APPENDIX D-2: Anticipated Witness Matrix_Updated 01Dec2025

Purpose: This matrix identifies individuals whose testimony would become unavoidable should this matter proceed beyond pre-litigation resolution. It catalogues each person's title, functional role on the projects at issue, the primary custodial documents related to that person, and the specific subject areas where their testimony is expected to be probative.

Scope & Use: The matrix is provided to enable counsel to assess corroboration vectors, escalation pathways, and the scale of institutional exposure that would be implicated through testimony. The document is not a discovery request; it is an index of anticipated witness pathways prepared for counsel review. The matrix is current as of the date stamped on the file and may be updated as new evidence is identified.

Legend	Tier 1	Tier 2	Tier 3
Type	Direct Exposure	Corroboration Exposure	Structural Exposure (Pattern & Practice)
Risk Level	Severe	High	Moderate
Description	Individuals whose testimony affects ***core claims***: falsification, discrimination, retaliation, controls failures.	Witnesses who validate project facts, challenges, constraints, performance outcomes, promotion paths, or HR decision-making.	These witnesses widen the aperture into Title VII pattern-and-practice terrain and governance-level exposure, where testimony expands the matter beyond individual conduct and into systemic leadership, promotion, and oversight practices. Their anticipated testimony would necessitate case scope expansion into ***pattern***, ***practice***, or ***governance*** failures that relate to: • Discriminatory promotion practices • Pattern evidence • Inconsistent leadership selection • Systemic issues in the Minnesota Packaging Engineering Function

No.	Name	Title / Role	Custodial Documents	Probative Focus	Anticipated Testimony
01	Aaron Clark *Tier 1 – Direct Exposure*	Manager I, PI Pkg NPD (Direct Manager)	Author of the challenged PIP summary	• Context of Feedback that led to PIP • ***Authorship of falsified April 14*** document for April 10, 2025, 1:1 Meeting Minutes	• Authorship and content of official personnel records • Skills / Qualifications / Achievements at time of promotion

		Organization: Minnesota Packaging Engineering ***Primary Actor*** *— Origination Point for Record Falsification / Retaliatory Narrative & Subsequent Reliance / Discriminatory Animus*	April 10 Meeting Minutes; 2024/2025 Review Inputs; Emails (multiple)	• ***Misrepresentation*** of FDA Pre-Sub Consultation • ***Mischaracterization*** of Coiling Plate Design & Development • ***Post-hoc justification*** patterns • ***Retaliatory*** adverse actions	• Admissions/inconsistencies re document creation • Breakdown of performance-rating process • Managerial motive and contextual behavior • Division: Peripheral Interventions
02	Monica Ward *Tier 1 – Direct Exposure*	Employee Relations, Sr. Manager (HR Business Partner) *Ratification and Failure of Corrective-Investigation Controls After Notice*	• HR Emails, July 3 Offer, Declination Response	• Handling of discrimination complaints • Decision not to investigate documented falsification • Nuisance severance offer	• HR decision-making • Rationale for rejecting corrective investigation • Interpretation of protected activity
03	Keith Robertson *Tier 1 – Direct Exposure*	Senior R&D Manager (Now Associate Director); Aaron Clark Direct Manager **Organization:** Minnesota Packaging Engineering *Chain-of-Command Failure / Differential Promotion Evidence / Knowledge of Project Success*	• Ranger 035 PDP; • Praise Emails; • Promotion Decisions	• Validation of Narin's deliverable outcomes • Managerial oversight responsibility • Context of Feedback that led to PIP • Promotion rationale - Criteria For Promotion of Aaron without competitive process • Clarification of rationale why Narin Anderson wasn't considered given his role in helping to shape Strategic Pkg Designs of Premium Products for the PI Division • Congratulatory emails; project timeline; milestone reports • Coiling Plate Designs	• Confirmation of project outcomes and Narin's role in them • Attributes for leadership selection; • Promotion criteria • Assessment of Narin's technical performance • Former Peer (Sr. Engineer) of Narin Anderson in 2015 • Division: Peripheral Interventions
04	Heather Getty *Tier 2 – Corroboration Exposure*	Senior R&D Director (Keith Robertson Direct Manager)	• Ranger 035 PDP • Praise email	• Context of Feedback that led to PIP • Congratulatory emails; project timeline; milestone reports • Validates project outcomes and cross-functional reliance on Narin.	• Confirmation of project outcomes and Narin's role in them • Attributes for leadership selection

		Knowledge of Project Success			
05	Orla Sugrue *Tier 2 – Corroboration Exposure*	Senior Project Manager Program manager with authority over deliverables/timeline	Ranger 035 PDP	• Context of Feedback that led to PIP • Congratulatory emails; project timeline; milestone reports • Coiling Plate Designs • Validates timeline, deliverables, business outcomes • Validates project outcomes and cross-functional reliance on Narin.	• Confirmation of project outcomes and Narin's role in them
06	Amy Sandberg *Tier 2 – Corroboration Exposure*	Principal R&D Engineer	Ranger 035 PDP	• Context of Feedback that led to PIP • Coiling Plate Designs • Validates coiling plate design, execution, technical accuracy.	• Confirmation of project outcomes and Narin's role in them
07	Mike Harris *Tier 2 – Corroboration & Performance Validation*	Principal Scientist, Pharmaceutical Sciences	Ranger 035 PDP	• Context of Feedback that led to PIP • Coiling Plate Designs • Validates cross-functional performance alignment.	• Confirmation of project outcomes and Narin's role in them
08	Patrick Martell *Tier 2 – Corroboration & Performance Validation*	Senior Design Assurance Engineer	Ranger 035 PDP	• Context of Feedback that led to PIP • Validates cross-functional performance alignment.	• Confirmation of project outcomes and Narin's role in them
09	Kyle McCleary *Tier 2 – Corroboration & Performance Validation*	Senior R&D Engineer	Ranger 035 PDP	• Context of Feedback that led to PIP • Validates cross-functional performance alignment.	• Confirmation of project outcomes and Narin's role in them

10	Nancy Guthrie *Tier 2 – Corroboration & Performance Validation*	Senior R&D Manager	Ranger 035 PDP	• Context of Feedback that led to PIP • Validates project outcomes and cross-functional reliance on Narin.	• Confirmation of project outcomes and Narin's role in them
11	Tim Milsna *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Senior Packaging Engineering & Labeling Director **Organization:** Minnesota Packaging Engineering	• Enterprise-level promotion and leadership selection frameworks • Guidance, policies, or norms governing interview requirements and role fills • Communications relating to organizational expectations for management appointments • Oversight materials relevant to promotion practices within Minnesota Packaging Engineering	• Pattern of fast-track advancement within select demographic • Governance framework for leadership selection and promotion decisions • Expectations for competitive processes, transparency, and consistency • Oversight mechanisms applicable to managerial appointment decisions ***Note**:* This testimony is relevant to assessing **governance standards and oversight expectations** applicable to promotion and leadership-selection decisions, rather than to any specific decision outcome.	• Attributes for leadership selection • Description of enterprise and functional standards governing leadership selection and promotion • Clarification of expectations for interview processes in managerial role fills • Explanation of how consistency, fairness, and defensibility are ensured across divisions • Context regarding oversight structures applicable to promotion and selection decisions
12	Brian Williams *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Associate Packaging Engineering & Labeling Director **Organization:** Minnesota Packaging Engineering	• Enterprise-level promotion and leadership selection frameworks • Guidance, policies, or norms governing interview requirements and role fills	• Criteria for Promotions • Promotion trajectories of similarly situated engineers used as comparators in leadership-selection and advancement decisions, including selectively accelerated promotions without competitive process. • Pattern of fast-track advancement within select demographic • Former Direct Manager of Narin Anderson	• Attributes for leadership selection • Description of enterprise and functional standards governing leadership selection and promotion • Clarification of expectations for interview processes in managerial role fills • Explanation of how consistency, fairness, and defensibility are ensured across divisions

				Note: This testimony is relevant to assessing **governance standards and oversight expectations** applicable to promotion and leadership-selection decisions, rather than to any specific decision outcome.	• Context regarding oversight structures applicable to promotion and selection decisions
13	Richard Tuma *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Senior Packaging Engineering & Labeling Acquisitions Manager **Organization:** Minnesota Packaging Engineering	• Manager I, Packaging Acquisitions requisition and selection records • Internal communications concerning interview decisions and role fill rationale Promotion criteria and leadership selection guidance applicable at time of decision • Communications with HR and senior leadership regarding role fill approach	• Promotion trajectories of similarly situated engineers used as comparators in leadership-selection and advancement decisions, including selectively accelerated promotions without competitive process. • Pattern of fast-track advancement within select demographic • Former Direct Manager of Narin Anderson • Clarification of interview denial rationale for Acquisitions Packaging Mgr I role (Witness #18 – Chad Mueller) ***Note****:* This testimony is relevant to evaluating the **credibility, consistency, and defensibility** of managerial selection decisions and stated rationales, rather than to any allegation of individual misconduct.	• Discriminatory Promotion Practices • Attributes for leadership selection • Division: Acquisitions • Explanation of criteria used to screen candidates for the Manager I, Packaging Acquisitions role • Clarification of why a qualified internal candidate with prior direct-report history and flagship program delivery was denied even an initial interview • Description of the selection process used to fill the role and whether it deviated from standard practice • Basis for concluding that interview exclusion was appropriate in light of the selected candidate's background and experience • Confirmation of any review, consultation, or approval norms applied to the decision

14	Dan Burgess *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Associate Packaging Engineering Senior Fellow **Organization:** Minnesota Packaging Engineering	Promotion and selection records	Qualifications & achievements at time of promotion **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or impropriety is alleged or implied with respect to this individual.	• Skills / Qualifications / Achievements at time of promotion from Senior Engineer • Former Peer (Sr. Engineer) of Narin Anderson in 2010
15	Shannon Trevorrow *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Packaging Engineering Manager **Organization:** Minnesota Packaging Engineering	Promotion and selection records	Qualifications & achievements at time of promotion **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or impropriety is alleged or implied with respect to this individual.	• Skills / Qualifications / Achievements at time of promotion from Senior Engineer • Former Peer (Sr. Engineer) of Narin Anderson in 2010 • Division: Interventional Cardiology (Watchman)
16	Jason Ruff *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Associate Packaging Engineering & Labeling Director **Organization:** Minnesota Packaging Engineering	Promotion and selection records	Qualifications & achievements at time of promotion **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or impropriety is alleged or implied with respect to this individual.	• Skills / Qualifications / Achievements at time of promotion from Senior Engineer • Former Peer (Sr. Engineer) of Narin Anderson in 2010 • Division: Rhythm Management
17	Johnele Babcock *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Packaging Engineering Manager **Organization:** Minnesota Packaging Engineering	Promotion and selection records	Qualifications & achievements at time of promotion **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or	• Skills / Qualifications / Achievements at time of promotion from Senior Engineer (Intern to Manager within ~ 6-8 Years) • Division: Sustaining Engineering

				impropriety is alleged or implied with respect to this individual. Narin Anderson's newly assigned Direct Manager within IO&E Division effective December 1, 2025 after reorganization.	
18	Chad Mueller *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Acquisitions Packaging Engineering Manager I **Organization:** Minnesota Packaging Engineering	• Promotion and selection records for Manager I, Packaging Acquisitions role • Interview or selection documentation • Internal communications related to role fill decision	Qualifications & achievements at time of promotion • Comparator record for Manager I, Packaging Acquisitions selection • Consistency of stated selection criteria applied by Richard Tuma • Evaluation of justification used to deny Narin Anderson an interview **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or impropriety is alleged or implied with respect to this individual.	Skills / Qualifications / Achievements at time of promotion from Senior Engineer (Intern to Manager within ~ 6-8 Years) • Division: Acquisitions • Confirmation of selection process used to fill the Manager I, Packaging Acquisitions role • Clarification of whether the role was filled with or without a competitive interview process • Background qualifications and experience considered in the selection decision • Factual context necessary to assess whether the stated rationale for denying Narin Anderson an interview was applied consistently
19	Matt Babcock *Tier 3 – Structural Exposure Witnesses (Pattern & Practice)*	Principal Packaging Acquisition Engineer **Organization:** Minnesota Packaging Engineering	Promotion and selection records	Qualifications & achievements at time of promotion **Note**: This witness is ***identified solely as a selection comparator*** relevant to evaluating the credibility and consistency of managerial decision-making. No personal wrongdoing or impropriety is alleged or implied with respect to this individual.	• Skills / Qualifications / Achievements at time of promotion from Senior Engineer (Intern to Principal Engineer within ~ 6-8 Years) • Division: Acquisitions

20	Elizabeth Gunderson	Design Assurance	TheraSphere GBM	TheraSphere DV Testing Allegation Issues; Facts regarding protocol execution and deviations	• TheraSphere Pkg DV Testing Issue Discrepancies
21	Mike Heier	Project Manager	TheraSphere GBM	TheraSphere DV Testing Allegation Issues; Facts regarding protocol execution and deviations	• TheraSphere Pkg DV Testing Issue Discrepancies
22	Kirk Krona	Technician Support	TheraSphere GBM	TheraSphere DV Testing Allegation Issues; Facts regarding protocol execution and deviations	• TheraSphere Pkg DV Testing Issue Discrepancies

Note: This matrix is provided to illustrate the corroborative architecture of the evidentiary record. Its inclusion in the portal is intended to inform counsel of the breadth of witness vectors and discovery obligations that would arise should litigation become unavoidable. The matrix is factual and evidentiary in nature; it does not substitute for formal discovery and may be amended as additional supporting documents are identified.