Transcript of Interview of Representative Lamborn

Review No. 21-4329
September 8, 2021
OCE Matter (20-4329)

Interview of Doug Lamborn

Conducted Virtually

Wednesday, September 8, 2021

9:05 a.m. EST

Job: 397766

Pages: 1 - 46

Transcribed by: Sheila Martin
Deposition of Doug Lamborn held remotely.

Pursuant to agreement, before Mawira Nyamete, Notary Public in and for the District of Columbia.
A P P E A R A N C E S

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MS. BENITEZ: So today is September 8th, 2021. We are conducting the remote interview of Representative Doug Lamborn. Representative Lamborn is represented by counsel who is here with us today, Gregg Harper. Speaking is Indhira Benitez, investigative counsel with the Office of Congressional Ethics.

Present here today are two - are some of my colleagues, Omar Ashmawy, Annie Cho, Elisabeth Jackson.

Representative Lamborn has been given a copy of the False Statements Act 18 USC1001. He has signed, acknowledged and returned that acknowledgement back to our office.

And Representative Lamborn, as I mentioned previously, feel free to stop me during the interview if you have a question or need a break.

WITNESS: Okay.

MS. BENITEZ: Excellent. So Congressman, how many staffers do you have in your district office?
WITNESS: At the current time?

MS. BENITEZ: Yes, currently.

WITNESS: Let's see. Let me count inside my head here. We hired a new person about two weeks ago or a week ago. So I think that brings us up to seven, if I'm not mistaken, give or take one. There -- it's always been six or seven over the years.

MS. BENITEZ: And how many do you have in your DC office?

WITNESS: Once again, it's about seven. We have a fellow who's provided by the Space Force.

In the past, I've had a fellow provided by the Air Force or Army. If we include that person, there's eight but that's not a paid employee. However, that person volunteers full time and is paid to be on my staff as the duties of a fellow.

MS. BENITEZ: And who do the staffers in the district office report to?

WITNESS: They report to the district director and/or to the chief of staff. And if there's --

MS. BENITEZ: And is that --
WITNESS: And if there's a vacancy in the district director's position, which there is right now, they would report directly to the chief of staff.

MS. BENITEZ: Is that the same for the DC office?

WITNESS: Yes. Except the DC office doesn't have a district director. They -- they report directly to the chief of staff.

MS. BENITEZ: Who was in charge of hiring decisions?

WITNESS: Well, I make the ultimate -- I make the ultimate hiring decision. I'm the only -- I'm the only one who ultimately hires and fires.

MS. BENITEZ: Are you in -- directly involved in the interviewing process?

WITNESS: Usually.

MS. BENITEZ: Is there any --

WITNESS: Yeah, usually the district or -- the district director and/or chief of staff will interview candidates and then give me a recommendation of the best people to interview for a
final decision and I'll make that interview and make that final decision. Sometimes we keep looking if the person isn't the best fit.

MS. BENITEZ: Is anyone else apart from yourself and the chief of staff involved in the interview process?

WITNESS: Well, anyone who has applicable knowledge of the position we're filling will be asked for their advice. And they may do a separate interview, or they may join in on an interview. For instance, the legislative director is also the deputy chief of staff and he -- we -- we value his opinion. And if it's a DC position to be filled, he'll usually do an interview also. And in the district office, if someone has knowledge of the position we're -- being filled, we may ask them to sit in on the interview as well.

MS. BENITEZ: How about on your -- on -- on the campaign side? Who runs the campaign?

WITNESS: My wife is the campaign manager although I make the ultimate decisions.

MS. BENITEZ: And --
WITNESS: Although some -- some of those are delegated to her to make and then she has consultants in different areas like media or campaign finance that will assist with making decisions in those respective areas.

MS. BENITEZ: And are there any staffers in the DC or district office who are also employed by the campaign?

WITNESS: We -- yes, we have -- as the rules allow, we do have a press relations person on the campaign. That -- that happens to be [Witness 4] and she also works in the office with press relations. So she wears two hats but all -- always at separate times, never together.

MS. BENITEZ: And how is [Witness 4] paid for her campaign work?

WITNESS: She's given a modest monthly retainer. And then as the campaign -- when the campaign is concluded, depending on how busy it is -- or was, she'll get a lump sum payment on top of that.

MS. BENITEZ: And are you responsible for paying [Witness 4] or any other staffer that
works on a campaign?

WITNESS: What do you mean am I responsible?

MS. BENITEZ: Do you directly make the payment or does your wife do it as campaign manager or is there someone else who handles that?

WITNESS: Okay. My -- my wife is the campaign manager and, as the financial compliance person for the campaign, will make -- will cut a check directly. And let me also say that on occasion, we have -- we have asked for -- and actually she has volunteered, [Witness 2]. She has volunteered to help but we have taken her up on that on a few occasions when we've needed someone to pick up campaign finance checks at the post office and we're out of town, especially when there's a 48-hour SEC disclosure requirement in place.

And right before each election primary or general election, there's a 48-hour window that you have to disclose checks of $1000 or more. And if you don't do that, you know, you run into trouble with SEC. And if we're out of town, there's no way to
comply with that unless we have someone on the ground to pick up and look at the checks. And [Witness 2] has volunteered to do that in the past, but we actually paid her. We didn't want to impose on her. We wanted to pay her for her time. And she always made sure to do that on her personal time.

MS. BENITEZ: And who requested -- was it you or was it your wife that requested for [Witness 2] to pick up the mail when you and your wife were out of town?

WITNESS: I think it was my wife. I think it was my wife. I think -- I think -- I think came to her rather than [Witness 2] coming to me with -- with the offer to help in the first place as a volunteer.

MS. BENITEZ: Did she ask to help as a general volunteer, or did she specifically ask to help with picking up the mail when you were both out of town?

WITNESS: If I remember right, because I wasn't part of that conversation directly, she offered to pick up mail in particular and I think she did that because she had done that with a previous
employee that she had who was a congressman from Indiana.

    MS. BENITEZ: Have you or your wife ever asked any other staffer for a similar favor or errand on the campaign side?

    WITNESS: Not that I can remember. There may have been something over the last 16 years but right now, at the moment, it's escaping me.

    MS. BENITEZ: Do you know whether or not your wife has ever asked any staffers for -- for help on the campaign side or for personal errands?

    WITNESS: Can you be more specific?

    MS. BENITEZ: Sure. So has your wife ever asked any other staffer apart from Witness 2 for help on the campaign?

    WITNESS: I don't remember that. I'd have to ask her, but I don't remember that. There might be someone who said hey, I - give me some yard signs and over the weekend I'll put up some yard signs in my neighborhood. There's probably -- there's probably been occasions like that over the years. I'd be surprised -- yeah, I think there have been
occasions like that. Now, you also mentioned personal errands. Are you -- is that a separate topic here that you're addressing?

MS. BENITEZ: Yeah, sure. So do you know whether or not your wife has ever asked any of your district or DC staffers to help her with a personal errand?

WITNESS: My -- my understanding is that my wife would not do that because that's not really allowed under the congressional rules of -- of ethics and she wouldn't want to run afoul of that. You know, we try to follow the rules very carefully and very sincerely. So I don't think she would knowingly do that. I just don't think she would knowingly do that.

MS. BENITEZ: Moving on to --

WITNESS: And also, we -- we try to structure our lives to be very low maintenance. We don't have any pets at our house. We don't have any house plants inside our house because when we leave town to be -- I'm in DC a lot and she comes with me part of the time, we don't want to have to find
people whether it's neighbors or kids in the neighborhood or anybody to have to take care of day-to-day duties with our property. And so, we try to be as low maintenance as possible. We drive ourselves to the airport. I drive myself from the airport in DC to the office. I know a lot of congressmen have people take them around every place. I try to keep that to a minimum. I try to be low maintenance.

MS. BENITEZ: You mentioned driving yourself to the airport. So you've never been picked up or dropped off at the airport by a staffer?

WITNESS: Oh, I have -- I have on occasion like when we had a car in the shop or one of my cars -- it was working but it's -- and it's being used by someone else in the family. So on occasion, yes. And, of course, that's -- that's very ethical. That's very much according to the rules and that's the only reason I would do that.

MS. BENITEZ: And how often would you say that's happened where you needed a staffer to pick you up or drop you off at the airport?
WITNESS: Probably about ten percent of
the time, one out of ten trips. Maybe less.

MS. BENITEZ: Do you ever receive any
gifts from staffers from either office for any
special occasions?

WITNESS: Yes. It's been fairly regular,
not uniform though, to be -- to receive a surprise
Christmas present. And we will kind of do the same
for our staff. And we might even have a Christmas
party. And I -- I accept that -- I do accept that
because I know it's allowed under the rules --
ethical rules.

And on many of my birthdays, not all of
them, but on many of them, there will be a similar
surprise present. I don't insist on it. It's
certainly not a requirement of anyone's employment.

And my understanding from the -- either
the chief of staff or district director or whoever
might be putting that together and I'll -- I'll ask
after the fact because I'm not looking for something
like this ahead of time. I'll say hoping no one felt
any pressure to make that five or $10 contribution or
whatever it might've been. And it's always been
clear to me that there's no pressure, it's optional
and that's made -- always made very clear.

MS. BENITEZ: Has your wife ever received
any gifts for special occasions from the staffers?

WITNESS: I'd have to ask her. Maybe
she's received a birthday present or -- I'd
have to ask her though.

MS. BENITEZ: Has there ever been a
birthday celebration for your wife in the office?

WITNESS: I think so, if I remember right.
I have to look at my calendar, you know, over the
years. But actually, I don't keep a calendar. I try
to remember but I think that that's been the case on
a -- on a few occasions.

MS. BENITEZ: You mentioned that often --

MR. HARPER: Indhira, may I interject
here?

MS. BENITEZ: Yes.

MR. HARPER: And when we say a birthday
celebration, I guess, just if we could define
celebration. Is that just like everybody has a slice
of cake, something of that nature? Could you tell us a little more, Congressman?

WITNESS: Yeah. Yes, some -- there have been times when we've had multiple "celebrations" at the same time. For instance, if someone is going to be leaving our office to go to another job, that person's last Friday will -- and I'm usually not around in the DC off -- or Colorado Springs office. I'm usually in the -- it seems like I'm usually gone whenever these happen. But there will be a little celebration of that person having worked for us and wishing them well in the future.

And if there's a birthday going on at the same time among the staff and maybe they've included my wife in on this, they'll say hey, we're having some cake for so-and-so -- or so-and-so's birthday or so-and-so's leaving the office. Come on by Friday afternoon at 4:30 before we close at 5:00 and we'll have a -- we'll have, you know, a little celebration. So there won't be any gifts exchanged. There will just be a -- a cake or something like that and soft drinks. And I don't -- I don't allow
drinking in my office -- the latest rules at -- when
I won't get into my last chief of staff -- or last
district director but I don't allow drinking in the
offices anymore. But that's what I mean by
celebration, sharing a piece of cake and -- but no
gifts are exchanged.

MR. HARPER: Thank you, Congressman.

MS. BENITEZ: And regarding the gifts that
you received on special occasions, what kinds of
gifts did you receive on your birthday or Christmas
or other holidays?

WITNESS: Could you repeat that, please?

MS. BENITEZ: Sure. So you mentioned that
on occasion you would receive gifts from your
staffers. What kinds of gifts would you receive?

WITNESS: Well, once I received a Bible.
Once I received a ticket to Ford's Theater, although
I ended up never -- never having the time to use it,
unfortunately. Sometimes a gift card to a
restaurant. So it's been kind of all over the -- all
over the place you might say.

MS. BENITEZ: You said that you have done
similar things for staffers. So do staffers also receive gifts of that nature?

WITNESS: Sometimes we have a birthday celebration if you were talking about birthdays. And so, yeah, sometimes people will in the office will celebrate each other's birthdays. Whether gifts are exchanged, I don't know about it on that occasion.

But at Christmas, my when we have our Christmas party, my wife and I will give some modest gifts to each of the staffers like the U.S. Capitol Christmas ornaments that you can buy in the gift shop. People seem to like that as a as a gift. So that's an example of a gift that we've traditionally given to our staff personally from over the years at Christmas time.

MS. BENITEZ: And apart from birthday celebrations, have there been any other celebrations that have taken place in the office?

WITNESS: It came to my attention a day or two ago that my some of some of my DC's no, no -- Colorado Springs staff wanted to have a little
party for my -- not a party but a recognition for my
daughter-in-law who had become a naturalized citizen
recently. And they -- I guess, they felt sorry for
her because she became a naturalized citizen during
COVID. And when she went to the courthouse in -- in
DC, she was not allowed to bring any people with her
into the courthouse, not even her husband, into the
courthouse when she became a citizen. Which I
thought was kind of unfortunate because, you know,
that's the kind of thing a husband wants to
participate in, not to mention me and Jeanie as her
parents-in-law.

So when my staff in Colorado Springs found
out about it and they knew she was going to be in
town later, they wanted to have a little
naturalization celebration. It was their idea. My
daughter-in-law didn't -- didn't come up with it.
Jeanie and I certainly didn't come up with it. But
they thought it would -- I think they did it because
they felt sorry for her.

MS. BENITEZ: You mentioned that you
learned about this a couple of days ago. Were you
present at the celebration?

WITNESS: I don't remember.

MS. BENITEZ: How did the district staff learn about her naturalization?

WITNESS: I don't know. Probably Jeanie or I talking about it.

MS. BENITEZ: Do you know who organized the celebration?

WITNESS: I assume it was someone in the district office. It was -- it was not a big thing on my radar screen. So I don't -- I'm afraid I don't know the details.

MS. BENITEZ: And so, you don't remember -- just to clarify, you don't remember whether you attended the celebration?

WITNESS: I don't remember if I even attended.

MS. BENITEZ: Do you know whether your wife attended?

WITNESS: I'd be guessing. I don't -- I don't know. I assume she was there because she would probably be there if my daughter-in-law was there. I
-- I don't know if I had a conflict or not. I apologize. I don't remember.

MS. BENITEZ: Does this kind of celebration happen often for other constituents?

WITNESS: Could you be more specific?

MS. BENITEZ: Sure. Have -- has the district office or the DC office ever participating -- participated in a celebration like they did for your daughter-in-law for other constituents?

WITNESS: We have had celebrations for certain momentous occasions in the district office. For instance, when a gentleman who is -- in the Hanoi Hilton during the Vietnam War. And he was in there with John McCain. They were in the same little area. Anyway, he had never received a Silver Star.

And through the work of my office, we obtained for him a recognition that he should've received, and he was granted a Silver Star which is a very high decoration. And so, we had a celebration for him in my district office one time. That was a very special event. His family was there, and we had -- I think we had cake or punch or soft drinks,
something like that.

And we've done a few things like that for people over the years when they've received a special recognition. I can't -- I'd have to rack my mind to think of all the occasions but that's -- that's one that comes immediately to my mind.

MS. BENITEZ: How does your wife communicate with your staff?

WITNESS: Either in person or by phone or by text or by email. Pretty much any -- any way that you communicate with anyone around you.

MS. BENITEZ: How did -- or actually, when did your wife receive an official House email account?

WITNESS: My understanding is that she -- and she got that -- I didn't do that directly. She did that herself. But she told me she wanted to know what my schedule was. And so, that seemed to be the only way technically or technologically that she could make sure she had the capability of receiving my schedule on a -- on a daily basis. Not that she can go in and change anything because she can't. She
can't put things or take -- on my schedule or take
things off of the schedule or change things. But she
knows where I'm at -- at any given time.

So like if she's in Colorado Springs and
I'm in DC and we have a car in the shop that's being
repaired and they -- they give us an estimate and
it's -- it's a high estimate, which is usually the
case, she wants to run that by me and she wants to
know if I'm in committee or out of committee so she
can call me. And so, she'll check the calendar and
know if I'm available or not or other things that
come up, obviously, on a daily basis.

MS. BENITEZ: You -- you mentioned that
she can't add or remove things from the calendar.
Why is that?

WITNESS: Because that's really -- that's
in the purview of the scheduler. We -- we view that
as kind of an official duty. Now, the scheduler,
under the rules, do have the capability of doing even
campaign events on the schedule because that's
considered an essential part of their duties and it's
a recognized exception to the rules that staffers are
not involved, normally speaking, with political
events or duties.

But a scheduler, to do their job properly
has to deconflict conflicting appointments or events,
make sure there's no conflicts there. So a scheduler
has that ability. And I -- if I'm not mistaken, if I
have a -- like a dentist appointment or something
like that, you know, my scheduler might put that on
or I might put that on my schedule.

But -- so -- so Jeanie might mention to me
or she might mention to the scheduler that hey,
there's a dentist appointment coming up, you know, or
we're going to be out of town on vacation on Friday --
-- Friday afternoon or something like that. She'll
let them know but -- so the scheduler can do his or
her job properly. But my wife doesn't do that
directly.

MS. BENITEZ: Does your wife use the email
account for any other purpose besides having access
to your schedule?

WITNESS: My understanding is she does not
use it at all. It's only to have access to this --
not access -- only -- only to have the ability to look at the schedule.

MS. BENITEZ: How does she access her House email account, on what device?

WITNESS: I'm going to -- I'm not sure. I'm going to guess because she uses two devices, her handheld cellphone -- her Apple cellphone or her Apple laptop. So I assume it's one of those two items.

MS. BENITEZ: And are both of those items her personal devices or are one of them or both House devices?

WITNESS: I bel -- I think they're paid for with non-House funds.

MS. BENITEZ: Are you familiar with the staffers' daily reports?

WITNESS: Yes. I'm the one who required them in the first place.

MS. BENITEZ: You receive these reports daily, I'm assuming?

MS. BENITEZ: And these reports, they also go to your wife?

WITNESS: I think she has -- she can see what they are. So I think she receives them somehow.

MS. BENITEZ: Okay. Leela, if you don't mind, could you pull up tab one and mark that as Exhibit A, please?

(Exhibit A was marked for identification and is attached to the transcript.)

TECHNICIAN: Yes, Counsel. Thank you. I'm just marking it as Exhibit A, again. So just give me -- thank you. Can you see, Counsel?

MS. BENITEZ: Yes. Thank you, Leela. Congressman, can you see?

WITNESS: Yes, I can. I can.

MS. BENITEZ: Okay. Leela, could you give me control?

TECHNICIAN: Yes, Counsel. Just give me a moment. You have the control, counsel.

MS. BENITEZ: Thank you. So Congressman, I'm just going to slowly scroll down here. Oh, one second. Okay. Does this look like the daily reports
or at least a portion of what the daily reports --

WITNESS: Yes.

MS. BENITEZ: -- that you receive are?

WITNESS: Yes. Yes.

MS. BENITEZ: So I -- I'm going to draw

your attention to the to and from section here. And

your wife, Jeanie Lamborn, is in the to line.

WITNESS: Yes.

MS. BENITEZ: So the daily reports are

emailed directly to your wife?

WITNESS: I guess they are. Yes.

MS. BENITEZ: Why is that?

WITNESS: There are many times where we

have constituents who will come up to us in the

grocery store -- we encounter them in day-to-day life

and -- or they'll call us. And they'll say hey, your

-- your staff is helping me with a -- or helping my

-- my father-in-law with a veteran's issue, let's

say. That's a good example. How's that -- how's

that coming?

And so, if Jeanie has the ability to look

at the scheduling reports or the -- or the day-to-day
reports -- not scheduling but the day-to-day reports, she'll know who's working on it so she can get them together or she'll know if it's actually being worked on. Sometimes things are slow getting picked up because of the swamp of, you know -- a person might be swamped with a lot of other duties at the time.

So just to make sure that constituent needs are being addressed and who's working on them is something that -- it seems to be -- over the years, has been helpful to be able to have access to for my wife because we get lots of constituents talking to us almost on a daily basis about what's happening with certain matters. And, you know, people are very anxious about the progress of their VA issues or Social Security issues or passport issues or whatever the case might be.

MS. BENITEZ: Does your wife have an official role in your office?

WITNESS: No, she does not.

MS. BENITEZ: So is she using the email -- it seems that she's using the email then to receive the daily reports and also do your schedule. You
mentioned earlier that she only has access to the
email account to view your -- your daily schedule.
Does she use that email account for anything else?

WITNESS: I don't -- if she does, Indhira,
I'm not aware of it. I think -- I believe it's only
those two purposes.

MS. BENITEZ: Does she ever email staffers
from that email account?

WITNESS: I -- no. If she emails -- if
she needs to talk to a staffer, she'll pick up the
phone or she'll text or she might email from -- from
her own computer.

MS. BENITEZ: Leela, thank you. You can
take the exhibit off the screen.

TECHNICIAN: Thank you, Counsel.

MS. BENITEZ: And how often does your wife
visit the office?

WITNESS: Which one?

MS. BENITEZ: The DC office.

WITNESS: Okay. Well, she's with me about
half the time. So she'll be with me part of the time
during the day if she's not out visiting family or
doing other personal items of interest. So she'll be
in and out of the office maybe during the entire day
of a day when I'm in DC if she's with me. In the
Colorado Springs office, she might only go by the
office, I'm going to guess, twice a month, maybe two
or three times a month, maybe less.

MS. BENITEZ: Annie?

MS. CHO: Yeah, I actually want to follow
on the daily reports. Was your staff ever instructed
by you or the chief of staff or whoever maybe on
staff to send the daily reports to your wife?

WITNESS: I don't remember. I don't know
whether that happened last year or 15 years ago. I -
- I don't remember any -- any details surrounding it.

MS. CHO: Do you -- do you know how --

WITNESS: I think it's helpful -- I think
it's helpful for her to have that, so I'm glad it's
there.

MS. CHO: But you don't -- you don't
recall, sir, how she came into the position of
receiving those daily reports? You don't know --

WITNESS: I don't remember the genesis of
that.

MS. CHO: Okay.

WITNESS: But I -- but I -- I know there's been a need. So I assume it's -- I assume it goes way back.

MS. CHO: Okay.

MS. BENITEZ: Congressman, you mentioned that your wife spends at least most of the time with you when you're in DC, but she very rarely goes to the district office. Do you ever have long nights in your DC office where you've stayed overnight in your office to sleep?

WITNESS: Yes.

MS. BENITEZ: Has your wife ever joined you in your office --

WITNESS: Yes.

MS. BENITEZ: -- when you've stayed overnight? How often would you say that's happened?

WITNESS: A lot.

MS. BENITEZ: Do you know whether your wife has ever used any of the House computer or fax machines or printers to perform any campaign related
work?

WITNESS: My understanding would be that she has not because she's very aware of the ethical restrictions against that and we try to follow the rules.

MS. BENITEZ: Do you know whether your wife ever borrowed a laminating machine from your office to use for your campaign?

WITNESS: Okay. The -- the -- the incident of the laminating machine, let me -- let me explain it to you. And I -- I became aware that when I read the complaint of the disgruntled former employee who made that allegation who also said, by the way, that my wife used all kinds of personal -- all kinds of office equipment for personal reasons. And I think the accusation was personal, not campaign reasons.

But in any case -- either case, that is not true. In the case of the laminating machine, that was borrowed. My wife did borrow that. She borrowed it overnight to see if she wanted to buy one for personal use for her art for -- you know, she's
an artist and she does art projects and she wondered if that would be a good thing to have. So she wanted to play with it and test it out. And so, she borrowed it for -- I -- I think overnight.

She did -- she was conscientious to not use any of the film that came with the office laminator. She went and bought her own film because the office film was paid for by taxpayers and she didn't want to use up any of it. So she bought her own film, played with the machine and decided yeah, I want -- I want to get one of these and she went out and bought one later and took that one back to the office.

And that -- that may have been an improper borrowing. I don't know. I consider it de minimis but whether it was not -- de minimis or not, I became aware of it afterward and I'm -- I'm sorry that it happened. I wouldn't have done it that way myself and I think my wife feels the same way now.

But it wasn't for campaign purposes. It was for her art pursuit. And she decided to get a laminating machine and she took that back to the
office afterwards -- after she had played with it and
-- and saw how it worked and how effective it was.

MS. BENITEZ: Okay. So I'd like to switch
gears to something -- a topic you're familiar with
that's been publicly reported regarding your son ___.
But before, I guess, we discuss ___, do
you have any -- do you have an assigned storage space
outside of your office?

WITNESS: Oh absolutely. Every single
office in all of the office buildings, including
Rayburn, have an assigned storage room. Over in
Cannon they're covered in wire and they're called the
-- they're called cages. In Rayburn, they -- they're
closed off for the most part with a locking door.
But it's a small -- I would say 12 x 12 room for
storing. And we use that to store boxes and excess
tables and furniture and old files, things like that.

MS. BENITEZ: And where is your specific
storage unit located?

WITNESS: In the subbasement.

MS. BENITEZ: In the Cannon or Rayburn --

WITNESS: Oh, it's in Rayburn, yeah. When
I was in Cannon, I had a Cannon storage area. But in Rayburn, you -- each office has a Rayburn storage area.

MS. BENITEZ: Who has access to your storage unit?

WITNESS: Everyone in the office. The office key works to the storage closet. So everyone who has an office key has access.

MS. BENITEZ: When did -- when did [redacted] move to DC?

WITNESS: I don't remember the exact date, but he was pursuing a job with the Pentagon and ultimately got that job. And he was needing to do interviews and things like that and make a transition from New York City to Washington. And I don't remember exactly when that was, but that was the circumstances surrounding it.

MS. BENITEZ: When [redacted] moved here to DC, did he have access to your storage unit?

WITNESS: I don't -- I don't remember. I don't -- I don't know if he did. I don't remember -- I don't remember whether he -- he did or not. If
what you're getting at is did he sleep there, no, he
never did that.

MS. BENITEZ: He never stayed in the
storage unit?

WITNESS: No, no. That -- that's --
that's -- that's a ridiculous accusation as is the
accusation that we had a storage unit in the U.S.
Capitol, which would be -- you know, across the
street. I -- all of that's ridiculous.

MS. BENITEZ: Did ever store any of
his belongings in the storage unit?

WITNESS: Not that I know of.

MS. BENITEZ: Did he store any of his
belongings anywhere on Capitol grounds?

WITNESS: Not that I know of.

MS. BENITEZ: Did ever stay overnight

WITNESS: Except what he might've had in a
backpack. As he was -- he was staying with me some
nights while he made his transition and had some
items in a backpack. And if you consider that
storage or not, I don't know.
MS. BENITEZ: And he was staying with you where exactly?

WITNESS: In my office.

MS. BENITEZ: So he would sleep in your office for a few nights?

WITNESS: Yes.

MS. BENITEZ: And the backpack would also, I'm assuming, be stored in your office?

WITNESS: Yeah, I'm -- I didn't keep that close a track but I'm assuming so.

MS. BENITEZ: Did you ever ask any of your staffers to assist [redacted] in preparing for his job interviews or the federal job hiring process?

WITNESS: I asked staff to give him the same -- understanding that this is the same that they would do for any veteran who was also a constituent, and my son is a veteran and at the time was a constituent -- to give advice if they had any advice on how to apply for a federal position.

And I think they pointed -- they agreed to do that and talked to him and pointed him in the direction of some publicly available advice sites --
internet sites on how to write a resume and how to do a job interview and some things like that. I don't think it really helped him that much, but it was -- I think it was helpful that they did that. And they would've done that for any veteran constituent in the district.

MS. BENITEZ: Do you remember which staffer or what staffs specifically you asked to help?

WITNESS: Well, one was because was a veteran himself and at the time was doing a good job in our office. And who is a veteran federal employee as well. Is not -- is not a veteran from the armed services but is a experienced federal employee and knows the federal system better than many people.

MS. BENITEZ: Do you know if your wife also asked these staffers to help?

WITNESS: I believe she did. Yes.

MS. BENITEZ: Did ever come into the office to discuss the federal hiring process?

WITNESS: I don't know if he -- I don't
know if he did it by phone or if he did in email if
he did it in person. It was -- I don't remember.

MS. BENITEZ: And Congressman, if you
don't mind, I'm going to take a very quick break off
camera, one or two minutes, and I'll hop back on if
you need to use restroom or anything.

MR. HARPER: Indhira, would you give us
that -- we're going to go off as well --

MS. BENITEZ: Yes.

MR. HARPER: -- and mute and stop video
and we'll be back on in a minute as well. Thank you.

MS. BENITEZ: Sure. So we're going off
the record.

(Whereas, a brief recess was taken.)

MS. BENITEZ: So Congressman, just a
couple of last questions for you. Has your wife ever
participated in interviewing any staffers for either
the district or DC office?

WITNESS: Yes, she has.

MS. BENITEZ: For both offices?

WITNESS: I believe so. Especially the
scheduler position. That's something that is an
important thing for a spouse to have a good relationship with the scheduler because so much of that affects the spouse's ultimate schedule as well as the member's schedule when they do things together.

MS. BENITEZ: And how long did [redacted] spend sleeping with you in the office overnight? How many days approximately?

WITNESS: I -- I don't remember. It could've been as much as two weeks, but I don't remember for sure.

MS. BENITEZ: Did [redacted] ever stay there while you and your wife were both staying there?

WITNESS: Yes.

MS. BENITEZ: And where did [redacted] sleep when you and your wife were also staying there?

WITNESS: I think he slept on the couch.

MS. BENITEZ: Where did you and your wife sleep?

WITNESS: Okay. You're getting kind of personal. I don't really want to go into that. It's -- I'll just say in the office.
MS. BENITEZ: In the same office?

WITNESS: Yeah, in -- in the office, yeah. And about 100 -- about 100 members sleep in their office if you didn't know that.

MS. BENITEZ: Okay. I don't have any other questions for you, Congressman. I'm not sure if Annie or Omar have any -- any more questions.

MS. CHO: Yeah. I -- I'm sorry if you've already answered this. I just want to clarify, Congressman. Does your wife have an official role with your office, not on the campaign side?

WITNESS: No, not on the Congressional side either.

MS. CHO: Okay.


MS. CHO: Okay. Thank you.

WITNESS: Now, can I clarify one minor question from a minute ago?

MS. BENITEZ: Sure.

WITNESS: Indhira, you asked when my son was talking to my staff, and I mentioned -- about the
interview process for a federal job -- and I mentioned -- I mentioned Witness 2 and Witness 5. He also talked with Tony Archer.

MS. BENITEZ: Okay.

WITNESS: And in -- in his discussion with Tony Archer, and this is second hand -- I'm repeating what someone who was there told me -- Witness 5 wasn't asked to help but he volunteered to help and that's how he became involved. So -- so just to clarify that there were -- that -- that Tony was asked and started to talk to my son but it transitioned over to Witness 5, but it wasn't initially Witness 5 --

MS. BENITEZ: Okay.

WITNESS: -- if that's helpful.

MS. BENITEZ: Thank you. Omar?

MR. ASHMAWY: No, I'm just going to say that I didn't have any additional questions. I just wanted to thank you, Congressman, for your time today. We appreciate your cooperation and thank you.

WITNESS: You're welcome.

MS. BENITEZ: Likewise. I will also thank you as well. And thank you, Gregg. Thank you for
taking time out of your vacation to sit with us.

MR. HARPER: And Indhira, just one -- one follow-up question just going back earlier when you asked if Ms. -- Mrs. Lamborn had to ask any of the staff in Colorado Springs, I believe, to do anything personal. I'd like to ask you, Congressman Lamborn, whether or not your wife ever asked [Witness 3] to come to the house to move a piece of furniture during his personal time?

WITNESS: I -- I do remember that that did happen on at least one or maybe per -- perhaps two occasions.

MR. HARPER: That's -- that's all I have, Indhira.

MS. BENITEZ: Thank you, Gregg. Again, thank you, Congressman, and we can go off the record.

(Off the record at 10:00 a.m.)
Transcript of Interview of Witness 1

Review No. 21-4329
August 25, 2021
OCE Rev. No. 21-4329

Interview of Witness 1
Conducted Virtually
Wednesday, August 25, 2021
10:16 a.m. EST

Job No.: 394997
Pages: 1 - 69
Transcribed by: Teresa R. Salazar
Interview of WITNESS 1, conducted virtually.

ALL PARTIES ATTENDED REMOTELY

Pursuant to agreement, before Caleb Welsh, Notary Public in and for the State of Maryland.
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INTERVIEW OF WITNESS 1

By Ms. Benitez

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EXHIBITS

(Attached to the transcript)

WITNESS 1 INTERVIEW EXHIBIT

Exhibit 1 Email Chain

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PROCEEDINGS

MS. BENITEZ: Okay. So on the record.

Today is August 25, 2021. We are conducting the virtual interview of Witness 1. Mr. Witness 1 is not represented by counsel. Speaking is Indhira Benitez, Investigative Counsel with the Office of Congressional Ethics. I'm also here with two of my colleagues, Omar Ashmawy and Annie Cho.

Mr. Witness 1 has been given a copy of 18 USC 1001 and has acknowledged receipt of 18 USC 1001. And as I mentioned previously, Witness 1, please feel free to stop me if you need a break, if you have a question, or if you just need me to repeat a word or something that I said.

WITNESS 1: I will do.

MS. BENITEZ: So we'll just jump right into it. Let's start with some quick background about yourself. Where are you from and what do you currently do for work?

WITNESS 1: Background in the aspect of the congressional member?
MS. BENITEZ: No, yourself. So where are you from and where do you currently work?


MS. BENITEZ: Okay. And what is your -- and you run the organization, so what's your official title?

WITNESS 1: President and chairman.

MS. BENITEZ: Okay. And where were you before this position?

WITNESS 1: I was district director for Congressman, Doug Lamborn, and I ran his Colorado Springs office.

MS. BENITEZ: And how did you end up working for Representative Lamborn?

WITNESS 1: I was contacted by their chief of staff, Dale Anderson.

MS. BENITEZ: Okay. And how do you know Dale Anderson?

WITNESS 1: I met him randomly through politics, local politics, but the Lamborns asked
him to meet me to fill the position, district
director.

MS. BENITEZ: Okay. So you had a prior
relationship with Dale?

WITNESS 1: Just professionally. I'd
met him through the Lamborn through local
politics.

MS. BENITEZ: Okay. And how long were
you working for Representative Lamborn?

WITNESS 1: December 21st, I believe,
was the start date, and then my last date was
like Mid-January --

MS. BENITEZ: Okay. And you said --

WITNESS 1: -- of this year. Sorry.

MS. BENITEZ: Okay. And you mentioned
that you met Dale through the Lamborns through
local politics, so you were involved with
Representative Lamborn and his campaign prior to
working for him?

WITNESS 1: I was chairman of the El
Paso County Republican Party.
MS. BENITEZ: Okay. And so how long have you known Representative Lamborn?

WITNESS 1: Since 2013 through politics.

MS. BENITEZ: And while you were district director -- is that correct -- while you were a district director for the congressman --

WITNESS 1: Yes, I was. Sorry.

MS. BENITEZ: No worries. Who did you report to as district director?

WITNESS 1: I was told by Dale Anderson that he was my direct report.

MS. BENITEZ: Okay. And did you have any staffers that reported to you?

WITNESS 1: Yes, I had six.

MS. BENITEZ: And who were those staffers?

WITNESS 1: It was Witness 3 who was the faith outreach person for the congressman.

MS. BENITEZ: Mm-hmm.

WITNESS 1: I was -- we had -- well --
I apologize. Two of my kids came down with something, with COVID and everything, it jacked up my day, so I apologize.

MS. BENITEZ: No, no worries.

WITNESS 1: So there's a faith outreach. There was I forget her last name. She was a case worker. There's another, who was the director. There was in the beginning, Linda again, I apologize. I don't remember her last name. She was the office manager who Dale had me basically have -- continue to write her up. She got a new job, and then Cathleen Clayton replaced her, and then Tony Archer, who was the VA and military liaison, and then I came on was on the fellow program, and then we hired for defense -- and then defense industry for the district.

MS. BENITEZ: Okay. And do you have -- do you -- what's your relationship like with the congressman?

WITNESS 1: Currently?
MS. BENITEZ: Currently, yes.

WITNESS 1: I'm a political leper right now because of -- they're aware that I'm going to be a witness and so it's not good.

MS. BENITEZ: So let's kind of circle back to your time in his office. What were -- as district director, what were some of your day-to-day duties while working for the congressman?

WITNESS 1: I had -- my morning day was basically I'd get in and we'd have a morning meeting that I instituted when I first was hired. Around 8 to 10, we would just do a quick review, stand-up meeting on what was going on today, anything specific or, you know, something like that, just to know where people were. And then we would just answer emails. I would have meetings with different business people, elected officials, government officials, and things like that on what was going on. That would be the normal. COVID sort of changed all that, so --

MS. BENITEZ: So I'm assuming that after COVID, a lot of this work was done
virtually.

WITNESS 1: No. Well, we were open a hundred percent the whole time. We never shut down, so we had some virtual meetings. Most of our meetings were virtual and we stayed in the office as staff.

MS. BENITEZ: And it sounds like you've known the congressman for some time. Have you met his family?

WITNESS 1: One of his children and Mrs. Lamborn, I've known her as -- just as long as the congressman.

MS. BENITEZ: And what was your relationship like with his child and Mrs. Lamborn?

WITNESS 1: It was just at a fundraiser. Mrs. Lamborn's and the congressman's child, I had just met at the -- at a fundraiser maybe six years ago and we really didn't talk. It was -- well, actually, I did meet all their children at a birthday party for the congressman. I think it was 2019 as well. I apologize. I
just remembered.

And I met, I believe, three of their children and it was more just an introduction, like this is our kids, and shake hands, and that was it. There was real -- no in-depth conversation. And then Mrs. Lamborn, she -- before working for her, was mostly quiet and just short, any conversation, and so really didn't know her, know her but, you know, she was always pleasant when we met in public.

MS. BENITEZ: So you didn't have frequent interactions with his children or his wife?

WITNESS 1: No. Mrs. Lamborn, I probably had the same interactions before I started working with him as the congressman just because of different social gatherings and things like that that I would go to. They were always together.

MS. BENITEZ: And these social gatherings, were they campaign-related or personal? You mentioned there was a birthday in
2019. Was it a --

WITNESS 1: That was the only real personal event that I ever had -- I was invited to was the birthday party. And then the rest were either fundraisers, or political events, or things to do with the party.

MS. BENITEZ: Did you ever -- or did the congressman ever ask you to assist his wife or children at any personal matters or helping with anything that didn't involve his campaign or his work as a member?

WITNESS 1: Before working for him?

MS. BENITEZ: While you were working for him.

WITNESS 1: There was personal errands, mailing stuff. There was campaign things. I ran their petition process in 2020, and then there was sporadic campaign things that I was told to take lunch to do, and then mostly it was staff that did personal things.

MS. BENITEZ: And what kind of campaign-related things would you do during
lunch?

WITNESS 1: Stuff envelopes. I had to do research on ZIP codes to target different areas in the district for official mail.

MS. BENITEZ: And how about other staffers, did they also do any campaign-related work?

WITNESS 1: Correct. Witness 4 did quite a few different things, which she was compensated for sometimes. Other times, it was stuffing envelopes, writing things -- responses, articles for the campaign.

MS. BENITEZ: And how was Witness 4 compensated for doing the campaign work?

WITNESS 1: She said she was paid by check late fall/early winter of 2020 because it -- she was stressed about that, she -- because she wasn't getting compensated for it on the campaign side, so I don't know the amount but she said she received a check.

MS. BENITEZ: And who else? So Witness 4 had done some campaign work. Who else
on the staff?

WITNESS 1: Who else knew about it, I'm sorry, or --

MS. BENITEZ: Or who else was performing kind of campaign errands or activities?

WITNESS 1: Mostly [Witness 4] and myself, and then [Witness 3] did a lot of personal things with Zoom, setting up the computer, working on the computer for Mrs. Lamborn, moving things around. He would a lot of times just tell me, Mrs. Lamborn called me. I have to go, and it was understood that, like, that took precedence under staying in the office.

MS. BENITEZ: Okay. I think Annie had a question.


Regarding the campaign activity that you or some of the other staffers conducted, was that during official hours, or did you guys have to take some time off, you know, during your actual work day, or was it done on weekends, after hours?
WITNESS 1: It was -- most of the things that I mentioned were all done during the business hour, office hours. We would -- you know, stuffing envelopes, we were told if anybody asked, it was -- we took it on our own lunch but it would last like two or three hours. And there was no, like, talk about vacation time or anything like that.

Witness 3, it was, you know, it was always mentioned that it was our lunch but it didn't matter what time it was. It could be 9 o'clock in the morning, 2 in the afternoon that they would go and help Mrs. Lamborn.

MS. CHO: Okay. Thank you.

MS. BENITEZ: Okay. And you said that you were told if -- like, when you were doing these things such as stuffing envelopes, etcetera, you were told to say that you were just doing this during lunch.

Who instructed you to say that you were doing these errands during lunch?

WITNESS 1: Dale Anderson and Mrs.
Lamborn.

MS. BENITEZ: And to the extent that Mrs. Lamborn was -- was she ever instructing you specifically or more so other staffers?

WITNESS 1: It was either the -- Dale, the chief of staff, or Mrs. Lamborn that would dictate to me that -- you know, Mrs. Lamborn would call my office and say that she needed me or needed to talk to somebody else to have something done, and then I -- or Dale would call me and tell me.

MS. BENITEZ: So apart from yourself, Witness 4, and Witness 3, were there any other staffers that received similar calls from Mrs. Lamborn?

WITNESS 1: Cathleen Clayton did and also Tony Archer.

MS. BENITEZ: And would you be present for these calls or were you kind of getting the call from Mrs. Lamborn and then directing it to Tony and Cathleen?

WITNESS 1: No. So as district
director, it wouldn't -- it wasn't the
traditional communication of I would share. Most
of the time, Mrs. Lamborn would call whoever she
needed and just dictated to them that she would
need them, and then I was told by that staffer
that I need to go to Mrs. Lamborn's house or the
Lamborn's house. Mrs. Lamborn called me. I
guess I'm taking lunch, and then we'd just like
-- okay. And then they would basically be gone
for whatever amount of time.

I just basically knew that -- not to
expect them until they showed up and I was told
that Mrs. Lamborn had precedence and that, if --
no matter -- there were certain things that we
were doing that were -- we needed all hands
helping, and she would always overrule those
situations still. So I just -- I was told to
understand that that was to be expected.

MS. BENITEZ: And who told you that you
should essentially drop everything so that Ms.
Lamborn -- if -- let me take that back -- that
you should prioritize what Ms. Lamborn needed?
WITNESS 1: Dale said that. He made it clear several times, where it caused a lot of stress and a lot of operational issues. He would explain that, and then Mrs. Lamborn would say, if mama ain't happy, nobody's happy sort of thing, and that I take precedence, and Mrs. -- you know, we needed to worry about what she wanted.

MS. BENITEZ: So Mrs. Lamborn mainly reached out to you to perform campaign-related tasks?

WITNESS 1: Yes.

MS. BENITEZ: And did you ever perform any personal tasks for Mrs. Lamborn?

WITNESS 1: Not personal. It was always dictated to other people and the staff.

MS. BENITEZ: And I guess on that topic, have you ever been to the Lamborn's personal home?

WITNESS 1: Before that?

MS. BENITEZ: Well, during your time or before that, yeah.

WITNESS 1: Well, I had mentioned the
birthday party was at their house. I always picked up the congressman from the airport, so we would -- I was at their house several times, a couple of times a month. I'd pick him from the Denver airport and drive him home, or pick him up from the house and drive him. And then sometimes I had to drop stuff off like petitions or campaign stuff. I had to pick up, you know, mailers or whatnot at their print company.

MS. BENITEZ: And was this at Mrs. Lamborn's request or the congressman's?

WITNESS 1: Normally, it was Mrs. Lamborn and Dale Anderson.

MS. BENITEZ: Annie?

MS. CHO: Yeah. And I'm sorry if you already said this, Witness 1, but you said for the personal favors for Mrs. Lamborn, you said they were mostly dictated to other staffers. Do you know who specifically?

WITNESS 1: Tony Archer, Cathleen Clayton,
MS. BENITEZ: And do you know what kind of personal favors they would -- or errands they would run for Mrs. Lamborn?

WITNESS 1: Campaign-related, a lot of tech. Tony Archer and tech, set up Zoom meetings for Mrs. Lamborn, set up computers, install stuff on their personal computers, move furniture, things like that. And then Cathleen Clayton did personal errands, mail, picking up stuff at stores, and things like that.

MS. BENITEZ: And this was done during working hours.

WITNESS 1: Correct. Yes, everything mentioned was during working hours. And when I picked up the congressman from Denver, I was compensated. I was told that that was covered under official business.

MS. BENITEZ: And how were you compensated?

WITNESS 1: I would turn in a mileage report.

MS. BENITEZ: And so you mentioned that
you had been to -- there were several times you
went to the congressman's personal home to either
pick him up, drop him off from the airport, or
drop off campaign mailings. Do you know whether
the congressman has a vacation home?

WITNESS 1: He has one in Wyoming that
he --

MS. BENITEZ: Have you ever been?

WITNESS 1: I've never been, no.

MS. BENITEZ: Have any of your staffers
been to the vacation home or have you (inaudible)

WITNESS 1: Not that I'm aware of. No.

MS. BENITEZ: What was the general
culture around holidays in the office, so
birthdays, Christmases, what was that like?

WITNESS 1: So Christmases, we were --
each office got birthday presents and we were --
I was told by Dale, who'd been there for 14
years, basically how things went. We would all
throw in for -- well, I say we all. Most of the
time, I did because I was compensated better
obviously than the rest of the staff, and they — some of them had families. So we would throw in and Dale would say the dollar amount would have to range between $125 to $200 and from each office for the Lamborns. I was told to make sure if it was around beer and food, it was preferred.

And so, I would mention to my staff, hey, this is what's going on. Don't feel obligated. I'm going to take care of it. And some people would give money, you know, 5 to 20 bucks or whatever. Other people that just couldn't financially afford it didn't, and I was okay with that. That was the whole point of me paying for it.

And then we would have a Christmas party with like White Elephant and I was advised to get something for the congressman, normally like craft beer. And then for birthday parties, I -- for the Lamborns, we had to have a party thrown. I asked one time what -- if we would be compensated for it, and Dale Anderson just laughed, so we paid out of pocket. Again, that
was mostly myself. Staff would throw in
sometimes, but again, some didn't have the
financial ability and I was fine with that just
because of the circumstances.

And then for individuals that had
parties during -- like staff, we had to tell the
Lamborns that we were going to have a party for a
staff member, and if we didn't -- so the staff
didn't tell the Lamborns I was having a party, a
birthday party, and I didn't know about it
either, and so they threw me a party and Lamborns
found out about it. I got in trouble and then
they had a party where they basically hazed me or
-- not -- I'm a marine. I wouldn't say hazed,
but they basically made fun of me or whatnot.

And they told the staff to jack up my
room and they put most of the file cabinets and
stuff like that in my room and put glitter all
over the place and stacked stuff in there. So
that was -- and I was told that that was supposed
to be punishment for not telling the Lamborns.
So we made sure we told the Lamborns about
birthday parties, so --

MS. BENITEZ: And the birthday gifts and the Christmas gifts that you were referring to, where you would essentially take care of purchasing a gift, was that just for the congressman or were they gifts for his wife and children as well?

WITNESS 1: So the gifts would be for Mrs. Lamborn and the congressman, and we had to make sure that -- I would tell Dale Anderson what we were getting to make sure that it was his approval and also the dollar amount was high enough, and that the congressman and Mrs. Lamborn would be okay with it.

And then we had one party, naturalization party, that the congressman, and Mrs. Lamborn, and Dale told us that we had to have in 2020 for their daughter-in-law. And so we threw a party and I -- for that one, because of the ethics classes and everything, the day of, I was like, how am I going to get compensated for this? And, again, Dale Anderson just laughed.
So we decorated the office. We shut
down the office, closed it, and we had food and
Dale wanted me to get beer -- we always had beer
for the congressman -- and then we had the
naturalization party, so --

MS. BENITEZ: And --

WITNESS 1: -- we had like cake, and
food, and stuff.

MS. BENITEZ: And you said that you
were told about this party -- well, you were told
you had to have this party by the congressman,
his wife, and Dale. Was this done in person,
over the phone, via email?

WITNESS 1: It was in person. The
Lamborns were in town the week before, and then
Dale Anderson kept checking up on me over the
phone from D.C. to see if it was up to the
Lamborns' standards, was his phrase for things
like this.

MS. BENITEZ: So what was -- so before,
I'm assuming you did -- you weren't aware of this
requirement to purchase a gift, so what were the
instructions that you received when you started
as district director regarding birthday and
Christmas gifts?

WITNESS 1: The first time -- there was
nothing within the job description, or title, or
any conversation before taking the job in
reference to anything like that. I didn't find
out until later about the birthday parties for
staff, that the Lamborn's had to know about it,
and then Mrs. Lamborn and the congressman's
birthdays were like a few months after I started,
and then I was informed, so there was no
discussion before taking the job. And then once
I took the ethics -- (speaking to child.)

Once I started and took the ethics
classes online and whatnot, I started asking Dale
and -- like how am I going to be compensated,
things like that. Is it, you know, going to be
out of the personal pocket reimbursement, and he
would just either -- he would just laugh and say,
no, this is just part of the job. And so, yeah.

MS. BENITEZ: So Dale Anderson told you
that you needed to buy gifts for the Lamborns?

WITNESS 1: Yes. And it was sort of a
competition between D.C. and district offices.

MS. BENITEZ: Did you ever feel that
you didn't have to buy the gifts?

WITNESS 1: No, it was -- there was no
option. He made it clear.

MS. BENITEZ: Who was -- so I know that
you would try to collect the money or provide the
funds for the gift, but who was in charge of
actually purchasing the gift? Was that also you?

WITNESS 1: Yes. I was told that I had
-- I would have a conversation normally with Dale
about the Lamborns' gifts. He would tell me what
the district or the D.C. office was thinking, and
that I had to come up with something better, and
then he wanted ideas from me. I would tell him
the ideas, and then he would pick normally what
would -- he thought would be the best option.
And then he -- I would -- he was like, well, the
D.C. office is doing 125, so at least do that.

And then I would tell the office -- the
staff in the meeting, like this is the plan and I stopped asking them for money after I started realizing that it wasn't their obligation, nor mine, but it was understood that that -- I had to do it. I would just tell them what I was doing and then they understood the situation and some people tried to give what they could.

But the people on the staff knew it was wrong, but the environment was so toxic that we had seen retaliation in the aspect of telling Dale no or questioning. Vacations would be canceled, or people would work over the weekend, or there was things like that, so jobs would be threatened, so --

MS. BENITEZ: And this would happen as a result of staffers not doing what Dale instructed them to?

WITNESS 1: Correct.

MS. BENITEZ: And what kinds of things would they refuse to do?

WITNESS 1: And not just refuse but like question. Dale, especially during COVID and
things like that, about keeping the office open
and going to teams, high-risk staffers being
concerned about the COVID risks, their spouses
being high risk. We had one person that had one
spouse that was -- had immune deficient, and she
was very concerned about it, so there was -- Dale
was questioned about that and repeatedly to the
point where one of the staffers had his vacation
cut short, extra workload. Things like that
would be brought up. Work became more difficult.

MS. BENITEZ: You mentioned a few names
of some staffers that reported to you that
performed some personal and campaign work for the
congressman and his wife. Was [Witness 5] one
of these staffers? Did he ever perform any
campaign work or personal errands for Mrs.
Lamborn?

WITNESS 1: Not that I knew of because
he refused and it -- he made it very clear that
he was not going to participate once he was hired
full time from being a fellow.

MS. BENITEZ: And he -- how did he make
it clear that he wasn't participating in that?

WITNESS 1: He very tactfully mentioned the ethics training and would form it as a question to Dale, and that would infuriate Dale. So he wouldn't be tasked to do it, but then again, his vacation was canceled because something would come up, so, you know, like, Dale would tell me, like, get Witness 5 here.

During COVID, there was a certain part -- point that we were trying to do damage control because we were a hundred percent in the district office, so it was Witness 5's day off for that. He was -- he had that day off and Dale would call him in and just, you know, to mess with him. So I would be on the call and he would be like, where's Witness 5? And I was like, oh, it's his day off as agreed, his scheduled day, and he would -- he's like, well, I want him in the office. And it was a pattern, so --

MS. BENITEZ: And earlier, you mentioned that you had -- you'd met the congressman's family during a fundraiser. Did
you meet his son during that fundraiser?

WITNESS 1: I don't believe so. I think it was just -- I met his son initially at the birthday parties. I met three of their children.

MS. BENITEZ: And were you working for the congressman when his son moved to Washington, D.C.?

WITNESS 1: I don't know the exact dates. I couldn't tell you for sure.

MS. BENITEZ: But you know that his son moved to the district?

WITNESS 1: Yes. He visited. He visited the capitol when I was in the office. My first week, he was -- came into the D.C. office Raymond Building and I knew -- I believe to the best of my ability -- that he was in D.C. living while I was employed as district director because they would go visit him and things like that, and it would be on his calendar -- their calendar, the Lamborn's calendar.

MS. BENITEZ: And do you know where his
son was living?

WITNESS 1: No, not -- I was told certain things about him staying in the basement at some point but I don't know the timeframe. I was told by James Thomas, their deputy chief of staff, and some of the D.C. staffers and -- told me.

MS. BENITEZ: And what did they tell you?

WITNESS 1: James Thomas, I would talk to him because of the situation with Dale. I would ask him, was this normal? Is it messed up? What's going on? I would tell him the situations and things I was struggling with and he would share with me what was going on.

MS. BENITEZ: And at some point, James shared with you that the congressman's son was living in the capitol or living in D.C.?

WITNESS 1: Living in the basement. He would -- he sort of gave me the background on Dale and things, what was going on with -- in the past with Dale. He confided in me all sort of,
like, you know, that Dale would do errands and in
the May, June timeframe, Dale got in trouble.
D.C. staff basically threatened to all walk out
if Dale was a direct report to them or they were
direct report to Dale, and Dale sort of lost a
lot of his responsibilities in D.C.

And so James Thomas and I talked quite
a bit because he knew a lot about legislation and
would give me -- so I would vent to him, he would
vent to me. And so once Dale was sort of limited
in D.C., James Thomas basically ran the D.C.
office.

And so Dale would do -- and Dale would
brag about doing errands that -- when we were
tasked to do something, he said, hey, I'm chief
of staff and I always pick up their dry cleaning.
I drive the Lamborns to Costco. Mrs. Lamborn, we
do shopping and I drive her, so no one's above
it. So I, again, don't know the timeframe of
when their son lived in the basement and when
they lived in the apartment or when he moved out
into an apartment.
MS. BENITEZ: And looking back to Witness 5, you mentioned that, out of all the staffers that reported to you, he was the one that refused to participate in any of the personal errands or campaign activities?

WITNESS 1: He would bring up the ethics rules and -- directly to Dale and that would, again, infuriate him, but he was very prepared, I guess is the best way to put it, when responding to Dale's unethical requests and to the point where Dale would stop asking him, you know, mid-summer of last year because he just knew Would bring up the ethics.

MS. BENITEZ: What was the reason that you left the congressman's office in January?

WITNESS 1: I could no longer protect my staff with basically anything, protect them with COVID, from Dale, from things like that. The classes I took -- required classes I took through the house, I knew what was going on and I didn't want to be a part of it and it was -- with Witness 5, every combat veteran left within three
weeks of each other. You know, the person that replaced me, he just resigned six months in.

We knew it was wrong and it -- again, it was a toxic environment where, like, Liz was threatened multiple times about losing her job. Things were held over her head from Dale. You know, one day, he'd want me to write reports up to -- you know, just in case he wanted to fire somebody, and then the next time, you know, he would play mind games with them.

It was a very abusive relationship, especially with Liz. I just didn't like that environment and I saw things with the congressman and Dale that I knew was wrong, and I didn't want to be a part of it anymore.

MS. BENITEZ: Annie?

MS. CHO: Yeah. So going back, you said that raised sort of the ethics issues concerning sort of the tasks that were asked of the staff. Prior to Witness 5, and I mean, you've expressed some -- you know, your concerns regarding the issue as well, but has
anyone aside from Witness 5 sort of spoken up about, you know, the ethics-related issues regarding some of the tasks that you guys were asked to do or --

WITNESS 1: Everyone brought it up at some point and we'd seen -- especially Witness 5, retaliation from Dale and it concerned a lot of people. It was known if you pushed against Dale, like I said, there was repercussions. So I would ask, for example, like I said, it's like, you know, how am I going to be compensated or, you know, tasks or something, and we were told, well, it -- this is on your lunch break. And so the payments came in later.

I was -- for example, several times, I was told by Dale that I was picking up the bar tab at the breweries that we'd stop at a lot of times after -- during the district work period and it would just be put on the spot, you know, you're paying for the Lamborns drinks and staff drinks and stuff like that. I would bring it up to James Thomas, which again was my confidant.
He'd been in D.C. 18 years, and he said -- he agreed with me that there would be retaliation and to do what I had to do.

And so it was -- we would bring it up, most of us at least once, but a lot of staffers were concerned about their jobs and vocalized that. And that's one of the reasons why, like, for the birthday gifts and parties, I'd pay for it because, again, you know, I knew not being compensated and putting the staff through it, it was not a requirement by them, but I knew that -- from Dale, what he communicated had to happen and, you know, so we were concerned for our jobs.

MS. CHO: And were these concerns only addressed to Dale? Did anyone go to the congressman directly?

WITNESS 1: A lot of times, the Lamborns were telling us about the parties. They're the one that initiated the naturalization party for their daughter-in-law. You know, birthday parties for staffers, you know, were dictated by the Lamborns, and scheduled and, you
know, asked what we had and we were told that we
had to buy beer for the congressman.

MS. CHO: Were they --

WITNESS 1: Pardon?

MS. CHO: But were any of the concerns
that you had regarding -- were any of those
addressed?

WITNESS 1: No, because we were told
that this was initiated by the Lamborns, and the
Lamborns vocalized that this was okay, and
understood, and how things happened. So there
were -- things were being dictated to us by them,
so when we brought it up to Dale, he said, no,
this is what the Lamborns want and the Lamborns,
by their actions and words, would enforce that.

MS. CHO: Thank you.

WITNESS 1: So we just -- again,
anybody that would bring up something, especially
the Lamborns, we would get retaliation from --
especially Mrs. Lamborn, and then it would roll
down to Dale, and Dale would say, well, Mrs.
Lamborn called me. She's upset, and then, you
know, we'd have to have a discussion with that staff -- said staff member because Mrs. Lamborn would be upset that -- for whatever reason.

So, again, the Lamborns and Dale were on the same page and Dale was sort of like the enforcer of Mrs. Lamborn's -- especially Mrs. Lamborn, what she wanted, but also the congressman as well.

MS. BENITEZ: Were you still working with the congressman when [Witness 5] filed his lawsuit against Representative Lamborn?

WITNESS 1: I don't believe so. I had left by then I believe. I'm not sure when he filed, but I think it was after.

MS. BENITEZ: And what was your take on it? What was your opinion on the lawsuit?

WITNESS 1: That it was founded and everything that he -- from the reports I'd read, I mean, I was there. I knew what was -- I knew there were grounds. I knew that was one of the reasons, like I mentioned, why I left because of those violations.
MS. BENITEZ: And did you speak to any other staffers about the lawsuit? Did anyone else have any opinions on it?

WITNESS 1: Tony Archer and Cathleen Clayton. Tony Archer is the vice president of my organization, the veteran org, so we talk every day. And he left Mid-December because he'd been there for, I think, a couple of years and he just couldn't handle it anymore, the work environment and just, you know, I don't want to put words in his mouth, but the work environment.

MS. BENITEZ: And what was his opinion about the lawsuit?

WITNESS 1: The same with myself. He agreed that it was -- there was a lot of violations. I mean, and we talked a lot last year. 2020 was unique for everybody, obviously, and when we were -- I mean, the capitol police would call me once a week and check up on me, and they'd mention that we were literally the only office at some point that was open in the whole country and in D.C.
Also the D.C. offices were all closed, even our own, and -- but we were the only district office that was a hundred percent open and a hundred percent staffed. And so we, as a staff, got close and had a lot of conversations. A lot of staff members vented to me about, you know, things, so Tony just had enough in December when he resigned.

MS. BENITEZ: And what was -- well, I guess before I ask that question, what -- how would you describe Witness 5 as your employee or someone who reported to you?

WITNESS 1: He was very Type A, very analytical. He was a hard worker, especially with the PPP loans, the SBA loans. He was phenomenal. That's why we brought him in as a fellow because of -- I mean, we were getting compliments from the banking community and businesses. He was on it and extremely hard worker.

And he was the one that was the most vocal and challenged Dale the most because of his
knowledge within -- I mean, he would study the ethics, the house ethics, and the rules, and workplace to bring up to Dale because Dale would just, you know, I'm the chief of staff. You need to be quiet. And but [Witness 5] would come in basically almost like, you know, build a case before certain things because he knew he had to be prepared for Dale if he brought up ethics, or safety, or COVID-related. So he challenged Dale a lot last year, so --

MS. BENITEZ: Did you ever have any issues with [Witness 5]'s work performance?

WITNESS 1: The last year, again, was unique. His work was always phenomenal. At the end, he would -- it was an extremely stressful situation because, again, we were concerned about COVID and certain staff members, and so, again, we went to days off and stuff like that, giving half days, trying to again, you know, knowing that we were staffed a hundred percent. It brought a lot of stress in the office.

So [Witness 5]'s work was always top notch,
and then one of the things -- I know I read somewhere that Dale brought up that [Witness 5] would storm out. Everyone in that office had issues some days and I would say, go take the rest of the day off because -- you know, like a mental health day. And so, yeah, [Witness 5] -- there was a couple of times where he, you know, it was -- he would have really rough days. People would call crying about losing their business and homes to, you know, not getting money last year.

So it was extremely difficult, but I did that also for every staff member, literally, across the board. So whatever [Witness 5] did, every staff member did as well, and it was a unique situation. It was not just managing people but emotional and mental states of the staff to keep them from, you know, cracking last year because, again, it was extremely stressful.

MS. BENITEZ: And you mentioned earlier that the environment was incredibly toxic for one of your staffers, Liz, and that Dale would have you write her up, I think, in case he was
thinking of terminating her?

WITNESS 1: Correct. He kept -- he would tell me over and over again that he wished he could fire her, but he couldn't replace her because of her experience as a caseworker. And she was a phenomenal caseworker, but she would constantly bring up concerns about her husband who had Lyme disease, and his autoimmune system was really bad, and he had autoimmune disease, obviously. And both of -- and she was a smoker and overweight. I'm not trying to be mean, but that was one of her concerns. She was -- she clicked several high-risk categories for COVID.

And so she would want, like, a filter system, or UV, or some kind of protection, masks. She would ask about different things about COVID, and it would infuriate Dale because he would downplay COVID. And so he would just complain to me about Liz and her complaints and requests, and then she -- he'd be like, bring in Liz and then he would be basically like, Liz, you know this isn't a big deal. You're just blowing it out of
proportion, and basically undermine her concerns
to the point where it was -- the closest thing
again I could come to is like an abusive
relationship where he would just demean her and
undermine her concerns. And she would just like,
you know, be downtrodden and depressed, and that
would be it.

MS. BENITEZ: What about the write ups?
Did you -- did he ever have you write something
up about Liz' poor performance or work
performance?

WITNESS 1: So Dale would get in a
tizzy. He would get upset, worked up. He'd want
me to document everything, and then when it came
down to it, he was like -- I would bring it up,
like what do you want me to do? I did this to
Linda, who was the office manager, when I first
started, [Witness 3], and Liz, and also
[Witness 4]. And I would document things
and then we would get to it and he would talk to
the staff member without me, and then they would
come to the conclusion, whatever that was, and
literally, it was -- every time he'd mention like
document it, it never went anywhere.

MS. BENITEZ: So what kinds of things
were you documenting? Was he -- Dale was
instructing you to document things?

WITNESS 1: Correct.

MS. BENITEZ: And --

WITNESS 1: And so he would -- so it
would just be the situation, like Liz, she walked
out of the office because she was very upset
about Dale and the nonchalant-ness of the
congressman and Dale with COVID. And basically,
you know, like Dale told her on several
occasions, it's, you know, COVID, you know, is
only there to make sure -- you know, it's just to
hurt Trump. You know, it's blown out of
proportions, and things like that and, you know,
masks don't work. And he would come into the
office and visit the district and he would be
extremely upset at, or make fun of, or body
gestures or facial expressions to Liz about her
wearing a mask and distancing herself from the
conference table.

And so, you know, he was really big on belligerency and disrespect, and he would go and talk to me afterwards, like, you know, she has a really bad attitude and say, you know, tell me, like, I want you to write up Liz on, you know, disrespect, belligerency, you know, things like that. And then, you know, a couple of days later, they would have a conversation for two or three hours and I would bring it up, like what do you want me to do with that? And then he's like, we worked it out and --

MS. BENITEZ: And --

WITNESS 1: -- so I didn't -- would not know the details, but that would be the scenario almost daily.

MS. BENITEZ: And when you would write these things up, how would you communicate them to Dale? Would you email them, print them, hand it to him? How would he get this write up?

WITNESS 1: I emailed I think one or two maybe to him before, or it would be while he
was in the office. When he was in the office, it
was like knee-jerk reactions and, you know, a
whirlwind of different things he wanted done.
And so it was verbal and it was just on a
document and, like I said, most of the time, I
just deleted it because it never went anywhere,
and he said, oh, I worked it out with the staff
member.

A lot of the disciplinary decisions,
things like that were -- disciplinary and also
reconciling and remedial fixes within the office
were handled directly from Dale to the staff
member and a lot of times, I wasn't involved in
the conversations.

MS. BENITEZ: Did you ever do one of
these write ups for Witness 5?

WITNESS 1: No, I never did anything
until Dale vocalized that he wanted to fire
Witness 5, and he sent me an email saying basically
what he wanted done in the email, like what he
wanted me to send and say in the email and the
conscious I had. And then he kept on pushing for
more and more stuff that he wanted.

He kept on calling me also throughout
the email thread, saying that, well, can't you
give me more? Isn't there more? What about
this? And, you know, the congressman likes juicy
details. Like you need to make -- you know, you
need to put more stuff in it and I was not
willing to do that. So he just got frustrated
and basically submitted it mostly from what he
had added in the email and wanted me to put in,
so --

MS. BENITEZ: So I just want to pull
this up and make sure we're talking about the
same thing. So Nathalie, could you pull up Tab
1, please, and mark that as Exhibit A?

THE REMOTE TECHNICIAN: Yes. Please
stand by.

Exhibit A is up.

(Exhibit A was marked for identification and
is attached to the transcript.)

MS. BENITEZ: Okay. And can you scroll
-- actually, give Witness 1 control of the screen
so he can scroll down.

THE REMOTE TECHNICIAN: Yes. Please stand by. It is ready for control now.

MS. BENITEZ: So, Witness 1, if you scroll down on this document, I believe that you'll see perhaps the email you were referring to. I'll let you kind of review that and scroll down.

WITNESS 1: Sorry. I'm trying to --

MS. BENITEZ: If you can't, let me know and I'll --

WITNESS 1: Do you mind scrolling down?

MS. BENITEZ: Okay. No worries. And, Nathalie, could you give me control of the document?

THE REMOTE TECHNICIAN: Yes, just second. One moment, please.

WITNESS 1: Thank you. I appreciate it.

THE REMOTE TECHNICIAN: Yes. You have control now.

MS. BENITEZ: Thank you. Okay. All
right, Witness 1. So here you see this is a declaration made by Dale Anderson. And I'll kind of scroll through this kind of slowly here but, really, I want to draw your attention to this email exchange between you and Dale that was attached as an exhibit, and I'll start from the bottom because I believe that's the initial email. So, okay. I'll leave it up here and let you read that. Let me know if you remember this email exchange.

WITNESS 1: Yes, that's the email that I was mentioning.

MS. BENITEZ: Okay. And when he says fill in your portion, what is he referring to?

WITNESS 1: He wanted me to -- and there was a phone call or several after this. He wanted me to basically fill in what he said, juicy details of Witness 5. And so he basically wanted me to elaborate on his email and what he wanted to discuss.

MS. BENITEZ: Okay. And this -- so I scrolled up to the next message here and it looks
like this is your response to Dale's email. I'll
scroll down so you can read the whole thing.

    WITNESS 1: Yes. So basically, I --
Dale called because the first email and whatnot,
he sent the email, he called me shortly
thereafter to make sure that what was in the
e-mail were issues that he had. Dress wear was a
big one, things like that, where he was -- he had
concerns, so he kept calling me to make sure that
details were in the email that he wanted, but he
was never really satisfied, so he just sent it to
the congressman and gave it to him. I believe he
printed it out and -- on the way to the airport
one day.

    MS. BENITEZ: And were these your words
or were these -- is it someone else, or did Dale
instruct you to write these things?
    WITNESS 1: I was instructed by Dale.
Like I said, there were several phone calls to me
with Dale where he basically walked through what
he wanted, and then, again, shortly thereafter, I
put in my resignation.
MS. BENITEZ: So this email, you know, because it comes from you, makes it seem like you had issues with Witness 5 as an employee. Is that --

WITNESS 1: Oh, absolutely. Absolutely. I mean, that's the way it looks. Again, and that was one of the things that, again, that I mentioned of why I left. I had issues because, you know, I knew if I did not submit that email, put in things when Dale called me in that email, I was going to get terminated as well, and so, again, that's -- I just couldn't work in that environment anymore.

So Dale would call me, tell me what he wanted me to elaborate in the email, things that bothered him, and then he kept on saying juicy details. He wanted more. You know, he would call me and say, well, you know, I'm going to send you an email and so, yeah.

MS. BENITEZ: And were these observations that I see in the write up you sent to Dale -- were these things observed by you or
by Dale?

WITNESS 1: Dale would bring it up. He kept on bringing it up to me.

MS. BENITEZ: So for example --

WITNESS 1: He would visit the district office and mention -- so our handbook hadn't been updated. One of the first things I did when I came in is check all the operational manuals and everything. The handbook hadn't been updated since 2014. So I think Liz might have signed it. She'd been there. Maybe she signed it in 2014. So I updated it and gave it to Dale, and it's probably still in his inbox, or saved, or whatever. Nothing came of it.

So there was a lot of conflicting procedures, policies, and stuff that weren't even in the handbook, so Witness 3 and staff would wear polos and khakis, polos and dress pants, and Dale especially, once Witness 5 would bring up certain things, would -- Dale would get upset about his outfit. You know, he was -- you know, would pick out certain things. A picture, he
would see, you know, a staffer in a polo, and so he would bring it up and have an issue, but in the handbook, it allowed -- even in 2014, allowed polos. So that's -- you know, I'm trying to go through.

MS. BENITEZ: Well, let's take, for example, October 6, 2020, incident.

WITNESS 1: Yes.

MS. BENITEZ: Is that something that you observed?

WITNESS 1: So I was there. He had -- I told him to leave early because he was upset about just -- again, it was a rough day and I had sent other staffers home for the same reason of just, you know, you literally take a hundred calls a day of people screaming at you and it drains you. I'm sure you're aware. And so [Witness 5] was burnt out and got upset, and he's like, I need to go home, and I was like, okay. And so later that day, Dale had a conversation with me. He told me -- he was asking for [Witness 5] and I told him, I was like, I
sent him home. He was having a rough time, and Dale was infuriated at that time. At that point, Dale had been talking for months about firing because of his belligerency and disrespect towards him as chief of staff about not taking his orders, or not obeying him, or challenging him when it comes to COVID, and Liz, and other procedures in the office. And so Dale was just looking for anything at that point. So that really stuck with him, so, yeah.

MS. BENITEZ: So you are --

WITNESS 1: (Inaudible) that mentioned David Klotzman. We had the FBI look into it several times and police because he called -- I think we kept track one time and in three weeks, he called 213 times, the office. So, like, Klotzman was -- would infuriate anybody, like, just he was, you know, one of those people. So had a phone call and Klotzman would be extremely nasty on the calls and very graphic. And so would just get upset
and, you know, that day, he just, you know, was burnt out. So when he said, I need to go home. Do you mind? And I'm like, no, because that was one of the things, again, last year, in a normal situation, it would be very rare. Last year, because of, again, we were a hundred percent manned the whole year, and while everything was going on and we started fielding phone calls from all over Colorado outside our district because we were, again, the only congressional office to help with businesses and PPP loans.

So it was very stressful and so I would allow staffers -- like, and that's one of the things -- the last incident where Witness 5 -- I gave him the afternoon off, that Dale picked on because he already knew he wanted to terminate Witness 5 and was looking for any reason at that point. So I'm not surprised they brought it up, but it wasn't unusual with my staff.

MS. BENITEZ: So in this email, would you say that this email accurately reflects how you perceived Witness 5 as an employee?
WITNESS 1: No.

MS. BENITEZ: And would you say that you were -- were you on the phone with Dale as you typed this email or did you type this email --

WITNESS 1: Oh, yeah. Dale basically told me what he wanted me to put in the email, that he was done with Witness 5, that he wanted to basically fire Witness 5, and he wanted to make sure that, you know, it was taken care of, and it had enough substance in it to bring to the congressman. And so, I'd communicated --

(speaking to child.)

So that was -- I mean, they'd already -- he had his mind set. He was just building a case and he called me several times to say that I was not putting enough in the email. And so, again, I'm not proud of it. I was, again, concerned about my job because, again, I was seeing what he was doing with Witness 5.

I saw what he did with Linda, the office manager, and other staffers that didn't
listen to him. He would, you know, reduce pay
and fire them. And with COVID and everything,
I'm not going to lie, I was concerned for my job
and, you know, should I have said no?
Absolutely. But, again, I'd seen what he had
done before.

MS. BENITEZ: Nathalie, you can -- if
you could please take down the exhibit from the
screen.

THE REMOTE TECHNICIAN: Yes. Yes, I
can. Please stand by.

MS. BENITEZ: Thank you. And, Witness
1, you have made some sworn declarations, I
believe two, on behalf of Witness 5, where you talk
about his performance as an employee.

WITNESS 1: Yes.

MS. BENITEZ: Is that correct? And
what did you say in those declarations?

WITNESS 1: I believe in general that
he was an excellent employee. That's why we
brought him on as a fellow. He was hard working.
Like I said, there's numerous people and
businesses, industry and whatnot, that, you know, raved about his help and everything, and, again, that he and the congressman, that's why they brought him on, with his work ethic and his attention to detail.

That's why he was given defense and space industry because we were doing literally everything we could to have space command, space force in Colorado Springs. So he was given like at that time one of the most important jobs, if not the most important job. So I don't know what detail -- you know, that's basically a general summary.

MS. BENITEZ: And when was Witness 5 -- do you know when Witness 5 was terminated or if he was terminated?

WITNESS 1: So he was terminated, but he was -- basically said if you don't, you know, sign the -- it was -- he was basically pushed out. He was like, you're either going to be fired or not. I don't know the exact date honestly. I couldn't tell you.
MS. BENITEZ: Did you participate at all in the termination or the conversations to terminate Witness 5?

WITNESS 1: So what had happened is it was Witness 5's day off. So at that point, we were -- the congressman was trying to do damage control about COVID because there were several things that came out. And that was another dynamic with -- there was a leak, a leaker, that talked to the paper, and so Dale was -- between him pushing back, and COVID, and then leaker, Dale was full out on Witness 5.

So we went to teams where it was 50-50 and Witness 5 was off. It was, I believe, a Monday and Dale had me call him in, and he came in. And Dale conference called in my office, and Witness 5 sat there and Dale fired him, basically gave him an ultimatum and discussed everything. Witness 5 asked him several questions about, you know, well, what about this? You know, and he was honest. He brought up Liz and the concerns that, you know, he brought up and he
brought up everything that Dale -- had drove Dale
crazy throughout last year about the ethics of
workplace rights, and the masks, and COVID, and
everything, and he was like, is that the reason
why you're firing me, because it wasn't work-
related.

And Dale just lost it. And so I was
there as a witness, but I did not fire him. I
did not tell him. Dale handled the conversation
on the conference call.

MS. BENITEZ: And apart from that call
and the email that we just looked at, have you
ever voiced to Dale that you had issues with
or any issues with his work performance?

WITNESS 1: Not unusual throughout the
staff, Dale and I would have conversations about
-- you know, Dale would be like, how's the staff
doing? And I would run down each staff member
and, you know, they're stressed and things like
that. I vocalized concerns about the stress
level and concerns about COVID and things like
that, and he just downplayed it.
With the actual workplace, there were certain incidences in every staff, and I brought up things about Witness 5 as well that were unusual, you know, than above just normal stress and that's why we started doing teams, and 50-50, and giving people days off to try to alleviate some of that stress.

MS. BENITEZ: And in regard to the COVID protocols or lack thereof in the office, do you know who implemented or who pushed for you all to be in the office a hundred percent of the time? Was that Dale? Did that come from Representative Lamborn?

WITNESS 1: Dale didn't -- Dale and the Lamborns vocalized separately different times that it was just blown out of proportion to stop Trump. And then the protocols, we -- you know, Dale would downplay like us getting masks from the -- D.C. when they asked. I forget what department asked for masks. He would downplay it.

Could you repeat the question one more
time, please?

MS. BENITEZ: Sure. So I guess what I'm asking is, did Congressman Lamborn also express the same sentiment about COVID that Dale did to the rest of the staff?

WITNESS 1: Correct. Yeah. We had a party for -- I believe it was the congressman birthday party, and he came in and we were just asking, you know, small talk, how they were doing, and brought up COVID. And Dale had told Liz not to be over-dramatic about COVID and sort of threatened her about that because of her concerns. And she was -- and she wore a mask and distanced herself in the office.

And the Lamborns both said they knew it was to damage Trump's campaign and we stayed open. Mrs. Lamborn said -- Mrs. Lamborn, the congressman, and Dale both said the benefit of keeping the office open during a campaign year was crucial because several other congressmen had lost or weren't doing well because their -- they felt their offices were closed, so we stayed open.
for that reason. They were concerned about the campaign and the general election.

And so it was a shared sentiment.

Dale's very much a sycophant to the Lamborns. I mean, he's been with them for 14 years, so he parrots a lot of what they say. And so the sentiment was shared across the board with the Lamborns and Dale, and they both -- all three of them vocalized it.

MS. BENITEZ: Okay. Okay. So I'm just going to take a minute or two off camera just to run over my notes and make sure that I don't have any other questions for you. So if you don't mind, I'm going to hop off and if you want to take a quick break, I'll be back in two minutes.

WITNESS 1: All right. Thank you.

(OFF THE RECORD)

(ON THE RECORD)

MS. BENITEZ: Okay. So I don't think I have any more questions for you. I guess one last question to kind of wrap this up is, have you communicated with anyone else about the OCE's
investigation?

WITNESS 1: No, other than I confirmed
with Wes that I got your number and I contacted
you.

MS. BENITEZ: Okay. All right. So
with that in mind, we can hop off the record.

(Off the record at 11:46 a.m.)
EXHIBIT 3
Transcript of Interview of Witness 3

Review No. 21-4329
September 7, 2021
OCE Rev. No. 21-4329

Interview of Witness 3
Conducted Virtually
Tuesday, September 7, 2021
11:30 a.m. EST

Job No. 397627
Page: 1 - 49
Transcribed by: Alexa Renfro
Interview of Witness 3, conducted virtually.

ALL PARTIES ATTENDED REMOTELY.
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MS. BENITEZ: Today is September 7, 2021. We are conducting the virtual interview of Witness 3. Witness 3 is represented by counsel, Greg Harper, who is also present today. Speaking is Indhira Benitez, Investigative Counsel with the Office of Congressional Ethics. I'm also here with my colleague, Annie Cho, who is joining me today. Witness 3 has been given a copy of 18 USC 1001 and has signed the acknowledgement and returned it to our office. Please feel free to stop me, Witness 1, if you have any questions or if you need a break.

How long have you been working for Representative Lamborn?

WITNESS 3: Just over four years. Four years and about four months.

MS. BENITEZ: And what is your current title in his office?

WITNESS 3: I'm a senior advisor, and I do faith-based outreach. It is now expanded to community outreach. So I work in the District
office doing community outreach.

MS. BENITEZ: How did you meet Representative Lamborn?

WITNESS 3: Well, I knew him as a congressional member. So I had been in the community serving as a pastor. And so I just knew him from some of that. And then I was introduced to this role -- this position by the district director at that time by the name of Dale Anderson. They hired me, and that is when I really started to know Congressman Lamborn better.

MS. BENITEZ: What are some of your responsibilities as the senior advisor for faith-based outreach?

WITNESS 3: So the first thing is we communicate to our constituents the services that our office provides. So whether it is ministry leaders, or CEOs, or whether it is pastors of churches, or leaders of synagogues -- the entire faith community. We are communicating these are the constituent services that are available to you. So when they interact with their people,
they know who can help them maybe overcome an IRS issue, or a Social Security issue, a lot of veteran issues.

The second part of what I do is I convene -- bring the community together to talk about what are some of the solutions to the problems of our community, so it turns into a pretty great deal. Something I really enjoy doing.

MS. BENITEZ: And how would you describe your relationship to the Congressman today?

WITNESS 3: Professional. I think that is the best way to describe it. Very, very, professional.

MS. BENITEZ: Have you had an opportunity to meet anyone in the Congressman's family?

WITNESS 3: Sure. I got to meet, casually, some of the different members; the children, the grandchildren. And kind of the same way they got to meet some of our family members. We have five children that are a little bit younger than the Congressman's family, but they have been able to meet some of our family. When I
say, professional, the Congressman has attended
two of the weddings for my children, which I
thought was professional, and I thought was also
courteous.

MS. BENITEZ: Have you had an opportunity
to meet the Congressman's wife?

WITNESS 3: I have, yes.

MS. BENITEZ: And how is your relationship
with Mrs. Lamborn?

WITNESS 3: It is fine. Very, very
professional. And I think professional,
respectful, and appropriately distant.

MS. BENITEZ: How often do you speak with
or interact with Representative Lamborn?

WITNESS 3: Oh, goodness. I can't even
quantify it. It is very rare. I send daily
report of the activities that I do to all of my
supervisors and a copy of that goes to the
Congressman. And then I send a weekend
faith-based outreach, so a lot of the work I do is
on the weekend interacting with the community. It
is all sent out directly to the Congressman, and
then the response is usually just brief. Few
questions here and there, and then other
professions -- professionally, I'll facilitate
when we are doing community-based outreach, and
the Congressman is setting up different meetings
with different people. And then very, very,
rarely we do some friendly -- for instance, we'll
host a staff gathering at my house. We will watch
the Superbowl or basketball game or something like
that.

MS. BENITEZ: Social gatherings with --
WITNESS 3: That is correct. Thank you
for the right word.

MS. BENITEZ: And how often do you
interact with Mrs. Lamborn?

WITNESS 3: Even more rarely than that.
So maybe once or twice a month is pretty much all
I really interact with Mrs. Lamborn.

MS. BENITEZ: And what is the extent of
your interactions?

WITNESS 3: Well, this is' on the side, so
again, I'll host a prayer meeting; so we invite
some of the community members, some of the
constituents to come and pray with or pray over
the Lamborns. And there will be times when I
interact with her to find out what other prayer
requests that they have, and if she has any
special desires for that once a month meeting.
But that is not part of my job description. That
is just a personal engagement with them and the
community.

MS. BENITEZ: Has Mrs. Lamborn ever
reached out to you to perform any campaign related
work?

WITNESS 3: There has been some
opportunities. Not specifically as a reach out
from her but because of the work that I do with
this prayer group and interaction that I have had
with other parts, there has become some
opportunity to volunteer my time to maybe collect
signatures for a campaign or something like that.
But that wasn't anything I felt pressured for or
anything I would even reach out to. It was just
something that was an opportunity, and I was happy
to be part of something like that.

MS. BENITEZ: How did you learn of the opportunity to volunteer for these activities?

WITNESS 3: I had known that there was a need for signatures. So having known of the need for the signatures, I asked if there was anything I could do to help.

MS. BENITEZ: Have you ever been to the Congressman's personal home?

WITNESS 3: I have, yes.

MS. BENITEZ: And how many times have you visited his home?

WITNESS 3: I would guess, over the course of all those years, maybe ten times. A couple of social Christmas parties or staff social events. One time, Congressman and Mrs. Lamborn were kind enough to have me and my wife over. I think that was especially because Mrs. Lamborn had known that our youngest child was going off to college. So facing the empty nest, she wanted to reach out to my wife, Nancy. Social occasions like that.

MS. BENITEZ: Have you ever been to the
Lamborn's vacation home?

WITNESS 3: No. I was unaware that they had a vacation home. If it is in Hawaii, then I'm going to go a little further in wondering why I haven't been invited.

MS. BENITEZ: Has Mrs. Lamborn ever reached out to you for a personal errand where she has asked you to help her with a personal errand?

WITNESS 3: Sure. Because there was some of that personal friendship that had happened. An example would be a Zoom meeting. So during COVID because all of my meetings have shifted over to Zoom, and, obviously, even on this, I'm not a professional Zoomer; but I definitely have a little more experience than others. She was struggling with something, trying to have a meeting with her daughter. And she would say, Hey, can you help me with the Zoom?

And so it was something I was happy to be able to help with on a personal level.

MS. BENITEZ: And how would you help her? Would this be over the phone or in person?
WITNESS 3: Mostly in person.

MS. BENITEZ: And how would she reach out to you? In person or over the phone?

WITNESS 3: If she needed some help, she usually would contact me on the phone.

MS. BENITEZ: And would she call you during the week? On the weekends? When would she call?

WITNESS 3: Just whenever the meeting was. Whenever she was frustrated with whatever technology she was struggling with, she would call on my personal cell. And if I was available, I would say, Yeah, I would be happy to come and come help you out.

MS. BENITEZ: Did she ever call you while you were working?

WITNESS 3: There were some times that I would have office hours; so I would have to leave the office, take a break, and go help her.

MS. BENITEZ: You mentioned earlier some daily reports that you would send around and summarize kind of what you did for the day. Who
do these daily reports go to?

WITNESS 3: I believe -- for instance, I fill it out and send it to whoever the office manager of the day is. That would go to everyone in the district office, everyone in the D.C. office, and all of the leadership. Basically, an opportunity for everybody to be informed -- here's what is going on. Here's what we are putting our attention to.

MS. BENITEZ: So for internal staff members and the Congressman to be up to date with what the staffers were doing?

WITNESS 3: Yes, that is correct.

MS. BENITEZ: Did these daily reports also go to Mrs. Lamborn?

WITNESS 3: I think they do. Again, I'm not aware of that. It is just a broad list, and I think for her -- I think for her information on those daily reports, she had been copied on them as well. But once again, that is something that I -- that is just my understanding. I haven't even sent it out, I think I filled out the
district office report one time before I was compiling them. And then there was a general list that we send it to, so it is not like we are including or excluding anyone specific.

MR. HARPER: If I could just interject, so we don't have to go back to the topic.

When you did the daily report and you would send it out, you would send it out to whoever your supervisor was; right?

WITNESS 3: So on a daily basis, I'm sending it to someone within the district office who is compiling those reports. I send it to one person.

MR. HARPER: And they are sending it on to the district -- well, it could be the district director, but they could send it on to the Chief of Staff. Would that be correct?

WITNESS 3: They send it on to the broad distribution list, whatever that distribution list is.

MR. HARPER: Okay.

WITNESS 3: I may have, Gregg, done it
twice in all of these four years where I am trying to help someone else compile the list, and then it says "all staff." So there is an all-staff mailing list, and it goes to everybody.

MR. HARPER: Thank you.

MS. BENITEZ: Annie?

MS. CHO: Hi, Witness 3.

To your knowledge, do you know if Mrs. Lamborn holds any official role in Representative Lamborn's office?

WITNESS 3: You know, I really don't know that. I know that she has an official email as far as a mail.house.gov email. But I don't know the distinction between that. I know that most my interaction with her is on the personal email.

MS. BENITEZ: Do you know what led to her obtaining that official House email address?

MR. HARPER: If I could follow-up on Annie's question.

Are you aware that having the official email address is the way she could access her husband or Congressman Lamborn's calendar?
WITNESS 3: You know, that would make sense. But again, I just have no knowledge on that.

MR. HARPER: That is fine. Thank you.

MS. BENITEZ: Vane, if you don't mind, could you pull up tab one please and mark that as Exhibit A?

THE TECHNICIAN: Yes. Please stand by.

(Whereupon, Exhibit A was marked for identification.)

MS. BENITEZ: Vane, if you don't mind, can you please give Witness 3 control of the screen?

WITNESS 3: I'm going to need a little bit of help. I may have mentioned I have a detached retina, so vision is a little bit of a challenge here.

MS. BENITEZ: Sure. We will zoom in here.

WITNESS 3: Okay. Go ahead.

MS. BENITEZ: Witness 3, I would like for you to scroll through these emails and see if this is similar to the daily reporting that you do and other staffers do.
WITNESS 3: So this looks like it is the kind that is sent to -- for instance, in this case organized her report and then she sent it to Linda Rutzen. Linda would have been compiling it that day. But there is also a format. This is clearly not following the format of bullet points for the different activities.

MS. BENITEZ: Could you scroll down to the next page?

Here, you mention there is a format with bullet points. Is this more in line?

WITNESS 3: That is more familiar -- yes, that is the more familiar format that I'm aware of. This would be -- it looks like this is the one where Linda compiled it that day and sent it to the distribution list right there.

MS. BENITEZ: Right. So you see -- I want to draw your attention to right above the subject line where you see who the daily reports are directed to.

WITNESS 3: Okay.

MS. BENITEZ: And you see Doug Lamborn,
Jeanie Lamborn, and District, and D.C. Staff; correct?

WITNESS 3: Yes. So that would be consistent with that all-staff list that I had talked about.

MS. BENITEZ: Do you find it odd that Mrs. Lamborn would be getting daily reports from staffers?

WITNESS 3: Not really. I don't find it odd. Simply, because I think she has an interest with who is meeting who, what is going on. I think it is just a matter of being informed. So no, I don't find that odd.

MS. BENITEZ: You said you are not aware of Mrs. Lamborn having an official role in the office?

WITNESS 3: Yes. That is not something I'm privy to.

MS. BENITEZ: Would you find it odd if she didn't have an official role in the office, and she was still receiving the office daily reports?

WITNESS 3: No. I just consider her an
engaged, interested spouse.

MR. HARPER: I just think that -- Indhira, that is calling for inflammation or a conclusion that he is not going to be privy to. So I just want to make sure we are staying on track here. Certainly, it is not unusual for a spouse of a member to have an official email address in order to be apprised of what is going on particularly with their spouses -- member spouses activity and calendar.

MS. BENITEZ: Okay.

With that in mind, do the daily reports have anything to do with Representative Lamborn’s calendar?

WITNESS 3: Maybe you could be more specific. I’m not tracking with you. I don’t keep the calendar, so I’m not sure what you’re describing or asking.

MS. BENITEZ: Are the daily reports that staffers send in on a daily basis, are those reports -- let me rephrase.

What goes into the daily reports?
WITNESS 3: Okay. So I'm speaking for myself because I don't know that there were ever clear directions in giving them. I believe that this is a tool to convey to my supervisors -- that would include the Chief of Staff, who I rarely had interaction with because he was in Washington, D.C.; or the district director, who I had a little bit more interaction with because they are here; but then also to the Congressman; and then anyone else who was interested -- to be able to say, Here is who I'm meeting with, here is the activities that I'm doing, here is how I'm managing the time.

I'm doing community outreach, so I say this tongue in cheek to the staff all the time. But I remind them, the only time I'm not doing my job is when I'm in the office because I have been hired to be out in the community. But as you can imagine, when I'm out in the community, then my supervisors might be wondering, What in the heck is that guy doing.

So I see the daily report as an opportunity to tell them, Here is what I'm doing,
here is the activities, and honestly, here is the
benefit that I'm bringing to our office.

MS. BENITEZ: So the daily reports are a
summary of what each staffer has done for that
day?

WITNESS 3: Well, yeah. That is a lot
easier way to put it. Thank you.

MS. BENITEZ: And so these -- the daily
reports have nothing to do with Representative
Lamborn's personal calendar?

WITNESS 3: Again, I'm not sure what
you're getting at. As far as his personal
calendar, what do you mean by that? What are you
asking exactly?

MS. BENITEZ: Whether or not what you are
reporting on in the daily reports has anything to
do with the Congressman's schedule, or any
meetings that he is attending, or any meeting that
is directly involving the Congressman having to
attend the function.

WITNESS 3: Only when I'm making those
recommendations. So as a communication tool, I
would say, met with so and so. Congressman, this
would really be a good outreach for your next
district work period.

That's -- I'm not sure what you are
getting at, but that is the only way I can see the
correlation.

MR. HARPER: And if I could -- Indhira, if
I could follow up on that on the calendar.

What is on the screen here, Witness 3,
that you have control of. Under the Pikes Peak
Regional Air Show, it says Updating Calendar
Event. In that particular instance that I am
referring to, do you see that?

WITNESS 3: I don't see that.

MR. HARPER: Okay. It is under one --

WITNESS 3: Oh, I do see it now. Thank
you.

MR. HARPER: The fourth bullet point says,
Updating Calendar Event. So are you aware that
the member, in this case Congressman Lamborn,
would have the ability to access everybody's
calendar to see what they have scheduled that day?
Or if the calendar event that was on there, could see if it was something that he or she, the member, in this case Congressman Lamborn, wanted to do? Is that right?

WITNESS 3: Sure. That would make sense to me.

MR. HARPER: That is it, Indhira. Thank you.

MS. BENITEZ: Vane, thank you. You can go ahead and take the exhibit off the screen.

Annie?

MS. CHO: Hi, Witness 3. To your knowledge, do you know how Mrs. Lamborn accesses her House email address?

WITNESS 3: You know, I really have no idea.

MS. CHO: Okay. Thank you.

MS. BENITEZ: Witness 3, you mentioned a couple minutes ago that Mrs. Lamborn has reached out to you a sometimes for a favor involving Zoom or help with something, and that you have received these calls during work hours. There has been
times where you have received these calls during work hours. Approximately, how often would you say Mrs. Lamborn is reaching out for a personal favor?

WITNESS 3: Here is what I would guess. I would guess it would be a handful of times, five times. Five or less times that I have been asked to do a personal -- the other thing I want to mention about that, is when the Congressman is travelling, she's here alone. That is an example I alluded to my wife and I going over there for dinner. I think that was the first time that I said, Look, with the Congressman being out of town, if there is something that comes up, and you are needing some help, I want to be available.

I really don't think she has called upon that. I surely don't feel like she has taken advantage of it. But that is what I offered as a neighbor, as a friend, and I would appreciate that for someone when I'm traveling. A lot of people have done that for my family when I was away. So five times, maybe at the max. Maybe she needed
some help lifting a furniture. If I was going to
give you my personal opinion, I kind of prefer to
take a break from my workday to do something like
that rather than if it was on a weekend or my day
off. To me, it didn't matter what time it was.
If I had a few minutes where I could take a break
and go do something personal to help, then that is
great.

MS. BENITEZ: And had she ever called you
for help with lifting furniture?

WITNESS 3: So moving furniture was on an
occasion of two, and then the Zoom thing that I
described.

MS. BENITEZ: How far is Mr. and Mrs.
Lamborn's home from the office?

WITNESS 3: I'm guessing two and a half
miles. From my house, probably a mile and a half.

MS. BENITEZ: And on the two occasions
where you went to help Mrs. Lamborn move
furniture, approximately how long did that take
you?

WITNESS 3: Ten minutes, maybe.
MS. BENITEZ: Is this something that you have added in your daily reports when you step out of the office?

WITNESS 3: No. It was a personal activity. If you were to come back and show me, Hey, here is a daily report you did, and you turned it in.

Then that would have been a mistake, and I would just acknowledge -- you know, that is not something that I would report as part of my daily activities.

MS. BENITEZ: Why not?

WITNESS 3: Because it was a personal activity.

MS. BENITEZ: Is this something that other staffers shouldn't be reporting?

WITNESS 3: You know what, I can't speak toward other staffers as far as what they are doing. And again, the purpose of that daily report is a communication of, Hey, here is the activities that are happening.

And if they have some reason to
communicating that to others, then it is not as if it is -- what is the right thing? I don't know what others should do. I'm just telling you where I'm coming from on that.

MS. BENITEZ: So you don't know whether it is a requirement or not.

WITNESS 3: It is definitely not a requirement. Otherwise, I would have an email that would tell me that I have to do this.

MS. BENITEZ: Do you know of any other staffers that Mrs. Lamborn may have called if you weren't available to help her with Zoom or furniture or anything related?

WITNESS 3: You know what, I'm not sure of that. Honestly, even if I helped, I would say to the people in the office, Hey, I'm going to take a break. I'll be back in half an hour.

It is not as if I went around telling them that I was the favorite, and that I'm helping Mrs. Lamborn. Nothing of that sort.

MS. BENITEZ: And to clarify, you mentioned that Mrs. Lamborn has reached out to
you, you would say a total of about five times?

WITNESS 3: I think so, yeah. Maybe three
times for a Zoom, and maybe two times to move some
furniture.

MR. HARPER: And Witness 3, if I could
clarify, that is five times in the times that you
have worked there?

THE WITNESS: Yeah. Four and a half
years.

MS. BENITEZ: How are holidays in the
office? Do you and the other staffers buy gifts
for each other for Christmas, or birthdays?

WITNESS 3: We try to avoid the drama of
all of that. What we do instead is a gift
exchange. So at Christmas, we will often do a
gift exchange. For birthdays, people will get
together, and they will have a lunch, or they will
have a cake. Gifts just get so personal and
traumatic trying to figure out what you are going
to get for everybody.

MS. BENITEZ: What is involved in a gift
exchange?
WITNESS 3: So we will buy whatever gift it is. It is wrapped, and people will come and select --

MS. BENITEZ: White Elephant.

WITNESS 3: A very typical White Elephant. That is correct.

MS. BENITEZ: How about for the Congressman?

WITNESS 3: As far as -- rather than everyone else trying to figure out what we are going to do for the Congressman, if someone says, Hey, we can combine, and here is an idea.

Then voluntarily, if we want to participate in that, then we can. But there is no pressure to participate in that.

MS. BENITEZ: Is this done for Christmas and birthdays?

WITNESS 3: You know, it is not even that structured. Certainly for Christmas, but I can't think of anything for birthdays. That is pretty much it. The only other holiday I can think of is March Madness. We have a fun, pick the winners of
your bracket. But it is all very, very, casual.

MS. BENITEZ: Have you ever contributed to
a birthday gift for Representative Lamborn?

WITNESS 3: I believe I have.

MS. BENITEZ: Have you ever contributed a
gift for Mrs. Lamborn?

WITNESS 3: I don't think that I have.

Not that I can recall, no.

MS. BENITEZ: Have you ever participated
in a birthday celebration for the Congressman?

WITNESS 3: Yes. I have.

MS. BENITEZ: Have you ever participated
in one for Mrs. Lamborn?

WITNESS 3: I would say probably because
all of us, as far as us in the district office,
will, occasionally, get together for that kind of
celebration. I don't recall one specifically for
her. As a matter of fact, I can't even remember
when her birthday is. Can you help me as far as
remembering what time of year?

MS. BENITEZ: I actually don't know.

WITNESS 3: Then that is the best I can
do. Honestly, I think she gets embarrassed by that kind of stuff, so I think -- I would be surprised if we held one for her because she doesn't like that kind of personal attention. But then again, I wouldn't be surprised because we do it for lots of people.

MS. BENITEZ: Annie?

MS. CHO: Witness 3, do you know who initiates the process of getting the gift for Representative Lamborn?

WITNESS 3: Do I know the process?

MS CHO: Yes. Who reaches out to the staff and says, We should consider getting a gift for the member.

WITNESS 3: The only one who is fresh in my mind that I can think of is everyone was kind of -- this would be my first year, that is why I was paying closer attention to it. Asking, Hey, what do we do?

Someone said, Rather than everyone thinking through your own little thing --

You know, it can become sometimes a
contest -- I was coming new into the office, I didn't know if it was like a 1-up of who is getting the best gift.

    They said, We avoid all that drama. We would like to send the Congressman and Mrs. Lamborn on a special dinner. If anyone would like to contribute, you can do that.

    That is what we did. I contributed $10 or something like that.

    MS CHO: So who initiates that conversation?

    WITNESS 3: That conversation was led by the district director. So Dale Anderson was the one who -- as the district director at that point just said -- you know what, in this part, it might have been me initiating it at a staff meeting and asking the question and saying, Hey, I'm the new guy. What do we do for this?

    And then they say, Okay. Here we are going to do the gift exchange, and we are going to combine together.

    To say that Dale initiated it -- the
district director initiated it, he is the only one
who had a background to give me more information.
It could have been me initiating it, because I was
the new guy and wondering how these things work.

MS. CHO: Did anyone else express to you
not wanting to contribute?

WITNESS 3: If anyone wasn't able to
contribute or didn't want to contribute, no one
had to contribute.

MS. BENITEZ: Do you remember anyone vocal
--

WITNESS 3: Was there anyone specific
opting out? I know I opted out of at least one.
There was a staff pool where -- you know, there is
some staff pools for some other things. Sounds
silly, but right now we have a taco Tuesday pool.
Whoever has cash, throws it in. And I will
confess to you that I often opt out of that one.
But other opting out, I'm really not aware of.

MS. BENITEZ: Have you ever opted out of a
gift for the Congressman?

WITNESS 3: I don't believe I have. On
the other hand, I get absentminded, and I may have missed it. You know what, I think one year I wanted to contribute something. As a matter of fact, I just wanted to contribute a little bit more, and one of the district directors refused my payment. So I may not have had a share in that year. I'm sorry that I can't be more specific about it because honestly, I just don't even think about it. It is just not that big of a deal.

MS. BENITEZ: Did the district director or Dale or anyone else for that matter ever plan to gift any other staffer for their birthday? Kind of how they did with Representative Lamborn.

WITNESS 3: Yeah. So there would be some pools for things like that too, but it's just to haphazard. It is not as if there is a big structured plan. But yeah, people have pooled together to do some other nice things for someone on their birthday. They might have even got me a -- you know, they don't pool for a gift. They know my favorite thing is a cheesecake. They will get together and do a cheesecake for me.
MS. BENITEZ: Have you ever participated in a pool for a gift for another staffer?

WITNESS 3: I have. But I can't think of what it is. Again, let me think of another staff party that we did. You know, I can't think of it right off the top of my head. I think that there was a time that we wanted to do something special for a former district director. Not sure why his name just escaped my mind. But everyone wanted to do something special. He had been under a lot of the pressure, so we threw in money, got a lunch, and got a cake, and had a gift. I definitely remember doing that.

MS. BENITEZ: Were you ever present for any celebrations for the Congressman's children or extended family members?

WITNESS 3: Yeah. The one that I can remember. It -- for instance, there was a Christmas celebration that I was talking about. It was off-site, off-hours, and the children participated in that. I consider that a blessing be able to get to know some of their out-of-town
children who I hadn't known.

There was another that was held at the
district office, I can't remember if it was even
planned any special way. But I know that the
Congressman's daughter-in-law and grandbaby was
there. So for me it was cool to get to know the
grandbaby a little bit.

MS. BENITEZ: Why was the daughter-in-law
there? Who was the celebration for?

WITNESS 3: You know, I think -- I don't
know if that was a birthday. I think we were also
happy that she had just gotten her citizenship, so
it was part of the birthday/citizenship/we're
going to know you "party."

MS. BENITEZ: Are these parties common for
constituents? Do staffers throw parties when
other constituents become citizens or have
birthdays?

WITNESS 3: We had some significant
celebrations for other constituents who have
received citizenship, or a purple heart. Those
are more official. We just had a purple heart
celebration for a constituent. That was a big
deal for Carson. This one was more of a family,
personal interaction. So it certainly didn't come
to that level of the big deal that we make out of
some of the constituent acknowledgements.

MS. BENITEZ: So apart from
acknowledgements like the purple heart, has there
ever been a celebration at the office, or a party
for a constituent?

WITNESS 3: Sure. Work party is not the
right word. We have a congressional record that
we give them, so it is a formal occasion, pictures
are being taken. It is not a party like what
you're describing. The party that we are talking
about, there was no congressional record, there
was nothing official, there was no public
statement. It was just family members getting to
know staff members. In the same way that if my
child comes from college and is in town, she'll
stop by. And it is not an official party, but you
know, everyone is coming to the conference room.
And they are all interacting with someone who is
special to us because they are a family member of
our team.

MS. BENITEZ: And that kind of
celebration, is that something that is regularly
performed for other constituents?

WITNESS 3: I would consider that. For
sure, yeah.

So [Witness 4] is in the office,
and she may have a sister that is coming by.
Everyone comes out and gets to know her and happy
to meet her sister. She brings her mom.

For me, if my children are coming out of
town, everyone is going to come by and say hi. Or
one time, you know, I had a special surprise with
a family member. They totally surprised me,
shocked me, and everyone just gathered around. It
was that kind of environment. It was festive,
nothing planned.

MS. BENITEZ: How many times has a
celebration like that happened for a constituent
that was not related to a staffer?

WITNESS 3: A handful.
MS. BENITEZ: And that no one had any relation to?

WITNESS 3: If no one had any relation, a handful. So again, we're going back to a purple heart or --

MS. BENITEZ: No. No purple hearts or certificates. Celebrations similar to the one you are having with the Congressman's daughter-in-law and for --

WITNESS 3: We would never do that because it is not a professional -- this was a personal, social group. We are far more careful and professional if it is a constituent because you set a precedent. You have to do one for every constituent that comes in.

MS. BENITEZ: And going back, circling back to -- we mentioned what your position was currently in the Congressman's office, who do you report to?

WITNESS 3: My direct report is to the district office or to the district director. Whoever that district director is. Currently,
that is to the Chief of Staff, who is Dale Anderson.

MS. BENITEZ: Okay. Witness 3, I'm going to hop off camera just to go over my notes really quickly, so we can wrap up. I am going to make sure that I have touched base on everything. So you can take a break.

We can go off the record.

(Whereupon, a recess was taken.)

MS. BENITEZ: Okay. Just a couple of last questions, and then we can wrap up.

Earlier you mentioned the daily reports are meant for your supervisor to kind of keep abreast of what you are doing to anyone who is interested.

Do you consider Mrs. Lamborn your supervisor?

WITNESS 3: Absolutely not. Definitely an interested party.

MS. BENITEZ: Would staffers be allowed to send the daily reports to constituents? For example, if constituents called and asked and
wanted to know what was happening in the office.

WITNESS 3: You know what, I don't see any prohibition toward that. I don't know any prohibition of that. I haven't been instructed that it is prohibited to convey it to staff or other constituents. I know that I have shared mine with other constituents. They will say, Hey, what do you do?

So I would pull it out and say, Here are the kinds of things that I'm involved in.

MS. BENITEZ: Annie, do you have any more questions?

MS. CHO: No. I think I'm good.

MR. HARPER: Indhira, I didn't want to cut you off. If you had other questions, I can wait. I want to make sure you were -- to where I could ask a couple follow-ups.

MS. BENITEZ: I do not have further questions.

MR. HARPER: Witness 3, just a couple of follow ups, if I may.

On the daily reports, as far as yours are
concerned, you might not be privy to all of them.

Do you ever put anything in there that is confidential or discloses personal information on anyone?

WITNESS 3: I can't think of any scenario that it would be something confidential. I can't think of any situation that I put something confidential.

MR. HARPER: All right. As far as the personal things on those five occasions that you were asked to do personal things for Mrs. Lamborn, none of that was ever done on official time; right? You took a personal break or after work?

Would that be fair to say?

WITNESS 3: That is correct.

MR. HARPER: And then, one other question, when it comes to Lamborn's daughter-in-law that had gained her citizenship. I assume, most of the time, when you have a constituent that goes through the naturalization process, that is a really big deal, is it not?

WITNESS 3: Yeah. We are happy for
everyone. I can't think of other scenarios, but we had other people who gain their citizenship, and it is a happy occasion. In this case, this was just family celebration, man. From my perspective, I can't really remember if it was more of a birthday event, or if was a come up, her naturalization, or her citizenship. It felt like more of a family birthday party to me than anything.

MR. HARPER: So a lot of happy folks at that one.

WITNESS 3: For sure. We were more happy about the grandbaby that was there. We all got to interact with the grandchild that was there. It was a lot of fun.

MR. HARPER: And it is not unusual for staff, like you said whether it is a child of yours or somebody related to one of the other staffers to come by and say hello. That is not an unusual occurrence; correct?

WITNESS 3: That is correct. It is not unusual.
MR. HARPER: All right. And when you did a naturalization process, I assume that Congressman Lamborn would do a certificate of congratulations on that on occasion that would go to those constituents?

WITNESS 3: So if it was a more formal constituent thing, then it would be a congressional record or a certificate or something. To my knowledge, none of that was done on this. This was truly a happy, family occasion.

MR. HARPER: So actually, in that case, the daughter-in-law perhaps received less than what someone else would receive in a formal setting. Would that be proper?

WITNESS 3: That would be true. There was certainly no documented -- I didn't know of any kind of documented congressional record, and usually, I am part of helping prepare those. We have done a lot of congressional records, and may or may not have been inappropriate for a Congressman to do that for a family member, but this was not that. This was just a happy, family
occasion. We were all there, had some cake. As I recall, I think we ended up eating hot dogs and apple pie. Something that was kind of an American theme.

MR. HARPER: Thanks, Witness 3.

MR. HARPER: Indhira, that is all the questions I have.

MS. BENITEZ: I do not have any. Actually, one follow-up question on one of Greg's questions for you.

When you performed these errands for Mrs. Lamborn, she was calling you during work hours; correct?

WITNESS 3: It depended. It wasn't always during work hours.

MS. BENITEZ: Was it sometimes during work hours?

WITNESS 3: So there was a couple of occasions that it was during work hours. And then there were a couple other occasion where it would be on my day off or on a weekend or an evening. It varied.
MS. BENITEZ: Out of those five times that you mentioned where you helped with Zoom and moving furniture, you stated that the two times you helped with furniture, it was during the workday and you would be happy to --

WITNESS 3: One was during the workday, and one was on the day that I was off. One day, I was off, and I was able to go in gym clothes. I had just came from the gym, and so I had gym clothes, and I could move some furniture for her. The other time she needed some furniture moved, I was dressed for work. I took a break from work. I actually -- I mean, it was so light that I just stayed in my work clothes and put something up on a truck for her.

MRS. BENITEZ: And how about the other three occasions?

WITNESS 3: For the Zoom, one, for sure, would have been the evening when she was trying to set something up on an evening call.

One, for sure, she came to the office, which I was grateful for because it saved me a
trip of going somewhere else. She said, Hey, I need some help for Zoom. Can I stop by the office for convenience for you?

So that is one that was definitely during the workday. And then the other, I can't even -- those are the only four occasions that I can really remember.

MS. BENITEZ: I have no further questions. We can go ahead and hop off the record.

(Off the record at 12:22 p.m.)
EXHIBIT 4
Transcript of Interview of Witness 2

Review No. 21-4329
August 31, 2021
OCE Matter (21 4329)

Interview of WITNESS 2

Conducted Virtually

Tuesday, August 31, 2021

3:31 p.m. EST

Job No.: 396361

Pages: 1   60

Reported By: Brendan Cuenca
Deposition of WITNESS 2, conducted virtually:

Pursuant to notice, before Brendon Cuenca,
Notary Public in and for the State of Maryland.
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Dylan Keisler, remote technician
Transcript of Interview of Witness 2
Conducted on August 31, 2021

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EXHIBITS

(Retained by counsel.)

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PROCEEDINGS

WHEREUPON,

WITNESS 2

of lawful age, being by me first duly sworn to

testify the truth, the whole truth, and nothing but

the truth, as herein certified, deposes and says as

follows:

EXAMINATION BY COUNSEL FOR OCE

BY MS. BENITEZ:

Ms. Benitez: Today is August 31, 2021. We

are conducting the virtual interview of WITNESS 2.

Witness 2 is represented by counsel, Greg Harper,

who is also present today. Speaking is Indhira

Benitez. I am an investigative counsel with the

Office of Congressional Ethics. Joining me today

are my colleagues, Omar Ashmawy, and Annie Cho.

Witness 2 has been given a copy of 18

USC1001, and she has signed and acknowledged a

receipt and also returned that back to our office.

Q. So Witness 2, please at any time feel free to

stop me and ask me if you need a break or you have

any questions.
Transcript of Interview of Witness 2
Conducted on August 31, 2021

A Thank you.
Q Thank you. Thank you actually for taking
time out of your day to sit with us. In an effort
to make this as quick as possible, let's just jump
right into it.

Witness how long have you been working for
Representative Lamborn?
A I began working for Representative Lamborn
in February of 2014.
Q And what was your first position, or your
first job with the Congressman?
A Senior caseworker.
Q And is that your current position with him?
A Yes.
Q How did you meet Representative Lamborn?
A Well, I met Representative Lamborn during my
interview, my job interview, which took place in
Indianapolis, and that's the first time I had met
him.
Q Are you originally from Indianapolis?
A Yes.
Q And you mentioned you're a senior

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Transcript of Interview of Witness 2
Conducted on August 31, 2021

1 caseworker?
2    A Uh huh.
3 Q What are some of your duties as senior caseworker?
4    A Well, I work on a lot of cases. The
5 majority of my work is constituent services, so I
6 handle a lot of different Federal agency issues for
7 folks; but apart from that I also coordinate the
8 Congressman's Academy nomination process, and
9 previously I also coordinated the Congressional Art
10 Competition event for him, so that's mostly what my
11 job description entails.
12 Q And who do you report to?
13    A I would report to my most closest
14 supervisor, which would be our District director.
15 Q And who is the current District director?
16    A Currently the District director position is
17 not filled, and so therefore I am reporting directly
18 to our Chief of Staff.
19 Q Is that a recent development, that you
20 didn't have a District director?
21    A Yes.
Transcript of Interview of Witness 2
Conducted on August 31, 2021

Q Who was the prior District director? 05:35:08
A Mr. Norm Steen. 05:35:09
Q So when Norm was in the office, you would 05:35:15
report directly to Norm?
A Correct. 05:35:20
Q And how would you describe your relationship 05:35:21
with Representative Lamborn today?
A I have a very good relationship with 05:35:23
Congressman Lamborn. I very much am proud to work
for him. I'm proud to help him serve the
constituents of the Fifth District. I love
Colorado, so I feel blessed all the way around.
Q And have you had a chance to meet the
Congressman's family?
A I have met his family, yes, on a few
occasions.
Q How often do you interact with the members
of the family?
A Well, I would say very rarely have I
interacted with members of his family, apart from
his wife, Jeanie, who I see more often obviously
than I would his children, so.
Transcript of Interview of Witness 2
Conducted on August 31, 2021

Q How often would you say you see Mrs. Lamborn?

A Really not that often. So occasionally she might come into the office, but that's very occasionally. Or I would see her, you know, during staff gettogethers or if they've invited folks over to their home. Times like that is when normally I'll see Mrs. Lamborn.

Q Does Ms. Lamborn ever reach out to you at the office to work on any campaign related activities?

A Well, I would not say she reaches out to me at the office here. If there is something, which hasn’t occurred that often, but if there is something that she's asking me to do, she will contact me in an evening or during a weekend or something typically.

Q How often would you say she reaches out to you during the evenings or weekends?

A Very rarely, rarely, yeah.

Q And what kind of things does she ask or request of you when she gets in contact?
A So the only thing I've ever been asked to do, and on a very occasional, very occasionally, is when they are out of town, and I've been asked to check on the campaign mailbox, PO box, so I would gladly do that. It takes moments of time, not long at all, and I would always do that either on my way into the office, but normally I would take my lunch hour and just swing by there to check the mailbox during my lunch hours, so I've never yeah.

Q Okay. So Mrs. Lamborn would contact you outside of work hours?

A Uh huh.

Q And ask you to stop by and check the campaign mail or check personal mail?

A She would ask if I would mind or if I was available, to help key an eye on the Post Office box while she was out of town. And I would say during the time I've worked for them, which is going on my eighth year, it's been a very, very few instances where I've been asked to just keep an eye on the mailbox. It's much different than my previous member of Congress that I worked for. He was
always I actually wore kind of two hats there.  
So as far as being asked to do campaign related

tasks, I was very pleased when I began working for
Congressman Lamborn that that was something that was
very rare that was asked of me to do.

Q Since it was very rare, if you had to guess
or give an estimate of approximately how many times
Mrs. Lamborn reached out to you or the amount of
times that you went over to pick up mail, how many
times would you say?

A You know, over a span of nearly eight years,
I would estimate maybe two or three times a year
maybe, and so two or three times per year times,
let's say, seven isn't that many times at all, yeah.

Q And would Mrs. Lamborn ever reach out to you
during the workday for you to perform similar tasks
or personal errands?

A No. I've never been asked to do a personal
errand.

Q Have you ever been actually, has any
other staffer been asked by Mrs. Lamborn to pick up
the mail maybe if you were out that day or if you
Transcript of Interview of Witness 2
Conducted on August 31, 2021

1. were unavailable?

   A I'm not aware, and I don't know if she's
2. asked another staffer to do anything of that nature.

   Q And would you say when you went and
3. performed these tasks for the Congressman or Mrs.
   Lamborn, that was on the weekends? You said the
4. nights or weekends or your personal time?

   A No. Typically I would check the Post Office
5. mailbox during my lunch hour, so I would leave my
6. desk here. I would pick up my lunch and then swing
7. through the Post Office, check the Post Office box,
8. and then finish out my lunch hour and then return to
   the office. It was never during my official duties.

   It was never brought up to the office. If there was
9. mail, it was left in my car. You know, I never
10. brought anything up to the office to open or look
11. through. I simply kept everything in my car, and
12. then if there was mail, I would open it when I got
13. home, and I have a little home office area that I,
14. you know, have at home; and if there was something
15. like a contribution, I would simply let her know.

   The only time she really ever asked if I

05:41:00
05:41:01
05:41:05
05:41:11
05:41:18
05:41:21
05:41:23
05:41:26
05:41:32
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05:41:45
05:41:48
05:41:54
05:41:58
05:42:02
05:42:06
05:42:10
05:42:15
05:42:19
05:42:26
05:42:28
05:42:34
would mind doing that was if it was during key 05:42:37
48 hour reporting times where they needed to keep 05:42:44
track of money that might be coming in. I fully 05:42:47
understood that that was an important thing to do 05:42:50
because with my former member of Congress, I was his 05:42:53
campaign finance person, so I knew what 48 hour 05:42:59
reporting was and that it's important to keep track 05:43:08
of what's coming in so that you can report that 05:43:11
properly. So I never had any issue doing that, and 05:43:14
it was, as I said, very occasionally I was ever 05:43:17
asked if I was available to do that, so. 05:43:22
Q And just to clarify, if you had to guess, 05:43:26
you said it would be maybe two to three times a 05:43:30
year 05:43:32
A Maybe, yes. 05:43:32
Q that Mrs. Lamborn would reach out? 05:43:33
A Yeah. Not that often at all, no. 05:43:35
Q How often would Mrs. Lamborn visit the 05:43:38
office? 05:43:42
A Really not often. Not often enough. I 05:43:44
always enjoy seeing Mrs. Lamborn. She's a wonderful 05:43:48
woman, very kind, and I always enjoy having her come 05:43:54
into the office to say hello. When she does, it’s to say hello, and so we’re always very happy to see her; but she really doesn’t come in much at all. She never really has, and so, you know, yeah.

Q So I want to shift gears very quickly and touch on the Congressman’s son, [REDACTED]?

A Uh huh.

Q When did you first meet [REDACTED]?

A I may have first met [REDACTED] back when I first started for Congressman Lamborn, perhaps at a Christmas party or something, but to be honest, I’m not sure I could pick him out from a group. That’s how not very often I’ve met him. Very nice I can recall, so.

Q Did you ever help [REDACTED] with the Federal job hiring process?

A I did, yes.

Q And how so?

A Well, I had, luckily, already prepared materials through my normal constituent services work because we are often contacted by constituents asking for help with how to navigate the Federal job...
process. So, you know, it begins with USAjobs.com
or gov. Well, from there it gets even more
complicated. And I had prepared a packet of things
that help folks with that whole process, so luckily
I had everything ready, and I simply said, hey, I've
got just the thing. And so I was very happy to
share that information, public information, that
anyone can find. And so I just simply compiled it
and had it ready for folks when they contacted our
office.

Q And how did you know that [redacted] needed help
with the Federal job hiring process?

A Well, I was Mrs. Lamborn asked if I would
mind sharing some of the information I had already
available for constituents to help navigate through
the Federal job process. And, of course, I was
absolutely happy to do so. I had everything ready.
I said here you go. This is information that may be
helpful to you. I never was I never wrote a
resume. I never did anything further than just
providing, you know, Federal job process and tips
involving that. I wasn't asked to do anything more
than that, and that's all that happened there.

Q You mentioned that Mrs. Lamborn very rarely
reached out to you to perform any of the campaign
work or really at all to perform anything outside of
your normal duties?

A Right.

Q So is this one of the times that she reached
out for a personal errand regarding her son?

A Well, I didn't see it as a personal errand.
I saw it as constituent services. This was the only
time, though, that she asked me if there was
information I could provide for a family member.

You know, yes, that was a first and only time that
she asked if I had information, and I knew it would
be for her son [blank] for the job process, so, yes.

Q How did you know it would be for [blank]?

A Well, she told me.

Q Okay.

A She told me, yeah.

Q So she said could you please provide some
information to my son or my family member?

A She said would you mind or would you be able
to provide any information to [redacted] regarding the Federal job process through USA jobs, and I said absolutely. I've already got a constituent resource folder ready. I saw it as just helping another constituent, frankly, that just happened to be [redacted], and I was happy to do it because I myself have been through the Federal job process, and it certainly is not an easy thing, so.

Q And did Mrs. Lamborn when did she reach out to you to ask you if you could provide that information to [redacted]?

A I really don't know. I can't tell you when exactly. I'm sorry. I can't recall the month or when specifically that was.

Q Did you ever communicate directly with [redacted] in helping explain the paperwork and the process?

A I think I did, yes. I think I emailed him any documents that I thought may have been helpful to him for that.

Ms. Benitez: Dylan, if you don't mind, could you pull up Tab 2, and mark that as Exhibit A.

Technician: Absolutely. Please stand by.
Transcript of Interview of Witness 2
Conducted on August 31, 2021

(WITNESS 2 Deposition Exhibit A marked for identification and retained by counsel.)

Ms. Benitez: And, Dylan, do I have control of the screen?

Technician: Yes, I can give you control. Just give me one moment. You should have control now.

Q So Witness 2 I believe this spans from Page 31 until 122. You don’t have to go through every page. You can scroll down a couple of pages, and let me know if this looks like the information that you sent over to [redacted]?

A So can I move it myself?

Q Oh, yes, I'm sorry.

Ms. Benitez: Dylan, could you please give control of the screen?

Technician: Yes, you should have it now.

A This looks like standard job tips that would be available to everyone. I'm not sure if I provided that, but it looks like a very nice, comprehensive guide.

Q So you don't recall whether this is the
Transcript of Interview of Witness 2  
Conducted on August 31, 2021

1. information that you provided to ??

   A  Yeah, actually I'm not sure if this is it.

   It may be. I haven't reviewed that actually, but

   this looks like, you know, something that I would

   actually, I'd like to save it to my desktop so that

   I can send it to constituents. It looks good.

   Q And how often would you say you help

   constituents with the Federal job hiring process?

   A You know, not that often but often enough

   that I had gathered some things, and then I think

   that during my Federal job search, I had acquired a

   couple of things or tips that I just remembered, you

   know, that I could share. For instance, well, I've

   been told that you need to use buzzwords from the

   job description and put into a resume, things like

   that. That's about as deep as it would get of

   things that I would share with folks, but I would

   have to look back to see exactly. This looks like a

   standard, nice, comprehensive packet for folks.

   Q And to clarify, you don't recall if this is

   the one that you sent ??

   A Correct.
Q And have you ever sent anything like this to any other constituents?  
A I think possibly something similar to this, yes, but I don't know if it was issued by the Department of Labor or not, which I think I saw that it was, yeah.  
Q And  
A It's possible I did, but I'm not completely sure.  
Q And you mentioned that you did communicate directly with [redacted] at some point; that you may have emailed him some similar information?  
A Uh huh, right.  
Q Would you be able to provide those emails to us?  
A I can look, yes, and see what I have. I haven't looked thus far, so yes.  
Ms. Benitez: Dylan, you can go ahead and take Exhibit A off the screen. Thank you.  
Q So going back to, I guess, your duties in the office as a senior caseworker, are you familiar with daily reports?
A Yes.
Q What are daily reports?
A Daily reports are something that we are
asked to put together on a daily basis, just a quick
synopsis of things that we've accomplished for that
day. And then those are all compiled and shared
with the entire staff and the Congressman on a daily
basis.
Q And all staffers put together these daily
reports?
A Uh huh.
Q And how does the reporting work? Do you
send your report individually to one person, or is
that something that goes around the office?
A Yes. There is one person that's designated
for each office. We send our daily reports to them,
and then they compile them into one email document
and then send them out. So someone from our
Washington office will do that, and someone from our
District office will do that.
Q And do you remember is it the same person
that compiles everyone's daily reports and passes
them along, or did that vary?

A Most usually. If the one person isn't available, then someone else will do that, but typically it's one person for each office.

Q And who do you remember do you know who the individual responsible for that was at the District office?

A Currently or in the past? There have been several people over time.

Q Currently.

A Currently the person that's handling that for our District office is Kathleen Clayton.

Q And was there a certain time of day where you needed to send this information to Kathleen, or could it be done

A Yes, we typically were asked to turn in those reports by, you know, definitely before five p.m., preferably sometime in the early to late afternoon, but those needed to be issued before 5:00 typically.

Q And you mentioned the daily reports, they're a summary of your day?
Transcript of Interview of Witness 2
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A Correct.

Ms. Benitez: Dylan, could you pull up Tab 1 and mark that as Exhibit B please.

(WITNESS 2 Deposition Exhibit B marked for identification and retained by counsel.)

Q So there aren't many pages in this exhibit. I'll just have you kind of scroll through and let me know when you're done.

A Sure.

Ms. Benitez: I'm sorry, Dylan. Could you please give control of the document?

A Okay.

Q So are these the daily reports that you described?

A Yes.

Q So it's mainly just bullet points summarizing everyone's day all in one email?

A Yes.

Ms. Benitez: Dylan, do you mind giving me control of the screen?

Technician: Yes. Give me just one second.

You should have control now.
Ms. Benitez: Thank you, Dylan.

Q So I just want to point out a few things in these daily reports. So July 3, 2019, this looks like perhaps your daily report, and the highlighted section here?

A Uh huh.

Q What is that referring to?

A So that's an example of one of the times that I would check on the mail, the campaign Post Office box mail; and as I told you earlier, I typically did that during my lunch hour. And that's just me chronicling that as part of my daily.

Q So for the record, the highlighted portion says: Ran unofficial errand during my lunch break?

A Correct.

Q And scrolling down through these other dailies, is it safe to assume that the unofficial errand during your lunch hour are all you picking up mail?

A Yes, absolutely.

Q I just want to

A That's always what that is, yes.
Q: I want to clarify because earlier you mentioned that Mrs. Lamborn would reach out very rarely, maybe two or three times a year, but in scrolling here through just a few of these dailies, we have more than two or three times of unofficial errands.

A: Yes.

Q: that occurred within the span of just a couple of months.

A: Yeah.

Q: So I just want to clarify. Was Mrs. Lamborn reaching out to you more frequently than just two or three times a year to pick up mail for the campaign or personal mail?

A: Well, looking at these dailies, I think that may have been one instance where perhaps I did that task more than I normally would have. But on average and overall, I feel as though I'm barely asked to do much at all when it comes to picking up mail at the Post Office.

If you'll scroll down, can I see what time period that was?
Transcript of Interview of Witness 2
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Q Sure.

Ms. Benitez: Dylan, you can give me a little more control.

A I mean, this isn't something that I do on a regular basis. Absolutely it's not, and it's so few times I barely feel burdened or overwhelmed with having this particular task asked of me, so we're looking at September of 2019, September yeah, so that was over a couple weeks' span, I think, unless I'm wrong there. A couple weeks during September, so I may have done it for a duration of two weeks, but if that's the case, it rarely happens that way. I might have to I might monitor for a week or so but nothing

Mr. Harper: Can you scroll down; is that the last data report, or is there more after that?

A Let's see. October 2020.

Mr. Harper: Okay.

A Yeah, October 2, 2020, and here we are almost a year earlier, right, September 25, 2019.

Q So what made this time different where you were doing it more often?
A Well, I would assume that it was because the Congressman and Mrs. Lamborn were out of town perhaps for an extended period of time, so I would check every other day. I didn't even go every day probably. You know, so September 24, 2019. Oh, okay, yeah, September 24. Let's see. There's another September 2019. Oh, that's a duplicate. That looks like a duplicate one because it's a September 19. September 19, that's also a duplicate because there's only one daily per day, so it looks like three of those are for the same date, September 19.

Q Okay.

Ms. Benitez: Dylan, do you mind giving me control of the screen again?

Technician: Absolutely. Just give me one moment. Okay. You have control.

Q Thank you. And for each of these times where you ran an unofficial errand during your lunch break, was Mrs. Lamborn reaching out to you contemporaneously as you were running the errand?

A No, not at all.
Q How did that work?

A So after I said that I was available to do that and she never told me to do it, she always asked me if I might be available to do that during my free time, and, of course, I would say, of course. So I would meet with her once before she left town, and that was always, you know, usually after work. I would meet with her. She would give me the mailbox key, and then I wouldn't speak with her unless I communicated to her that a significant contribution came in, and that would be for reporting purposes. But that would only be occasionally, so I only contacted her if I felt she needed to be alerted to something.

Q And where was the Post Office located in relation to your office?

A Yeah. So the Post Office is located probably a mile or two up the road from the office here, yeah.

Ms. Benitez: Dylan, you can go ahead and take Exhibit B off the screen. Oh, I'm sorry. Annie has a question.
BY MS. CHO:

Q Liz, you mentioned that Mrs. Lamborn rarely reaches out to you to conduct these, you know, checking the mail. If you notice on the email chain I don't know who has control now, Indhira?

Ms. Benitez: I believe so.

Q If you could scroll down to the next email thread, it looks like these daily reports are going to Mrs. Lamborn as well. Do you have an explanation as to why she's receiving these daily reports from the staff?

A I don't, other than I would think it would be not out of the ordinary that not only the Congressman is aware of what the staff is doing but Mrs. Lamborn.

Q So was she usually involved with staff on a regular basis?

A I wouldn't say that, no. I never really thought about that, so I don't see any issue with Mrs. Lamborn being looped in on any daily reports or anything like that. I believe her official email is used for that.
Q. Have you ever been directed to send your daily reports to Mrs. Lamborn at all?
A. No.

Ms. Cho: Thank you.

Mr. Harper: Could I interject? Which email or daily report are we referring to that was sent?

Ms. Cho: If you scroll up, Indhira, if you go to the one above it, if you look at the "to", it's to Doug Lamborn and then Jeanie Lamborn.

Mr. Harper: All right. Any others of them?
Ms. Cho: If you scroll down more, that one as well.

Mr. Harper: Is that the same one by chance?
Ms. Cho: It may be the duplicate.

Ms. Benitez: Let's see; that's September 18 to September 19, so two consecutive days in a row. This is September 24, so it looks like Mrs. Lamborn was receiving the daily reports every day that the daily reports were going out.

Mr. Harper: Okay. Thanks.
Ms. Benitez: Thanks, Annie. Dylan, you can go ahead and take Exhibit B off the screen. Oh,
Transcript of Interview of Witness 2
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Omar has a question.

BY MR. ASHMAWY:

Q This is Omar Ashmawy. I was just curious; what email did you send the daily reports to, or what email were the daily reports sent to when they were sent to Mrs. Lamborn?

A Well, it depends on which staffer in the office is assigned the job of compiling all of the staff's daily reports. The ones we were looking at, it looks like at the time the staffer was Linda Rutzen.

Q To be clear, you just said in response to a question by Ms. Cho was that the daily report was sent to Mrs. Lamborn's official email, so I was just wondering, does she have a mail.house.gov email that she sent these to?

A I think so. I believe she does.

Q Does she have a title with the Congressional office?

A No, not that I'm aware of.

Q Does she get paid by the Congressional office as far as you're aware?
A No, not that I'm aware of, no.

Q Is she an employee of the House of Representatives, as far as you're aware?

A No.

Mr. Ashmawy: That's all I have.

BY MS. BENITEZ:

Q Witness circling back to the request by Mrs. Lamborn to help out with the Federal job hiring process, I just want to ask a couple more questions about that. How often did you or how many times did you say you interacted with in that process?

A Maybe two times; maybe two times. I think once he came into the office to say hi to folks, and then the other time would have been via email.

Q And you mentioned earlier sorry. Omar?

Mr. Ashmawy: You can finish up your questions. I just have a question on this topic also.

Q You mentioned earlier that Mrs. Lamborn rarely comes into the office. How often would you say you've seen Mrs. Lamborn in the office?
A Do you mean like just an estimated number of
times per month or per year?
Q Per month.
A Some months, none at all. I mean, it's not
a regular thing for Mrs. Lamborn to come into the
office, so.
Q Do you know if the Congressman spends much
time in the office?
A As with my former member of Congress that I
worked for, they don't I mean, no, he doesn't
spend an exorbitant amount of time in the office.
It depends on what's going on though because
sometimes the Congressman comes in quite often to do
interviews, or he conducts press out of our office;
or since the pandemic, we've been doing lots of Zoom
out of the office, so the Congressman has been in
much more than pre pandemic times.

Ms. Benitez: Omar.

BY MR. ASHMAWY:
Q Witness 2, you said that you viewed your
assistance with Mr. Lamborn's son as something you
would do for any constituent; correct?
A Right, yes.

Q Can I ask a question, just generally speaking, in the time that you how many times did you say well, how long have you been with Mr. Lamborn?

A Going on eight years.

Q Eight years. In eight years, how many times do you think you've assisted a constituent with a job search?

A I would say probably less than a dozen times. Not that often.

Q And when you've done it, would you review the constituent's resume?

A No, nothing like that.

Q Would you go through specific job opportunities with them to see if they should apply?

A No.

Q Would you assist them in preparing for interviews?

A No.

Q Do you think that doing any of those things would be something that would be appropriate for you
to do or that that's

A No, I do not think that that would be
appropriate for me to do.

Q Okay.

Mr. Ashmawy: That's all I had, Indhira.

Thank you very much.

BY MS. BENITEZ:

Q So circling back to some of the requests on
behalf of Mrs. Lamborn, were there any other, it
seems like she reached out fairly at least
frequently in regard to campaign mail and reached
out that other time for some help with [REDACTED]'s
Federal application process. Were there any other
instances where Mrs. Lamborn was reaching out to you
for any similar requests?

A There have been a couple of times that
during election season, you know, we would be eager
to assist with yard sign placement, things like
that, you know, attend oh what's the word you
know, to be active with the election process as far
as going to delegate meetings and things like that;
but that's normal as far as I know, as far as my
time in working for a member of Congress, staff is always very much interested in the political process and wants to participate. So I would always volunteer my time on weekends to help distribute yard signs. I always enjoyed it. It was not something that I felt like I was required to do at all, but I was always happy to do that, so I have done that a handful of times over the years, not always. Because sometimes I just, you know, my back hurts or whatever; but when I'm able, I always do volunteer to help with that.

Q What about any other events, maybe family events, birthdays or other celebrations?

A No, but we do always enjoy the annual Christmas gettogether, so that's something that we all well, I can say I look forward to attending every year, and usually the Lamborns invite family and friends and staff, and so that's always a very happy time to get together.

Q And were you involved at all in any birthday celebrations for the Congressman?

A Well, we would always want to have little
parties for the Congressman for his birthday, and
sometimes we would just get together at the office
and, you know, have cake and ice cream and just chit
chat about things that are going on; so, yeah, we
would gather as a staff and get together for the
Congressman and Mrs. Lamborn for birthdays. And we
would also do that for every staffer, so it can be
quite a lot of cake. It helps to break the monotony
when you're working in a very stressful environment,
and it's nice to have that time out to get together
as a team, as a staff, with the Congressman or
without, to have those little time cuts and parties,
yeah.

Q So would the staff also celebrate Mrs.
Lamborn's birthday?
A Of course, yeah.
Q How about other family members?
A No, not their extended family members, not
their children's birthdays or any of that, no.
Q Would you find it odd if you were taking
part in a birthday party for the Congressman's son
or one of his children?
Transcript of Interview of Witness 2
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A Well, I mean, I don't know if I'd feel it was odd. If the whole staff was invited and it was, you know, fine. I wouldn't feel uncomfortable with that at all. To my knowledge, I don't think there's ever been a time when they invited staff to something like that for their children, so.

Q What about a time where a similar event maybe happened in the office?

A For their family?

Q Yes.

A No, I can't think of a time when that occurred.

Q And if there was a celebration for a family member that wasn't the Congressman or his wife, would you find that odd if it was held in the office?

A Well, yeah. I mean, not all our gettogethers have been at the office. Sometimes they have, and sometimes we've met outside the office, so I mean, it's nothing that I would think would be odd or out of the ordinary at all.

Q Did you ever meet the Congressman's
daughter in law, Oksana?

A I think we actually did meet Oksana, yes.

Q And was there a celebration for her naturalization in the office?

A Yes, there was.

Q And did you find the celebration odd?

A No, I did not, not at all. We were all very pleased for Oksana.

Q So only I guess I just want to clarify; had it been a birthday for Oksana, that would have been strange?

A Yeah, I don't think that I mean, so the Lamborns don't request that staff get together for everybody's birthday, for their children's birthday. We get together for each other, each other's birthdays, everyone on staff, and the Congressman and Mrs. Lamborn, and that's pretty much it. I mean, that's it. And sometimes if a staffer in Washington has a birthday, we're put on conference call with the D.C. office and we all sing happy birthday. So birthdays, we take a moment out during our lunch and have cake and sing happy birthday, and
then that's that. So it's a fun and nice break in
the pace of the busy day, and we're all happy to do
it, and that's all they do. I don't remember any
time where we had been asked or asked to attend a
birthday party for one of their children, no.
Q Do you know who planned the celebration for,
the party celebrating Oksana's naturalization?
A I do not know who planned that, no.
Q Where did that take place?
A In the office. I believe that occurred
after hours, after 5:00, I think, but I can't be for
certain. I do recall she came in. She did get her
citizenship. I know that I prepared a Certificate
of Recognition which congratulated her on her
citizenship. We have a supply of those certificates
here in the office for folks that, you know, have
that happen, so yeah. It was wonderful.
Q You said it happened after work hours?
A I believe so.
Q How did you know to attend? Who invited
you, I guess?
A Yeah, I can't recall. I can't recall who
Transcript of Interview of Witness 2
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1 actually put together a staff, oh, let's get 06:30:22
together and congratulate Oksana. I don't know who 06:30:31
did that, no. 06:30:35
4 Q Did the Congressman or his wife ever 06:30:36
request, to your knowledge, any celebrations for 06:30:43
anything similar of that nature? 06:30:47
7 A I do not believe so, no, not that I can 06:30:50
recall. 06:30:59
9 Q You mentioned earlier that currently there's 06:30:59
no District director, but there was a District 06:31:05
director previously, and I'm sorry. Could you 06:31:09
remind me of his name again? 06:31:12
12 A Norm Steen. 06:31:14
14 Q Norm Steen. And was Witness ever your 06:31:17
District director? 06:31:23
16 A Yes. 06:31:24
17 Q And how long were you reporting to Witness 06:31:25
18 ? 06:31:34
19 A I believe that he was the District director 06:31:34
for less than a year. It could have been a year and 06:31:40
a couple of months, but yeah. 06:31:45
22 Q And what was your relationship like with
Witness?

A Pretty standard initially with Witness 1, standard relationship, businesslike, but that changed over time.

Q How so?

A I had issues with Witness 1 and the way he was managing the District office.

Q Was Witness 1 ever responsible for or initiated buying gifts for birthdays or Christmases for Representative Lamborn or Mrs. Lamborn?

A Yes, I think as the District director, they typically would send out a notification that said, hey, you know, we're thinking of getting a gift card for the Congressman for his birthday. Can you chip in 5, $10, so that typically would fall to the District director, uh huh.

Q Did you ever receive a request sorry. Annie.

BY MS. CHO:

Q You mentioned earlier that the office celebrated birthdays not just for the member or Mrs. Lamborn, but for other staffers as well. Were there
ever requests given by [Witness 1] or anyone else on
staff for gifts for other staffers as well for their
birthdays?

A Well, there are sometimes requests to do
things for people's birthdays, whether it be
sabotage spreading glitter and balloons and
moving furniture around in the person's office. I
mean, things like that would be requested, and we
would all jump in and wreak havoc in that person's
office so when they walked in on their birthday,
they walked into a complete mess, so those requests
were put out, yes.

Q But no requests for, hey, we're getting a
gift card for so and so?

A Well, yes, actually. So if we got cake and
ice cream or any supplies that we would want to have
for any staffer's birthday, we generally all chipped
in on the cost of that, yeah. We didn't let one
person carry the cost of all of those birthdays.

Q And how did those requests come to you?
Would it be just discussed in person? Would it be
an email requesting it?
Transcript of Interview of Witness 2
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1 A Mostly in person I would say, sometimes 06:36:08
2 maybe through email, but I think generally people 06:36:10
3 would go around and verbally talk about what we're 06:36:15
4 going to do and how we're going to pay for it and 06:36:18
5 things like that. So perhaps a mixture, but I think 06:36:22
6 probably mostly verbal. 06:36:25
7 Ms. Benitez: Omar. 06:36:38

8 BY MR. ASHMAWY:
9 Q I just wanted to clarify some of Ms. Cho's 06:36:41
10 questions. I understand that there was cake and 06:36:45
11 there was activities around parties, but did any 06:36:47
12 other staff members receive gifts? 06:36:49
13 A Yeah. I think not always and every time, 06:36:54
14 but sometimes, you know, coffee mugs, things like 06:36:58
15 that, but I think, I feel personally that we kind of 06:37:05
16 were under a general consensus that, oh, we don't 06:37:12
17 need to get a gift for everyone. Let's not go to 06:37:16
18 all that, but sometimes there were gifts for 06:37:19
19 staffers, yes, I think. 06:37:22
20 Q Just Mr. Lamborn and Mrs. Lamborn? 06:37:24
21 A Well, there may have been a gift for a 06:37:28
22 staffer here and there, but overall I think we were 06:37:34
happy to chip in for a gift card for the Congressman or Mrs. Lamborn.

Q I totally understand that, but a gift for Mr. Lamborn and Mrs. Lamborn was an annual thing; correct?

A For the most part, but, again, we didn't have to contribute, but it all still was given as from the staff, a gift from the whole staff, so it was a gift that was presented that not all of us contributed, and we didn't have to contribute; but I think people were happy to do so. I think that, you know, it's a nice thing to do.

Q Were you aware of anyone who might not have been happy to do so?

A I did hear a little pushback from Mr. Witness5, and at that time I remember speaking to him. He was at his desk and he was like what, you know, expressing the fact that he thought it was BS that we have to contribute $5 towards a group gift, and I remember saying you don't have to contribute anything. It's not a requirement, and there was no auditing or reporting of who
contribute, who didn't, so it's not like he had to. 06:39:13
But I do remember him speaking out against that. I 06:39:17
was like don't contribute then. You don't have to 06:39:20
contribute.

Q Was there anyone else that you were aware of 06:39:23
that was unhappy with this arrangement? 06:39:25

A No, $5, no. 06:39:30

Q Are you familiar with the phrase "people 06:39:33
have been fired for less"?

A I believe I read that in the lawsuit that 06:39:39
was filed.

Q Did you ever hear those words in the office? 06:39:47

A I have not.

Mr. Harper: I'm going to, at this point 06:39:55
we're getting into things that could be a part of 06:39:58
the matter of the Complaint and Congressional 06:40:01
Accountability Act, so 06:40:05

Mr. Ashmawy: That's okay, Gregg. She 06:40:08
already answered the question, so thank you very 06:40:11
much. That's all I have, Indhira.

BY MS. BENITEZ:

Q You were saying when you were working under 06:40:18
Transcript of Interview of Witness 2  
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Witness 1: at some point there was a breakdown in your professional relationship with him?  

A: Yes, that's right.  

Q: And why is that?  

A: Witness 1 became more and more unprofessional, more and more erratic in his behavior, and he made it extremely difficult for me at one point, and I believe he did not have my best interests, you know, in mind.  

Q: Could you give me a specific example?  

A: Yes. One example I can give you is when during the COVID 19 time, when the virus was quite prevalent, I was quite diligent in wearing my mask and so forth. If Witness 1 saw me leave my office without my mask on, he made an issue of that; so let's say I forgot to put my mask on when I got up to go grab something off the printer and then come right back to my office, that was apparently an issue for him, and he made it an issue.  

Mr. Harper: If I could interject, Indhira, if you don't mind. Are you saying he made fun of you for that?
A No, I believe he was quite disturbed by it. He was quite irritated by it. For whatever reason. I think that the reason personally I can't speak for him I felt as though the reason was because we have to adjust our behavior for her when we enter her office, but she is not being consistent in her mask wearing or whatever when she exits her office.

Mr. Harper: If I could interject here, I think probably this is getting into an area dealing with the Congressional Accountability Act and some other stuff, and I would recommend we probably not go into that area any further.

BY MS. BENITEZ:

Q Could you talk to me about your relationship with Witness 5? How was your relationship with Witness 5?

A Well, Witness 5 was brought on staff as a Wounded Warrior. Of course, I had great respect for him when he joined our staff. As time went on, I could see that he I think he had anger management issues, or he had kind of attitude issues. For instance, on things that I mentioned earlier like
complaining that he felt as though he was being
asked to contribute $5 to a gift, I mean, you know.
So my personal relationship with him, I felt, was
fine, though. I mean, he was never mean to me
personally, but he did begin to exhibit mocking
behaviors. Once I came back into the office and was
adhering to CDC recommended guidelines for COVID 19,
and Witness 5 would oftentimes exhibit overdramatic
mask mocking movements or
Q I'm sorry, Liz. Towards?
A Towards me.
Q Are you saying that Witness 5 would mock you
for wearing a mask?
A That's correct. For instance, when we would
pass each other in our small walkway area here, he
would overly dramatically plaster himself to the
opposite side of the hall as I walked past.
Q He was remaining distant from you in the
hallway?
A Well, I suppose you could call it that. You
know, if you dramatically push yourself up against
the opposite wall where the person is walking past,
I don't know.

Q Did he ever verbally mock you?

A He verbally laughed he laughed at me, and he told me that what I was doing was ridiculous, so I would say that's, you know, mocking.

Q He laughed at you and told you that what you were doing was ridiculous. What exactly were you doing?

A COVID 19 CDC's recommended guidelines for protecting myself.

Q Did Brandon ever attempt to have any partitions put in place in the office for staffers that were coming in?

A Well, one of the instances where I felt he was mocking me was when he physically mimed the plastic zip wall installation in front of me in a very grandiose and dramatic way. And I said absolutely not. So that's one of the times I felt it was a very mocking type of behavior, yes.

Q But was he attempting to put in this plastic zip line wall in the office?

A No, just imaginary miming the action of
Transcript of Interview of Witness 2
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installing it. 06:47:18

Q How did you know if it was imaginary, how did you know it was a plastic zip line wall? 06:47:19

A Well, I could tell that that's what he was motioning, that's what he was saying. He didn't say anything. He just motioned it. He didn't say I think we should install a plastic zip wall. He motioned the installation of let's (making noise) and then a zipper down. 06:47:23

Q That could be a door; that could be a sliding door; that could be a fence. How did you know it was a plastic zip line wall? 06:47:25

A That's what it looked like to me, and so that's what I thought he meant. 06:47:28

Q You never heard him say that he was interested in installing plastic zip line walls? 06:47:32

A Nope. 06:47:37

Q Or to further stop the spread of COVID 19? 06:47:39

A Or partition. I did not ever hear I don't believe I heard him say that, no. Absolutely not. I am not interested in having my office partitioned off or having a plastic wall bubble 06:47:40

06:47:46

06:47:48

06:47:50

06:47:54

06:47:56

06:47:58

06:47:59

06:48:02

06:48:06

06:48:08

06:48:13

06:48:24

06:48:27

06:48:30
Transcript of Interview of Witness 2  
Conducted on August 31, 2021  

1 installed around me, so he laughed and walked off.  
2 Q So in this interaction, there were no words  
3 exchanged. He motioned what you’ve described as a  
4 plastic zip line wall, and then you responded with  
5 not wanting this wall?  
6 A Correct.  
7 Q Apart from that interaction, did you have  
8 any other interactions related to COVID 19 with  
9 Witness 2?  
10 Mr. Harper: Again, I think we’ll probably  
11 need to restrict where we’re going just to make sure  
12 we stay away from the subject of the lawsuit. I  
13 know we touched on it a little bit here, but I think  
14 that’s probably as far as we need to go.  
15 Q And, Liz, you mentioned at the very  
16 beginning of the interview that you actually worked  
17 for another Congressman before Representative  
18 Lamborn. How long have you been working with the  
19 House?  
20 A I’m going on my 28th year.  
21 Q That’s a long time.  
22 A I know. It is a very long time, but I do
enjoy the work. I enjoy helping people, which is something that I'm able to do through Congressman Lamborn and through my former member of Congress, so I feel very lucky that I'm able to serve in that way.

Ms. Benitez: I'm going to take a minute or two off camera just to go through my notes to make sure we've covered everything.

Reporter: Would you also like to be off the record?

Ms. Benitez: Apologies. Yes.

(Off the record.)

BY MS. BENITEZ:

Q We're almost wrapping up here. Liz, I just have one or two more questions. In regard to the errands, the unofficial errands that you ran for Mrs. Lamborn, were you ever compensated for those errands?

A Yes, I've been compensated for mileage, things like that. You know, when we're talking about driving a mile down the road and a mile back while I'm on my way to, you know, McDonald's and
Transcript of Interview of Witness 2
Conducted on August 31, 2021

1. it's on the way, it's kind of hard to, you know, 06:51:15
2. I've been remiss in even requesting a mileage 06:51:22
3. reimbursement for something that is en route that 06:51:25
4. I'm not going out of my way for. But in the past 06:51:28
5. for any campaign related things like yard sign 06:51:31
6. placement, I've been compensated for not only 06:51:39
7. mileage, but for time. 06:51:42
8. And I would like to reiterate that I have 06:51:44
9. never been asked to perform unofficial 06:51:49
10. campaign related duties during official time. 06:51:52
11. If I might add, and I even recall instances 06:51:57
12. where I've accidentally perhaps called, you know, on 06:52:04
13. a personal cell phone when I should have been using 06:52:12
14. an official cell phone, and little things like that, 06:52:16
15. that they're very astute in being aware of what the 06:52:23
16. rules are and abiding by them. So, yeah, I've never 06:52:31
17. had any problems with that. 06:52:35
18. Q And how were you compensated when you were 06:52:36
19. compensated? 06:52:39
20. A A check, or it could be I believe it was 06:52:39
21. by check. 06:52:42
22. Q Personal checks or 06:52:43
Transcript of Interview of Witness 2
Conducted on August 31, 2021

A  No. Campaign.

Q  Okay. So 28 years you've been with the
House of Representatives. Are you thinking of
retiring any time soon?

A  I began as a young woman, and it just went
like that. I started in 1994 actually working for a
member out of Indiana, and so I've lived through the
Clinton administration, all the way forward. It's
been quite an experience. I'd never change a thing.
I've very much enjoyed working for Congress, even
through the difficulties.

Q  No plans on retiring any time soon?

A  Oh, well, you know what they say; once you
stop moving, you know, that's it, so I don't know.
I might keep going if they'll have me.

Q  Well, Liz, I want to thank you and also
thank Gregg. And, Omar, do you have something?

MR. ASHMAWY:

Q  Yeah, before we wrap up, I just did have one
thing. Liz, you had said that you had not been
asked to perform campaign activities during official
time. Are you aware if anyone else was?

06:52:46
06:52:47
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06:54:02
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06:54:08
06:54:11
Transcript of Interview of Witness 2
Conducted on August 31, 2021

A I'm not. I don't recall being aware of anyone doing campaign related duties at the office. I think that's something I would have recognized as happening, and, you know, it would have resonated with me; so I can say that, no, I don't recall anyone doing unofficial campaign related duties during official working hours, no.

Q You don't have any knowledge of it, to be clear?

A No, I don't. I have no knowledge of anyone doing that, so I don't know.

Mr. Ashmawy: Fair enough. Thank you very much. I'll preempt Indhira and say thank you very much for your time, and I'll let her wrap this up.

Mr. Harper: Indhira, if I could just interject one or two little follow up questions.

BY MR. HARPER:

Q Witness 2, you've mentioned that there was a certificate of congratulations given to Oksana, and do you do those on occasion for other constituents or for special events or for something significant that occurred for a particular constituent?
A Correct. We keep a supply of those special Congressional certificates of recognition, and they could be given to folks for a myriad of different reasons, one of which is for citizenship.

Q And have you done those specifically for citizens where others were naturalized?

A Yes. Not as many as I would like though because the State Department won't give us names of folks that are getting it ahead of time. If I could do one for every single person, I would.

Ms. Benitez: And just to clarify

BY MR. ASHMAWY:

Q Can I asking something, Liz? How many times have you thrown a party for a constituent who got naturalized?

A Thrown a party for a constituent?

Q Yeah, because they became an American citizen.

A None that I can think of.

Mr. Ashmawy: Omar. None that I can think of.

Mr. Harper: I don't have any other
follow up, Indhira, if you want to wrap up.

Ms. Benitez: Nope. I don't have any other additional questions. We can hop off the record.
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Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

Transcript of Interview of Witness 4

Review No. 21-4329
September 7, 2021
OCE Rev. No. 21-4329

Interview of Witness 4
Conducted Virtually
Tuesday, September 7, 2021.
1:35 p.m. EST

Job No. 397627
Page: 1 - 33
Transcribed by: Alexa Renfro
Interview of Witness 4, conducted virtually.

ALL PARTIES ATTENDED REMOTELY
PEOPLE

MARTHA MURPHY

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Transcript of Interview of Witness 4
Conducted on September 7, 2021

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PROCEDINGS

MS. BENITEZ: For the record, today is September 7, 2021. We are conducting the virtual interview of Witness 4. Witness 4 is represented by counsel who is present with us today, Gregg Harper. I'm also joined today by my colleague, Annie Cho. Speaking is Indhira Benitez, Investigative Counsel with the Office of Congressional Ethics. The witness has been given a copy of 18 USC 1001, the false statements act. And she has signed, acknowledged, and returned that back to our office.

Witness 4, how long have you been working for Representative Lamborn?

WITNESS 4: I began working for the Congressman in March of 2019.

MS. BENITEZ: In what capacity?

WITNESS 4: His communication director.

MS. BENITEZ: What is your current role?

WITNESS 4: Communication director.

MS. BENITEZ: Where were you before you were the Congressman's communication director?
WITNESS 4: I worked as the executive director for the Republican party here in Colorado.

MS. BENITEZ: How did you meet Representative Lamborn?

WITNESS 4: I met him in 2013 or 2014 when I was a college Republican volunteering at the El Paso County Republican headquarters. I don't remember in what capacity, but I was volunteering.

MS. BENITEZ: And how would you describe your relationship with the Congressman today?

WITNESS 4: Always very friendly. He has always been very kind to me. I've always been very supportive of his work.

MS. BENITEZ: What are some of your duties as communication director?

WITNESS 4: So I oversee all of our press and communications. Anything that goes out as far as newsletters or press releases, I help write talking points. I do social media -- Twitter, Facebook, things like that. And then I do a small portion of outreach for the Congressman. Whether
that is event outreach or, you know, person-to-person outreach, anything in between.

MS. BENITEZ: And in the course of your day-to-day when you are performing your job duties, do you have to summarize what you are doing day-to-day in a daily report to send to anyone?

WITNESS 4: Yes. We send out daily reports at the end of every day.

MS. BENITEZ: What do these daily reports consist of?

WITNESS 4: It kind of depends on the day. For the most part, just the basic things that you did during that day. So, for instance, mine usually is our morning huddle, our morning meeting, answering phones, press inquiries -- and that could be a variety of different things, social media posts, perhaps loading and sending out a press release. Sometimes I'll have a meeting with a news station here and there or a constituent here and there that wants to sit down and talk about something. Just a variety of
different things kind of in that lane.

MS. BENITEZ: So a summary for that particular workday?

WITNESS 4: Yes. And sometimes I use this to clarify details if I need to, but for the most part, it is a summary.

MS. BENITEZ: And who does this daily report go to?

WITNESS 4: So the entirety of the district in the D.C. office -- send it to one person and they are compiled, and they are sent out to the Congressman, Mrs. Lamborn, and then the entirety of the staff. So we have a full-blast list that we send it out to.

MS. BENITEZ: Do you know whether Mrs. Lamborn has an official role in the office?

WITNESS 4: An official role in the office? No, she does not.

MS. BENITEZ: Do you know why the daily reports go to Mrs. Lamborn?

WITNESS 4: I believe just an overall understanding of what is going on in the office.
That is what I believe they are used for.

MS. BENITEZ: Have you met Mrs. Lamborn?

WITNESS 4: Have I what?

MS. BENITEZ: Have you met Mrs. Lamborn?

WITNESS 4: Yes.

MS. BENITEZ: How often do you speak with her or interact with Mrs. Lamborn?

WITNESS 4: On the official side, I speak with her whenever we see the Congressman, if they come into the office for something. It is not often.

MS. BENITEZ: What do you mean on the official side?

WITNESS 4: So I'm sure you're aware that I also work on the campaign communication side of things also.

MS. BENITEZ: So on the -- so you worked on campaign-related activities?

WITNESS 4: Yes.

MS. BENITEZ: And do you have an official role on the campaign?

WITNESS 4: Communications director.
MS. BENITEZ: Okay. Do you work closely
with Mrs. Lamborn on campaign-related activities?

WITNESS 4: Yes.

MS. BENITEZ: What kind of
campaign-related activities do you do?

WITNESS 4: Press inquiries that we get.
I'm sure you're aware that sometimes media has
inquiries that are more campaign driven versus the
official side. When they are campaign driven,
they go to the campaign side. When they are
official, they stay on the official side.

MS. BENITEZ: Has Mrs. Lamborn ever
reached out to you for -- to perform any
campaign-related work while you were not doing
campaign-related work?

WITNESS 4: Can you clarify not doing
campaign-related work?

MS. BENITEZ: Sure. Has Mrs. Lamborn
ever reached out to you while you were during
official work hours?

WITNESS 4: She has messaged me but not
expected for me to call and contact her until
after my work hours were done on the official side. And that has been clarified to me many times.

MS. BENITEZ: And she has messaged you on your computer? On your cellphone? How has she messaged you?

WITNESS 4: Sometimes emails, sometimes by text.

MS. BENITEZ: Does she email your official House email address?

WITNESS 4: No.

MS. BENITEZ: Have you ever corresponded with her on her official House email address?

WITNESS 4: I don't believe so.

MS. BENITEZ: Are you aware that Mrs. Lamborn has an official House email address?

WITNESS 4: Yes. I have seen it in the email chains, but I don't think I have ever seen her reply to any sort of chain respond that has happened.

MS. BENITEZ: Has Mrs. Lamborn ever -- well, let me withdraw that.
Transcript of Interview of Witness 4
Conducted on September 7, 2021

1 You mentioned that she'll message you
2 sometimes during work hours. What is she
3 messaging you about? Is she requesting something
4 from you or asking you for something?

5 WITNESS 4: Well, sometimes it is in her
6 response to my message to her. For instance, if I
7 get a press inquiry that is campaign related, I
8 will -- depending on what is going on for the day,
9 if it is my lunchtime, I will step out. Maybe I
10 will email her from home that night after work.
11 Sometimes she'll take a day to get back to me. So
12 it just sort of depends on the flow of what is
13 going on and all of our schedules, but she'll
14 respond to a press inquiry that I have sent.
15 Sometimes the Congressman will do that as well.
16 It is not just her. Sometimes it is both of them
17 together. And then we will usually come up with a
18 plan to respond or however you want to deal with
19 the situation.

20 Sometimes I'll help with events also on
21 the campaign side, and that has to do with my
22 communication role as well. Making sure we use
social media, any kind of photographs that we like
to have in our file, put on our website, things
like that.

MS. BENITEZ: Annie?

MS. CHO: Witness 4, you mentioned that
you never saw any sort of email exchanges coming
from Mrs. Lamborn's official House email address.
Would you know how she accesses her House email
address?

WITNESS 4: I don't know.

MS. CHO: Do you know if she has any
official House phone, cell phone, laptop, iPad?

WITNESS 4: No. I have no idea.

MS. CHO: And you mentioned that you asked
to work on the campaign side as well as a
communication director. Could you give an example
of what your work week would look like in terms of
how you split your time at the official office and
how you split your time at the campaign?

WITNESS 4: Yes. Usually, I arrive at the
office at about 7:15 for my official position. I
work there until the end of the day, 5:00 o'clock.
Sometimes it is later, you guys know our schedules fluctuate slightly; so I will do my work there. I don't take lunch every day, but if I need to take a lunch, I will take a lunch in there and do personal errands or whatever, and sometimes that -- you know, if I'm on my lunch, I'll respond to an email on the campaign side or whatever. And then usually, the bulk of my campaign work is done at home right here on this dining room table you see me sitting at on my own free time -- spare time.

MS. BENITEZ: Have you ever -- I'm sorry. Annie, do you have something else?

MS. CHO: No. I was just --

WITNESS 4: I'd like to clarify something. I just want to make sure I'm crystal clear on this.

I don't do campaign work at my work desk. I only do my campaign work here or outside of the office. And that has been -- when I started this job, that was made crystal clear to me that was a black and white line that I was not to cross; so I
have not crossed that line.

MS. CHO: And just to clarify, when did you start -- when did you ask to work on the campaign side as well?

WITNESS 4: It was pretty quickly after I started. I don't have an exact date. Maybe a couple months.

MS. CHO: Okay. Thank you.

MS. BENITEZ: I want to go back to the messages that you mentioned you received from Mrs. Lamborn. You said sometimes they are in response to your messages to her. Has she ever reached out to you asking you to do something that is campaign related, whether it is pick up mail or whatever the case may be?

WITNESS 4: Yes. I work on the campaign, so she's asked me to do things on the campaign.

MS. BENITEZ: And when she reaches out to you, is this via telephone? Or is this always via message?

WITNESS 4: She's called me before. She's messaged me. You know, on the weekend, if there
is something going on, she'll call me about it.

It is not consistent. We are not a campaign-heavy office so it does not happen often.

MS. BENITEZ: How often would you say, if you had to estimate, approximately?

WITNESS 4: That we do campaign work together?

MS. BENITEZ: Yes, per month.

WITNESS 4: In a busy season, twice a month, maybe three times a month. On the off season, sometimes not at all.

MS. BENITEZ: Annie?

MS. CHO: Yeah. I just wanted to follow up, what is Mrs. Lamborn's role in the campaign?

WITNESS 4: She's the campaign manager.

MS. CHO: Okay. Thank you.

MS. BENITEZ: Has Mrs. Lamborn ever reached out to you to perform any personal errands.

WITNESS 4: No, not that I'm aware of.

Everything she's asked me to do has been campaign related.
MS. BENITEZ: Have you ever been to Mr. and Mrs. Lamborn's' home?

WITNESS 4: Yes.

MS. BENITEZ: How many times?

WITNESS 4: Many times.

MS. BENITEZ: And what has brought you over to their residence?

WITNESS 4: If there is a press interview -- and this is official and unofficial. Sometimes we do press interviews at his home on the official side. Sometimes we'll do them on the unofficial side at his home. Sometimes we will do a video recording at his home on the official side. Sometimes we will do a video recording on the unofficial side. If he does radio -- any kind of press driven activity. Sometimes we do them at the office, and sometimes we will do them at his home. It just depends what is going on.

MS. BENITEZ: And I don't think I touched on this earlier. Who do you report to?

WITNESS 4: For what?

MS. BENITEZ: As communication director?
WITNESS 4: On the campaign side or on the official side?

MS. BENITEZ: On the official side.

WITNESS 4: So I'm a direct report to the Congressman and the Chief of Staff.

MS. BENITEZ: The Chief of Staff and the Congressman have always been your direct supervisors?

WITNESS 4: Correct.

MS. BENITEZ: You mentioned that Mrs. Lamborn doesn't have an official role on the official side. She does work for the campaign though; correct?

WITNESS 4: Yes.

MS. BENITEZ: Do you find it odd that Mrs. Lamborn is copied on the daily reports on the official side?

THE WITNESS: No.

MS. BENITEZ: Who are the daily reports intended for?

WITNESS 4: Everyone.

MS. BENITEZ: Everybody being?
WITNESS 4: Everyone sees the daily reports. We all know what is going on. I could tell you that Susie Mae, yesterday, did this and this and this. And as the communication director, I look at everyone’s daily reports because I want to make sure there is not something that I’m missing that we need to talk about or that I need to be be looking defensively at or offensively at. I know that it is symbiotic in our office. We all work with each other trying to do a good job for our constituents. So it is very important that we are all on the same team, and that we are all going in the same direction. And I think that is the purpose of the daily reports.

MS. BENITEZ: So everyone on the staff? I'm sorry. I just want to clarify that.

WITNESS 4: Correct.

MS. BENITEZ: Are non-staffers privy to the daily reports?

WITNESS 4: I don't know that information.

MS. BENITEZ: Is Mrs. Lamborn a staffer?

WITNESS 4: No. I have already clarified
that with you.

MS. BENITEZ: Why would Mrs. Lamborn be privy to daily reports?

WITNESS 4: I don't know.

MS. BENITEZ: But you don't find it odd?

WITNESS 4: No.

MS. BENITEZ: Annie?

MS. CHO: Was staff ever told or informed that Mrs. Lamborn would be receiving the daily reports?

WITNESS 4: I don't know.

MS. CHO: You mentioned earlier that the daily reports -- you send them to that one person, and that one individual sends it out to the rest of the staff? Does that one person change on a daily basis, or is there a designated individual that receives it from you?

WITNESS 4: It changes. It is usually the scheduler or the secretary. But I'm sure you guys understand that they are not always there. They are not always able to do it; so we all take the, you know, rotation when we -- I have sent them
out. You know, our Chief of Staff has sent them out. It is not just one person.

MS. CHO: So you -- during your time, you have sent out these daily reports to the staff?

WITNESS 4: Just a few times.

MS. CHO: And were you instructed to send the daily reports to Mrs. Lamborn?

WITNESS 4: So I wasn't ever instructed to do it. That is just how it has always been since I started.

MS. CHO: Okay.

WITNESS 4: There was no meeting or conversation that said, thou shall do this. It has just been that way.

MS. CHO: Okay.

MS. BENITEZ: Do you know the Congressman's son, [REDACTED]?

WITNESS 4: Yes.

MS. BENITEZ: Do you know when he moved to Washington, D.C.?

WITNESS 4: I believe it was last summer. Probably last summer.
MS. BENITEZ: Do you know where was living?

WITNESS 4: Before that?

MS. BENITEZ: When he moved to Washington, D.C., where was he living in D.C.?

WITNESS 4: I don't know. I have no idea. Sorry, Gregg?

MR. HARPER: I'm just saying, if you know, you can answer. But you answered it, so thank you.

WITNESS 4: I have no firsthand knowledge of that.

MS. BENITEZ: Firsthand knowledge of?

WITNESS 4: Where he was living.

MS. BENITEZ: Do you know if the Congressman has a storage space that is located outside of his office?

WITNESS 4: I do not know.

MS. BENITEZ: Going back to your -- how you split your time between the official work and the campaign work. You mentioned that Mrs. Lamborn has called you on occasion to perform
campaign work but that is very rare; correct?

WITNESS 4: Yes.

MS. BENITEZ: Has she ever called you for a personal errand whether that be to pick up mail or stop by somewhere?

WITNESS 4: No.

MS. BENITEZ: Do you know of any other staffers who Mrs. Lamborn may have reached out to for campaign-related work, or personal errands?

WITNESS 4: I have no firsthand knowledge of it.

MS. BENITEZ: Annie?

MS. CHO: Going back to [redacted]'s living arrangements.

You said that you didn't have any firsthand knowledge of where he lived. Were you told from anyone on staff where he was living?

WITNESS 4: Gregg, I don't know if I'm comfortable. It is all kind of rumor mills, I'm not comfortable.

MR. HARPER: I would say, if you know, answer. But if she has no firsthand knowledge,
then I would say she shouldn't answer that.

MS. BENITEZ: Gregg, I'm not asking about firsthand knowledge. I'm just asking whether or not she was told if he was residing anywhere.

WITNESS 4: So I've seen the newspapers, obviously, and the press person. I read every single paper that comes out with my boss's name on it, but I have no firsthand knowledge.

MS. BENITEZ: Apart from the newspaper, have you heard that information from anywhere else or anyone else?

WITNESS 4: On staff?

MS. BENITEZ: Yes.

WITNESS 4: I'm not comfortable talking about third-hand stuff. I'm comfortable telling you with what I know and what I have seen.

MS. BENITEZ: You don't have to talk about it. It is just yes or no whether you heard it from staff or not.

MR. HARPER: I think that would be an answer. She has indicated that she is not comfortable discussing something that she doesn't
have firsthand knowledge on. I think that is a proper answer.

WITNESS 4: Thank you.

MS. BENITEZ: Okay. Witness 4, we are going to go ahead and take a very, very quick break off camera. I will be back. I'm just going to go through my notes to make sure that we covered everything. If we did, we will wrap it up and we will be good to go.

(Whereupon, a recess was taken.)


Regarding the campaign work, were you ever compensated?

WITNESS 4: Yes. I was compensated for last campaign season. And then I'm on a monthly retainer now for my work.

MS. BENITEZ: Okay. And how are you compensated?

WITNESS 4: How do I get my payment?

MS. BENITEZ: Yes.

WITNESS 4: I get a check every month.
MS. BENITEZ: Is it a personal check from the Congressman, or Mrs. Lamborn?

WITNESS 4: I think it comes --

Is this information that should be given out, Gregg? Is this okay?

MR. HARPER: I do think that it would be pretty clear. Either FEC reports would show that there would be a payment made from the campaign to someone typically doing campaign work. I can't speak for what it would say on Witness 4, but I believe that most folks would get a campaign check. I'm just not sure what that would have to do with what we are looking at now, Indhira. If you could just clarify for me.

MS. BENITEZ: I would just like to know how she was compensated for her campaign work.

MR. HARPER: Okay. If I could just ask a question.

Witness 4, you received an official -- when you are doing official work, you are paid out of the MRA from the Congressman's office --

MS. BENITEZ: I'm sorry to jump in.
Gregg, that is not my question for Witness 4. My question for Witness 4 is how does she get paid for her campaign work?

MR. HARPER: Hold on. I was not through with my question, Indhira. I mean, I was getting there. Just -- you know, being from the south, we take a little longer to get to the point, but we will get there, if you could give us just a minute.

So you are paid by the official side and by the campaign side; is that correct?

WITNESS 4: That is correct.

MR. HARPER: And then the question is: Who does that check come from on the campaign side? I'm not sure of the relevancy of that, Indhira. I'm happy to hear a little bit more on that.

MS. CHO: I think Indhira is just trying to get to the point of, you know, are you receiving a check from the official side? The campaign side? That is it. A simple question.

WITNESS 4: I'm paid by the campaign for
the campaign work I do.

MS. CHO: So the check is coming from the campaign side?

WITNESS 4: Correct.

MR. HARPER: That makes sense.

MS. BENITEZ: Lastly, just following up regarding Lamborn.

You mentioned that you didn't have any firsthand knowledge about where he was residing.

Did you ever observe to be staying in any facility within the US House of Representatives?

WITNESS 4: No. I never observed him staying there. I don't even observe what -- you know, in my boss's office. That -- I don't have any knowledge of that, yeah.

MS. BENITEZ: Did you ever have discussions about where was residing when he moved to D.C.?

MR. HARPER: If that is conversations with the Congressman, I would not --

MS. BENITEZ: They are conversations,
generally, with anyone -- Congressman, staffers.

Did you ever have conversation with anyone regarding where [redacted] was residing. I just want to remind you about the False Statements Act.

MR. HARPER: Indhira, we've been doing really well. She is telling the truth. She is not --

MS. BENITEZ: I'm just asking her a simple question, Gregg.

MR. HARPER: That is a threat. That is almost --

MS. BENITEZ: It is not a threat. It is a simple yes or no question.

WITNESS 4: And I'll have a simple yes or no answer.

I have no firsthand knowledge of where [redacted] slept.

MS. BENITEZ: Correct. We've discussed that. And I'm asking whether or not you ever had any discussion with anyone regarding where [redacted] Lamborn resided?

WITNESS 4: I'm not comfortable about
answering rumor mills. And I'm not comfortable
because I have been reading the news. I'm sorry.

MS. BENITEZ: Correct. I'm not asking
about the news or what you heard. I'm asking
whether you took part in conversations that
regarded the topic of where [REDACTED] was
residing?

WITNESS 4: Gregg, do you I need to answer
this?

MR. HARPER: Look, we're not -- what I'm
looking at, Indhira, is this, we admitted where he
would have stayed. That is no secret, so I'm not
sure that the relevancy of this. And I know --
knowing Witness 4, I know she wants to be and is
being fully corporative and not withholding
anything here. I need a little more in order to
advise her as to why this is an issue for OCE.

MS. BENITEZ: It is an issue, because I
would like to know, apart from the press releases
and the newspaper articles that you read, if you
personally, yourself, had conversation with anyone
regarding where [REDACTED] was residing. I
Transcript of Interview of Witness 4
Conducted on September 7, 2021

1. don’t want you to tell me what anyone told you,
   just whether or not you took part in conversations
   in discussing where he resided.

   MR. HARPER: Indhira, if I could just say
   that she is the communication director. If there
   is news stories, that it would be very proper and
   expected that you would have conversations about
   that with the team.

   So Witness 4, you can answer that, and say
   whether you had discussions based upon the news
   articles that you read.

   WITNESS 4: Yes. Based upon the news
   articles, absolutely. Yes.

   MR. HARPER: Does that give you what you
   need Indhira?

   MS. BENITEZ: It was exactly what I was
   asking initially. Yes, Gregg.

   MR. HARPER: Took a while to get there.

   Sorry.

   MS. BENITEZ: I don't believe I have any
   further questions. Annie, do you have anything
   else?
MS. CHO: No. Not at the moment.

(Off the record at 2:09 p.m.)
EXHIBIT 6
Casework tasks (steady influx – Social Security & immigration)
Helped load booth supplies into Tony’s truck in preparation of tomorrow’s event
Referral letters
Organized correspondence & pending privacy forms
Ran unofficial errand during my lunch break.
Spoke with our USPS liaison regarding an elderly lady with dementia and her constant and ongoing issues with her letter carrier
Research and reading
Monitored general inbox and distribution to proper staffer – sent acknowledgement emails
Monitored new casework requests & promoted items in InterTrac – sent acknowledgment emails
Set up away message in Outlook for tomorrow and Friday
From: Tapia, Elizabeth  
Sent: Friday, August 16, 2019 12:21 PM  
To: Patrick Cook  
Subject: RE: Thank You!

Thank you so much Patrick! House Ethics rules are pretty strict when it comes to gifts – so it’s best for us to not accept them. Home-baked items are allowed – as long as we offer them to constituents too.

A thank you card is always much appreciated!

Most sincerely,

Elizabeth (Liz) Tapia  
Senior Caseworker / Academy Nomination Coordinator  
Congressman Doug Lamborn  
1125 Kelly Johnson Boulevard, Suite 330  
Colorado Springs, CO 80920  
Desk: [Redacted]  
Main: 719-520-0055  
Fax: 719-520-0840

From: Patrick Cook  
Sent: Friday, August 16, 2019 11:51 AM  
To: Tapia, Elizabeth  
Subject: Thank You!

Hey Liz,

Just wanted to express our thanks for your assistance with visas the last few weeks. Could we send your office a thank-you gift sometime next week? If that’s permissible just let me know what would be a hit and how many people are in the office. I was thinking pastries or a coffee delivery but we’re open to ideas!

Thanks!

Patrick Cook  
Every Home for Christ
Tapia, Elizabeth

From: Rutzen, Linda
Sent: Wednesday, September 18, 2019 6:56 PM
To: Lamborn, Doug; Lamborn, Jeanie; CO05-District; CO05-DC Staff
Subject: District staff daily reports

Linda:
- Phones
- Tours
  - Processing new; scheduling; sending updates; accommodating change requests; follow-up calls
  - Managing confirmed and new WH VIP tours
  - Tracking tours from website/intertrac/Outlook
  - Office meetings w/two separate walk-ins re: DC trips/tours
- Pikes Peak Regional Air Show (this Saturday):
  - Calls and emails with air show staff
  - Generating new/editing maps and directions
  - Creating packets for staff
  - Updating calendar event
  - Staff huddle to review logistics
- Processing mail
- Compiling/sending daily reports

Liz:
- Morning staff huddle regarding booth logistics & staffing for this weekend
- Updated Marcus on a Medicaid referral issue
- Helped Tony load booth supplies onto his truck
- Routine casework tasks
- Spoke with a representative at Disability Determination Service regarding a sensitive disability case
- Updated case notes in InterTrac
- **Unofficial errand during my lunch hour**
- Monitored general inbox & promoted items in InterTrac
- Academy application intake, data entry and acknowledgment emails
- Made copies of academy applications in preparation of panelist packets
- Updated my event TO-DO list(s)
- Met with a couple who want assistance with their immigration visas (Pastor Jeff referral)
- Met with a walk-in late afternoon regarding a visa issue
- Emailed the Consulate of the Bahamas located in Aurora, CO regarding a missing pastor (Pastor Jeff referral)
- Phones

Jeff:
- Faith outreach to SIM and TEAM missions International. They had a gathering of pastors and missionaries to discuss Africa. About 15 in attendance.
- Faith outreach to Cheryl Morford of Pike’s Peak United Way, and a Kenyan Pastor Richard, who is affiliated with several area ministries and churches. Among other things, we discussed USAID
- Worked with Joe on Congressional Record of congratulations for Charis Bible College. 25th anniversary
- Meeting with Alex Lagerborg of Seed company and Wycliffe Bible translators. They are wanting to invite the Congressman to address an event in December.
• Meeting with Charis Bible college International prospective students, Stefan and Ursula, concerning a student of work visa.
• Meeting with Linda to hear details for the airshow outreach this weekend.
• Variety of correspondence and scheduling
• Correspondence with Henry Allen concerning the Pike’s Peak Southern Christian Leadership Conference meeting this Saturday. They will be addressing the shooting of DaVon Bailey.
• Interaction with Wayne Williams concerning the shooting, meetings, etc.

Brandon:
• Answered phones
• Worked in InterTrac
• Helped load truck for airshow
• Staff huddle for Air Show prep
• Veteran walk-in (QTC/C&P Issue) coordinate with VARO
• PACF sent to veteran (final pay issue)
• USMC AD suicidial ideations report via third party (Liz assisted & Marine is safe)
• Call from Kuwait about family housing on Carson (gave contact info to chain of command and waiting for local spouse to call back)
• Sent resources for immigration issues
• Sent resources for local VSOs to veteran (referred by CBOC patient advocate)

Tony:
• Optometry appointment
• Team huddle about the Air Show
• Loaded truck with booth supplies
• Met with walk-in
• Answered emails
• Tracked down escaped dogs, NOT Sapper, my other 3
• Attended American Legion meeting/reunion
• Continuing to work with Brando for top 10 Veteran Issues in the District

Cassandra:
• Email correspondence
• Set up interview with Tom Roeder
• Call with James about California emissions
• Call with Wes RE social media
• Call with Andy- press planning
• Work on DWP reimbursement forms
• Meeting about Air Show
• Catch up on reading
• Clean desk
• Looking at calendar for future press opportunity

Marcus: In DC
I have to run an errand for the Mrs. again today. I'd like to take my lunch at 11:00 a.m. if that works for everyone.
Tapia, Elizabeth

From: Rutzen, Linda
Sent: Thursday, September 19, 2019 5:36 PM
To: Lamborn, Doug; Lamborn, Jeannie; CO05-District; CO05-DC Staff
Subject: District staff daily reports

Linda
- Phones
- Tours
  - Processing new
  - Scheduling
  - Sending updates
  - Handling change requests
  - Many follow-up calls
  - Coordinating WH VIP tours
  - Performing workarounds to accommodate intertrac/Outlook/website issues
- Lobby: Assisting prayer mtg. guests, academy applicants, walk-ins
- Giving a friend a tour of the office and introducing to staff
- Providing info to IT re: image stick for Brandon’s computer
- Fielding casework request calls (heavy)
- Administrative/accounting catch-up call with Dale
- Processing mail
- Compiling/sending daily reports

Liz:
- Nomination interview scheduling
- Sent out interview notifications to applicants
- Monitored email confirmations / scheduling change requests
- Application intake, entered data to spreadsheet and made photocopies
- Contacted Colonel Huber for a list of students going on AFROTC trip on the same date as our interviews
- Routine casework tasks
  - Unofficial errand during my lunch break
- Monitored general inbox & promoted cases in InterTrac - sent acknowledgment emails
- Spoke with our liaison at the SSA regarding a sensitive disability case
- Spoke with Dale about a sensitive disability case, drafted a letter to the constituent and provided a copy to Dale
- Phones

Jeff:
- Meeting With Rob Reiter of the Sanctuary Church
- Hosted a prayer meeting of the Promise Keepers at the district office. About 10 men gathered to pray with us for the country, international governments, our state, and the Congressman.
- Community Roundtable at Focus on the Family. Aaron Atwood of Summit Ministries was the speaker. Interaction with dozens of local faith based nonprofit. Had the opportunity to announce the recent policy changes to not discriminate against faith based organizations
- Interaction with and preparation for the Limon prison tour which would be all day Friday.

Brandon:
- Answered phones
• Worked in InterTrac
• Answered emails
• DFAS and ARMY IG cases
• Veteran Walk-in (Mr. Rolsten)
• Requested flash drive for computer (working with HouseCall and Linda)
• Question about Tricare as second payer
• Coordinate with Tony for list of veterans issues

Tony: Out (vacation)

Cassandra:
• Email Correspondence
• Call with KRDO
• Calls with Wesley for Social Media and PRs
• Drafted PR for No on CRs- worked with Andy, Wesley, and Major Tom
• Researched hotels for Dale
• Spoke with Liz about Academy Nominations and the process
• Clippings
• Reading up on Political Speech writing
• Local papers and press
• Monitor Social Media
• Pass the Gavel social media with Wes and Andrew
• Left a bit early- not feeling well 😖

Marcus: In DC
Linda: Out (vacation)

Liz:
- Casework tasks
- Phones
- Academy application intake & processing
- Interview scheduling
- Unofficial errand during my lunch hour

Jeff: Not a workday

Brandon:
- Worked in InterTrac
- Answered phones
- Call with Dale, Marcus, Cas WRT Fort Carson
- Call to UCCS, Department of State, and U.S. Embassy in Belgrade WRT constituent stuck in Serbian hospital (UCCS part time professor) – Assistance from Cassie and Liz
- Returned emails and voicemails
- Forward WH tour follow up to Wes
- Attended all staff call
- Forward Tricare response and close case for AD spouse
- Contact with mil/vet rep at Colorado Technical University to update phone roster
- Referral/warm handoff to Teller County official Dan Williams for Woodland Park Constituent
- Confirmed meeting/time for State of the Wing on Wed
- Confirmed meeting for Friday with DoD contractor

Tony:
- Answered constituent calls
- Reviewed/acted on DC promoted casework
- Reviewed/acted on emails in Lamborn attachments
- Updated National Cemetery pictures on common drive (folder PPNC)
- Updated casework in InterTrac
- Attended All Staff call
- Prepped statement for issuing “Legion Act” red line tonight in Woodland Park
- Attending Woodland Park American Legion meeting

Cassandra:
- Email Correspondence
- Social Media Posts and Monitoring
- Call with Wesley RE Media
- Monitor news RE Impeachment Inquiry
- Working on website forms and pages
• Calls with Press
• Formatting statement with James and Wes RE Impeachment Inquiry
• All Staff Call
• Booking trip (with Dale’s assistance) to DC in Oct.
• Setting up meetings with local press
• Helped with phones- heavy volume
• Call with Dale about Ft. Carson
• Call with Dee McNutt RE Ft. Carson
• Press Release w/ Wesley

Marcus:
• Conference Call with Washington Office on schedules, major legislation, and district news
• Check in call with Dale
• Ongoing emails and calls on scheduling for Congressman for 2-3 potential items in October
• Watching Fox News reporting of melodrama in Washington on the “Impeachment Inquiry”
• Learning more about Academy nominations process from Liz
Tapia, Elizabeth

From: Tapia, Elizabeth
Sent: Wednesday, September 25, 2019 4:57 PM
To: Lamborn, Doug; Lamborn, Jeanie; CO05-DC Staff; CO05-District
Subject: District Office Daily Reports

Linda: Out (vacation)

Brandon:
- Worked in InterTrac
- Answered phones
- Returned emails and voicemails
- State of the Wing address

Tony:
- Answered constituent calls
- Watched the Congressman speak on the floor
- Reviewed Lamborn Attachment emails
- Attended Colorado Springs CBOC stakeholders meeting (report submitted)
- Updated casework in Intertrac
- Working with Carson Hospital CSM on Pharmacy issue

Liz:
- Academy application intake & processing
  - Unofficial errand during my lunch hour
- Interview scheduling
- Phones

Cassandra:
- Email Correspondence
- Press Inquiries
- Reading through Ukraine transcript
- Clippings
- Social Media Posts and Monitoring
- Cut video of Congressman on the House Floor
- Watching Breaking News
- Scheduling with Maggie for Press
- Calls with Wesley RE Social Media
- Calls with Joe RE Talking Points
- Calls with Mrs. Lamborn RE Press
- Tagging WH, McCarthy, House GOP, etc. on social media
- Helped answer phones- heavy in afternoon
- Follow up call with UCCS Provost
- Follow up call with Dee McNutt at Ft. Carson
Tapia, Elizabeth

From: Tapia, Elizabeth
Sent: Friday, October 2, 2020 3:40 PM
To: Clayton, Kathleen
Subject: Daily

- One-on-one with Dale
- Emailed IQ regarding comprehensive casework activity reporting
- General casework (spoke with and corresponded with constituents about their cases; sent PACFs)
- Academy nomination tasks (sending out interview letters, monitoring interview confirmations)
- Unofficial errand during lunch break
- Monitor general inbox & promoted correspondence in IQ
- Assisted with phones

Elizabeth (Liz) Tapia
Senior Caseworker / Academy Nomination Coordinator
Congressman Doug Lamborn
1125 Kelly Johnson Boulevard, Suite 330
Colorado Springs, CO 80920
Desk: [Redacted]
Main: 719-520-0055
Fax: 719-520-0840
Jeff:
- Read “This Precarious Moment” book by David Barton and James Garlow in preparation for a conference call with David and Tim Barton concerning the Biblical principles and history of U.S. immigration policy
- FCA board meeting at Cook Communications Ministries. Discussion of church/schools partnerships
- Phone call to Warden Burl Cain concerning First Steps legislation and recommendations for Bureau of Prisons reforms
- Conference call with David Barton of Wallbuilders concerning immigration policy. Introduction to Pastor Mark Gonzales in order to continue faith-community discussions of immigration reforms
- Interaction with Richard Harris about the C/R for Charis Bible College (celebrating 25 years) and working into the program so that we can present it to Andrew Wommack on Saturday
- Meeting with Ben Foley, President of ServeNow and convener of “Friends of Refugees” concerning illegal immigration, border security and conditions, and care of refugees around the world. Also discussed the growing persecution of Christians in India, Modi’s rally in TX, and the President’s speech at the UN.
- Monitoring news coverage of President’s Ukraine transcript, and talking to Joe about our message to faith leaders that are asking about it
- Attended the 40 Days for Life kick-off rally at Centennial Blvd. 80 pro-life constituents present
- Weekly morning prayer at the Centennial corner, and invitations to 20 pastors to join me each week
- Meeting with Dave Snyder of Continental Realty to discuss multi-family housing and opportunities for faith ministry and community development
- ADF webinar update on cases
- Lunch meeting with Randy Valentine of Every Home for Christ
- COS I love you planning meeting at First Pres.
- Phone meeting with Joe
- Variety of correspondence, scheduling, organizing, reading newsletters, etc.
- Fully recovered from sunburn (thank you, God, for aloe vera!)... still suffering from Broncos (may be a season-long ailment)

Marcus:
- Returning call to Sen. Hisey regarding an immigration question he has (voicemail)
- Helping with phones during high volume surge
- Following up on notional scheduling requests for Congressman In early October
- Attending 21st Space Wing State of the Wing Address
- Following news on the “Impeachment inquiry”

Elizabeth (Liz) Tapia
Senior Caseworker / Academy Nomination Coordinator
Congressman Doug Lamborn
1125 Kelly Johnson Boulevard, Suite 330
Colorado Springs, CO 80920
Desk: [redacted]
Main: 719-520-0055
Fax: 719-520-0840
EXHIBIT 7
Gregg L. Harper

From: [Redacted]
Sent: Sunday, July 11, 2021 3:35 PM
To: Gregg L. Harper
Subject: Fwd: DOL workshop guide

------- Forwarded message ------
From: Pope, Brandon <[Redacted]>
Date: Tue, Sep 3, 2019 at 3:40 PM
Subject: DOL workshop guide
To: [Redacted]

As discussed.
Gregg L. Harper

From: [Redacted]
Sent: Sunday, July 11, 2021 3:36 PM
To: Gregg L. Harper
Subject: Fwd: graphic designer position and other resources

-------- Forwarded message --------
From: Pope, Brandon [Redacted]
Date: Tue, Sep 3, 2019 at 4:27 PM
Subject: graphic designer position and other resources
To: [Redacted]

https://www.cia.gov/careers/opportunities/support-professional/graphic-designer.html#job-details-tab1

https://www.fbi.gov/career-paths/arts-communications

https://www.fbi.gov/career-paths/special-agents/eligibility

https://www.secretservice.gov/join/careers/apt/

https://www.fedshirevets.gov/

https://www.fedshirevets.gov/job-seekers/veterans-preference/

https://www.fbi.gov/veterans
Hey Brandon,

Thanks for asking. I think it went well. He gave me a good description of the office, which basically deals with putting out information to the general Navy population on routine matters. And also engaging with the public on Navy related issues. So they are kind of like a little ad agency, or PR firm.

It all sounded very interesting. We also chatted about my prior military time, and work history a bit and what I could bring to the table.

I think it went well, but I've been through many interviews before, and I can never tell one way or the other how things will turn out.

If nothing else, it was great to talk to an actual person and get some feedback on my application, rather than just a usejobs portal computer response.

You were right about him asking why I wanted to switch it up from nyc, and I gave him my rational behind a more stable and benefits oriented career over freelance, and also serving my country a bit better with my skills verses selling stuff through commercials or entertainment.

I guess I'll just stand by in the meantime,

I hope you're having a good Monday so far...

On Mon, Oct 7, 2019 at 11:22 AM Pope, Brandon wrote:

Good morning

Did you complete the phone interview over the weekend? If so, how do you believe it went?

R,

BP
Hey Brandon,

Thanks a lot for this feedback, it's very helpful.

Yes, I can certainly be ready to address the possible questions you have mentioned, those are good points to consider.

I hope you're enjoying the mountains.

Best,

On Sat, Oct 5, 2019 at 12:20 AM Pope, Brandon <[redacted]> wrote:

Hi [redacted]

Sorry for the delayed response. I am in the mountains right now and don't have the best reception.

I believe the interview questions for that position will be based largely on your background, resume, and portfolio.

You may get questions asking why the Navy or why the DOD but I don’t think there will be anything too challenging.

After seeing a few items in your portfolio and hearing about your experience I don’t think you have much to worry about.

The good news is that you got an interview. Making it past the computer resume screener is always difficult.

I will be around tomorrow morning if you are still interested in talking.

-Brandon

Sent from my iPhone

> On Oct 4, 2019, at 2:27 PM, [redacted] <[redacted]> wrote:
> Hi Brandon,
> How are you doing?
> I was wondering if I could bug you with a question whenever you get a chance. I just received an email from the Department of the Navy at the Pentagon for a graphics position, and someone there wants to schedule a phone interview with me over the weekend.
> I was wondering if you had any insight on what kind of topics might come up.
> If it's easier to chat over the phone, that works for me, if you're not too busy at the moment.
> All the best,
> [redacted]