Sanders v. Madison Square Garden, L.P. et al

Doc. 56 Att. 3

Case 1:06-cv-00589-GEL-DCF

Document 56-4 Filed 06/29/2007 Page 1 of 20

Exhibit 5

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 2
    UNITED STATES DISTRICT COURT
    SOUTHERN DISTRICT OF NEW YORK
 3
    06 CIV. 0589
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                6
    ANUCHA BROWNE-SANDERS,
 7
                             Plaintiff,
 8
              - against -
 9
    MADISON SQUARE GARDEN, L.P., ISIAH LORD
10
    THOMAS III, AND JAMES DOLAN,
11
                             Defendants.
12
13
                             November 7, 2006
                             10:20
                                    a.m.
14
15
              VIDEOTAPE DEPOSITION of RUSTY
    McCORMACK, taken by the Plaintiff,
16
17
    pursuant to Notice, held at the offices of
    Vladeck Waldman Elias & Engelhard, P.C.,
18
    1501 Broadway, New York, New York, before
19
    Debbie Zaromatidis, a Shorthand Reporter
20
21
    and Notary Public of the State of New
    York.
22
23
24
25
```

	Dase 1:06-cv-00589-GEL-DCF D0	cum	ent 56-4 Filed 06/29/2007 Page
Г		18	20
1		1	
1 2			Dolan is usually present with you and Mr.
	3 Ms. Browne-Sanders internal complaint you		Ratner or that you you travel with Mr.
1 4	the state of the s		Dolan on other occasions?
5		5	A. I I have traveled
1 6	The state of the s	6	infrequently with Mr. Dolan on other
_	attorney to our attorneys.	7	occasions.
8		8	Q. Usually when you travel with Mr.
•	Ms. Browne-Sanders' counsel made the	9	Dolan, it is with Mr. Ratner as well?
	complaint on her behalf, you had a	10	A. That's correct.
	discussion with Mr. Ratner about the	11	
3	2 substance of the complaint?		Q. Anyone else present for those
13	•		helicopter rides?
1		13	A. Generally not. We have a senior
14			staff meeting every Wednesday afternoon,
	that discussion?		so both Jim and Hank will come in
16	in them, in the same against a		virtually ever Wednesday, and we fly
	passing conversation, and it what it	1	together in and back.
	amounted to was the fact that, you know,	18	Q. Do they not come in do Mr.
	we had not been at least to that stage		Dolan and Mr. Ratner not come in every day
	in the investigation we had no		to to Madison Square Garden's offices
	corroboration of the allegations that she		in Manhattan?
	that were apparently made.	22	A. They do not.
23	Q. Any other discussions that you	23	Q. About how often do they come in?
24	had with Mr. Rather on the subject	24	 A. Hank will be here more often
25	A. No, I don't remember	25	than Jim, but, as I said, at least once a
F	1	9	21
1	McCORMACK	1	McCORMACK
2	Q. You have to let me finish the	2	week. Recently it has been at least a
3	question.		couple of days a week, and sometimes Hank
4	A. I am sorry.	4	
5	Q. That's okay.	5	Q. Okay. And they alsoMr. Dolan
6	Any other discussion that you	6	an Mr. Ratner also have offices on Long
7		1 7	Island as well?
8	Ms. Browne-Sanders?	8	A. Yes, they do.
9	A. No, not that I remember.	9	Q. And those are at Cablevision
10		10	headquarters?
	ever discussed them the lawsuit with	11	A. Correct. So do I.
•		1	
ł	Mr. Dolan?	12	Q. You have an office at
13		13	•
14	Section 1 and 1 an	14	A. Yes.
1.15	Ms. Browne-Sanders with Mr. Dolan?	115	O How often do you go there?

15 Ms. Browne-Sanders with Mr. Dolan?

MR. GREEN: Objection to form. 16

17 You may answer.

A. No, I have not. 18

Q. Do you ever ride to work with 19

20 Mr. Dolan?

21 Yes, I do.

And is it by the same -- same 22

23 mode of transportation, helicopter? Same mode of transportation. 24

25 Does -- is it the case that Mr. How often do you go there?

16 Every morning. A.

17 Q. How often do you come to -- to

18 Madison Square Garden?

A. Every day. 19 20

So is it -- so is it the case

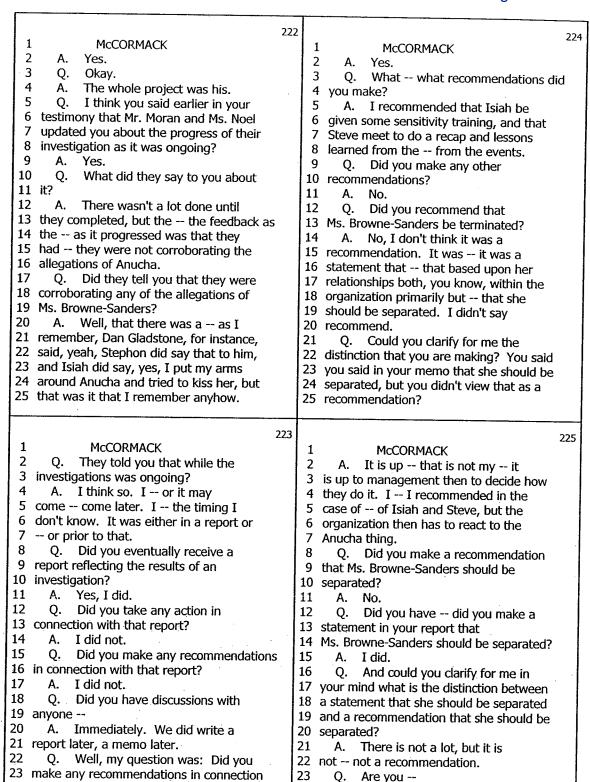
21 that you go to Cablevision in the morning,

22 and then you spend your afternoon at

23 Madison Square Garden?

24 A. No. No. I go in the morning

25 but leave generally at 9:15 to come to the



24

24 with that -- the report that had been

25 given to you by Mr. Moran and Ms. Noel?

She obviously wasn't fitting in

25 the organization, and by then she had

13 14 15 16 17 18 19 20 21 22	McCORMACK pretty much decided her fate. Q. How are you able to explain at all what the difference is in your mind between a statement that she should be separated and a recommendation that she should be separated? A. It is close, but there is a difference. I I just didn't use the word recommend. Q. Is there any particular reason why you didn't use the word recommend? A. Because that is the way Mark Schoenfeld wrote it. Q. You did not write it you did		11 12 13 14 15 16 17 18 19 20 21 22 23 24	her? Was it based on any other facts? A. No, that was that was the primary because that is all we knew that had really taken place. Q. Did you know whether or not Mr. Brown Mr. Thomas had used profanity is	o ss
1	McCORMACK	27	1	McCORMACK	229

2 you -- you just described that you made 3 recommendations with respect to Mr. Thomas and -- and Mr. Mills, that memo was drafted by Mr. Schoenfeld? Correct. 7 Q. You just signed your name to it? No. I -- we -- I did some minor edits, but for the most part it was written by Mark Schoenfeld. The only thing I did was wordsmithing the memo. 11 12 How did you wordsmith it? Q. I don't remember. It was minor 13 A. 14 edits. 15 Did you agree with all of the Q. 16 statements that were made in this memorandum that Mr. Schoenfeld drafted? 17 18 A. Yes, I did. 19 Okay. And what was the basis Q. 20 for the conclusion that Mr. Thomas should 21 be given I think you said sensitivity 22 training? 23 A. Well, he admitted that he had

24 touched her and attempted to kiss her, and

25 so -- our concern was that different

A. With Steve, you know, we thought that -- that if he sits down and -- we thought let him sit down with some HR -- by the way Frank Lavotic and Rob Dotien are both -- Frank is a senior vice president for cable operations in charge of human resources, which is a big chunk of our company. Rob Dotien is a 10 corporate -- he might be SVP now too I 11 think, but I am not really sure. Anyway, 12 they are HR professionals, and we thought 13 let's -- let Steve sit down with somebody 14 who has not been involved with this thing and do sort of a post mortem lessons 16 learned sort of exercise. 17 Q. Your recommendation was that 18 Mr. Mills should sit down with Mr. Dotien and Mr. Lavotic? 20 A. Right. 21 Q. Did you think that there was any 22 lessons that Mr. Mills needed to learn as 23 a result of this investigation? 24 A. We didn't know. That is why we 25 wanted somebody who had not been involved,

	O OT COCCO CLE DOI DOCAMONIC		
11 11 11 11 11 11 12 2 2 2 2	McCORMACK you know, who who was really separate from the organization to take a look at it. Q. Did that meeting happen to your knowledge? A. I don't think it did. Q. Do you know why it it didn't? A. No, I don't know that. Q. Do you know whether A. Just you know, I think the lawsuit came and and we just didn't we didn't follow-up on it. Q. And did Mr. Thomas receive the sensitivity training that you referred to? A. No. Q. And do you know why he did not? A. Because the when the lawsuit came that that was about as much sensitivity training as he he would ever want. Q. What do you mean by that?	16 17 18 19 20 21 22 23	McCORMACK anyone else at MSG other than Mr. Schoenfeld about that statement? A. No, I had not. Q. Had you discussed the possibility of Ms. Browne-Sanders being separated with anyone else at MSG at the time that you signed that memorandum? A. No. Q. At any point, did you have any discussion with Steve Mills about separating Ms. Browne-Sanders from MSG? A. No. Q. Did you have any conversation with James Dolan about separating Ms. Browne-Sanders from MSG? A. No, I did not. Q. And did you have any conversations with Hank Ratner about separating Ms. Browne-Sanders from MSG? A. No, I did not. Q. Is it fair to say the only
	1 McCORMACK	31	McCODMACK 233

McCORMACK McCORMACK even the hug and kiss ever again. 2 What is -- what was the MR. MINTZER: Why don't we take 3 3 substance of your conversation with Mr. 4 a five-minute break. Schoenfeld about separating THE VIDEOGRAPHER: Okay. The 5 Ms. Browne-Sanders from MSG? 6 time is 3:47 p.m., November 7, 2006. This A. Well, we --6 is the end of tape number 3 of the 7 MR. GREEN: I instruct the videotape deposition of Rusty McCormack. 8 witness not to answer. Privileged 9 (Recess taken.) communication. 10 THE VIDEOGRAPHER: Okay. The 10 MR. MINTZER: You are taking 11 time is 3:59 p.m., November 7, 2006. This 11 the position that that is privileged? 12 is tape number 4 of the videotape 12 MR. GREEN: Yes, I am not 13 deposition of Rusty McCormack. 13 taking the position that the letter itself 14 BY MR. MINTZER: 14 is privileged, but the underlying 15 Q. Mr. McCormack, before the break 15 conversations which would be advice sought you had mentioned a -- a memo that Mr. 16 or rendered would be privileged. Schoenfeld had drafted that you signed. 17 Q. Are you aware -- were there any Do you recall that? 18 drafts of the memorandum that you signed 19 A. Yes. 19 that was authored by Mr. Schoenfeld? 20 Q. And that there was a statement 20 MR. GREEN: Same objection. 21 in that memorandum that said that 21 All communications between Mr. McCormack Ms. Browne-Sanders should be separated 22 and Mr. Schoenfeld would be privileged 23 from MSG, correct? 23 except for the version of the document 24 A. Correct. 24 that is in evidence as to which no 25 Had you had any discussions with 25 privilege has been asserted.

1.00-CV-00369-GEL-DCF D0Cument 30	5-4 Filed 00/29/2007 Fage / 0/ 20
1 McCormack Exhibit 8 marked for 4 identification.) 5 (Document handed to witness.) 6 MR. MINTZER: For the record, 7 McCormack 8 is a two-page document that's 8 Bates stamped MSG 6363 and 6364. 9 (Pause.) 10 Q. Have you had a chance to review 11 McCormack 8? 12 MR. GREEN: Take a moment, if 13 you need it, to read it please, Mr. 14 McCormack. 15 (Pause.) 16 A. Okay. 17 Q. Is this the memorandum that you 18 referred to earlier in your testimony that 19 was drafted by Mr. Schoenfeld 20 A. Correct. 21 Q that you signed? 22 A. That's correct. Yes. 23 Q. Okay. The top line says that 24 it's to files. Do you see that? 25 A. Yes.	1 McCORMACK 2 it's obviously that's Steve Mills' 3 decision as to whether he would do that or 4 not. 5 Q. And what about with respect to 6 Mr. Mills? 7 A. That would be Jim Dolan's 8 decision. 9 Q. Okay. And so did you 10 contemplate that both Steve Mills and Mr. 11 Dolan were going to read this memorandum? 12 A. I don't remember contemplating 13 it at the time. 14 Q. Well, did you intend it, this 15 memorandum, to be read by Mr. Mills and 16 Mr. Dolan? 17 A. No, not necessarily. It was 18 up you know, I really was pretty much 19 taking directions from the legal 20 department. 21 Q. And the statements that you made 22 concerning Ms. Browne-Sanders, did you 23 intend them to be read by anyone? 24 A. Not necessarily. 25 Q. I think you you testified
1 McCORMACK 2 Q. What does that refer to? 3 A. It's a memorandum a 4 memorandum to file, which which then 5 goes into the employee relations files. 6 Q. Was this a memorandum that was 7 intended to be read by any particular 8 person? 9 A. Not necessarily. It was really 10 written because at that point we we 11 assumed we probably were going to be sued. 12 So this was just to be on the record. 13 Q. So this was a document that was 14 created in contemplation of litigation? 15 A. That's correct. 16 Q. In the document, you made 17 certain recommendations, as you said	1 McCORMACK 2 before that you had had no discussion with 3 anyone other than Mr. Schoenfeld about the 4 statements you've made concerning 5 Ms. Browne-Sanders in this memo? 6 A. I'm sure I discussed it with 7 John Moran at the time. 8 Q. You discussed the content 9 A. Yes. 10 Q of the paragraph relating to 11 Ms. Browne-Sanders 12 A. Well, these 13 Q. Hold on. Hold on. 14 A. I'm sorry. 15 Q. Let me finish my question, sir. 16 You discussed the content of the 17 paragraph related to Ms. Browne-Sanders

18 before, concerning Isiah Thomas and Mr.

19 Mills, right?

A. Um hum. 20

21 Yes?

22 A. Yes. Yes.

Q. Who were you directing those 23

24 recommendations to?

A. In the case of Isiah,

18 with Mr. Moran?

19 A. That's correct.

20

Q. When did you do that?A. Well, I showed him the 21

22 memorandum.

23 Q. You showed him this entire

24 memorandum?

A. Yes, I did.

	C	ase 1.00-07-00569-GEL-DCF D00	um	ent 56-4 Filed 06/29/2007 Page
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	2			
•	3	•	1 .	
	1		3	, , , , , , , , , , , , , , , , , , , ,
	4	might have showed it to him before I		going to be private again, but
	5	signed it. I can't remember.	5	it the particularly today with the
	6	Q. So sometime shortly either	6	SEC and regulations, that he
	17	shortly before you signed it or shortly	1 7	.
	8	after you signed it?	8	· · ·
	9	A. Yes.		that he could he would and with
	1		4	
	10	£		Steve, as I said, we we recommended
	11	19, 2006. Do you see that?		that he meet with two people who had not
	12		12	been involved with this issue and but
	13	Q. You've already said that you	13	who are professionals and do follow-up.
	14	didn't draft it. Mr. Schoenfeld drafted	14	
		it. When did you first see a draft of	1 -	the report," what did the report have to
		this?		
				do with the recommendations that you were
	17	A. Maybe a couple of days prior to		making
	18		18	
	19	Q. You wrote in the first paragraph	19	Q with respect to
	20	that you have reviewed the report of the	20	Ms. Browne-Sanders?
•		investigation conducted by Rochelle Noel	21	
		and John Moran regarding the allegations		do with it.
		recently made by Anucha Browne-Sanders and		
•		her counsel. "In light of that report, I		that report I am making certain
	25	am making certain recommendations."	25	recommendations," you didn't really mean
	١.	259	l	261
	1	McCORMACK	1	McCORMACK
	2	What did you mean by that	2	that with respect to the recommendations
	3	sentence, "in light of that report I am	3	for Ms. Browne-Sanders?
	4	making certain recommendations"?	4	A. No, the again, Mark
	5	A. Well, we we based upon	5	Schoenfeld wrote this, but but
	6	again the the difficulty that Anucha	6	
	7		-	we the the action taken with Anucha
	1	was having, the interpersonal problems	7	was done by Jim Dolan.
	8	that she was having, her expressed desire	8	Q. How do you know that?
	9	to leave the company, and all of the	9	A. Okay. So well, that's the
1		things that we have discussed today in	10	word I got.
- 1	11	terms of things like the open practice	11	Q. The word you got from whom?
		fiasco where somebody could have been	12	A. That I'm not sure. I don't know
	ł .	hurt, in view of things that I personally		whether it was Steve. I don't know
İ				
į		was involved with, you know, we we I		whether it was I don't remember that
1		did not disagree that she should probably	15	exactly.
	16	leave the company or should leave the	16	Q. Someone had decided
1	17	company. She just had poor relationships,	17	A. But Jim Dolan decided to that
		and she had already lost the confidence of	18	he was going to fire Anucha.
1		the certainly the vice chairman of the	19	Q. Someone someone told you that
		company with the budget fiasco.		
1			20	
1	21	With Isiah we said, again we	21	Ms. Browne-Sanders was going to be
		need to sensitize him. We should you	22	separated?
1		know, different people have different	23	A. That's correct.
١	24	sensitivities. Is he aware of that? He	24	Q. Great. And then you had heard
Į		hasn't worked in a large public company		that before you made this you signed

Q. Great. And then you had heardthat before you made this -- you signed

25 hasn't worked in a large public company,

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	_	OV 00000 GEE DOI DOCUMENTO		
		262		26
	1	McCORMACK	1	McCORMACK
ı	2	your name to this document, McCormack 8?	2	specifically, and Steve Mills of course
ı	3	A. Yes.	3	was the fact that she wanted to leave the
I	4	Q. So it's fair to say that you	4	company.
I	5	learned about Mr. Dolan's decision, and	5	Q. Right. But the statements that
ı	6	then you and Mr. Schoenfeld drafted a	6	were supposedly made to members of her
ı	7	memorandum that would conform to Mr.	7	department, those were not statements you
ı	8	Dolan's decision?	8	heard firsthand?
I	9	MR. GREEN: Objection to form.	9	A. I can't remember who exactly it
١	10	Q. Is that accurate?	10	was, but I may I may have been told. I
١	11	A. We yeah, we did write	11	can't remember.
l	12	this we did write this with that, yes,	12	Q. You may have been told. You may
ı	13	but the decision was him. You have speak	13	not have been told. Is that a fair is
I	14	to Jim.	14	that accurate?
İ	15	Q. Did you hear about	15	A. Well, I probably was told
l	16	Ms. Browne-Sanders' supposed desire to	16	because that was the scuttlebutt in the
l	17	leave the company from anyone other than	17	company is she was having she was
۱	18	Steve Mills?	18	
١	19	A. No, I don't believe so.	19	that she was unhappy and probably was
l	20	Q. No, you didn't hear about it	20	going to leave the company.
l	21	from anyone other than Steve Mills?	21	Q. So that part of your your
l	22	A. That's correct. Steve came to	22	
l	23	me to discuss the possibility of her		Ms. Browne-Sanders' future at the company
l	24	continued employment while she looked for	24	was based on scuttlebutt?
	25	work.	25	A. Yes.
٤.				

263 1 McCORMACK 2 Q. And -- and when did that happen? 3 A. It was after she came to him, which was in late November I think. Q. Your -- your memorandum says in

5 the second line "However, based on comments Browne-Sanders made to Steve Mills and members of her department before making the -- her complaint, it is clear 10 that Browne-Sanders has a poor 11 relationship and difficulty interacting 12 with Mills and other members of MSG

14 Do you see that sentence?

15 Yes. 16

13 management."

What were the comments that 17 Ms. Browne-Sanders had made to other

members of her department that was the

basis of that statement?

20 A. She -- I had heard that 21 she -- she made some statements to other

22 members. I don't know exactly who that

23 was, but I -- I -- that's what I

24 understood. That was -- that was the talk

25 around in the -- in the -- that

McCORMACK 1

2 MR. GREEN: Objection to form.

3 Q. Who are the other members of MSG management that are referred to in that

sentence?

A. Well, I mentioned to you I am 6 one of them and Fran Hurley, my vice

president of training and development, is 9 another one. Tim Hassett, Joe DeCoco, who

10 was in charge of security. Of course,

11 Hank Ratner, who is -- you know with

12 budget issues and the fact that -- that he

13 had said that she was probably over her

14 head, and there were other people.

15 Specifically I don't know. I can't name

16 them all, but I -- I had heard again talk

17 around the company that Anucha was just

18 over her head.

Q. Did you -- did you personally 19 20 have any difficulty interacting with

21 Ms. Browne-Sanders?

22 A. No, I didn't, but I didn't -- I

23 didn't have to.

24 Okay. Q.

25 A. I didn't have a real business

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MEMORANDUM

To: Files

From: Rusty McCormack

Date: January 19, 2006

Re: Knicks Employee Relations Issues

I have reviewed the report of the investigation conducted by Rochelle Noel and John Moran regarding the allegations recently made by Anucha Browne Sanders and her counsel. In light of that report I am making certain recommendations.

Anucha Browne Sanders

As the report indicates, most of Browne Sanders' allegations were not confirmed. However, based on comments Browne Sanders made to Steve Mills and members of her department before making her complaint, it is clear that Browne Sanders has a poor relationship and difficulty interacting with Mills and other members of MSG management. Browne Sanders is unable to function effectively in her position. Moreover, MSG cannot function if its senior management cannot communicate and work together effectively. In light of this, and considering related issues with Browne Sanders' communication skills and overall effectiveness, Browne Sanders should be separated from MSG and offered severance and outplacement services, subject to her execution of an appropriate release.

Isiah Thomas

As indicated above, most of Browne Sanders' allegations against Thomas were not confirmed. Based on the interviews, the investigation made clear that Browne Sanders and Thomas had a number of business disagreements and differences in philosophy and management style. Other employees asserted that Thomas has on occasion used profanity and has raised his voice in the workplace at MSG. He also acknowledged that on one occasion he greeted Browne Sanders with a hug and kiss. In light of the above, I recommend that Thomas undergo one-one-one sessions with a qualified outside expert in order to sensitize him further with regard to the concerns that his conduct could raise in a corporate environment and in light of company policy. This can be dovetailed with our ongoing efforts to work with Thomas to help him manage his organization and deal effectively with other people in the Knicks organization and at MSG. This training should begin in the next 30 days.



Steve Mills

The investigation did not establish that Mills contravened the company's anti-harassment policy. In fact, as the report indicates, Mills took appropriate action to respond to the incidents that were called to his attention. Nevertheless, it is my experience that these situations can be used as learning tools to improve effectiveness in the future. I therefore recommend that Mills meet with my counterparts from Corporate and Rainbow, Rob Doodian and Frank Livoti, who have not been involved in this matter, to discuss what lessons, if any, may be learned from the facts described in the report. This meeting should occur in the next 30 days.

Exhibit 6

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1
 2
     UNITED STATES DISTRICT COURT
 3
     SOUTHERN DISTRICT OF NEW YORK
 4
     06 Civ. 0589 (CGE)
 5
     ANUCHA BROWNE-SANDERS,
 6
               Plaintiff,
 7
 8
              against -
 9
10
    MADISON SQUARE GARDEN, L.P., ISIAH LORD
11
    THOMAS, III, and JAMES DOLAN,
12
               Defendants.
13
                    January 8, 2007
                    11:01 a.m.
14
15
16
         Videotaped Deposition of STEPHON
    MARBURY, taken by Plaintiff, pursuant to
17
    Notice, held at the offices of Vladeck
18
    Waldman Elias & Engelhard, P.C., 1501
19
    Broadway, New York, New York, before Todd
20
21
    DeSimone, a Registered Professional
22
    Reporter and Notary Public of the State of
    New York.
23
24
25
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1.06-cv-00569-GEL-DCF Document 56	Page 15 0i 20
1 MARBURY	4 16
2 Knick?	1 MARBURY
	2 Q. So you were having a
3 A. The middle of the season of 4 2003.	3 conversation with Mr. Gladstone regarding
	4 your cousin Hassan getting overtime and,
5 Q. What caused you in the summer	5 during the conversation it just came up,
6 of 2005 to refer to Anucha Browne-Sanders	6 you just referred to Ms. Sanders as a
7 as a bitch to Dan Gladstone?	7 bitch?
8 A. I was having a conversation	8 A. Yes.
9 with Dan Gladstone about my cousin,	9 Q. Do you know why you called her
10 Hassan, about him not getting his overtime	10 a bitch during this conversation?
11 pay, and Dan had told me that I had to	11 A. That's how I felt.
12 take it up with Anucha.	12 Q. Why did you feel during that
13 But I was talking to Dan about	13 conversation in the summer of 2005 that
14 what had happened with why he wasn't	14 Anucha Browne-Sanders was a bitch?
15 getting paid his overtime pay, and Dan	15 MR. GREEN: Objection. Asked
16 basically was saying that it wasn't his	16 and answered. You may answer again.
17 call. Then I asked him how did his time	17 A. I don't know why I felt that
18 sheets how did his time sheets get	18 way. That's just how I felt at that time.
19 changed when he never changed it.	19 Q. Now, you said that, if I'm
20 Q. And what did he say in	20 correct, that conversation with Dan
21 response?	21 Gladstone is the only time you've referred
22 A. I don't recall.	22 to Anucha Browne-Sanders as a bitch?
23 Q. So you were talking to Dan	23 A. Yup, from what I recall.
24 Gladstone about your cousin, Hassan,	i i i i i i i i i i i i i i i i i i i
25 regarding him not getting overtime?	24 Q. Did you ever feel outside of 25 that time in the summer of 2005 that
vogaramy vani not gotting overtime:	23 triat time in the summer or 2005 that
15	
1 MARBURY	17 1 MARBURY
2 A. Uh-huh.	2 Anucha Browne-Sanders was a bitch?
3 Q. Is that correct?	3 MR. GREEN: Objection to form.
4 A. Yes.	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2
5 Q. And he said that there was	i i i i i i i i i i i i i i i i i i i
6 nothing he could do?	
7 A. Basically, yes.	
8 Q. So how did Ms. Sanders' name	The second of the discription of the second
9 come up in this discussion,	passes for your fulfilly, is
10 Ms. Browne-Sanders' name?	9 that correct?
11 A. Because he was saying that I	10 A. Yes, and her disposition.
12 had to speak to Anucha about it and I was	11 Q. When did you ask for the passes
13 asking him, and then he was saying that	12 for your family?
14 she changed his schedule, his work	A. When I first got there.
	14 Q. So that would be sometime in,
15 schedule, or something like that.	15 when, 2003-2004?
16 Q. And so how during that	16 A. I don't remember.
17 conversation did you refer to how did	17 Q. When you first got to the New
18 you use the term "bitch" when referring to	18 York Knicks?
19 Anucha Browne-Sanders come up?	19 A. Yes.
20 MR. SHERWOOD: Objection as to	20 Q. So sometime when you first got
21 form.	21 to the New York Knicks when you had this
22 A. I just called her a bitch. It	22 conversation with Anucha Browne-Sanders,
23 wasn't no specific way or certain way that	23 you felt that she was a bitch, and then in
24 it came up in the conversation. That's	
1 - is sainte ap in the conversation. That's	24 the summer of 2005 again you felt that she
25 just how it came up.	24 the summer of 2005 again you felt that she 25 was a bitch; is that correct?

	1		MARBURY
	2	Ο.	Now, you said that you had
	3		sation with Mr. Gladstone about your
ļ	4		in the summer of 2005; is that
	5		•
1	6	A.	Yes.
	7	Q.	After reading this document,
1	8		t have been around June of 2005?
1	9	A.	Yes.
ı	10	Q.	Now, this document says that
1	11		led Mr. Gladstone. Do you recall
ı	12	calling l	him?
I	13	A.	Yes.
ı	14	Q.	So this conversation you had
I	15		. Gladstone was over the phone?
l	16		Yes.
ı	17	Q.	Do you recall calling him at
l	18	night in	June around 9 p.m.?
Ì	19	A.	Yes.
	20	Q.	During your conversation with
	21	Mr. Glad	dstone, did you express that you
l	22	were up	set regarding the compensation of
l	23	your cou	
•	24	A.	Yes.
l	25	Q.	And during your conversation
L		·	· · · · · · · · · · · · · · · · · · ·

```
26
                                                  28
                 MARBURY
    2 parking garage?
                I don't remember about that. I
    3
          A.
       know I was looking at that. I don't
      remember that.
                Now, when you called
      Mr. Gladstone, were you upset at the time?
    7
               I probably was more wondering,
      you know, why was his hours being switched
   10 around, and I thought that that wasn't
   11 right if he was working overtime hours and
   12 he was doing what he was supposed to be
   13 doing, you know, why wasn't he being
   14 compensated for that.
   15
         O.
               Now, in this e-mail,
   16 Mr. Gladstone says that you referred to
   17 Ms. Anucha Browne-Sanders using several
   18 phrases. I want to go over those phrases
   19 with you. Okay?
  20
               Fine.
  21
               "He says no one likes that
  22 black bitch." Do you recall saying that
  23
      to Mr. Gladstone?
  24
               I didn't call her a black
         Α.
  25 bitch. I called her a bitch. And I
```

MARBURY 2 with Mr. Gladstone, did you ever say that you believed that your cousin was being treated unfairly? Α. I think that was stated. Q. Do you recall Mr. Gladstone having any conversations with -- any discussions with you during that conversation regarding your cousin only working 35 hours? 11 A. I don't know. The only thing 12 that I do know is that Hassan was telling 13 me that he did overtime hours and that he 14 had signed one of his slips and checking 15 in saying that he had signed in, and then 16 his name was crossed out or something 17 where it wasn't his initials or it wasn't 18 his signature as far as his time slip was 19 concerned. 20 Do you know what job Hassan had Q. 21 with the Knicks? 22 A. Community Relations. 23 Q. Now, during your conversation 24 with Mr. Gladstone, was there any 25 discussions regarding Hassan's use of the

MARBURY 2 didn't say "no one," referring to -- I was 3 talking about myself. I said I don't like that -- I don't like her basically. "I don't like her"? What was the phrase that came out using the term 6 7 "bitch" to refer to her? I just called her a bitch. I was like "She's a bitch." Like I don't 10 know how I phrased it, but I know I didn't 11 call her a black bitch. That's not how I 12 would call her a bitch. Like "that black 13 bitch," that's not even in my lingo. 14 Q. But you do recall just calling 15 her a bitch? 16 A. Yeah. 17 So the next phrase, where it 18 says "Fuck that black bitch. She thinks 19 she runs the Knicks. She doesn't run 20 shit. I sell the tickets around here, not 21 her. I put people in the seats. This is 22 my team." 23 Do you recall having any --24 saying that to Mr. Gladstone?

I said that -- what I said to

-

29

25

A.

27

1:06-cv-00589-GEL-DCF Document 56	-4 Filed 06/29/2007 Page 17 of 20
3	32
1 MARBURY	1 MARBURY
2 him was she acts like she runs the Knicks.	2 Q. Did you say "fuck that bitch"?
3 She don't run the Knicks. From the way	3 A. No.
4 how she walks around here telling people	4 Q. You just said "fuck her"?
5 what to do and demanding people to do	5 A. Uh-huh. I said "fuck her."
6 certain things as opposed to asking people	6 Q. Did you say "she ain't shit"
7 to do things. She didn't do that. Like	7 and "we'll see what happens this year"?
8 that's not her job.	8 A. No.
9 Q. Did you say anything about that	9 Q. Why did you say "fuck her"?
10 you put people in the seats?	10 A. Because that's how I felt.
11 A. Yes, I did say that.	11 Q. Why did you feel that way?
12 Q. You did say that?	12 A. I don't know why I felt that
13 A. Yes.	13 way at that time. But that's how I felt.
14 Q. And that you sell the tickets	14 Q. For the period of time when you
15 around here?	15 first started with the New York Knicks up
16 A. When I got here, when I first	16 until June of 2005, how many conversations
17 came to New York, it was a sold-out crowd.	17 did you have with Anucha Browne-Sanders?
18 My name was on the marquee and they have	18 A. After she said that after
19 my name plastered all over New York	19 she came up to me or two. She spoke
20 basically. So yeah, I did sell seats.	20 with me the first time when she told me
21 Q. But did you tell Mr. Gladstone	21 about the passes and then the second time
22 that	22 when she asked me was I okay. After that
23 A. Yeah, I did.	23 I never spoke to her again.
24 Q. And did you say "this is my	24 Q. You never spoke to her again?
25 team"?	25 A. No, there wasn't no need.
31	33
1 MARBURY	1 MARBURY
1 MARBURY 2 A. I probably did say that.	1 MARBURY
1 MARBURY	1 MARBURY 2 Every time I see her, I walked past her.
1 MARBURY 2 A. I probably did say that.	1 MARBURY
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	Date 1:00 of cooce OLL Bot Bot	rago
		4
1	1 MARBURY	1 MARBURY
	2 You may answer, Stephon.	2 with Hassan regarding his use of
1	A. Yes.	3 Gladstone's parking account?
- 1	Q. Do you know how Mr. Hassan	4 A. I don't recall.
:	5 what is your cousin's last name?	5 Q. Do you know who Karin Buchholz
6	6 A. Gonsalves.	6 is?
17	7 Q. How he was hired?	7 A. Uh-huh.
8	- / - · · · · - · · · · · · · · · · · · ·	8 Q. You have to say
9	Q. Did you ask Mr. Dolan to hire	9 A. Yes.
10		10 Q. Okay, thank you. And who is
1:	1 A. Yes.	11 Karin Buchholz?
12	Q. Did you ask Mr. Dolan to hire	12 A. She works for the Knicks.
13		13 Q. Do you know what she does for
14		14 the Knicks?
15		15 A. I don't know people's job
	Browne-Sanders interviewed your cousin?	16 descriptions. I mean, I use community
17		17 relationship for basically everything
18		
19		,
20	The state of the s	19 Q. Do you know who Chris Bernard 20 is?
21		
22		21 A. Yes.
		22 Q. Who is Chris Bernard?
24	Browne-Sanders interviewed Tasheem Ward?	23 A. He works for the Knicks.
		24 Q. And do you know what area or
25	Q. Do you know if your cousins	25 what does he do for the Knicks?
\vdash		
	35	37
1	·	1 MARBURY
2	•	2 A. Player relationship.
3	5	3 (Marbury Exhibit 2 marked for
4	Relations, that's what I thought that they	4 identification.)
5	were doing.	5 (Witness perusing document.)
6	Q. Now, I want to refer you to, on	6 Q. Have you had time to review
7		7 what has been marked as Marbury Exhibit 2,
8	sheets." Did you have any conversations	8 which is a one-page document, it is an
9	with Mr. Gladstone regarding your cousin's	9 e-mail from Karin Buchholz dated November
10		10 28th, 2005 and it is Bates stamped MSG
11	A. Not that I recall.	11 05361?
12	Q. Do you recall having any	12 A. Yes.
	conversations with your cousin, Hassan,	
14		
15	A. How to fill them out or about	
	his time sheet? The only conversation I	15 A. Yes.
		16 Q. In the e-mail, he says that you
17	had about was he told me about that he put	17 did not want to help out Ms. Anucha
18	in for his overtime.	18 Browne-Sanders?
19	Q. I want to go to the next page	19 MR. SHERWOOD: Objection.
	of Marbury 1 regarding the parking. Did	20 MR. GREEN: Objection.
	you have any conversations with	21 Misstates what the e-mail says.
22	Mr. Gladstone regarding Hassan using his	22 MR. SMITH: I'll withdraw that.
23	parking account?	23 Q. Did you ever say to Mr. Bernard
~ -		
24 25	A. I don't recall.	24 that you didn't want to help out Anucha

14 anything to me about me calling her a

15 bitch.

16 Q. So were you ever disciplined 17 for calling her a bitch?

18 Nobody said anything to me 19 about me calling her a bitch. So I didn't 20 get a spanking for that.

Under the collective bargaining 21 Q. 22 agreement with the players and the NBA. are you required to perform community

events? 24

25 A. Yes. 14 things. I don't know all of them off the

15 top of my head.

16 Can you name any of them that Q. 17 you can recall?

MR. GREEN: Same objection. 18

19 You can testify, Stephon. If you can

20 recall them, you can mention them.

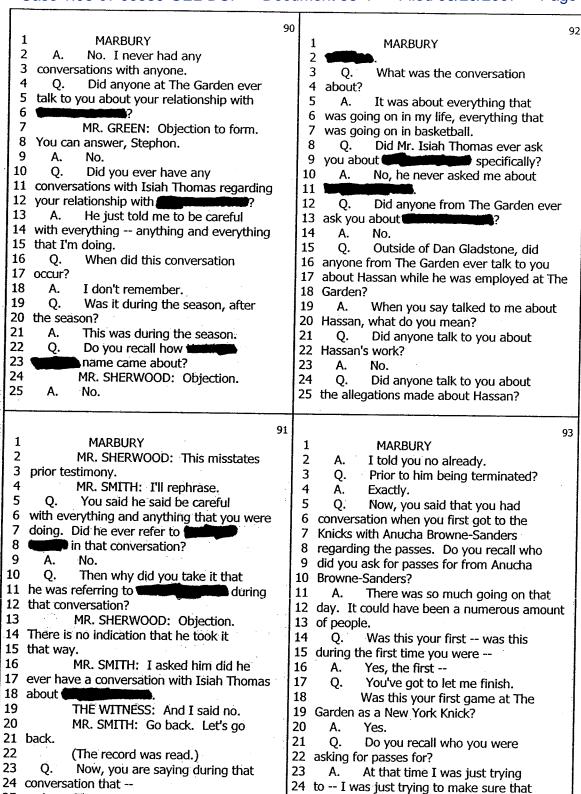
21 A. I choose not, because I don't

22 know all of them.

I'm only asking you what you 23 Q.

24 recall.

25 A. Make sure when you are in the



25 everybody was straight. I was

Α.

The conversation wasn't about

25