 214:3
development 32:10	74:21 97:7 109:5	13:9 31:21 32:7	34:11 48:5,9	224:7 227:12
89:10 115:22	119:1 121:1	78:4,7 137:19	49:15,19 51:21	229:9 230:11,16
269:2 284:10,20	158:15 159:8	209:3,12,14,22	66:5 76:14 86:12	277:20 286:11
293:21	172:14 215:14	211:10 268:5	89:8 95:1 97:2	289:19 303:21
developments 4:10	222:10 228:8	269:6	98:5 105:12	311:21 320:4
60:17 94:20 95:7	234:3 240:3 247:7	directors 44:20	135:15 138:14,18	disconnect 203:9
devilish 23:5	247:19 254:13	139:10 146:4	142:17 146:15,21	203:11
devoted 32:8	271:3,7 288:7	263:4 277:1	147:1,6 148:5,6	discount 257:22
dialogue 77:16	317:14	directorships 11:14	148:10 149:6,15	discounts 261:6
103:1 165:14	difficult-to-apply	directs 269:2	150:9,15,16,17,18	discourage 88:3
170:8 208:14	183:15	disadvantage	150:18,20 156:2,6	256:17
220:3 221:19	difficult-to-value	257:18	156:20 157:12,13	discouraged
222:3,6 267:12	240:10	disagree 179:8	157:17,20 158:1,7	286:16
306:12	difficulties 148:7	204:9 252:16	159:10,13,17,19	discoverable
dialogues 102:10	177:18 227:17	disagreed 150:16	160:8 161:8 163:4	153:14
dictated 148:10	235:12,14	disagreement	163:6 164:22	discretion 10:4
dictates 259:3	difficulty 228:8	322:8	165:7 173:9,11	29:9,12 48:12
differ 26:5 80:9	dig 267:2	disagrees 323:11	175:3 176:4 177:1	138:20
229:11 238:11	dilemma 23:12	disappears 75:21	177:7,12 178:4	discretionary
difference 39:1	119:6	discharges 297:14	179:9 180:2,5,15	48:10
131:21 136:2	diminish 50:16	discipline 274:15	184:1 186:6 187:6	discuss 34:19
177:14	291:11,21	disciplines 85:2	189:9 191:3 192:2	119:10 131:1
differences 69:2	diminished 291:17	disclaimer 9:18	192:20 194:21	133:2 150:13
95:21 123:2	direct 41:18 144:14	disclose 21:15 28:4	201:6 206:18,19	241:22 242:2
130:11 135:11,13	158:7 183:21	75:9 107:12	206:20 208:9	243:7 288:1,12
135:17,22 136:3	189:10 194:4,8	148:12,13 163:9	213:20 217:22	312:6
296:16 302:17	222:14 262:10	164:9 170:5	221:2 222:12	discussed 59:9
316:16	directed 210:2	185:19 187:3	223:3 226:11	108:20 165:4
different 45:22	243:16 246:22	190:5 195:8	228:11,18 229:3	169:1 222:2 225:3
46:1,3,11 50:13	255:3,8 300:7	198:12 207:11	237:20 240:12,18	236:20 251:6
56:9 75:4 88:2	314:20	222:18 237:4	243:12 249:13	303:8,11,13
97:5 110:3 111:17	directing 87:13	323:13	258:2 264:20	305:14,15 319:6
145:11 174:4	direction 51:10	disclosed 28:5,6	278:2 289:22	320:3 discusses 148:20
175:7 177:4	112:17 135:12	31:1 55:19 87:6	290:1 300:12	
178:15,19 179:2	168:22 205:8	93:2 105:14 148:15 149:7	301:19 307:18 323:1	discussing 106:4,10 106:20 119:21
179:18 195:3,21 196:2,18 199:22	231:9 293:7 directive 79:16	150:2 161:4,10	disclosures 29:4	131:4 252:3 289:5
170.4,10 177.44	un conve / 7.10	150.4 101.4,10	uisciusui es 27.4	131.4 232.3 209.3
	•	•	•	

discussion 6:7	2:15 6:5 10:20	173:19 195:19	225:12 232:2	300:21 301:1
10:15,19 37:18	32:1 77:11,21	198:21,22 201:11	238:4 242:22	drove 85:5
44:17 47:1,2	137:3,5 138:11	207:8,9 234:1	246:20 253:9	drug 284:10
56:11 130:4	distraction 223:13	244:8,12 245:19	256:16 261:3	dry 67:18
131:18 141:8	distracts 147:5	258:11 295:6	267:8 268:3	due 234:18 236:9
155:15 164:20	district 12:15 311:7	296:15 297:7,11	269:22 275:15	dummy 224:6
179:4 180:22	districts 310:15	298:8 312:2 323:6	284:1,2 287:15,16	Dunn 211:1
199:14 200:13	315:2	323:15 324:19	294:6,18 295:10	Dutch 78:13
207:3 213:2 220:4	divergence 141:14	dollars 253:16	296:22 301:17	Dutko 269:6
221:22 222:15,17	diverging 288:8	domain 62:7	302:22 307:4,21	duty 66:17 96:2
223:16 227:13	diverse 14:8	144:13 187:5	310:5 313:6 315:3	dynamic 198:17
230:14 247:14	diversion 286:2	Domestic 32:17	315:21 316:15	307:13
256:8,22 264:11	287:6	Don 32:11	324:3 325:5	dynamics 2:9 11:11
264:18 265:11	diversity 230:22	door 14:1	Doty's 28:20	103:14,14 108:17
270:2 272:12,14	divert 287:2	Doty 1:10,12 6:3	double 51:18	155:8 181:18
275:18 294:5	diverted 292:21	13:5 18:19 25:16	double-edged	133.0 101.10
311:1 322:6 325:2	diverting 307:2	25:17 31:9,11	241:6	$oldsymbol{E}$
discussions 7:12	diverts 284:19	36:5 37:2,4 38:5	doubled 219:11	E 2:16 175:17
36:6 41:18 46:8	divine 166:7	38:19,20 39:17	doubt 81:13 99:16	earlier 8:19 41:1,9
49:14 89:2,9	Division 137:19	40:7 41:13,22	133:11 164:11	42:12 46:6 131:8
113:22 131:13	doable 129:5	42:4,16 43:8 44:8	207:5	133:5 143:8 145:5
135:1 150:18	docket 300:18	45:2,15,17 46:22	Doubtful 280:17	169:2 222:11
		48:17 49:8 51:1	Doug 202:1 206:10	245:15 250:17
195:16 196:7,11	document 105:2,2		257:15 263:17	251:4 255:21
196:13 243:6	116:17 124:16	52:9,22 54:21		260:14 281:15
262:6 264:20 309:15	214:20 248:15 307:15	57:6 68:21 70:3	Douglas 2:14 4:18 138:10	316:20 317:18
		74:18 76:16 77:8	dozen 228:8	322:7
disinfectant 283:13	documentary 153:12	84:2 89:17,19		early 88:20 109:16
dismay 15:15 disposal 205:10	:	96:20 100:17 102:1 104:6 109:8	dozens 126:6 Dr 268:21 269:5	126:5,15 134:15
	documentation			166:12 245:8
disproportionate 292:9 303:4 305:8	37:22 153:7	112:7 115:18	draft 91:7 108:15	304:20 307:8
	214:17 217:10	117:18 119:6	121:9 128:17	321:5,15,18,22
dispute 38:11	220:4 223:8	122:15 126:2,4	298:14	earnings 138:22
dissatisfaction	documented 303:7	127:6 130:9	drafted 220:9	157:15 170:13
39:20	documenting 223:1	134:21 135:8	drafting 42:18	262:10,17 277:19
dissatisfied 39:20	223:7	136:12 137:1	dramatic 285:1	277:19
42:8	documents 6:9	140:3,6 145:16,17	302:17	earth 273:20
dissemination	53:18 153:20	155:12 165:10,11	dramatically 273:4	ease 218:6
305:21	216:7,17,21	171:5,6 177:15	draw 61:15 63:16	easier 293:7
distill 229:12	dodged 14:6	178:7 181:21	144:18	easily 118:7 160:22
distillation 146:9	doing 7:18 18:17	184:9,13 185:20	drawing 256:16	205:4
distinct 218:19	18:18 30:19 42:17	187:10 189:12	drill 55:1,5,7	easy 16:15 106:15
220:20	74:14,21 97:16	193:14 195:11	243:13	120:20 166:6
distinction 46:12	98:4,10 104:12,15	197:22 199:12	drive 168:21	
129:12	105:5 116:9 118:2	201:22 202:12	173:11 230:11,16	echo 26:1,3 112:8 167:14
distinguish 310:12	120:17 127:17	205:22 207:15,18	driven 65:19 114:7	
312:13 314:19	133:11 141:5,15	208:12 218:10	driver 162:15	economic 2:1 13:19
distinguished 2:7	141:15 145:4	224:9,15,18	drop 224:9,13,17	14:6,16 36:17
	l	l	l	l

	İ		İ	I	
38:2 77:12 141:22	296:17 311:3,5,5	259:19	280:15 283:10	entirely 46:12	
145:12 156:22	eight 18:5 64:1	emphasize 87:22	292:15,20 303:8	190:17	
160:13,18 162:14	277:8 283:20	213:17 233:11	303:14,15 305:8	entities 79:19,21	
163:7 206:17	eighth 182:12	309:14	305:14,15 323:1,3	91:20 95:16 162:2	
207:12	Eighty 7:14	emphasized 18:8	engaging 165:15	163:21 213:17	
economics 156:14	either 21:1 53:8,22	93:22	engendered 163:2	240:14	
157:11 159:20	133:7 147:17	empirical 159:6	engine 134:9	entity 81:10 83:4	
160:3 180:5,8	148:12 164:9	162:14	England 160:10	95:3 229:4	
economists 157:16	203:10 235:14	empirically-orie	enhance 8:6 21:9	entity's 81:13	
157:19 163:3	237:15 244:7,14	156:22	29:22 31:12 34:1	enumerated 215:11	
economy 20:10	262:14 282:20	employ 264:21	83:5 85:5 91:4	enviable 299:20	
155:22	310:13	employees 286:6	165:21 167:17	environment 20:14	
EDGAR 282:19	EKS&H 2:4 11:2	306:20	183:6,7,19 212:14	51:20 80:8 82:6	
edge 52:7	electric 275:20	enacted 100:13	285:10 291:21	138:19 294:13	
Edinburgh 58:8	279:18	enchilada 252:7	312:15,21 313:4	305:2 308:12	
67:10	element 82:18	encompass 110:17	enhanced 167:11	environmental	
editor 156:12,13	161:12	encounter 235:11	291:17 303:21	168:21	
educating 296:9	elements 10:6	encountered 235:2	enhancement	environments 80:9	
educational 269:3	101:13 150:7	encourage 88:2	91:19	envisioned 162:17	
effect 87:12 96:17	220:18	104:11 208:8	enhancements 10:8	equally 119:17	
125:5 127:11	eliminated 235:15	218:3 223:22	enhances 148:2	198:22	
150:1 198:17	else's 254:20	283:18	enhancing 15:5	equals 19:17	
238:2 284:17	emanate 289:15	encouraged 91:21	88:15 167:8 197:8	equate 314:9	
effective 88:7 93:18	embarrassingly	95:20 104:22	203:8	equities 43:12	
222:6 278:2 279:3	19:14	110:4	enjoy 20:6 74:17	257:18,18	
effectively 111:21	embedded 23:16	encouraging	enlarging 22:13	equity 210:18	
148:13 255:17	embrace 111:22	105:17 136:13,13	enlighten 21:11	era 19:13 167:5	
effectiveness 85:12	289:4	ended 66:13	22:2 58:18	Eric 2:14 138:10	
98:7,17 211:7	embraced 88:14	endorsement	enlightened 171:9	Ernst 2:12 78:3	
281:13 298:6	embracing 25:5	119:13	enlightenment	210:10 226:10	
effects 138:17	emerged 9:6	ends 68:2 184:17	25:12	err 222:21	
163:4 165:1,7	emergence 313:10	enemy 136:15	Enron 62:20	error 149:4 222:16	
176:13 178:1	emerging 1:22	energetic 207:3	ensure 14:11 92:14	234:18 236:9	
179:9 181:13	268:22 269:3	energized 74:4	168:17 286:14	escape 17:14	
efficiency 286:20	281:3 282:1,5,10	Energy 1:18	315:1	Esham 1:21 5:18	
efficient 17:13	284:4,7 285:12,22	268:17,19,19,20	ensuring 167:9	268:21 269:5	
225:10 308:6	286:5 287:10	276:17	221:1 284:13	284:1,2,3 295:13	
effort 6:15,16	288:19 292:3,5,17	enforcement 39:5	entail 306:14	296:19 306:6	
57:20 102:12	293:15,17 304:14	274:11	enter 312:9	309:4 310:14	
121:13 129:12 164:9 219:18	306:17,19 309:3 309:13,19 310:4	engage 298:22 engaged 7:10 103:1	Enterprise 139:11 entertainment	313:11,22	
226:6 234:5 235:7	312:2 313:15,20	314:15	210:17	especially 6:13 16:10 120:17	
278:18	314:2 322:2	engagement 81:6	enthusiasm 52:5	146:22 178:9	
efforts 87:13	emeritus 11:11	87:14 95:2 97:3	95:17	247:1 281:4	
217:18 226:2	empanel 298:22	99:9 106:21	enthusiastic 88:13	288:19 292:3,17	
232:11 287:6	emphasis 4:2 225:1	121:22 169:7	197:20,21 198:2	espoused 159:4	
EGCs 294:16	241:3 242:12	205:21 228:17	entire 224:8 323:10	espouseu 139.4 essence 84:14	
EUCS 474.10	2 1 1.3 2 1 2.12	203.41 440.17	CHUI C 444.0 343.10	CSSCIICE 04.14	

130:17	95:8 100:22	ex 163:8,10	139:15 151:11	47:5 165:7 178:3
essentially 88:10	109:10 111:10	exactly 24:3 40:11	154:3,10 210:12	219:5,9 232:10
98:16 117:3	311:10	42:22 43:7 46:7	212:3 275:7	253:3 256:22
127:13 160:2	European 2:2	47:6,16 61:2 70:2	300:15 312:2	278:14
204:21 306:10	77:13,17 79:1,6,7	101:16 121:11	Exchange's 310:19	expanding 45:5
establish 23:20	80:1 81:1 83:22	124:5 131:11	exchanges 282:15	53:17 156:2
83:15	125:14 257:18	173:21 207:13	exclude 186:9	162:16
established 38:13	evaluate 10:13	308:20	215:2	expands 52:1 156:8
80:19 206:18	46:18 119:10	examinations	excluded 278:17	161:19 164:22
247:17	143:16 153:4	30:21	excursion 310:19	expansion 177:11
establishing 9:3	216:10	examines 162:13	executed 236:16	315:7
15:4	evaluated 278:8	example 71:21	executing 234:13	expansive 215:6
esteemed 128:1	305:14	79:20 83:9 103:20	execution 230:9	258:18
178:9 262:4	evaluating 216:13	110:11 126:10	252:10	expect 83:4 96:9
279:12	evaluation 10:16	129:10 131:2	executive 1:21 11:7	108:3 111:1
estimate 43:5 56:20	11:20 57:22	136:3 141:14	11:10 13:15 31:21	159:14 230:10
191:3	119:10,21,22	144:13 154:4	58:4 117:6 139:7	242:9 243:10
estimates 34:3,13	120:10,10 151:20	162:3 163:19	139:11,19 268:21	275:12 288:13,13
35:6 40:11 41:12	152:5 154:5 155:1	180:18 192:18	269:14 276:13	290:20 292:1,7,13
42:14 43:4,4	229:15	195:3 222:14	284:4	293:16,19 304:12
55:10,17 56:13,21	evaluations 44:15	227:16 228:6,10	Executives 210:6	304:17 305:1,3
75:8 149:16,22	event 236:19 325:2	228:15 266:17	exempt 281:2	321:17
150:2,4,14 153:1	events 81:12	313:14 314:1	282:6,10 302:16	expectation 23:17
175:6 187:15	eventually 142:5	examples 34:11	exemptions 309:20	53:15 59:15 82:15
188:22 190:21	178:5	82:5 92:18 95:10	exercise 102:11	89:13 101:10
191:11,16 192:1,8	ever-expanding	102:13 103:2	154:13 167:20	143:2 203:13
193:17 194:2	171:3	126:7,13 148:19	168:14	233:3 303:3 304:8
196:21 201:13	everybody 36:6	166:11 202:3	exercised 168:15	expectations 111:3
208:2 225:5	59:3 125:2 133:10	220:9 222:11	exhibit 278:9	111:19 112:6
250:19 251:5	237:2 239:19	227:6 231:19	288:17 320:6	312:3
254:7 265:20	274:9 307:7 308:2	244:11 257:10,10	exhibits 216:16	expected 108:5,6
266:11 316:7	311:3,21	317:18	217:13	121:13 142:17
et 82:6 107:16	everybody's 324:1	exceed 183:14	exist 24:11 51:20	162:15 192:10
143:9 254:8	evidence 8:14,15	exceedingly 159:8	63:15 152:13	203:13 223:11
255:14 303:16	15:18 34:4 127:14	exceeds 19:17	205:8 274:5,6	228:13
Eternal 208:12	144:12 152:6	276:2 281:7	304:13	expecting 16:4
ethical 84:18	159:4,12,17 178:4	excellent 26:2	existence 20:2	82:17
106:16	179:14,17,18	61:18 73:1 203:17	274:9	expects 92:19
ethics 11:4,7	181:17 234:6	292:4 296:14	existing 10:8	expense 214:14
106:17,17 268:6	318:17	exception 42:22	153:18,21 222:15	expensive 20:21 273:20 275:3
269:12 FIL77:22 70:8 12	evident 36:20	43:2 87:3	exists 144:9,11 308:10	
EU 77:22 79:8,12 79:14 80:5 83:12	evidential 137:17 318:8	exceptions 313:15 excessive 18:3		experience 20:1 48:6 76:7 88:4
123:12 125:9	evolve 165:17	315:9	expand 105:15 158:19 161:3	97:9 98:21 123:10
249:9	319:17	excessively 305:5	162:19 170:7	124:8 135:19
Europe 60:18,19	evolves 177:1	exchange 3:9 12:1	315:17	157:2 174:3,12
64:12 77:11 95:7	evolves 177:1 evolving 199:7	88:6 137:21	expanded 33:22	176:10,11,17
U4.14 / /.11 7J./	evolving 199./	00.0 137.21	EAPAHUCU 33.22	1/0.10,11,1/
	•			

				I
177:21 197:11	205:3,5 225:20	71:17 138:2	fair 61:22 86:19	favorable 126:12
207:21 223:5	expose 51:18	208:13 209:2	87:4 124:5 157:19	126:14 132:10,14
237:9 245:20	exposed 121:9	extreme 22:16	175:21 191:11	February 137:22
254:19 255:9	exposure 23:3 91:6	133:13,15	197:18 200:17	federal 52:16
256:13 260:16	128:17 131:5	extremely 64:6	201:6 202:10	fee 65:17
261:11 262:13	express 13:5 15:15	68:4 72:16 151:22	214:1,7 239:17	feedback 41:21
283:10 294:10	233:20 276:21	171:8	245:5 251:1 325:5	43:5 94:12 103:4
298:4 299:7	expressed 21:9	eye 124:1	fairly 8:13 26:7	112:18 113:1
303:20 304:6	47:4 52:21 103:6	eyes 64:14	145:10 163:4	116:11 118:17
307:8	202:14 212:20		246:7 297:12	121:11 128:21
experienced 292:14	expressing 166:19	F	fairness 121:11	172:1 262:7
experiences 19:10	215:9	F 3:16 40:13	fall 10:5 163:2	297:13 324:22
26:14 103:13	expression 20:22	fabulous 282:19	183:10,11	feel 61:13 72:2,15
197:12 198:3	51:15 110:1	face 57:16 119:6	fallacy 159:20	73:19 100:22
260:15	extend 164:8	faced 227:18 230:9	fallen 65:14	112:2 272:6
experiencing	216:16,18 275:16	289:21	falls 309:10	316:15
307:13	extended 318:15	facilitate 23:20	far 27:14 29:15	feeling 125:19
experiment 69:15	extending 167:12	90:1	30:5 35:18 41:6	238:12
69:16 72:6 245:7	283:17	fact 26:9,11 27:3	48:5 61:11 62:3	feels 73:18
experimental 159:6	extension 9:13	29:19 30:18 47:18	64:9,10,16 65:15	fees 65:14,19
experimentation	21:20 159:18	50:6 86:4 147:3	69:7 74:6 88:4	162:13,15 219:11
88:21 89:1 109:5	extensive 9:9 22:19	150:12 163:9	90:7 91:17 99:10	223:21 280:11,12
expert 11:20 56:3	23:2 32:19 34:9	166:10 172:19	110:4 111:22	280:15 286:22
69:13 138:13	86:9 113:16,17	197:14 200:14,15	112:5 125:12	306:16,19 307:1
154:20 155:3	125:13 128:10	200:18 216:14	140:19 141:16	319:2
302:7	156:18 162:12	230:22 234:11	166:10 235:20	fellow 7:8 27:2 32:1
expertise 9:16	214:3 224:6	249:21 252:17	236:12 255:15	32:4 36:3 58:6
255:15 299:7	extent 15:18 22:19	257:7,22 258:11	258:20,21 281:7	felt 85:18 271:11
experts 33:1,13	41:18 52:16 82:13	258:19 263:16,20	282:3	fence 277:10
explain 108:12,14	98:12,13 99:17	264:2 265:4 273:2	farther 258:12	Ferguson 1:13 40:7
129:11 213:14	115:20 118:5	274:3 278:7	FASB 7:4 12:3,13	40:8 71:7 109:9
explains 82:12	131:8 142:17	284:22 299:11,13	75:19 94:18 126:3	132:1 173:13
explanation 87:16	155:21 161:18	300:14 302:9	157:4 177:10	199:13 243:15
87:19	162:6,19 164:21	304:2 311:13,18	186:18 193:19	244:1,4 245:18
explanations	170:11 203:10	314:16 315:4	195:9 221:14	263:14,16 264:12
175:10	207:20 213:6	320:17 321:2	FASB's 7:5 210:19	300:6 301:4
explicit 121:7,20	218:4 254:1,5	322:13	211:4 214:4	320:16
130:5 133:8	264:19 266:6	fact-based 229:2	fascinating 246:12	fewer 282:14
explicitly 145:7	external 118:16	factor 305:9 317:7	fashion 54:19	field 118:19 168:12
153:18	165:16 167:16,22	factors 176:1 190:8	202:20 206:21	196:6 198:4
explore 21:4 51:5	209:20 210:2	190:13 215:19	311:4	220:12 291:3
170:11 173:4	237:16 284:9	234:14 292:22	fatal 120:16	Fifty 207:18
206:9 250:13	extra 62:18 118:9	304:9	fatally 29:11	fight 30:10
explored 51:11,11	174:14 306:18,22	facts 169:7	fathom 26:17	fights 111:12
exploring 34:2	extraordinarily	faculty 139:4	favor 237:19	figure 239:3 249:10
38:15 93:6 105:7	211:13	failed 26:11 35:13	264:12 277:16	318:13
165:16 169:10	extraordinary 6:15	failure 118:6	312:2	figures 62:11 65:14
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

file 320:5	108:9,16 111:7	249:8	277:10	fix 15:10	
filed 153:20 278:9	127:3 129:13	financing 163:18	firms 14:19,21	fixation 244:7	
283:5 323:2	134:13 138:14,21	find 14:9 23:12,13	18:22 19:1 20:9	fixed 43:20	
filers 292:10	139:20 143:15	76:8 84:6 93:6	30:13 32:21 65:6	flag 7:1 185:20	
filing 151:14	144:18 146:14,15	98:11 102:4	66:1 74:4 81:18	187:10	
154:10 157:14	147:1,1,17,22	112:20 113:2	88:10 102:17	flags 57:11	
216:15	148:3,4,7,21	126:16 164:5,5	110:8 111:21	flawed 19:15 29:11	
filings 153:22	149:5,18 150:7	182:4 212:20	114:19,20,21	flaws 277:11	
154:3,3 276:15	152:2,3 154:6	242:20 244:19	117:17 132:6	Fleck 33:20,21	
filter 192:22 252:1	156:20 160:8,9	250:7 255:21	133:6,9 161:4,21	Fleck's 34:5	
316:22	161:7,10,14 162:8	256:4,10 257:21	164:11,14 260:1	flew 70:15,16	
final 33:8,19 107:3	164:17,18 168:6	270:21 293:4	280:21 288:3	float 276:1 281:21	
169:5 193:2	168:11 170:9	321:7	289:3,17 290:17	floor 7:1 139:22	
235:17 237:1	172:16,19 173:2,6	finding 145:10	293:1 294:9	Florida 275:19	
238:2 252:12	180:4 183:8,8,18	285:8	316:11 320:18	flow 54:14 83:5	
277:8 279:4	189:6 192:4 194:3	findings 32:11	first 10:16,20 12:22	171:3	
283:20	198:7 201:4,5,5	34:21 61:14,19	18:4,11 21:8	flowers 109:17,17	
finalization 168:1	203:9 209:20	69:11 140:16	45:17 50:19 56:14	110:2,2	
finalize 94:21	210:1,2,6,18,19	143:11,11,14	58:2 59:9 63:6	flows 213:8 243:3	
104:11	211:5 212:11,15	finds 132:13	66:15 84:16 86:8	248:16 254:3,15	
finalizing 91:13	212:19 213:7,12	fine 37:6 62:10	86:11 87:2 104:7	266:7,19 267:7	
finally 7:8 20:5	213:15 216:7,15	272:10	111:16 113:9	Flynn 32:5 47:3	
30:17 82:3,12	217:12,14,20,21	finger 115:1	121:16 124:18	focus 30:1 45:20	
83:10 89:6 101:18	218:21 219:7,9	finish 122:18 308:2	134:21 147:19	46:16 85:12 96:13	
105:16 182:11	220:22 221:3,12	308:10	151:11 155:13	106:21 107:18	
229:8	221:14 223:19	finished 67:7	158:20 161:1	109:1 116:19	
finance 1:20 12:14	224:8 226:14	firm 11:20 14:18	171:7 174:17	130:21 138:15	
32:17 77:19 82:6	227:2 228:19	15:1 18:5,21	176:17,22 179:6	141:20 142:1	
137:20 138:15	229:9,18,19 230:4	31:22 66:9,10	183:4,12,12	147:8 149:15	
156:21 157:12	230:17 231:3,13	72:5 80:18 116:12	184:13 189:3	157:16 169:8	
209:17 237:16	231:15,16 232:9	117:10 137:4	193:20 239:12	170:1 171:14	
273:3 284:10	232:22 234:20	161:17,19 162:20	240:19 260:7	194:14 203:12,17	
302:11	235:10 236:9,13	163:13 164:7	262:20 288:4	208:21 226:13	
Finances 32:1	237:7,21 240:21	210:15,22 225:19	289:16 297:2	233:2 235:1,5	
financial 1:18 2:1,5	241:15 243:4,18	226:10 244:14	304:11 318:2	236:7 240:22	
3:11 6:10 7:3,13	244:14 245:10	269:7 272:8	321:1 323:5	241:4,17 250:19	
7:17 8:13 9:19	248:14,16 250:1	277:12 280:4,12	Firstly 142:4	252:18 288:9	
10:10,14 11:15	254:2,14 261:15	280:17 283:15	fit 7:1 185:5	focused 21:17 33:1	
12:16 19:21 20:14	263:9,10 266:7	287:20,20 289:13	fitting 15:14	51:4 67:1 89:3	
22:10 33:10,15	267:3 268:6 270:4	292:12,13 302:4	five 13:20 30:13	91:8 168:17 185:9	
34:1 39:8 49:22	270:6,9 271:17	303:14,14 306:4	33:5 42:19 76:15	198:22 227:17	
52:3 58:5 62:9	273:10,13,16,17	315:18	76:16 140:14	236:15 247:15	
68:15 77:12,16	282:8 291:11,19	firm's 18:6 66:13	141:7 142:6	249:22 296:8	
78:2 81:17,18	292:6,8 308:4	97:11 139:7,11	183:12 211:12	308:2 314:7,7	
84:10 85:1,7 86:2	financials 160:6	160:6 162:1 209:9	237:22 263:1	322:6	
86:15 90:16 92:3	224:3 234:18	210:14	273:4 282:20	focuses 147:3 234:7	
93:2 96:16,18	235:9 242:17	firmly 66:8 232:8	315:4	241:19	
1	_		l		

focusing 38:10	166:3,15 188:15	126:11	184:11 206:2	function 160:13
117:13 131:9	189:10 194:21	forward-looking	248:19 252:13	functions 210:13
158:19 165:5	195:4 205:4,11	127:21 129:10,20	265:16 266:14	268:8
194:15 196:20	218:4 232:11	130:6 132:9	294:7 296:16	fund 212:8 268:12
247:7 251:5	310:2	170:15	316:20 317:12	268:13 284:8
265:19	formal 140:10	foster 84:14	fraud 10:10 15:4	fundamental 24:20
folding 194:2	144:20	fostered 150:19	23:15,19,20,21	25:8 99:14 169:11
folks 193:7 204:19	formally 141:12	fostering 167:19	24:2,5 25:4,10	169:18 274:4
305:8	format 229:14	found 61:18 74:15	39:8 47:7 48:16	303:6,13
follow 25:11 70:5	230:12 305:19	98:9 102:5 114:2	82:14 234:18	fundamentally
70:14 135:10	formation 284:12	125:18 137:13	236:9 274:10	23:22 86:5 219:9
176:16 294:19	284:22 286:20	182:1 198:1 226:3	FRC 78:7 84:12	funding 62:14
310:5 322:5,22	310:17	234:3 246:3,9,11	86:8 87:1 95:9	287:6
follow-up 135:7	formed 60:10	252:4 256:10	114:9 299:20	funds 27:4 58:14
followed 15:21	197:12	foundation 58:5	303:22	212:3,3 213:22
282:8	former 2:10,17,18	167:21 173:1	FRC's 78:8	284:19 307:2
following 72:14	7:2 12:2,3 13:13	founded 140:9	free 9:18 275:12	further 29:18 43:3
94:20 289:10	16:18 32:7 126:2	four 18:4 26:14	311:18	45:11 46:18 61:5
290:3 325:14	210:22	56:9,10 111:22	freeform 230:20	68:12 69:15 71:18
follows 220:18	forms 51:15 132:5	124:4 140:13	French 122:5 174:6	72:6 80:6 130:4
followup 193:15	172:20	228:7 267:9 277:8	frenzied 14:2	131:13,16 136:9
222:4 262:3	formulation 51:22	281:14 282:3	frequent 78:18	149:6 156:1
footnote 192:4	190:16	four-letter 230:13	138:8	195:20 213:2
194:3,13,18	forth 10:1 26:9	fourth 237:14	frequently 139:17	250:13 265:16
200:13	120:4 182:4	frame 201:1	237:14	267:8 276:20
footnotes 221:1	267:12 304:21	framework 9:3,14	fresh 319:13,18	310:10
273:19 282:7	306:3 308:8	10:1 80:5 92:13	fresher 64:14	Furthermore
force 11:6 43:11	forthcoming 164:1	104:2 142:22	friend 232:18	215:14
78:16 148:13	forties 219:4	143:5 148:16	friends 58:21 76:20	future 71:22 74:10
290:8	fortunate 18:20	149:6 175:8	301:5	112:4 169:13
forces 168:21 169:1	Fortune 261:10	212:17 227:4	frivolous 50:4,17	171:10 213:8
269:16	forward 10:18	249:14,22 259:13	front 67:5,11 88:12	228:14 229:22
forecast 142:20	18:18 23:6 24:4	259:15,21 309:22	199:8 226:17	254:3 266:7
forecasting 209:21	36:2 61:11 68:18	frameworks 80:12	227:9 263:2	254.5 200.7
forecasts 229:22	68:19 79:6 83:22	France 71:12	316:10	G
foregoing 77:4	91:3 95:4,5 99:1	177:22 246:3	fruition 245:17	GAAP 194:8
267:22	106:10 117:17	franchise 7:15	frustrated 85:17	gain 21:22 255:12
foresight 68:1	131:12,13,16	frank 89:2	FTSE 313:19,21	gained 27:7
forewarn 29:8	141:16 176:19	frankly 76:7 112:3	fulfill 102:21	gains 8:15 224:7
forget 172:4 224:9	186:19 198:21	115:4 167:3	fulfilling 160:17	game 20:10 163:11
224:13	199:11 218:1	198:20 220:10	full 39:6 52:6	Gannet 210:1,3
forgive 100:12	231:22,22 259:13	223:18	215:17 221:1	GAO 286:3
forgot 67:16	260:10,12 264:9	Franzel 1:13 45:2,3	237:19 300:18	GAO's 285:8
forgotten 25:6	283:2 287:13	45:16 53:3 55:1,7	fully 39:7 79:4	gap 23:17 53:16
form 7:20 20:19,22	294:4 296:10	68:22 115:18,19	220:5 230:15	59:15 82:15 89:13
64:5 100:9 109:13	309:1 325:7	135:6,10 181:21	286:9 291:1	101:10 143:2,3,4
159:22 160:17	forward-leaning	181:22 182:20	298:19	144:10 203:13
100.17	-01 11 11 11 11 11 11 11 11	101.22 102.20		
Neal R. Gross and Co., Inc.				

233:3	geography 245:11	93:12 106:14	59:19 62:22 63:19	132:20 133:4,12
gaps 142:18 177:19	Germany 77:20	209:4,7,11 211:20	64:2,6 65:21 71:5	136:15 210:7
garden 67:12	getting 46:9 50:4	270:5	73:9,14 74:12	218:12 227:22
gather 72:4	60:12 66:12 98:16	glove 321:19	81:14 91:9 94:12	232:4 245:10
gathered 308:7	113:13 119:20	go 13:6 36:11 46:5	110:12 111:4,5,19	263:19,21 264:7
Gators 277:9	171:20 238:16	47:13 48:2,3 53:2	113:11 116:18	273:11 277:14
Gaylen 2:3 4:3	248:22 251:9,10	53:22 54:7 57:11	119:7,18 120:18	281:5,11 284:2
10:22 11:8 13:2	271:10 297:9	57:12 65:15 66:2	127:22 131:16	297:10 300:5
21:9 26:1 45:17	299:8 308:3	68:12 71:18 72:6	132:19 133:6	318:8,16 324:3,4
GE 279:18,20	giants 57:18	76:15 79:10 99:1	134:21 140:18	324:9
280:5	Gibson 211:1	112:16,20 113:3,4	143:21 146:6	goodness 133:21
geared 304:19	give 36:6 54:5,8	116:6 141:8	157:9 163:16	192:9
gee 317:18	63:2 67:9,20	144:16 166:18	170:22 171:13	gotten 41:21
general 2:6 12:6	92:18 132:10	179:6 182:3	176:18,19,19,21	112:18 120:3
14:16 48:14 83:13	140:6 152:19	184:17 189:16	170.18,19,19,21	175:10 182:21
84:20 145:8 156:1	153:1 180:18	192:16 193:9	181:3,9 186:1,5	261:1
156:7 157:18	196:4 228:3	195:7,20 204:20	186:16,19 190:3,7	Gottlieb 1:16
160:6 163:3	248:17 266:16	228:5 240:6	191:18 192:16	137:18
179:11,20 188:8	320:8	242:16,19 243:6	195:10 197:4,19	govern 153:21
206:17 224:20	given 6:17 28:21	250:13 252:6	206:20 207:11	170:4
225:6 227:4 257:8	29:1 60:14 89:7	257:1 258:12,21	208:11,16,18,20	governance 12:10
257:9 260:6	100:2 120:6 135:2	259:13 260:10,12	208:22 211:19	15:2 20:15 22:11
279:18	144:19 155:21	261:14 266:21	232:18 233:7,7,8	35:1 84:13,17
General's 211:8	159:1,13 160:18	276:20 285:19	236:5 237:1 239:9	86:11 92:5 93:13
generally 16:8	178:20 214:3	295:6,18 297:7	241:7 245:4 246:8	96:12,16 99:4
19:17 35:2 52:17	215:10,12 217:7	301:9,14 306:2	246:16 247:3	131:1 138:5 263:5
123:1 145:3	235:22 248:3	310:10 312:1	248:17,18 250:7	263:8 297:2
156:15,21 157:22	263:16,20 284:14	313:1 325:7,8	250:20 257:6,20	299:12,14,21
160:4 180:4	285:18 288:8	goad 122:15	258:21 259:12	governing 87:2
194:20 250:20,20	298:13 300:13	goal 35:19 70:7	266:1 267:19	government 52:16
255:10,22 261:4	304:2 320:21	141:18 218:2	270:15 295:8,13	139:17 269:18
299:6	322:12 325:5	237:21 312:17.21	295:18 297:18	Grace 53:21
generate 89:9	gives 72:17 136:7	God 76:20	298:12 301:7	grading 40:13
109:13 114:11	175:1 204:4	goes 17:7 20:2	306:3 307:7	graduation 276:5
generation 270:8	241:18	25:22 30:7 31:4	308:18 309:15	Graham 1:20
287:7	giving 52:22 53:16	53:3 54:1 58:6	316:18 320:3	209:18
generosity 68:1	54:13 56:19 64:5	61:11 73:17 74:9	322:15,18	grain 74:11
genesis 62:8	73:20 88:17	181:1 191:19	golden 39:11	grain 74:11 grand 14:10
Gentlemen 37:4	178:11 188:15	200:22 203:7	good 6:3 7:4 20:8,9	grant 58:14 140:6
Gentner 2:1 4:12	202:21 243:5	299:17 321:19	27:15 29:17 30:9	grant 38:14 140:0 granular 51:21
77:12 78:21	glaring 192:18	going 17:18 18:9	31:10 48:8,15	133:8 134:17
100:18 125:12	Glauber 32:4	29:19,20,22 30:1	49:20,21,22 50:1	granularity 228:3
134:22	Gleacher 2:14	30:4 37:9,20 38:3	50:3 59:4 64:14	graph 56:21
genuinely 88:13	138:10	38:3,4 39:2,2,4	77:3 78:21 79:2	graphs 57:1
111:21	global 1:19 8:8	44:12,14 45:4	84:4 89:11 99:20	graphs 37.1 grateful 6:14 19:6
geographical	33:20 43:12 89:22	47:7 54:8 55:20	100:22 110:5	58:17 79:3 138:9
169:16	90:5,14 91:12	57:6,7,10,11	124:20 125:18	gray 51:18,22
107.10	70.3,14 71.14	37.0,7,10,11	124.20 123.10	gray 31.10,44
	•	•	•	•

108:12 246:15 gu	ard 109:21	handpicked 14:7	104:6,7 130:9,10	47:11 84:7 95:5
S	134:19	hands 54:18	135:11 171:6,7	113:17,19 120:6
O	iess 13:6 75:11	Hang 182:22	202:13 204:11	145:20 182:6
	174:18 187:19	hanging 134:1	238:5,6 239:14,22	203:7 218:17
	190:18 191:21	309:5	301:17,18 319:5	245:13 248:13
	194:9 197:1	Hansen 2:3 4:3	319:20 320:9,14	249:4,10 295:20
· ·	199:13 242:10	10:22 13:2,4 37:6	323:8,19	299:19
218:17 220:16	243:16 249:18	44:8,9 45:18	hassle 52:21	hearings 9:12
245:5 256:2	317:15	Hanson 1:14 41:13	hat 237:5	47:10 146:10
264:15 281:4 gu	ests 85:21	41:14 42:2 70:3,4	head 40:6 209:4	heavier 304:12
299:18 314:4 gu	idance 8:20	112:7,8 127:8	231:9	heavily 17:17 82:20
greater 15:1 17:19	36:17 92:11,17	178:7,8 195:14	headed 128:16	195:15
22:8 80:3,16	93:3 99:6 112:11	246:21 262:2	251:10	heavy 139:21
153:3 292:2	155:4 157:15	263:12 297:1	heading 128:7	heck 299:9
314:13	174:20 257:9	298:17	heads 268:6	hedge 212:3 268:12
greatest 87:11	293:14,14	happen 23:11	healthy 89:10	height 38:7
168:18 171:15,19 gu	idelines 24:10,22	65:13 111:4	110:6,13 115:5	heightened 90:17
	idepost 205:13	132:22 133:16	124:20 167:20	319:11
	iiding 184:5	206:22 257:20	221:12	held 162:20 163:8
	ın 307:7	307:19 315:1	hear 27:2 28:1 59:4	164:7 309:16
gross 118:12 gu	ı y 228:1	321:6 322:10	70:12 73:9 74:12	hell 274:8
ground 14:9 gu	ıys 76:12 264:5	happened 23:7	98:22 113:6	help 51:8 60:21
251:15	320:13 323:15	63:4 71:12 81:16	118:17 124:11	68:9 81:21 84:11
group 11:3,8,18 —		98:21 109:15,18	127:22 135:5	106:12 109:3
12:4,5,21 34:8	<u>H</u>	246:3	136:15 176:8	118:10 125:21
30.17 70.3,0	1:13 2:9 275:21	happening 132:4	179:3 189:15	140:16 169:18
100.0,21 137.20	abit 120:17	177:21 207:2	197:18 200:11	226:13 249:14,20
111.2113.1210.7	alf 86:8 95:16	244:9 245:18,22	206:14 232:19	257:12 264:21
210.21 233.13	138:1 165:21	308:5	252:16 254:16	291:5 317:12
200.18 207.17	178:2 228:7,8	happens 177:10	257:7 260:20	321:16
Si oups 13.17 /3.12	267:9	happier 71:5	273:9 297:3 309:9	helped 137:13
202.13	allador 1:18	happiness 76:4	311:11	140:22
Si 0 Wing 22.7 30.13	268:17 275:18,22	happy 125:6	heard 37:7 62:8,19	helpful 30:16 64:6
05.2 270.0 205.1 .	276:11,15 277:1	232:18 239:12	75:22 93:11 95:9	64:10,19 66:20
311.0	320:3	hard 105:21 106:1	95:22 96:3 110:10	72:16 95:13
8	allways 14:3	126:16 158:12,17	119:12 124:10,11	103:11,11 113:6
S10 WB 132.1 177.13	amilton 1:17	162:19 164:13	167:10 189:16	113:21 114:2
STOWER 201.3 202.3	137:19	178:10 180:11,17	196:16 227:9	136:11 149:1
202.10 203.12,22	and 18:10 72:22	207:13 240:10	238:10 243:11	182:2 194:17,19
200.3 207.10	107:3,5 119:17	291:15 311:17	249:11,16 260:17	226:6 245:10
200.20 272.8,8,17	121:19,22 129:13	harder 311:12	264:15 265:19	246:15 248:3
275.12,17.50	129:18 131:15,15	harm 22:16	271:19 289:11	251:22 252:11
300.17 307.13,17	135:2 293:15,19	harmful 230:19	296:11 300:8	255:22 265:11
310.1312.3	321:19	231:8	301:18 303:19	266:12 317:6
313.10,20 31 1.2	andful 14:19	Harris 1:14 36:14	308:19 316:20	319:16
Gramman 211.10				
	252:9	36:16 37:3 73:4	317:18	helping 74:7
guarantee 274:10 ha	252:9 andled 306:5	36:16 37:3 73:4 74:9,22 76:15	317:18 hearing 12:18	185:17 270:13

				ı	
helps 94:4 284:21	112:17 247:10	110:2	285:17 320:18	219:14	
Herbert 33:21	248:14	hundreds 123:21	321:18	implemented 33:17	
heresy 280:6	holistically 248:7	126:6 160:9	identifying 46:9	implication 120:13	
hesitate 112:10	Holland 178:3	hyperbole 50:21	212:20 236:7	163:12 306:9	
hesitation 118:4	homage 76:3	hypothetical	IEG 34:15	implications	
hidden 28:13 59:5	home 67:10 279:5	148:19 325:1	IFIAR 93:13	116:14 151:3	
high 38:7 75:9	honest 112:5		IFRS 180:20 181:1	154:16	
84:13 88:2 110:20	honestly 126:21	<u> </u>	209:10 283:21	implicit 121:8	
136:4,17 167:22	192:11 197:17	i.e 149:3	ignorance 313:14	317:8	
174:21,21 273:12	271:11	IAASB 11:4 60:22	ignore 130:7	implies 160:11	
305:6	honor 31:18	68:3 70:6,20	ignored 52:18	imply 170:18	
higher 281:22	honor's 40:14	78:12 89:21 90:9	ill 286:1	223:15	
304:17 312:19	honorary 58:9	90:21 91:8,13	ill-fated 310:19	importance 38:14	
313:2	honors 58 :10	92:19 93:17 96:6	illuminate 232:16	94:1 101:19	
highest 20:1 37:15	hooks 85:20	104:9,12 105:7,10	illuminates 241:19	141:10 168:18	
250:1	hope 68:2 82:10	109:19 125:10	illuminating 135:1	171:16,19 285:5	
highlight 141:9	89:14 100:13	141:1,15 142:7	illustrates 121:17	309:18 319:18	
143:14 242:11	121:18 122:13	218:4 226:8	imagination 18:4	important 7:13	
266:20	219:13 226:2	271:13	244:8	8:18 9:12 15:7	
highlighted 90:18	295:14	IASB 68:13 69:19	imagine 135:2	17:9 20:21 22:9	
94:13 288:18	hoped 14:8	94:19	247:3	28:10 31:15 36:2	
highlighting	hopeful 231:20	idea 69:19 77:3	immaterial 147:3	45:12 47:8 53:15	
215:21 221:8	271:9 285:4	113:13 123:7	149:10 222:15	55:19,21 69:1	
231:14 243:4	hopefully 17:16	159:18 163:4	249:13	82:8,18 87:22	
highlights 33:19	100:14 251:10	174:7 193:3 204:7	immediate 2:3	89:22 92:7 93:9	
228:10	324:14	204:16 205:3	10:22 13:15	98:4 101:3,13,16	
highly 69:16 72:8	hoping 157:8	225:3 256:11	immediately 15:21	101:21 102:21	
219:21	319:16	263:20,21 300:21	108:3	104:4 116:4 126:8	
hinted 185:14	horizon 169:20	320:8	immense 7:10	127:18 129:11,19	
hints 206:3	horizontal 79:16	ideal 25:13	impact 12:10 69:6	135:13,16 136:2	
hire 132:19 133:7	horticulturist	ideally 191:2 222:1	85:7 151:3 211:14	145:9,13 155:9,15	
hiring 306:22	67:16	ideas 259:16	228:14 266:19	160:12,17 161:12	
historic 14:14	host 205:7 251:17	319:21	impacts 20:13	161:22 165:13	
historical 272:20	hosting 31:11	identical 300:11,13	impaired 111:11	166:14 168:2	
302:20	218:13	identification 94:7	173:2	169:10 170:8,10	
history 18:3 289:17	Hotel 1:9	226:17 251:19	impairment 111:10	172:9 175:3,4,5	
296:13 302:8	hour 77:10	identified 19:10	288:14	193:2 195:2 197:7	
hit 135:8,9 184:13	hours 32:8 192:9	45:8 87:11 92:14	impairs 20:14	203:11 204:18	
318:20	261:21	165:8 177:19 191:5 216:1,2	impediment 117:17	205:1 216:2 220:2	
HNRG 275:21	House 14:2 309:16	231:15 247:16	imperative 220:11	221:2,9,21 222:1	
hodgepodge 148:17	Household 58:13	320:22 321:22	imperfect 19:15	223:10 224:6	
hold 26:10 238:22	HSBC 202:6	identifies 148:20	imperfectly 19:14	226:14 228:13,21	
holder 268:9	huge 81:18 111:14	identify 36:19	148:5	239:7 242:21	
holding 189:13	180:5 219:8 296:6	127:12 128:6	implement 162:8	247:15 251:21	
Holdings 1:21	hugely 196:18	127.12 128.0	implementation	252:22 257:15	
209:18	humor 324:3,4	226:21 233:21	93:18 100:19	260:9 269:19	
holistic 94:13	hundred 27:4	220.21 233.21	138:3 209:10	272:20 284:11	
ı ı ı ı ı					

	Ī		Ī	i
290:15 291:18	97:15 108:8 129:9	inconsistency	48:19 80:19	informally 115:9,9
299:12 301:21	215:6 219:6	216:13	168:13 303:2,22	information 6:9
305:16 308:13,22	220:15 232:17	inconsistent 87:5	322:7	9:5 10:13 21:13
309:2 319:8,22	248:1 254:18	incorporated 152:4	indicates 80:20	27:22 28:4,10,10
324:10 325:6	264:1,1 278:12,14	154:10 216:17,21	indicating 81:4	28:12,14 33:14
importantly 35:11	278:16 283:5,14	278:4	291:9	35:12 40:4 41:1,2
85:19 141:2	321:13	increase 38:3 79:13	indication 92:19	41:4,7 42:9 43:3
impose 80:6,11	included 32:5,11	85:11 86:12 91:10	215:3 267:5	45:5 46:11 47:17
194:8	91:9 94:1,6	94:4 96:7 147:22	indicative 213:11	49:3,4,7 53:15,22
imposed 187:6	112:18 142:12	180:15 218:5	213:15	54:10,13,14,17,18
impossible 180:12	147:12 149:22	228:13 285:20	indicator 170:14	55:21 57:2,5 62:6
245:20,22	151:13 152:3	286:21	indigestion 231:19	73:7,17,20 74:13
impressed 315:3	187:21 214:21	increased 96:10,15	252:10	75:2,4 81:8 83:6
impression 21:19	215:22 216:15,22	100:1 157:22	indirect 158:8	86:20 91:9 92:22
82:19 194:17	222:5 223:2 224:4	217:19 303:3	indirectly 148:4	93:1,7,21 94:1,3,5
245:3	278:21,22 288:16	304:1 319:17	150:8	94:7,8 95:13 97:3
impressions 230:17	293:11	increases 73:22	indispensable 68:8	97:10,15 98:1
improve 82:10	includes 26:15	increasing 15:11	indisputably 8:1	105:9,10,11,13
145:13 146:14,15	112:12 131:1	35:19 89:11,14	individual 128:10	107:10,13 108:2
147:21 183:18	160:12 278:1	99:21 157:19	174:14 201:9	119:8,11,21 120:5
225:20 232:11	306:12	286:15	215:10 233:18	120:9,11,15 121:1
251:7 270:16	including 32:20	increasingly 85:17	239:6	121:12 122:3
286:4 314:13	34:7 81:6 82:14	170:10	individually 20:17	125:21,22 126:8,9
improved 33:14	83:16 86:13 87:19	incremental 154:16	individuals 41:18	127:9,12,16,18,21
181:1 231:15	93:14 94:7 95:18	independence 10:7	indulge 324:5	128:3,19,20
270:14	128:19 142:6	15:5 23:15 24:7	industries 210:18	129:10,14,20
improvement 33:2	153:10 158:5	24:10,13 25:11	industry 1:22	130:6,19 140:12
147:4,16 149:13	160:4 169:15	30:9,11,11 76:2	43:11,16,22 76:10	142:11,18 143:3
improvements 15:2	176:11 183:5	81:2 98:6 103:22	76:11 111:10	143:21 144:3,4,5
33:6 94:22 158:4	194:22 212:2	105:1,4 106:3,7	125:18 175:17	144:6,7 147:2,13
164:18 296:15	213:8 216:5 217:9	167:20 259:6	205:12 268:10	148:12,14 151:2
315:1	221:3 222:22	270:17 280:12,20	269:1 273:14	151:18,21,21
improves 148:1	226:4 229:21	independent 24:14	283:10 286:6	152:1,3,14 153:19
improving 4:2,8	251:3 254:3 266:7	25:4 29:10 34:12	309:8 313:9	155:1,6 158:1,1,3
187:13 221:16	270:2 275:17	35:10,14 56:2	inefficient 318:7	160:5 161:4,15,17
in-depth 6:6	283:6 292:5	84:12 86:1 89:22	inefficiently 318:3	161:22 162:1,7,10
130:20 131:18	311:16	106:6 169:21	inevitable 16:6	163:9,15,20 164:1
in-house 316:5	inclusion 215:8	243:21 279:15,19	inevitably 111:4	165:17 166:8,18
inaccuracy 152:11	283:19 289:4	280:6	306:16	166:21 167:13
inappropriately	290:17 291:17	independently	infer 162:9	168:4 169:6,12,22
234:2	293:18	24:15	inferring 160:16	170:4,6,9,13,14
inaugural 209:11	income 209:21	India 111:13	influence 52:15	170:15 171:4
incentives 138:20	229:22	Indiana 275:19,20	influences 229:6	172:6,7,13,17
163:16	incompleteness	indicate 160:14	259:3	173:5,8 174:14
inception 288:8	152:11	237:5 239:15	inform 156:5	175:18,19 178:17
include 10:8 11:15	inconsistencies	253:19	228:19 314:5,15	181:9,10 184:16
25:20 55:9 97:10	122:8 129:13,17	indicated 33:8 42:9	321:2	184:18,19,20,22
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

			l	l
185:1,3,11 187:4	informed 39:7	318:9	interacting 214:15	219:6 277:22
187:21 188:1,19	66:21 314:5	instances 15:20	interaction 70:21	278:1 281:2,7,14
189:3,6 191:9	informing 148:18	28:17 33:12 56:8	252:2 258:8	290:6 317:16
198:7 199:7,19	infrastructure	231:2 250:6	262:10 297:8	internally 237:16
202:15 203:1,21	292:6,8	289:21	interactions 44:9	international 2:13
204:18 205:3,15	infrequent 215:21	instancing 125:3	104:3 245:15	2:18,19 4:7,10
207:9 212:15,18	infringing 168:10	instantly 59:11	intercompany	8:10 11:4,5 12:16
213:5 214:15	ingrained 271:4	Institute 2:13 34:7	192:11	17:21 57:21 58:3
215:8 216:5,7,9	inherent 132:21	34:16,19 47:13	interest 7:6,17 9:21	58:5 68:1,15
216:10,11,15,19	inherently 158:12	58:12 77:19 95:19	17:3 19:20 44:22	69:21 77:9 78:11
217:3,4,6,20	213:18	139:20 268:6	49:10 64:16 78:17	84:20 90:2 93:12
220:13 221:3,7,11	inhibit 221:12	270:3 276:14,16	79:19 94:21 96:3	102:19 137:15
227:11 229:4	initial 89:6 176:10	instituted 9:17	123:20 164:21	210:6
232:17 233:2,4	194:18	institution 79:20	167:19 185:7	internationally
234:19 241:10,18	initially 247:11	institutional 2:7	218:17 258:4	68:16 69:4 105:5
242:18,20 243:9	300:6 313:20	12:7 31:13 33:22	271:5 276:16	internet 319:1
248:18 249:1,13	initiated 291:3	34:14 238:19,20	286:18 293:20	interpretations
249:17,18 253:22	initiative 7:6 8:8	239:5 241:9	324:11	24:12 52:18
253:22 254:11,14	13:6,18 33:6	253:18 295:16	interested 15:8,10	interpreted 290:22
255:10,17 256:1,9	146:18 208:7	institutions 11:16	50:4 55:12 74:5	interpreting
256:12 263:7	initiatives 80:15	233:11,12	102:10 144:5	317:15
264:4,22 266:5	91:10 269:3	instrument 16:22	147:15 156:5	intersect 200:7
267:2 271:21,22	inner 286:8	instrumental 32:10	176:8 182:5,6	intervention 166:7
272:4,8,9 273:6,7	innovation 11:15	167:9	218:17 243:3	intimate 278:20
273:11 277:16,17	20:15 52:4	instruments 79:15	248:17 266:19	intimately 277:2
277:22 278:5,7	input 90:14 113:13	142:6 162:8	291:4 295:8 297:3	intrigue 193:22
281:17 283:4,7,17	157:3 271:18	insurance 43:11,16	311:8	intrigued 69:4
289:18,22 290:1,9	inputs 214:7	77:19 79:21	interesting 59:2	128:5
290:10,14,21	239:17	insurers 43:11 44:4	72:3 74:2 103:8	intriguing 182:4
291:13,15 293:5	inquiries 263:6	intangible 118:5	103:20 106:11	introduce 208:16
295:21 296:2,7	inside 18:22	integrating 179:13	107:9 114:3	introduced 80:17
300:5 301:20,21	insight 13:17 16:2	integrity 7:19	173:15,18 176:9	81:11 83:20
302:4,7,8 304:21	17:6 21:22 40:2,4	170:3 274:4	177:1 182:2	introducing 81:22
308:19,21 310:2	44:2 46:10 89:7	intellectual 174:6	195:17 200:12	185:4
310:10 312:15,21	113:6 142:21	intelligence 325:10	246:3 270:20	introduction 81:20
313:5 315:7	324:7 325:6	intelligent 122:2,13	288:10 307:6	120:21 145:22
317:20 318:12	insightful 41:15	129:18 130:8	interests 19:2	intuitive 168:14
323:2	182:1	intended 9:1 10:1	43:20 137:15	intuitively 118:20
informational	insights 8:15,16 9:4	46:14 48:4 93:18	156:20 203:4	inventory 251:20
17:12 50:8,15	35:10,14 41:9,11	169:6	288:9	251:21
225:21	42:11,12,14 45:4	intensity 85:12	interim 281:21	inverted 100:8
informative 17:22	48:22 57:15,15	intention 36:5	interlinked 86:10	invest 12:11 280:5
20:21 83:14 96:9	230:17	50:10 310:16	intermediating	302:18
103:18 107:5	inspects 85:1	intentionally 240:7	44:1	invested 214:1
158:2 167:6 169:2	inspired 106:1	252:18	internal 143:22	investing 7:16 61:8
202:8 203:5,6	instance 105:12	intentions 52:20	148:21 154:5	155:17 167:18
238:13,15	279:18 280:13	interacted 139:17	209:19 210:2	171:4 172:4

			l	
investment 27:4	43:17,21 44:10,13	287:2 289:8	213:11 227:11	305:12,13,16
28:15 41:19 42:20	44:22 45:6,14	290:16,18,22	229:2 234:4	311:17 322:2,2,16
43:9,13 48:8	47:6,11,16,16	291:6,14,18 293:3	245:12 259:7	issuing 227:15
54:11 60:16 65:11	48:22 54:18 56:1	294:11 295:7,15	264:8 272:18,22	item 122:9
84:14 211:20	56:2 61:6 63:19	295:16 296:5	314:20 317:2	items 108:9 147:3
212:1,2,5,8	65:4,9 68:6 72:7	299:13 300:5	320:19 321:9,16	150:15 168:18
213:18 214:11	75:3,5 81:8,8	301:22 302:5,6,16	issued 8:5 91:2	171:15,19 201:9
240:15 241:14	85:16 89:6 92:7,9	308:13,20 309:9	235:16	201:14 221:8
247:2 266:3	92:16 93:22 95:14	319:16	issuer 73:8 148:11	250:19 251:2,4
268:10 271:19	96:17 97:14 101:3	invitation 25:18	150:10,18,20	266:20 319:14,15
274:7,14	101:13,16,21	141:4 155:14	152:15 191:17	
investments 214:2	102:4,6,9,22	294:3	192:20 195:8	J
241:11,15 244:16	103:1,4,5,10	invite 6:22 7:6 68:1	253:4 272:10	J 2:7,14 4:16
investor 12:5,13	105:19 112:19	102:15	273:1 288:22	Jaconi 32:15
27:16,18 34:1,8	113:2,19 114:1,6	invited 13:16 79:5	289:14 318:11	JAE 156:14 178:6
34:14 44:3,10	114:13,14 115:10	inviting 36:1 78:22	issuer's 148:20	James 1:10,12 3:11
54:3,7 60:1 62:17	119:15,15 122:21	83:21 218:13	194:21	January 78:12
64:17,19 67:1	126:1,7 127:16	287:17	issuer-pays 279:16	137:22
68:9 72:17 73:14	128:2 130:18	involve 23:8,10	issuers 148:13,13	Janus 152:8
73:15,18 113:19	142:11,14 146:16	37:17 152:5	150:9,12,16	JAR 156:14 178:6
119:13 126:19	148:1 149:2,8	173:22 212:22	161:10 184:1	Jay 1:14 42:17 57:9
127:19 130:14	153:13 156:3	226:17	187:6 201:10	68:7 70:3 112:7
147:17,22 149:18	158:2 159:13	involved 74:3,5	222:8,10 274:20	178:7 195:12
169:17 171:17,18	166:9,19 168:9,19	124:7 128:9 132:9	275:9 290:21	198:3 242:22
172:2 173:7 183:7	169:12 170:10	158:18 173:8,11	292:2,4,18 293:22	246:20 263:11
183:19 201:15	171:16,19 172:17	209:9 216:13	299:2,4 315:20	296:22 298:19
203:2,8 224:7	174:13 181:6	257:19 270:11	issues 7:11,13 14:9	Jay's 248:20
238:21 239:5,6	185:7 188:2 197:4	277:3 288:9 323:4	20:7,16 25:4	Jeanette 1:13 45:15
240:5 242:16	197:5 199:8	involvement 43:10	37:15 38:9 49:13	53:3 54:21 56:6
243:17 253:15	200:10,10 201:16	involves 97:2 154:4	49:16 51:18 57:16	57:8 68:21 115:18
254:21 255:4,7	203:4,7 213:9	229:21 315:11	58:1 60:4 71:2	181:21 184:9
268:14 271:16	220:7,13 222:7	IOSCO 93:13	81:21 86:14,15	205:22 207:19
272:6 275:13	224:5 226:13	IPOs 285:3	101:9 118:12	294:6 295:11
279:16 286:9	230:8 231:16	irregularities 82:13	119:1,1 124:12	316:19
304:6 305:19	233:6,9,10,18	irrelevant 249:13	151:4,9,18 153:2	Jeanette's 70:6
320:1	238:19,20 241:9,9	249:17	153:4,16 171:11	Jeff 4:6 12:6 31:9
investor's 242:21	241:13 246:19	irrespective 245:11	171:13 177:17	40:8 42:4 47:11
investors 2:7 7:14	249:1,21 253:13	ISA 120:22	178:12 187:16	53:12 196:19
8:4,15 9:2 12:7	253:18,19 255:18	issue 10:3 26:6,7	188:7 198:16	254:4
15:14,22 16:4	255:20 262:9,11	31:15 38:21 46:3	220:6 223:10	Jeff's 43:3 56:15
17:10,12,16 26:9	262:14,16 263:3	47:3 50:13 52:10	225:14,17 226:9	JEFFREY 2:6
27:3 28:1,7,13,13	264:15,22 265:18	55:3 70:19 82:14	234:8 251:17	JENNIFER 3:18
28:16 31:14 33:22	273:15,17,18	98:8 105:4 109:20	253:2 259:14	3:20
34:9 35:12,16,21	274:5,11,13 278:7	125:16,20 144:15	263:8,8 266:20	JESSICA 3:19
38:22 39:3 40:2	280:18,20 281:18	192:19 194:12	269:13 272:21	Jim 7:2,4 58:19
40:22 41:3,6,16	282:18 284:10	198:10 204:9,10	280:22 283:11	102:3 132:8
42:7,19,20 43:2,6	285:15 286:1,19	205:6 206:10,15	288:15 289:5	Joan 2:22 5:20
			l	

269:10 287:15	judgments 15:18	252:8 257:7	32:3 33:15 37:7	266:2,4,15,17,20
303:1 306:7	19:9 34:3,13 35:6	258:10	39:6 40:15 44:16	270:15 274:1,5,13
310:14 311:12	40:10,18 41:12	key 15:18 35:21	44:19 53:14 58:21	282:13 297:20
314:4 317:4 319:5	42:15 55:10,18	42:14 43:4 54:4	59:11 60:9 61:7	299:22 304:18
322:7	56:13 108:7 213:1	58:1 63:14 82:4	61:12 62:3 69:16	306:1 307:19
Joan's 315:3	214:8 217:7	91:8,15 92:1,18	70:22 73:10,18	312:8 316:6
job 18:11 25:7 26:4	229:21 239:19	92:19 105:12	74:20 75:16 76:9	321:17 322:16
29:21 48:1,1,2	254:8,13 258:14	107:18 109:1	79:12 94:17 97:21	knowing 182:5
132:15,16 189:13	judicial 52:18	111:7 125:20	99:21 101:16	280:19 297:17
202:20 208:9	Jules 16:18 17:5	130:11,12,16	104:13 110:12,19	knowledge 87:5
242:1,19,21 257:4	July 91:7 209:13,16	134:13 140:15	110:21 111:1,1	100:12 113:18
257:13 267:11	276:16,19,19	143:11 155:9	114:13 115:12,22	122:6 134:3
jobs 65:17 201:11	jump 281:10	170:13 243:12	116:16 117:13	156:19 242:7
282:11 284:20	jumping 283:21	271:14 299:11	124:6,6,7,13,15	255:13,15 256:20
285:2,4 286:14	June 276:1	kick 99:2	124:18 125:3,13	278:20
296:1 309:16	juniors 66:7	kicked 14:13	126:4 127:15,16	known 57:5 159:19
310:7 314:10	jurisdiction 53:9	kind 21:18 35:10	127:22 128:2	knows 9:5 50:11
Joe 165:10 175:2	129:3 300:14	97:16 107:7 116:1	132:10,14,19	53:5,5 59:3 121:8
184:13 185:21	301:15	121:13 125:10	133:22 134:5,6,11	175:14 235:11
187:12,20 188:4	jurisdictional 71:2	128:12 130:16	135:14 136:1	KPMG 32:6 61:18
190:7 191:7	279:8	132:6,17 142:10	144:14 163:8,14	71:16 139:2
192:17 195:15	jurisdictions	142:19 144:19	163:19 171:16	279:19 280:4,6,14
196:4 197:19	111:13 281:10	145:22 178:19	173:17 174:8,11	280:21
200:5 201:22	justice 57:10 131:6	179:2,11,16 183:4	174:11 175:13,15	Kristen 32:15
202:17 206:13	justification 246:5	183:10 184:5	176:12,16 180:3,7	Kroeker 3:11 7:2
208:6 238:8	justify 217:10	185:10 188:10	180:8,12,13,13	126:2,4 193:14,15
joined 276:11		190:22 191:15	181:3,5,8,14,16	Kroeker's 132:8
joining 12:12 74:20	K	195:21 201:20	181:18,19 182:16	kudos 283:20
77:18 137:7 210:3	K 91:17 226:12	208:9,9 244:22	183:20 188:14	Kurt 2:12 5:14
269:5	Kallick 287:21	300:12 308:1	194:6 195:6,10	34:17 268:5
joint 278:18	KAM 91:16,20	311:1,6 316:17	196:1 197:14	269:21 270:3
jointly 90:12	92:21 93:14,14	317:8 319:13	201:9,16,17	307:4 311:9 312:9
joke 130:17	KAMs 92:4 135:14	321:19 324:7	204:15 205:11,12	
Joseph 2:20 4:19	keep 9:15 45:21	325:10	206:5,6,21 207:6	L
139:5,8	46:2 98:20 134:5	kindly 16:8	207:12 211:20	L 1:16 2:10 4:17
Journal 156:12,13	155:11 233:17	kinds 71:12 300:11	227:16 232:8	5:9
journals 156:16	243:18 319:13	king 299:14	237:22 238:16,17	lab 284:19
269:9	keeping 202:16	Kingdom 11:16	240:6 243:2 244:4	label 163:3
judge 58:6 111:18	272:4	61:16 109:16	244:5,5,8,21	labeled 14:4
judging 257:4	keeps 190:9,16	244:16,17	245:17 246:1	lack 17:6 144:11
judgment 24:21	192:6 201:2,7,19	knew 18:12 59:14	247:21 248:20,22	233:4,13 244:8
51:14,15,16 52:7	Kentucky 280:14	61:2 66:19 118:20	249:4,17 250:10	289:17 292:7
75:21 92:2 98:16	kept 110:20 185:9	252:21	251:3,14 252:5	299:2 316:21
111:2 124:17	247:8	knighthood 58:10	254:7 255:9 256:9	319:3
137:14,16 166:14	Kevin 2:11 5:7	knock 316:11	256:11 258:12	lady 67:5
288:22	210:9 225:12	know 7:10 16:1	262:15,16 263:4	laid 48:13 307:11
judgmental 219:21	239:11 243:17	18:8 30:3 31:4	264:7,18 265:18	309:17

lamp 71:22	lawyers 49:9 50:20	151:3,9 153:4	Levelá1/Levelá2	182:8 190:10
land 2:5 4:13 78:1	76:1,2 120:16	268:10 319:2	247:22	248:14,19 263:2
84:3,4 89:17 99:2	lay 28:22 47:15	legalese 88:19	levels 92:9 306:2	lines 31:7 59:12
109:22 112:9	layer 184:18	legalistic 44:20	Levitt 32:13	142:11 185:17
113:8 116:8	layers 37:9	legitimate 16:12	Lew's 324:15 325:1	202:17 204:1
123:16 126:16	laying 63:18	legs 84:15	Lewis 1:13 72:4	252:4 315:22
133:4 134:22	lays 27:20 57:2	lend 142:20	109:8 197:22	linked 205:5
177:5 245:16	lead 24:8 49:18	lends 189:10	199:12 257:19	liquidity 158:5
303:22	147:16 148:10	length 101:8	liabilities 63:13	list 107:4 192:7
Land's 132:3 176:9	173:9 191:17	lengthen 68:19	72:21	198:20 253:13
language 10:9	201:14 215:9	lengthy 227:12	liability 2:9 11:11	275:6 288:17
24:17 50:7 59:17	220:11 221:16	292:9	29:18 49:10,16	300:19
115:17 117:4	227:14 230:19	lent 63:8	51:20 152:12	listed 79:20 84:17
131:5,9 176:12	231:2,14 254:15	lesser 305:19	154:17,21 269:12	91:20 95:2,16
213:13 227:17	265:8 266:21	312:22	315:9	138:5 140:14
230:12 235:1	269:21	lesson 29:14	liable 151:12	141:6 201:12
314:18	leadership 11:12	let's 31:8 63:5	162:20	listened 132:2
large 5:1 18:6	31:14 38:14	65:10 106:6,17	liaison 94:19	317:10
26:16 69:2 102:17	165:13 209:12	107:7,21 130:5	liberal 203:1	listening 25:9 67:4
157:11 181:4	leading 13:18	250:2 279:22	liberty 76:4	73:10 74:2 89:16
209:2 238:17	120:16 132:5	300:13 301:6	lie 137:16 167:21	200:10 248:20
256:17 262:4	138:13	letter 48:20 128:8	171:1	299:19 317:14
268:11 316:11	leads 98:3 164:14	248:2 253:21	life 157:5 281:9	325:2
largely 92:10 123:1	254:2 268:7	278:22 282:2	lifestyle 67:13	listing 12:18 88:6
123:2,4 160:1	leaning 258:3	321:12	light 10:2 25:22	literature 156:6,19
larger 292:10	learn 14:5 172:5	letters 17:14 32:22	60:10 126:12,14	157:11 158:22
297:10 299:3	176:20 181:11	75:2 144:22	153:15 177:15	160:3 162:12
largest 14:20 27:4	250:10	149:11 192:14	208:11 310:15	180:5,7,8,9,10
313:19	learned 19:12,18	196:9,12 208:4	311:7 313:10	183:2
Lastly 145:5 224:2	27:7 30:17 45:9	226:4,4 227:10	315:2	litigation 11:14
292:11 293:13	46:17 62:17 73:2	253:14,17,19	lighter 275:6,7	14:21 20:10 22:19
late 14:2 166:1	91:12 102:9 104:1	255:20 256:4	lightning 226:16	23:6 26:6,8 28:18
laude 40:14,15	122:7 128:20	259:18 289:2	liked 61:4	49:10,15,19 50:4
Laughter 174:10	159:16 178:2	291:8	likelihood 186:16	50:17,17,18 52:11
224:11 232:20	learning 36:2	letting 182:16	likes 277:5	52:19,21 97:5
239:2 243:22	leave 29:8 57:7	level 20:1 37:15	limit 10:3	133:20 134:1
244:3 276:8 312:7	126:17 150:9	62:3 72:11,13	limitation 60:9	145:7 153:5,14
323:12,21	253:6 309:5	88:2 110:20	limitations 140:17	155:7 158:8
launched 310:16	leaving 29:11	112:15 114:4	144:16,17 145:2,2	162:11,15 316:10
law 12:14,19 79:14	led 13:7 15:5	136:4 174:21,21	limited 15:15 44:10	316:12
81:1 95:15 148:15	114:21 226:22	189:4 214:6	50:10 99:17 124:9	litigations 11:22
180:7 210:22	left 42:5 68:13	239:17 240:1,9,18	129:16 168:18	litigious 20:6
309:18	227:19 276:11	242:7 247:17	221:21 256:20	LitiNomics 2:17
laws 12:10 161:5	leg 84:22	257:9 275:10	limits 65:15	11:19
187:2	legal 79:15 80:4,8 97:19 137:4	299:3,6 312:10,19 315:5 319:12	line 37:5 70:2 88:12 98:17 108:12	little 36:8 55:2,6,7
lawyer 189:13 201:4 236:4		Levelá1 214:6		67:3 72:21 99:13 100:12 101:15
201.4 230.4	138:18 151:1,2,3	Levelal 214.0	120:8 144:19,20	100.12 101:13
L			•	•

	-	•		
114:19,19,20	280:6 307:1	Los 18:5	116:14 283:17	197:8 207:9
124:5,5 130:17	longest 133:8	lose 101:19 172:19	300:19	241:14,17 242:1
140:14 153:13	longest-standing	losing 259:4	lower 158:5 312:20	246:18
171:17 174:5	20:20	loss 261:13 266:17	313:12	man 20:22
175:18,19 178:19	look 10:18 18:18	267:1	lowest 312:3	manage 111:18
179:4 181:15,17	36:2 38:6 41:10	losses 26:12 28:16	ludicrous 282:8	138:21 212:1
195:5 196:6,19	42:12 47:13,18,20	81:18 111:14	Lybrand 157:6	255:12
197:15 203:8	53:19 55:11 59:11	lost 22:8 59:15	Lynch 209:15	manageable 128:22
206:2,9 219:3	62:11 63:4,20	62:22	211:12	199:9 206:14
225:14 247:9	67:17 75:17 83:22	lot 44:16 59:16,19	Lynn 2:16 4:5	managed 166:17
259:20 267:21	95:4 111:17 120:8	60:5 72:11,13	11:19 37:21 38:19	management 2:12
271:15 274:17	124:1 131:12	73:2 74:7,8 83:10	39:18 41:1 42:16	28:4,5 35:15 53:5
283:12 304:22	132:15 174:3	102:11 106:9	46:7,22 53:3,12	54:13 56:13 58:8
305:1 316:9	179:16 180:20	111:11 113:17	55:21 60:5 66:18	72:18 75:6,9
live 19:15 125:7	188:7 197:4	114:16 115:8	75:6	82:20 88:16,18
245:7 316:13	200:16 202:4,5	121:10 123:6,19		96:11,15 99:19
lives 304:20	231:22 240:17	131:15,20 132:13	M	103:15,18 105:14
living 235:21	242:16 251:20	134:8 143:9	M 1:9,13,19 5:3	107:13 108:4,4,18
Liz 126:18	266:2 280:11	144:12 171:16	Maestricht 137:10	109:2 122:10
LLC 2:9	287:13 294:4	182:8 189:18	magic 44:12	123:11,14 139:9
LLLP 2:4	301:16 307:14	197:12,13 198:14	magna 40:14	161:13 162:3,10
LLP 1:17 2:12,21	311:17 318:5	202:4 203:17	magnitude 162:21	163:13 165:4
loans 63:8	319:18 323:13	219:18 220:7	Mahoney 2:6 4:6	168:5,10 173:9
located 275:20	look-back 246:8	224:21 235:7	12:6 31:9,10	176:14,20 181:18
logic 100:10 280:4	looked 67:12	240:6 241:4	39:17,18 40:9,21	184:16,21 185:6
logical 56:3 113:14	127:13 143:7	242:17 243:5	42:6 48:17,18	186:17 187:2
159:18	255:20 260:4	244:9 245:1,14	55:6,14 196:19	190:11 196:8
logicians 313:6	293:12	246:9 249:3 250:7	254:4	198:11 206:7,10
London 68:13 88:6	looking 28:1,7	251:12,15 254:21	Mahoney's 55:2	207:3 210:10,14
258:11 310:18	40:18,22 41:3,9	254:21 255:12	main 41:4 55:22	211:22 213:2
313:14 314:1	47:16,17,18 54:9	259:10 262:15	70:20 79:12	218:19 219:19
long 6:14 17:9 18:2	55:14,16 57:22	263:15 265:19	141:18,18	220:20,22 221:4
18:18 24:16 29:22	62:2 63:13 68:17	266:16 273:16	Majesty 76:3	221:15 222:1,17
31:4,15 59:12	75:5 79:6 92:9	291:8 292:8	major 17:20 39:19	223:14 233:5
67:4 70:18 81:1	143:2,3 144:22	296:11 297:20	43:11 63:7 64:3	243:7,13 250:13
100:1 102:6,6	176:17 180:2	299:9 305:7	65:16,16,21	250:18 253:16
107:4 124:21	182:13 250:14	306:14 307:12,22	117:17 125:15	255:8,11,13,15
125:14 140:20	253:20 266:3	308:4,5 322:12	164:18 166:12 172:15 210:16	257:12 259:3,5
141:6 160:21	277:14 289:12	323:16	211:14 219:8,17	265:20 266:10,22
198:20 208:5	294:18 295:14	lots 177:20 220:3	266:18 271:1	268:10 278:21
218:18 253:13	296:15 314:22	297:21,21		281:16 290:3,7,9
271:6 318:7 324:6	320:13	Lou's 131:8	majority 37:12 making 41:19	303:14 306:12
long-standing	looks 166:10 192:3	loudly 51:12	42:20 47:6 54:11	308:3
272:20 302:19	194:13 252:8	Louisville 280:14	57:19 64:10 83:13	management's
long-term 14:11	looms 308:2	love 197:18	104:8 121:20,22	10:15 34:12 35:5
43:21 182:12	looseleaf 14:4	lovely 110:1	158:18 188:20	40:10 55:9 107:17
longer 31:8 272:3	Lord's 166:5	low 75:10 89:15	150.10 100.20	154:4 173:11
L	1		1	

187:1 188:21	market-moving	193:3,9,11 234:10	222:18 223:1,17	202:5 203:3
223:19 235:10	126:8 170:13	247:16 249:12	225:18 228:11,20	206:16 207:5
254:7 278:1	marketplace 103:9	316:22 317:7	230:8 231:1	208:3 220:7
manager 190:11	272:4 275:11	materials 34:19	233:21 234:2	241:20 248:11
211:20 212:5	312:15,16,18,22	51:7	235:6 236:18	254:19 260:18
271:19	313:4,5	matter 5:11 15:5	239:18 247:7	287:5 290:10
managers 27:6	markets 7:14,19,22	16:17 21:16 23:5	251:18 252:9	302:20 316:17
66:7 138:17,19,20	8:3 22:17 59:8	49:6 54:8 71:16	258:13 259:19	323:10
157:15 163:17,19	62:22 63:7,8,15	77:4 105:16	260:6 265:14	meaning 240:15
163:22	68:9 74:7 77:16	114:12 119:4	268:4 271:14	285:18
manages 269:1	146:16 155:21	122:4 123:18	272:14 278:11,13	meaningful 14:14
managing 1:19	158:4 165:18	131:18,21 136:19	278:14,17,21,21	71:14 92:15 289:8
2:12,16,20 11:19	166:21 167:7	153:8 213:11	279:13 280:19	325:8
32:7 78:13 111:3	169:15 274:5,16	214:3 216:2,3	285:9 288:10	meaningless
139:5 209:3 268:5	275:9 284:11	218:9 222:17	297:5 300:9 303:7	109:13
mandate 7:21	302:17,18 312:10	225:1 226:22	303:9 304:2,3	means 20:11 33:9
205:17	312:14	227:1,21 229:7,8	308:14 311:15	147:19 161:7
mandated 157:12	marks 8:7	229:17 241:3	320:22 321:20	182:19 194:1
157:17 160:7	MARTIN 3:16	242:12 254:7	mature 100:1	270:16
163:6 206:19	Marty 25:19	259:13 267:22	124:21	meant 61:3 222:9
mandating 158:6	187:10 225:22	273:2 274:3	Mayo 211:10	measure 24:22
mandatory 64:12	253:9 258:21	285:17 302:10	mays 306:14	180:11
72:9 83:20	308:17	305:18 306:11	McGladrey 32:7	measures 79:16
manifestation	Marty's 258:20	307:16 318:8	McMarrick 115:8	meaty 57:15
262:18	260:14	321:8	MD&A 94:1	mechanism 161:9
manner 38:17	mass 311:15	matters 2:21 5:1	108:16 129:10	222:6 277:18
72:14 162:17	material 33:16	9:14 14:12 16:11	164:19 165:4	278:6
215:16,16 291:21	69:6 81:12 82:1,9	20:18 21:8 44:11	176:2 190:8,13	media 14:9 210:17
mantra 296:2	87:10,20 129:16	49:18 61:10,12	207:22 216:16	medicines 287:7
manufacturing	136:4 146:22	83:17 87:6,7 91:8	217:13 221:3	306:22
54:4	148:4,7,14,22	91:15 92:1,18,20	242:17 257:6	Medicis 39:5
map 24:16 153:14	149:4,9,17 150:4	93:5 96:13 97:4	264:10	medieval 160:10
March 131:14	150:6,9,20 152:11	105:13 107:19	mean 37:20,22	medium 298:21
276:13 282:2	186:6,22 187:9	109:1 111:8	99:16 100:10	mediums 274:18
marginally 134:13	216:13,14 219:20	115:15 116:18,21	109:16,22 110:14	meet 45:7,13,18
134:14	229:19 234:17	116:22 130:12,12	110:19,20 111:6	48:6,19 153:8
margins 295:1	235:8,9 238:2	137:4 139:6,17	112:5 113:8,9	165:17 188:2
marijuana 67:14	249:7 250:6,20	147:10 150:8,13	114:16 116:15	199:7 230:18
market 11:12	251:2 265:21	150:21 161:3	117:3,5,13 122:15	287:1
17:13 63:10 85:14	266:11 317:17,19	175:3,4,5 188:15	124:3,13,20 125:3	meeting 1:5,9 6:3
95:12 138:17	321:18	192:20 200:6	127:2 133:9,12,14	15:6 31:12 36:2
158:4 169:1	materiality 87:17	205:14 209:1	133:16,19,22	69:1 80:22 131:14
257:17 274:22	87:21 89:4,8	212:17,21,21	134:1,5,7,15	166:21 205:19
276:2 277:20	112:15 114:7,10	213:14,21 214:8	174:16 177:21	218:13 252:6
284:15 293:20	114:15 115:3,14	214:12,17,18,21	179:15,22 189:16	255:3 256:15
309:20 310:18,19	144:3,6 185:15,19	214:21 215:2,5,10	190:1 194:16	261:5,8 287:18
313:12	187:22 192:22	218:1 220:2 222:2	195:3 200:12,16	321:1 325:13

	I			I
meetings 7:5 27:16	245:6 250:5,17	178:10 189:20	misunderstood	modernizing 98:20
48:11 78:18	255:21 264:17	mines 275:20	215:12	modest 35:8,17
119:12 189:15	281:15 293:16	mini-landmark	mitigate 249:15,20	55:2,4 166:7
254:21 256:17	320:17	134:7	mitigated 186:18	168:13
258:9 261:16,21	mentor 190:2	minimize 95:21	mix 172:17 229:6	modification
261:21	mentors 189:22	135:17,21	265:21	155:20 186:3
meltdown 13:20	Mercado 310:20	minimized 165:8	mixed 97:13	modified 20:20
14:16	merged 287:21	minimizing 164:21	112:18 118:8	25:9 155:21 165:2
member 1:13,13,14	meritless 50:17	minimum 35:5	179:13	198:13
1:14,17 2:6,10	52:11	80:5 282:4	mixing 97:17	modify 311:2
11:6,17 12:2,3,4	Merrill 209:15	mining 275:19	mobile 111:10	moment 8:7 60:8
12:16,20 13:13	211:12	minister 67:5,6	Mock 2:7 4:16	66:16 76:4 106:4
58:16 78:7,12,17	meshed 195:2	minor 186:2,12	90:13 137:5,8	110:1,11 127:3
79:22,22 80:5,9	message 97:11,12	272:11	139:22 140:2,8	167:4
80:12 83:7 126:3	97:17 98:14	minute 16:12 308:5	158:20 177:15,16	monarchy 58:15
139:7 146:2,4	132:14,18	minutes 36:9 76:15	179:6 187:12,20	money 29:13
191:1 209:5 210:6	message-mixing	76:16 77:1 261:19	188:4,5	111:11 114:16
210:20 211:3,4,6	97:10 98:13 101:6	267:9,18,19	Mock's 159:1	274:15 275:1
262:4 268:13,15	102:3 144:14	miscalculation	178:17 199:2	323:16
269:5 282:21	messier 311:13	307:9	modalities 81:1	Montgomery
284:6	messiness 317:13	misinterpret	model 1:3 4:15 8:6	105:22
members 7:8 12:11	met 14:1 46:4	213:10	9:17,21 16:10	months 63:7 136:9
14:8 25:18 31:11	151:15 228:21	misinterpretations	22:17,21 31:5,6	270:14 301:13
31:16 55:13 115:8	methodology 145:3	231:2	31:13 33:7 34:10	Moran 2:22 269:11
127:6 145:17	methods 91:16	misleading 9:19	34:20 35:3,3,9,13	287:19,21
165:11 182:15	92:1,4,14 93:8	151:14 279:15	35:18 47:3,5	morning 6:3 31:10
195:18 196:1	145:2,11 188:3	misread 204:7	55:12 58:2 63:9	78:21 84:4 95:22
270:13 271:19	Michigan 139:3	misreading 315:12	80:11 82:16 86:22	146:2,17 157:7
272:6,11 284:3	mid 315:19	missing 70:10	95:17 97:1 98:20	167:11 176:8
294:10 297:9	mid-April 94:9	251:19	145:14,21 146:14	178:2 185:14
membership-app	midcap 310:19	mission 84:12	146:19 149:14	195:17 202:14
35:1	middle 72:19,21	97:20 203:3	155:18 160:4,12	207:1 245:15
memory 123:21	122:14	282:18 293:22	160:19,20 161:7	247:13 254:4
mention 146:1	midst 13:19 244:9	306:21 307:3	161:12,19 164:22	258:17 325:12
156:18 157:5	Midwest 287:20	missionary 59:1	166:20 169:19	mortem 236:1
187:8	million 62:16,17,18	missions 287:4	177:3,4,6,7 183:6	Moses 166:4
mentioned 13:17	114:16 193:4	Missoula 242:5	187:14 211:18	mother 277:14
47:11 53:20 60:5	276:2,3 279:19	misstatement 82:9	221:14 224:15	motivated 80:16
81:15 101:8	280:1,1,2,16,16	87:10,20 135:15	247:12,19 270:18	move 37:4 42:5
102:13 105:7	281:22,22	216:14 250:1	271:8 272:1	57:9 70:20 205:8
107:20 117:21	mind 21:19 24:4	321:18	274:19 279:16	241:2 267:16
120:21 126:5	66:10 155:11	misstatements 69:6	285:7 288:2,6	301:3,11 309:1
130:21 140:20,21	182:15 199:9	80:2 82:2 122:9	290:3,4 291:4,12	moved 67:10
145:5,6 146:2,17	233:17 236:17	234:17 235:9	299:19 311:2	173:20 199:10
157:6 171:11	285:5 320:3	236:8,9,11 249:7	315:8,11,17 316:1	movement 246:9
176:12,13 181:7	mindful 189:21	265:21 290:12	models 80:13 213:4	movements 62:1
222:11 238:8,18	minds 135:16	mistake 307:10	213:19 244:11	moves 23:6 168:1
	l	l		l

	İ	I	I	I
186:19 277:20	13:16	170:7,11 171:1	80:4,12,14 82:10	nonsensical 28:4
moving 17:21	NASDAQ 12:17	173:4 178:4,16	88:1,5,9,14 95:10	noon 77:10
73:13 91:3 131:13	275:21 276:18	182:9,11 186:2	95:17 99:18 100:9	normal 18:12
135:12 137:3	national 1:9 2:3,20	194:6 220:5	102:16 110:7,17	normally 86:3
171:8 198:21	11:1,13 15:4	241:10 243:9	111:16,19 114:1	267:3
231:22 246:13	66:11 90:2 106:18	246:17 249:1,10	117:11 120:5	Northern 63:6,11
283:1	107:16 139:5	250:11 312:13	121:22 151:1,4,8	Northrop 211:10
much-needed	210:11 282:15	325:7,9	152:12 155:5	notably 60:18
277:15	natural 290:2	needed 64:14 75:2	159:5 161:18	303:20
muddy 241:18	nature 129:21	100:15 252:15	164:12,22 176:15	note 23:1 90:5,7
Muenster 77:20	147:4 194:4	283:9 304:21	185:4 190:6,17	91:3 95:3 136:13
Muis 16:18	215:15 240:17	needs 16:16 17:12	208:16 209:5,7	192:4 207:22
multinational	241:1 272:19	20:6 31:1 35:12	219:12 221:7,11	noted 127:10 277:4
106:8	274:14	38:1,1 39:12,12	230:13 237:13	notes 10:10 63:12
multiple 24:10 34:6	near 67:10 174:19	41:7 45:13 80:7	244:11,18 253:1	152:2 153:18
36:15,16 96:4	223:12	90:22 101:2,4	285:20 303:12	226:20 230:4
Murray 2:9 4:4	nearly 13:11	107:3,5 113:12	305:21 307:13	285:16
11:10 18:19 25:16	284:22	155:20 165:18	322:2	notice 17:14
26:3,5 38:6 43:8,8	necessarily 16:15	166:8,21 188:2	new-style 117:4,10	noticeably 15:16
43:9 46:5 49:9	46:10 69:12 111:5	199:7 241:17	nexus 189:8	noticed 14:3
50:19 51:2 52:14	111:20 124:11	301:11,14 313:9	nice 272:7,8	noting 49:10
104:17,22	147:2 148:9 200:1	negative 191:14	Nick 2:5 4:13 69:13	notion 60:15 61:6
Murray's 53:6	205:2 213:15	207:4	78:1,7 95:9	197:1,3 234:10
mutual 131:13	215:12 237:7	negatives 133:2	117:20 132:3	248:22
213:22 268:13	242:19 256:2	negotiations	303:21	noun 24:13
myriad 165:22	263:21 276:22	100:21 125:14	Nicolaisen 32:12	novel 151:18
	304:19 315:11	neighbor 67:6	night 14:2 45:21	nowadays 102:7
N	318:6 322:12	neighbors 67:13	46:2 185:10 192:7	121:8
N 2:12 5:14	necessary 59:6	neither 23:17 53:4	201:3,7,20 202:17	Nuevo 310:20
N-R-G 275:21	64:8 65:4 67:2	nerve 22:10	247:9	number 33:5 42:18
N.W 1:9	83:9 86:21 151:6	net 44:6	nine 17:15,17 58:9	85:6,21 87:2 88:9
naive 100:5	169:4,11 215:5	Netherlands	nirvana 159:20	126:5 143:15
name 29:20 30:2,3	222:4 248:1	102:14 137:10	nod 261:3	144:2,9 152:17
66:9,13,15 95:1	285:21 286:17	244:12,18	nodding 256:19	165:1 187:16
97:3 283:2,8	292:6,14 314:10	Network 93:13	noise 198:14	197:18 198:4
284:3 323:2,4,14	necessity 60:16	never 18:8 23:22	non-concentric	202:3 228:10
323:16,22	need 18:16 22:8	33:16 67:16 193:8	25:2	232:6 270:12
named 283:3	28:5 30:18 33:2	193:8 255:1	non-D&O 295:6	271:11 274:2
naming 49:12	36:19,22 40:5	260:22 261:1	non-executive 78:4	279:14 280:11
narrative 21:10,18	45:8,11 49:2 50:5	273:10,11,11,12	non-experimental	281:1 282:3,20
34:2	54:9 94:13,14	274:20 294:21	159:9	283:1,14,20
narrow 85:9	97:21,22 120:4	302:21	non-financial	316:21
128:21	121:19 123:4	nevertheless 79:9	216:19 217:6	numbers 128:11
narrowed 168:17	131:15 141:19	129:7 136:7	non-GAAP 170:14	201:8 294:20
narrowing 89:13	148:15 164:5	new 10:6 23:2 37:8	non-helpful 249:16	numerous 15:20
narrowly 14:6 NASBA 2:4 11:2	165:19,20 166:6	40:22 49:18 57:5	non-reported	33:12 296:13
11ASDA 2.4 11.2	167:1 169:12	59:18 69:21 75:4	153:8	
	ı	I	<u> </u>	<u> </u>

			I	I
0	36:12 68:2 117:19	243:15 251:20	170:3 171:18	oral 192:15
o'clock 136:12	observes 155:19	254:19 263:13	215:10 219:5,17	order 10:3 27:12
objected 16:9	157:21	320:7 324:2	219:22 220:7	45:13 149:9 194:7
objection 123:5	obstacle 223:9	Oklahoma 276:5,6	224:21 227:15	213:2 215:4 218:5
objections 16:12	obtain 234:6 267:3	old 15:10 31:4	232:16 233:20	318:12
75:1 97:4,7,9	obtained 15:18	58:21 67:5	234:21 235:4,15	organization 1:22
174:5 189:15	152:6 279:4	on/off 59:9	235:18 236:13	37:16 269:1 270:5
objective 48:19	obvious 36:20	once 29:14,19	237:21 241:20	270:12,13 274:20
79:12 80:16	64:16 113:11	120:8,9 163:13	248:4 261:15	organizations
140:15 141:17	163:1	176:20 203:12,16	264:2 271:22	115:21
142:2 187:17	obviously 71:3	220:1 255:3 291:5	273:19 282:20	organized 142:8,10
228:19 230:7	84:19 110:7,16	293:4	291:16,22 321:9	original 73:7 74:13
289:7	113:3 124:9,11	one's 134:2	opinions 15:21	92:22 105:9,11,13
objectives 13:21	125:17 134:18	one-minute 53:13	16:21 17:2,6 72:2	107:10,13 168:4
21:21 29:1 45:7	192:19 195:20	one-size-fits 284:18	126:15 189:19	176:4 184:16,18
45:19 46:3,9	occasionally 19:14	286:14 287:12	212:12 244:15	184:19,20,22
48:13 141:9	occasions 16:20	one-size-fits-all	291:10	185:1,3,10 198:6
188:13 189:2	69:22 219:2	309:22	opportunity 10:5	202:14 203:19,20
197:8 227:3	occupants 67:14	one-stop 85:3	13:5,21 18:20	221:7 227:10
230:18	occur 97:6 177:8	ones 106:18 175:5	19:6 25:6,15	229:3 289:17,22
objectivity 167:20	occurred 320:21	199:19 292:9	31:19 51:13 60:15	290:1,8,10,13
279:17	occurrence 228:12	293:1 305:21	89:20 95:20 96:6	301:19 302:8
obligation 21:14	occurs 193:17	317:17 319:10	140:4 145:19	317:20
81:11,22 119:9	ocean 71:8	322:3	178:14,21 211:16	originally 141:7
278:16 281:17	October 88:8	ongoing 186:6	222:3 225:16	157:8 200:3,4
obligations 133:18	209:15	237:11	232:5 260:22	other's 178:21
194:8	odds 202:15	open 6:3 63:10,16	270:11 283:22	179:3
obliterated 97:13	offending 102:5	89:2 113:17	284:13,14	ought 22:2,16
oblivious 282:9,12	offer 156:6 218:20	163:22 221:3	opposed 43:16	28:22 59:13
obscure 9:18	offered 159:4 209:7	324:18	75:14 159:6 180:9	104:19 172:12
204:22	257:8	opening 50:9 115:3	192:5 236:21	184:15,21 185:11
obscured 97:13	offering 15:15	140:12,21 195:18	248:15 259:9	187:5 192:7 194:1
obscuring 98:14	office 18:6 210:11	302:2	260:13 295:5	199:8 204:19
observation 103:13	269:18 276:5,10	operate 25:8 38:17	opposites 120:2	205:13,16 238:13
202:2 261:6,7	280:13,14,15,17	302:17	opposition 123:11	238:13 258:18
305:11	officer 1:18,20	operated 85:18	123:15,16 260:5	275:2 324:19
observations 82:4	11:10 58:4 209:18	operating 163:17	272:21	outcome 44:7
147:12 174:18	268:11,12,17	213:19 268:12	optimism 136:7	173:12 198:14
180:1 218:20,22	282:21	operationality	optimist 131:22	outline 229:2,4
246:12 298:6	officers 276:22	297:22	optimistic 55:6	235:3
observe 158:12	Oh 74:18 144:16	operations 162:1	61:20 134:13	outlined 231:21
159:3 168:20	182:18 192:9	opinion 8:12 9:22	opting 313:7	output 113:14
observed 40:1	242:22 324:12	17:3,4 33:3 52:12	option 106:19	outputs 270:18
184:14 279:14	okay 59:14 72:11	52:12 59:8 71:16	107:9 167:1 275:8	273:21 274:12
observer 6:21 7:3	140:2,8 141:16	97:12 98:14	optional 274:16	outreach 9:9,13
78:18	144:16 182:22 207:19 228:1	131:21 137:4 147:20 167:2	281:19	34:9 39:22 43:18
observers 3:7	207.19 228:1	147.20 107:2	options 260:4	112:19 171:17,18
	<u>I</u>		I	I

	l			
187:20 218:15	37:21 38:4 223:8	295:10 323:19	36:1 145:19	partners 65:20
outreached 104:14	owner 276:14	325:1	209:11 218:13	74:3 88:12 118:17
outreaching 98:11	owners 254:10,11	panel's 57:8 245:3	287:17 294:4	118:20 268:19,20
outset 242:8	254:17 260:21	panelist 90:13	participated	276:18 280:5,8,8
outside 19:1 170:9	ownership 280:8	238:7	269:17	288:12 289:5
173:5 189:6	Oxford 11:16	panelists 6:11,16	participates 139:9	290:19
228:17 306:11		32:1,5 36:3	participating 19:4	partnership 38:18
Outsiders 18:8	P	100:17 112:8	253:12	parts 36:15,17
outsized 284:17	P 2:6	120:19 167:10	participation 159:1	party 311:16
outspoken 102:22	P-R-O-C-E-E-D	182:7 184:12	particular 6:20	pass 241:2,2 275:12
outweighs 282:4	6:1	208:16 249:19	70:9,10 78:14	316:18,18
over-arching 90:18	p.m 136:20,20,22	269:19 316:21	81:16 83:16 116:1	pass-fail 235:18,22
over-optimistic	137:1 268:1,2	panels 33:13 57:5	124:17 144:5	241:1 261:15
134:4	325:13	68:2 232:13	153:5 154:18	291:12
over-reliance 14:19	package 91:7	paper 146:10 315:3	158:22 169:7	pass/fail 9:17,21
overall 15:17 87:12	page 110:20 182:20	papers 60:2 62:12	188:7 199:1	22:17,20 47:3
91:12 143:14	228:7	64:1 142:3 173:14	205:14 227:18	160:4,12 167:2
147:5 212:13,16	pages 107:4 179:2	269:8 303:8	243:8 256:10	271:21
220:8 224:19	paid 299:10 302:6	paradigm 64:7	264:17 280:13	passage 281:3
228:18,19 250:9	pains 310:12	paragraph 240:8	288:21 319:14	296:1
overdue 18:18	paired 177:7	241:3	particularly 31:16	passed 285:22
overgrown 67:12	panel 4:2,7,10,15	paragraphs 88:3	50:21 59:2 71:13	passing 50:9
overhaul 219:8	5:1,11 10:20,20	225:1 228:7	71:15 111:13	path 113:3
overlap 193:19	12:18,22 34:17	291:10 292:16	132:22 143:2	patient 235:22,22
202:10 251:12	37:3 41:22 42:3	parallel 99:7	155:5,6,9 174:3	patterns 230:22
264:15 275:4	45:15,16 55:13	parameters 252:20	199:14 212:21	pay 51:4 59:7 66:4
overlay 22:1	56:10 62:9 75:22	paraphrase 233:22	213:6 221:9	120:18 274:8
overload 223:3	76:1,18,22 77:9	parenthetically	228:18 254:1	319:2
243:12	77:11 84:2 90:5	49:11	255:22 265:14	paying 76:3 306:18
overlooked 37:19	96:21,22 104:18	Parliament 79:7	266:5 270:17,22	307:1 323:15
overly 21:17,17	126:18 135:1	parsley 67:12,19	271:4	payout 138:15
43:15 61:20 147:3	136:17 137:3	part 9:13 29:3	parties 29:4 83:9	pays 54:6 279:18
286:7	173:17 181:22	37:22 47:8 56:13	125:15 156:5	PCAOB 1:10,11
overly-concern	182:2,14 195:17	56:18 60:16 66:3	165:16 218:18	3:14 7:9 11:8,17
154:12	195:18 196:16	69:12 84:6 85:16	parting 205:22	12:4,20 13:20,22
overnight 16:1	206:3 207:15	86:2 90:6 108:22	partner 1:16 2:4,21	17:15 20:3 23:19
overriding 184:15	208:13,20,21	115:7 117:5,21	2:22 11:2 13:9	24:1,8 33:5 38:14
overseas 304:6	209:2 211:6,13	121:14 158:22	26:15 29:20 30:6	40:1 43:19 58:16
overseeing 211:21	218:14 225:13	185:15 191:8	30:21 32:7 33:20	60:22 61:4 67:21
oversees 85:1	227:11 228:1	202:8 221:19	49:12,13 66:6,11	68:3 79:2 83:12
210:13	237:4 238:6	228:13 257:5	66:12 95:2 97:4	84:1 90:4,6 93:19
Oversight 1:1 6:4	243:16 245:7	288:22 297:15,16	102:17 106:21	95:3 105:1 130:19
78:17 211:3,6	247:1 251:7	304:20 310:13	137:18 139:5	137:2 141:4,10
overstate 133:6	263:16,17 264:18	324:10 325:6	210:16,22 269:10	146:11 169:5
overstated 73:1	265:8 267:10,17	participants 6:5	283:2,3,4,7,9	174:21 188:13
overwhelm 215:6	268:3 275:18	participate 6:22	287:18 323:3	202:21 212:13
overwhelming	294:4,10,16	7:6 19:7 31:21	partner's 323:2	218:3 250:4
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

269:18 270:1,1,19 perform 129:15 271:13 274:11 277:15 279:10,10 281:5 283:1 285:5 285:15 285:9 291:5,17,182 2:3 208:22 212:7 208:22 212:7 208:21 213:13 272:5 208:22 212:7 208:22 212:7 208:21 213:13 272:5 208:21 212:5 208:23 213:13 272:5 208:22 212:7 208:22 212:7 208:21 213:13 272:5 208:115 213:13 272:5 208:115 213:13 272:5 208:115 213:13 272:5 208:115 213:13 272:5 208:115 213:13 272:5 208:13 13:13 272:5 208:21 213:13 208:22 212:7 208:12 213:13 213:13 208:22 212:7 208:12 213:13 213:13 208:22 213:23 208:13 208:22 212:7 208:13 24:24 208:13 208:22 223:3, 2 208:13 208:22 213:3 208				I	ı
208:12 231:13 19:5,17,18 22:3 208:22 212:7 208:15 281:1 281:15 287:9 310:8 321:13 168:9 169:21 170:14 101:1 21:5 16:6 31:12 34:7,8 35:2 46:15 93:8 168:8 39:21 70:2 94:17 138:9 168:12 216:20 217:16 242:5 23:3 23:11 241:5 23:10 268:15 23:10 288:15 23:10 289:17 23:10 286:15 23:10 286:15 23:10 286:15 23:10 289:19 29:10 29:11 207:15 24:14 189:22 189:17 29:16 29:10 30:18 33:19 29:10 29:10 30:18 33:19 29:10 29:11 207:19 29:10 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:11 207:19 29:10 207:14 28:8 24:12 297:6 299:10 30:18 33:14 18 29:2 29:10 29:10 29:10 29:10 283:16 29:24 27:25 28:8 28:19 26:19 29:10 283:16 28:16 29:22 29:	269:18 270:1,1,19	perform 129:15	perspectives 4:7,15	places 173:19	50:21 52:22 53:4
285:15 287:9 285:15 287:9 285:15 287:9 285:15 287:9 285:15 287:9 285:16 287:9 285:1	271:13 274:11	217:2 235:21	32:14 38:9 179:3	207:7	68:5 69:8 70:20
285:15 287:9 46:19 86:22 168:6 pertinent 310:1 plaintiff's 162:18 168:19 619:21 170:14 personsistic 62:5 performed 35:7 46:15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:8 168:8 210:22 232:3,4 268:11 13:6 15 93:11 241:5 244:5 248:8 252:15 258:6 268:11 243:6 234:12 233:6 124:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:6 134:12 233:7 137:1 233:1 1 58:11 233:1 1 58:11 233:1 1 59:24 94:10 233:1 232:1 24:1 233:1 24:11 233:1 232:1 24:1 233:1 24:1 233:1 232:1 24:1 233:1 24:1 233:1 232:1 233:1 24:1 233:1 233:1 233:1 24:1 233:1 233:1	277:15 279:10,10	performance 18:21	208:22 212:7	placing 159:12	86:3 103:12
The period of the period of	281:5 283:1 285:5	19:5,17,18 22:3	230:21 294:8	plain 18:13 272:5	104:17,17 106:16
PCAOB's 6:7 10:12 12:5 16:6 170:14 performed 35:7 Peters 2:10 5:9 247:16 248:8 13:12 34:7,8 35:2 247:16 248:8 159:21 170:2,15 15:1 171:20 193:2 245:16 17:1 171:20 193:2 245:16 17:1 171:20 193:2 245:16 17:1 171:20 193:2 171:20 193:2 171:20 193:2 245:16 17:1 245:10 25:2 245:16 26:2 245:16 26:2 245:16 26:2 245:16 26:2 245:16 26:2 245:16 26:2 245:17 24:1 241:12,21 280:18 241:1,12 22 26:1 241:1,12 23:1 241:1,12 23:1 241:1,12 23:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1 245:14 25:1	285:15 287:9	46:19 86:22 168:6	pertinent 310:1	plaintiff's 162:18	108:11,15 112:16
10:12 12:5 16:6	310:8 321:13	168:9 169:21	pervades 49:13	plan 84:6 111:20	113:15 118:11
31:12 34:7,8 35:2 39:21 70:2 94:17 185:2 189:8 215:3 239:17 170:2 94:17 185:2 189:8 215:3 248:3 248:3 248:3 248:3 248:3 248:3 248:16 248:3 248:3 248:3 248:3 248:16 248:3 248:3 248:3 248:16 248:3 248:3 248:16 248:3 248:3 248:16 248:3 248:3 248:16 248:3 248:16 24	PCAOB's 6:7	170:14	pessimistic 62:5	116:16 117:7	131:8 135:17
39:21 70:2 94:17 185:2 189:8 215:3 239:11 241:5 242:5 247:6 248:6 242:1 241:15 242:1 242:1 242:1 242:1 242:1 242:1 242:1 242:1 242:1 242:1	10:12 12:5 16:6	performed 35:7	Peters 2:10 5:9	247:16 248:8	150:22 151:1
138:9 168:12	31:12 34:7,8 35:2	46:15 93:8 168:8	210:22 232:3,4	268:11	159:21 170:2,15
170:8,17 210:21 232:10 268:15 performing 87:17 261:2 262:20 performing 137:19 personal 157:8 pending 133:19 personal 157:8 pending 133:19 personal 157:8 pending 133:19 personal 157:8 pending 133:19 period 20:1 26:18 period 20:1 1 28:1 20:1 29:2 20:2 20:1 25:1 25:1 25:1 25:1 25:1 25:1 25:1 25	39:21 70:2 94:17	185:2 189:8 215:3	239:11 241:5	plane 70:15 76:17	171:20 193:2
232:10 268:15 pere 269:8 penal 157:8 pending 133:19 pension 268:11 people 19:16 40:17 decorated 20:1 26:18 period 20:1 26:18 picked 277:8 plans 95:5 105:16 plant 67:11,17 plante 2:2 22 69:11 play 10:12 1 6:20 play 10:12 1 6:20 play 10:12 1 6:20 point 30:16 16:20 priod 20:1 26:18 period 20:1 26:18 period 20:1 26:18 picked 277:8 plans 95:5 105:16 plant 67:11,17 plante 2:2 269:11 play 10:12 1 6:20 play 10:12 1 6:20 priod 20:1 2 1:32 priod 25:9 priod 20:2 1 play 10:12 1 6:20 priod 25:1 play 10:12 1 6:20 priod 26:2 27:12 play 10:12 1 6:20 priod 20:1 2 1:32 priod 25:1 play 10:12 1 6:20 priod 25:1 play 10:12 1 6:20 priod 26:2 27:12 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 27:2 1 play 10:12 1 6:20 priod 27:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6:20 priod 26:2 1 play 10:12 1 6	138:9 168:12	216:20 217:16	242:5 247:6 248:6	245:16	194:20 201:16,18
peer 269:8 penal 157:8 pending 133:19 pension 268:11 people 19:16 40:17 42:20 54:11 58:21 65:20 70:22 71:5 120:8 124:21 132:14 189:22 periods 88:7 124:255:11 247:2255:11 258:5 259:11 260:18 261:17,18 270:47, 792:14 297:6 299:10 302:18 303:20 persional 21:19 276:29 perceive 291:15 perceive 233:14 258:1 296:5 perceive 291:15 perceive 17:15,17 34:14,15 43:12,12 196:11 199:24 240:24 238:15 284:6 percentage 238:10 283:15 284:6 perceive 19:15 perceive 19:15 perceive 19:15 perceive 29:15 perceive 29:15 percent 17:15,17 323:14 243:12,12 196:11 199:2 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:23 personal 163:24 personal 163:25 perceive 29:15 perce	170:8,17 210:21	248:3	252:15 258:6	planned 236:16	201:19 219:16
penal 157:8 pending 133:19 persons 268:11 performs 19:13 person 268:11 perpople 19:16 40:17 42:20 54:11 58:21 65:20 70:22 71:5 120:81 24:21 218:18 324:18 132:12 218:18 324:18 132:12 27:12 255:51 period 20:1 26:18 26:17,18 270:4,7 292:14 297:6 299:10 302:18 303:20 persist 155:7 personal 21:19 personal 21:19 perceived 233:14 232:1321:12,14 plans 95:5 105:16 plant 67:11,17 316:14,18 pointed 13:16 37:21 280:21 plant 67:11,17 316:14,18 pointed 13:16 37:21 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13 37:2 62:13	232:10 268:15	performing 87:17	261:2 262:20	planner 241:15	230:7 231:4,6,11
pending 133:19 persion 268:11 periol 190:5 persion 268:11 description 254:11 strain 242:20 54:11 58:21 strain 242:20 54:11 58:21 strain 242:20 54:11 58:21 strain 242:21 strain 242:21 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:22 strain 242:23:23:23:24 strain 242:23:23:24 strain 242:23:23:24:24:24 strain 242:24:24:24 strain 242:25:24 strain 242:25:24 strain 242:24:24 strain 242:25:24 strain 242:24:24 24:24:24:24:24:24:24:24:24:24:	peer 269:8	223:6 234:12	263:13,15 265:1	planning 24:2	233:7 237:1
pension 268:11 peril 190:5 picked 277:8 plans 95:5 105:16 309:6 311:10,12 people 19:16 40:17 42:20 54:11 58:21 65:20 70:22 71:5 101:9 134:7 280:21 Plante 2:22 269:11 316:14,18 65:20 70:22 71:5 101:9 134:7 280:21 Plante 2:22 269:11 37:21 62:13 120:8 124:21 218:18 324:18 132:10 250:9 play 101:21 161:20 183:16 219:2 132:14 189:22 periods 88:7 325:6 pic-in-the-sky 284:11 play 101:21 161:20 183:16 219:2 247:2 255:11 periphery 52:7 permitted 36:10 722:2 245:14 played 20:11 players 17:20 pointing 115:1 297:6 299:10 189:17 perceived 29:15 personal 21:19 picece 41:4 48:16 players 17:20 points 30:8 53:1 153:16 158:19 302:18 303:20 persist 155:7 personal 21:19 291:10 PLC 77:19 plays 160:5 295:10 298:11,16 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 306:7 310:10 30	penal 157:8	236:1	phone 111:10	87:17 124:16	241:12,21 280:18
people 19:16 40:17 42:20 54:11 58:21 65:20 70:22 71:5 120:8 124:21 132:14 189:22 196:11 207:1 247:2 255:11 258:5 259:11 260:18 261:17,18 270:4,7 292:14 297:6 299:10 302:18 303:20 302:18 303:20 303:10 47:20 303:10 163:10 167:20 303:10 163:10 163:10 163:20 163:	pending 133:19	performs 19:13	pick 67:18 297:2	234:12 321:12,14	291:13 307:20
42:20 54:11 58:21 81:5 92:4 94:10 280:21 Plante 2:22 269:11 pointed 13:16 65:20 70:22 71:5 101:9 134:7 218:18 324:18 132:10 250:9 play 101:21 161:20 37:21 62:13 132:14 189:22 periods 88:7 145:12 periods 88:7 126:11 207:1 play 101:21 161:20 237:2 pointing 115:1 247:2 255:11 periphery 52:7 perimited 36:10 pie-in-the-sky 284:11 played 20:11 129:7 260:18 261:17,18 272:2 pericious 163:2 pericious 163:2 piece 41:4 48:16 players 17:20 points 30:8 53:1 297:6 299:10 302:18 303:20 189:17 personal 21:19 piecemeal 215:10 playing 165:13 153:16 158:19 306:4 323:8 324:14,18 325:2 personal 21:19 29:10 plays 160:5 298:9 243:12 288:8 329:10 219:4 223:5 pieces 242:20 players 16:30 players 16:31 306:13 306:7 310:10 260:13,20 25:3 percent 17:15,17 39:20 127:15 pinpoint 250:12 pillars 79:14 136:18 139:22 policies 35:1,11 283:	1 -			plans 95:5 105:16	, , , , , , , , , , , , , , , , , , ,
65:20 70:22 71:5 101:9 134:7 218:18 324:18 32:10 250:9 play 101:21 161:20 183:16 219:2 237:2 145:12 periphery 52:7 245:14 piece 41:4 48:16 piece 41:4 48:16 272:2 permicted 36:10 272:2 permicted 36:10 272:2 permicted 36:2 189:17 permicted 36:2 189:17 227:15 248:4 297:6 299:10 302:18 303:20 302:41 4,18 325:2 personal 21:19 219:4 223:5 perceive 291:15 perceived 233:14 258:1 296:5 percent 17:15,17 34:14,15 43:12,12 196:11 199:2.4 240:20 241:8 240:20 241:8 269:4 274:9,10 283:16 percentage 238:10 283:16 percentage 238:10 283:16 percent 19:16 136:14 246:17 265:22 299:22 219:17 271:16,17 265:22 299:22 219:17 271:16,17 299:20 200:4 271:13 113:4 140:14 played 20:11 played 20:11 played 20:11 played 20:11 playing 165:13 153:16 158:19 299:20 206:4 272:11 playing 165:13 153:16 158:19 299:20 206:4 272:11 playing 165:13 153:16 158:19 299:20 27:15 playing 165:13 298:9 243:12 288:8 299:10 299:10 playing 165:13 153:16 158:19 299:20 299:20 206:4 272:11 played 20:11 playing 165:13 153:16 158:19 299:10 299:10 299:10 206:4 272:11 playing 165:13 153:16 158:19 299:10 299:20 299:10 299:10 299:20 299:10 299:20 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 299:10 29	people 19:16 40:17	period 20:1 26:18	picking 190:7	plant 67:11,17	316:14,18
120:8 124:21 132:14 189:22 196:11 207:1 145:12 145:12 145:12 145:12 161:14 189:22 172:11 17	42:20 54:11 58:21	81:5 92:4 94:10	280:21	Plante 2:22 269:11	pointed 13:16
132:14 189:22 196:11 207:1 247:2 255:11 267:12 255:11 267:12 255:11 267:12 255:11 267:12 255:11 267:12 255:11 267:12 255:11 267:12 255:12 267:12 255:12 267:12 255:12 267:12 255:13 272:2 245:14 270:47, 292:14 297:6 299:10 302:18 303:20 302:18 303:20 302:18 303:20 302:18 303:20 219:10 219:10 219:10 219:10 219:10 219:10 224:21 256:13 224:21 256:13 226:21 219:10 226:20 206:4 272:11 13:4 140:14 298:9 298:9 243:12 288:8 298:10 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 298:9 243:12 288:8 29	65:20 70:22 71:5	101:9 134:7	picture 61:21	287:19,21	37:21 62:13
196:11 207:1	120:8 124:21	218:18 324:18	132:10 250:9	play 101:21 161:20	183:16 219:2
247:2 255:11 258:5 259:11 260:18 261:17,18 270:4,7 292:14 297:6 299:10 302:18 303:20 302:18 303:20 304:14,18 325:2 29erceive 291:15 224:21 256:13 276:21 29erceived 233:14 258:1 296:5 200:13 20:18 20:19 243:12 288:8 276:21 276:21 276:21 276:21 277:15 248:4 276:21 276:24 276:21 276:21 276:21 276:21 276:21 276:21 276:21 276:21 276:20 276:4 276:15 276:21	132:14 189:22	periods 88:7	325:6	163:10 167:8	237:2
258:5 259:11 permitted 36:10 piece 41:4 48:16 players 17:20 points 30:8 53:1 260:18 261:17,18 272:2 pernicious 163:2 199:2 playing 165:13 113:4 140:14 270:4,7 292:14 189:17 piecemeal 215:10 298:9 243:12 288:8 302:18 303:20 persist 155:7 227:15 248:4 291:10 PLC 77:19 306:7 310:10 324:14,18 325:2 personal 21:19 224:21 256:13 Pilse 79:19 80:2 plays 160:5 295:10 298:11,16 302:18 303:20 219:4 223:5 Perces 242:20 Please 58:18 78:20 polar 120:2 perceive 291:15 224:21 256:13 Pillars 79:14 playing 165:13 306:7 310:10 perceive 291:15 224:21 256:13 Pillars 79:19 80:2 84:3 105:10,15 policies 35:1,11 258:1 296:5 personally 59:20 pinpoints 243:8 312:6 132:6 142:10 48:22 196:11 199:2,4 240:20 241:8 personnel 163:13 personnel 163:13 place 13:19 16:16 18:17 18:17 184:20 188:22 283:15 284:6 perspective 28:8 60:17 65:5 79:10	196:11 207:1	145:12	pie-in-the-sky	284:11	pointing 115:1
260:18 261:17,18 272:2 55:22 193:20 206:4 272:11 113:4 140:14 270:4,7 292:14 189:17 199:2 permicious 163:2 199:2 piecemeal 215:10 298:9 243:12 288:8 302:18 303:20 306:4 323:8 persist 155:7 227:15 248:4 plays 160:5 295:10 298:11,16 324:14,18 325:2 percoive 291:15 224:21 256:13 pieces 242:20 please 58:18 78:20 polar 120:2 polar 120:2 polar 120:2 polar 120:2 polices 35:1,11 42:10 48:22 polices 35:1,11 42:10 48:22 211:15 307:21 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 149:16,21 150:2,3 152:22 164:20 149:16,21 150:2,3 152:22 164:20 165:4 175:7 184:20 188:22 118:17 184:20 188:22 165:4 175:7 184:20 188:22 190:20 191:10,16 155:19 183:22 165:4 175:7 184:20 188:22 190:20 191:10,16 155:19 183:22 199:19 200:8,15 137:9 53:7 56:3 58:20 84:5,8 <td< td=""><td>247:2 255:11</td><td>periphery 52:7</td><td>245:14</td><td>played 20:11</td><td>129:7</td></td<>	247:2 255:11	periphery 52:7	245:14	played 20:11	129:7
270:4,7 292:14 pernicious 163:2 199:2 playing 165:13 153:16 158:19 297:6 299:10 189:17 persist 155:7 227:15 248:4 298:9 243:12 288:8 302:18 303:20 personal 21:19 291:10 plays 160:5 295:10 298:11,16 306:4 323:8 personal 21:19 291:10 please 58:18 78:20 polar 120:2 perceive 291:15 224:21 256:13 picces 242:20 please 58:18 78:20 polar 120:2 perceived 233:14 276:21 pillars 79:14 136:18 139:22 policies 35:1,11 258:1 296:5 personally 59:20 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 312:6 percent 17:15,17 134:19 259:19 260:13,20 295:3 pinoering 125:6 pleased 24:2 93:11 165:4 175:7 196:11 199:2,4 260:13,20 295:3 personnel 163:13 place 13:19 16:16 18:17 184:20 188:22 269:4 274:9,10 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 283:16 56:20 106:15 135:4 165:18 187:5 196:2,18 298:21,21 316:4	258:5 259:11	_	piece 41:4 48:16		points 30:8 53:1
297:6 299:10 302:18 303:20 306:4 323:8 324:14,18 325:2 perceive 291:15 perceived 233:14 258:1 296:5 percent 17:15,17 34:14,15 43:12,12 196:11 199:2,4 240:20 241:8 269:4 274:9,10 283:15 284:6 percentage 238:10 283:16 perceptions 90:15 percett 19:16 136:14 246:17 265:22 299:22 189:17 persist 155:7 persist 155:7 personal 21:19 219:4 223:5 perces 242:20 pices 242:20 pices 242:20 pices 242:20 please 58:18 78:20 please 242:20 please 58:18 78:20 please 43:3 105:10,15 136:18 139:22 211:15 307:21 136:18 139:22 149:16,21 150:2,3 152:22 164:20 165:24 274:9,10 283:15 284:6 percentage 238:10 283:16 283:16 283:16 283:16 298:9 plays 160:5 PLC 77:19 please 58:18 78:20 please 43:3 105:10,15 136:18 139:22 211:15 307:21 136:18 139:22 149:16,21 150:2,3 152:22 164:20 165:4 175:7 188:20 84:5,8 192:1,8 193:17 194:2 196:21 199:20 191:10,16 298:9 plays 160:5 PLC 77:19 please 58:18 78:20 please 24:293:11 136:18 139:22 pleased 24:2 93:11 18:17 18:20 18:20 18:20 18:20 18:20 18:20 18:20 18:20 18:20 18:20 18:20 18:	260:18 261:17,18	272:2	55:22 193:20	206:4 272:11	113:4 140:14
302:18 303:20 persist 155:7 227:15 248:4 plays 160:5 295:10 298:11,16 306:4 323:8 personal 21:19 291:10 PLC 77:19 306:7 310:10 324:14,18 325:2 219:4 223:5 pieces 242:20 please 58:18 78:20 polar 120:2 perceived 233:14 276:21 pillars 79:19 80:2 84:3 105:10,15 policies 35:1,11 258:1 296:5 personally 59:20 pillars 79:14 136:18 139:22 42:10 48:22 258:1 296:5 personally 59:20 pillars 79:14 136:18 139:22 42:10 48:22 258:1 296:5 personally 59:20 pillars 79:14 136:18 139:22 42:10 48:22 258:1 296:5 personally 59:20 pillars 79:14 136:18 139:22 149:16,21 150:2,3 34:14,15 43:12,12 134:19 259:19 260:13,20 295:3 pinpoints 243:8 312:6 pleased 24:2 93:11 165:4 175:7 196:11 199:2,4 260:13,20 295:3 personnel 163:13 place 13:19 16:16 18:17 184:20 188:22 240:20 241:8 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:16 <td>270:4,7 292:14</td> <td>pernicious 163:2</td> <td></td> <td>playing 165:13</td> <td>153:16 158:19</td>	270:4,7 292:14	pernicious 163:2		playing 165:13	153:16 158:19
306:4 323:8 personal 21:19 291:10 PLC 77:19 306:7 310:10 324:14,18 325:2 perceive 291:15 219:4 223:5 pieces 242:20 PLC 77:19 polar 120:2 perceived 233:14 276:21 pillars 79:14 136:18 139:22 policies 35:1,11 258:1 296:5 personally 59:20 pinpoint 250:12 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 percent 17:15,17 34:14,15 43:12,12 134:19 259:19 pinpoint 250:12 pinpoints 243:8 312:6 pleased 24:2 93:11 165:4 175:7 196:11 199:2,4 260:13,20 295:3 pivotal 167:4 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 269:4 274:9,10 163:22 164:7 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17	297:6 299:10	189:17		298:9	243:12 288:8
324:14,18 325:2 219:4 223:5 pieces 242:20 please 58:18 78:20 polar 120:2 perceived 233:14 276:21 pillars 79:14 136:18 139:22 policies 35:1,11 258:1 296:5 personally 59:20 pinpoint 250:12 pinpoint 250:12 pinpoints 243:8 percent 17:15,17 34:14,15 43:12,12 134:19 259:19 pinpoints 243:8 312:6 152:22 164:20 196:11 199:2,4 260:13,20 295:3 pivotal 167:4 pleased 24:2 93:11 165:4 175:7 240:20 241:8 personnel 163:13 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 283:15 284:6 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:16 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	302:18 303:20	persist 155:7	227:15 248:4		7
perceive 291:15 224:21 256:13 PIEs 79:19 80:2 84:3 105:10,15 policies 35:1,11 258:1 296:5 personally 59:20 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 34:14,15 43:12,12 134:19 259:19 pinpoints 243:8 312:6 152:22 164:20 196:11 199:2,4 260:13,20 295:3 pinotal 167:4 pleased 24:2 93:11 165:4 175:7 240:20 241:8 personnel 163:13 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 269:4 274:9,10 163:22 164:7 prespective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271		_	291:10		306:7 310:10
perceived 233:14 276:21 pillars 79:14 136:18 139:22 42:10 48:22 258:1 296:5 personally 59:20 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 percent 17:15,17 99:20 127:15 pinpoint 250:12 312:6 152:22 164:20 34:14,15 43:12,12 134:19 259:19 260:13,20 295:3 pioneering 125:6 pleased 24:2 93:11 165:4 175:7 196:11 199:2,4 260:13,20 295:3 personnel 163:13 personnel 163:13 163:22 164:7 pleasure 19:4 190:20 191:10,16 269:4 274:9,10 163:22 164:7 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 283:16 136:14 246:17 136:14 246:17 214:13 218:21 240:4 267:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 <	,		_	-	-
258:1 296:5 personally 59:20 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 percent 17:15,17 34:14,15 43:12,12 134:19 259:19 pinpoints 243:8 312:6 152:22 164:20 196:11 199:2,4 240:20 241:8 269:4 274:9,10 283:15 284:6 perspective 28:8 perspective 28:8 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 perfect 19:16 135:4 165:18 166:22 197:15 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 pinpoint 250:12 211:15 307:21 149:16,21 150:2,3 pinpoints 243:8 pioneering 125:6 pleased 24:2 93:11 165:4 175:7 184:20 188:22 pleasure 19:4 190:20 191:10,16 190:20 191:10,16 28:20 84:5,8 192:1,8 193:17 perspective 28:8 43:9 47:19 54:19 80:18 113:1 plenty 239:5 298:21,21 316:4<	_				· ·
percent 17:15,17 99:20 127:15 pinpoints 243:8 312:6 152:22 164:20 34:14,15 43:12,12 134:19 259:19 260:13,20 295:3 pioneering 125:6 pleased 24:2 93:11 165:4 175:7 240:20 241:8 personnel 163:13 place 13:19 16:16 18:17 184:20 188:22 269:4 274:9,10 163:22 164:7 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 283:15 284:6 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 283:16 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 29receptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 205:22 299:22 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	_	276:21			
34:14,15 43:12,12 134:19 259:19 pioneering 125:6 pleased 24:2 93:11 165:4 175:7 196:11 199:2,4 260:13,20 295:3 pivotal 167:4 118:17 184:20 188:22 240:20 241:8 personnel 163:13 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 283:15 284:6 perspective 28:8 60:17 65:5 79:10 58:20 84:5,8 192:1,8 193:17 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19		_	1		
196:11 199:2,4 260:13,20 295:3 pivotal 167:4 118:17 184:20 188:22 240:20 241:8 personnel 163:13 place 13:19 16:16 19:4 190:20 191:10,16 269:4 274:9,10 163:22 164:7 17:9 53:7 56:3 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19			1		
240:20 241:8 personnel 163:13 place 13:19 16:16 pleasure 19:4 190:20 191:10,16 269:4 274:9,10 163:22 164:7 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	1			-	
269:4 274:9,10 163:22 164:7 17:9 53:7 56:3 58:20 84:5,8 192:1,8 193:17 283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	1	7			
283:15 284:6 perspective 28:8 60:17 65:5 79:10 137:2 270:11 194:2 196:21 percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19			_	_	· ·
percentage 238:10 43:9 47:19 54:19 80:18 113:1 plenty 239:5 199:19 200:8,15 283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	· · · · · · · · · · · · · · · · · · ·				,
283:16 56:20 106:15 155:19 183:22 298:21,21 316:4 200:16 201:12 perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19					
perceptions 90:15 135:4 165:18 187:5 196:2,18 PLLC 2:22 202:5 208:1 225:5 perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	_				*
perfect 19:16 166:22 197:15 221:22 236:6 plummeted 127:1 242:14 250:18 136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19				,	
136:14 246:17 214:13 218:21 240:4 267:6 plus 277:13 251:5 258:16 265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19			· · · · · · · · · · · · · · · · · · ·		
265:22 299:22 219:17 271:16,17 299:20 point 10:21 23:18 260:2 263:19	-			_	
				_	
perfectly 317:11 289:12 place's 293:20 28:20 43:3 50:12 264:2,3,11 265:3		,		_	
	perfectly 317:11	289:12	place's 293:20	28:20 43:3 50:12	264:2,3,11 265:3
			<u> </u>	<u> </u>	<u> </u>

			I	
265:12,20 266:10	163:10 236:1	pre-revenue 284:7	78:19	268:9,17 293:16
policy 1:19 32:16	post-implementa	precedent 154:14	present 6:21 64:8	price 65:6,8 127:1
70:1 137:4 138:15	116:2	310:14	67:10 235:6,8	257:17 306:18
139:16 157:3	postponed 79:9	precipice 68:16	249:6 280:1	307:17
189:9 191:3 209:4	potential 22:4	predates 160:7	289:19	PriceWaterhouse
209:13,15 230:2	109:12 132:6,18	predicated 63:9	presentation 61:22	210:4 268:18
269:2	133:15 152:12	152:10	140:13 147:13	276:4
polished 38:1	153:1 158:14	predict 160:22	149:12 192:15	pricing 158:5
polite 74:16	161:1 168:16	162:18 164:13	presented 8:13	primarily 43:10
pond 70:5	182:13 193:18	207:13	20:17 46:21 56:19	88:5 137:16 147:9
poorly-illustrated	202:11 204:22	prediction 175:21	146:10 173:15	212:10 213:22
46:6	249:12 251:6	predominantly	234:4 291:20	243:16 246:21
pop 300:7 304:22	289:22 293:22	288:14	presents 234:16	322:6,8
322:3	potentially 89:13	preferred 223:17	preservation 22:9	primary 33:9 88:6
population 168:15	149:1 153:14	225:2,6	preserve 36:7	141:17 168:5
portfolio 27:6	156:3 161:8,16	preliminary 321:14	preserved 101:22	220:19 286:10
portion 30:20	165:1 179:9	premier 127:5	preserving 220:19	293:1,20
posed 255:7	187:16 189:10	premium 88:6	president 1:20,21	prime 243:3
position 9:11 23:5	206:12 221:8	preparation 7:10	58:12 209:17	primitive 166:15
25:13 68:9 76:10	223:21 227:12	203:4 217:9 221:1	268:22 269:6	principal 196:17
88:16 120:21	230:11 249:17	324:8	284:4	229:5,6
122:14 132:2	pounds 114:16	prepare 229:22	presiding 1:10	principally 197:2
190:4 205:19	193:4	299:17	press 59:4 128:19	201:7
212:6 222:10	powerful 192:22	prepared 26:17	pressure 50:21	principle 83:13
255:16 259:9	205:9 233:11	27:20 42:6 158:21	64:22 98:15	99:20 147:18
270:20	PowerPoint 140:11	245:9 253:14	pressures 64:11	182:12,19 183:4
positioned 72:16	practical 107:4	259:17	205:8	184:4,5 206:17
positions 19:1	240:2 245:13	preparer 26:15	presumably 165:5	310:7
178:22 179:5	246:18,18 252:12	197:13,20 212:8,8	166:14	principles 136:4
positive 30:12	Practically 276:10	218:21 219:1,16	presumption	182:3,6,7,14,16
51:10 72:8 88:11	practice 2:11 13:10	220:16 243:17,20	214:10 306:15	184:12,15 212:22
89:7 90:7 103:14	92:20 93:16	preparer's 214:13	pretty 37:13 72:20	prior 12:11 137:7
115:17 171:2,8	118:18 119:19	219:7	113:11,20 115:12	139:1 146:8
174:12 179:9	139:10 174:8	preparers 92:20	116:14 125:6	156:13 251:6
207:2,4	210:10,14 217:1	123:6,17,18,22	134:17 135:13	269:5 285:2
positively 188:9	245:13 252:5	124:5 125:1,9,16	175:11 177:14	priorities 292:7
positives 133:3	269:14 271:6	146:20 191:3	179:22 180:14	300:19 301:2,8
possibility 38:11	272:3,20 273:5	196:10,13 197:18	181:2,9 195:2	priority 91:1 104:9
168:20 173:4	288:13 290:20	198:2 208:8 258:4	206:17 300:19	private 23:3 26:17
186:15,20 198:6	302:20	297:21	319:10	52:19 77:20
possible 81:1	practices 12:10	prepares 250:18	prevents 17:11	152:10,19 210:18
104:12 128:14	138:14 274:3	preparing 161:13	previous 67:13	269:7 296:20
131:8 214:20	practitioner 272:18	245:2 276:15	81:6 128:17	privilege 21:14
218:4 290:20	273:1	prescribed 285:3	263:17 287:20	51:14 58:22
possibly 126:11	pragmatic 228:22	314:10	previously 78:12	privileged 53:10
128:18 170:22	315:4	prescriptive 21:17	137:11 139:13	78:9
post 113:22 124:3	praises 282:13	presence 58:18	209:14,22 210:19	probably 30:4 66:2
	l	l	l	<u> </u>

70:18 83:1 106:19	process 18:21	323:10	224:17 226:2	195:6,19 196:8
124:6 128:14	19:13 23:4,6,8,11	profession's 171:13	230:16 244:9	198:13 199:10,15
188:8 196:10	44:6 46:17 48:1,3	professional 2:11	260:9 282:6 288:6	199:17 204:5
197:16 235:19	52:4 79:4 95:4	2:21,22 3:17 11:7	300:22 301:2	207:6,22 208:22
248:13 265:7	110:21 125:14	13:14 85:2 92:2	322:11 324:11	212:6 216:22
279:21 298:15	128:10 135:17	139:6 157:5	projects 178:12	220:9,12,15 221:6
299:14 301:15	138:9,21 144:7	205:19 210:9	225:17	222:12 223:15
303:9,10,17	156:3 163:17	268:7 269:10,12	prolonged 295:16	240:13 244:13
problem 17:8 25:3	168:11 173:18	269:14 271:5,18	promising 52:2	250:4 256:21
30:4 36:19,22	176:20 197:3,6	279:17 287:18	promote 7:18	257:8 259:10
38:6 39:8 46:1	198:4 219:10,10	302:4 307:18	84:13 286:20	285:13 303:5
50:1 51:3,9,9	220:1 221:5,13	professionally	promoting 202:19	306:8 310:3
65:22 66:5 72:11	225:9 232:17,21	270:5	promoting 202.17 promptly 76:22	315:16 317:1,3
97:18,19 99:14	235:3 236:19	professionally-tr	136:16	proposals 24:5
124:1 165:7,8	250:22 251:8	273:17	prone 120:18	59:18 65:16 91:13
181:6,6 207:22	270:16,22 279:5	professions 19:12	proof 308:17	94:6,12,21 106:4
208:1,2 223:3	284:20 291:1	19:19	proper 24:4	116:1 123:13
245:1,2 257:5	302:11 305:5	professor 2:7,15	properly 21:17	125:8 158:19
259:4 295:3 320:9	306:12 312:12	12:19 58:7 78:10	98:15 213:3	162:17 163:2
320:11,12,14	314:14 316:3	90:13 127:8 137:5	226:12 298:22	170:17 173:22,22
323:20 324:2	321:5,14	137:8,8,9,11	306:5	170:17 173:22,22
problematic 30:3	processes 96:4	138:11,13 139:2	prophecy 63:2	271:9,13 300:12
problems 61:19	170:3 292:4	139:22 155:12	proponent 146:13	314:17
86:6 124:9,22	produce 39:3,4	156:10 158:20	proportion 172:17	propose 91:19 98:5
125:1 156:22	44:6 111:16 133:7	150:10 138:20	proportion 172.17 proportionately	248:9
162:20 163:2	220:13	179:6 183:15	292:2	proposed 6:7 8:5
180:10 184:9,10	produced 33:3 39:2	187:12,13,19	proposal 10:6,12	9:1,6,15 10:1 12:9
189:12 219:14	114:9 125:4	188:4 193:16	16:7 20:17 21:6	22:5 34:10,20
231:4 235:2	product 39:2,3,4	199:2,16 245:6	21:16 22:2,12	35:2,3,8,13,18
236:22 241:22	39:12,19,19 42:8	professors 178:9	23:2 31:12 37:12	83:11 92:11 106:5
procedure 215:15	54:3,5 143:17	178:15	41:16 45:7,10,13	131:5 141:21
procedures 35:7	199:5 238:2.10	profit 261:13	46:13 48:19 55:3	142:15,17 147:16
128:3 129:16	284:7,16 294:1	279:22	69:8 70:6,10,11	148:5,9 151:1,8
147:20 152:5	309:10,11	profitability	71:10 94:9 95:4	151:16,17 152:5
162:4 166:2 214:6	products 209:6,7	228:14	100:12 109:19	151:10,17 152:5
215:3,11,18,21	products 209.6,7 profession 7:16 9:8	program 162:10	115:21 119:7	161:2 169:9 177:4
216:1,12,20 217:2	13:1 14:12 17:1	209:12 270:7	122:19 127:9	211:18 217:3
217:3,5,9,16	17:10 18:2,5 19:3	programs 284:10	145:20 147:9	218:20 228:2
223:16,18 227:14	23:13 25:13 26:3	progress 166:1	150:13 151:19	232:6 233:19
236:10 239:16	26:14 31:17,20	project 6:20 24:2	150:13 151:19	235:1 278:5,10
248:1,3 283:18	33:2 57:18 58:11	27:10 36:19 59:2	152.1,21 153.5	285:8,17,20
318:18	74:10 82:17 90:20	94:11,17 105:18	157:21 158:11	286:12,21 288:2
proceed 84:3	96:8 122:22	141:5 167:3	165:2 168:1,12,16	291:3 293:13
211:15	165:20 167:9	170:20,21 171:9	170:8 174:6,22	307:3 313:3 314:8
proceeding 150:7	171:2 199:6	209:9 211:5	181:16 183:21	314:21
proceedings 78:9	225:19 258:7	212:14 218:14	185:16 186:4	proposes 97:1
156:4 267:22	260:19 302:14,14	219:15 224:9,13	190:16,20 193:1	proposing 82:16
150.7 201.22	200.17 302.17,14	217.13 22T.7,13	170.10,20 173.1	proposing 02.10
L				

	Ī		I	I
153:17 154:15	providing 9:14	publicly 84:17	qualification 63:3	126:21 127:2,9
226:20 227:7	92:6,22 93:7	103:3	64:3	132:1 133:2,4,13
228:6 229:11	95:12 105:9	publicly-traded	qualifications	135:7,11 142:14
231:20 250:15	130:18 153:13	274:16,21	10:21 12:18 64:4	142:19 153:2
272:13,13 285:15	164:1 167:3	published 104:2	qualified 59:10,12	171:6 174:11
proposition 156:2	203:20 214:15	121:9 127:3	100:6 189:14	185:22 187:11,19
157:18 172:14	217:19 264:22	141:22 142:5	211:13 318:4	192:6 195:11
proprietary 158:8	285:14 287:2	143:12 146:11	qualifies 215:16	196:5 199:13
161:20	296:13 302:15,15	178:5 269:8	qualitative 215:18	201:1,10 203:15
propriety 188:21	provision 296:3	pull 234:1 242:19	221:2	204:4,6,12 227:22
pros 118:1 194:9	provisions 138:3	317:15	qualities 24:20,22	228:4 232:12,13
prospect 166:3	154:1 286:13	pulled 194:7	quality 13:9 15:2	235:5 238:14
protect 7:16 203:3	296:4 309:17	205:12 253:3	20:13 22:3 28:12	239:10,12,15,22
282:18 312:14,14	proxy 53:8,17	318:22	30:1 32:21 65:7	240:13,19 243:15
312:17 313:4	54:15 278:3 279:6	Pullen 32:8	79:13 84:13 92:8	243:18 244:6,7
314:5,11	301:14	purpose 7:18 8:2	95:19 96:18 104:2	245:5,5 246:21
protected 66:14	prudential 66:21	21:22 160:6	104:3 149:18	247:5,22 251:12
protection 7:14	public 1:1,5,9,17	purposes 164:17	167:10,22 183:7	253:10 255:2,6,22
52:6 275:13	2:6,10 6:4 7:18	212:9 240:2 301:7	210:13 213:12	256:14,14 260:15
286:19	9:9,20 12:8 17:3	304:21 305:21	226:5 269:12,15	260:17 261:7,12
protections 286:10	18:22 19:19 21:12	pursue 31:15 226:9	270:14,17 273:6	263:11,14 264:7
299:15	21:13 22:7 26:17	pursued 22:6	273:12 274:4	265:17 293:2,5
proud 112:2	26:20 31:12 44:22	pursuing 20:11	286:5 291:2 302:3	297:1 298:20
prove 283:11	47:10 50:13 56:7	pushback 114:19	302:6 303:8,15	300:6 301:20
provide 9:4 32:14	56:8 62:6 77:19	114:20 262:7	318:8	303:1 310:9,11
33:14 34:18 35:4	78:17 79:19 81:3	put 25:8 29:19	quantify 118:7	313:13 314:6
35:14 40:3 44:1	83:7 84:7 91:2	41:20 43:22 54:15	158:13,16 180:17	317:5
49:14 52:6 81:7	96:2 102:16 106:9	54:17,18 56:4	quantitative 193:9	questioned 23:7
87:15,18 147:21	125:13 139:16	84:11 100:3	215:18 221:2	68:6 261:1
153:3 157:15	145:20 146:5	112:12 113:1	quantum 75:18	questions 85:20
161:21,22 169:11	167:18,19 169:19	115:16 117:3,17	quarter 237:12,13	96:21 104:16
212:6,14,18	171:4 172:4 187:5	124:2 126:11,13	237:14,14 253:2,2	115:2 122:18
222:19 255:17	211:3,6 218:13	141:3,7 142:4	294:20	127:7 142:9
287:1 295:13	268:11 274:6	180:14 185:16	quarterly 283:18	147:14 172:22
301:21	275:1,3 276:1	204:13,14 205:18	question 20:19	220:2 222:4,8
provided 32:20	281:21 282:14	222:10 240:8	21:2 27:5 36:10	232:1 238:5 240:6
35:16 41:2,4 45:5	284:14,22 286:18	259:16 261:7,12	36:14 37:7 39:15	255:8,17 256:18
55:15 90:14	287:20 295:18	264:9 271:8	40:8 41:15,22	261:22 262:1,8
144:21 157:3	302:11 305:21	297:19 298:11	42:2,11 44:3	267:8,12 287:13
170:12 203:1	309:20 312:5,9	306:1 314:4	48:11 49:8 53:2	290:16 293:13
213:5 222:2	314:11 324:18	322:17	55:20 57:8,10	294:22 295:1,2,7
253:22	public's 7:16	puts 23:5	58:2 65:18 70:6	296:11
providers 282:14	274:22	putting 65:6 68:3	70:21 71:8 72:3	quick 43:15 135:8
provides 11:20	publically-disclo	98:14 203:21	74:22 75:11 100:5	273:8
35:9 86:20 162:6	51:6	237:5 303:16	104:21 105:6	quickly 25:21
174:20 213:7	publication 129:3		109:11 112:9	136:18 206:5
215:17	publications 129:7	Q	118:2 126:17,18	274:17
			<u> </u>	

	1	1	1	_
quiet 73:21 117:18	rationalization	21:2 31:18 52:19	252:9,15 255:14	318:10
quite 18:11 20:12	24:9	53:9 60:21 61:10	255:15 256:6	recognize 23:9
60:1 61:18 71:17	re-ask 109:10	89:1 119:18 125:4	258:3,20 261:6	50:19 170:16
74:14 76:7 106:8	re-expose 94:9	145:4 153:2 159:8	266:16 296:2,7,8	288:20 309:18
108:1 112:3 114:3	120:22	163:3 165:6	300:18,18 304:4	recognized 17:2
132:13 168:16	re-exposed 121:16	176:13 181:13	307:18 311:10	recognizes 51:17
199:21 200:18	re-exposing 121:15	226:16 233:14	312:2 316:12	recognizing 96:2
202:4 220:9	re-proposal 49:11	244:11 245:12	321:16 324:9	129:2
223:17 272:17	re-proposing	256:11 267:14	reappointments	recollection 57:14
285:19 305:20	122:12	273:8 308:10	81:7	recollections 46:8
308:16 315:6	re-tendering 64:13	real-time 170:1	rearrange 301:2,4	recommend 22:5
quo 166:22	65:2,3,13	realistic 16:3 101:1	301:7	30:14 149:15
quote 16:19 102:3	reached 235:4	reality 119:4 122:4	reason 16:6 64:14	214:5 215:1,20
102:5	reaching 147:18	realizability 229:15	64:15 159:22	236:6 239:16
quote-unquote	215:19	229:20 230:3	184:5 196:17	265:5 319:3
152:5 155:1,2	react 248:10	realize 174:4	197:11 224:18	recommendation
	reaction 55:13 72:7	178:20	229:5,7 253:8	4:2 9:7 13:7,17
R	81:16 89:6 115:11	realized 99:11	302:13 303:22	22:15 25:10 27:10
R 1:10,12,20 5:5	123:14,15 124:3	318:5	311:19	29:16 33:4 34:22
R-G 275:22	124:19 125:11	really 17:5 24:12	reasonable 121:18	45:8 47:9,20,21
radar 90:10	230:10 246:2	24:21 27:7,18	122:14 147:21	47:22 48:16 56:14
raise 7:1 127:1	310:6 323:3	30:18 37:14 50:16	242:9 263:12	56:15
151:9 251:16	reactions 88:10	54:16 60:7 62:6	316:2	recommendations
281:21	read 27:6 59:13	65:17 68:11 69:18	reasonableness	15:3,13 21:7 24:8
raised 27:5 60:5	71:16,19 94:8	70:21 71:17 73:12	75:7	27:11 29:15 32:11
105:8 153:5	114:14 122:3,13	75:17 76:6 82:8	reasonably 149:3	33:3 45:4 56:11
165:22 168:3	128:14 129:18,20	84:4 90:4 98:3	164:16 242:10,15	57:4 321:11
171:21 198:10,15	130:8 132:9 152:1	100:6 102:11,12	reasoned 285:3	324:21
204:16 206:10,13	174:18,19 175:5	110:19 115:2	reasoning 137:17	recommended
226:3 227:22	199:3,5 202:3,6	116:4 117:11	reasons 80:1 123:6	23:19 29:18 33:13
306:7 325:10	202:21 207:6	119:14 120:11	151:4 205:7	34:2 56:16 146:17
raises 151:18 314:4	217:13 229:13	123:5 127:1 128:3	240:12 304:1	281:22
raising 16:5 115:2	238:9,13,15 239:4	130:2 131:9,12	reassessing 25:7	recommending
206:16	240:22 256:5	132:14,19,20	rebalance 233:4	73:5
rancorous 25:2	273:16,17,18	149:13 175:2	rebuttable 214:10	reconcile 130:2
RAND 3:18	278:7 306:7	181:14,19 183:13	recall 277:7,12	179:4 200:17
rang 115:9	reader 224:5	183:17 191:22	received 17:15 75:1	reconciliation
range 15:3 32:22	reader's 235:16	193:1 197:20	81:19 106:2 108:4	192:10
62:4 75:7 76:7	readers 134:16	198:5 199:18	125:9 131:7	reconsider 288:5
208:21	218:7	200:18 201:10,15	217:11 277:13	reconvene 136:12
ranges 75:9	readily 133:18	204:22 219:5	receivers 64:4	136:16 325:14
rapid 310:17	152:20	221:19 222:5	receiving 32:21	record 25:21 36:21
rapidly 17:21	reading 27:8 39:22	226:18 228:2,17	62:14 125:21	77:5,6 136:20
273:5	86:3 173:15 224:3	231:6 237:6,20	219:17	153:12 244:2
rare 69:22	224:7 234:9,22	241:12,16,18	reckless 134:3	262:20 268:1,1
rarely 261:7	reads 315:22	242:2,15,21 243:9	recognition 124:18	324:10
rate 136:18	real 9:20 15:11	246:22 249:2,5,22	134:9 266:21	recorded 290:2

				1
records 47:14	refresh 204:20	77:16 85:3 138:18	186:2	252:5
recur 319:10	refreshing 57:14	139:6 148:16	release 39:22 50:7	reminded 174:5
recurring 304:15	refused 110:21	175:8 271:2	119:7 128:19	remnant 272:2
305:4 319:14,15	regain 7:18	273:21 275:7,11	153:17 154:15	remote 149:3
321:21 322:4	regard 35:13 95:8	283:10 284:21	224:22 226:20	removal 65:1
red 18:6 25:22	109:22 216:4	285:3,6 286:15	227:7 228:6	removed 65:4
208:10	271:20 297:22	287:11 314:9	229:12 231:20	renewals 81:6
redefine 131:16	regarding 6:9	Reilly 2:11 5:7	232:5 234:9,22	renewed 96:13
reduce 53:15 233:3	20:18 33:11	210:9 225:12,13	277:19,20 285:15	reoccurring 41:11
reducing 158:3	103:22 145:20	240:19 243:20	releases 98:5	rep 278:21
redundancy 194:14	148:6 149:21	244:2 245:5,21	170:13	repeat 29:14
redundant 227:12	152:22 154:19,22	251:11 258:10	relevance 35:20	183:20
refashioning 49:6	155:5 211:17	264:7,14	74:10 90:19 96:7	repeated 35:15
refer 91:15 105:21	280:19 292:11	reinforce 103:14	131:10 199:6	repeatedly 273:9
110:10 158:9	293:8 294:8	108:17	relevant 8:3,17 9:2	repercussions
reference 83:18	regards 295:18,19	reinforced 290:4	18:17 33:14 34:20	85:10
154:10 166:13	296:11	Reinforcing 167:18	40:5 82:3 95:7	repetitive 227:12
216:17,21 227:1	regime 97:19 98:10	reiterate 159:2	107:8 119:5	reply 120:8
228:15 229:8	163:6 192:3	265:4 302:2	130:19 141:22	report 4:2,8,11 6:8
271:19 278:4	206:19,19 258:2	relate 225:18	144:1 158:2 189:1	7:20 8:1,17 9:2,10
referenced 35:15	275:7 284:19	232:15	205:15 228:18	9:14 10:7,9,14
41:9 248:2	287:11	related 5:1,11 10:7	244:4,5 288:19	15:9 20:20 21:10
referred 50:9 86:4	regimes 97:5,16	10:9 16:10 29:4	290:16 319:15	26:9,22 27:1,6
88:13,22	regional 287:19	34:21 41:15 49:3	reliability 161:15	28:12 29:17 30:6
referring 106:6	registered 212:2	55:17 81:12	relieves 324:6	31:3,3 33:8,9,14
134:6 279:14	registrants 276:11	104:20 142:6	reluctance 289:3	33:16,19 34:1,3
322:4	registration 154:8	161:11 170:12	289:16	35:9,20,22 39:16
refinements 45:11	154:11	171:12 200:22	reluctant 57:6 67:9	40:3 41:5 44:17
168:14	regret 147:15	209:1 216:14	rely 82:20 224:6	49:7,20,20 55:19
reflect 13:7,21	regulated 38:17	217:2,10 229:16	241:14	55:22 56:3,14
39:13 42:10 48:22	279:9	263:8,20 268:4	remain 15:13 43:13	59:11,16,20 60:7
72:10 212:10	regulation 25:11	311:16	168:5 272:2	60:13 61:6,9,16
229:3 243:19	51:13 78:14 79:17	relates 108:9 198:5	remained 39:9	62:10,16 66:6
244:7 276:22	84:12 160:7 180:6	220:19	111:8	68:11 69:5 71:6,6
reflected 35:11	277:10 281:6,8	relating 263:8	remaining 14:19	73:2,3 74:4 80:4
213:3 229:11	regulations 12:9	relation 83:17	73:21	81:11,19 82:10,12
reflection 262:5	195:9 202:19	86:15 94:22	remains 31:16	83:2,3,5,7,8,14,17
reflects 54:19	275:4 284:17	relationship 33:20	remark 245:9	85:6 86:1,4,13,18
reform 14:22 79:5	299:21	38:18 81:9 266:18	remarks 42:17,22	86:19 87:3,9,15
79:8,11,13 80:15	regulator 38:17	267:1 295:17	46:6 105:7 146:8	87:18 88:22 90:10
83:12 98:20	66:21,21 67:2	relative 70:6 186:3	147:11 157:9	90:15 91:5,21
100:19 101:7	97:20 257:1,2	195:19 227:9	212:9 225:11	92:15 93:15 94:2
113:12 125:20	316:17 324:12	231:19 246:3	241:8 289:10	95:2 96:8,14
271:6 315:10	regulators 8:22	251:19 252:10	302:2	97:11,11 99:12
reforming 113:12	92:10 146:21	262:14 264:19	remedy 100:16	100:9,15 101:1,4
reforms 138:7	regulatory 2:21	324:16	remember 40:11	101:12,17 102:15
311:10	13:12 25:14 38:18	relatively 168:14	66:11 68:12 238:7	102:16 104:8,11
L	<u> </u>	<u> </u>	<u> </u>	<u> </u>

	<u> </u>			
104:20,21 107:21	285:10,18 288:6	188:15 189:2,11	75:4,8 91:19	311:1
110:9,15 111:15	289:4,8 290:15,18	195:1 201:5 203:9	114:8 148:6,12	requiring 9:13 83:1
111:17,18 112:12	292:16 293:19	209:20 210:1,2,5	151:16 165:3	95:1 235:1,13
113:12 114:1,15	294:20 296:12	210:12 211:5,18	187:2 194:4 213:1	241:21
115:13,13 116:20	297:5 298:14	214:16 217:15	217:6 221:6 229:1	requisite 151:15
116:20 117:1,4,6	299:17,18 300:2,3	218:20 219:7,10	233:20 235:7	research 11:20
117:10 118:20	301:11,13 303:17	221:13,14 227:20	237:3 263:22	90:11 118:1 123:3
120:5,11 122:19	303:18 305:5	230:18 231:15	265:11 283:19	137:10,15 138:16
123:3,7,12,14	306:11 307:15	254:14 270:18	286:7 306:16	140:9,16,20 141:4
125:3 127:2,4,17	310:8 312:12	271:8,14 272:1	required 35:4	141:12,22 142:1,8
128:15 129:2,6,8	313:4 314:14,19	274:19 275:22	71:19 86:17 87:3	142:8,9,13,14,19
132:21 133:8	315:12 320:5,20	279:3 280:9,14	87:9 93:1 94:6	142:20,22 143:6,7
134:17 141:20,21	322:9,11 324:1,17	281:1 282:5 285:7	107:11 149:7	143:10,12 144:8,9
142:4,12 143:17	324:20 325:9	291:4 311:2 315:5	150:17 152:17	144:10,12,15,21
143:21 147:9	reported 30:2	315:8,11,17	154:6,7 156:9	145:1,1,3,6,10,11
148:1,6 150:1,10	107:21 138:22	reports 13:12	157:13 161:5	156:12,19 159:2
151:13,14 154:7	153:9 237:10,12	15:15,16 17:22	164:10 179:9	177:19 178:13,16
159:22 160:15,16	240:1	26:16 39:9 40:17	186:7 195:8	178:18,18 179:12
161:2,8 165:17,21	reporting 1:3 2:5	43:19 61:1 69:3	198:12 205:20	180:19 182:1
166:4,8 167:8,13	4:15 8:6 12:16	87:2 88:9 95:16	214:4,16,20	187:21 188:5
167:18 168:13	13:18 16:10,22	102:20 103:9	222:14,18 225:1	199:2 212:10
169:9 177:13	18:14 19:22 20:14	108:21 124:10	229:17 234:5	257:20 269:2,6
178:17 187:18	31:13 33:7 34:2	126:6 132:5	251:16 274:6	284:8 287:7
191:20 198:16	35:2 39:8 44:6	143:18,20 152:4	282:3,22 283:7	306:21
202:6 203:14,18	49:22 52:3 58:1,5	166:11,19 174:20	311:5	reservation 114:20
204:14,22 205:5	60:3 64:17 68:16	178:3 199:3 203:5	requirement 80:11	resolution 215:4
213:14 214:10,22	73:15 75:15 78:2	203:6 217:21	80:17 114:8	resolve 44:14
215:2,7 218:1	84:10,14 89:21	218:5,7 221:21	151:17 161:2	resolved 27:22
219:3,6 221:10	91:1,8,19 94:6,12	233:19 241:4	187:7 194:3 206:4	220:2 235:12,15
222:5,8,19 224:4	95:8,11,22 96:6	244:18,21 294:21	206:12 216:10	237:17 238:1
225:21 226:11,19	96:10 99:18 116:9	repositioning 64:18	219:12 281:19,19	309:1
226:20 227:13	116:16 117:14	66:22	282:7 283:2	resolving 220:6
230:16 231:14	138:14,21 139:20	represent 23:13	requirements 24:9	resonates 17:7
232:7,10,11,14,15	145:14,21 146:14	representation	40:21 49:6 79:18	resources 87:13
235:2 236:3,15	146:14,19 147:1	278:1	80:6 81:21 83:20	155:17 233:12
238:12,13,14	147:17 148:4,8,19	representative	88:1 105:1 106:3	287:3 292:12,13
239:4 240:4,21,22	148:21 149:14,18	43:20 176:18	106:7,13,16,18,22	292:20 298:21
241:4,17 242:11	149:19 150:7	285:12	107:16 110:17	299:2
242:16 243:11	154:6 155:18	representing 73:14	112:10,11 136:5	respect 34:16 40:21
245:2 246:6,11,14	161:7,18 163:14	193:21 265:18	136:10 153:6	41:12 47:4 53:1
250:12 252:19	163:20 164:18	reps 113:19	157:14 164:12	74:13 75:7 82:4
253:20 254:18	166:15 168:11,21	reputation 275:10	187:6 194:22	82:11 89:10
263:22 277:4,16	169:19,21 170:2	requested 43:16	223:8 225:8	101:21 105:6
277:17,19 278:3	170:12,20 172:20	44:2	284:18 285:6	153:7 166:18
278:12,13,15,16	173:3,4 180:4	requests 273:13	286:4	172:1 184:18
278:18 279:6	181:2 183:6,9,18	require 10:6,12	requires 48:9,10	186:15,20 188:18
281:17 283:15,19	187:14,14 188:3	17:21 29:2 73:6	153:11 288:22	190:19 191:21

				_
198:18 203:19	restatement 130:1	reviewing 32:19	rise 136:7 152:19	Rock 63:6,11
205:6 213:11	result 29:13 35:9	289:2 291:4	153:1 317:17	rod 226:16
220:8,15 223:16	93:4 95:13 103:17	reviews 84:22	rises 309:10	role 19:16,21 22:9
228:2,3 234:4	107:4 149:4 158:4	revise 35:3 121:10	rising 223:22	73:8,11 74:10
236:2 242:7	173:3 176:14	revised 35:18 48:21	risk 2:11 22:19,22	84:9 101:21 139:8
255:19 265:15	213:12 219:11	86:11 87:1 92:18	23:2 24:1 25:9	156:9 160:5,7,11
293:2	222:7 235:17	93:20	50:16 52:11,20	160:18 162:16
respectful 265:2	287:8 292:8 303:3	revising 166:3	78:4 89:3 97:15	165:13 167:9
respecting 93:9	304:1	revision 35:8,17	101:14,15,18	168:10 217:16
103:22 136:10	resulting 151:7	120:22	111:12 112:16	218:19 233:1
respects 23:1 150:5	212:21 230:22	revisions 45:12	132:12,21 133:15	262:3 269:1
respond 48:15 53:6	results 10:17 34:8	revolutionary	134:13,20 135:15	284:11
73:4 90:22 96:3	34:21 50:2 92:15	16:20	139:12 144:3,6	roles 101:22 220:20
123:9 254:10,16	116:3 118:18	revolves 226:18	145:7 148:17	roll 308:18
309:4	175:11 179:11	rewrite 186:8	162:3,10 176:1	rolled 39:9
respondents 34:14	291:5	rewritten 52:18	184:4 187:22	Rolls 61:15 69:14
34:15	resume 77:8	ribbon 33:12 56:10	188:17 190:8,13	71:16 72:5,12,20
responding 100:8	resumed 136:20	77:10	198:22 199:6	88:22 110:10
267:11	retail 43:17 44:3	rich 31:2 189:9	206:14 210:10,13	125:2 134:5 202:7
response 12:9 82:3	238:21 268:13	Richard 2:9 4:4	224:3 234:16,17	room 58:21 128:1
100:13 109:6	retain 153:7,11	11:10 33:20 38:5	235:8 236:10	198:18 247:13
135:22 166:8	retaining 9:21	43:8 49:9 50:11	248:14,16 249:7,7	rooted 167:10
172:11 212:10	retired 78:3	53:6,11	249:15 250:1	roots 13:1
responses 42:19	retrievable 205:4	Rick 104:17,21	265:20 266:11	rostrum 208:17
122:20 123:22	retrograde 258:1	106:11	319:9 321:1,18	rotation 64:12
responsibilities 6:8	retrospect 15:13	rid 194:14	risk-based 234:11	83:20 272:8
22:14 25:14 91:11	18:12	right 17:3 23:12	risks 69:5 82:1,3,4	Roth 139:3
93:21 99:5 107:8	return 9:16	29:21 32:2 42:5	82:9 87:10,20	Roughly 284:6
121:4 153:22	reveal 235:19	53:13 54:14 55:22	111:7 112:14	roundtables 269:17
216:4 233:1 290:5	revealed 81:18	80:6 99:21 114:15	172:9,11 198:21	route 113:5,6
292:22 297:14	236:19	120:3 152:10,19	199:9 213:7	routine 214:5
responsibility	revealing 119:22	161:9 173:19	224:21 236:8,17	219:20 239:16
10:10 47:8 52:8	revenue 124:18	174:4 175:13,14	236:21 242:3,3	248:1
60:11 107:18	134:9 266:21	177:21 192:1,2	243:4 247:10,15	routinely 216:20
161:13 167:19	284:17 318:10,13	195:6 199:19	247:18 248:7	Royal 58:13
216:6,9 217:17	318:14,17	207:8 239:21	250:10 254:2	Royce 61:15 69:14
274:15 292:19	reverse 167:4	249:1 250:3 252:5	266:7 267:6	71:16 72:5,12,20
312:10	revert 111:2	266:14 268:3	risky 63:20	88:22 110:10
responsible 12:7	review 91:22	275:13 285:5	Riverside 2:8	125:2 134:5 202:7
41:19 77:15 78:13	114:10 145:10	298:13 313:18	road 24:16 135:19	Rubicon 120:12
209:19 210:11	156:16 209:6	319:2 321:8 323:6	153:14 271:6	rude 114:13
220:22	283:14,18,19	323:9,10	295:6	rule 51:16 151:12
responsive 35:12	303:15 306:2	rightful 279:5	Robert 32:4	273:20,21 310:22
87:19 112:15	321:6	rights 12:13 23:3	robust 8:21 92:17	311:4
133:17 189:1	reviewed 143:6	rigor 275:11	150:15 220:1	rules 12:9 30:11,11
rest 270:1 298:5,17	269:9	rigorous 274:13	222:3 223:22	49:3 53:16 99:8
300:7 320:11	reviewer 303:9	ripe 23:17	297:13	154:2 202:19
		<u> </u>	<u> </u>	

		I	I	I
222:15 270:21	196:10,20 204:7	Scotland 58:13	148:15 153:17,20	62:20 81:17 88:18
274:3,7,19 275:2	254:4 257:7	screen 90:10	154:3,8,9,11,17	99:17 111:21
276:1 280:7	258:22 321:22	se 14:16	161:5 187:2	134:2 144:15
312:18	324:1	search 38:15,16	189:13 210:12	164:18 176:1,2
run 29:22 54:3,4	says 45:20 47:22	season 116:10	214:1 240:10	177:13 227:10
57:8 97:15 104:16	117:7 120:10	seasoned 275:9	247:22 300:15	244:18 245:4
175:13,14 255:11	144:8 191:19	SEC 2:10,17 6:18	securities-altering	246:1 256:14
running 252:5	203:3 207:7 252:8	30:10 39:6 104:22	138:7	262:17
runs 148:17 228:7	253:21 258:10,12	139:19 157:4	see 7:1,4 17:11	segment 264:10
runway 307:1	298:12	177:10 193:7,8	18:10 44:11,12	seizing 241:6
rush 308:1,9	scale 169:17	195:9 211:2	50:5 58:20 59:20	selected 92:4
ruthless 316:17	scene 17:21	221:14 223:3	61:5 63:13 64:1,9	209:10 236:10
	Schacht 2:12 5:14	269:18 274:11	64:11,22 65:10	selectively 236:11
S	34:17 268:5	276:1,10,14,15,16	66:5,22 67:21	self 36:20
S-E-S-S-I-O-N	269:22 270:3	279:10 281:21	68:12 69:11 71:8	self-fulfilling 63:2
136:21	298:19 301:18	282:17 283:5,20	72:9 73:13 74:6	self-regulation
S&P 283:15	302:1 307:6	286:16 300:17,17	76:21 85:11 103:8	277:7
SAB-99 193:12	schedule 104:13	301:2 323:3	109:18 110:6,12	SemGroup 268:19
safe 76:20	Schilder 2:13 4:14	SEC's 268:14	111:5 115:10	268:19 276:17
safeguarded 280:4	78:10 89:18,19	324:16	117:8,11 121:20	Senate 309:16
SAG 27:15 78:19	102:2 104:7	second 22:15 65:9	122:5,8 124:13	sending 132:13,17
253:12 270:12	105:20 117:20	66:15 84:22 87:1	134:19 140:11	senior 32:16
sake 15:9 25:19	120:20 127:8	87:9 97:18 142:14	149:13 175:16	102:16 115:7
52:3	128:17 130:10,15	148:9 172:15	176:6,18 177:1	137:21 139:13
sale 318:16	134:22 135:20	175:12 183:13	178:5 179:11	292:14 306:4
sales 284:7	140:19 226:8	188:17 189:2	182:8 184:11	sense 18:15 40:18
sampling 145:2	244:12	197:11 237:13	210:8 219:5	43:15 52:11 63:12
Sarbanes-Oxley	school 2:15 58:7,9	238:22 239:12	228:17 237:20	75:21 100:3
13:22 138:4	138:12 139:3	312:1	244:10 257:17	106:20 158:2
202:18 290:6	177:16	Secondarily 322:10	262:11 281:18	176:19 200:2
307:14	science 269:9 285:9	secondly 152:4	288:13,14 290:20	227:4 281:6
sat 27:15 193:6	296:9,10 309:11	192:21 314:12	291:6 294:11	282:17 284:21
195:16	scienter 151:15	seconds 207:16,18	295:4 296:16	287:11 295:15,20
satisfaction 293:6	scientific 115:6	secrecy 18:3	298:9 303:22	297:10,22 301:12
satisfied 89:3 220:5	116:12 286:11	section 2:1 12:15	305:10 307:11	314:8 315:15
273:10	scientists 287:6	77:13 141:3,17	308:18 309:17	sensible 100:2
save 20:17 233:8	scope 87:18,19 89:4	151:11 154:9,17	320:6 322:9	sensitive 51:14
saved 65:9 267:9	89:8 112:15	154:20,21 155:7	323:17 325:12	93:5 119:1 168:2
saves 281:8	115:14 151:21	155:10 202:21	seeing 88:9,21 89:1	sent 157:9 177:18
saw 14:2 15:22	170:17 175:1	280:9	110:2,5,7 126:15	196:12 253:13
27:16 103:2	186:8 187:7	Sections 23:4	173:21 177:20	sentences 128:11
124:15,16 285:2	215:17 216:12	sector 18:22 19:19	181:17 195:3,4	229:13
291:8	247:17 285:21	51:17 52:19 77:20	202:11	sentiment 14:16
saying 30:7 73:21	286:22	106:9 210:17	seek 94:21 95:20	167:14
113:20 136:15	scoped 172:9	securities 3:9 12:1	seeking 90:9	separate 94:17
174:1 186:10	201:18 240:14,16	12:14 66:20	220:13 274:6	104:17 212:4
190:9,15,17	scoping 185:9	137:20 139:14	seen 28:9,14 59:6	264:9

11 1: 00 10		221 12 15	221 10 227 7	107.20.257.25
serendipity 99:13	setters 75:3,8 84:21	221:13,16	231:19 235:7	197:20 255:2,6
serious 14:18 17:5	setting 6:20 74:16	shortcut 224:5	236:8 237:2,10,15	sip 120:15
66:4 131:21	75:14	shorter 230:6	238:1 239:18	Sir 2:18 4:9 57:18
189:16 277:11	settings 145:12	shortfalls 47:5	248:7 250:19	76:16,18 88:12,21
seriously 65:18	271:12 272:17	shot 54:22 205:22	251:17 260:3	109:11 110:10
96:1 103:7	settlement 155:8	show 38:3 39:5	280:12,16 285:13	134:8 193:14
seriousness 267:14	seven 33:1,3,4	67:8 82:21 95:17	288:22 292:13	202:13
sermon 67:3	111:9 156:14	244:2 295:6	297:12 304:8	Sisyphus-like
sermonette 98:22	261:10 283:14	showed 208:21	305:22	242:1
sermonettes 99:1	seventh 183:13	showing 71:21	significantly 20:12	sit 27:3 237:19
serve 8:1,3 17:10	severe 186:21	shown 28:11 65:14	85:9 156:8 236:15	298:10
31:19 146:2	187:8	218:17 284:20	signing 29:16 30:2	sitting 120:1
205:13 221:12	shade 246:15	shows 30:3 157:22	30:6,20 66:12	178:11 179:1
served 11:22 26:19	shake 298:15	shy 307:7	signs 44:17 88:19	199:4 320:2
56:6 78:15 137:8	shaped 19:9	side 17:17 48:8	silence 39:10	situation 261:4
137:19 139:13	shapes 197:16	56:22 57:1 222:22	silent 15:16 39:9	311:13,22 322:1
156:11,13 209:12	shaping 178:10	262:11 314:5	240:8	situations 66:18
209:14 210:16,19	share 13:16 16:2	316:12	similar 8:18 29:3	195:7 262:17
211:4,11 262:21	19:11 42:18 49:9	sides 277:9	39:18 68:4 69:10	315:2
268:18 269:15	83:13,14 126:22	sight 172:19	74:22 91:16 93:19	six 30:13 88:11
276:17	211:17 232:5	sign 30:1 66:9 79:1	94:18 95:4 103:13	121:15 141:7
serves 11:3,5,13	246:2 259:11	193:8	144:18 194:18	183:12,17 237:22
12:17 57:21	269:20 280:5	signal 45:22	202:4,8 217:3	263:1 283:1
139:19 160:12	shared 168:9	signaled 60:1	220:18 226:9	sixth 268:3
210:5 211:8	218:22	signature 49:12	230:22 247:12	size 107:7 169:16
268:13,21	shareholder 281:20	272:7	249:9 250:21	274:22
service 2:15 58:11	shareholders 80:22	signed 13:12 26:16	254:20 262:7	sized 285:5
77:22 137:17	86:21 255:10	283:13	304:1 307:11	skepticism 158:14
138:3,11 269:13	257:13 258:9	significance 92:3	similarities 24:7	167:21 279:17
282:14 302:15	261:4,17	significant 7:21	289:10	skill 273:1 298:3
services 139:12	sharing 45:4 108:6	22:22 26:12 27:19	similarity 131:20	skills 297:16
210:18	294:8	30:19 33:18 37:10	similarly 152:17,19	Skinner 2:14 4:18
serving 83:19	sharp 128:2	40:2 41:12 55:17	285:19	138:10,13 155:12
139:10 227:19	sharpening 38:10	73:7 74:11 81:13	simple 202:2 272:6	155:13 176:7
261:9 275:19	sheet 70:16 82:6	82:1,9 85:11 86:9	286:6	179:7,22 183:15
session 60:6 146:12	224:5 261:13	86:14 88:9 91:18	simplest 107:10	187:13 193:16
sessions 147:8	shelf 205:12	93:8,15 108:7,13	simplicity 279:21	194:16 199:16
set 6:5 10:1 26:8	shift 170:2	115:16 119:19	simplify 121:2	202:2 206:16
86:2 88:1 99:4,6	shining 110:11	144:9 148:20	simplistic 43:15	245:6 257:15
116:18 153:1	ship 231:22	149:4,7 151:9	simplistically 43:22	263:18
161:3 171:2 173:5	shocks 65:8	152:6 155:17,20	simply 16:13 35:14	Skinner's 178:18
173:8 182:4 198:9	shoes 199:4	158:13 161:6	54:8 64:17 71:20	slide 56:19 140:12
298:3 299:21	shop 85:4	172:10 177:14	73:8 95:7 257:17	slight 62:1
sets 84:16,18,18,19	short 27:12 53:19	192:17 198:11	285:20 300:21	slightly 59:18
218:7	110:18 124:22	213:1 214:8	309:1 321:6	61:20 72:22 137:1
setter 75:12 89:22	133:2 134:7 234:1	215:22 217:7	singing 282:13	slippery 120:13
191:12	shortcomings 47:4	222:12,13 227:5	single 18:7 105:2	193:10
	l	l	l	l

	I	İ	I	İ
slope 120:13	solved 75:13	Southern 137:9,12	spending 223:9	112:1 118:8 121:3
193:10	225:13	137:14	292:7	121:10 123:20
slow 208:5 270:22	somebody 128:13	Sovereign 58:14	spends 115:8	143:16,20 147:13
slowly 177:20	somewhat 30:16	SOX 281:4,20	spent 25:1 66:6	147:15 148:3,5,9
178:4	44:10 104:17	307:8	111:11 172:10	148:11 149:21
slows 279:4 284:19	114:14 175:7	space 156:22	197:12,13 247:8	151:15,18 152:16
small 5:12 26:16	197:16 202:15	195:21 277:3	252:2 268:9	153:6,19 166:3
181:2,5 275:22	231:11	spade 321:14	spirit 112:1	169:5 174:20
282:1,4 284:14,16	Sondhi 47:12	span 156:20	splattered 59:3	191:9,12,13 193:9
286:15 287:3,5	soon 16:5 76:21	sparked 90:21	split 26:7	205:11,18,19
290:17,18 291:7	120:22 122:12	speak 78:22 89:20	spoke 103:3 180:8	217:4 234:9 235:1
291:14 295:15,17	207:10 258:22	167:11 196:1	spoken 197:17	237:3 252:12,20
296:5,17,19	sophisticated	200:3,4 283:22	316:9	272:19 278:5,10
298:20 299:2	164:16 239:6	284:13 309:7	sponsored 141:1	285:18,20 286:21
308:11 309:6,12	sorry 98:22 182:18	316:8,12	spontaneity 36:8	287:9 294:14
313:12,16 315:20	193:3 202:1,1	speakers 85:6	spot 297:20	313:1
317:13 322:1	207:17 215:16	speaking 52:9,17	springing 76:17	standard-setting
324:7	324:13	146:7 193:21	squeeze 320:19	33:6 36:18 47:22
smaller 172:16	sort 44:19 60:12	243:2 257:3 299:6	stability 22:20	48:3 154:13
268:4 274:19	61:2 63:21 71:22	301:5	stabilization 43:14	standardization
277:21 281:1	84:20 85:9 110:3	special 57:19	staff 3:14 6:18 7:9	168:22 173:12
288:2 289:2,13,13	114:9,21 115:1	118:22 230:16	25:19 31:11 36:12	246:9,13
290:21 292:2,4,17	117:9 123:21	specializes 269:11	40:1 106:1 115:7	standardize 218:4
293:1,4 294:8,9	124:15 127:1	specific 10:3 80:7	117:19 139:18	standardized
294:12 297:13	133:6,7 134:3,7	106:18 108:9	145:19 165:12	143:17 166:20
298:1,4,7 299:7	134:12,16 172:8	142:11 144:4	225:22 226:1	205:11 230:12
303:4 304:10,13	172:14,15 178:3	162:7 166:13	231:21 251:14	231:12 244:22
304:19 305:12	180:13 191:3	188:6 190:20	270:1,19 280:8,9	standards 2:14,18
308:1,20 309:2	199:1 204:20	205:20 222:4	287:17 307:1	2:20,22 3:12,17
311:12,13 320:17	205:4,18 235:20	227:6 228:11	staff's 39:21	6:20 7:4 8:6,10
320:18	261:11 272:5	236:8 256:6	stage 119:7 126:22	9:1,6,15 11:4,6
smalls 274:18	296:2 299:17	288:18,21 314:20	293:21	12:9,17 19:18
smart 228:1	307:8 310:18	315:6	stakeholders 89:9	24:9 30:14,15
smashing 166:4	315:2 316:7,21	specifically 15:16	89:11 95:18 104:1	57:22 58:3,5
Smith 33:21	317:16	130:6 141:20	104:4 114:6	68:15 71:20 72:1
smoke 67:18	sorts 125:15	180:9 225:17	142:12,15 168:3	75:18 78:8,11
so-called 223:2	sought 24:21 287:8	256:6 309:17	stand 76:9 166:1	84:16,18,19,19
societal 66:17	sound 54:10	310:1 314:6,7	275:9	87:1 90:3,12
society 68:6	sounds 123:17	specificity 37:1	standalone 18:6	92:17 94:14,16
sold 276:16	196:19 308:12	92:12	standard 6:7 7:20	107:12,15 138:5
solely 29:11 144:19	source 73:6 162:4	specifics 266:17	18:14 29:10 33:7	151:1,2,5,9,16
216:15 252:19	168:4 184:1,2,16	speech 68:7	33:13 37:8 40:19	153:21 154:2
solution 52:2	184:22 185:3	speed 76:20 273:6	46:18 50:7 70:8,9	155:8 194:9,22
125:18 187:13 265:22	189:9 221:7	spelling 306:1	74:15 75:3,8,12	210:20 214:4
solutions 14:10	sources 32:20 34:6 106:7 133:20	spend 18:20 44:18	75:14 84:21 88:1 88:3,5 89:22	218:7 233:19 268:7 269:11
solve 44:12	183:3	119:3 192:9 222:22 223:6	93:20 110:16,16	283:17 287:19
SUIVE 44:12	103.3	222.22 223:0	95.20 110:10,10	203.1/20/:19
L	1	1	1	1

		Ī	İ	Ī
299:22 321:13	188:21 191:4,13	176:1,2 217:1	straightforward	180:21 188:7
standing 11:8,17	191:14,15 194:3	278:5	37:13 135:21	study 11:15 23:20
12:4,21 58:16	200:17 213:15	status 166:22	136:5 163:5,12	23:21 140:22
184:7 210:7,21	216:6 218:21	statutorily 190:9	strain 18:4 292:20	143:8 179:7
268:15 275:10	220:22 228:20	statutory 7:15	strains 20:15	stuff 193:1 196:21
standpoint 143:3	231:3,17 232:8	79:13 80:18	strange 85:22	205:1 244:9
219:4,7 221:19	240:21 261:13	203:19,22	strategies 162:1,3	251:20 308:5
242:11 275:13	264:1 266:4 267:4	stay 18:17 208:18	strategy 15:17	style 88:9 95:10
stands 96:16	278:3 279:7 283:4	stayed 63:15	27:21 86:22 87:12	102:16 111:16
167:16 194:19	288:17 293:11	257:10	116:17 162:9	125:3 136:3
start 48:15 57:7	301:14 323:2	staying 63:10	streamline 319:21	subcommittee 26:6
60:15 62:2,22	statements 6:10	Steen 1:17	Street 1:9	31:22 32:3,5,9
84:9 107:20 121:3	7:17 8:13 9:19	steer 70:11	stressed 238:17	33:1
183:4 190:1	10:11,14 30:12	Steering 211:4	241:3	Subcommittee's
193:10 204:15	33:10,11,15 82:20	Stein 137:18	strict 77:2	32:11
250:2 258:13	82:22 85:1 86:3	step 24:4 61:10	stricter 79:18	subcommittees
267:19,20,20,21	86:15 92:3 93:2	68:18,18 141:16	strictly 279:3	269:16
294:17	96:19 108:9,16	218:1 265:16	stride 68:19	subject 15:5 23:21
started 47:1,11	127:4 129:14	307:17	strike 197:6	24:11,17 30:21
77:2 114:4,5	143:15 147:22	stepped 127:22	strikes 200:13	121:1 127:17
140:21 157:5	149:5 151:17,20	steps 92:13 228:16	317:10 321:7	128:3 147:11,14
185:22 264:8	152:2,9,12,14,18	Steve 37:2 57:9	strive 169:2	152:9 154:21
276:4	152:18,21 154:18	74:22 104:6	striving 146:21	165:22 185:15
starting 65:12,17	154:19,22 155:3,6	105:20 130:9	183:5	206:20 218:7
65:18 109:4	160:8,9 161:10,14	131:11 135:11	strong 21:9 27:10	223:3 280:9
113:15 118:10	164:17 170:10	201:22 202:12	91:12 119:13,17	281:16,19
129:6 130:21	172:16,20 173:2,6	204:15 238:5	146:13 156:21	subjective 219:21
131:19 168:15	189:6 192:4 201:5	240:19 241:5	160:18 189:19,19	229:21 236:18
182:15	212:11,15,19	301:17	259:14 260:5	254:8
starts 257:17	213:12 216:8,22	Steve's 247:22	286:9 290:8	submissions 267:13
state 2:3 11:1 13:14	217:12,14,20,21	STEVEN 1:14	stronger 179:18	submit 240:20
72:10 155:16	223:20 224:8	stewardship 85:13	strongest 179:17	submitted 43:1
214:11	226:14 227:2	89:11	strongly 73:19	142:5
stated 33:21 199:20	229:18,20 230:5	stimulate 104:5	struck 102:3	subset 168:18
217:22 284:4	231:13 232:9,22	stimulative 21:18	121:18 122:14	171:15,19 189:5
286:3	234:20,21 236:14	stock 88:6 280:5	134:15 199:1	198:9
statement 13:3	237:8,22 243:18	310:18	206:2 238:6 249:2	subsets 183:17
25:20 28:22 42:7	244:15 245:11	stockholders 44:21	structure 31:22	subsidiaries 212:1
43:1 48:20 49:17	250:1 261:15	166:12	36:7 82:17 286:7	subsidiary 139:12
50:10 53:9,17	263:10 271:17	stocks 169:16	structured 236:3	substance 34:5
54:16 73:6 80:20	273:16,18 282:8	stone 184:3	256:17	substantial 219:19
81:4 86:18 87:4	291:11,19 308:4	stood 68:16	struggle 208:5	286:1
96:16 106:5 122:5	states 2:2 8:8 12:1	stop 54:6 67:7	313:6	substantially 277:4
127:11 134:4	77:14,17 79:22,22	100:7 120:13	struggling 245:16	substantive 15:10
144:18 149:22	80:6,10,12 83:7	206:6 208:4	studies 25:11 41:10	substantively 93:19
151:13 154:8,11	122:20 137:20	storied 18:2	42:13 143:7 159:3	substitute 224:2
171:8 182:21	139:14 160:2	story 138:1	159:8 179:14	subtle 132:17
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

	Ī	İ	İ	I
succeed 284:15	suitable 187:17	supposed 194:15	Sven 2:1 4:12 77:11	130:4 156:21
success 285:4 296:6	sum 17:18 231:18	Supreme 152:8	78:20 100:17	160:16 174:15,17
successful 69:16	summa 40:14	sure 17:5 36:12	swell 262:11	178:21 187:5
138:6 171:2	summaries 144:20	42:6 45:18 47:6	switch 59:9 62:19	198:14 201:16
293:22	summarize 25:21	55:1 57:7 60:22	sword 134:1 241:6	202:13 206:4
succinct 217:22	130:11 149:14	61:8,16 79:10	Sydney 157:6	208:7 221:16
succinctly 215:15	summarized 31:2	82:21 85:15 114:7	symmetry 233:4,13	230:12 234:10
303:18	39:21	117:1 129:16	symposium 137:14	243:13 256:19
sudden 317:19	summary 82:2	135:4 159:16	137:15	264:12 265:6,16
suddenly 99:10,11	87:18 146:9	179:7,14,15	synthesis 142:4	267:18 279:12
suffer 208:2	158:21 172:13	181:10 184:14	143:8 145:3	305:7 324:1 325:9
suffered 26:12 85:8	sun 140:5	186:4,10,12	177:18	taken 24:15 60:17
suffers 207:22	Sunday 68:13	189:21 192:2,11	synthesize 140:17	68:17,18 86:19
208:1	supersede 17:13	193:7 195:12	141:4	134:12 215:11
sufficiency 34:4	superseded 216:18	196:18 200:21	synthesized 145:1	267:6 291:20
sufficient 64:9	supervision 78:14	238:7 242:18	system 40:13	310:11
144:12 234:6	78:16	252:15 253:1	198:15 206:4	takes 12:22 161:13
281:15 318:17	supervisors 9:1	259:8 279:9,10	274:21 277:12,15	178:5 221:22
Sugar 276:7	supervisory 8:20	282:7 290:21	313:16 318:11	talent 37:16 316:5
suggest 24:5 30:15	supplemental	298:19 309:5	systemic 24:1	talk 61:17 65:2
31:7 126:17 172:2	310:2	surely 20:2 24:4	systems 304:18,18	79:5 97:6 100:18
208:6 213:13	supplementary	60:19		124:4 134:8
214:9 234:14	152:3	surface 275:19	T	140:18 171:15,17
236:5 252:22	suppliers 162:2	surge 285:1	table 4:1 15:1	175:7 196:5
265:6 310:9	support 6:19 16:6	surprise 84:5	36:17 41:16,20	208:22 211:13
312:17	30:12,13 35:2,13	surprised 114:14	70:7 151:10	225:17 260:11
suggested 40:12	79:4 91:3,13	282:10 283:16	178:11 271:13	274:17 295:7
119:9 152:22	92:10,21 93:11,17	surprises 126:9	tablet 184:3	298:12 310:6
166:3 175:2	105:19 122:21	surrounding 144:4	tablets 166:4	317:14 323:1
187:13 229:13	131:15 164:10	188:1 225:17	tackle 170:22 226:9	talked 48:11 66:19
247:6 248:6	188:5 191:13	surrounds 51:14	tackled 72:14	68:13 85:7 102:2
suggesting 16:21	212:16 216:8	survey 34:15,16,16	112:3	144:12 176:11
115:15 119:18	217:18 231:18	159:5,12 181:7	tag 282:7 306:18	177:5 197:18,19
145:12	232:10 248:21,22	surveyed 183:2	tailor 205:20	207:1 224:22
suggestion 40:9	supported 34:13	surveys 34:7,19	tailored 166:11	247:21 254:6
55:2 106:11	195:18 274:20	41:11 42:13	167:6,15 205:16	259:12 260:1
119:14 164:14	supporting 141:10	160:14 179:16	take 16:8,13,16	263:18 274:2
230:10 249:2,5	203:19 220:3	253:14 255:19,21	27:12 37:10,17	297:20 303:5
252:14 259:22	318:17	271:20 293:5	38:14 42:4 45:17	talking 16:15 27:3
264:13 297:4	supportive 88:12	survival 160:18	54:21 55:3 60:9	37:14 44:18 75:6
298:1	123:1,2 225:20	survive 52:21	63:5 65:5 69:18	121:12 157:18
suggestions 226:3	226:10 289:7	survived 160:1,21	69:19 77:1,9 79:9	165:20 185:11
237:6 264:9 293:9	314:17	suspect 76:3,14	92:13 95:20 96:1	186:5 192:16
315:5,13	supports 95:1	89:15 114:13	97:8 103:5,7	193:10 197:9
suggests 22:2 53:11	123:4 216:5 286:9	198:12 300:18	106:14 111:6	200:18,20 208:7
149:12 178:16	suppose 100:5	sustainability	119:2 122:18	222:9 223:18
257:20	133:12 141:16	14:11	123:19 129:9	240:10 262:14,18

264:8 266:9	276:20 279:20	test 220:12 287:1	thanks 68:22 74:19	180:13 183:10
270:13 271:1	312:4	291:3 318:7	74:20,21 76:19	186:5 188:10
295:15 302:3	telling 79:7 230:8	tested 72:14 173:21	105:20 112:8	195:1 197:9
303:16	267:10	testifying 47:12	115:19 120:20	200:17 201:13
talks 61:18 201:6	tells 193:12 225:22	testimony 11:21	181:22 252:8	202:7 207:7 245:2
310:2	template 80:11	16:18 32:22 33:19	253:10,11,12	246:11,13 247:20
tampering 160:20	82:16	33:21 34:5 47:14	275:17 287:17	251:3,21 252:1
tandem 94:15	templates 80:13	47:18 74:12	303:1 324:13	253:4 264:16
tank 268:8	ten 16:22 64:2 77:1	203:16	theirs 70:10	266:2,9 270:17
targeted 125:22	141:1 323:15	testing 118:19	thematic 114:9	273:8 289:16
189:10	ten-minute 77:1	168:12 196:6	theme 41:11 42:13	290:12 295:19
targets 148:4	tend 248:4 261:18	198:4 214:6	172:15 288:15	303:13 304:15,22
TARP 14:4,5 62:14	307:11	239:17 291:5	297:2	308:18 309:21
64:3,4	tendency 176:3	296:3,4 318:14	themes 172:3	312:13 316:13
task 11:6 78:16	tendering 65:5	thank 6:18 7:5,8	themself 253:5	317:22 319:18
135:2 147:7 166:6	tends 126:11	10:18 13:3,4,4	Theodore 2:7 4:16	320:16 321:4
185:9 269:16	tension 124:21	19:7 20:4 25:14	theoretical 157:22	325:1,9
taught 73:2	176:14	25:16,17,19 31:9	theoretically	think 19:10,13
tax 111:12,14 228:5	tensions 99:19,22	31:10 36:1,4,5	180:13	20:18 21:21 22:3
229:15 230:4	124:14	41:14 45:3 48:18	theory 143:1 174:9	23:12,16,17 26:9
taxable 229:22	tenure 10:8 30:8,9	57:13,16 58:19	thereunder 151:12	26:21 27:14 28:15
taxes 209:21 228:9	101:8 138:2 283:6	68:20,21 70:4	therewith 214:8	28:17,20,20,22
229:19 230:3	term 119:19 130:16	71:7 76:21 78:19	239:19	29:5,6,16,22 30:5
team 87:14 106:22	228:8 238:20	78:21,21 83:21	thing 29:7 54:5	30:6,8 31:2 37:16
115:9 141:3,5,6	terminology 61:1	84:1,2 89:16,17	60:12 61:2 63:21	38:2,20,21,22
142:2 176:14	70:22	89:19,20 96:19,20	99:20 105:5	39:20 40:5,22
226:8 228:17	terms 19:2 20:8,9	102:1 105:20	110:14 111:4	41:3,6,8,16,20
230:9 255:13	50:2 51:8 97:22	109:9,9 126:4	118:10 121:6	42:19 44:14 45:20
276:6 303:15	101:8,19 111:3	133:21 134:21	175:12 177:3	46:3,12,16,19
305:14,15	119:20 120:4,15	136:16 140:3	180:1,16 195:4,5	47:2 48:4,8,14
teaser 16:21	130:13 158:3	145:14,16,18,21	206:5 208:5 241:1	49:5,15 50:13,14
technical 12:2	171:8,10 172:8	155:12,13 165:9	245:10,17 273:15	52:19 55:3,10,18
66:11	179:16 181:4	165:10,11 171:5,7	307:6 308:10,22	57:2 59:6 60:14
technology 169:15	196:20 197:7	173:13,14 178:8,9	319:11 323:7,9,10	60:21 61:10,11
Ted 90:13 137:5	202:16 203:1,13	185:21 187:11	things 17:11 18:17	62:5 63:16,20,21
177:15	203:15 205:13	193:15 208:14,18	31:5 43:16 45:21	64:5,7,15,18,20
tedious 282:6	211:14 220:5	211:15,16 218:8	45:22,22 46:1	64:21 65:12,15,16
teed 186:3	231:22 241:6	218:10,12 225:15	50:20 59:18 60:19	66:4,9,14,17,20
teeth 15:12	251:9,12,13 273:5	232:2,4 238:3,4	62:2 64:20 65:12	68:5,10,18 69:7,9
television 235:20	273:9 274:8 275:1	267:17 269:22	66:19 70:9,11	69:10,12,14,18
tell 47:6 65:8 97:21	292:13 294:11	270:1 275:14,15	71:9 76:5 98:4	70:1,7,9,11,19,20
98:21 108:2 112:5	296:18 298:22	276:9 283:21	99:7 101:7,10	71:4,11,22 72:4,7
114:2 116:22	312:4 318:16	284:1,12 287:12	113:10 116:5	72:9,16,20 73:22
138:1 180:21	319:7,21	287:15 288:4	117:14 132:4,20	74:4,7,9,15,17
183:1 193:6	terrific 207:15	294:3,6,7 307:22	141:11 144:12	75:13 76:12 79:1
237:11 246:1	267:11	325:11	173:18 176:7,9,20	81:20 82:18 83:10
252:9 271:21,22	territory 186:17	thanking 6:11	177:20 179:17	83:12 84:10 86:6
	<u> </u>	<u> </u>	<u> </u>	I

ı				
87:22 95:7 97:8	205:14 206:10,13	324:14,22	212:9 229:13	218:18 223:1,6,7
99:20,21,22 100:2	206:17,21 207:5	thinking 37:14,15	237:12 261:21	223:9 237:13
100:13,21 101:6	207:10,10,12	70:12 88:18 107:6	281:1 282:9	247:8 252:2
101:12,15,18,22	208:3 224:3,12,16	182:11 194:1	294:19	260:20 265:2
102:7 103:5,21	224:20 225:1,5	290:13,19 310:17	threshold 312:20	271:2 277:5 279:2
104:14,18,19,19	226:16 227:4	318:1,9 320:2,10	313:2 316:22	287:3,12 290:3,5
108:17,19 109:5	228:19 229:12	thinks 55:18	thrived 287:10	292:12 293:12
110:1,4,5,5,7,11	230:6,18 231:7,7	169:14 201:4	throwing 123:6	305:7 306:4
110:12,12,13	231:10,13 233:13	258:10 262:9	thrown 16:20	315:17 320:19
111:3 112:2,4,10	236:3,6 238:7	third 83:8 87:15	thrust 156:7	time-consuming
114:12,18,21,22	239:19 240:9,12	140:2 142:16,19	Thursday 325:14	282:6
115:4 116:11	240:15,16,20,22	237:14 276:14	TIAA-CREF 258:5	timely 54:19
117:15 118:4,7	241:4,13,16 242:8	thirty-plus 207:20	tick 74:6	202:19 299:17
119:20 122:22	242:15 243:2,11	thorough 158:21	ticks 239:14	times 18:3 19:14
123:3 124:3,20,21	245:6,7,9 246:7	231:7	tie 27:15 249:3	68:13 75:17
125:2,18 126:17	246:16,17,18	thought 26:2 43:7	tied 48:5 94:18	143:18 160:10
127:11 128:8	247:13 248:10,11	67:14 69:15 73:1	ties 20:15	204:17 228:8
130:13,17,17	248:16 249:14	113:21 118:8	tightened 225:8	271:11 272:1
131:11,16 133:9	250:7,14,22 251:8	132:3 134:12,14	tightly 259:15	274:2 279:4
133:13,14 134:2	251:11,12,18,22	138:9 140:2 172:8	Tim 47:2	281:14 283:12
134:18 136:2,8	252:11,21,22	192:13 195:17	time 6:13,22 10:16	timing 198:16
141:12,14 146:2	254:17 255:18,20	200:12 203:17	13:7 14:21 16:4	Timothy 32:5
146:10 150:12	256:8 257:7,18	206:13 208:3	18:11 20:18 21:4	tipping 68:5
155:16 156:1	258:15 259:10,19	225:13 228:11	24:19 25:20,22	today 7:9 8:3 9:12
157:18 158:11	259:20,22 260:3	256:7 259:15	26:15,18,22 28:1	13:6,8 15:14
162:17 169:18	260:11 261:5	264:14,21 281:3	28:2,9,9 29:5,12	17:19 19:7 25:18
171:12,20 172:18	263:12 264:6	300:8 316:3 320:4	30:13 31:7 32:18	26:9,13 27:1,8
174:20 175:1,9,10	265:5,10,13	323:5	36:11 37:8,10,17	28:1 36:4 45:3
175:21 176:17,19	266:16,17 267:3,5	thought-provoking	39:6 44:18 50:16	48:20 51:21 55:16
176:21 177:13,16	267:16 268:8	173:16	50:21 56:14,19	56:5 74:12,20
178:6,14 179:8,10	271:12 274:1,1,8	thoughtful 48:3	57:10 66:3,6	83:22 112:9
179:20 180:1,10	275:2,12 281:6,9	132:15 139:21	68:14 70:19 76:18	115:19 120:7
181:16 183:1,17	288:6,19 295:21	173:14	90:11 93:9 96:20	133:5 140:4,8,15
183:21,22,22	296:5 298:2,13	thoughts 28:21	99:12 101:2 102:6	140:18 141:18
184:3,6 185:21	299:8,9,10 301:1	29:2 45:1 70:13	104:16 112:5	144:13 146:8
186:9,11,11,16	301:20 302:1,9,13	128:15 190:18	115:8 118:1,2	169:8 193:7
188:1,5,12 190:15	302:21 304:16,17	191:22 195:22	119:2,4 121:16	194:13 211:17
190:19,21 191:8,9	305:9 306:7,8,13	196:2,12 249:19	135:5,6 137:2	212:9 216:20
191:9,22 192:3	307:4,6,10 308:17	251:13	140:20 141:6	225:16 232:13
193:13 194:17,19	308:22 309:6	thousand 109:17	143:6 145:11,15	234:12 248:15
195:2,7 196:5,17	312:12,18 313:11	109:17 110:2	155:22 165:22	260:12 265:19
197:5,11,16	314:4,6,8,16	thousands 126:6	166:10 170:2	267:3 270:2
200:20,22 201:6	315:4,15 316:1	three 32:1 56:7,7,8	171:6 172:10	271:20 276:21
201:20,21 202:10	317:6,8 318:5,19	56:9,17 59:12	175:22 176:22	282:16,18 283:22
202:13,15 203:6,9	319:9,19,19	62:12 63:7 142:8	178:5 197:12,13	284:13 289:11
203:10,11,12	321:16 322:16	143:14 144:9	204:19 208:18,18	294:7 298:2
204:2,2,3,4,6,8,10	323:5,6,9,9	176:5 177:2 208:7	214:14 218:8,16	303:19 313:12,15

			I	
314:21 316:20	trajectory 167:4	Trueblood 19:5	91:2,2 99:7	188:12 198:1
today's 8:4 18:14	171:3	truism 183:14,15	101:13 104:9	204:15 238:8
31:11 141:18	transactions	183:16	120:2 123:22	Ucuzoglu's 190:7
147:8 171:12	163:21 164:2,2	truly 77:10 86:1	144:2 147:18	UK 2:5 20:13 59:21
toe 275:9,9	240:17 311:16	137:2 139:21	172:2 174:18	60:18 61:16 63:5
told 18:7 115:17	transferred 276:9	228:20	177:2 178:9,14	69:5,12 71:6 72:8
tomorrow 9:12	transgressing	trust 96:7	179:1,5 188:12	78:2 85:6 86:7,11
79:9 113:20	190:10	Trustees 2:19	191:21 197:2	88:4 89:15 95:9
126:18 169:8	transition 304:11	211:9	200:18,20 201:21	99:3,18 100:9
tong 133:7	309:19	trusts 212:3	212:8 229:13	103:19 109:22
tongue-in-cheek	translate 245:12	truth 99:8 114:12	230:20 231:2	113:20 114:5
70:14	transparency 15:1	123:18	237:11 263:20	116:1 117:4
Tony 47:12 61:17	15:11 17:7,20	try 25:21 66:4	271:12 273:8	122:22 123:9,13
tool 80:7 205:9	30:18 49:11 80:17	69:18 109:20	280:11 283:3	126:18 132:4
264:21 282:19	82:11 91:10 92:6	135:16 189:14	285:1,2 287:21	133:20 174:3,12
tooth 31:4,8	99:9 121:19 167:2	208:8 239:3	300:11 301:13	174:19 175:15
top 37:9 64:2 91:1	180:15 217:19	261:18 316:16	312:13	176:11 177:3,13
104:8 114:16	273:6 280:19	321:18	two-story 18:6	181:17 193:3
156:16 301:3	transparent 27:17	trying 45:19 75:19	type 27:22 29:3	195:3 202:4,11
303:13	167:6	76:4 127:12 128:6	41:1 48:14 105:10	244:11,21 245:7
topic 90:10 91:3,15	traveled 6:14	143:12 175:2	125:10 159:17	245:18 247:12
91:18 94:11,20	travels 76:21	183:18,19 188:13	170:6 206:12	249:9 299:19
141:19 218:18	Travis 32:6	189:21 194:20	225:4 242:13	303:20
topic's 145:6	Treadway 203:18	201:2 265:8	248:14 249:14	UK's 84:10
topics 138:16 185:5	Treasury 9:7 14:1	270:21 304:16	253:21 260:10	ultimate 70:8,8
303:10	14:3 32:17 146:3	tumble 62:22	274:15 324:22	172:12
total 81:5 172:17	Treasury's 12:22	turn 13:2 122:18	types 80:3 126:15	ultimately 35:21
261:9 289:3 312:9	31:19	160:22 164:4	205:15 264:16	265:9 267:6
totally 56:15	tremendous 179:13	196:15 206:6	266:2,11	unanimous 9:6
touch 185:13 275:7	180:18	241:15 284:9	typical 30:21 82:5	113:20
275:7 279:13	tremendously	turned 30:22 67:6	288:12 293:17	unanimously 91:7
Touche 139:12	270:8	Turner 2:16 4:5	typically 28:11	unanswered
touched 227:8	trenchant 57:15	11:19 25:16,17	56:21 80:21	188:11 293:2
touching 186:15,21	trend 109:19	31:9 38:20 42:17	203:17	uncertain 147:16
tough 297:19	trendsetter 320:4	47:1 53:3,19 56:6		225:14
touting 261:10	tried 140:16 142:9	75:6	<u>U</u>	uncertainties 34:4
tow 18:1	232:13	tweak 280:7	U.S 17:22 60:20	143:22
track 297:15	trillion 211:21	Tweedie 2:18 4:9	67:21 69:4 71:3,6	uncertainty 44:13
trade 275:21	trillions 253:16	57:19 58:19 68:14	75:18 115:10	81:12 155:7
302:18	trip 74:21	69:10 70:17 72:3	166:12 177:9	unchanged 160:1
trade-off 158:18	Triple 141:3	73:10 74:14 75:16	181:5 195:6	unclear 223:15
traded 212:3 255:6	tripled 219:11	109:11 202:13	210:12 269:17	uncorrected
trading 257:22	troubling 220:10	twice 66:11	274:16	290:12
traditional 160:4	trounced 276:6	two 6:6,16 7:7,12	Ucuzoglu 2:20 4:19	uncover 236:11
213:19	true 102:6 106:9	21:7 23:1 24:7	139:5,8 165:10,11	uncovered 237:15
traditionally 259:6	280:20 295:21	56:5,19 62:12	172:1 184:14	underground
trained 270:5	305:20	79:14 84:14 86:9	186:14 187:12	275:18
	<u> </u>	<u> </u>	<u> </u>	I

	1	1	1	
underlying 142:22	33:5 47:22 146:18	universally 42:21	249:21 254:1,5	209:8 214:2,7
163:7	undertaken 218:16	universe 261:20	255:18 265:14	228:5 229:16
undermine 227:19	219:19 288:7	298:3	266:5 272:9	230:3 239:17
235:17	undertakes 36:18	universities 58:9	283:11 293:4	288:14
undermines 22:12	undertaking 79:14	University 2:8,15	usefulness 35:20	valuations 62:3,3
189:17	212:13	12:20 58:7,8	147:5 273:7	72:12,13
undermining 22:20	undertakings	77:20 137:6,7,9	285:10 302:7	value 15:16 21:10
underpinning	79:21	137:10,12,13	user 130:14 167:17	22:16 26:22 27:1
112:1	underway 218:14	138:12 139:1,3	203:2 212:9 215:9	41:20 44:4 50:8
Undersecretary	undoubtedly 52:15	156:11 276:6	234:19 243:17	50:14,15 52:10
32:16	unequivocal 167:1	unqualified 147:20	271:16 319:8	60:8 73:22 90:19
understand 24:1	unequivocally 51:3	233:20 235:15	320:1	91:4 145:13
26:19 27:18 32:14	unevenness 264:19	257:3	user's 90:14 94:4	160:18 184:6
34:17 38:7,8,22	unexpected 228:12	unquestionably	users 8:4,19 33:10	212:20 221:21
39:1 94:19 97:14	246:10	150:20	33:15 34:9 64:11	225:21 235:18
101:13 102:4,12	unfair 102:7	unrelated 201:19	90:22 105:19	240:3 250:7 280:1
128:14 155:18	unfavorably	235:10	118:16 119:5	281:18 285:11
181:14 185:8,18	228:14	unscientific 115:12	121:7 131:10	286:10 287:2
186:9 189:22	unfortunate 175:20	untapped 16:2	132:18 143:15	291:6,12 309:6,9
190:4 193:5 227:3	175:22	unusual 71:21	144:2,5 146:16,20	309:12
233:1 242:6 266:6	unfortunately 20:5	update 117:7	160:15 185:18	value-added
272:18,21 274:12	79:8	294:21	187:21 188:15	292:21
275:5 286:8 291:1	ungentlemanly	updated 8:19	199:2 203:7	value-oriented
291:2,19 298:20	316:15	uppity 124:15	212:11,15,19	43:21
308:14 311:9	unhelpful 22:4	upwards 284:8	215:17 217:12,20	valued 240:2
319:17 understandable	uniform 40:19 uniformity 176:3	urge 33:5 47:13 51:4	217:20 218:6 228:20 231:3,12	values 54:6
16:14 86:20 87:4	uniformly 176.3 uniformly 19:16	urged 92:13	231:17 232:9,22	Vanguard 253:17 vanishing 15:22
101:11	22:18	urges 287:9	237:7 238:9	vanishing 13.22 variability 133:1,3
understanding	uninformed 233:17	USA 100:6,11	240:21 242:9,14	variable 274:21
21:12 22:1 25:7	233:18	USC's 139:19	245:10 285:11	variant 71:1
38:21 89:12	unintended 158:9	use 82:5 111:1,1	uses 162:8 228:7	varies 266:16 267:5
129:21 130:3	225:9 231:8	118:6 119:15	usual 189:18	variety 20:11
146:15,22 147:17	uninterrupted 81:5	138:20 142:15	usually 118:8	164:17 165:15
148:2,8 149:18	Union 2:2 77:13	160:15 166:20	178:21 263:2	296:14
183:7,19 188:16	79:6 80:1	192:17 201:1	utilities 275:20	various 16:19 38:8
197:8 203:8 213:7	unique 8:15 68:8	218:6 240:21	utilize 308:21	58:10 66:19 76:11
215:17 216:2	85:15 96:6 102:20	266:6 291:14		79:15 95:21 104:3
234:20 236:13	178:14 207:21	useful 8:17 9:10	V	116:4 117:22
237:21 254:2,15	212:5	40:5 93:7 112:20	vacate 208:17	129:7 132:5
261:14 279:11	unit 79:17	113:2 132:7	validating 160:5	144:21 185:5
300:17	United 2:2 8:8	153:10 158:21	validity 82:22	204:16 206:3
understated 72:22	11:16 12:1 61:16	162:9 212:15,18	valuable 171:3	228:15 245:14
understood 20:22	77:14,17 109:16	213:6 217:19	172:8 231:12	251:13 269:15,17
186:4 213:3	122:20 137:20	234:19 236:12	256:3,7,8 267:13	vary 164:13
251:11	139:14 160:2	241:17 244:20	287:3	vast 43:22
undertake 7:12	176:1,2 244:16,17	246:19 248:18	valuation 2:19	vastly 256:22
	<u> </u>		<u> </u>	

vehicle 221:11 44:3 288:2 317:6,22 319:9 275:8 279:9 120:20 1 vehicles 212:2 views 13:6 19:9 321:11 284:12 300:7 132:13,1 venture 296:20 21:11,11,20 26:5 wait 57:11 257:17 301:6 309:4,13 135:4 14 ventured 170:16 26:8,13 43:17,20 waiting 122:17 310:5,6 311:22 156:10 1	7 133:14
vehicles 212:2 views 13:6 19:9 321:11 284:12 300:7 132:13,1 venture 296:20 21:11,11,20 26:5 wait 57:11 257:17 301:6 309:4,13 135:4 14	
venture 296:20 21:11,11,20 26:5 wait 57:11 257:17 301:6 309:4,13 135:4 14	
ventured 170:16 26:8,13 43:17,20 waiting 122:17 310:5,6 311:22 156:10 1	
	63:10
venturing 68:22 146:9 178:12,15 224:18 312:4 314:12,19 166:1 16	59:15
186:17 187:1 178:18,22 179:3 waived 274:19 319:1 320:8 175:9 18	33:21
venue 272:17 182:1,7 196:14,14 wake 257:21 wanted 43:3 70:4 186:3,7	188:2
veracity 173:1 197:16 211:17 waking 299:11 135:10 184:11,12 192:16 1	
verb 24:14 230:17,21 232:5 walked 14:3 186:1,4,10 195:20 198:13 1	99:10
	9:5 250:4
196:14 216:10 276:21,21,22 Wallace 1:20 5:5 295:19 307:4 252:4 26	50:7,12
302:9 297:3 209:17 210:8 314:3 324:14 265:4,13	3 280:11
vexed 190:14 vigilance 208:12 218:11 325:3 280:18 2	91:16
viability 199:6 violate 274:7 walls 18:9 wanting 69:2 294:16 2	297:7
vibrant 167:9 violated 274:8 Wally 227:8 253:11 wants 9:16 17:12 298:9 29	
Vice 1:20,21 2:11 virtually 285:16 253:11 256:16 27:18 39:13 54:3 308:7 31	
, , , , , , , , , , , , , , , , , , ,	7:8 319:3
268:21 269:6 visibility 85:19 want 6:11,15,18,22 258:5,5 307:10 319:11	
284:4 vision 171:9 201:19 7:5,8 13:2 28:2 warn 289:9 ways 71:1	8 103:7
view 24:18 32:9 visiting 58:7 36:11 39:1,3,4 warning 252:8 164:12 1	65:16
34:6 35:8 43:21 vital 60:16 221:5 41:11 42:4,8,10 warrant 213:20 179:19 1	99:21
45:6,11 56:20 Vodafone 78:5 42:14 45:17 49:8 240:11,18 225:20 2	251:7
60:7 63:18 64:13 111:7,20 114:15 53:12 54:18,21 Warren 241:16 314:13	
71:15,20 72:17 voice 86:1 168:5,7 55:1,4,7 56:2 61:6 Washington 1:10 we'll 36:1	1,14
101:1 116:10 288:10 63:21 64:7 69:18 12:19 139:7 140:5 76:21 97	7:5 136:16
126:20 133:16 voices 119:17 71:7 76:8,13 269:8 140:6,6	176:6
134:12,16 147:7 volatile 305:1 80:20 81:2,4 wasn't 15:8 17:5 267:18 3	01:9
147:15 151:1 322:1 82:12 85:5 88:2 72:12 84:6 124:19 we're 13:8	36:21
159:11 178:19 volatility 305:6 96:21 104:8,16 128:4 198:12 45:19 50):18 57:6
182:12 184:5 volume 152:6 108:14 109:10 239:8 317:9,9 57:10 58	3:17 65:21
185:16 188:20 292:1 304:12 111:22,22 119:15 watch 235:19 66:5 73:	9 74:12
192:21 193:22 voluntary 91:22 119:16 133:5,5,6 watching 18:21 78:8 79:	3 80:15
202:13 203:20 95:15 102:14 142:12 144:2,2 waters 241:18 82:16,16	88:8,21
221:10 222:16 157:14 159:13 173:17 296:3,4 89:1 101	:6 106:10
223:6,17 232:14 vote 65:4 79:8 178:9 181:8 182:3 watershed 8:7 118:17 1	27:22
234:18 235:16,17 voted 79:7 302:5 184:13 186:12 WATTS 3:19 134:21 1	.35:3
236:12 241:21 VP 16:18 276:13 187:21 195:11 wave 49:18 137:3 14	4:22
250:9,21 258:18 — 197:5 200:1 way 6:14 7:21 157:17 1	
272:10,16 288:8	
293:3 295:10 W 1:18 5:16 225:15 226:7 21:4 23:6,22 195:19 2	
297:6 300:21 Waggoner 2:22 238:21 239:1,3,3 24:14,18 43:18 244:8 26	
308:15 309:6 5:20 269:10 243:6 252:13 46:18,20 48:21 267:19 2	*
viewed 91:18 287:15,16 299:16 254:11,12,15 62:1 63:7 71:18 271:15 2	
143:19 154:19 301:19 304:9 255:10,10 256:1 95:5 99:21 100:2 297:7 29	
155:3 188:8 305:20 307:20,22 258:4,22 259:1 103:17 106:10 299:8 30	
230:13 308:16 310:14 265:17 267:7 112:2,6 114:12 311:7,22	
viewpoint 43:10 312:8 315:21 269:21 274:22 115:15 117:22 we've 6:4,	19 8:8

25 4 20 0 20 12	242 10 15	204.12	007.10.16.014.15	110 2 204 17
25:4 28:9 29:13	242:10,15	204:12	307:12,16 314:15	119:3 204:17
30:17 38:10 45:9	well-functioning	woman 21:1	315:16 321:2,14	worthy 35:19 70:7
48:11 51:1 59:8	221:12	women 209:10	322:20 324:9	wouldn't 16:1
59:15 62:20 72:14	went 23:7 30:10	Women's 209:11	workable 316:2	124:10 182:15
75:1 76:15 79:2	69:15 77:5,6	wonder 25:3 44:18	318:1	199:22 205:2
79:14 80:17 81:17	123:13 136:19	125:8 165:2	worked 29:4,5	253:6 260:7 318:6
83:20 88:18	185:8,18 215:19	190:12 262:13	106:1 254:22	320:10
110:21,22 111:21	250:21 267:22	wonderful 60:14	260:16 277:9	WR 53:21
112:16,18,20	268:1 295:1,1	208:19	295:22	wrap 324:13
113:22 125:12,13	weren't 66:14	wondering 50:6	working 77:18	wrapping 223:14
134:2 142:10	85:15	123:8 203:18	115:8 270:10	wrestle 14:8
143:6,6 166:17	Westin 1:9	227:19 317:1	296:13 308:3	write 132:13 175:2
167:10 175:22	wet 277:6	319:5	309:12 314:22	244:15 316:4
176:2 195:20	whistleblower	wood 316:11	workings 286:8	320:18
271:2 274:2 302:2	66:18	word 230:13	workload 321:16	writing 9:18 37:14
303:5 310:11	whistles 299:15	word-for-word	324:16	72:2 76:2 208:4
314:15 316:9	white 14:2 109:6	62:15	works 173:21	230:20 259:16
319:6	246:14	wording 279:4	300:4	319:9 325:3
weakness 148:22	wholeheartedly	words 71:5 79:11	world 16:19 18:16	written 25:20 43:1
186:6,21,22 187:9	167:14	80:14 156:7	19:15 27:5 61:2	45:10 48:6 70:18
weaknesses 143:22	wholesale 63:7,8,15	189:17 233:2	89:8 93:14 125:4	73:5 75:21 117:5
317:17	wholly 185:4	322:16,19	156:17 159:8,18	147:13 149:11
wean 17:1	wide 122:20	wordsmithing	160:2 173:20	182:20 184:3
website 59:20	widely 255:5	322:15	180:21 230:20	192:14 221:18,20
128:19 146:11	wider 85:7 128:18	work 22:13 29:10	238:18 244:10	232:8 250:4
website-accessible	wildly 321:9	39:16 58:15 59:1	245:4 270:6 273:3	267:13 293:11
105:3	William 32:6	84:2 86:13 87:7	281:10 296:21	303:17 304:5
WEDNESDAY 1:7	WILLIAMS 3:20	89:21 90:1,6,21	302:11 308:7	317:9 321:4,7
weeds 196:22	willing 14:22	96:5 99:10 104:1	316:11,13 319:16	324:8
week 8:19	102:11 258:21	104:10,14 105:21	WorldCom 62:20	wrong 23:7 51:19
weeks 202:7	314:21	107:20 108:14	worldwide 43:12	51:19 201:8 206:5
weigh 125:9 273:2	willingness 31:14	121:5,7,13,21	269:7	241:6 315:20
weighing 113:4	324:5	129:11 130:5	worried 67:17,19	321:9,10 323:16
133:11	wind 250:5	140:11 141:5,10	75:22 99:22 101:6	323:17
weight 17:16	window 18:7	157:22 162:19	124:17 313:9	
159:12	windowless 18:15	165:6 174:8,8	316:3	X
weird 18:13	wings 57:12 117:18	178:10 182:9	worries 289:6	XBRL 278:9 282:4
welcome 137:2	122:15	186:19 189:5	worry 37:11 97:22	282:9,11,14,16,19
139:22 140:4	winnow 261:18	191:10 202:18	120:14 160:20	Xerox 39:7
257:11 268:20	wisdom 325:10	218:3 221:15	175:15 292:19	
269:19	wish 27:11 105:4	223:6,7,11 226:1	293:1 319:13	Y
welcomed 114:18	213:17	226:6,8 255:5	worsen 223:2	yeah 100:18 181:10
welfare 20:8,9	wishes 102:22	260:8 263:4	worst 21:3	year 83:18 91:13
well-articulated	103:5	285:21 286:22	worth 29:12 68:5	103:2 111:20
272:12	witness 120:16	288:5 290:6	135:19 205:5	204:19,19 205:1,1
well-done 28:12	witnessed 271:2	294:16 296:14	281:9	219:18 253:3,3
well-educated	witnesses 1:15	303:7,8 306:16	worthwhile 65:10	277:13,13 281:14
Jii caacatea		202.7,0 200.10	51 611 (, 11110 05.110	

	l	Ì	l	
297:8 304:11	1	155 4:18	246:8	40 13:11 18:20
305:3,3 319:10,10	1 4:2 192:4,4	16 252:21,21	2013 58:13 86:8	59:10 124:10
319:12,13,14,18	194:13 200:13	276:14 280:9	91:7 211:22 282:2	404 281:2,7,10
year's 111:5,15,18	207:22 239:17	165 4:19	318:13	307:8
176:17	1:00 76:17 137:1	17 282:15	2013-005 232:6	
year-end 211:22	1:01 136:20,22	18 4:4	2014 1:7 104:12	5
years 7:14,22 13:11	10 257:21 263:7	1900's 166:13	105:18 318:13	5 5:1 182:20
13:20 15:10 16:22	267:18	1940 213:18	325:15	5,000 261:16,17
18:4,20 23:22	10-K 224:8 277:18	1940's 155:20	211 5:3	282:16
33:12 38:10 39:15	277:20 278:4,10	1960's 166:2	218 5:5	5:13 325:13
49:1 59:10 62:13	279:6 281:17	1973 19:6	21st 272:5	50 23:22 207:15
63:9 74:15 86:5,7	289:20,20 301:12	1975 276:4	22 43:12	261:18
91:2 103:6 104:9	301:12,14 320:6	1983 137:13	225 5:7	500 114:16 193:4
111:9 113:10	10-plus 246:4	1984 276:9	23 261:9	261:10 283:15
121:15 135:18,19	10-Q 283:15,19	1989 139:4	232 5:9 17:14	550 152:13 153:18
138:1 141:1	10(b) 23:4 151:11	1990 276:11	25 4:5 63:8 74:15	58 4:9
156:14 160:10	10(b)(5) 151:12	1993 276:13	196:11 306:20	
166:17 169:15	152:10	1997 282:16	250,000 270:7	6
176:6 177:2	10(k) 157:13	1998 12:2	270 5:14	65:11
178:11 207:21	10:33 77:5	1st 88:8	275 5:16	60 192:9
210:15 211:12	10:40 57:19		28 80:9	7
218:15 246:4	10:45 77:2	2	284 5:18	
255:1 257:21	10:47 77:7	2 1:7 4:7 214:6	287 5:20	70 7:22 15:9
261:9 263:2,7	100 166:17 274:9	230:4 239:17	29 277:2	720 120:22
268:9 270:12	274:10 279:20,21	20 43:12 63:8 113:9		78 4:12
271:3 273:4	280:2	200 196:9	3	79 34:13
276:14 277:2,7	101 202:21 203:3	2001 12:2 58:2	3 4:10 62:3 72:11	8
279:14,20,21	204:4	211:2	72:13 240:1,9	8,800 282:16
280:2 282:15,17	10áyears 180:19	2002 137:22 138:4	325:15	80 39:15 86:5
283:3,9 285:1,2	11 23:4 58:2 154:9	211:2	3-year 270:7	284:22
287:22 296:1	154:17,21 155:7	2003 246:7	3,400 212:1	820 214:5
323:15	155:10	2004 219:6	3:41 268:1	84 4:13 211:1
Yerger 31:21	11(e) 154:20	2006 78:3 90:11	30 124:10 210:15	85 209:15
yesterday 70:17	11(c) 134.20 1100 284:6	137:22 156:13	276:1 285:2	86 34:15
140:5	12 230:4	2007 146:3 276:19	31 4:6	88 211:1
yield 136:18	12:01 136:20	2008 13:19 15:14	325 5:22	00 211.1
young 2:12 78:3	120,000 270:5	62:13,15 85:8	35 209:10	9
178:10 210:10	13 4:3 115:10,17	146:4 209:13,16	350 313:19,21	
226:10	246:8	276:19	3M 211:10	
Yum 280:15	130 143:7	2009 62:13,16	3s 240:18	
	140 4:16	78:12 276:12,13		
Z	1400 1:9	276:16	4	
Zealanders 69:21	146 4:17	2010 264:8 314:16	4 4:15	
zone 16:14 51:18	15 36:8,9 261:19	2011 34:14,15	4:00 267:21	
51:22	267:19,19 268:9	209:5,14 264:8	4:05 267:20,21	
	283:15	314:16,18	268:2	
0	150 86:7	2012 58:13 88:8	4:10 267:20	
-				

Neal R. Gross and Co., Inc. 202-234-4433

<u>C E R T I F I C A T E</u>

This is to certify that the foregoing transcript

In the matter of: Auditor's Reporting Model

Before: Public Company Accounting Oversight Board

Date: 04-02-14

Place: Washington, DC

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings.

Court Reporter

Mac Nous &