



Oakland Raiders Transcript

Offensive Coordinator Greg Olson

Q: Was it strange when you first came back?

Coach Olson: "No. Coming back is a great feeling. They say once a Raider, always a Raider. I know Mark Davis has said that numerous times. I certainly appreciate the opportunity he's given me to come back here. Real excited to be back."

Q: Where have you seen the biggest growth in Derek Carr?

Coach Olson: "Probably in the maturity really, more than anything. Certainly, physically he's matured in the three years that I was gone. Also, I just think his knowledge of the game, he's taken that to a new level in my opinion. His knowledge of defensive schemes. Understanding how to attack different schemes that he's seeing in the passing game and also understanding protection phases. I just think his overall mental maturity has really jumped out."

Q: What are the meetings between you, Derek Carr, Jon Gruden and Brian Callahan like? Are they pretty open?

Coach Olson: "Yeah, certainly Jon runs the meeting, per say. There's certain duties that Brian and I are in charge of, but it's a collaborative effort within the meeting and I think with the different backgrounds. Jon, obviously, had a chance with his years off to study and look at a number of different schemes throughout the league. If he's in the meeting or if he cannot be in the meeting, I guess, and he has to turn it over to myself or Brian, he just wants to make sure that we're all speaking the same language. I think it's gone pretty well."

Q: What type of things are you trying to see with Marshawn Lynch and Doug Martin?

Coach Olson: "Well it's real difficult right now without, because of collective bargaining agreement and the lack of contact that you see, it's difficult to evaluate that position because of the no contact. They're both two different styles of runners. Certainly, you have the power still with Marshawn that we're excited to see. Doug has really jumped out in this camp. His quickness, his ability to pick up the offense and what we've given him. That's been very encouraging. He really has a fresh set of legs and that's probably been the most encouraging. When you watch him run out here in the drills that we've run and the strength and conditioning staff and the things that we've been doing there, it just looks like he's got a real fresh set of legs."

Q: What did you see in Martin?

Coach Olson: "I would say that Jon probably, because of living in Tampa, had a chance to see a lot more of him than anybody else did. I think that probably aided in the decision. More than anything was his confidence in what he'd seen in Doug and his conversation he's had with Doug over the years while in Tampa. He was probably the driving force behind signing Doug. We're really excited about it."

Q: Do you see any subtle differences with Gruden on the field now?

Coach Olson: "I really don't. No. The passion is unmatched. I think that he's that same person. You'd think that maybe it'd slow down over 10 years. I think he's very driven. If anything, maybe it's even stronger now. His will to win. His will to prepare. His will to present. Just every day, the energy that he brings to the staff and to me, to the team, it's Jon Gruden. It's who he is. That's been real fun to be around."



Oakland Raiders Transcript

Q: What is your early impression of Kolton Miller?

Coach Olson: "Extremely athletic. Both of those tackles that we drafted, extremely athletic. They bend very, very well for men their size. They move extremely well for men their size. More than anything, it's been their athleticism."

Q: How much has the time away for Gruden evolved his offense?

Coach Olson: "You'd have to ask him that. For me, what I see, like I said, he's had a chance to study a lot of different systems. He's been around a lot of different coordinators and head coaches, both offensive and defensive coordinators. So, I think he's had a chance to experience a lot more with an eye on always getting back into coaching. I really believe that. In the conversations that I've had in the past, I believe that he was still planning on getting back into coaching, it was just going to be a matter of time. Obviously, he felt the opportunity was right here in Oakland. He'd been storing a ton of knowledge and a ton of tapes and video and notes. I think he's real excited now to try to put it all back together again."

Q: When your staff determined that Derek Carr was going to be the starter in 2014, how important was it for your staff to get him through the season healthy?

Coach Olson: "I think it's very important. I think Derek would tell you No. 1 the importance of protections and understanding protections and learning protections for a young quarterback. I think it's essential for them to really start their careers. If they're not ready mentally to understand or they're not understanding the protection part of the game, then really you're doing a disservice as a coach to allow them to play. We try to jump on it hands on initially with making sure they understand that part of the football game more than anything else. He was good with that. I think he would tell you that. That's allowed him to have any type of success that he had as a rookie was because of his knowledge of protection and understanding that part of the game. Knew he certainly had a lot of talents there to work with. I was excited to see his growth over the last three years. I think, like I said, he's grown in so many different areas, but I'm happy to be back with him. Certainly, I think having Jon Gruden as the head coach, as the head football coach and a hands-on guy that's with him every single day going to aid in his development as well."

Q: Is it different working with Gruden in terms of the hours?

Coach Olson: "Yeah, he's a grinder. He's notorious for that. The offseason is really no different. You really get a taste of it in the regular season when the season begins. That's part of the business. That's how he operates. That's the reason why he's had success in the league and why he'll continue to have success in the league is because of his work ethic. Again, it's real refreshing and real exciting to be around."

Q: Does the variety of skill sets you have at tight end give you some options?

Coach Olson: "Yeah, excited about that. Excited about that position group just because of the different skill set that each of them has. I think Derek Carrier is kind of the flex guy. He can kind of do a little bit of both. Whereas you have the real old school power tight end in Lee [Smith]. The athletic F tight end in Jared [Cook]. Just that group there, they've all had experience playing in the league. They work well together. They respect one another. It's just good to see that group and see that experience level at that position. Excited about those three."



Oakland Raiders Transcript

QB Derek Carr

Q: What stands out to you this year as opposed to last year?

Carr: "Coach [Jon] Gruden. You guys can feel his personality, feel his demeanor, his leadership. Super smart, always pushing everybody. He always it uncomfortable for us. And now playing a lot of football, it's so uncomfortable in practice that when we get to the games, it's going to be nice. That's always been something that even with Coach [Jack] Del Rio, he always made practice uncomfortable – same thing with Coach Gruden. He is trying to take it to another level of just making you uncomfortable, giving you the toughest looks. He wants you to throw the ball away. He doesn't want everything to be perfect every day. Game-like. It's been awesome. Just making smart decisions and doing those things every day, I think those are just some of the things that have stuck out the most about him."

Q: Are you referring to the mental stress?

Carr: "Physically, I felt great. Just mentally. I meet with him every morning. He'll say something to me in that meeting at 5:30 and then he won't bring it up the rest of the day, and then he'll throw it at me in practice. That's after all the meetings, after all the conversations, after all of those things to make sure that I'm on top of the little thing in the morning. He just continues to push me to get absolutely everything out of me. It's been really cool, I'm not going to lie. It's been a blessing, that's for sure."

Q: What was the little thing this morning?

Carr: "No secrets. It's just details of certain plays that he wants to see, 'If it's this look, I want to see you do it this way.' Those kind of things. He'll just throw it in there and then he'll talk about a thousand other things and then hit me with it during practice. It's just making sure I am always staying on it because him and I, we have to be on the same page. We have to be thinking the same way, and he's just training me to think like him and it's been real fun."

Q: What have your impressions been of Martavis Bryant?

Carr: "He is so fast, especially for a guy that big. He and Jared [Cook] are almost like the same size. Martavis, he can really run. Martavis got here late with us, so he's still getting caught up on learning everything, but he's doing a great job of moving around and doing all of those things. Coach Gruden wants everyone to play every position, for all those guys to pick it up, and the way that he has, using his body, his frame and that speed, his jumping ability. We've all seen him catch go-balls. We've all seen him catch screens and things like that. When he got here, he has to run every route. He's been doing it and it's fun to watch."

Q: What has impressed you about Doug Martin so far?

Carr: "His work ethic. Obviously, I feel like with running backs, you're going to see the most out of them when the pads come on and everything we've seen of Doug is awesome. You see why he's an All-Pro. You see why he's a 1,500-yard back. His work ethic is unbelievable. He finished a run to the end zone today and didn't stop until he got there and then he ran back to make sure he's getting even more in shape. It's little things like that that show young guys, 'Hey man, that's how you do it.' That's been since Day 1. He's been one of the hardest workers since we got here in Phase 1, hands down. He's been one of the guys out there that just every day sticks out doing something where you see why he's a Pro Bowler. I guess you don't see why he got let go, but you're thankful that we have him."



Oakland Raiders Transcript

Q: What does it do for your locker room to bring in the presence of all these veterans that you guys signed?

Carr: "It's so peaceful because everyone in that room holds a certain standard. We have people at every position where it's like, 'This is the standard, this is how we do things.' It's not just on one or two guys to make sure it happens. Everyone is responsible for their position. Everyone is responsible for themselves. Really, this team, it's a family. It feels so close. Honestly, it really does. I think that adding older veteran players brings into mind how quick this thing goes and they don't want to take anything for granted, whether it's a practice, a play, a rep, because they know how much each and every play matters, each and every relationship. Just watching that from a distance, adding the veterans and those things, it's really helped our team hit the reset button, come together. It's different. There's a different feel, but it's a good feel. We have a close-knit group of guys holding each other accountable, and I really think that stems from the veterans that showed up."

Q: When Jon Gruden was hired, one of the narratives was that you might not be able to take hard coaching. Did you find that amusing and what has it been like so far?

Carr: "I think we both found it pretty amusing. It's just one of those things. If they sit down in a room with us, hear us talk and hear us get after it, they would see that we're very eerily similar. Obviously, just because they haven't heard me say the 'F' word before, they just assume that I can't handle hearing it. It's just one of those things that we had a laugh at it, but went in one ear, out the other because I'm not going to lie, I didn't even know what month it was we've been working so hard and so many hours. But when we initially heard it, it was funny. He's gotten after me, he's pushing me. But the thing about him, and it's the same as Pat Hill. I had Pat Hill in college. Tough. Coach [Dave] Schramm, tough. Really hard on me. And that's people that I still talk to to this day, who I tell I love them. The thing about all three of them – Coach Schramm, Coach Hill and Coach Gruden – is you know how they feel about you. You know exactly how they feel like they would go through a wall for you. They would do anything for your family. They don't just tell you, they show you. So when they get after you, you have no problem doing anything for them because it's family. I'm just trying to paint a picture of our relationship that I know how he feels about me. He's told me over and over again. He's showed me over and over again with his actions so when he gets after, I probably deserve it. Secondly, I love it because I know that all he wants to do is get the best out of me."

Q: Sometimes the head coach and quarterback clash a little bit. Is that part of your process, too?

Carr: "Yeah, exactly. Honestly, we have never clashed. He wants to know my opinion. He wants to know what I like and some of those things. If something comes up, in a meeting I can easily just be like, 'Hey coach, what do you think about this? Can I do it this way?' If it's not anything from right field, he's completely cool with it, which has been cool because we're just working together to make this thing as productive and as good as we can together. That's the main thing is that we're doing it together, so we haven't clashed yet. Hopefully we don't. You never know. It's football. People get heated, but it's been honestly a dream come true. It's been awesome."

Q: What is your impression of the intensity that Jon Gruden brings?

Carr: "He brings it every day. I think we have a lot of guys in our building that take pride in being the same guy every day, being able to bring the energy, bring the juice every day. That man has like 20 cups of coffee I guess because he has another level that he takes it to, and he hasn't stopped yet. I really believe



Oakland Raiders Transcript

that it's his love for the game, his love for relationships, his love for the people on this team. Like I said, he'll get after us but when he brings us up as a team, he'll be the first one to tell us how much he loves us, how much he appreciates what we're doing, how much he cares about us, and that right there is just why the intensity, like I said, it lasts, it doesn't go away. But when he's intense, you just take it because you know that all he wants is the best for you. It's not even selfishly. Obviously, if we do good, he does good, but he honestly just wants the best for every player, from a guy that was on the practice squad last year to someone who has been a Pro Bowler before. He doesn't care who you are. He wants the best out of everybody. He believes every role is important and he shows it. He'll show a play and bring up some guy's name who hasn't even ran a snap in the NFL yet like, 'We could use you right here. This is your play. This could be it. This could be the one that wins it.' Just the way that he engages everybody. It's every single day and it's been really cool to not only watch and see, but to learn from. It's been really cool."

Q: When you said the two of you are eerily similar, what does that mean?

Carr: "Our drive to just want to be better. Our drive to want to outwork everybody. Our love of football. Our love of winning. Those are just like three or four things off the top of my head. We are so much the same and even outside of football. The things that we believe, the things that we love, the things we love to do. He's always to talk about how my family is doing, how life is and those things. This isn't just him being a football coach. This is something that I see our relationship being something that lasts beyond football. The football part is we have to go and we have to work hard and we have to focus on that, but it's one of those things. Ever since I met him, I just knew he'd be a friend, someone close, family, for life."

Q: What has it been like working with Greg Olson, someone who you have familiarity with?

Carr: "And coach [Brian] Callahan too, our quarterbacks coach. It's like we're all sitting at a circle table and we all just work on it together. While all of this is going on, we're all in there together. We're all doing it at once. So everyone's input from drill work to things they ran in the past, people they've been around, the way certain quarterbacks saw things and they want to hear how I saw it and how Coach Gruden sees it, Oly, Coach Callahan. Everyone in that room has a voice and everyone's voice is heard not just a little bit, loud and clear. If that's the best idea, we're all like, 'Yeah, that's it.' No matter who it comes from. There's no hierarchy or anything like that. We're really in there just working out this thing together. Obviously everything goes with the head coach and those things but with coach Callahan and with Oly, we're all in there doing it together as these things are going down."

Q: In 2014, that offense kept you protected. How grateful are you that they kept you upright and how much did Greg Olson have to do with that?

Carr: "Still to this day. Even the last three years, I've used things that Oly taught me, certain things. The number one thing with Oly is that he teaches the quarterback where your problems are, and if you know where your problems are, now you can be equipped to handle them, meaning don't take shots you don't need to take. Don't take hits you don't need to take because if you're not on the field, it's no good for anybody. The very first clips that we watched were All-Pro, Hall of Fame quarterbacks taking these hits that they don't need to take. He would show me the protection, he would show me things. That was in 2014. That's what he drilled in my mind over and over again. Now with that said, we had certain things schematically also. He's like a wizard when it comes to picking up blitzes, how to do things and things like that. It's been real fun to listen to what he's learned over the last couple of years also. But just schematically and his care for the quarterback position not getting touched. We already have a group and the O-line, and the running backs, tight ends that don't want the quarterback touched already. You add



Oakland Raiders Transcript

guys like that, like the coaches we've had here before. They're all about picking up blitzes and protecting the quarterback. Oly just does it in his own way and it's been fun again to rehash this time."

Q: What kind of impact has Jordy Nelson had on the rest of the wide receivers?

Carr: "He's very outspoken in meetings, which is cool. Coaches always say if you have a question, ask. You never know if it's a real thing. You don't want to speak up sometimes, but Jordy is just every time, it's not just the quarterback talking. He'll just be like, 'What if we did the route like this or like that?' The way we can do things through communication that way and in meetings I've really seen with Jordy help out those young guys. Now they feel, 'Oh Jordy said this, now I can ask a question.' Nothing is just being left under the rug. Nothing is just being thrown out the window and not thought about. Jordy is very detailed. He wants to do everything exactly how you want it done. I see why Aaron [Rodgers] loved throwing him the ball. He knows if you're comfortable, you'll throw it to them. I think all the guys are taking note of that. I guess Jordy has been in their ear. I don't know. They all come up to me, 'What about this route? Oh man, you did it perfect.' But you just see when you add a guy like that, it just trickles down throughout the whole room of guys just their study habits. You see Jordy off to the side when another group is in, if you just look over there, he is probably just telling somebody something about a route or a technique or a coverage. He's very smart. He can read coverage like a quarterback. I can keep going. Hopefully I gave you enough to write."

Q: Last year was tough on everybody. You seem rejuvenated. Is that fair to say?

Carr: "Very. Yes. I think you guys could see. It was hard. Last year was hard because, like man, why? I'm so glad that is done. I do feel better, physically, mentally, emotionally, feel better. It's hard. The NFL is hard. It's hard to lose, especially when certain things you're just like man, why is this happening? You try and work longer hours. You try and work harder and you can't figure it out. It does feel nice to hit the reset button, start over. Me and Coach Gruden, he said it to hit the reset button and then we have hopefully 10-plus years to let's just ride and figure this thing out, grow every year and do this thing. When a coach comes in and just does that for everybody, not just me, but for everybody, it's just that weight is lifted off. It's like, 'OK, that's done. Whatever that was, let's just move forward. Let's just have fun together and work hard.' That's all I know. For the next however many years I play this game, one thing that people won't be able to say about me is that he didn't leave it all out there. I'm going to turn over every rock that I can find that someone else can find for me and just go forward. Those four years went by fast. I'm already in Year 5. That's crazy. I did learn that I'm just going to enjoy the heck out of this thing on the way out. So if you see me sad, you can kick me right in the chest."

Q: What are your impressions of the rookies, especially the two tackles?

Carr: "The first thing you think when I met them, I was like, 'Am I going to be able to throw over you? Dang, I'm going to have to whip it around you?' They're really athletic, very smart. You see it in both of them. They're both having rookie moments like we all have, so you don't really focus on those because then they'll come back and do it perfect. It's not too stressful but you see glimpses where you're like, if they can both figure it out, that'll be nice for the next 10 years just to have those guys standing there because they do some things sometimes where you're like, 'We can win with that.' They know they have to keep working. They haven't done anything yet. They know that, but we are happy to have them. And then the other young guys. Offensively speaking, we have a couple of young receivers, have a young running back, tight ends from different deals. I'd say it like this, the people that were brought in, they love football, that's for sure. I don't know if that was a point of emphasis, but to me it just really stands



Oakland Raiders Transcript

out. But they love the game, they love learning. They don't mind asking questions and I think that even on the defensive side, it's going to be good."

RB Doug Martin

Q: Can you talk about the opportunity you have here?

Martin: "It means everything to me. I'm very blessed and grateful for [Head Coach Jon] Gruden and the Raiders organization to take me and give me the opportunity to show the world what I can do."

Q: What are you here to show?

Martin: "I just want to play for the Raiders and I want the Raiders to be successful. Playing for my hometown and playing for my family that's out here. Just show everybody that I can bounce back."

Q: What does it mean for you to play for your hometown team?

Martin: "It means a lot. The last time I played here was with the Bucs in 2012. I had a fabulous game. I had like 50 family fans in the crowd. That type of energy just brings the best out of me. I'm kind of excited to see what this year is going to bring me."

Q: When you first talked with Coach Gruden, did you feel like you guys clicked right away? What do you remember about it?

Martin: "Went to a little golf course and we had some breakfast. We hit it off great. The vibe was there. We talked about the upcoming season and what he had planned. I was sold."

Q: What do you feel like happened the last couple of years?

Martin: "The past couple of years I just got in my own way. Being here and having my family around and old friends, it's definitely going to help me stay busy. I can always confide in them if I need something to talk about."

Q: How did you get in your own way?

Martin: "How so? Just not focusing on the right things. If you read the news, you probably already know what happened, but I'm a lot better now. I can't wait to get the season going."

Q: Is your approach an all new approach?

Martin: "My approach is just basically I'm a rookie again. I have to prove to the team and the players, coaches that I can be useful on this team. Like I said, I just act like a rookie and go out and play. Play the game that I love."

Q: Did you know Marshawn Lynch before you came here?

Martin: "It's actually the first time that I've actually gotten to know him. I went to a camp probably in high school and I watched the Cal game. He walked by me, they let me in the locker room for a little bit, but it's actually the first time that I met him. Growing up I used to watch Marshawn. I just tried to model my game after him. It was him and AP [Adrian Peterson]. Just that hard nose running. That's probably why Gruden wants me on this team now because we're so similar in that type of running style."



Oakland Raiders Transcript

Q: What's been your impression of him?

Martin: "He's good. He's a good dude. He's definitely misunderstood. Once you get to know him and he gets to know you, he's a cool guy. Great teammate, too."

Q: What's it like running behind this offensive line?

Martin: "A lot of big guys. As a running back, you'd love to run behind them. They've been doing an awesome job and they have been in the previous year. We just got two other big guys on the line, the rookies. They're learning the play book and they're going to come along real well."

Q: How are you feeling physically?

Martin: "Definitely It's more easy to get in shape here rather than in Tampa because there's a lot of hills over here. My grandpa he lives on the hills and sometimes I just like to run up those hills when I go see him. That's definitely an advantage from coming back."

Q: Do you think you're going to fit in well with this scheme?

Martin: "Yeah, I do. Gruden talks about all the time, it's going to be a potent offense. I can't tell you what we're going to do, but it's going to be a real potent offense."

Q: How do you see your role with Marshawn?

Martin: "My role is whatever the team needs. Whatever the coaches ask me to do."

Q: How would you describe the intensity of almost finishing Gruden's first offseason program in the NFL?

Martin: "I love Gruden's intensity. He keeps you really engaged in the meetings. I know it's kind of hard to doze off and go into your own world, but he keeps you really engaged in the meetings and on the field. That's why he's such a great coach. He loves the game and that actually shows on the field and through his intensity."

Q: How exactly does he keep guys accountable to the attention to detail?

Martin: "He's just on our tails. He'll ask us questions. He'll make us knock. He'll do that every two second. 'Knock if you're with me.' And we all have to do that just to make sure that we're all awake. Call us out. He's pays very close attention to us."

Q: He loves to throw curveballs at you guys. Have you found that as an affective coaching strategy to keep people on their toes?

Martin: "It's very affective because like you said it keeps us on our toes. It's just like in a game, anything can happen. The play can change. Got to do an audible. Got to switch which route you have in your head really quick. The way he coaches is he keeps you on your toes."

TE Jared Cook

Q: How does year two with the Raiders feel for you thus far?



Oakland Raiders Transcript

Cook: "It's kind of been a whirlwind. There's a lot going on, a lot of moving pieces just trying to get acclimated, getting used to the offense, getting used to how Coach Gruden calls things and how he wants certain things and how the offense is ran. The biggest difference is having a head coach that is an offensive specialist. So, that's a huge changeup from last year – just the demand that he's asking for us."

Q: Is it more than you're used to being demanded of?

Cook: "A little bit, a little bit. We just have a lot of new, moving pieces to our offense and you know, a lot of times a tight end has to do a lot, has to be moved around a lot, play a lot of different positions and I think there's a lot more of that this year than last year. Just in terms of how he's coaching, in terms of how he wants things done. I think it's a demand on everybody as a whole on the offense. But, that's what we're pros for, you know? That's what we're here for. It's probably a different seat that a lot of us are used to sitting in. It's just getting used to it and learning the new offense and learning how to run it."

Q: Have you found Coach Gruden's coaching style keeps you on your toes and you enjoy it?

Cook: "Yeah, absolutely. Those curveballs are what helps you learn. They help you learn fast, especially if you mess up on something that he throws out there, because you're going to hear about it. But you won't mess up on it again. But he always has little nuances and new schemes, new things that he's always throwing at you each week. It's on you as a pro to make sure that you're staying on top of it and make sure that you're catching up on everything that he's throwing at you."

Q: What have you noticed the additional veterans including yourself has added to the locker room?

Cook: "You can really tell a difference right away because with [veterans] 'vets', as you're walking around the locker room or even right after a play on the field, they ask questions, like 'What did you just run, what were you trying to do right there. What do you see?' As a tight end, 'what are you trying to do or how are you trying to set me up when you run a route this way.' So, it's a lot more conversation as to trying to figure out the puzzle. We're happy to exchange that information because we ask those questions right back. A lot of times when you ask a younger player that, they really can't tell you and especially tell you in depth on what you're trying to do or the type of goal that they're trying to accomplish. So, that's the biggest difference. Guys on defense are a lot more vocal, a lot more questions, a lot more dialogue talking things out, which is good. It helps both sides of the ball because I ask them the same thing. 'When you line up here or when you line up there, what were you trying to do, how were you trying to reroute me on this play? Were you trying to get your hands on me or were you just trying to ride me out,' you know? So, that's probably the biggest difference in having more vets on this team."

Q: Any guys in particular that you have received the most out of in those types of conversations?

Cook: "Pretty much all of them. I mean, most of the linebackers. I talk to the linebackers and Tank [Carradine] a lot. Those guys are probably the most vocal, because they're trying to figure it out too. The type of defense that [defensive coordinator] Coach [Paul] Guenther's bringing in is something that you rarely see in the NFL. It's something new for us too. There's a lot of different mixed coverages and coverages that you don't really see, especially playing in our division. So, it's just good to have those guys as like a piggy-back or a second reference just to make sure what you're seeing is correct."

Q: How would you describe the intensity of the offseason program under Coach Gruden?



Oakland Raiders Transcript

Cook: "It's definitely intense. He really makes you like football again. It's enjoyable, because it's not too much of bashing you or beating you up. He understands what you're going through and he makes it fun, man. It's not all about learn, learn, learn, beat you down, beat you down, he's trying to teach you something and take you somewhere that you've never been before. So, a lot of that comes on us as players to be able to catch up with him because he brings it, he brings it every day. He brings the intensity, he brings the energy even in the meeting rooms. The meetings aren't just sitting here and going over plays, talking through the plays, talking about the plays. He demands reaction from you, he wants to hear from you what is your assignment. So he asks you a lot of questions in these meetings. There's no shortage of energy at all, he brings it every day and he expects it from us as well."

Q: Bruce Irvin said last week he had never seen a guy whose face could stay red for all seven periods...

Cook: "(laughter) Man, I don't know how many cups of coffee he drinks every morning, but he's up there on it, man. That's for sure. He definitely brings the intensity."

Q: How much of that can waiver over the course of a long career?

Cook: "That's a good question – a lot, especially when you're on teams that aren't so successful. You can kind of lose your insight on to why you fell in love with it, why you really like it, especially when you're losing. It's hard to come to work every day with a smile on your face when you're losing, right? And when you're winning, winning fixes everything, right? So, it's good to have somebody, no matter what, he always focusing on the next play. He always focuses on the future, never the past. It's always about what can you do for us next. It's onto the next, it's onto the next, focusing on positivity, focusing on doing your job right and focusing on having fun. Being in the league, it can kind of skew your perspective, but it's good to have somebody that brings a new energy and a new outlook on things."

Q: Derek Carr said he feels rejuvenated and last year was tough on everybody. Is it fair to say you feel rejuvenated?

Cook: "Absolutely. You kind of enter it cautiously a little bit at first. But, I think he definitely has guys buying in. I mean, I bought in for sure, because he knows what he's talking about and you can tell a difference in a coach that knows what he's talking about and a coach that does not. He knows what he's talking about."

Q: As a veteran player, do you have any thoughts at all on the owners' stance on the national anthem and the players having the options having the option to stay in the locker room? Do you have any thoughts on what they're trying to do?

Cook: "You know, the narrative has changed on what it was originally about and it's a real issue in this country. It's sad that you can't have great minds that come together to fix a problem, right? And talk about a problem and make the situation better for all. I think that it's sad that it's gotten to this point. It's sad that people lose their lives for minuscule details that aren't even important as the bigger picture. That's just the life that we live, that's just the time that we're living in. But we're here for a bigger platform, we're not just athletes. We're people that lived this. There's people in our neighborhood, people that we grew up with, it's people that we know that are actually living through these circumstances. So, when we speak on it it's not just like we're speaking out of the side of our neck. There's things that actually touch home and things that we can actually relate to. All I have to say is that I just think it's sad how it's veered from being something that stood for good and the whole narrative



Oakland Raiders Transcript

has changed into something that's negative, when that was not what it was initially about in the first place. You know, that's all I have to say."

Q: You took part in St. Louis in the 'hands up' protest. Is it upsetting that the NFL doesn't allow you to have that ability to express yourself?

Cook: "You look at a league like the NBA and I think the NBA always handles social issues pretty well, it always handles its players really well and the utmost respect for the players. I think that it could have been a bigger and a better way to fix the situations. You have breast cancer, you have Breast Cancer Month, just have a Social Injustice Month; raise money, bring positive light to it instead of making it look negative. Focus on the good and focus on fixing the situation instead of making it worse. I just think there could have been steps to prevent it and make it better for both sides."

FB Keith Smith

Q: What's it like being back home and the intensity of Jon Gruden?

Smith: "You talk about intensity. That's a real intense guy right there. I love it. I'm used to this area. It's a little far from where I'm used to, but just the Bay Area vibe is love. They show love out here, especially being a Raider. It's very interesting coming from a big, historic organization like the Cowboys. I'm enjoying it so far."

Q: Do you give Derek Carr any hassle about the interception?

Smith: "Absolutely. He's always talking about 'Go Dogs' and I'm like 'yeah, OK, let's talk about that interception'. I was just talking about the relationship we had, going to the Mountain West media days, meeting him there, being across as opponents and now we're teammates. We definitely have a good relationship and I think that chemistry is going to help us on the field."

Q: Rich Bisaccia is someone you're familiar with, too. How would you compare his intensity to Gruden?

Smith: "I was sitting back during team run period and Coach Bisaccia was standing there behind Gruden when he was going off and I just looked at Coach Bisaccia and thought, 'this makes sense, I get it now'. It's funny. They're two peas in a pod. You can see it completely."

Q: Gruden has a reputation for getting the best out of his players. How do he and Bisaccia use their similar temperaments effectively?

Smith: "I think it's how genuine they are. I think their coaching styles are really intense because they care about what they're doing and they care about their players. There are a lot of things that the NFL can lack at times because it's such a business. Coaches sometimes can't really break that barrier of treating you like a piece of meat in the business. That's definitely one thing that Coach Gruden and Bisaccia really tap into, that interpersonal relationship. While he's yelling at you and getting on you 24/7, that's his way of showing that he loves you and he sees the potential in you to be a great football player. If he's not yelling at you, then you know something's wrong, like he doesn't really believe in you. Their coaching styles are about how genuine they love the game."



Oakland Raiders Transcript

Q: Have you watched any tape of John Ritchie in this offense when Gruden was here the last time?

Smith: "I wasn't too familiar. Now being a Raider, I hear his name a lot and hear how crazy he was. I haven't gotten a chance to watch former Raiders as much but I've watched a lot of Coach [Tom] Cable's guys in the scheme. I'm definitely going to tap in to the historical fullback because they paved the way. I came up in Dallas where it was all about Moose Johnson there. I watched stuff on him to get familiar. I'm going to check him out because it will be a good perspective on the past. Gruden is trying to bring back that smashmouth football and that's what us fullbacks like to do."

Q: Fullbacks in some offenses aren't really used but it's obvious Jon has a place for them.

Smith: "I almost say I spoke this into existence because hearing all the hype of him coming back and how they talked about fullbacks and me being on my contract year, I didn't know how it would play out because I was restricted and whatnot. It was kind of a dream come true because now he's really a guy who values that position. For me to be in the position to be that guy for him, it gives me that much more motivation to be my best."

Q: When did you take to this new position and get your mentality on that side of the ball?

Smith: "Probably the first time I touched the rock and got a carry in Dallas. It wasn't as natural for me to get the ball instead of go get the ball. It took a second to get used to it, but I think I still think I keep the same mentality, that linebacker mentality. I'm out to attack and hit somebody. I think that works to my advantage. I feel like I'm still young in my career at fullback and I'm still learning, too. It's good to have coaches who have a lot of experience with fullbacks."

Q: Is there a level of excitement to get the pads on?

Smith: "Everybody can be all-stars in shorts in OTAs. The whole hype and aura behind Gruden's plans of going back to this smashmouth run-game is exciting because that means I'm going to be hitting more people and getting more play time. I think that's going to be big for us: establishing the run and making some noise with the pads."

Q: What have been your impressions of Doug Martin?

Smith: "Doug's a great player. HE's a natural running back. You see him out there in OTAs and he moves like a running back. It's like he was born to do it. it's fun to have guys who have the experience and know what it feels like to have some success. Working towards that success in the offseason is exciting. We've got a nice little stable back there."

Q: Being one of the veterans that the team added this offseason, do you take it upon yourself to bring qualities of culture and leadership to the locker room?

Smith: "I think a lot of us came from more successful organizations and teams, and I think that value is overlooked sometimes because a lot of teams that are struggling really stem from the locker room. Having a strong, stable locker room is definitely critical. This is a way of life. You have to do this every day. You're around these guys more than your family sometimes. If you don't get along, that's going to damage us in the end. I think that the guys that are here already embraced us new guys with open arms. I think that's helping us because they could have been like 'y'all are the new guys and you're not going to come in here and get all this play time' and put up a barrier. I don't think anybody has done that. We are all in it together and we're working towards something special."



Oakland Raiders Transcript

Q: Kyle Wilbur and Ryan Switzer are guys that you're familiar with from Dallas. What do those two bring?

Smith: "Special teams is a lot about experience and trust. Especially with Bisaccia, he has a pretty hefty playbook. He's all about trust. If he doesn't trust you to do your job, then you're not going to be on the field. That's one thing that they bring: consistency. Kyle is a great leader, especially within the special teams, even if he's not playing defense. He's a vocal dude. He's a guy of example. He's out here holding everybody accountable just like we are. It's exciting, especially playing next to one of my brothers of the last four years. It's exciting to have some familiar faces."