

EXHIBIT 11

RichardsonMC, Laura

From: Rogers, Henry
Sent: Saturday, January 09, 2010 4:24 PM
To: RichardsonMC, Laura
Subject: Re: Problems of leadership, action and communication in the district

Member-

Your are correct and I am sorry for the failed actions on my part. I will work with my direct supervisors, Tim and Eric, to rectify this.

Regards,

HR

Henry Rogers
Rep. Laura Richardson CA-37
Sent using BlackBerry
562-477-██████████

----- Original Message -----

From: RichardsonMC, Laura
To: Cooks, Shirley; Boyd, Eric; Lee, Tim; Rogers, Henry; Austin, Daysha
Sent: Sat Jan 09 16:15:48 2010
Subject: Problems of leadership, action and communication in the district

It is unfortunate that two plus years in this assignment we are still having the same or related challenges. I will describe the multiple issues I observed today and I will look forward to a plan or report for resolution. The issues are as follows: 1) this morning is the first time I was aware eric as district director was not going to be available today. I have no objection with the need but serious issues with planning. Eric did you communicate with Shirley that you would be out? If so, did you communicate to staff who was in charge for facilitation and overall responsibility in your absence? Did you walk through the weekend with shirley and your member and ensure all preparation and details had been made for this weekend whether or not your member was present? 2) tim, this morning as you are aware I spoke at cta breakfast. Did you verify the member was picked up? When it became apparent there was no driver, did you text or email directions? Did you communicate to the member the status of the meeting, who was speaking, etc. Did you prepare talking points for the member? Did you communicate to the member that you did not have remarks prepared prior to the member walking up to speak? Did you walk your member through issues while she was driving to prepare? Were you in a proper advance position to where the meeting room was? 3) henry, as a field deputy your assignments are during the week, evenings and weekends. Did you provide notification, approval and reminders to shirley, eric, tim, daysha and the member that you were in school and unavailable to work today? Did you provide a back-up for driving once you knew you were not available? Have you submitted in writing and received approval in writing from shirley and the member to miss time during the week and weekends for class? 4) henry and moises, when the members vehicles was picked up in lot b4 on wednesday and dropped off on friday, a car service light was on. Did you report this service need to anyone on staff or the dealer? Do you know what the service issue is? Why did you not drop off the car for servicing on wednesday, thursday or friday? 5) henry, tim and daysha: the mlk peace march is not on the schedule? Why not? This is an annual event. The member advised staff after reading the paper of the event. 6) henry, when you and I attended the naples boat parade a couple of weeks ago, the laser fiche folks told us about their event on monday and asked me to partipate. Why did you not follow up with daysha? Finally I am told an invite was sent for assemblyman steve bradford's birthday party this evening (re-occurring annual event). Nothing is on the schedule.

50

CLR 1300

CSOC.RICH-CMPN.002141

Might I remind some of you, Congresswoman McDonald almost fired me as her field deputy when I failed to pick her up for a funeral much less the 20+ shortcomings listed here. As I conclude might I say, your performance as an office, is disappointing and is inadequate. The only person I spoke to yesterday and today about today's activities was Daysha. This is unacceptable. I have said repeatedly that planning and communication must occur for the constituents of the 37th, the office and your member. I have worked to reward and encourage and yet these REPEATED errors do not deserve those rewards, trust and confidence. I look forward to the immediate resolution of people doing their jobs. This is particularly frustrating if I can travel all over to do my part as a member and be on point to represent you and our constituents in a good way, the least you can do is your part that you are paid to do.

EXHIBIT 12

April 9, 2009

To: Shirley Cooks, Chief of Staff

From: Congresswoman Laura Richardson

Subject: De-Briefing of the California 37th Congressional Office

1) **OUTSTANDING FINANCIAL ISSUES**

- MRA Budget
- End of Year Purchases
- Car Lease
- Expense Reports

2) **STAFF**

- Org Chart / Vacancies
- Salary Adjustments
- Performance + / -
- Employee Handbook
- Summer Leave Requests
- Retreat
- Training and Development

3) **OUTSTANDING PLANS**

- Legislation / Policy
- 37th CD Strategic Plan
- District Office Plan
- Constituent Outreach
- Media
- Finance
- Campaign

4) **DISTRICT OFFICE**

- Open House
- Satellite Offices
- Calendar of Events Plan
- Outreach Plan

5) **CLR DEVELOPMENT**

- Committee
- Leadership
- President
- National / International
- Media & Teleprompter Training

PERFORMANCE RECAP

General

- Tardiness
- Headphones in the Work place
- Communicating pertinent info in a timely manner
- Follow-up
- Constituent updates
 - *Calls
 - *Mail
 - *Conversations
 - *Etc.
- “See Me” Meetings
- Process for “white papers”

Specific Staff Outstanding Issues Capitol

Matt (M/C)

- Follow-up delayed
- Slow on addressing problem directions
- Slow legislative pace

Daria (F/B)

- Limited engagement with policy
- Health issues

Alex (M/C)

- Low intensity
- Minimal pro-active
- Minimal self-directed re: policy next steps & strategy
- Still needs growth and production to catch up to promotio

Mason (M/C)

- Health issues
- Minimal energy
- Recent multiple situations of items falling thru

Mariel (F/A-C)

- Ready to promote
- Takes on add'l tasks and willing to stay to complete work

William (M/B)

- Supervisor review important / will take short cuts
- Needs better planning & direction for clr focus of the week
- Not utilizing other available staff
- Still no media plan

Seng (M/A)

- Serious following direction issues
- Not self initiating
- Continued failure to ask visiting constituents how else can we help

Specific Staff Outstanding Issues

District

Eric (M/B)

- New on job... doing fine
(former Dist. Director for St. Senator Mark Ridley Thomas)
- Not stepping out to quick or too broad

Tim (M/B)

- Tardiness (work, member attended events, etc.)
- Week weekend schedules
- Continue staffing/advance issues with the Member
- Staffing / Advancing the member plan
- Staying cool/even tempered during overwhelming moment

Terry (F/H)

- Excessive absences
- Internal/External gossip (minor but an issue)
- Negative about weekend, evening and volunteering

Daysha (F/B)

- Internal gossip (minor but an issue)

Henry (M/H-C)

- External gossip (minor but an issue)
- Follow-up
- Clearly understanding directions
- Occasionally goes over COS head with admin. Issues
- Will point the finger to someone else

Rhea (F/A)

- Excessive tardiness

-Family issues child deaf & husband concern with evening,
weekend and volunteering activities (minor)

EXHIBIT 13

March 3, 2011

Congresswoman Laura Richardson
100 W. Broadway, Suite 600
Long Beach, CA 90802

RE: LETTER OF RESIGNATION

Congresswoman Richardson:

I write this letter to announce my resignation from the position of Scheduler/Special Events Assistant for the 37th Congressional District staff. I realize that the customary professional courtesy is to give two weeks notice, but I can no longer work under the constant verbal and emotional abuse that I have been subjected to these past few months, so I am resigning effective immediately. To be clear, my last day in the District Office was Friday, February 25, 2011, after which my doctor recommended I take time off. I have been out since Monday, February 28, and effective today, Thursday, March 3, 2011, I will not be returning to work in the CD-37 Office.

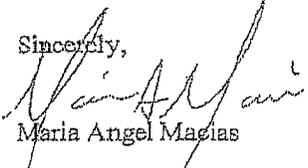
I regret that a drastic step like this had to be taken. I started this job working part time and with a heart full of joy to give my colleagues and the constituents. I came in determined to work hard and contribute in every way that I could to boost your image, increase work productivity and raise the morale of this office, while being the best co-worker that I could possibly be to my colleagues. I later took on the position of Scheduler at your request, apparently having done a good job up to that point. But my stress levels have now risen to very unhealthy, if not dangerous levels as a result of the repeated emotional abuse and constant conflict over the past few months.

When you and Daysha recruited me to work with you for a second time I was led to believe that some of the problems of the past – such as the disrespectful way of talking to staff, the lack of regard for family time or personal time off for staff, and the thankless, unappreciative attitude that staff are met with no matter how hard we work, had improved since I last worked for you. It is clear to me now that this was not true.

I am also hurt because on more than one occasion I was asked to do a task or coordinate an event that was on the ethical borderline and not in my job description; things that I was never properly trained on or warned about, and later caused me to be deposed by an ethics investigator with a lawyer present. Meanwhile, promises for vacation time to attend Mama Frances's 80th Birthday have been broken, and whenever I make even a very minor mistake it is treated like a federal crime. I cannot work in a toxic and hostile environment like this, which is why I resign today.

I will be coming in to collect my things and to give my keys and Congressional property to Daysha or Eric in the next few days. I gave you and this job my 100% effort my whole time here and I leave with a clear conscience.

Sincerely,



Maria Angel Macias

EXHIBIT 14

Congresswoman Laura Richardson
100 W. Broadway, Suite 600
Long Beach, CA 90802

March 9, 2012

Dear Congresswoman Richardson:

After careful thought and consideration, I have decided to resign from my position as Veterans Caseworker/Staff Assistant for the 37th Congressional District, effective TODAY, Friday, March 9, 2012.

Like so many other of your former staff, I would like to have given the usual two weeks notice before leaving. In fact, I would have preferred to work here until my two-year fellowship with the Wounded Warrior Program was finished but your constant harassment, bullying, and abuse toward me, most of which was done through your extremely unprofessional District Director Joey Hill, has become more than I can take.

The birth of one's first child should be a joyous time but, during my first-ever pregnancy you constantly requested the Wounded Warrior Program to replace me even before my maternity leave would take effect. This is consistent with your pattern of cruel and insensitive treatment of *all* staff, not just me. I remember very well how my privacy was violated when you asked me during my initial interview about my disability, thus violating Title I of the American's with Disabilities Act. Once hired, you then proceeded to tell my coworkers of my disability without my consent.

Now, a year later you began to question my "work production" on the first day after I returned from maternity leave, even though all of my evaluations with the Wounded Warrior Program, filled out by your Casework Manager, prior District Director and current Chief of Staff, show consistently high satisfaction from both the constituents *and* my supervisors. The fact is that you have such a strong contempt for some of your former staff who I am very close to, that you are taking it out on me in the workplace, like you've done with so many other people.

Talking about that workplace, I'd like to think you provided me with an opportunity to develop my skill set while gaining a new work experience, but unfortunately that is not the case. Even with all the knowledge I have in the field of veteran's casework that I acquired from my own personal experience as a Disabled Veteran and employment background, under your direct instructions I was relegated to be your receptionist and unknowingly, to illegally work on your campaign by assisting with packets to influence the California Redistricting Commission, when I should have been fully focused on helping my fellow veterans and the backlog of cases you have in your District. The worst part of all of this is, I am not on your payroll, and you got all this work for free since I am paid directly by the Wounded Warrior Program.

I received zero help or guidance – none – from your current District Director, Joey Hill, who if at all comes into the office, is chronically late because he is too busy running your and other people's campaigns from the 37th District office desk to be of any leadership to me and the staff. I sat next to him for several months, where I saw and heard the campaign work phone conversations and emails that were sent and received from his personal Yahoo account, so don't waste your time denying it. Then, that same man in front of coworkers told me to "Shut the Fuck Up" several times for defending a former employee, Reymundo Saucedo, from his continuous vows to get revenge against him and his family, all while I was 8 months pregnant and just a few weeks before I left for maternity leave. I felt very threatened then and still do now, as I have heard the evil things from his own mouth, that he is capable of doing to people that make him unhappy. I want you and Joey Hill to know that you are both lucky that Reymundo and I have not filed a harassment claim at this moment.

As a service connected disabled veteran it is sad to say that I rather be at war in Afghanistan then work under people that are morally corrupt. I have a child to think about now, and my son needs his mother to be healthy and happy. Due to the environment that you and Joey Hill have created, I feel that for my own health and safety I can no longer accept your constant baseless harassment. With your currently pending ethics investigations, you know that what Joey Hill is doing on taxpayer funds is a major violation, and I hope for the sake of my colleagues that things change around that office in a major way, and soon. I am keeping a copy of this letter for the Ethics Committee in case they contact me. There are two important values I believe in, I was raised to treat others as you would like to be treated and in the military I was instilled to lead by example, due to those values that you and your District Director Joey Hill lack, I resign from my position immediately.

Sincerely,

Brenda Cruz

Cc: Shirley Cooks, Chief of Staff

EXHIBIT 15

presstelegram.com

Former staffer: Interviewed by Feds while working for Rep. Richardson

By Paul Eakins, Staff Writer

Posted: 03/14/2011 11:55:18 AM PDT

Updated: 03/15/2011 04:05:30 PM PDT

LONG BEACH — Members of Rep. Laura Richardson's staff were required to work on her campaign and are being interviewed in an apparent ethics investigation, a former staffer says.

In an exclusive interview with the Press-Telegram, Maria Angel Macias, the Long Beach Democratic congresswoman's former district scheduler, said Monday that staff members were required to "volunteer" their time on Richardson's re-election campaign last year and that she scheduled Richardson's campaign events while on the taxpayer dime.

Richardson's spokesman, Communications Director Ray Zaccaro, maintained Monday what Richardson said in November when the ethics investigation question was previously raised - that there have been ethics interviews, but that there "is not an investigation."

"No employee in this office has ever been required to perform any work on the campaign," Zaccaro said via e-mail.

Macias said that Richardson often told her to

call staff members outside office hours to make them work at campaign events.

"She would just ask me to call them and tell them to come to the campaign office," Macias said. "She would ask me to schedule people (staff members and drivers to accompany Richardson) for campaign fundraisers for other elected officials."

In a resignation letter dated March 3 to Richardson that had been previously obtained by the Press-Telegram and was first reported by Politico.com,

Macias explains her reason for leaving the job: "On more than one occasion I was asked to do a task or coordinate an event that was on the ethical borderline and not in my job description; things that I was never properly trained on or warned about, and later caused me to be deposed by an ethics investigator with a lawyer present."

Under federal law, congressional staff members may work on campaigns outside of regular work schedules when they aren't on the taxpayer dollar.

FREE
Home Security System!
\$850 Value!
Call Today, Protect Tomorrow!
1-888-472-8414

Will see customer, installation, device and purchase of alarm monitoring services.

Print Powered By FormatD

presstelegram.com

Zaccaro also noted that House ethics rules permit congressional schedulers to coordinate with campaign schedulers.

Ethics Committee staff members have repeatedly refused to confirm or deny whether they are investigating Richardson, as is their policy. If Richardson is under investigation, this would mark the second time in her three years in office.

The committee began an ethics investigation in mid-2009 into the circumstances surrounding the foreclosure of Richardson's Sacramento home, which was seized by the bank and sold at auction, but which she later was able to recover. Last July the committee cleared Richardson of any wrongdoing.

Macias had worked part-time for Richardson in her Long Beach office since June until she was made a full-time employee and took over local scheduling Oct. 1, she said. She had worked for Richardson from 2005 to 2007 when Richardson was on the Long Beach City Council, Macias said.

She said it wasn't until she was interviewed by an Ethics Committee investigator in November that she learned that some of her actions while on the congressional office's clock might be unethical. Macias said that several other members of Richardson's staff were interviewed as well and that the congresswoman provided an attorney for staff members during the interviews.

Macias said the investigation seemed to center on Richardson's deputy district director, Daysha Austin.

"He wants to know if Daysha was being paid

from her government job while doing campaign stuff," Macias said. "I think that's the main thing that he's investigating."

She noted that last fall, when Richardson faced re-election Nov. 2, Austin would say that she "was in the field" most days, but "everybody knew" that she was at Richardson's campaign office. Austin would typically only spend part of a day each week in the Long Beach office, Macias said.

Richardson was overwhelmingly re-elected to represent the 37th District, which includes most of Long Beach, Compton, Carson, Signal Hill and parts of Los Angeles.

Macias recalled other incidents, such as when Richardson once forced a staff member to drive her to a campaign event in Pasadena, even though she didn't want to, and when Macias was directed to find out why Richardson's new home television had arrived broken - a time-consuming endeavor that took most of a week.

Staff members often had little time for their families because they had to attend

FREE
Home Security System!
\$850 Value!
Call Today, Protect Tomorrow!
1-888-472-8414

* With \$50 Customer Installation charge and purchase of alarm monitoring service.

Print Powered By FormatDynamics™

presstelegram.com

campaign functions, she said.

"They would be so upset, 'We need some time with our family,'" Macias recalled her co-workers saying. "And she (Richardson) would get so upset. 'Get them on the phone, let me talk to them,' (Richardson responded.)"

Macias added: "She makes you feel like she owns you."

paul.eakins@presstelegram.com, 562-499-1278



Send flowers
for any occasion
Bouquets
from **\$19.99**
+s/h

ProFlowers
Offer ONLY available at:
proflowers.com/happy
or call 1.877.804.1133

The advertisement features two floral bouquets: one in the top right and one in the bottom left. The text is arranged in a vertical stack, with the price '\$19.99' being the most prominent element.

Print Powered By  FormatDynamics™