EXHIBIT O

Case: 1:17-cv-00080-GHD-DAS Doc #: 272-9 Filed: 06/01/23 2 of 8 PageID #: 3259

	Page 1				
1	UNITED STATES DISTRICT COURT				
2	NORTHERN DISTRICT OF MISSISSIPPI				
3					
4	WILL MCRANEY,				
5	Plaintiff,				
б	CIVIL ACTION FILE NO.:				
	vs. 1:17-cv-00080-GHD-DAS				
7					
8	The North American Mission Board				
	of the Southern Baptist Convention,				
9	Inc.,				
10					
11	Defendant.				
12					
13					
14					
15	REMOTE DEPOSITION OF				
16	TOM WIGGINTON				
17	November 3, 2022				
18	9:00 a.m.				
19					
20	(All attendees appeared remotely via				
21	videoconferencing and/or teleconferencing)				
22					
23	Inger Douglas				
24	CVR No. 7481				
25	CCR No. 5166-3765-6508-0064				

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	Page 22		Page 24
1	Q Is that Alpharetta in Georgia?	1	Q Did the approximate location of the desk change?
2	A Yes.	2	A It did not.
3	Q And that's the location of NAMB's headquarters?	3	Q Okay. Can you describe what you refer to as the
4	A Yes.	4	reception desk in the lobby of NAMB's corporate office?
5	Q What's the address?	5	A A circular structure with a counter, an overhanging
6	A I'm sorry? Can you repeat that?	6	surface at the top, and glass logo glass accent on the rear,
7	Q What is the address of NAMB's corporate headquarters?	7	as it as it is today.
8	A 4200 North Point Parkway, Alpharetta, Georgia 30022.	8	Q Okay. Was the reception desk in NAMB's lobby also
9	Q How long has that been the location of NAMB's	9	circular prior to the repurposing of the office?
10	corporate office or headquarters?	10	A Yes.
11	A It was the corporate office before I came. I'm not	11	Q Okay. So has the basic structure of the reception
12	exactly sure of the date.	12	desk looked the same both before and after the repurposing of
13	Q Okay. So at least 25 years?	13	the office?
14	A Yes.	14	A Essentially, yes.
15	Q Was there a renovation of the headquarters done in	15	Q And what would you say is the approximate height of
16	the past ten years that you recall?	16	the counter around the reception desk?
17	A I do recall a repurposing of the corporate office.	17	A I am not sure.
18	Q Do you recall when that occurred?	18	Q And can you describe where in the lobby the reception
19	A I do not recall a specific date. Sitting here I do	19	desk sits at NAMB's headquarters?
20	not recall a specific date.	20	A Forward close to the entry doors of the lobby.
21	Q Do you recall the year or years that that happened?	21	Q Okay. And is it back against the wall somewhere or
22	A I cannot recall a specific year.	22	is it more in the middle of the room where people circulated
23	Q Okay. I think the phrase you used was "repurposing".	23	around it?
24	Was did I hear you correctly?	24	A No. It is not there are no walls in the lobby
25	A That's correct.	25	between the reception desk and the front door.
	Page 23		Page 25
1	Q What did you mean by that?	1	Q So people are able to circulate freely 360 degrees
2	A Changing the purpose of the facility from a corporate	2	around that reception desk in the lobby of NAMB's headquarters?
3	headquarters to more of an event and conferencing center for	3	A They can.
4	our mission personnel and partners.	4	Q Okay. And that was true before the repurposing of
5	Q Okay. In connection with the repurposing of NAMB's	5	the office as well?
6	corporate office, was the lobby redone?	6	A Correct.
7	A It was.	7	Q Were you involved in the planning and execution of
8	Q Do you remember what changes were made?	8	the repurposing of NAMB's office?
9	A Specifically flooring was changed.	9	A I did have an oversight liaison role with the
10	Q I'm sorry. What was changed?	10	project, yes.
11	A Flooring.	11	Q Okay. Are there before and after photos that NAMB
12	Q Oh, flooring. Okay. Do you recall anything else?	12	has of what the lobby looked like?
13	A And furnishing.	13	A I am not sure.
14	Q What kind of furnishing in the lobby was changed	14	Q Okay. If there were, do you based on your
15	during the repurposing of NAMB's corporate office?	15	experience and your role at NAMB, where do you think those
16	A What kind of furnishing? Probably the desks and	16	would reside?
17	chairs.	17	A I couldn't answer that specifically. I'm not sure of
18	Q When you say desks, what are you referring to? I've	18	specific photos of before and after the lobby or any part of
	never been to the lobby of NAMB's corporate office, so can you	19	that project.
19	describe what you're referring to?	20	Q Okay. You were Senior Executive Director of Shared
19 20		21	Services at the time of the repurposing, correct?
	A There is a reception desk and a lobby sitting area.		
20		22	A That is correct.
20 21	A There is a reception desk and a lobby sitting area.		A That is correct.Q Okay. And did you have oversight for the repurposing
20 21 22	A There is a reception desk and a lobby sitting area.Q And what, if anything, was changed about the	22	

7 (Pages 22 - 25)

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1	A I had oversight of ensuring that every possible	1	profile, it has under your current position October 2015 to the
2	accommodation would be made to the team that was doing the	2	present which was the basis for my question. That is accurate,
3	repurposing, yes.	3	correct?
4	Q Who were the members of the team that were overseeing	4	A That is accurate.
5	and responsible for the repurposing of NAMB's office?	5	Q Okay. So we know that the repurposing happened in
6	A We outsourced that to a design and contractor firm.	6	either in late 2015 or sometime thereafter, correct?
7	I don't have specific information on all of those as I sit	7	A Correct.
8	here.	8	Q All right. Okay. Let's let's shrink that back
9	Q Was there person within NAMB who had primary	9	down and just go over the top of Page 2. This lists four other
10	responsibility for overseeing the repurposing project?	10	positions that you've had at NAMB. Is that correct?
11	A Again, I had the primary responsibility of liaisoning	11	A That is correct.
12	with the team that executed that.	12	Q And are these accurate descriptions of both your
13	Q So when you're referring to a team, you're referring	13	title and the dates during which you held those titles?
14	to an external team?	14	A To the best of my recollection and knowledge, yes.
15	A Yes.	15	Q Okay. Thank you. What's your current annual
16	Q Okay. So there was no internal team at NAMB that had	16	compensation at NAMB?
17	primary responsibility for overseeing the repurposing. Is that	17	A It is let me be specific. My base compensation is
18	correct?	18	100 you know, to be perfectly honest with you, I don't know
19	A There was not a formal team, no.	19	specifically what my base compensation is. I would have to be
20	Q Was there someone at NAMB who principally worked with	20	reminded of it, to be honest with you. To be frank, I just
21	you in planning and executing the repurposing of NAMB's office?	21	don't know it.
22	A At several junctures possibly had feedback, yes. But	22	Q And you're distinguishing base compensation from
23	specifically a team that met and was operating, no.	23	what?
24	Q Okay. Were you who from NAMB was involved in the	24	A There we receive like a cell phone allowance or
25	decision to maintain the basic structure and appearance of the	25	other, you know, little additions to it that are based above
	Page 27		Page 29
1	reception desk in NAMB's lobby when you did the repurposing?	1	that, so
1 2	C C	1 2	that, so Q What's your let's just focus on the base pay. I
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8 (Pages 26 - 29)

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	Page 58		Page 60
1	A I'm sorry. Did you say did I do this at work?	1	BY MR. GANT:
2	Q Yes.	2	Q And those circumstances that you described, for
3	A I really don't have a specific memory of when and	3	example, for VIPs and special guests, were for the purpose of
4	where this took place.	4	welcoming those persons into the NAMB lobby and the NAMB
5	Q Okay. Do you remember how you printed a color	5	building, correct?
6	version of the photograph that you found of Dr. McRaney?	6	A Welcoming as well as connecting them to the
7	A No, I really don't.	7	appropriate party and organization at NAMB, yes.
8	Q So you don't recall the specifics, but you searched	8	Q Can you ever recall a circumstance in which a
9	for and you found a color photograph of Dr. McRaney. We're	9	photograph of an individual was put up at the reception desk at
10	seeing a black-and-white version of that as Exhibit 2, correct?	10	NAMB's headquarters for the purpose of ensuring that that
11	A That's correct.	11	person did not enter into NAMB's headquarters or offices?
12	Q And you somehow printed a color version of it. You	12	A I am not aware of any circumstance related to that,
13	don't recall the circumstances. And then, you gave it to the	13	no.
14	receptionist at the reception desk in NAMB's lobby, correct?	14	Q Do you recall how long the photograph of oh,
15	A My recollection is that I did give the copy to the	15	strike that. The circumstance when a VIP or special guest is
16	receptionist, yes.	16	coming in and there may be a photograph of that person, that's
17	Q But you don't recall what person that was that you	17	for a particular event or meeting on a particular date. Is
18	gave it to, correct?	18	that correct?
19	A I I don't want to speculate. I don't remember.	19	A It could be, yes. Uh-huh.
20	Q Okay. Did you provide any written instructions to	20	Q Can you think of any other specific circumstance
21	the receptionist when you transmitted the color photograph of	21	where you kept up a photograph of an individual, a VIP or a
22	Dr. McRaney to be put up at the reception desk at NAMB's	22	special guest, for months at a time?
23	headquarters?	23	A I cannot think of any event related to that. If the
24	MS. CARRINGTON: Object to the form of the question.	24	if the arrival date of the guest is known and comes and
25	You can answer.	25	passes, it would be it would be kept until the arrival date,
	Page 59		Page 61
1	THE WITNESS: I do not recall giving any instructions	1	I assume. But, no, I don't have any specific knowledge.
2	on posting or treatment of the document or photo at all.	2	Q And then, taken down after the event had occurred,
3	BY MR. GANT:	3	correct?
4	Q Okay. But you I assume you agree there must have	4	A That would be a normal practice, yes.
5	been some instructions; otherwise, the person would not have	5	Q At the time that the photograph of Dr. McRaney was
6	know, what to do with it. Is that fair?	6	put up at the NAMB reception desk, was NAMB expecting Dr.
7	A The recollection I have was related to I just	7	McRaney to arrive for a meeting or a conference?
8	don't have I really just don't have a recollection of the	8	A Not to my knowledge, no.
9	event. I'm sorry. It just was so long ago. I don't have an	9	Q Do you have any basis to dispute that the photograph
10	independent or a specific recollection of it.	10	of Dr. McRaney was put up at the NAMB reception desk on
11	Q Before or after you were given instruction about	11	February 5, 2016?
12	obtaining and putting up a photo of Dr. McRaney at the NAMB	12	MS. CARRINGTON: Object to the form of the question,
13	reception desk, were you ever instructed any other time to do	13	but you can answer.
14	something similar with respect to any other individual?	14	THE WITNESS: I'm sorry. I didn't hear the full
15	MS. CARRINGTON: Object to the form of the question.	15	question, so can you please say that again? I apologize.
16	You can answer.	16	BY MR. GANT:
17	THE WITNESS: It was not uncommon for guests, VIPS,	17	Q Sure. Do you have any specific basis to dispute that
18	special guests to especially when we didn't know who	18	the photograph of Dr. McRaney that we've been discussing was
19	they were or we didn't have you know, didn't have	19	put up at the reception desk at NAMB headquarters on February
20	recognition of them to provide the receptionist desk with	20	5, 2016?
	a photo. Many times that photo was posted on the	21	MS. CARRINGTON: Object to the form of the question.
21	monitors, especially for a speaker. So it's not uncommon	22	You can answer.
21 22			
	to communicate to the reception desk a picture of some	23	THE WITNESS: I do not know the specific date that
22	to communicate to the reception desk a picture of some guest coming to the building with and not uncommon for	23 24	THE WITNESS: I do not know the specific date that the photo was placed anywhere. I don't know I don't

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	Page 70		Page 72
1	Exhibit 4. Can you just show the Bates number just so he	1	Q And the under status in this task document, it
2	can see what I was referring to?	2	says, "Completed." Do you see that?
3	(Plaintiff's Exhibit No. 4 was identified.)	3	A I do.
4	BY MR. GANT:	4	Q And under it, it says, "Percent complete,
5	Q Okay. There's the Bates number, and we'll just go up	5	100 percent." Do you see that?
6	to the top third of the document which has all the writing.	6	A I do.
7	Are you able to see this?	7	Q Do you understand on this particular task 100 percent
8	A I am.	8	complete to mean that the photograph of Dr. McRaney that you
9	Q Did you see this document yesterday?	9	had obtained had been put up at the NAMB reception desk?
10	A Yes.	10	MS. CARRINGTON: Object to the form of the question.
11	Q Prior to yesterday, when was the last time you saw	11	You can answer.
12	this document?	12	THE WITNESS: I would not characterize what happened
13	A No no recollection.	13	to the photo once it was delivered to the lobby desk. But
14	Q Do you know one way or another whether you ever saw	14	that would indicate that the task was completed, yes.
15	this document before yesterday?	15	BY MR. GANT:
16	A I have no recollection of it, no.	16	Q The task being obtaining a photograph of Dr. McRaney
17	Q Do you recognize the format of the document?	17	and providing it to the reception desk?
18	A It looks to be a printed copy or a printed version of	18	A That's correct.
19	an Outlook Task.	19	Q And the date that task was completed was February 5,
20	Q Do you sometimes create or does someone create for	20	2016, according to this document, correct?
21	you tasks for yourself to perform using Outlook?	21	A That's correct.
22	A I do.	22	Q And you don't have any facts to dispute that, do you?
23	Q Okay. Does this appear in the format of a task for	23	A I do not. I'm not aware of any.
24	yourself that would be created using Outlook?	24	Q Okay. And the last item is Owner. What does that
25	A Yes.	25	refer to here?
	Page 71		Page 73
1	Q Do you have any basis for disputing that this is, in	1	A That is the account that the task was created under
2	fact, a true and correct copy of a task for yourself created	2	or assigned to.
3	using Outlook in NAMB's system?	3	Q Now, do you know whether you typed the information
4	A I would agree that it is a task in Outlook created,	4	into Outlook yourself for this task that's marked as Exhibit 4
5	yes.	5	or whether someone else did it for you?
6	Q In NAMB's system, correct?	6	A I have no specific memory of this at all.
7	A In NAMB's system. Correct.	7	Q Okay. And in or around February 2016, did anyone
8	Q Okay. The subject of this task is "Will McRaney	8	else create Outlook tasks for you, or did you prepare your own?
9	picture to lobby desk - no entry in building". Do you see	9	A I would normally prepare my own, yes.
10	that?	10	Q And you don't have any basis to dispute that you
11	A I do.	11	prepared the Outlook task reflected in Exhibit 4, correct?
12	Q And as we discussed, you understand the reference to	12	A I can't definitively say I did or not.
13	lobby desk to be what you earlier were calling the reception	13	Q Okay. Well, you said at the time your practice was
14	desk, correct?	14	to do them yourself, correct?
15	A Correct.	15	A My normal practice is to do them myself. Correct.
16	Q And then, it says, "Due date February Friday,	16	Q Okay. And you don't have any specific recollection
17	February 5, 2016." Do you see that?	17	of asking anyone else to create the Outlook task marked as
18	A I do.	18	Exhibit 4, correct?
19	Q And when you a task of yours is being created	19	A I have no recollection of the Outlooks task marked
20	using Outlook, what does the due date typically refer to?	20	Exhibit 4.
21	A Typically in Outlook, the due date defaults to the	21	Q Okay. You don't have any specific basis to dispute
²¹	date it's created unless you specify a future date.	22	that you typed in the subject line for the Outlook task marked
21 22		1 00	
	Q Okay. And is the purpose of specifying a due date to	23	as Exhibit 4, correct?
22	Q Okay. And is the purpose of specifying a due date to indicate the date in which the test is should be performed?A Yes.	23	A Again, I have no recollection of this task

19 (Pages 70 - 73)

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	Page 74		Page 76
1	Q Okay. My question was: Do you have any specific	1	happened yesterday. If you want to show it to me, I can maybe
	basis for disputing that you typed in the information listed	2	specifically address it. But I can't recall in detail.
	under subject in this Outlook task? Do you have any	3	Q Okay. At the time you obtained the photograph of
4	A (Crosstalk).	4	Dr. McRaney, had anyone at NAMB communicated to you that they
5	Q any basis for disputing that you typed that?	5	believed that Dr. McRaney posed a physical threat to NAMB
6	A No. I understand your question. I would not have	6	personnel or the facility?
7	either/or a basis because I don't recall the task at all.	7	A Not no. Not to my recollection at all, no.
8	Q Okay. But what I'm trying to understand, and I'm	8	Q Did anyone subsequent to your obtaining the
	entitled to know, is if you're testifying under oath. I	9	photograph of Dr. McRaney communicate to you that they believed
	want to know if there's a reason you can think of that would	10	that Dr. McRaney posed a physical threat to NAMB personnel or
	support the notion that you didn't type what's set out in the	10	the facility?
	subject line of this Outlook task. If you have any reason to	11	
			A I have no recollection of that, no.
	doubt it, any specific basis for thinking and demonstrating you	13	Q Your obtaining the photograph of Dr. McRaney didn't
	didn't type this, I'd like to know it. If you have none, then	14	have anything to do with a concern about violence or security
	that's that's what I'm trying to find out.	15	risks, correct?
16	A I don't have any specific recollection to either	16	A No.
	confirm or dispute it.	17	Q No, that's not correct, or no, there were no
18	Q Okay. But you you are not disputing that this is	18	concerns?
	an authentic Outlook task for you as the owner that was created	19	A I'm sorry.
	in connection with your work at NAMB? You're not disputing	20	Q Can you clarify?
	that, are you?	21	A I'm so I'm so sorry. No. It had nothing to do
22	A I have no recollection of this task. I have no	22	rephrase it so I'm certain. Did you say violence?
	recollection of creating it or completing it in the Outlook	23	Q Yeah.
24	system. That's my that's my answer and my testimony.	24	A I I apologize.
25	Q Okay. But you oversee information technology at	25	Q Yeah. When you were in connection with your
	Page 75		Page 77
1			
1	NAMB, correct?	1	obtaining the photograph of Dr. McRaney and providing it to the
2	NAMB, correct? A I do.	1 2	obtaining the photograph of Dr. McRaney and providing it to the reception desk at NAMB, was that undertaken out of a concern
2 3	A I do.	2	reception desk at NAMB, was that undertaken out of a concern
2 3	A I do.Q That includes the creation and maintenance of Outlook	2 3	reception desk at NAMB, was that undertaken out of a concern about security or a risk of violence posed by Dr. McRaney?
2 3 4	A I do.Q That includes the creation and maintenance of Outlook tasks, correct?	2 3 4	reception desk at NAMB, was that undertaken out of a concern about security or a risk of violence posed by Dr. McRaney? A No.
2 3 4 5	 A I do. Q That includes the creation and maintenance of Outlook tasks, correct? MS. CARRINGTON: Object to the form of the question. 	2 3 4 5	reception desk at NAMB, was that undertaken out of a concern about security or a risk of violence posed by Dr. McRaney? A No. MR. GANT: Okay. Let's go off the record and take a
2 3 4 5 6	 A I do. Q That includes the creation and maintenance of Outlook tasks, correct? MS. CARRINGTON: Object to the form of the question. You can answer. 	2 3 4 5 6	reception desk at NAMB, was that undertaken out of a concern about security or a risk of violence posed by Dr. McRaney? A No. MR. GANT: Okay. Let's go off the record and take a short break.
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20 (Pages 74 - 77)

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	Page 78		Page 80
1	respect and humility is following the Golden Rule?	1	(Plaintiff's Exhibit No. 5 was identified.)
2	MS. CARRINGTON: Object to the form of the question.	2	BY MR. GANT:
3	You can answer.	3	Q Do you agree, Mr. Wigginton, that the first page of
4	THE WITNESS: The Golden Rule being defined as treat	4	this exhibit has the NAMB logo or letterhead at the top of the
5	others as you would want to be treated?	5	first page?
6	BY MR. GANT:	6	A I do. Kat is bringing it up. Yes, I see it now.
7	Q Yes. That's my understanding of the the Christian	7	Q Okay. Do you recognize that as
8	version of the Golden Rule, yes.	8	A Yes, I do. NAMB logo, yes.
9	A And your question is: For the statement I have on my	9	Q Now, I think you testified earlier that your
10	LinkedIn page is defined by that by the Golden Rule? I'm	10	searching for and retrieving a photograph of Dr. McRaney was
11	sorry. I don't understand what you're	11	related to a letter of concern. Do you remember using that
12	Q Let me yeah. Your the statement you have there	12	phrase, "letter of concern"?
13	in the About section	13	A I did. I do, yes.
14	A Yes.	14	Q And I
15	Q refers to love, humility, respect, and courage.	15	MR. GANT: Is this Exhibit 5?
16	Do you see those words?	16	VIDEOGRAPHER: Yes, it is.
17	A Yes. Yes, I do.	17	MR. GANT: Thank you.
18	Q So not specifically tied to what you wrote there, but	18	BY MR. GANT:
19	when I think about respect and I think about humility, a part	19	Q Is Exhibit 5 a response by NAMB to the letter of
20	of what I think about is the Golden Rule, which as you	20	concern you were referencing earlier?
21	described it is to the way I usually hear it is do unto	21	A I am not familiar with this response with this
22	others as you would have them do unto you. Do you agree that	22	exhibit.
23	that's essentially what you just described?	23	Q When you say you're not familiar with it, meaning you
24	A As the Golden Rule, yes, I agree.	24	don't recall seeing it before I just showed it to you?
25	Q Okay. Do you believe in the Golden Rule?	25	A I don't have a specific recollection of seeing it,
	Page 79		Page 81
1	A I do.	1	no.
2	Q Do you try and live your life according to the Golden	2	Q Okay. So you're just not sure whether you've seen it
3	Rule?	3	before; is that fair?
4	A Personally, yes, I do.	4	A I don't have a specific recollection of seeing it
5	Q Do you think that NAMB should conduct itself in	5	before.
6	accordance with the Golden Rule?	6	Q Do you have a general recollection of having seen it
7	A I believe that NAMB as an entity does conduct itself	7	before?
8	according to the Golden Rule.	8	A I don't have any recollection of seeing it before.
9	Q And do you	9	Q Do you have any recollection of discussion within
10	A I well, can I clarify?	10	NAMB of a response to Dr. McRaney's letter of concern from the
11	Q Sure.	11	NAMB Board of Trustees?
12	A Can I step back and clarify?	12	A I do not have a recollection specifically about that,
13	Q Yes.	13	no.
14	A Personally that's my opinion, yes.	14	Q Do you have a general recollection that the NAMB
15	Q Okay. Do you personally think that NAMB should	15	Board of Trustees prepared a response to Dr. McRaney's letter
16	conduct itself in accordance with the Golden Rule?	16	of concern?
17	A I personally believe they do, yes.	17	A I do have some recollection that that took place, but
18	Q And should?	18	I never saw I don't recall the contents of this, no.
	A Do is my answer, yes.	19	Q This document with the NAMB logo at the top of the
19	Q You won't say you won't say should? You won't	20	first page is entitled "Response to Will McRaney's Letter of
19 20			Concern", correct?
20 21	agree to that?	21	
20 21 22	agree to that? A And should.	22	A I'm sorry. Can you repeat the last part of your
20 21 22 23	agree to that? A And should. MR. GANT: Okay. Let's bring up Tab 20. While it's	22 23	A I'm sorry. Can you repeat the last part of your phrase again?
20 21 22	agree to that? A And should.	22	A I'm sorry. Can you repeat the last part of your

21 (Pages 78 - 81)