

CONFIDENTIAL

Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

REPORT

Review No. 15-1671

The Board of the Office of Congressional Ethics (hereafter “the Board”), by a vote of no less than four members, on February 26, 2016, adopted the following report and ordered it to be transmitted to the Committee on Ethics of the United States House of Representatives.

SUBJECT: Representative Mark Meadows

NATURE OF THE ALLEGED VIOLATION: After a series of personnel issues in October 2014, Representative Meadows’ Chief of Staff, Kenny West was not present in either Representative Meadows’ district or Washington, DC offices. In April 2015, Representative Meadows informed his staff that Mr. West was no longer Chief of Staff and made representations that he was no longer an employee of the office. Mr. West did not appear to perform any official work after April 2015, yet Representative Meadows continued to authorize compensation to Kenny West until August 15, 2015.

If Representative Meadows retained an employee who did not perform duties commensurate with the compensation the employee received, and certified that the compensation met applicable House standards, then he may have violated House rules and standards of conduct.

RECOMMENDATION: The Board recommends that the Committee on Ethics further review the above allegations because there is substantial reason to believe that Representative Meadows retained an employee who did not perform duties commensurate with the compensation the employee received, and certified that the compensation met applicable House standards, in violation of House rules and standards of conduct.

VOTES IN THE AFFIRMATIVE: 6

VOTES IN THE NEGATIVE: 0

ABSTENTIONS: 0

MEMBER OF THE BOARD OR STAFF DESIGNATED TO PRESENT THIS REPORT TO THE COMMITTEE ON ETHICS: Omar S. Ashmawy, Staff Director & Chief Counsel.

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FINDINGS OF FACT AND CITATIONS TO LAW

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

FINDINGS OF FACT AND CITATIONS TO LAW

Review No. 15-1671

On February 26, 2016, the Board of the Office of Congressional Ethics (hereafter “the Board”) adopted the following findings of fact and accompanying citations to law, regulations, rules and standards of conduct (*in italics*). The Board notes that these findings do not constitute a determination of whether or not a violation actually occurred.

I. INTRODUCTION

A. Summary of Allegations

1. After a series of personnel issues in October 2014, Representative Meadows’ Chief of Staff, Kenny West was not present in either Representative Meadows’ district or Washington, DC offices. In April 2015, Representative Meadows informed his staff that Mr. West was no longer Chief of Staff and made representations that he was no longer an employee of the office. Mr. West did not appear to perform any official work after April 2015, yet Representative Meadows continued to authorize compensation to Kenny West until August 15, 2015.
2. If Representative Meadows retained an employee who did not perform duties commensurate with the compensation the employee received, and certified that the compensation met applicable House standards, then he may have violated House rules and standards of conduct.
3. The Board recommends that the Committee on Ethics further review the above allegations because there is substantial reason to believe that Representative Meadows retained an employee who did not perform duties commensurate with the compensation the employee received, and certified that the compensation met applicable House standards, in violation of House rules and standards of conduct.

B. Jurisdiction Statement

4. The allegations that were the subject of this review concern Representative Mark Meadows, a Member of the United States House of Representatives from the 11th District of North Carolina. The Resolution the United States House of Representatives adopted creating the Office of Congressional Ethics (hereafter “OCE”) directs that, “[n]o review shall be undertaken... by the board of any alleged violation that occurred before the date of adoption of this resolution.”¹ The House adopted this Resolution on March 11, 2008. Because the conduct under review occurred after March 11, 2008, review by the Board is in accordance with the Resolution.

¹ H. Res. 895, 110th Cong. §1(e) (2008) (as amended).

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C. Procedural History

5. The OCE received a written request for preliminary review in this matter signed by at least two members of the Board on October 23, 2015. The preliminary review commenced on October 24, 2015.² The preliminary review was scheduled to end on November 22, 2015.
6. On October 27, 2015, the OCE notified Representative Meadows of the initiation of the preliminary review, provided him with a statement of the nature of the review, notified him of his right to be represented by counsel in this matter, and notified him that invoking his right to counsel would not be held negatively against him.³
7. At least three members of the Board voted to initiate a second-phase review in this matter on November 20, 2015. The second-phase review commenced on November 23, 2015. The second-phase review was scheduled to end on January 6, 2016.
8. On November 23, 2015, the OCE notified Representative Meadows of the initiation of the second-phase review, notified him of his right to be represented by counsel in this matter, and notified him that invoking his right to counsel would not be held negatively against him.⁴
9. The Board voted to extend the 45-day second-phase review by an additional fourteen days on December 18, 2015. The additional period ended on January 20, 2016.⁵
10. The Board voted to refer the matter to the Committee on Ethics for further review and adopted these findings on February 26, 2016.
11. The report and its findings in this matter were transmitted to the Committee on Ethics on March 18, 2016.

D. Summary of Investigative Activity

12. The OCE requested testimonial and in some cases documentary information from the following sources:
 - (1) Witness A;
 - (2) Witness B; and
 - (3) Witness C.

² A preliminary review is “requested” in writing by members of the Board of the OCE. The request for a preliminary review is received by the OCE on a date certain. According to H. Res. 895 of the 110th Congress, as amended (hereafter “the Resolution”), the timeframe for conducting a preliminary review is 30 days from the date of receipt of the Board’s request.

³ Letter from the OCE Chief Counsel to Representative Meadows, dated Oct. 26, 2015.

⁴ Letter from the OCE Chief Counsel to Representative Meadows, dated Nov. 23, 2015.

⁵ The 14-day extension begins after the 45-day second-phase review ends. The 14-day extension does not begin on the date of the Board vote.

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13. The following individuals refused to provide any information in response to the OCE's requests and were determined to be non-cooperative witnesses:

- (1) Representative Meadows;
- (2) Kenny West, former Chief of Staff;
- (3) Wayne King, District Director/Deputy Chief of Staff;
- (4) Pamela Ward, District Office Manager;
- (5) Eliza Thurston, Scheduler;
- (6) Alyssa Farah, Communications Director;
- (7) Martha Van Lieshout, Legislative Assistant; and
- (8) Patrick Fleming, former Legislative Assistant.

II. REPRESENTATIVE MEADOWS MAY HAVE VIOLATED HOUSE RULES AND STANDARDS OF CONDUCT BY AUTHORIZING COMPENSATION TO KENNY WEST DURING A TIME WHEN MR. WEST DID NOT PERFORM OFFICIAL WORK

A. Applicable Law, Rules, and Standards of Conduct

14. House Rule 23, Clause 8

“A Member, Delegate, Resident Commissioner, or officer of the House may not retain an employee who does not perform duties for the offices of the employing authority commensurate with the compensation such employee receives.”⁶

15. House Ethics Manual

“The regulations of the Committee on House Administration require employing Members to provide monthly salary certifications for their staff. A salary may be disbursed to an employee only upon submission of a signed statement by the appropriate Member certifying that the Office of Human Resources has correctly listed the name and salary of each employee, and that the employees have certified that they have no relationship to any current Member of Congress, unless specifically noted. Compensation may be received only for duties performed within the preceding month.”⁷

“The underlying standard for the receipt of compensation by an employee of the House is that the employee has regularly performed official duties commensurate with the compensation received.”⁸

⁶ House Rule 23, Clause 8(a).

⁷ House Ethics Manual (2008) at 277-78.

⁸ *Id.* at 279.

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B. Employees in Representative Meadows' Congressional Offices Reported Misconduct by Kenny West in October 2014

16. Kenny West was hired as Representative Meadows' Chief of Staff in January 2013, when Representative Meadows assumed office.⁹ He was based in Washington, DC but had management responsibilities over both the district office in North Carolina and the Washington, DC office.¹⁰ According to witnesses interviewed by the OCE, no other employee shared Chief of Staff duties with Mr. West, or was named Chief of Staff, during the time when Mr. West was present in Representative Meadows' congressional offices.¹¹
17. In October 2014, a group of employees in Representative Meadows' Washington, DC office reported to the then-Deputy Chief of Staff that they were uncomfortable with Mr. West's inappropriate behavior towards them.¹²
18. Witness A, a staff member in the Washington, DC office, stated that, in response to the reports, Representative Meadows had a conversation with the staff members in the Washington, DC office, in or around January 2015.¹³ During that conversation, Representative Meadows told the staffers that he did not want anyone in the office made to feel uncomfortable and that he would "take care of it."¹⁴ Representative Meadows did not specify what actions he would take at the time.¹⁵
19. Witness B, a staff member in the Washington, DC office, corroborated Witness A's statements, differing on the timing of the first reports made to the then-Deputy Chief of Staff and the timing of Representative Meadows' response. Witness B told the OCE that in late October 2014, after experiencing uncomfortable interactions with Mr. West, she and other staffers alerted the then-Deputy Chief of Staff about Mr. West's actions so that he would present them to Representative Meadows.¹⁶ They did so in writing.¹⁷ According to Witness B, when made aware, Representative Meadows seemed "surprised" by the information and told the staffers he would "address it."¹⁸

⁹ Kenneth D. West Payroll Authorization Forms, dated Jan. 4, 2013 (Exhibit 1 at 15-1671_0002)

¹⁰ Transcript of Interview of Witness A, Dec. 15, 2015 ("Witness A Transcript") (Exhibit 2 at 15-1671_0020); Transcript of Interview of Witness B, Jan. 7, 2016 ("Witness B Transcript") (Exhibit 3 at 15-1671_0047); Transcript of Interview of Witness C, Jan. 14, 2016 ("Witness C Transcript") (Exhibit 4 at 15-1671_0075). Witnesses interviewed by the OCE confirmed that Mr. West was the Washington, DC Chief of Staff but did not maintain a residence in Washington, DC.

¹¹ Witness A Transcript (Exhibit 2 at 15-1671_0002); Witness B Transcript (Exhibit 3 at 15-1671_0046); Witness C Transcript (Exhibit 4 at 15-1671_0076).

¹² Witness A Transcript (Exhibit 2 at 15-1671_0021-22); Witness B Transcript (Exhibit 3 at 15-1671_0048, 51).

¹³ *Id.* at 15-1671_0022-23.

¹⁴ *Id.*

¹⁵ *Id.* at 15-1671_0023.

¹⁶ Witness B Transcript (Exhibit 3 at 15-1671_0048, 50).

¹⁷ *Id.* at 15-1671_0051. The OCE also obtained evidence of the written reports to the then-Deputy Chief of Staff. However, certain documents are not included as exhibits to these findings. They will be provided to the Committee on Ethics as supplemental information. They will be referenced as "Supplemental Information."

¹⁸ *Id.* at 15-1671_0048.

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20. Witness B stated that in November or December 2014, after the concerns were presented to Representative Meadows in October 2014, Representative Meadows asked Representative Trey Gowdy's Chief of Staff to interview his female employees about their interactions with Kenny West and to report back to him.¹⁹ Witness B's belief was that Representative Meadows planned the interviews so that he could assess the legal and personnel ramifications of Mr. West's interactions with his employees.²⁰ Witness B and other female employees consented voluntarily to the interviews.²¹
21. Witness C, a staff member in the district office, told the OCE that she reported uncomfortable interactions with Mr. West separately to the District Director/Deputy Chief of Staff, Wayne King, in October 2014 during a performance evaluation.²² Witness C believed at the time that Representative Meadows was aware of her reports made to Mr. King because she received emails from Representative Meadows acknowledging the information.²³ After receiving the emails, Witness C stated that it was her impression that "nothing was altered" in the office and nobody followed up with her about Mr. West or her reports concerning Mr. West.²⁴ Witness B told the OCE that she was generally aware of Witness C's uncomfortable interactions with Kenny West.²⁵

C. Beginning in October 2014, at the Direction of Representative Meadows, Kenny West Was Not Present in Either Congressional Office

22. Multiple witnesses confirmed that due to the personnel issues described above, Representative Meadows took actions to limit or prohibit Kenny West's presence in the Washington, DC and district offices.
23. Witness A explained to the OCE that after the employees made the reports discussed above, Kenny West was asked not to return to the Washington, DC office.²⁶ Witness A did not elaborate on the source of the information or who asked Mr. West not to return.
24. Witness B stated that after the female employees made their reports in October 2014, and were interviewed by Representative Gowdy's Chief of Staff, Kenny West "never came back" to the Washington, DC office.²⁷ She further explained that in November 2014, "[Representative Meadows] told us . . . that Kenny wouldn't be back in the office anymore."²⁸

¹⁹ *Id.* at 15-1671_0048-49.

²⁰ *Id.* at 15-1671_0048.

²¹ *Id.* at 15-1671_0050.

²² Witness C Transcript (Exhibit 4 at 15-1671_0077).

²³ *Id.* at 15-1671_0078-79.

²⁴ *Id.* at 15-1671_0079.

²⁵ Witness B Transcript (Exhibit 3 at 15-1671_0066).

²⁶ Witness A Transcript (Exhibit 2 at 15-1671_0021, 23).

²⁷ Witness B Transcript (Exhibit 3 at 15-1671_0050). The Board notes that Witness B was employed by Rep. Meadows during the entirety of the events described in these findings. *Id.* at 15-1671_0043-44.

²⁸ *Id.* at 15-1671_0047.

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25. Witness B stated that occasionally, after he left the office, Kenny West would email or call the Washington, DC office but those contacts were “sporadic.”²⁹ Witness B further explained that during these calls Mr. West would mention things like: “I’m going to be up there [in Washington, DC] soon.”³⁰ Although Mr. West was not present in the office, and Representative Meadows told the staff Mr. West was not returning, the calls and emails led Witness B to believe that Mr. West was still Chief of Staff and that Representative Meadows had not terminated Mr. West’s employment.³¹
26. After the calls and emails by Mr. West in late 2014, Witness B emailed Representative Gowdy’s Chief of Staff in January 2015, reporting Mr. West’s continued communications with the congressional office.³²
27. Witness B stated: “That week or the following, [Representative Meadows] was very upset” because someone approached him on the House floor and told him that he needed to terminate Mr. West’s employment.³³ At that point, Representative Meadows knew Representative Gowdy’s Chief of Staff had been contacted again, this time without his knowledge.³⁴
28. That same month, in January 2015, Representative Meadows responded to the renewed contact with Representative Gowdy’s Chief of Staff by explaining to his then-Deputy Chief of Staff that “Kenny’s not allowed back into the office so it’s not a problem.”³⁵ Although Witness B did not recall whether Representative Meadows responded to her directly, she confirmed that Representative Meadows informed the then-Deputy Chief of Staff who informed Witness B.³⁶
29. According to Witness B, after the events in January 2015, Mr. West may have made telephone calls to the congressional offices or sent officially-related email.³⁷ She recalled a specific email sent by Mr. West in February 2015 concerning the departure of an employee, showing some degree of official work despite Mr. West’s continued absence.³⁸ The OCE obtained an email that matched the description of the email discussed by Witness B.³⁹
30. Witness C told the OCE that the day after she informed the District Director/Deputy Chief of Staff, Wayne King, about her uncomfortable interactions with Kenny West in October 2014, Mr. West appeared at the district office.⁴⁰ Pamela Ward, the District

²⁹ *Id.* at 15-1671_0050.

³⁰ *Id.* at 15-1671_0052.

³¹ *Id.*

³² *Id.*

³³ *Id.*

³⁴ *Id.*

³⁵ *Id.*

³⁶ *Id.*

³⁷ *Id.*

³⁸ *Id.*

³⁹ Email from Kenny West to Rep. Meadows’ staff, dated Feb.11, 2015 (Exhibit 5 at 15-1671_0090).

⁴⁰ Witness C Transcript (Exhibit 4 at 15-1671_0079). The Board notes that Witness C was employed by Rep. Meadows during the entirety of the events described in these findings. *Id.* at 15-1671_0073.

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Office Manager, asked Mr. West to leave the office and not return again.⁴¹ An argument between Mr. West and Ms. Ward ensued.⁴² After Mr. West left that day, Witness C never saw Kenny West again in the district office.⁴³

31. Witness B stated that when Representative Meadows' office moved to the Longworth House Office Building in January 2015, Mr. West did not have a desk or work space in the new office and his personal items were placed in a storage unit.⁴⁴ All other staff members in the Washington, DC office had a work space.⁴⁵
32. The OCE obtained additional evidence indicating that as of February 2015, members of Representative Meadows' staff expressed confusion as to the status of Mr. West's employment.⁴⁶ Emails show that, although Mr. West was not present in the congressional offices, there were "talks" of his return.⁴⁷ These emails also indicate that Mr. West may have had some control over office budgets and staff salaries at the time.⁴⁸
33. In early 2015, Mr. West appeared to play a limited role as an employee of Representative Meadows' congressional office. For example, on March 14, 2015 Mr. West emailed Representative Meadows' congressional staff regarding personnel and district issues.⁴⁹

From:	West, Kenny
Sent:	Saturday, March 14, 2015 8:35 PM
To:	NC11 DC Staff; NC11 DO Staff
Cc:	Z113 Meadows, Mark
Subject:	This Past Week

First of all I would like to thank you all for making this week a success for Mark. We visited many area's in the district both official and County Events. At every event there were praise and stories about our staff from Eliza doing scheduling, Alyssa's doing our News Letters for Mark and different success stories about our staff and their follow up to numerous to mention. Mark and I went to six or seven conventions this week and at each one he received standing ovations for his support for all his votes and his determination to continue to listen to the people of the 11th District. Ladies and Gentlemen, **THANK YOU!** We have a busy schedule in the district and DC in the coming months, but I know we can sustain the momentum that we all have helped make. Have a blessed weekend.

Kenneth D West
 Chief of Staff
 Rep. Mark Meadows, NC 11
 1024 Longworth Building
 Washington, DC 20515
 (202) 225-6401 office (202) 226-6422 fax

34. Also in March 2015, Mr. West took part in staff salary discussions with Representative Meadows for at least one employee on staff.⁵⁰
35. Based on the witness accounts and evidence obtained by the OCE, the Board finds that beginning in October 2014, at the direction of Representative Meadows, Kenny West did not return again to either the Washington, DC or the district offices. Although staff

⁴¹ *Id.* at 15-1671_0079-80, 87.

⁴² *Id.* at 15-1671_0079.

⁴³ *Id.* at 15-1671_0080.

⁴⁴ Witness B Transcript (Exhibit 3 at 15-1671_0053).

⁴⁵ *Id.*

⁴⁶ *See* Supplemental Information.

⁴⁷ *Id.*

⁴⁸ *Id.*

⁴⁹ Email from Kenny West to Rep. Meadows' staff, dated Mar. 14, 2015 (Exhibit 6 at 15-1671_0092).

⁵⁰ *See* Supplemental Information.

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D. Representative Meadows Indicated to His Staff in April 2015 that Kenny West Was No Longer an Employee and Hired a New Chief of Staff in July 2015

36. The witnesses interviewed by the OCE stated that Representative Meadows indicated to his staff in April 2015 that Kenny West was no longer Chief of Staff. Significantly, witnesses also explained to the OCE that at the time they believed Mr. West was no longer employed by Representative Meadows.
37. Witness A told the OCE that although she had left the House of Representatives in February 2015, she kept in contact with members of Representative Meadows' staff.⁵¹ One member of his staff informed Witness A that Mr. West was asked to step down from his Chief of Staff role and was asked to leave Washington, DC.⁵² Witness A did not know if that meant that Mr. West's employment had been terminated.⁵³
38. Witness B told the OCE that Representative Meadows sent an email in April 2015 announcing the departure of the then-Deputy Chief of Staff and his search for "a new Chief that is DC-based."⁵⁴ Following this email, Witness B believed that Mr. West was no longer an employee of the office and that "everyone just took that as being he's officially fired."⁵⁵ Witness B stated that although she and others maintained that belief at the time, after press reports surfaced concerning Kenny West's relationship with the office in the summer of 2015, she reviewed the email and noted that it did not state explicitly that Mr. West's employment had been terminated.⁵⁶
39. Witness C told the OCE that "some time in maybe spring or early summer 2015," Representative Meadows sent an email to the staff "stating that Kenny West was no longer employed by the office."⁵⁷ Witness C left the House of Representatives in August 2015 but stated that she believed that Mr. West's employment was terminated prior to her departure.⁵⁸ Witness C described the email as the first indication she received that Mr. West was no longer an employee in Representative Meadows' congressional offices and that the email was sent to all staff, possibly excluding the interns.⁵⁹ Witness C explained further that "after we received the email, we all assumed that he was terminated, no longer working for the office, so at that point, I guess you could say the speculation [about Mr. West's employment status] had died down."⁶⁰

⁵¹ Witness A Transcript (Exhibit 2 at 15-1671_0033-34).

⁵² *Id.*

⁵³ *Id.* at 15-1671_0034.

⁵⁴ Witness B Transcript (Exhibit 3 at 15-1671_0057).

⁵⁵ *Id.*

⁵⁶ *Id.* at 15-1671_0058.

⁵⁷ Witness C Transcript (Exhibit 4 at 15-1671_0076).

⁵⁸ *Id.* at 15-1671_0075.

⁵⁹ *Id.* at 15-1671_0077.

⁶⁰ *Id.* at 15-1671_0082.

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40. As shown below, and consistent with the witness statements, on April 1, 2015 Representative Meadows – through a staff intermediary – emailed his staff regarding office re-organization.⁶¹
41. In the April 1, 2015 email, Representative Meadows told the staff that “I have made the decision to have a full time Chief of Staff in Washington, DC. This decision doesn’t come easily and will require adjustments in a number of areas but I thought it was important to let everyone know that I will be interviewing possible candidates to replace Kenny as our Chief of Staff.”⁶² Representative Meadows continued: “Kenny has been working with me on the re-organization plan and possible impacts for both the DC and the District offices...”⁶³

From:	Thurston, Eliza on behalf of Z113 Meadows, Mark
Sent:	Wednesday, April 01, 2015 12:49 PM
To:	NC11 All Staff
Cc:	Z113 Meadows, Mark
Subject:	Re-Organization and a Goodbye

All,

Over the last few months, I have asked for input from several of you regarding the best ways we can serve the people of Western North Carolina. As with any organization, there are constant demands which cause us to re-evaluate and find ways to better serve the needs that confront us daily. While some of the changes put forth have not been fully vetted or decided, circumstances have developed that made this interim announcement more appropriate.

On Friday, April 17th, Philip Newman, who has served as Deputy Chief and been with me since the very beginning, will be leaving to take a new position with Senator Cory Gardner. Phil will be serving as a commerce policy advisor, working on transportation and aviation issues for the Senator. It’s a great career move for our friend and will allow him to re-establish his Colorado ties. I know that I speak for all of us when I say that Phil’s talent and energy will be missed.

At the same time, as part of the re-organization, I have made a decision to have a full time Chief of Staff in Washington, DC. This decision doesn’t come easily and will require adjustments in a number of areas, but I thought it was important to let everyone know that I will be interviewing possible candidates to replace Kenny as our Chief of Staff. Kenny has been working with me on the re-organizational plan and possible impacts for both the DC and the District offices, with our sole focus being how to best serve the people of this great state.

I want to thank all of you for your dedication and willingness to adapt during this transitional time.

Thanks,

Mark

42. In addition to this email from Representative Meadows, the OCE also received additional evidence that Kenny West may not have remained an employee of Representative Meadows.⁶⁴ Less than two weeks after the email shown above, Representative Meadows communicated via email with a staff member and made Mr. West’s departure clear in the discussion, describing Mr. West as “gone” and explaining staff re-organization and job duties.⁶⁵

43. According to Witness B, in May 2015, one of Representative Meadows’ staff assistants in Washington, DC received a telephone call from Kenny West.⁶⁶ During that telephone call, Mr. West asked that his call to the office not be disclosed to other staffers or to Representative Meadows and made inquiries about his personal items left in the

⁶¹ Email from Eliza Thurston on behalf of Rep. Meadows, dated April 1, 2015 (Exhibit 7 at 15-1671_0094).

⁶² *Id.*

⁶³ *Id.*

⁶⁴ See Supplemental Information.

⁶⁵ *Id.*

⁶⁶ Witness B Transcript (Exhibit 3 at 15-1671_0052-53).

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Washington, DC office.⁶⁷ The staff assistant then informed Witness B, who informed Representative Meadows.⁶⁸ In response to that call, in June 2015 the office Scheduler Eliza Thurston, at Representative Meadows' direction, shipped Mr. West his personal items via FedEx.⁶⁹

44. Representative Meadows hired a new Chief of Staff in the summer of 2015. Witnesses told the OCE that in late July or early August 2015 after conducting job interviews as early as May 2015, Representative Meadows' new full-time Chief of Staff in Washington, DC started work.⁷⁰
45. Based on the evidence obtained by the OCE, Representative Meadows confirmed to his staff in April 2015 that Kenny West was no longer Chief of Staff and made further representations that Mr. West was no longer an employee in his congressional office.

E. Representative Meadows Continued to Authorize Compensation to Kenny West During a Time When He Was No Longer Performing Official Work

46. From April 2015, when Representative Meadows indicated to his staff that Kenny West was no longer Chief of Staff or an employee, through August 15, 2015, Representative Meadows authorized salary payments to Mr. West as a House employee.
47. Representative Meadows submitted to the OCE, via counsel, a copy of a November 18, 2015 letter he sent to the Committee on Ethics that described Kenny West's role in the office as follows:

On April 1, 2015, I changed Kenny's title and duties to that of Senior Advisor, maintaining full-time advisory and constituent relations roles, but transferring his supervisory functions to other personnel. Eventually I came to an agreement with Kenny that he would resign full time duties from my office towards the end of May, 2015, and that I would continue to pay him for a short period of time both for the sake of a smooth transition, and so he would continue to perform some official duties for me during that transition. Kenny did continue to perform some services and was paid through August 2015.⁷¹

48. The OCE requested information from both Representative Meadows and Kenny West that would have established whether or not Mr. West performed official work from April 1, 2015 to August 15, 2015. Both Representative Meadows and Kenny West refused to cooperate with the OCE's review.

⁶⁷ *Id.*

⁶⁸ *Id.*

⁶⁹ *Id.* at 15-1671_0054.

⁷⁰ Witness B Transcript (Exhibit 3 at 15-1671_0058-59); Witness C Transcript (Exhibit 4 at 15-1671_0083).

⁷¹ Letter from Rep. Meadows to the Chair and Ranking Member of the Committee on Ethics, dated Nov. 18, 2015 (Exhibit 8 at 15-1671_0096-97).

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49. On September 3, 2015, a press report was published about Kenny West’s employment with Representative Meadows and payments he received in the summer of 2015.⁷² Representative Meadows’ Communications Director, Alyssa Farah, was quoted in the report, explaining that Mr. West “received vacation and severance pay until August 15.”⁷³ Mr. West was quoted in the article, stating that he “turned in his resignation on May the 21st.”⁷⁴
50. In Representative Meadows’ November 18, 2015 letter referenced above, he also stated that payments to Kenny West constituted “severance” pay.⁷⁵
51. The chart below summarizes all actions submitted to the House Office of Payroll & Finance, affecting any aspect of Kenny West’s employment, including title changes, salary adjustments, or bonus requests. According to the House Office of Payroll & Finance, all changes must be requested by Representative Meadows.

Representative Meadows - NC11				
Action	Effective Date	Salary	Title	Amount
Appointment	1/3/2013	\$155,000	Chief of Staff	-
Lump Sum Bonus	10/30/2013	\$155,000	-	\$1,000
Salary Adjustment	11/1/2013	\$167,000	-	-
Salary Adjustment	1/1/2014	\$155,000	-	-
Salary Adjustment	10/1/2014	\$168,411	-	-
Salary Adjustment	1/1/2015	\$157,400	-	-
Salary Adjustment	2/1/2015	\$155,000	-	-
Title Change	4/1/2015	-	Senior Advisor	-
Termination	8/15/2015	-	-	-

52. The Board notes that there are no records of any “lump sum” or “severance” request forms filed by Representative Meadows for Kenny West except an October 30, 2013 bonus request for \$1,000.
53. Mr. West was paid at a rate of \$155,000 per year, or \$12,916.67 per month, for April, May, June, and July of 2015. For August 2015, Mr. West received \$6,458.33. In total, from April 1, 2015 to August 15, 2015, Representative Meadows authorized payments to Kenny West in the sum of \$58,125.01.⁷⁶ Despite Representative Meadows’ claim that Kenny West would “resign full time duties . . . towards the end of May” and would

⁷² *Meadows cuts check for false mileage reimbursement*, POLITICO, Sept. 3, 2015, available at <http://www.politico.com/story/2015/09/mark-meadows-repay-false-mileage-reimbursement-213259> (accessed March 16, 2016).

⁷³ *Id.*

⁷⁴ *Id.*

⁷⁵ Letter from Rep. Meadows to the Chair and Ranking Member of the Committee on Ethics, dated Nov. 18, 2015 (Exhibit 8 at 15-1671_0096-97).

⁷⁶ Employees of the House may also receive “terminal leave” payments for accrued compensated time off, subject to each Member’s internal office policies. According to the Office of Payroll & Finance, this typically occurs after long-serving employees leave the House with substantial accrued compensated time off. As of April 2015, Kenny West had served just over two years in the House. To receive \$58,125.01 in terminal leave, Kenny West would have had to accrue roughly 45 days of compensated time off in just over two years. The OCE obtained no evidence that Mr. West accrued any compensated time off.

Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

perform “some official duties”⁷⁷ after May 2015, Mr. West’s salary was not adjusted to reflect any change in duties after February 1, 2015.

54. On April 9, 2015, Representative Meadows submitted a title change form for Kenny West.⁷⁸ The form changed Mr. West’s title from Chief of Staff to “Senior Advisor” and made the effective date April 1, 2015, the same date that Representative Meadows informed his staff that he was seeking to replace Kenny West as Chief of Staff.⁷⁹

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES Washington, DC 20515		(Please use Typewriter or Ballpoint Pen)
To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:		
Employee Name (First-Middle-Last)	Effective Date	
Kenneth D. West	04/01/2015	
Employee Social Security Number	Type of Action	
165239	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input checked="" type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business (Specify date))	
Employing Office or Committee/Subcommittee	(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)	
Honorable Mark Meadows NC11	Position Title*	Gross Annual Salary**
	Senior Advisor	\$155,000.00

55. When asked about whether Mr. West’s title had been changed to “Senior Advisor,” all witnesses interviewed stated that they were not aware of the designation.⁸⁰
56. Witness B told the OCE that following the publication of press reports: “I was surprised that [Kenny West] was still on payroll after April. I was honestly surprised and had always been surprised that he was still on payroll without a change in salary that whole time since we told him [about Mr. West’s behavior] in October.”⁸¹ She also stated that Alyssa Farah, Representative Meadows’ current Communications Director, shared the same surprise upon learning that Mr. West was paid after April 2015.⁸²

⁷⁷ Letter from Rep. Meadows to the Chair and Ranking Member of the Committee on Ethics, dated Nov. 18, 2015 (Exhibit 8 at 15-1671_0096-97).

⁷⁸ Kenneth D. West Payroll Authorization Forms, dated April 9, 2015 (Exhibit 1 at 15-1671_0010).

⁷⁹ See Email from Eliza Thurston on behalf of Rep. Meadows, dated April 1, 2015 (Exhibit 7 at 15-1671_0094).

⁸⁰ Witness A Transcript (Exhibit 2 at 15-1671_0021); Witness B Transcript (Exhibit 3 at 15-1671_0047); Witness C Transcript (Exhibit 4 at 15-1671_0076).

⁸¹ Witness B Transcript (Exhibit 3 at 15-1671_0060).

⁸² *Id.* at 15-1671_0060-61.

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57. The OCE also obtained documents showing that on April 17, 2015, Representative Meadows filed a form notifying the House Office of Payroll & Finance that Kenny West's employment was terminated as of May 31, 2015.⁸³ This filing was signed eight days after Representative Meadows filed the form requesting Mr. West's title change to "Senior Advisor."⁸⁴

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last) Kenneth D. West	Effective Date 05/31/2015
Employee Social Security Number 165239	Type of Action <input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business)
Employing Office or Committee/Subcommittee Honorable Mark Meadows NC11	
Position Title Senior Advisor	Gross Annual Salary** \$155,000.00

VOID (Please use Typewriter or Ballpoint Pen)

TERMINATE

58. Representative Meadows then filed forms with the House Office of Payroll & Finance, extending Kenny West's employment.⁸⁵ These forms were filed on May 21, 2015, extending Mr. West's employment to June 30, 2015, and on June 10, 2015, extending Mr. West's employment to August 15, 2015.⁸⁶

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last) Kenneth D. West	Effective Date 06/30/2015
Employee Social Security Number 165239	Type of Action <input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business)
Employing Office or Committee/Subcommittee Honorable Mark Meadows NC11	
Position Title Senior Advisor	Gross Annual Salary** \$155,000.00

TERMINATE

supersedes

*Nonpermanent employees should be designated as Part-Time Employees, Paid Intern, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
**Employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

Permanent

Nonpermanent (must specify one of the following categories): Part-Time Employee Paid Intern Temporary Employee LWOP Employee Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last) Kenneth D. West	Effective Date 08/15/2015
Employee Social Security Number 165239	Type of Action <input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business)
Employing Office or Committee/Subcommittee Honorable Mark Meadows NC11	
Position Title Senior Advisor	Gross Annual Salary** \$155,000.00

TERMINATE

supersedes

*Nonpermanent employees should be designated as Part-Time Employees, Paid Intern, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
**Employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

Permanent

Nonpermanent (must specify one of the following categories): Part-Time Employee Paid Intern Temporary Employee LWOP Employee Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

59. The Board notes that Representative Meadows changed Mr. West's official title, filed termination paperwork with the House, and then extended Mr. West's employment in subsequent filings, indicating no intention of paying Mr. West any form of "severance."

⁸³ Kenneth D. West Payroll Authorization Forms, dated April 17, 2015 (Exhibit 1 at 15-1671_0011).

⁸⁴ *Id.*

⁸⁵ Kenneth D. West Payroll Authorization Forms (Exhibit 1 at 15-1671_0012-17).

⁸⁶ *Id.*

Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

60. In addition, conflicting with any claim that Mr. West received “severance” pay, Representative Meadows also submitted to the OCE, in a letter to the Committee on Ethics, that Mr. West performed some amount of official work after April 1, 2015. The OCE instead received testimony and documents from witnesses illustrating that Mr. West did not perform any official work after April 1, 2015.

III. REPRESENTATIVE MEADOWS MAY HAVE VIOLATED HOUSE STANDARDS OF CONDUCT BY CERTIFYING THAT KENNY WEST WAS PERFORMING OFFICIAL DUTIES COMMENSURATE WITH HIS COMPENSATION

A. Applicable Law, Rules, and Standards of Conduct

61. House Ethics Manual

“Members must regularly certify that all official funds have been properly spent. A false certification may bring criminal penalties, and the government may recover any amount improperly paid.”⁸⁷

B. Representative Meadows Submitted Payroll Authorization Forms to the House of Representatives’ Office of Payroll and Finance Certifying the Payments to Kenny West Were Commensurate with His Official Work

62. From April 2015 to August 15, 2015, Representative Meadows signed a Payroll Authorization Form, certifying that funds paid to Kenny West were properly spent and were commensurate with work performed.⁸⁸

63. Based on the information obtained by the OCE, and the non-cooperation by Representative Meadows and Kenny West, it does not appear that Mr. West performed any official work from at least April 2015, yet Mr. West received a salary from the House of Representatives, authorized by Representative Meadows, each month until August 15, 2015.

IV. CONCLUSION

64. In October 2014, employees in Representative Meadows’ congressional offices raised concerns about inappropriate behavior by Kenny West, Representative Meadows’ Chief of Staff, and the presence of an uncomfortable work environment.

65. Soon after the complaints were made, Representative Meadows assured the staff that he would take steps to address the situation regarding Kenny West. Mr. West was ordered not to be present in either the district office or the Washington, DC office.

⁸⁷ House Ethics Manual at 126 (citing 18 U.S.C. § 1001).

⁸⁸ See generally Kenneth D. West Payroll Authorization Forms (Exhibit 1 at 15-1671_0002-17).

Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

66. Mr. West appears to have conducted a limited amount of official congressional work from October 2014 to April 2015, though the OCE was unable to confirm where Mr. West conducted the work or the extent of the work completed.
67. In April 2015, Representative Meadows notified his staff that Mr. West was no longer the Chief of Staff and that he would be interviewing candidates for the full time Chief of Staff position once held by Mr. West. In certain communications, Representative Meadows also characterized Mr. West as no longer with the office and kept no work space for him in Washington, DC.
68. In July 2015, Representative Meadows hired a full time Chief of Staff to fill Mr. West's previous position.
69. From April 2015 to August 15, 2015 Representative Meadows characterized Mr. West's role with the office as transitionary or less than full time, while continuing to compensate him at his full time rate. Representative Meadows simultaneously characterized this payment to Mr. West as "severance" pay.
70. From April 2015 through August 15, 2015, Kenny West continued to receive a salary from the House of Representatives, authorized by Representative Meadows. Moreover, Mr. West received a salary dating back to October 2014, when he was no longer present in either the district or Washington, DC offices.
71. Based on the information obtained by the OCE, the Board recommends that the Committee on Ethics further review the above allegations because there is substantial reason to believe that Representative Meadows retained an employee who did not perform duties commensurate with the compensation the employee received, and certified that the compensation met applicable House standards, in violation of House rules and standards of conduct.

Subject to the Nondisclosure Provisions of H. Res. 895 of the 110th Congress as Amended

**V. INFORMATION THE OCE WAS UNABLE TO OBTAIN AND
RECOMMENDATION FOR THE ISSUANCE OF SUBPOENAS**

72. The following witnesses, by refusing to interview or provide requested information to the OCE, did not cooperate with the OCE's review.

- (1) Representative Meadows;
- (2) Kenny West;
- (3) Wayne King;
- (4) Pamela Ward;
- (5) Eliza Thurston;
- (6) Alyssa Farah;
- (7) Martha Van Lieshout; and
- (8) Patrick Fleming.

73. The Board recommends the issuance of subpoenas to the above named individuals.

Exhibit 1

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	01/03/2013
Employee Social Security Number	Type of Action
[REDACTED]	<input checked="" type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business (Specify date))
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth Building Washington, DC 20515 NC 11	
(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)	
Position Title*	Gross Annual Salary**
Chief of Staff	155,000.00

New Hire

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
 **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

(Specify one other employing authority)

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
 if position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 01/04/2013


 (Signature of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

(Type or print name of Authorizing Official)

(Type or print name and title of above official)

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only	
	(Monthly Annuity \$.....00)	Benefits.....
	as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	11/1/2013
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) (Specify date)
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington DC 20515	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Chief of Staff	\$167,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
 **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify any other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

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 PAYROLL & BENEFITS

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level..... Step.....
 If position transfer, previous position number..... Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 11/14/2013


 (Signature of Authorizing Official)

Honorable Mark Meadows
 (Type or print name of Authorizing Official)

.....
 (Signature of Subcommittee Chairperson or Ranking Minority Member)

.....
 (Type or print name and title of above official)

NC11
 (Title--if Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

U.S. HOUSE OF REPRESENTATIVES

LUMP SUM PAYMENT AUTHORIZATION FORM

I hereby authorize a Lump Sum payment to the employee, in the amount and for the purpose, specified below:

Employing Office: Honorable Mark Meadows

Employee Name: Kenneth D. West

Employee #: 168239

Check the appropriate box, and complete the associated information.

Fractional days MUST be expressed as .25 or .50 or .75

Accrued Annual Leave: _____ Number of Days _____ Termination or Effective Date _____

Fractional days MUST be expressed as .25 or .50 or .75


Severance Pay: _____ Number of Days _____ Termination Date _____

Bonus: 1,000.00 Amount* 10/30/2013 Effective Date(s) _____

Other: _____ Amount* _____ Effective Date(s) _____
(specify)

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*Note: Insert actual amount of payment (not an annual rate).

 (Signature of Authorizing Official)	Date <u>11/14/2013</u>
Honorable Mark Meadows (Type or print name of Authorizing Official)	(If appropriate, signature of Subcommittee Chairperson or Ranking Minority Member)
NC11 (Title - If Member, District and State)	(Type or Print name and title of above official.)
Office of Payroll and Benefits Use Only	
Appropriation Code: _____	Processed By: _____

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	01/01/2014
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) (Specify date)
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington DC 20515	
(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)	
Position Title*	Gross Annual Salary**
Chief of Staff	\$155,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
 **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

PAYROLL & BENEFITS
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(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
 If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 11/14/2013


 (Signature of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

Honorable Mark Meadows
(Type or print name of Authorizing Official)

(Type or print name and title of above official)

NC11
(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only	
	(Monthly Annuity \$.....00)	Benefits.....
	as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth West	10/01/2014
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington, DC 20515	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Chief of Staff	\$168,411.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation on their position file.

**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify on other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 10/15/2014


(Signature of Authorizing Official)

Honorable Mark Meadows
(Type or print name of Authorizing Official)

.....
(Signature of Subcommittee Chairperson
or Ranking Minority Member)

.....
(Type or print name and title of above official)

NC11
(Title--if Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

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PERSONNEL & BENEFITS

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To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth West	10/01/2014
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington, DC 20515	
Position Title*	Gross Annual Salary**
Chief of Staff	\$168,411.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

(Specify one other employing authority)

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level..... Step.....
If position transfer, previous position number.....Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 10/15/2014


(Signature of Authorizing Official)

Honorable Mark Meadows
(Type or print name of Authorizing Official)

.....
(Signature of Subcommittee Chairperson
or Ranking Minority Member)

.....
(Type or print name and title of above official)

NC11
.....
(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only	
	(Monthly Annuity \$.....00)	Benefits.....
	as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

RECEIVED
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To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	01/01/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business ⁵) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington, DC 20515	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Chief of Staff	\$157,400.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.

**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify and other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 01/05/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Type or print name and title of above official)

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

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2015 JAN -8 PM 3:15
PAYROLL & BENEFITS

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	02/01/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____ (Specify date))
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows 1516 Longworth HOB Washington, DC 20515	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Chief of Staff	\$155,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.

**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

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PAYROLL & BENEFITS

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 01/05/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Title--If Member, District and State)

(Type or print name and title of above official)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

Y1

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	04/01/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input checked="" type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) (Specify date)
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows NC11	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Senior Advisor	\$155,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
 **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

NOTE: Any erasures, corrections or changes on this form must be Initialed by the authorizing official.

(Specify one other employing authority)

(If Employee of an Officer of the House, complete item below.)

Position Number..... if applicable, Level..... Step.....
 If position transfer, previous position number..... Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 04/09/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

VOID

(Please use Typewriter
or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last) Kenneth D. West	Effective Date 05/31/2015
Employee Social Security Number [REDACTED]	Type of Action
Employing Office or Committee/Subcommittee Honorable Mark Meadows NC11	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) <small>(Specify date)</small>
(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)	
Position Title* Senior Advisor	Gross Annual Salary** \$155,000.00

TERMINATE

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.
 **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

VOID

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
 If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 04/17/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

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PAYROLL & BENEFITS

TERMINATE

PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES

(Please use Typewriter
or Ballpoint Pen)

Washington, DC 20515

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	06/30/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows NC11	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Senior Advisor	\$155,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.

**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

* SUPERSEDES *

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level..... Step.....
If position transfer, previous position number..... Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 05/21/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson
or Ranking Minority Member)

NC11

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only	
	(Monthly Annuity \$.....00)	Benefits.....
	as of	Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

TERMINATE

PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

(Please use Typewriter
or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	06/30/2015
Employee Social Security Number	Type of Action
██████████	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows NC11	
Position Title*	Gross Annual Salary**
Senior Advisor	\$155,000.00

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**If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clark Hire Employees, complete appropriate item(s) below.)

- Permanent
- Nonpermanent (must specify one of the following categories) †Denotes not eligible for Benefits
 - Part-Time Employee
 - †Paid Intern
 - †Temporary Employee
 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

supersedes


NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 05/21/2015



(Signature of Authorizing Official)

.....
(Signature of Subcommittee Chairperson
or Ranking Minority Member)

Honorable Mark Meadows
.....
(Type or print name of Authorizing Official)

.....
(Type or print name and title of above official)

NC11
.....
(Title--If Member, District and State)

Appropriation Code:	<u>Office of Payroll & Benefits use only</u>	
	(Monthly Annuity \$.....00)	Benefits
	as of	Payroll

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

CC

TEEN

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES Washington, DC 20516

(Please use Typewriter or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action.

Form with fields: Employee Name (Kenneth D. West), Effective Date (08/15/2015), Employee Social Security Number, Type of Action (Termination checked), Employing Office (Honorable Mark Meadows NC11), Position Title (Senior Advisor), Gross Annual Salary (\$155,000.00).

TERMINATE

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title. **If employee is a civil service annuitant (includes U.S. House of Representatives), the gross annual salary shown should include the annuity received by the employee plus the salary received from the employing office.

(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent (checked)
Nonpermanent (must specify one of the following categories)
Part-Time Employee
Paid Intern
Temporary Employee
LWOP Employee
Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

SUPERSEDES

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level..... Step.....
If position transfer, previous position number..... Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 06/10/2015

[Handwritten Signature]

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

NC11

(Title--If Member, District and State)

Appropriation Code: Office of Payroll & Benefits use only
(Monthly Annuity \$.....00) Benefits.....
as of Payroll.....

CCC

TERN

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES Washington, DC 20516

(Please use Typewriter or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Form with fields for Employee Name (Kenneth D. West), Effective Date (08/15/2015), Employee Social Security Number, Type of Action (Termination checked), Employing Office (Honorable Mark Meadows NC11), Position Title (Senior Advisor), and Gross Annual Salary (\$155,000.00).

TERMINATE

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(If Clerk Hire Employee, complete appropriate item(s) below.)

- Permanent (checked)
Nonpermanent (must specify one of the following categories)
Part-Time Employee
Paid Intern
Temporary Employee
LWOP Employee
Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initialed by the authorizing official.

SUPERSEDES

(If Employee of an Officer of the House, complete item below.)

Position Number, Level, Step, and previous position number fields.

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 06/10/2015

Signature of Mark Meadows

(Signature of Subcommittee Chairperson or Ranking Minority Member)

Honorable Mark Meadows (Type or print name of Authorizing Official)

(Type or print name and title of above official)

NC11 (Title--If Member, District and State)

Appropriation Code: Office of Payroll & Benefits use only. Monthly Annuity \$.....00. Benefits..... Payroll.....

ORIGINAL-TO OFFICE OF PAYROLL & BENEFITS (FOR OFFICIAL PERSONNEL FOLDER)

PAYROLL AUTHORIZATION FORM U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

(Please use Typewriter
or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action.

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	08/15/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business _____) (Specify date)
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows NC11	

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Senior Advisor	\$155,000.00

TERM

TERMINATE

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 - LWOP Employee
 - Shared Employee

NOTE: Any erasures, corrections or changes on this form must be initiated by the authorizing official.

(Specify one other employing authority)

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level Step
 If position transfer, previous position number..... Level Step

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 06/10/2015



(Signature of Authorizing Official)

(Signature of Subcommittee Chairperson or Ranking Minority Member)

Honorable Mark Meadows
 (Type or print name of Authorizing Official)

(Type or print name and title of above official)

NC11
 (Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only
(Monthly Annuity \$.....00)	Benefits.....
as of	Payroll.....

COPY

TEEN

PAYROLL AUTHORIZATION FORM

U.S. HOUSE OF REPRESENTATIVES
Washington, DC 20515

(Please use Typewriter
or Ballpoint Pen)

To the Chief Administrative Officer of the House of Representatives: I hereby authorize the following payroll action:

Employee Name (First-Middle-Last)	Effective Date
Kenneth D. West	08/15/2015
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input checked="" type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Honorable Mark Meadows NC11	

TERMINATE

(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)

Position Title*	Gross Annual Salary**
Senior Advisor	\$155,000.00

*Nonpermanent employees should be designated as Part-Time Employees, Paid Interns, Temporary Employees, or Shared Employees and will automatically receive the respective designation as their position title.

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 - LWOP Employee
 - Shared Employee

(Specify one other employing authority)

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SUPERSEDES

(If Employee of an Officer of the House, complete item below.)

Position Number..... If applicable, Level..... Step.....
 If position transfer, previous position number..... Level..... Step.....

All appointments and salary adjustments for employees under the House Classification Act must be approved by the Committee on House Administration.

Date 06/10/2015

(Signature of Authorizing Official)

Honorable Mark Meadows

(Type or print name of Authorizing Official)

(Signature of Subcommittee Chairperson
or Ranking Minority Member)

NC11

(Title--If Member, District and State)

Appropriation Code:	Office of Payroll & Benefits use only	
	(Monthly Annuity \$.....00)	Benefits.....
	as of	Payroll.....

Exhibit 2

1 P. Solis: This is Paul Solis with the Office of Congressional Ethics. I'm joined by
2 Omar Ashmawy. It is December 15, 2015. We are here with Witness A.
3 We have provided Witness A a copy of 18 U.S.C. 1001 and she has signed
4 the acknowledgement form understanding the law applies to our
5 conversation today, and we can begin.

6 Witness A, where are you currently employed?

7 Witness A: I'm currently employed at the National Republican Senatorial Committee.

8 P. Solis: How long have you been there?

9 Witness A: Since February. The day after President's Day. The 15th I believe.

10 P. Solis: What is your title?

11 Witness A: I am the budget coordinator in the finance department.

12 P. Solis: Have you kept the same title since you started there?

13 Witness A: I have, yes.

14 P. Solis: What are some of your job duties there?

15 Witness A: I see every check that comes in to the building, make sure it's FEC
16 compliant, make sure it gets batched to the right account, so we're using
17 the money properly. I keep track of any Senators that talk to any donors
18 and make sure that everybody, check is, you know, given, credited or
19 whatever. I do a lot of that stuff. Tracking money.

20 P. Solis: Previously to that job, where did you work?

21 Witness A: I was with Congressman Mark Meadows.

22 P. Solis: Okay. How long were you with Congressman Meadows?

23 Witness A: One full year, I believe. I was there from January, 13 months. January
24 2014 to February, until I started at the NRSC, February 15th.

25 P. Solis: From the time you started until you left, can you run down the titles you
26 had there, and your responsibilities?

27 Witness A: I was the staff assistant. I also was intern coordinator. That was all under
28 the staff assistant title. I was front of house, so I made sure everybody got,
29 you know, the front office was maintained. Front office was maintained,

1 interns were busy and had things to do, book tours for constituents, I
2 helped with constituent outreach, things like that.

3 P. Solis: The entire time you were staff assistant? That was your title?

4 Witness A: Yes.

5 P. Solis: Who were your supervisors?

6 Witness A: Directly to Eliza Thurston. I also worked under Martha VanLieshout. I
7 guess if you move up, one, Phillip Newman was deputy chief of staff, until
8 he left. Then, Kevin, wow, this was a long time ago, Kevin Klein, before
9 that. Actually, to clarify that, I was an intern in the office the summer of
10 2013 as well.

11 P. Solis: You were in the office, summer of 2013, as an intern. You probably went
12 back to school?

13 Witness A: Yes. I finished my last semester August to December of 2013, then I
14 started full time in January of that year, of 2013.

15 P. Solis: Okay. You mentioned Phil Newman, you mentioned Kevin Klein, anyone
16 else?

17 Witness A: Then, ultimately, Kenny West, the boss. The Congressman, Mark
18 Meadows

19 P. Solis: Okay. Kenny West was Chief of Staff?

20 Witness A: Yes.

21 P. Solis: During your entire time with the office?

22 Witness A: I believe so, yes.

23 P. Solis: Was anybody else Chief of Staff during that time?

24 Witness A: Nobody was, no.

25 P. Solis: What were some of ... Again, this is your interpretation and sort of what
26 you saw there. But what were Mr. West's job duties while he was there?

27 Witness A: I think the Congressman saw him as kind of a manager. He managed
28 personnel, both in the DC office and the District offices in North Carolina.
29 I don't think ... I don't believe he played that much part in policy. I wasn't

1 in tune with that. I was at the bottom rung of things. To my knowledge, it
2 was a management role.

3 P. Solis: You said he had personnel management over the DC and the District?

4 Witness A: Mm-hmm (affirmative).

5 P. Solis: Was he based in DC?

6 Witness A: I would say, he didn't hold residence in DC, ever. He split his time though.
7 He was in DC, maybe, a week and a half out of every month, maybe 2
8 weeks out of every month, but, he held residence in North Carolina.

9 P. Solis: When he was in DC, would he stay in a hotel?

10 Witness A: Yes. That's to my knowledge, yes.

11 P. Solis: Okay. What was your relationship with Mr. West like? Was it strictly
12 professional? Were you personal friends outside the office?

13 Witness A: I wasn't personal friends with him. He was my boss, that's how I saw him.
14 Yeah. I mean, I don't even believe ... I'm Facebook friends with a lot of
15 other former co-workers, but we are not Facebook friends outside of the
16 office.

17 P. Solis: Were any other staffers personal friends with Mr. West?

18 Witness A: No. Not that I know of.

19 P. Solis: You left in February of 2015. Are you aware of any title changes Mr. West
20 might have had, during his employment with Congressman Meadows?

21 Witness A: I'm not sure of any title changes. I know there was a time where he was
22 asked to not come to the DC office. After that, I'm not sure of his title
23 change. Again, I wasn't in tune with all that, but I do know that he was
24 asked not to come to the DC office.

25 O. Ashmawy: We know the nature of some of the drama there. Do remember around
26 what date or time frame, even just month and year, that was?

27 Witness A: By my guess, my best recollection, things started unfolding after the
28 election, in November 2014. Part of the reason I left was because of things
29 ... I wasn't made to feel uncomfortable, but I didn't want to be in the office
30 anymore. I wasn't moving forward, I wasn't moving upwards, so I moved
31 onwards. I would say, I want to say it was December, January, December
32 2014, January 2015. I honestly, that's my best guess.

1 P. Solis: What do you mean by unfolding?

2 Witness A: There was a time where there were other women in the office that were
3 made to feel uncomfortable by Mr. West, and they had approached both ...
4 I guess they approached Phil, Mr. Newman, and he approached the
5 Congressman, and said "this is what's happening, they feel
6 uncomfortable." The Congressman sat us all down, I can't remember, I
7 believe it was January, and he said, "I'll take care of it." At that point, I
8 believe, that was when Mr. West was asked to not come to the DC office. I
9 don't believe there was any title change at that time.

10 P. Solis: Representative Meadows, you said, "Sat us down in January."

11 Witness A: Oh. Yeah. Us, as in, it was Phil, because he was the one that had
12 approached the Congressman, and then all of the women in the office. At
13 that time it was me, Martha VanLieshout, Ansley Rhyne, Alyssa Farah,
14 Eliza Thurston.

15 P. Solis: I want to get it straight. Phil was the first one to hear about this?

16 Witness A: Yes. There was, to my knowledge. Kevin may have known about this
17 before, I can't speak to that, I was an intern at that time. Kevin left in the
18 first few months that I was a full time employee. I believe Phil was the
19 first to be made aware of this, yeah.

20 P. Solis: That would have happened sometime after the November 2014 election?

21 Witness A: I believe so, yeah.

22 P. Solis: Okay. Women in the office, Martha, Ansley, Alyssa, Eliza, would have
23 been the ones to bring that to Phil's attention?

24 Witness A: I can say that I wasn't made to feel uncomfortable, and to my knowledge, I
25 am personal friends with Martha outside of the office, she's never been
26 made to feel uncomfortable there. I think there have been instances ...
27 She's still in the office, so after I left, I think she just felt that it was
28 creepy, but she never felt she was made uncomfortable. I believe that
29 Alyssa and Ansley were made to feel uncomfortable. I'm not sure Eliza
30 was, but she may have been. I know that Alyssa and Ansley did feel, they
31 were made to feel uncomfortable.

32 P. Solis: How do you know that?

33 Witness A: They had expressed that to me, at some point, and I kind of seen ...
34 Nothing physical had happened, but there were things that were said that
35 were just kind of off color, nothing that I can remember off the top of my

1 head, that made them feel uncomfortable. That didn't seem workplace
2 appropriate.

3 P. Solis: These are Mr. West's comments?

4 Witness A: Yes.

5 P. Solis: Okay. When Representative Meadows sat you down, this would have been
6 January 2015, and he said he'll "take care of it," could you elaborate on
7 that?

8 Witness A: I wish I could. He said that he didn't want anybody to feel uncomfortable
9 in his office. That we're like family to him and he wanted everybody to be
10 in a safe environment and that ... I don't believe he said exactly what he
11 was going to do, but he said he wanted to make sure that everybody felt
12 safe and he would take care of it. He didn't say exactly what he would do.

13 P. Solis: You said that you know, at some point, Mr. West was told not to come to
14 the DC office, correct?

15 Witness A: That's correct.

16 P. Solis: When did you know about that?

17 Witness A: I would say about 2, 3 weeks after that conversation with the
18 Congressman.

19 P. Solis: You were still employed in the office when Mr. West was told not to come
20 to DC.

21 Witness A: I believe so. Yeah. I may have already given my 2 weeks notice. I can't
22 remember exactly. I want to say I was definitely still employed. It was on
23 my out.

24 P. Solis: I'm going to show you some of the documents that you submitted to us. I
25 apologize, these are pretty fresh, you just gave them to us the other day.
26 They're not bates stamped with an identifying mark.

27 Witness A: Yeah.

28 P. Solis: I'll just try my best to identify what we're talking about.

29 Witness A: Okay.

30 P. Solis: This is a Google Hangout, right?

1 Witness A: Yes that is.

2 P. Solis: With Martha VanLieshout?

3 Witness A: Yes.

4 P. Solis: If I could direct you to the second page -

5 Witness A: Sure.

6 P. Solis: Below your name, and this would have been a message sent to Martha,
7 correct?

8 Witness A: Mm-hmm (affirmative).

9 P. Solis: This is sort of like an instant messaging service?

10 Witness A: Yeah. Mm-hmm (affirmative).

11 P. Solis: Would you have been in the office together when you were sending these?

12 Witness A: Yes. At this point, we were in a new office, I want to say. The front office
13 was in a separate part. It was the same office, just different parts of the
14 office.

15 P. Solis: Okay. Below, January 28, 2014, your comment there, you say, "Kenny,
16 walking around in his trench coat, is freaking me out." Do you remember
17 what was going on at that time?

18 Witness A: Honestly, I couldn't tell you. I think this was after I had been made aware
19 of other things that were happening in the office.

20 P. Solis: Okay.

21 Witness A: If I could guess, it was probably he was just walking around, for no
22 reason, in his trench coat. Honestly, any male walking around in a trench
23 coat probably makes me uncomfortable. I don't know why.

24 P. Solis: As of January 28th, the end of January, he still would have been in the
25 office?

26 Witness A: Yeah. I think so.

27 P. Solis: Okay.

28 Witness A: I think it was probably right around then that ...

1 P. Solis: If I could have you flip 2 more pages ...

2 Witness A: Mm-hmm (affirmative).

3 P. Solis: This is February 4th.

4 Witness A: I guess I had no ... My time frame must be off then, but I apologize.

5 P. Solis: Okay. No, no problem. February 4th, you write, "Kenny is standing over
6 my shoulder as I did the signatures. Was my punishment for me sassing
7 you?" Martha responds. You write "still uncomfortable." She writes,
8 "Always." At this point in early February, he still would've been in the
9 D.C. office.

10 Witness A: Yeah.

11 P. Solis: Do you recall this specific conversation?

12 Witness A: I do.

13 P. Solis: What was happening in the office?

14 Witness A: Yeah. We had an auto signature machine for when we did whatever it was
15 for the Congressmen, and that was one of my tasks that I did. We'd sign
16 constituent letters. I believe he was still in the office, and I know that in
17 our old office we had the auto signature machine in Kenny's office. It may
18 have been true that it had moved.

19 P. Solis: Okay.

20 Witness A: Oh, wait, this is 2014. Okay. I understand where we are. I do remember
21 that. Yep. Mm-hmm (affirmative).

22 P. Solis: Yeah, I want to be clear here.

23 Witness A: This is 2014.

24 P. Solis: This is 2014.

25 Witness A: Sorry, no, no, I apologize. Yep. Okay. Yep. That was in his ... We were in
26 the old office. This is chronologically. I apologize. This is my fault.

27 P. Solis: I'll go back to the sort of trench coat discussion, when you said at this
28 point you had been made aware of-

29 Witness A: That's not true.

1 P. Solis: That would've been-

2 Witness A: That was later on in the year, in 2014. I apologize.

3 P. Solis: No problem. No problem. At this point in 2014, you're making some of
4 these statements to your co-worker about being uncomfortable and
5 freaking you out. Are you feeling, at this point, uncomfortable? Do you
6 feel that Mr. West is acting inappropriately in the office in 2014?

7 Witness A: Yeah, I do remember that it was not comfortable. He never said anything
8 directly to me, but there were instances like these two instances where I
9 was, I guess, made to feel uncomfortable. Honestly, for me, I've been
10 through other things, so my uncomfortable level has kind of changed.

11 P. Solis: Right.

12 Witness A: But I do remember this now that it's in front of me, even though I already
13 printed these out and gave them to you. Yeah.

14 P. Solis: Did you report that to anybody?

15 Witness A: I believe I talked to my parents about it. That was it.

16 P. Solis: In early 2014, again, this is probably when you just started, right?

17 Witness A: Yep. Mm-hmm (affirmative).

18 P. Solis: Is anybody else talking to you? Alyssa, Eliza, Martha, about them feeling
19 uncomfortable?

20 Witness A: I believe at that time it was just Martha had talked to me about how some
21 of the other girls were made to feel uncomfortable. Martha was probably
22 my closest friend in the office, so that was obviously who I spoke to most
23 about this.

24 P. Solis: If you turn to the next page. This is, again, February 2014. You write,
25 "Kenny talking about how these girls will fall in love with Patrick."

26 Witness A: That goes into a different conversation immediately. I understand that
27 now.

28 P. Solis: Is Kenny talking about things like that in the office frequently?

29 Witness A: There were various times where he would talk about various people's love
30 lives in the office unprompted. That wasn't the only incidence, but I don't

1 know who these girls were in this instance. Yeah, that wasn't the only time
2 that that happened.

3 P. Solis: If I could have you flip almost all the way to the end of the last two pages.
4 There's no date stamp on this.

5 Witness A: I could find them if you need them.

6 P. Solis: That's probably okay. I assume it's still in 2014. The last date stamp, if you
7 go back two more pages before, is June 2014.

8 Witness A: Mm-hmm (affirmative).

9 P. Solis: The last two pages-

10 Witness A: Yeah.

11 P. Solis: You write, "Upside, Kenny won't be there creepily watching people and
12 not listening."

13 Witness A: Yep.

14 P. Solis: Do you know what that was in reference do?

15 Witness A: Yeah, I guess in staff meetings, he would kind of sit in the meetings and
16 you could kind of see that he didn't very much participate in those
17 meetings. He was more-so there to watch and I never felt watched, but at
18 this point, I think Alyssa ... I'm not sure, I believe Alyssa had started not
19 very long before this, and Ansley as well, and had felt in those meetings
20 that they were being watched in those meetings.

21 P. Solis: Okay.

22 Witness A: I think that's what I was alluding to there.

23 P. Solis: The next page, the time stamp above is June 17th, 2014. You write,
24 "Scolded by Kenny, which I figured would happen, but I'm okay." Do you
25 know what ...

26 Witness A: Yeah. That was, I don't know, a tour fell through, the constituents were
27 mad so the congressman was mad and he asked Kenny to sit me down and
28 talk about it, and I felt very bad that it had happened. There was nothing I
29 could really do about it. That was work related. That was one of the few
30 times, I think, that ... I think that was the only time I was ever, per se,
31 scolded for a work related thing. I don't think there was much else.

1 P. Solis: Was that handled in a professional matter?

2 Witness A: Yeah. To my recollection, yeah. He just wanted to clarify what had
3 happened. Make sure it didn't happen again. There was no ... In that
4 situation, I remember clearly that I wasn't made to feel any discomfort.

5 P. Solis: Okay.

6 Witness A: I would just add that I had messed up.

7 P. Solis: This is another group of emails that you provided to us.

8 Witness A: Yep. Mm-hmm (affirmative).

9 P. Solis: This is pretty much all July 25th, 2014.

10 Witness A: Yep.

11 P. Solis: It's from your Gmail account, and the subject is "Surprise" but it's about a
12 Boehner event.

13 Witness A: Uh-huh.

14 P. Solis: Do you want to go ahead and review it a little bit?

15 Witness A: I don't remember this one.

16 P. Solis: Can you tell me the circumstances surrounding this?

17 Witness A: This was an event that the then Speaker was going to have for the
18 congressmen, and that we were all invited to. We weren't pressured in any
19 way to go. We were allowed to if we wanted to type of thing.

20 P. Solis: Is this why it's all in your personal-

21 Witness A: That's why it was on my personal account.

22 P. Solis: If I could direct you to the second page?

23 Witness A: Mm-hmm (affirmative).

24 P. Solis: The request, or the ask comes in from Philip Newman, and then there's
25 some responses about whether or not people will be in, and then pretty
26 much down at the bottom Ansley Rhyne writes, "KW will be there so
27 thanks, but no thanks."

1 Witness A: Mm-hmm (affirmative).

2 P. Solis: Is KW Kenny West?

3 Witness A: Yes, that is Kenny West. Yep.

4 P. Solis: I realize you didn't offer this email, but do you recall her saying that?

5 Witness A: I do. I remember this. Yeah, when I was pulling these emails out, I
6 remember this conversation.

7 P. Solis: Did Ansley ever provide any other context to why she might've said that?

8 Witness A: I think it had to do from what I remember, I never really asked her out
9 loud, to the "in there like swimwear" comment, and Phil said, "Please
10 don't wear swimwear." I think that was in relation to that.

11 P. Solis: At this time in July, were you hearing from women in the office that they
12 were made to feel uncomfortable by-

13 Witness A: Yeah, I think that was around the time we had all started to talk about it.

14 P. Solis: Again, had Representative Meadows been made aware?

15 Witness A: No.

16 P. Solis: At this point?

17 Witness A: No.

18 P. Solis: What about Mr. Newman?

19 Witness A: I believe that he ... Based on this, I think he knew peripherally. I'm not
20 sure. I never spoke to him about it, so I can't speak to that. The first time I
21 remember there being a big conversation about it was later on in the year.

22 P. Solis: Are you friends with Ansley?

23 Witness A: Not outside the office, no.

24 P. Solis: Okay.

25 Witness A: I haven't seen her since we both left.

26 P. Solis: Okay. Do you know where she works?

1 Witness A: I believe she is with a different congressman now. I'm not sure, if I'm
2 being honest.

3 P. Solis: We'll move on to some more emails. Not too many more to go through.

4 Witness A: Thank you.

5 P. Solis: This is emails-

6 Witness A: Yep.

7 P. Solis: -again from your Gmail account. September 3rd and 4th. It's an exchange
8 between you and William Howes.

9 Witness A: Mm-hmm (affirmative).

10 P. Solis: Who is William Howes?

11 Witness A: That was my grandfather.

12 P. Solis: Grandfather.

13 Witness A: Mm-hmm (affirmative).

14 P. Solis: Okay. He writes on the 3rd, "FYI, Mark and Kenny in the news," and then
15 you respond, "My co-worker sent me a short blurb about this."

16 Witness A: "Seems like a never-ending story."

17 P. Solis: Right. Do you recall this conversation with your grandfather?

18 Witness A: I do. I do, yeah. It was only a couple months ago. At this point, I had left.
19 This was three months ago. Two months ago. He had been aware of my
20 employment at Congressman Meadows' office, and he always kind of
21 looked out for me. He's from North Carolina.

22 P. Solis: This is your grandfather?

23 Witness A: My grandfather, yeah.

24 P. Solis: Okay.

25 Witness A: That was ... I think that's what this was about, and he wanted to talk about
26 it.

27 P. Solis: Does he know Representative Matthews?

1 Witness A: He does know Representative Meadows, yeah.

2 P. Solis: I'm sorry, Meadows. I'm sorry. He knows him on a personal level?

3 Witness A: I wouldn't say personal. They haven't spoken to my knowledge since the
4 last election. I believe it was more on a political level, but I never really
5 had in-depth ... We talked about what happened in the office, but I wasn't
6 really sure of my grandfather's relationship with the Congressman.

7 P. Solis: Does your grandfather know Kenny West?

8 Witness A: Yes.

9 P. Solis: He does?

10 Witness A: Yes.

11 P. Solis: Does he know him on a personal level?

12 Witness A: Again, just political.

13 O. Ashmawy: When you say political, can you-

14 Witness A: My grandfather is always ... Not always. My entire family is a bunch of
15 political ... They like to do things. Not do things. I don't what that means; I
16 don't know why I said that. He likes to be involved. He likes to support
17 local politicians. I believe before it was Congressman Meadows it was the
18 person before him in the district. Again, I'm not sure at what level. I know
19 that they spoke and my grandfather went to events but other than that, not
20 entirely sure.

21 P. Solis: Let's see. "My co-worker sent me a blurb this morning." You write that.
22 What co-worker would've sent that?

23 Witness A: That was somebody at the NRSC, so honestly I can't remember who that
24 would've been. My work Gmail gets ... Not my work Gmail, my work
25 email gets cycled through every month, so I lose what happens. I think it
26 was my co-worker, Alex Clark. She also was staff assistant on the Hill for
27 Senator Sessions, before we both started at the NRSC at the beginning of
28 this year. She knew that I worked for Congressman Meadows, so she sent
29 it to me.

30 P. Solis: Then, your grandfather writes, "I would like to talk to you and get your
31 full take on the Meadows-West saga." You reference that you had talked
32 to your grandfather about what happened-

1 Witness A: Yeah.

2 P. Solis: -Did this conversation sort of precipitate because your grandfather had
3 asked you to talk about it?

4 Witness A: We had talked about it. I don't know if we spoke specifically at that time,
5 but I did speak to my grandfather around the time I was leaving, probably
6 again around November, December, January of 2014 into 2015 about what
7 was going on. He knew what was happening.

8 P. Solis: Did he say he had talked to Representative Meadows or Mr. West about
9 what was happening?

10 Witness A: Not to my recollection. He may have said he did? I can't remember. I think
11 he may have said so, but that is something I can't corroborate.

12 P. Solis: I'm going to ... This one. This is another Google hang out conversation
13 with Martha VanLieshout. This is pretty much the same time frame. It's
14 between September 3rd, 2015 and September 11th.

15 Witness A: Yeah.

16 P. Solis: Well I see 2014 in the back, so disregard that. We'll just focus on the first
17 page.

18 Witness A: Yeah. Sorry.

19 P. Solis: We'll focus on the first page of September 3rd, 2015. You write here,
20 "What is this Kenny thing going on?"

21 Witness A: I think I was referring to the article that my grandfather had sent me.

22 P. Solis: Okay. Prior to ... Did your grandfather send you the article, or did your co-
23 worker send you the article?

24 Witness A: I'd seen it by my co-worker prior to that, but it was in regards to that
25 article on The Blurb that my co-worker had sent me.

26 P. Solis: When you read the article ... We'll rewind a little bit. When you read the
27 article, what's your reaction to it?

28 Witness A: Honestly I don't really remember having much of a reaction. I think it was
29 ... I think I was kind of disappointed to see that. To see that there was a
30 fall ... I just remember thinking, "That was so silly, why would that have
31 happened?" I don't remember ... I remember just thinking, "Why would
32 that have happened?"

1 P. Solis: Just to possibly refresh your memory on it. These articles that sort of came
2 out at that time, discussed a little bit about some of what you're talking
3 about with regards to potential allegations of misconduct or sexual
4 harassment potentially going on in the office. There was also some
5 discussion in those articles about Mr. West receiving payment, you know
6 salary, from The House of Representatives during the summer of 2015
7 when there were some questions raised about whether or not-

8 Witness A: I had forgotten about that.

9 P. Solis: -he was in the office. That part of the story, did you have a reaction to that
10 part?

11 Witness A: Yeah I did. I remember thinking ... Well I mean, if I'm being honest, the
12 entire time I remember knowing that Mr. West was paid the maximum
13 amount a Chief of Staff could be paid. I remember thinking, "I thought
14 that was ridiculous."

15 P. Solis: This is during your time working for-

16 Witness A: Yes and that-

17 P. Solis: Why did you think that was ridiculous?

18 Witness A: Compared to the Deputy Chief and the Legislative Director it seemed as if
19 he didn't do as much work, but that was again from my point of view. I
20 remember think ... Now that you refreshed my memory, I do remembering
21 thinking that it was ridiculous. That he was continued ... He still got paid
22 after he was asked to leave DC, and after he was asked not to be the Chief
23 of Staff. I know there were a lot of other people in the office that worked
24 very hard, and so I think for me I was kind of disappointed to see that the
25 funds that were allocated for the office were allocated to him.

26 P. Solis: You knew that he was asked to not be Chief of Staff anymore?

27 Witness A: At ... I think at some point Martha had told me over the phone, or in
28 person. I don't remember ... Yeah at some point I learned that.

29 P. Solis: At some point after your employment there, you knew that he was ... Well
30 during your employment you knew that he was not supposed to be in the
31 DC office anymore?

32 Witness A: Correct.

33 P. Solis: Then after your employment you had learned from Martha, that he was
34 asked not to be the Chief of Staff anymore?

1 Witness A: Yes at some point, yep.

2 P. Solis: What about just him being in the office at all? Was he still employed by
3 the office to your knowledge?

4 Witness A: I didn't know. I knew that after he was asked to leave DC, that he was
5 working in the district office, and to my knowledge I think some of the
6 women in the district office were made to feel uncomfortable as well, so
7 I'm not sure.

8 P. Solis: Where did you hear that?

9 Witness A: I had heard that from again Martha, I believe. Let me think. I believe I had
10 heard that from Ansley or Martha. Maybe it was Ansley it was.

11 O. Ashmawy: Did they ever talk about the fact that women in the district office might be
12 uncomfortable? Did they ever talk about whether Kenny West was coming
13 to work, or what work he was doing? Was there any complaints about
14 that?

15 Witness A: Yeah I remember Ansley was always very disappointed ... Not
16 disappointed, but frustrated and put off by the fact that it seemed as if that
17 Kenny wasn't doing anything-

18 P. Solis: This was-

19 Witness A: -compared to other Chiefs of Staff.

20 P. Solis: You were talking to Ansley about this in 2015?

21 Witness A: In 2014, so it would have been around I would say ... I believe she started
22 working in the office in March of 2014, and then we would have started
23 talking about this later on in the year, at the end of the summer.

24 O. Ashmawy: Did you guys ever talk about sort of how it was a little strange that Kenny
25 West would ever be Chief of Staff in the first place?

26 Witness A: Yes that was discussed. Yeah. I think there was ... He always made it very
27 clear that he had run against Congressman Meadows, and he loved to tell
28 the story of how he ran against the congressman and that he didn't win, but
29 he got to be Chief of Staff. It was always very weird. That's not
30 necessarily somebody I would want to be ... If it were me, I mean I
31 wouldn't want him to be my Chief of Staff. We all thought it was an
32 interesting choice. I know that I ... Yeah there were definitely
33 conversations about-

1 O. Ashmawy: Was there any gossip about it, or how that arrangement came to be?

2 Witness A: Other than what we heard from Mr. West, I think a lot of us speculated
3 that there must be something that ties them together. Especially ... I mean I
4 remember thinking, I don't know if I ever spoke to anybody about this, but
5 I remember thinking after these articles came out, "There must have been
6 something for him to-"

7 O. Ashmawy: Did anyone ever speculate what that something might be?

8 Witness A: No. I couldn't even guess. I wish I had known. It would've been helpful.

9 P. Solis: Again I want to focus on the spring or summer of 2015, when you're out
10 of the office.

11 Witness A: Okay.

12 P. Solis: Who were you talking to about what's happening in Representative
13 Meadows' office? In any capacity. Is it just Martha or anyone else?

14 Witness A: Martha. I believe I spoke with my co-worker Alex Clark about it, because
15 it was in the news and she had seen it.

16 P. Solis: I want to focus on not just the Mr. West situation, but any former co-
17 worker who's still with Representative Meadows, or maybe someone who
18 left Representative Meadows' office but you used to work with. Patrick
19 Fleming or Martha.

20 Witness A: I guess Patrick at that point was still at the office. I think we had ... Yeah
21 he's friends with Martha, so I'd see him every once and awhile. At that
22 point I think he recently left the office, so he was still there. I didn't talk to
23 him a whole lot about it, but there were a couple of g-chats exchanged I
24 think. Whenever ... Not every time I saw him with Martha, but sometimes
25 it would be like, "Oh this Kenny thing. Did you hear about it?" I didn't
26 really keep in touch with many other people outside of Martha and Patrick
27 in the office. I mean yeah. I know from Martha where everybody ... What
28 has happened. What's the office been like.

29 P. Solis: What would Patrick say about what was happening?

30 Witness A: I think he just didn't like that these things were happening, and he didn't
31 really ... I think a lot of people were kind of worried about saying
32 something, at the risk of their job. I think to my knowledge initially when
33 Phil had told the Congressman, and this is hearsay. I don't know, but Phil
34 when he had first approach the Congressman about it, it was very tense; it
35 was not an easy conversation to have. I think the Congressman didn't want

1 to believe it, so I think a lot of people were confused and it was hard for
2 them to figure out how to handle it. I know for me, I also felt the same
3 way.

4 P. Solis: Are Mr. West and the Congressman friends? Did you get that impression?

5 Witness A: It seemed that way, I guess. I mean for the life of me I couldn't ... That had
6 to be the reason why ... There had to ... I mean I guess there should have
7 been some friendship there. There wasn't very much of a working
8 relationship. He was the Chief of Staff, but it didn't seem as if it was to be
9 the Chief of Staff. I don't know.

10 O. Ashmawy: Did you ever see them interact in a friendly manner?

11 Witness A: Yeah I mean they were ... Yeah. They were just ... It was never anything
12 out of the ordinary for-

13 O. Ashmawy: Did they seem like buddies? Did they seem like colleagues? How would
14 you describe their interaction?

15 Witness A: I guess it seemed like buddies to me? I didn't see them interact all that
16 often. I wasn't ... There was only so many times that they'd be in the office
17 at the same time.

18 O. Ashmawy: Understandable. Did you ever hear any stories about them hanging out
19 together outside of work?

20 Witness A: No. They went to ... I mean outside of work they were ... I shouldn't say
21 no. Outside of work sometimes they went to events with their wives
22 together, that were work related and like parades in the district for
23 holidays, but I don't remember anything per like hanging out outside of the
24 office, other than that.

25 P. Solis: When you said that Kenny would tell stories about how he ran against
26 Representative Meadows, what kind of stories would he tell?

27 Witness A: I guess he talked about you know the debate, and how Mr. West thought
28 he was a great debater and all that stuff. Talked about how the
29 Congressman approached him after the election was called and asked him
30 to be his Chief of Staff, but I mean there was never any in depth story. It
31 was just kind of like this underlying thing that would always come up.

32 P. Solis: He approached him before or after the election?

1 Witness A: After the primary election I believe it was? I don't think there was no
2 general opponent, so I believe it was just after the primary. I'm not quite
3 sure. I don't remember.

4 P. Solis: Previously I had asked you in 2015, after you had left, who you kept in
5 contact with. You said Martha because she's a friend, Patrick a few times-

6 Witness A: I saw Eliza once recently.

7 P. Solis: Once recently?

8 Witness A: Yeah.

9 P. Solis: How long ago was that?

10 Witness A: This past week.

11 P. Solis: Okay.

12 Witness A: Martha had texted me after work. My office is right across the street from
13 the 201 Bar on Massachusetts Ave. The North Carolina Society, or
14 something of that nature was having a Christmas happy hour. She was
15 like, "Stop by. We'd love to see you", so Martha and I guess Alyssa was
16 there too. I only saw her for about a split second. Yeah and that was it.

17 P. Solis: You saw last week, what day was it?

18 Witness A: Thursday.

19 P. Solis: Thursday you saw Alyssa, Eliza, and Martha all at 201?

20 Witness A: Yes.

21 P. Solis: Okay. When you saw Alyssa for a split second, what did you guys talk
22 about?

23 Witness A: "Hi how are you? How are things going?" Nothing really. I think she went
24 on to talk to somebody else. I was there in total for half an hour, my
25 boyfriend was coming to meet me.

26 P. Solis: Eliza, what did you guys talk about?

27 Witness A: We talked about she had gone on a trip recently. We talked about my new
28 job. We talked about me maybe moving up at my new job, her still being
29 at Congressman Meadows' office. You know stuff like that. Nothing out of
30 the ordinary. Martha was standing with us, and I think ... I don't remember

1 what was said, but I think it was maybe, "Aren't you glad that" ... I don't
2 remember who said it, it was just kind of in passing but, "Aren't you glad
3 Kenny's out of the office?" It was like, "Something is different now." It
4 wasn't a conversation. It was like somebody had made a comment, and
5 then there was no conversation really after that. I don't think anybody
6 made a comment after.

7 P. Solis: Was our office, or the fact that I had contacted you, or I had contacted
8 anybody else whatsoever discussed at all in that conversation?

9 Witness A: No. No.

10 P. Solis: Alyssa, Eliza, and Martha did not bring up that I had contacted them?

11 Witness A: No.

12 O. Ashmawy: Obviously one of the things that's in the public, is that maybe Kenny West
13 received money. You know a severance package or something like that
14 before he left. What had you guys ... Has that come up in conversation
15 amongst the former staff?

16 Witness A: Excuse me. I think ... I mean I don't ... Other than what we saw in the
17 news, I never really got into the weeds about it. Honestly, if I'm being
18 honest, when I left that office, I really just wanted to leave as much of it
19 behind me as I could. I do ... I can say that at some point I did speak to ... I
20 mean did g-chat about the article. I don't know if there was much more
21 than that. Other then maybe another-

22 P. Solis: Well I have one last one to show you. This is with Patrick Fleming, and
23 this is only a few days ago I think. No I'm sorry this is-

24 Witness A: Last year.

25 P. Solis: Sorry this is last year. Again this is September 11th, 2014.

26 Witness A: Yeah.

27 P. Solis: This is a conversation that I had with Patrick, and you wrote, "I just can't
28 believe that he is Chief of Staff after all that." Do you remember what all
29 that is?

30 Witness A: 2015? Yeah I think that was-

31 P. Solis: This is 2014.

1 Witness A: 2014. This is as I'm preparing to leave the office, after things have ... I
2 think ... I guess ... I mean I guess this helps me get my timing straight. I
3 guess at that point Phil had approached the congressman, and the
4 Congressman had said that he would make sure everything was okay. I
5 think, I can't speak to how long after that conversation this was, but I
6 remember that there were several weeks that went by before we were
7 made aware of any change.

8 P. Solis: That change would have been his sort of non-appearance in DC?

9 Witness A: I think that may ... I can't remember the specific circumstance of this
10 conversation. It could have been after that. It could have been me saying
11 you know, "I can't believe that he" ... At that point I remember that he was
12 still Chief of Staff, so it could have been after that.

13 O. Ashmawy: Patrick goes on to say that, "We deserve and explanation now." An
14 explanation for what?

15 Witness A: I think it was an explanation for why he was still the Chief of Staff after
16 what the Congressman had heard.

17 P. Solis: Do you know if anybody got an explanation?

18 Witness A: Not that I know of. No.

19 P. Solis: Do you still keep in contact with Representative Meadows since you left?

20 Witness A: No.

21 P. Solis: Haven't spoken to him at all?

22 Witness A: Nope. Maybe. No. I thought I'd got a Christmas card, but I didn't. I got a
23 Christmas card when I was still in the office, but after I left no.

24 P. Solis: What about Pamela Ward and Wayne King? Do you know who they are?

25 Witness A: They were in the district office. Pam, I'm not sure what her exact role was.
26 Yeah they were both, and Wayne King, they were both in the district
27 office. I think because they both requested to be on LinkedIn with me, but
28 that was maybe the extent. I mean I would talk to them when I was in the
29 office, but it was always professional.

30 P. Solis: Okay. Jennifer Elliot?

31 Witness A: She was our accounting person I believe?

1 P. Solis: In DC?

2 Witness A: In DC yeah. For the office. I believe she worked with several offices on
3 the House side. I'm not-

4 P. Solis: Okay so she wasn't physically located in the Representative Meadows'
5 office?

6 Witness A: No she did the books, so she would stop by every once and awhile. Excuse
7 me. She did my on boarding and all that stuff. I saw her maybe once a
8 month, once every other week.

9 P. Solis: Have you been contacted at all about ... Have you been contacted at all
10 about our review, or the fact that we'd be talking to you?

11 Witness A: Nope.

12 P. Solis: Anybody who says they're a lawyer for Representative Meadows?

13 Witness A: No.

14 P. Solis: I think that's about it. You know just generally, even in the past month or
15 so, if you've heard anything about what's going on, from anybody, can you
16 recall any conversations?

17 Witness A: In the past month? No. I would've passed it along, but no I haven't.

18 P. Solis: Okay. I think that's pretty much all we have. Just checking real quick here.

19 Witness A: Yeah.

20 P. Solis: Oh I wanted to ask you, Phil Newman?

21 Witness A: Yeah.

22 P. Solis: Do you know where he works?

23 Witness A: I do, because we are both ... We both work for Senator Gardner and down
24 the office he works with senator ... I haven't seen Phil since, but I know
25 that he's with Cory Gardner's office.

26 P. Solis: Okay.

27 Witness A: That was by word of mouth.

28 P. Solis: Do you know what position he holds with-

1 Witness A: I think Martha told me that he was a Legislative Assistant, doing
2 transportation work.

3 P. Solis: He was still with the office when you had left?

4 Witness A: Yes. I gave him my two weeks' notice, and he ... I believe left not to long
5 after I left. I can't remember though.

6 O. Ashmawy: Do you know who would have been, or any of the people who you stayed
7 in touch with, who would have still been working with Representative
8 Meadows' office in the summer of 2015?

9 Witness A: Not sure when Ansley left. I believe she left in the summer. Martha's still
10 there. Alyssa is still there. Eliza is still there. Who does that leave?
11 Patrick, I believe was there this summer? I think he left in the fall? End of
12 the summer? I'm not sure, but-

13 P. Solis: Pamela and Wayne do you know?

14 Witness A: I have no idea.

15 P. Solis: Okay. Alright, I think that's all we have.

16 Witness A: Thank you.

17 P. Solis: Thank you very much.

18 O. Ashmawy: Thank you. We appreciate it.

19

Exhibit 3

1 Paul Solis: This is Paul Solis with the Office of Congressional Ethics, I'm joined by
2 Annie Cho and Helen Eisner. We are here for an interview of Witness B.
3 It is January 7, 2016. We have provided Witness B a copy of 18 U.S.C.
4 1001 and she signed our acknowledgement form. We can begin the
5 interview. Witness B, where are you currently employed?

6 Witness B: [REDACTED]

7 Paul Solis: Is that committee in the House of Representatives? Is it in the Senate?
8 What's the setup?

9 Witness B: It's both, and the jurisdiction of the chairmanship transfers every congress,
10 so currently it's housed within the Senate under [REDACTED]
11 [REDACTED]

12 Paul Solis: Are you paid as a Senate employee, or a House employee?

13 Witness B: Senate.

14 Paul Solis: Would that change in the next congress, or ...

15 Witness B: Potentially, I'm still not quite sure. If I'm working under the new chairman
16 who would be [REDACTED] I believe I could be House, but I'm
17 honestly not sure how that ... The budget items work out that way.

18 Paul Solis: Okay. How long have you been there?

19 Witness B: Since September of 2015.

20 Paul Solis: What's your job title?

21 Witness B: Professional policy staff.

22 Paul Solis: Did you maintain the same job title the whole time you've been there?

23 Witness B: Yes.

24 Paul Solis: Then previously, well let me ask you first, what's your job responsibilities
25 currently?

26 Witness B: It was currently [indecipherable], so it's somewhat in flux, but I handle
27 health care for the committee, as well as oversight. Then for the Senator's
28 personal office, I handle budget issues, social security, SSTI, and non-
29 health care portions of the senate finance committee.

1 Paul Solis: You said "the Senator", is there a senator you're currently working for
2 then?

3 Witness B: [REDACTED], he's also the chairman of the [REDACTED], so a little bit of a dual role.
4 He's retiring so there's not a lot of point to bring in new staff.

5 Paul Solis: Previously, before September of last year, where were you employed?

6 Witness B: I was with Representative Mark Meadows.

7 Paul Solis: Okay. When did you start in his office?

8 Witness B: I don't recall the exact date, but it was sometime in February of 2014.

9 Paul Solis: February 2014, okay. What was your job title in Representative Meadows'
10 office?

11 Witness B: I started out as a legislative assistant, and by the time I left I was
12 legislative director.

13 Paul Solis: What were the dates that you switched from an LA to a LD?

14 Witness B: I honestly don't remember the exact dates, and then there was a brief
15 period of time where the Congressman had me as a counselor, which was
16 just ... I saw it as kind of an elevated senior LA kind of position because I
17 actually don't have a J.D., but I don't remember the exact dates. I do know
18 that when Phillip Newman left, sometime I think April, March or April of
19 2015, that was around the time that I moved to the LD position, but there
20 wasn't a very smooth transition, that's why I'm kind of not positive on the
21 dates.

22 Paul Solis: Okay, but when you left, you had had that LD position?

23 Witness B: Yes.

24 Paul Solis: Okay. Who were your supervisors in the office, I guess throughout the
25 time you were employed?

26 Witness B: From the district side, he started out as the district director, Wayne King,
27 and he eventually became the deputy chief of staff. I didn't work with him
28 a whole lot, but he technically was a superior. It started out with Joe
29 Murray, he was the deputy chief, and Phillip Newman was the legislative
30 director. Then after Joe left in, I believe it was June of 2014, Phillip
31 became the LD/Deputy Chief and from that time out, he was my direct
32 supervisor. Then Kenny West was the chief of staff from the time I started

1 until, kind of ghost figure I guess, but then in July of 2015, that's when the
2 newest chief, Paul Fitzpatrick, came on board.

3 Paul Solis: Okay, let's see if we can unpack that a little bit. So, basically in terms of
4 direct reports or supervisors that you recognized throughout your time, it
5 was Wayne, Joe, Phillip, and Kenny?

6 Witness B: I wouldn't say Wayne was a direct supervisor. He was technically chain of
7 command wise, but he was pretty ... He was fairly well separated from the
8 D.C. office, and he really didn't get involved with D.C. matters as much,
9 so most of the interaction with Wayne was primarily with Phil and Joe. I
10 didn't work with him quite as much until the very end, I talked with him a
11 little bit more, but I would say the people I went to the most were D.C.
12 folks, and Wayne was only on the district side.

13 Paul Solis: When did ... Do you know if Joe was still at the office, or when did he
14 leave the office?

15 Witness B: He left in I believe it was June, 2014.

16 Paul Solis: 2014?

17 Witness B: Yes, and he went to Senator Johnson's office, and he has since left to work
18 with a non-profit that I can't remember the name of.

19 Helen Eisner: What was Joe's title?

20 Witness B: Deputy Chief.

21 Helen Eisner: Then Phil was – his title?

22 Witness B: He started as just legislative director, and then when Joe left, he was
23 legislative director/deputy chief, kind of from two hats.

24 Paul Solis: Kenny West then was the chief of staff, the singular chief of staff
25 throughout that time period?

26 Witness B: Except when Paul came in and took... 2015, yes.

27 Paul Solis: Who filed the paperwork in the office, or did payroll?

28 Witness B: I believe we primarily outsourced it. Jennifer did a lot of it, it was kind of
29 –

30 Paul Solis: Jennifer Elliot?

1 Witness B: Yes, she was a shared employee, but Kenny was primarily responsible for
2 setting the payroll, and determining salaries.

3 Paul Solis: Do you know if Congressman Meadows had a role in that process of
4 helping to determine salaries, or hiring and firing, that type of thing? Do
5 you know what his role was?

6 Witness B: I don't think it was a very set in stone role. I know that he was involved,
7 like he interviewed people who were coming in to make sure he was okay
8 with them. He personally reached out to me at one point telling me that he
9 and Kenny both discussed raise options for myself, so those kinds of
10 things gave me an indication he was certainly involved, but I don't know
11 the formalities or anything except I don't think there was a formal policy.

12 Paul Solis: How did you know that Mr. West then was involved in determining
13 salaries?

14 Witness B: Because he told me. I guess this is what I'm doing when I first negotiated
15 salary, it was directly with him. Then I remember when I moved to that
16 counsel role, I guess in March of this past year, Mark directly emailed me
17 saying that he and Kenny discussed my salary and they would like to put
18 me at this amount.

19 Paul Solis: Okay.

20 Witness B: That told me Mark and Kenny were both involved as well.

21 Paul Solis: That was March, 2015?

22 Witness B: Yes.

23 Paul Solis: All right. Okay, I wanted to sort of ask about Mr. West. Was he chief of
24 staff the whole time you were employed there?

25 Witness B: Except, again, until Paul came on board.

26 Paul Solis: You said in July, 2015?

27 Witness B: Yes, that's when Paul came on board. Kenny wasn't always in the office
28 the whole time, but as far as I was aware, he was still listed as chief.

29 Helen Eisner: When you say the whole time, do you mean the whole time that you were
30 in the office?

31 Witness B: Mm-hmm (affirmative).

1 Paul Solis: Was he chief of staff to both the district, and the D.C. office?

2 Witness B: Yes.

3 Paul Solis: Okay, so Mr. King would have had to report to him?

4 Witness B: Yes.

5 Paul Solis: Okay. What was your relationship like with Mr. West, strictly
6 professional, were you friends outside the office?

7 Witness B: We were not friends outside the office. It was definitely only for work
8 purposes. I don't think that, I mean, I never had direct professional
9 problems. Like, he was always very praiseworthy honestly of my work,
10 but I was respectful to him because he was my boss, but I didn't exactly
11 like him.

12 Paul Solis: Okay. I asked you if he was the chief of staff the whole time while you
13 were there, did his, do you know if his titles, his work title changed at all?

14 Witness B: I read, honestly, I read articles about it, but I didn't know about any title
15 changes.

16 Paul Solis: Okay, so for example in April, 2015, him taking on a "senior advisor
17 role?"

18 Witness B: I had no idea about that. I had no idea he was still on payroll at that point.

19 Paul Solis: Okay, why didn't you have any idea of that?

20 Witness B: Because Mark told us that ... I mean, we had a hunch something was up
21 because his email still existed, he hadn't turned in any of his Blackberry's
22 or anything like that, so that was odd, but he wasn't allowed to talk to
23 anybody. He wasn't allowed to come into the offices.

24 Paul Solis: Okay. Well, let's ... We'll get into that.

25 Witness B: Okay.

26 Paul Solis: You were about to say Mark told you, what did Mark tell you?

27 Witness B: I mean Mark told us, I guess, November of 2014 that Kenny wouldn't be
28 in the office anymore. He told me, actually I had another opportunity on
29 the table, someone offered me their LD position. Honestly it was not a
30 good fit, but Mark said that he would move me to LD position soon, we
31 just needed to work out a few things, and that he wanted Kenny to be

1 gone, or to not be a problem anymore. I don't remember the exact
2 wording, he didn't say firing, I know that much. It lead me to believe that
3 Kenny would no longer be on payroll. That was just my interpretation, and
4 I honestly was kind of surprised that someone would stay on payroll after
5 the concerns that were raised.

6 Paul Solis: Okay, so we'll get into that. You mentioned Representative Meadows
7 mentioning he wouldn't be a problem anymore, what was the problem?

8 Witness B: He was sexually harassing, and what - I'm not, obviously not a legal
9 scholar, but he was definitely making every woman in the office feel very
10 uncomfortable. We presented those concerns to Mark late October, 2014, I
11 don't recall the exact date though.

12 Paul Solis: What was Representative Meadows' response to that?

13 Witness B: He seemed very surprised by it. He said that he was appreciative of us
14 bringing it up, and that he would address it, and that we shouldn't be
15 concerned about it at all. Then there was kind of dead silence for a while,
16 and we just ... I just assumed that he was trying to get past the final
17 campaign of the election 2014, and then come back and figure out what to
18 do, so not long after that he actually brought in another chief of staff to
19 interview us, all the females, separately, and determine whether or not, I
20 guess, what the consequences are. How he should react from both a legal
21 profession, because she was a former, I think she was a former prosecutor,
22 and also from the Hill of chief of staff perspective. After that, we didn't
23 hear a whole lot from Kenny, there was no conclusion. He occasionally
24 would call, but that was about it.

25 Paul Solis: Okay.

26 Witness B: We were never told what was going on, though.

27 Paul Solis: All right, there's a few things I want to ask there, so the first thing, first,
28 did you when you first ... This was happening, did you report directly to
29 Representative Meadows first, or did you go through another supervisor?

30 Witness B: I told Phil and Joe, and at that point I realized it was not uncommon
31 knowledge. It kind of was first brought to my attention when I was
32 brought on board, and I was told, "Hey, by the way, you probably don't
33 want to wear your hair in a ponytail when Kenny's in town, because he
34 really likes to play with girl's hair when it's a ponytail for some reason,
35 and he seems to touch girl's hair a lot, so by the way, don't do that." That
36 was kind of my first heads up. I just was like, okay.

37 Paul Solis: That's when you first started?

1 Witness B: Yeah, that was when I first started, but *I* obviously really didn't know what
2 to do about that. I just didn't wear my hair up. Then I slowly started to see
3 he would just, I don't know, there's just this creep factor about him. I don't
4 know how else to describe it. You just know when someone's checking
5 you out and he did it all the time. He would pull me into his office and just
6 sit down with me and just talk with me and try to just talk for an hour,
7 hour and a half, in the middle of the day. He would get uncomfortably
8 close to you and just talk to you. At one point I could honestly tell he was
9 trying to look down my shirt and I immediately snapped and wasn't really
10 thinking and I told him that I needed him to go away, for which I didn't
11 apologize for because I was a little concerned. I just always went to Phil
12 and Joe directly.

13 Paul Solis: Okay.

14 Helen Eisner: When you had the conversation when you first came on board, who was it
15 who gave you that heads up?

16 Witness B: I think more than one person told me. In the offices it's a room, a lot of
17 people are housed. I think it was everyone, I don't remember a specific
18 person starting, but it just became a conversation.

19 Helen Eisner: Okay.

20 Paul Solis: You mentioned that another Chief of Staff was brought in to interview the
21 women in the office. When was that?

22 Witness B: It was 2014. I honestly can't remember if it was November or December,
23 but it was after the election and it was before we broke for Christmas, but I
24 don't know the exact date.

25 Helen Eisner: This was after late October 2014 when you sent the Representative
26 information?

27 Witness B: Yes.

28 Helen Eisner: She would have been brought in after.

29 Witness B: Yes.

30 Paul Solis: Who was this Chief of Staff?

31 Witness B: Cindy Crick, I believe is the last name. She's with Trey Gowdy.

1 Paul Solis: What did you feel the purpose? Did she explain the purpose of her
2 interviewing you? Would she present what you told her to Representative
3 Meadows so you could make a decision or what was the purpose?

4 Witness B: I believe Mark told us what the purpose was. I don't remember the exact
5 rationale he provided. I think it was more making sure that he covered his
6 bases too. Make sure that there would be no charges against him for
7 wrongful termination and making sure that we're not taking things out of
8 context is what I took from it. I don't remember. I think it was what he
9 should do. It was just very generalized, like that terminology.

10 Paul Solis: Did you all volunteer to speak with her? Did he make it a condition of
11 employment that you speak with her?

12 Witness B: We were all on board with speaking. At that point, we'd already presented
13 the concerns to Phillip to give to Mark one on one. It was already out
14 there. I think everyone was okay with it and there was no condition of
15 employment.

16 Paul Solis: Train goes by. You weren't pressured in any way?

17 Witness B: I didn't think so, no.

18 Paul Solis: During this time, after your speaking with this Chief of Staff, around this
19 November period or prior to the holiday break, was Kenny West in the
20 office at all?

21 Witness B: No, he would occasionally call or email but he was not in the office. Any
22 calls or emails were very sporadic.

23 Paul Solis: Prior to that, he was the Chief of Staff in the DC office right?

24 Witness B: Yes. I do know at one point after we presented the issues to Mark, that
25 same week he did go to the District office, but he never came back to the
26 DC office.

27 Paul Solis: That would have happened late October?

28 Witness B: Yes.

29 Paul Solis: Do you have a question?

30 Helen Eisner: In late October, sorry to go back a little bit, but you said that "we
31 presented the issues." What precipitated that decision to present the issue
32 at that point in time?

1 Witness B: It had been building. When Joe left, it was really me and Phil doing a lot
2 of the managerial issues and I'd been pushing more and more for
3 something to be done, something to be said. Not only just was Kenny
4 terrible and not fun to be around, but we were also just doing a disservice
5 to Mark. I think it started – we had an intern Tara who's actually now with
6 Tom Rice, South Carolina. We asked her when she finished her internship
7 that summer, what were your highs and lows? Couldn't tell you what her
8 high was but she said her low was how Kenny touched her. That was part
9 of it.

10 We brought in a new comms director, Alyssa. Very pretty girl, but she was
11 also in her own silo in a separate room so she became the center of
12 attention for Kenny. The comments that were made by to everyone were
13 pretty bad, but they were apparently, also this is all from Alyssa, but they
14 seemed to be much worse towards Alyssa and she had a harder time
15 standing up to it. Kenny kept saying, "Oh, I need to bring you down to the
16 District. Just you, I'm going to drive you around the District in my truck
17 all by myself. I'm going to introduce you to all the comms people in the
18 district." She didn't want to go. We kept trying to push it off and we kept
19 trying to put somebody else there with her, like if she went down, send
20 two people with her. Or make sure Wayne's always with her and not
21 Kenny, but Kenny was the boss; there was no way we could guarantee
22 that. We also couldn't continually brush him off for months. It was either
23 she has to go, which nobody wanted, or we finally needed to tell him. That
24 was when we finally were like, "All right, this has got to happen."

25 The next time, whenever Mark came up to me, we were in recess most of
26 that month of October. The next time Mark came up, Phil just outlined the
27 concerns. Each of the females put their comments down and just maybe
28 one to three issues they really had concerns with and then Phil presented it
29 to Mark.

30 Paul Solis: Who were the females that would have made-

31 Witness B: It was me, Martha Van Lieshout, she's still on staff, Alyssa Farah, still on
32 staff, Eliza Thurston, she's still on staff too.

33 Paul Solis: What about Ashley Howes?

34 Witness B: Oh yeah, Ashley, sorry. Yeah, Ashley was there too.

35 Paul Solis: After this happened, then Mr. West is not in the DC office, however he's
36 making sporadic calls. Were you aware at all of a either informal or formal
37 decision made by Representative Meadows that Mr. West is not allowed
38 back in the DC office? You had mentioned something earlier about that he
39 wasn't allowed into the office? You had used those words.

1 Witness B: When he was still calling, I didn't personally talk to him or at least I don't
2 recall talking to him, but he apparently was still talking about, "Oh, I'm
3 going to be up there soon." This, that, and the other. It led me to think
4 nothing happened at all. He's still going to be in the picture, he's still going
5 to be the Chief and now it's going to be probably a lot worse because he
6 knows that we all tried to basically get him fired. I emailed Cindy and the
7 office didn't know that I was the one that did that but I did it because I
8 knew nobody else would. I said, "Hey, this is what's happening. He is still
9 trying to call, he's still talking about coming up here. We don't know what
10 to do. What do you suggest?"

11 All I know is at that point, then later it was maybe that week or the
12 following, Mark was very upset. Apparently someone approached him on
13 the floor and told him that he needed to fire him immediately. Again, this
14 is through Phil, who heard it from Mark, who was the only person there so
15 I don't know the exact language or anything like that but that was when
16 Mark was very upset that someone from the office spoke out. He said that
17 Kenny's not allowed back in the office so it's not a problem.

18 Paul Solis: Who did he say that to?

19 Witness B: I don't remember him saying it to all of us, but again I'm not sure. I know
20 he said it to Phil.

21 Paul Solis: The best you can give a specific time on when he would have told that to
22 Phil, when did that happen?

23 Witness B: Probably January, 2015.

24 Paul Solis: Did the calls persist from Kenny after that?

25 Witness B: Eliza may have gotten calls if they were specifically work-related. I know
26 that he emailed because he emailed about Ashley leaving. I remember that
27 in February, so the following month, and then I know in March that was
28 when Mark mentioned that he and Kenny discussed my salary for the
29 raise. He occasionally emailed me, "Good job on a bill," something like
30 that. Then he called Ben Williamson, who's now the legislative
31 correspondent, he was a former intern and that's how he knows Kenny.
32 Basically it sounded like he just wanted his stuff back from the office but
33 he consistently told Ben, "Don't tell anybody I called. Don't tell anybody I
34 called." So of course Ben told me he called. Then I let Mark know.

35 Paul Solis: When was that?

1 Witness B: Maybe May, June, this past year. I honestly don't ... Ben started as part-
2 time and he came on sometime full-time in April so it had to have been
3 April or beyond that.

4 Paul Solis: As specific as you can remember, what did Ben tell you about that phone
5 call?

6 Witness B: He said that he was just asking how things were going. He wanted his
7 stuff from the office, wanted it FedEx'd.

8 Paul Solis: He still had his desk maintained or personal items?

9 Witness B: No, we were in a new office at that point and I think we just had it all up
10 in the storage unit upstairs.

11 Paul Solis: Did he still have a desk in the office?

12 Witness B: No.

13 Paul Solis: No?

14 Witness B: Not in the new office.

15 Paul Solis: In the old office did he have one?

16 Witness B: Yes.

17 Paul Solis: When was the move? When did that happen?

18 Witness B: January 2015.

19 Paul Solis: January 2015 you moved to a new office. What building?

20 Witness B: Longworth, from Longworth. 5th floor to the ground floor.

21 Paul Solis: At that point, there is no work space for Kenny West?

22 Witness B: No, there was not.

23 Paul Solis: Did all other staff members at that point have work space?

24 Witness B: Yes.

25 Paul Solis: Did anybody in the office talk about that? That Kenny doesn't have a desk
26 or any personal effects around?

1 Witness B: I don't remember anyone talking about it.

2 Paul Solis: Did Representative Meadows ever discuss that or tell someone not to
3 create a space for Mr. West?

4 Witness B: I don't think it was about not creating a space for Mr. West, but what
5 would have been the Chief's area, it was an interesting type of an office. It
6 was divided into a separate section with two bookshelves. He suggested
7 putting in a sitting area so that folks could take meetings.

8 Paul Solis: That was from Representative Meadows?

9 Witness B: Yes, he supported that. He liked the idea. I remember him, if he was not
10 one of the ring leaders, he was one of the stronger supporters.

11 Paul Solis: Again, Ben Williamson tells you around May 2015 he gets this call from
12 Kenny asking how things are going, and he's making inquiries about some
13 of his personal items that may be still in the storage unit. What else was
14 said that Ben told you about?

15 Witness B: I honestly don't recall a lot more. I don't think there was anything that
16 caused red flags except for the whole continued, "Don't tell anybody I
17 called." Then I know that we did eventually ship his things for him.

18 Paul Solis: When did you ship those things?

19 Witness B: I think it was June.

20 Paul Solis: Who shipped them?

21 Witness B: Eliza.

22 Paul Solis: At whose direction?

23 Witness B: Mark's.

24 Paul Solis: Where did you ship them to?

25 Witness B: Kenny's house, I believe. I wasn't part of that but I'm pretty sure it was
26 Kenny's house.

27 Paul Solis: How did you become aware of that?

28 Witness B: Because they talked about how expensive it was.

29 Paul Solis: What are we talking about, what type of personal items?

1 Witness B: Calendars, a lot of Reagan paraphernalia, just trinkets on the desk, I think
2 a statue or two.

3 Paul Solis: As of January, they had all been put in the storage unit?

4 Witness B: Yes or whenever the move was. I think it was January. It was right when
5 the Congress changed.

6 Paul Solis: When you emailed that Chief of Staff, her name is Cindy, right?

7 Witness B: Mm-hmm (affirmative).

8 Paul Solis: That happened in December or January?

9 Witness B: January.

10 Paul Solis: January 2015. It sounds like calls stopped from him to the office. You
11 either heard from you, or it went through Phil, Representative Meadows
12 saying he's no longer allowed back in the DC office. That was sort of a
13 definitive statement by Representative Meadows.

14 Witness B: Yes. He never came back.

15 Paul Solis: Okay. After that point until May, this sort of late winter, springtime, what
16 is the understanding about where Mr. West is, or his place in the office?

17 Witness B: No one really knew.

18 Paul Solis: Did you ever make an inquiry about that?

19 Witness B: No. I can tell from Mark's reaction that this was not something that he
20 wanted to have discussed. It was not up for discussion. We kind of got
21 what we wanted, so there wasn't a whole lot that we could do anyway.

22 Paul Solis: Who was in charge of the DC office at that point?

23 Witness B: Phil.

24 Paul Solis: Phil. Are you close to Phil, or were you close to Phil?

25 Witness B: Yes.

26 Paul Solis: Is Phil talking to you at all about what's going on?

27 Witness B: A little bit, but he didn't seem to know what Kenny's exact role was either.

1 Paul Solis: Did Phil and Representative Meadows have a close relationship?

2 Witness B: Most of the time. They certainly had their .. Around this subject, there was
3 tension, which was also kind of what led me to not ask, just because I
4 knew that that was one of the few points of contention that existed with
5 them. Otherwise, I think that Mark really did like Phil, and I think Phil
6 respected Mark until some of this stuff happened, and he saw that Mark
7 did not let Kenny go. I think like myself, he was a little alarmed by that.

8 Paul Solis: Again, in this late winter, springtime, are you aware, I mean do you have
9 definitive knowledge that Kenny West is still on staff or playing some
10 role?

11 Witness B: It was when he sent the email for Ashley, and when Mark in February.
12 Then he also ... That was when Mark emailed me saying that he and
13 Kenny had discussed my salary, and they thought that I deserved this
14 amount of a pay raise. I could also just see on disbursements when they
15 came out quarterly. He still had his emails up and running. We were still
16 having to put him on staff-wide emails. Little things like that told me
17 something was, he was still ... He still had his BlackBerry. He still had
18 access. The email address was still active. Something told me that he
19 wasn't entirely out of the picture, but I never knew what that was.

20 Paul Solis: Okay. When that call came into Ben Williamson, did that change your
21 perception of what was going on?

22 Witness B: No, because I still knew that he had an active email address. I was
23 surprised he was calling, but not entirely, no.

24 Paul Solis: But the fact that he asked for his personal items, did that change any
25 perception you had of what was happening?

26 Witness B: No.

27 Paul Solis: Then, after May of 2015, and you get into the summer, and you had taken
28 on a new role, right? You were legislative director?

29 Witness B: Mm-hmm (affirmative).

30 Paul Solis: Okay. Is Phil still there at that point?

31 Witness B: No.

32 Paul Solis: Okay. Who was leading the office, or you know, June?

33 Witness B: I was. In 2015?

1 Paul Solis: Yes.

2 Witness B: I was.

3 Paul Solis: Okay. You were taking on a Chief of Staff-type role?

4 Witness B: I would say it was the full Chief of Staff responsibility. I will say that
5 Mark did send out an email in April when Phil left saying that he was also
6 going to look for a new chief who is DC-based, which I honestly did think
7 that Kenny would be gone at that point. I do remember he mentioned there
8 would be a gradual process, but never what that looked like, but because
9 we knew that there was going to be a new chief, I never took on full chief
10 responsibilities. I kind of just maintained what I was doing, and Mark
11 stepped in when needed.

12 Paul Solis: I want to figure that out a little bit more with you. You said you knew
13 there was going to be a new chief.

14 Witness B: Yeah.

15 Paul Solis: Why did you know that?

16 Witness B: In April, I will say, Mark said that he wanted a DC-based Chief, and he
17 was ... Yeah.

18 Paul Solis: Okay. That was clear that it wasn't going to be a return of Mr. West?

19 Witness B: I thought so. Yeah.

20 Paul Solis: Okay. When he explained that to the staff through an email or even in
21 conversation, was there any discussion at all about Mr. West's role, or
22 what would be Mr. West's role?

23 Witness B: I think everyone just took that as being he's officially fired.

24 Paul Solis: That would have been in April?

25 Witness B: Yes, because it was the same time Phil left.

26 Paul Solis: Okay, I just want to be clear. I had asked you previously when Ben got
27 that call in May, did your perception change?

28 Witness B: Yeah. Sorry. I guess it didn't change, because I already thought that he
29 was kind of done, and because Kenny was not coming up. Kenny hadn't
30 been up in months, and it didn't change because I never thought that
31 Kenny was coming back up.

1 Paul Solis: Okay. In April 2015, or as April's passing, you're thinking that Kenny is
2 fired, or is terminated with employment in Representative Meadows
3 office?

4 Witness B: Yeah.

5 Paul Solis: I don't mean to put words in your mouth. Can you tell me what your-

6 Witness B: As far as I knew, yeah, but I, of course, I didn't honestly, when the reports
7 came out, I did look back in that email, and it never actually said that he
8 was fired.

9 Paul Solis: At that time, you have close coworkers that you speak with. What is
10 everybody else saying when they get that email?

11 Witness B: They thought he was gone too. I remember I actually told my husband
12 Kenny and Phil are both leaving. I honestly took that as he was actually
13 gone, gone.

14 Paul Solis: Are you having conversations with other staffers in the office about that?

15 Witness B: I remember Phil and I saying that we were shocked, like we were very
16 surprised. We kind of just succumbed to this idea of, "All right, well he's
17 still here. He's still going to be the Chief. He's just not going to be in the
18 office." I remember we both were very surprised by it.

19 Paul Solis: Around that time, was there any searches made by Representative
20 Meadows for a new chief, a DC-based Chief? Did he interview anybody?

21 Witness B: I don't remember when interviews started, but he did interview people. It
22 took him a long time. I do remember that. I want to say he started around
23 May. I would honestly have to double check the dates exactly, but he
24 started like a number of months before Paul actually came on board. I
25 know it wasn't June when he started. I know what much. It was at least
26 April, May. I don't remember the dates, honestly.

27 Paul Solis: How do you know that he's interviewing Chiefs?

28 Witness B: We, of course our scheduler, Eliza at the time told us, and I actually had a
29 friend of mine who was from the district, who's been on the Hill for a
30 number of years. He's currently deputy chief who came in to interview.

31 Helen Eisner: That kind of interim chief position, while people were being interviewed,
32 did you have any responsibility for payroll?

33 Witness B: No.

1 Helen Eisner: Who would have, I think you had mentioned to us that Kenny did have
2 some responsibility for that, in addition to it being outsourced. Who would
3 have taken on that responsibility?

4 Witness B: It was my understanding that was Mark.

5 Helen Eisner: Okay. Why was that your understanding?

6 Witness B: That would be the only person who could. Wayne didn't handle payroll.
7 He didn't know what was going on. I didn't handle it. Eliza wasn't
8 handling it. Nobody else was handling it.

9 Paul Solis: What about Jennifer?

10 Witness B: Jennifer takes direction from the office, though. She couldn't ...

11 Paul Solis: So the way it typically worked before Kenny left was Kenny would sort of
12 tell Jennifer, and Jennifer would file.

13 Witness B: Right.

14 Paul Solis: Okay. In the absence of Kenny, if you didn't do it, Eliza wasn't doing it,
15 you're saying you think it came from Representative Meadows?

16 Witness B: Yes. He never told me that, but that was the only logical conclusion I
17 could come to.

18 Paul Solis: Okay. He never asked you to do that?

19 Witness B: No.

20 Paul Solis: Phil left in ... Sorry, refresh me again when Phil left.

21 Witness B: Sometime in April. I think it was mid-April.

22 Paul Solis: May to June, before Paul starts, any filings with payroll are most likely
23 coming from Representative Meadows?

24 Witness B: Yes. It would have actually been pretty late June, so the day ... The final
25 week we're in session July of last year, that Monday was Paul's first day.
26 His second day, I remember was when Mark filed his resolution, his
27 discharge petition. That was Paul's second day on the job. Up until that
28 point, it would all had to have been Mark as far as I know.

29 Paul Solis: Okay. When Paul started, did you have a good relationship with Paul?

1 Witness B: Yeah, I think Paul is really nice. I think he's a great guy, actually.

2 Paul Solis: Did Paul ever mention Kenny?

3 Witness B: He mentioned at one point, because we talked about how we all as an
4 office had to be extremely conscious in what was said, because Mark has a
5 target on his back by all means. We both were well aware that the Kenny
6 thing very well could become public any day. He had mentioned, "Yes, I
7 know about that. It has been handled. It may not have been handled as
8 quickly as maybe it should have been, but at least that's done. There's a
9 new chief on board," kind of thing. Like, "I'm running the show now."

10 Paul Solis: Okay.

11 Witness B: We just kind have to all be cautious. It was kind of just like a, "Let's be
12 sure we're all like not just gabbing," kind of thing. It wasn't actually
13 talking about what happened with Kenny.

14 Paul Solis: Okay. So Paul starts. Paul recognizes. He understands that this occurred.
15 He said he mentioned to you that it's been handled.

16 Witness B: Yes. Then I think he meant as in like he's no longer in the picture. I do
17 remember when, I think first reports from Politico came out about the
18 mileage reimbursement. Alyssa had mentioned to me, because she had to
19 handle the press side of it that Paul seemed genuinely very surprised by
20 this and he didn't seem to know about what had happened in the months
21 before he came on board. Then he met with Jennifer Elliott to kind of
22 figure all that out, but I wasn't part of any of that.

23 Paul Solis: Okay. Then the next reports that come out about Mr. West and severance
24 pay and those types of things. Do you recall that?

25 Witness B: Yes. That one was Politico. It was before the Huffington Post piece, I
26 think. I was gone by that point. I do remember that, and I remember I was
27 really surprised.

28 Paul Solis: What were you surprised about?

29 Witness B: I was surprised that he was still on payroll after April. I was honestly
30 surprised and had always been surprised that he was still on payroll
31 without a change in salary that whole time since we told him in October.
32 Then the fact that he was on payroll from October through the following
33 September, I was ... I don't know. It's just kind of shocking to think that
34 someone wouldn't do anything.

1 Paul Solis: In at least one or two of those pieces, Ms. Farrah was quoted. Did she talk
2 to you about her response to the press?

3 Witness B: Which response?

4 Paul Solis: I'm not sure which one it was, but I know she was quoted in one of the
5 pieces. Something about, it was severance or a lump sum payment or
6 something.

7 Witness B: Yeah.

8 Paul Solis: Did she talk to you about that?

9 Witness B: No, I think that was something that she and ... I remember about it. I think
10 that was a direct Mark quote, but it was something that she and Paul and
11 Mark kind of hashed out with themselves, amongst the three of them.

12 Paul Solis: Were you in the office at that point?

13 Witness B: I was in the office, but honestly I felt like ... I think Mark knew I was
14 looking at that point, and so I wasn't part of those conversations, and I had
15 been looking for a while.

16 Paul Solis: Okay. Again, when this is happening, and you said you were surprised that
17 he had potentially been receiving a full salary during that time, did you
18 talk to Representative Meadows about it? Did you bring it up with
19 anybody?

20 Witness B: No. I remember talking to Alyssa about it because we were both just
21 surprised, because we were like, "Well, I thought he was fired." That's
22 when I started to go back to find that email. I realized, "Oh, it never
23 actually said he was fired. He just said he's going to be stepping down, no
24 conclusion as to when." That was when Mark wanted a DC based Chief. I
25 tried not to talk, because I know there was anxiety already, in the office. I
26 didn't talked openly amongst staff. This was all Gchat kind of stuff. It was
27 never openly discussed. I didn't talk to Mark about it.

28 Paul Solis: Given that you mentioned Alyssa and Paul and Representative Meadows
29 were figuring out how to respond to the press, and sounds like you had
30 spoken to Alyssa about this. What was her take on it?

31 Witness B: I don't think that she realized, at first ... I don't think that first of all, she
32 came up with that direct quote. I think it was just from Mark, because she
33 didn't know about it. She didn't seem to know about it at least, until the
34 reports came out. She was very stressed out about it. She was not happy
35 that all this had gone down.

1 Paul Solis: She told you that?

2 Witness B: Yeah. I mean we were both just very stressed out and very just concerned.
3 It wasn't just that, it was also ... I think we were also just both frustrated
4 because he filed that motion of discharge without telling anyone on staff
5 either. I think it was just the culmination of all of it, all at once, was just a
6 lot. It was a very high tension week.

7 Paul Solis: Okay. What about Paul? Was Paul saying anything to the staff while this
8 was coming out? You know trying ...

9 Witness B: Paul was very positive. He tried to do what he could to make sure
10 everyone was okay. He tried to be very calm. He actually did a very good
11 job in going to Ethics trying to get everything figured out. Working with
12 Mark, working with Jennifer, making sure money was paid back for the
13 mileage. I think that he was physically stressed, but he never expressed
14 frustration, or anything like that, to any of the staff.

15 Paul Solis: What about the specific issue of Mr. West staying on the payroll, and
16 getting paid through the summer, did Paul talk about that at all?

17 Witness B: No.

18 Paul Solis: Did he talk about whether he felt that to be something made out of the
19 press, or that it's not accurate, or whether it's true? Did he discuss it at all?

20 Witness B: No. No one ever claimed it was false, no. He never discussed it. He was
21 actually very positive, never said anything negative. I don't recall
22 discussing it with him at all.

23 Paul Solis: How did you know that the issue was being taken to the Ethics
24 Committee?

25 Witness B: Politico Reports. I saw that outside organizations had filed petitions for it
26 to be reviewed. Then, I knew for sure, when you called me.

27 Paul Solis: At the time it was happening, was anything taken to the Ethics
28 Committee?

29 Witness B: All I knew is that he had to go talk to Ethics.

30 Paul Solis: Representative Meadows?

31 Witness B: Yeah. Or, to House Administration. I couldn't remember. One of the two. I
32 didn't take that as, they were actually investigating. I remember we had a

1 Facebook ad that didn't get franking approval and we had to remove it. I
2 didn't take that as a full investigation.

3 Paul Solis: When you say, "He had to go," do you know if he was asked by the
4 Committee?

5 Witness B: I'm pretty sure he was asked to go.

6 Paul Solis: Do you know if it's the Ethics Committee or the Committee of House
7 Administration?

8 Witness B: You know, I really ... I don't know. I knew at the time, but I honestly can't
9 remember. Now, I'm second guessing myself. I'm not positive, but he and
10 Paul went.

11 Paul Solis: I've asked you extensive questions about this summer period. Especially
12 after Representative Meadows sends you an email in April. You said you
13 ... Again, if I get any of this wrong, let me know. You said that you were,
14 at that point, thinking that Mr. West was no longer with the office.

15 Witness B: Mm-hmm (affirmative).

16 Paul Solis: You had taken on other responsibilities, in sort of a leadership role.
17 Interviews were being conducted. Paul had started in July. You know,
18 when the reports come out, that Mr. West is still being paid, I believe you
19 used the word earlier, you said, "Ghost Figure." Then you mentioned that
20 it was surprising to you. Did you know whether or not Mr. West was still
21 on staff, at all, during that time?

22 Witness B: I assumed he was not, but I was never told directly he was no longer on
23 staff. I thought he was not on staff.

24 Paul Solis: Did other staffers in the office share that perception?

25 Witness B: Yes.

26 Paul Solis: Who would that have been?

27 Witness B: Alyssa, Patrick Fleming, Martha VanLieshout, Ben Williamson, Eliza
28 Thurston and, I know Wayne King. I never asked him directly, but he
29 would have been one of the people who would've been involved.

30 Paul Solis: Okay. Go ahead.

31 Helen Eisner: I have a few more questions.

1 Paul Solis: Sure.

2 Helen Eisner: Just, kind of, separate chain of thought here. What was the procedure in
3 the office when people left the office? I guess you recently went through
4 this. How did that work?

5 Witness B: You had to file some paperwork, I just gave them two weeks. Filed the
6 new paperwork over here. Got the IT sent down. It was fairly smooth
7 transition.

8 Helen Eisner: You filed paperwork and then sent it over ... Filed paperwork with
9 Representative Meadows or?

10 Witness B: Yeah. It's like office and payroll kind of stuff.

11 Helen Eisner: Okay.

12 Witness B: It's not with the actual office.

13 Helen Eisner: Okay.

14 Witness B: It was kind of House wide payroll paperwork.

15 Helen Eisner: What about housekeeping things? What was the typical procedure there?

16 Witness B: Making sure folks are caught up to date on what you're doing, contacts,
17 giving contact information over, information on legislation I worked on,
18 bills, that kind of thing.

19 Helen Eisner: Turn in Blackberrys, that kind of thing?

20 Witness B: Yes.

21 Helen Eisner: Any specific procedures within the office, outside of House
22 Administration? Catching people up?

23 Witness B: Departure emails, turning in information, any kind of security information,
24 usually, if not an auto, like "Hey, I'm no longer with the office," and then
25 just straight to leaving. Sometimes, with Phil's emails, a lot of them were
26 then redirected to my email account. Turn in parking. That kind of stuff.

27 Helen Eisner: What about any procedures in regards to sick time, or vacation time,
28 anything like that, if you hadn't used it?

29 Witness B: I never got paid out. I was never aware of any policy like that, and I never
30 got paid out for anything.

1 Helen Eisner: Anything else, specific, about the office, that would be noteworthy?

2 Witness B: Nothing that comes to mind, honestly.

3 Helen Eisner: Okay.

4 Paul Solis: Do you still keep in contact with current staffers in the Representative
5 Meadows' office?

6 Witness B: I talk to Alyssa occasionally. Yeah.

7 Paul Solis: Okay.

8 Witness B: Not too recently, I think it was September, October, someone asked me if I
9 knew of any LCs, and I asked Ben if he'd be interested. That's probably
10 the last time I really chatted with him.

11 Paul Solis: Okay. When you speak with Alyssa, would you consider yourself personal
12 friends?

13 Witness B: Yes.

14 Paul Solis: Do you speak with her outside of the House Complex? You guys would
15 go out to just ...

16 Witness B: We haven't as much. Yeah. We'll occasionally grab lunch. It's not a close
17 friendship, but I still keep in touch with her. Yeah.

18 Paul Solis: What has she told you about things, since you've left?

19 Witness B: We honestly don't talk that much about the office. She has said that Mark
20 seems to miss me and wishes that he hadn't started to push me out. I think
21 he only did that because he knew I was looking. Paul was doing well. I
22 think it's just basic, "Oh, Hey. Here's what's going on. We have a new staff
23 assistant." It's nothing really specific or detailed.

24 Paul Solis: Does she ever mention Mr. West to you?

25 Witness B: Not since I left, no.

26 Paul Solis: You said, "Push me out," what do you mean by that?

27 Witness B: I just got the impression that he wanted somebody who was going to be
28 behind him. The fact that he didn't tell me about the discharge position
29 gave me some concern that he didn't trust me. He didn't include me as
30 much in his conversations. Like, with the Freedom Caucus, not that,

1 necessarily he should, I just didn't get the impression that he wanted an
2 LD in its traditional sense of an LD. Someone who's actually running
3 policy shop, who's involved in it. I know that he thought that I was
4 interviewing elsewhere. So, at that point, he was like, "Okay. She wants to
5 leave."

6 Paul Solis: Is it in any way, that feeling, tied to the issue with Mr. West, or you
7 sending that email to Cindy?

8 Witness B: I don't know he knows it was me. I get the impression he thinks that I had
9 more to do with people knowing about Kenny West, but that's never been
10 directly from him. Other than when he brought Cindy in, I wasn't really
11 going around, because I didn't really want people knowing about it. I
12 didn't really want to be the face of sexual harassment in the office place. I,
13 of course, came to learn that everybody already kind of knew about
14 Kenny. Apparently he was – this is all hearsay, through Phil. Apparently
15 he was kind of a laughing stock of the entire North Carolina delegation.
16 He wasn't even invited to Chiefs' meetings anymore, because he crept
17 out a couple Chiefs and people just didn't like him. This was not any news,
18 to anybody, that he was not pleasant to work with.

19 Paul Solis: Do you know if the same things, about the potential harassment, or
20 making people feel uncomfortable, do you know if that happened in the
21 district as well?

22 Witness B: I do. I have heard, this is before I came on board, that someone raised it to
23 Mark's attention, before I ever came on board. I don't recall who that was.
24 I know it was one of the more senior women. I honestly don't remember.
25 Again, I was not on staff. Don't know about it. He would always try to hug
26 her too closely. She felt like it was always him trying to feel her chest, and
27 look down her shirt, and she didn't like that.

28 Paul Solis: This is a district employee?

29 Witness B: Yes. Again, I never saw that email, but according to, I think Phil told me,
30 and that Mark just forwarded it to Kenny. I never saw any of this. Then, I
31 know, the same week that we presented our concerns to Mark, something
32 happened with Savannah in our district office. I never knew what it was. I
33 don't know if anybody ever knew exactly what it was. All I know is, it was
34 enough for her to cry. Then, I believe it was Pam, with the district office,
35 she physically blocked Kenny from coming into the office and told him
36 that he was not allowed in anymore and if he had issues with it, then she
37 would go to the Sheriff's Office, and let him deal with it.

38 Paul Solis: How did you know that Pam did that?

1 Witness B: Phil told me.

2 Paul Solis: When did that happen?

3 Witness B: The same week we presented our concerns to Mark. Kenny, of course, was
4 not happy about that. Wayne knew about it, then Mark knew about it.
5 According to Phil, Mark kind of insinuated to Phil, that we, basically,
6 created, like we conspired. He and Wayne conspired to get us to say
7 things, and plan all this out, so that they could move up.

8 Paul Solis: That came from Representative Meadows?

9 Witness B: It came through Phil from him. Yes. This is not anything I personally
10 heard.

11 Paul Solis: Were they close, Representative Meadows and Kenny?

12 Witness B: I thought so. Kenny always said they were best friends. I never had reason
13 to think that they weren't.

14 Paul Solis: Because he ran against him in a primary.

15 Witness B: I know. I don't know what transpired, at all, to make that happen. Mark
16 just said they became close, somehow, became friends during the election.
17 I never understood what went on. I never asked really. Kenny always
18 made it sound like they were closer friends than I would say Mark did, but
19 they never had visual animosity, or anything like that. At least that I saw. I
20 also don't really know if there was some that I just wasn't a part of.

21 Paul Solis: As of, let's say January of 2015, up in to, let's say May, when he's not at
22 all in the DC office, do you know if he's even, Mr. West, is even walking
23 in to the district office?

24 Witness B: Not that I know of.

25 Paul Solis: Because of what happened with Pam Ward? Because of her blocking him,
26 his entrance.

27 Witness B: I think it was that, plus the concerns we raised. I think it was everything.

28 Paul Solis: That physical blocking of him, into the office, would have happened in
29 October 2014? Around that time?

30 Witness B: Yes, I believe so.

1 Paul Solis: If he's out of the DC office, it's your perception, at least, that he's not even
2 allowed in the district office, during 2015?

3 Witness B: Yes.

4 Paul Solis: When was the last time you saw everybody together? Ashley and Martha
5 and Alyssa?

6 Witness B: It was probably around the time Ashley left the office. I guess that was
7 February. I know Ashley and Martha kept up a little bit more, but I think
8 that was it.

9 Paul Solis: Did you see them last month? Was there an event at Bar 201? Were you
10 there?

11 Witness B: Oh, for the North Carolina thing?

12 Paul Solis: I think that might have been it.

13 Witness B: North Carolina Beverage Association?

14 Paul Solis: Possibly.

15 Witness B: I didn't go to that. My husband was at that.

16 Paul Solis: Okay.

17 Witness B: I didn't go.

18 Paul Solis: Before I called you yesterday, had you heard at all, from anybody, that the
19 OCE was looking into this matter?

20 Witness B: No.

21 Paul Solis: Okay. No calls from Alyssa or Martha, or anybody?

22 Witness B: No.

23 Paul Solis: Emails or Gchats?

24 Witness B: No.

25 Paul Solis: What about Representative Meadows? Anybody, a lawyer of his, or
26 anybody, reaching out to you? Has anybody contacted you?

1 Witness B: No. I did, actually, run into Mr. Meadows yesterday though. My husband
2 parks his car on the House side. I walked over and I happened to run into
3 him in the hall. It was fairly cordial actually.

4 Paul Solis: Okay.

5 Witness B: Is your husband employed by Representative Meadows?

6 Paul Solis: No. He is employed by [REDACTED] who's also in the delegation now.

7 Helen Eisner: When was the last time you saw Kenny West?

8 Witness B: I honestly don't remember. He didn't come up to the office much at all,
9 even before any of this happened. I honestly couldn't tell you.

10 Paul Solis: But he was the DC Chief of Staff, right?

11 Witness B: He was never really based out of DC though.

12 Paul Solis: Okay.

13 Witness B: He was rarely ever in the office. I honestly couldn't tell you when I last
14 saw him.

15 Paul Solis: In all of 2015, did you see him?

16 Witness B: Yes.

17 Paul Solis: Okay. When did you see him in 2015?

18 Witness B: Whenever he was up here. I don't remember the dates. He didn't live in
19 DC though.

20 Paul Solis: Okay. I just want to make sure that I'm understanding that then.

21 Witness B: Wait, sorry.

22 Paul Solis: You're 2015 ...

23 Witness B: 2015 was last year. No I did not.

24 Paul Solis: Okay.

25 Witness B: 2014.

26 Paul Solis: Right.

1 Witness B: 2015, no I did not see him at all.

2 Paul Solis: Then, through the summer, until you left, did he make any phone calls to
3 the office, after that time with Ben Williamson in May?

4 Witness B: Not that I recall, no.

5 Helen Eisner: Or any communications -

6 Paul Solis: Or emails?

7 Witness B: I don't remember. I don't remember ever hearing of any. I, personally,
8 never heard from him.

9 Paul Solis: Any questions? Anything else that you'd like to share with us that we may
10 have left out. Anything that we might be missing that you would like to
11 provide us with?

12 Witness B: Not a lot's coming to mind.

13 Paul Solis: Okay.

14 Witness B: But, I'm going to let you know, because, I have to decompress and think
15 about it.

16 Paul Solis: Do you have emails and Gchats, and things like that, contemporaneous
17 with when this happening, with members of the staff?

18 Witness B: I don't have the Gchats. Emails, I don't know. I would have to look. I
19 remember going through a search, fairly recently, in part because I had
20 been trying to finding emails from my House side, making sure they don't
21 come over. I did look through some for Kenny, that's when I recalled the
22 dates for like Cindy and Ashley's departure, so I do, definitely have those.

23 Paul Solis: Those would have been House emails or on personal email?

24 Witness B: House email.

25 Paul Solis: Even though you have a Senate email address, you still have access to
26 your House...?

27 Witness B: I have old emails. It's, as far as I know, it's an inactive account though. I
28 don't have access to it. But, the IT folks saved it on my personal external
29 hard drive, so I could take some over, for like my contacts, bills, and what
30 not.

1 Paul Solis: What about your personal email? Would you discuss these issues at that
2 time on any personal emails?

3 Witness B: I sent my concerns to Phil on personal email. He then took to Mark. I have
4 that. I would have to look, honestly.

5 Paul Solis: Okay.

6 Witness B: I don't think we emailed a lot. I have my Gchat set up, that they don't save,
7 just because it takes up space. I just always had that.

8 Paul Solis: I think, right now, we would ask you to not delete anything related to your
9 previous employment, Mr. West, the concerns at that point, interactions
10 with other staffers, out of both your old House emails and your personal
11 email. We may make a request to you, for you for that. You can consider
12 it. It's not a certainty that we're going to. At this point, we're going to
13 suggest and request that you preserve those emails.

14 Witness B: Okay. If I were to send them, would they then know?

15 Paul Solis: No. I mean, again, if you sent them to us, we could go through them and
16 discuss with you steps that can be taken to ensure confidentiality and
17 anonymity. We can discuss those at the time, if we do make the request.

18 Witness B: Okay.

19 Paul Solis: Okay. I think that's all the questions we have. Thank you very much.

20 Witness B: Thank you.

Exhibit 4

1 P. Solis: This Paul Solis with the Office of Congressional Ethics. I am joined by Annie
2 Cho and Helen Eisner also with the OCE. This is an interview of Witness C on
3 January 14, 2016. I have previously provided Witness C with a copy of 18 U.S.C.
4 1001, which she has reviewed. She also responded by submitting the 18 U.S.C.
5 1001 acknowledgement form to our office. We can begin the interview. Witness
6 C, I want to let you know we have spoken to some people outside the office, other
7 witnesses, so not all the questions I ask you will be because I don't know the
8 answer to them, so it'll be important that you tell the truth. It's just an aspect of our
9 office of making sure that all witnesses that we speak to are credible. Is that all
10 right?

11 Witness C: Sure.

12 P. Solis: I want to go with a little bit of background first. Where are you currently
13 employed?

14 Witness C: I work at Christ School in Arden, North Carolina.

15 P. Solis: How long have you been there?

16 Witness C: I've been there since August 24th of 2015.

17 P. Solis: What's your job title?

18 Witness C: Advancement office director, or office manager, I'm sorry.

19 P. Solis: I want to get that. It's advancement office manager?

20 Witness C: That's correct.

21 P. Solis: Prior to your position at the school, where were you employed?

22 Witness C: I worked for Congressman Mark Meadows first as a staff assistant and later as a
23 field representative.

24 P. Solis: When did you start employment there?

25 Witness C: I began employment June of 2014.

26 P. Solis: So from June of 2014 until August of 2015, you were employed with
27 Representative Meadows?

28 Witness C: Correct.

29 P. Solis: You mentioned you were a staff assistant and also a field representative. Out of
30 that year or so, a little over a year period you were employed at the office, what

1 months were you a staff assistant, and what months were you a field
2 representative?

3 Witness C: Let's see. I believe I made the transition to field representative in December of
4 2014. It could have been January of 2015.

5 P. Solis: Were you always based in the district office, or did you ever work in DC?

6 Witness C: I've never worked in the DC office.

7 P. Solis: Who else worked with you in the district office during your time with
8 Representative Meadows?

9 Witness C: I worked with Wayne King, Pam Ward, Tate Apodaca and Deborah Potter.

10 P. Solis: So Wayne King, Pam Ward, what was the third name you mentioned?

11 Witness C: Tate Apodaca.

12 P. Solis: Tate Apodaca, okay, and then Deborah Potter.

13 Witness C: Deborah Potter, mm-hmm (affirmative).

14 P. Solis: In that district office who did you report to?

15 Witness C: I reported to Wayne King.

16 P. Solis: What was his title?

17 Witness C: Wayne is the deputy chief of staff and district director.

18 P. Solis: Did he hold that title the whole time you were with the office?

19 Witness C: I believe he was promoted to deputy chief of staff during my time at the office,
20 but I can't remember for sure. I believe when I started he was just the district
21 director.

22 H. Eisner: Who hired you? Sorry, this is Helen Eisner speaking. You said you started as a
23 staff assistant in June 2014.

24 Witness C: Correct.

25 H. Eisner: Who hired you?

26 Witness C: I was hired actually by Congressman Meadows. I had previously interned in the
27 office during the summer of 2013, and he offered me a job the following year.

1 P. Solis: And you had interned in the district or in DC?

2 Witness C: In the district.

3 P. Solis: Pam Ward, what is her job title?

4 Witness C: Pam Ward is the office manager.

5 P. Solis: Did she hold that title the whole time you were employed at the office?

6 Witness C: Yes.

7 P. Solis: Who filed paperwork for the office, so payroll forms and things like that with the
8 House, any administrative paperwork?

9 Witness C: To the best of my knowledge, that type of paperwork was handled by either
10 Wayne King or Kenny West. There was never much clarity given on who was
11 responsible for that.

12 P. Solis: Do you know who had that responsibility in the DC office?

13 Witness C: I do not.

14 P. Solis: You mentioned Mr. West. Who is he? What was his job title with Representative
15 Meadows?

16 Witness C: He was the chief of staff.

17 P. Solis: Did he have that title the entire time you were there?

18 Witness C: I believe he was terminated before my time ended there, but yes.

19 P. Solis: I'll go back to that aspect of your statement a little bit later, but I want to get some
20 of this background down first. Was Mr. West based out of the district office or
21 DC office?

22 Witness C: DC office.

23 P. Solis: You said DC?

24 Witness C: Yes, correct.

25 P. Solis: How do you know that?

26 Witness C: He was never in the district unless he was accompanying the Congressman. I
27 guess that that's just an assumption on my part that he was based out of DC.

1 P. Solis: The time that you're aware of that he was employed with the office, while you
2 were there as well, he didn't spend much time in the district, is that fair to say?

3 Witness C: Yes.

4 P. Solis: Do you know if he lived in DC?

5 Witness C: I believe he keeps his permanent residence in North Carolina. I don't think he had
6 a home of any kind in DC.

7 P. Solis: If he's based out of DC, do you know where he's living, or where he's staying?

8 Witness C: I believe that he would stay in hotels.

9 P. Solis: Do you know if Mr. West changed job titles during the time you were there?

10 Witness C: No, I don't believe so.

11 P. Solis: You believe he was chief of staff the entire time?

12 Witness C: Yes.

13 P. Solis: Does it maybe refresh your recollection if some time in 2015 his title changed to
14 senior advisor? Do you know if you heard about that?

15 Witness C: We were told at that point that he was no longer working for our office, so what
16 we were told, and, I guess, what had actually happened was different. I never
17 knew him to be a senior advisor. I only knew him as the chief of staff.

18 P. Solis: Let's jump into this now. You mentioned a couple times, you said you believe he
19 was terminated. You just mentioned that we were told he was no longer with the
20 office. When were you told that?

21 Witness C: We received an email from Congressman Meadows, and I honestly cannot
22 remember the date, it would have been some time maybe in spring or early
23 summer of 2015, stating that Kenny West was no longer employed by our office.

24 P. Solis: Do you know if that happened in April?

25 Witness C: That seems about right.

26 P. Solis: And you recall the email?

27 Witness C: I do.

28 P. Solis: Do you recall what actually the text of it read?

1 Witness C: It was very clear and explicit that Kenny West was no longer employed by our
2 office.

3 P. Solis: Did that go out to everybody in the office, district and in DC?

4 Witness C: If I remember correctly, it was to the entire staff minus interns I believe.

5 H. Eisner: Was that email sent from an official House of Representatives account, or would
6 it have gone to a personal email account?

7 Witness C: It would have been sent from his official @house.gov email account.

8 P. Solis: And that's been sent to your mail.house.gov email account?

9 Witness C: Right.

10 P. Solis: Prior to that email, did anybody else tell you that Mr. West was no longer with the
11 office?

12 Witness C: The email was the first indication that I had that he was no longer with our office.

13 P. Solis: So when you mentioned to us that you believed he was terminated in 2015, it's
14 because after that email had been sent to you, you formed that basis of that belief?

15 Witness C: Correct.

16 P. Solis: We've talked to other witnesses and we have a general understanding of some of
17 the things that were happening in the office in late 2014 and 2015 both in DC and
18 in the districts. But I want to hear from you. Were there some incidents with Mr.
19 West that were problematic for you or for anybody in the district that may have
20 caused you to report certain behaviors or activities by Mr. West to your superiors?

21 Witness C: I reported after a performance review that I had with Mr. West to Wayne King
22 that Kenny West made me feel very uncomfortable and that I would prefer that in
23 the future that he keeps his distance from me.

24 P. Solis: When was that evaluation?

25 Witness C: Maybe October or November. I'm sorry, I don't remember specifically.

26 P. Solis: Of 2014?

27 Witness C: Yes.

28 P. Solis: Was there a specific incident or event that allowed you to provide that
29 information to Wayne King?

1 Witness C: Kenny was just very ... he would make comments and remarks that made me feel
2 uncomfortable and also very touchy. He would place his hand on my shoulder and
3 on my back, and it just felt very uncomfortable.

4 H. Eisner: Is that specific to October 2014, or can you give us a time frame for your
5 observation of these comments or that type of touching?

6 Witness C: He always kind of made me feel uncomfortable, but that incident was the only
7 one I felt a real need to let somebody know.

8 H. Eisner: I know that some of this might be sensitive, but if you can tell us what those
9 comments were so we can have an understanding of that.

10 Witness C: Sure. It was nothing explicit or anything blatant, just things that didn't feel
11 appropriate, maybe about liking an outfit or the way something looked, things of
12 that nature.

13 P. Solis: Do you know if Mr. King reported this to Representative Meadows?

14 Witness C: I believe he did, yes.

15 P. Solis: And why do you believe that?

16 Witness C: Well, there is a confusing series of events that occurred afterwards where an email
17 was sent that implied that we shouldn't talk about the incident and what happened,
18 that it should be dropped, I guess, for lack of a better word, that came from
19 Congressman Meadows. He really just sent an email stating that ... no, no, I'm
20 sorry.

21 The first email came from Wayne King that the incident should not be talked
22 about any further and dropped. That email was followed up from an email from
23 Congressman Meadows stating that he was referring to Deborah Potter, and I
24 believe that that was at the same time that she was fired from our office. It was a
25 confusing series of emails related to the event and also to Deb Potter.

26 P. Solis: Okay, so this would have occurred after you reported this to Wayne King in
27 October 2014?

28 Witness C: Right.

29 P. Solis: Okay, but Representative Meadows was aware and responded it to Mr. King?

30 Witness C: Yes.

31 P. Solis: How did you know these emails were going back and forth? Were you cc'ed on
32 them?

1 Witness C: I believe they were sent directly to me. I was either cc'ed or they were being sent
2 directly to me.

3 H. Eisner: Was anyone else included on the email besides you and Wayne King?

4 Witness C: It's possible that Pam Ward would have been included as well, but I can't
5 remember that for sure.

6 P. Solis: After that happened, what was your understanding of Mr. West's place in the
7 office after you made that report?

8 Witness C: As far as I know, nothing was altered. He continued on as chief of staff and no
9 action was taken.

10 P. Solis: How do you know that?

11 Witness C: That's the impression I got. It was never followed up on with me beyond those
12 emails.

13 P. Solis: Was he still receiving emails or sending emails or making phone calls?

14 Witness C: He would occasionally send some emails. We never heard from him much in the
15 district. He was not very involved in our day-to-day operations, or involved at all
16 really.

17 P. Solis: After you reported that to Mr. King in October of 2014, did Mr. West ever come
18 back into the district office?

19 Witness C: He came actually the next day to the office.

20 P. Solis: Did he discuss with anybody what you had reported to Mr. King?

21 Witness C: He came into the office and Pam Ward, who was there with me, asked him to
22 please leave the office because we both felt uncomfortable with him there. They
23 argued back and forth about that for maybe 5 minutes and ultimately ended with
24 Mr. King leaving the office.

25 P. Solis: Mr. King or Mr. West?

26 Witness C: Mr. West.

27 P. Solis: Okay, and you witnessed this interaction between Ms. Ward and Mr. West?

28 Witness C: I did.

29 H. Eisner: You mentioned that ...

1 P. Solis: I'm sorry, you were cut out a little bit there. You did witness it?

2 Witness C: I did.

3 P. Solis: Okay.

4 H. Eisner: You mentioned that Pam felt uncomfortable. Can you explain that to us?

5 Witness C: Yes. I can't speak for Pam honestly, I just know what she said that day and she
6 included herself in feeling uncomfortable in that situation and around Mr. West.

7 P. Solis: When she told him that he should leave that day, did you ever see him again in the
8 office?

9 Witness C: No, I believe that's the last time I saw him.

10 P. Solis: Still to this day that's the last time you saw him?

11 Witness C: I saw him at an election party after Congressman Meadows had been re-elected,
12 but as far as in the office, I believe that was the last time he was there.

13 P. Solis: Okay. When Ms. Ward was having this interaction with Mr. West, did she
14 reference whether or not Representative Meadows had said he's not allowed in the
15 office or that Representative Meadows didn't want him in the office?

16 Witness C: No, we didn't know how Representative Meadows felt about him being in the
17 office at that point or at any point after that.

18 P. Solis: Okay, but for this one election party that presumably was 2014, right, in
19 November, December 2014?

20 Witness C: Right.

21 P. Solis: But for that event, you never saw Mr. West again after that interaction he had
22 with Ms. Ward?

23 Witness C: Correct.

24 P. Solis: Okay.

25 Witness C: To the best of my knowledge, I can't remember seeing him again after that.
26 Nothing coming to mind.

27 P. Solis: Do you know about anything similar that was going on in the D.C. office with Mr.
28 West, that whether similar reports were made to supervisors in the D.C. office?

1 Witness C: Only through office gossip, nothing confirmed. I never spoke to anyone
2 specifically in D.C. about making a complaint against Kenny West.

3 P. Solis: Were you friends with anybody in the D.C. office?

4 Witness C: No, I wouldn't describe myself as friends with anyone in the D.C. office. I had
5 friendly interactions with Philip Newman, who was the legislative director.
6 Beyond that, he helped me for a while look for another job, but beyond that, no.

7 P. Solis: When did Mr. Newman leave Representative Meadows' office?

8 Witness C: You know, I cannot remember. I don't know.

9 P. Solis: Okay, so moving into early 2015, in the spring of 2015, is Mr. West sending
10 emails or making phone calls to the office at all?

11 Witness C: He may have sent me occasional emails. I don't believe he made any phone calls
12 to the office. Generally, from what I understood, he would call Wayne King on
13 his cell phone directly if he needed to communicate with someone in the district.

14 P. Solis: Did Mr. King or Ms. Ward, or I guess anybody in the district office, talk to you
15 during this time in early 2015 about the status of Mr. West's employment?

16 Witness C: We speculated. I'm friends still with Pam Ward and was friendly with Wayne
17 King as well, so we would talk about it and speculate, but nothing really
18 confirmed.

19 P. Solis: Okay, what would that ...

20 Witness C: We didn't know what was going on.

21 P. Solis: The speculation, what was it aimed at?

22 Witness C: Just whether or not Kenny was working. We didn't know if he was in D.C. or if he
23 was just sitting at home all day. We had no idea what he was doing.

24 P. Solis: You mentioned that email that came in 2015, sometime in the spring. I had asked
25 you if it was potentially April; you said that sounds like it could be right. After
26 that email came from Representative Meadows, did Mr. West ever send an email
27 or make a call or appear in any way in the office?

28 Witness C: No, I don't believe so.

29 P. Solis: Okay, and then in the same timeframe there after that email, is it the same
30 speculation with Ms. Ward and Mr. King and others in the district office about the
31 status of his employment?

1 Witness C: Well, after we received the email, we all assumed that he was terminated, no
2 longer working for office, so at that point, I guess you could say the speculation
3 had died down.

4 P. Solis: Okay. Who is the chief of staff or who's running the office in early 2015 and into
5 the summer of 2015, if it's ...

6 Witness C: The chief of ...

7 P. Solis: I'm sorry.

8 Witness C: That's all right, go ahead.

9 P. Solis: If Mr. West is not appearing and there was speculation about whether or not he
10 was employed, and then after April you said it was pretty conclusive amongst the
11 district staff that he was not employed, who's running the show? Who's the top
12 supervisor for Representative Meadows' congressional offices?

13 Witness C: I would say that in the D.C. office for a time until he left, it would have been
14 Philip Newman, and in the district, it would have been Wayne King.

15 P. Solis: Okay, and why do you say Philip Newman?

16 Witness C: Well, he had the title for a while, deputy chief of staff, along with Wayne King, so
17 they both had that title, so I would just assume that he would have been in charge
18 of day-to-day operations, and he was also our go-to contact. If we needed
19 something done in D.C., we'd call Philip to pass it down to the others.

20 P. Solis: When Philip left, was there someone else who took over the role in D.C. as being
21 in charge as a chief of staff role?

22 Witness C: Ansley Rhyne maybe would have been ... I don't know that her title ever changed,
23 but I believe that she would have been the de facto leader in D.C.

24 P. Solis: Was she the legislative director at that time?

25 Witness C: After Philip left the office, yes.

26 P. Solis: I apologize. I might have asked you when Philip left, but when did he leave?

27 Witness C: I'm not sure. I can't remember.

28 P. Solis: Okay. It would have been in sometime of 2015, early 2015?

29 Witness C: I believe so that it would have been early 2015, yes.

1 P. Solis: Do you know if Representative Meadows was interviewing for chiefs of staff at
2 any point, again in this early 2015, spring 2015, timeframe?

3 Witness C: I do not. I did not hear anything about a new chief of staff or anything like that
4 until Paul Fitzpatrick was hired shortly before I left the office.

5 P. Solis: Do you know, as best you can specify, when he was hired?

6 Witness C: I believe it would have been either late July or early August of 2015.

7 P. Solis: Did Paul ever come down to the district office and meet you?

8 Witness C: I never met him. I spoke on the phone. We spoke on the phone, but I've never met
9 him in person.

10 P. Solis: Did he ever talk to you about Mr. West?

11 Witness C: I can't remember. I had an exit interview with him when I left the office, briefly. I
12 believe that we did discuss Kenny West, if I'm remembering correctly, and some
13 of the problems that I had with him.

14 P. Solis: This would have been in August of 2015?

15 Witness C: Right, correct.

16 P. Solis: Did Paul say anything about what had transpired with Mr. West?

17 Witness C: No, he didn't. He was asking my impressions of the office as I was departing and I
18 told him that I thought that it was going to take a lot to rebuild the office from the
19 negative after-effects of having Kenny on staff, and we talked about it maybe for
20 a minute, but I only spoke with him briefly.

21 P. Solis: Okay. Do you know if Mr. West was interacting at all with DC staff in early 2015
22 into the spring and summer, I guess, from maybe June or July before Paul was
23 hired, looking back to January, just that first half of the year. Do you know if he
24 was emailing, calling DC staff, interacting with them in any way?

25 Witness C: I do not.

26 P. Solis: Have you seen some of the news reports that have come out about some of these
27 issues?

28 Witness C: I have, yes.

29 P. Solis: Okay. Particularly one of the news reports discussed Mr. West leaving sometime
30 in 2015 and then being paid throughout the summer of 2015 even though he

1 reportedly was not in the office and was given ... The article mentioned something
2 about a severance package. Do you know ... Once you read that, did you have a
3 response to that, or did you think a certain way about what was written?

4 Witness C: It seems very likely, in my opinion, that something like that would have
5 happened. Obviously I believe there was a statement from Alyssa Farah, who is
6 Congressman Meadows' spokeswoman, that says that Kenny West was paid a
7 severance, but I don't know anything for sure.

8 P. Solis: Did anybody in the office ever talk about a severance package for him?

9 Witness C: No. I don't believe that ever came up.

10 H. Eisner: Have you had any conversations since then with anyone in the office about a
11 severance package?

12 Witness C: I'm friends with Pam Ward. We talk frequently. Yes, we have talked about the
13 possibility that he received a severance package.

14 P. Solis: Okay. What did you talk about?

15 Witness C: Just that we felt like that it was very possible that that had happened. Just kind of
16 talking it about it within the context of did he really deserve or need it? It was a
17 personal thing more than a professional.

18 P. Solis: Okay. Did Miss Ward reveal at all to you, reference anything she heard from
19 Representative Meadows about this?

20 Witness C: She did not.

21 H. Eisner: Why do you think ... This is based on your opinion and the conversation you had.
22 Why did you reach the conclusion that it was likely that he had received a
23 severance package?

24 Witness C: Our office was, at least in the district, in my opinion, mismanaged and
25 disorganized. It never felt like really anyone knew what was going on, or anything
26 like that. It just seemed like it was very possible that something like that would
27 have happened.

28 H. Eisner: Were you aware of anyone else in the office receiving a severance package?

29 Witness C: I was not.

30 H. Eisner: Was that something you discussed in your conversations about the severance
31 package, the potential for one?

1 Witness C: No.

2 P. Solis: Have you prior to me reaching out to you, had you talked to anybody about our
3 review, about the Office of Congressional Ethics, looking into this matter?

4 Witness C: Pam Ward had mentioned that she thought that something was being looked into.

5 P. Solis: What did she say?

6 Witness C: She mentioned that she thought that there had been some kind of investigation
7 started, but wasn't sure what was being looked for specifically.

8 P. Solis: Did she talk about whether or not she was cooperating with the investigation?

9 Witness C: She did not.

10 P. Solis: Okay. Since I've contacted you, have you heard from anybody or have you
11 discussed this issue with anybody?

12 Witness C: I did mention to Pam that we were going to speak. We did not talk about it in any
13 kind of detail.

14 P. Solis: Okay. Did she mention to you in that conversation whether or not she was
15 cooperating with our office?

16 Witness C: She did not.

17 P. Solis: Have you heard from Representative Meadows at all about this?

18 Witness C: No. I have not heard from Representative Meadows since I quit.

19 P. Solis: Okay. Any attorneys for Representative Meadows?

20 Witness C: No.

21 P. Solis: Check our notes here and just make sure we have everything we need.

22 H. Eisner: One question I have for you is, you've mentioned a few specific emails to us. One
23 was from-

24 Witness C: I'm sorry. I can't hear you very well.

25 H. Eisner: Sorry about that. Let me know. Can you hear me now?

26 Witness C: That's better, yes.

1 H. Eisner: Okay. You've mentioned few specific emails to us. One was approximately April
2 2015; also one from Wayne King, October or November 2014, and I think there
3 was another one from the Congressman around that same time period in late 2014.
4 Do you have any of those emails or access to any of those emails?

5 Witness C: I believe that I have a copy of the email I sent to Wayne King regarding Kenny
6 West. I'm not sure that I have duplicates of any of the others, and I do not have
7 access to them.

8 H. Eisner: Okay.

9 P. Solis: I think what we'll ask you to do, Witness C, is take a look just to double check to
10 see if you have copies of those. I can tell you especially the email from
11 Representative Meadows to the staff regarding Mr. West, if you have a copy of
12 that, that's definitely something we're going to want, if you do have a copy.
13 Please, if you have it, preserve it and let me know so you can send it over.

14 Witness C: Okay.

15 P. Solis: Take a look to see what you have regarding these issues that we've been asking
16 you questions on, and let me know what you find.

17 Witness C: Absolutely. I'm happy to cooperate, happy to help however I can.

18 P. Solis: Great. Okay. Appreciate that. Thank you. Again, we'll take a moment to review
19 our notes to see if there's anything we're missing.

20 Witness C: Okay.

21 P. Solis: Yep. Okay. I think that's all we have. Just to make sure, too, in addition to emails,
22 Witness C, do you have G-chats or anything like that that revolve around the
23 topics we've discussed here?

24 Witness C: No. If I have anything, it'd only be email.

25 P. Solis: Okay. Okay. Just to go back, briefly. After you had told Mr. King in your
26 performance evaluation of October of 2014, you said that Mr. West had appeared
27 in the office. Miss Ward told him she didn't want him there and they had an
28 interaction, an altercation, maybe. After that, were these emails that you were
29 either CC'd on, or they were directed to you from Mr. King and Representative
30 Meadows, right?

31 Witness C: Yes. I'm sorry. It seems like so long ago. I may have misspoken earlier when I
32 said that the email that came from Representative Meadows asking us not to
33 speak about the incident that occurred, I believe that came after the interaction
34 between Pam Ward and Kenny West.

1 P. Solis: Okay. Would it have happened in 2014?

2 Witness C: Yes. It would have been the same timeline, exactly the same timeline, but I think
3 it came after that rather than directly after my email in regards to Kenny West.

4 P. Solis: Okay.

5 H. Eisner: I just want to make sure to clarify. I think we've referred to 2 different things. An
6 email, asking people not to talk about the incident, and a later email having to do
7 with some further follow up into the issue. The email, regarding just internal
8 discussion and talking about some of the specific issues and complaints, who did
9 that come from?

10 Witness C: Let's see. I believe that the first email I believe came from Wayne King speaking
11 on behalf of Congressman Meadows. The follow up came from Congressman
12 Meadows himself. The clarification, if you will.

13 H. Eisner: I see.

14 P. Solis: When you say that he asked that nobody speaks about it, can you be more
15 specific? Did he say, "Don't speak with anybody outside the office?" or "Don't
16 even speak with anybody in the office about it."?

17 Witness C: I can't remember if there was a caveat like that placed on it. I don't believe so. I
18 believe it just said that we should not speak about the incident that occurred.

19 P. Solis: I want to be clear what the incident is. The incident is the back and forth between
20 Miss Ward and Mr. West, or the incidents that you reported to Mr. King?

21 Witness C: I honestly, I don't know. It was kind of ambiguous. He never specified what he
22 was referring to, if I'm remembering correctly.

23 P. Solis: Okay. I may have asked you this in a different way earlier, but after this happened
24 with Miss Ward and she told Mr. West, she's basically said not to come back,
25 right?

26 Witness C: Essentially she asked him to leave and not come back. Yes.

27 P. Solis: Okay. Do you think that she meant for the day or for the week or don't come back
28 at all?

29 Witness C: No, she meant don't come back at all.

30 P. Solis: Okay. That's what I thought based on what you've told me. Do you know if in DC
31 a similar request or demand was made of Mr. West that he not come into the DC
32 office?

1 Witness C: I do not know of any request or demand that was made of Kenny in regards to
2 DC.

3 P. Solis: Okay. All right, Witness C. I think that's all the questions we have for you. Really
4 appreciate your cooperation. The next step is, again, I think if you could review
5 anything you might have in your personal possession about the topics we've
6 discussed, the emails that Helen had mentioned, especially. Get back to me on
7 that in the next couple days.

8 Witness C: Absolutely.

9 H. Eisner: I think you have a sense of what we're interested in learning about and some of
10 the issues we're looking into. Given everything that we've asked you about and
11 the information you've told us, is there anything else that you think we should
12 know or anyone that would be helpful for us to talk to?

13 Witness C: I would say that if you haven't talked to Philip Newman, that would be extremely
14 useful to you. Other than that, in my opinion, I think you're asking all the right
15 questions. It sounds to me like you're on the right track.

16 P. Solis: Okay. So again, get back to me on that. We're going to take what we have from
17 you here on our recording and develop a transcript and we'll send that on to you.

18 Witness C: Sure. Okay. I'll be in touch with you about whether or not I have any emails. I
19 believe I do, but I'll take a look.

20 P. Solis: Okay. Thank you very much, Witness C.

21 H. Eisner: Great. Thank you for your time.

22 Witness C: Thank you.

23 P. Solis: Okay, bye.

24 Witness C: Thank you. Bye-bye.

25

Exhibit 5

[REDACTED]

From: West, Kenny
Sent: Wednesday, February 11, 2015 9:00 AM
To: NC11 DC Staff; NC11 DO Staff; Elliott, Jennifer
Cc: Z113 Meadows, Mark; Debbie Meadows [REDACTED]@gmail.com)
Subject: Ashley Howes

We have been blessed to have such good people working for Marks office. One of them has been Ashley Howes who first came to us as an intern, then having graduated came back and started her career with our office as our Staff Asst. She has been the face of the Congressman's office for the last year and has done a great job. As things happens in our journeys in this busy world, other opportunities become known to good people. One has been presented to Ashley, and she will be leaving us this Friday, and I know she will be missed. She has set the bar high for a replacement. Ashley thank you for all that you have done for Mark and our entire office. I know all of our staff wish you well in this part of your journey. I know that God will bless you and you will do great things. THANKS!!

Kenneth D West
Chief of Staff
Rep. Mark Meadows, NC 11
1024 Longworth Building
Washington, DC 20515
(202) 225-[REDACTED] office (202) 226-[REDACTED] fax

Exhibit 6

[REDACTED]

From: West, Kenny
Sent: Saturday, March 14, 2015 8:35 PM
To: NC11 DC Staff; NC11 DO Staff
Cc: Z113 Meadows, Mark
Subject: This Past Week

First of all I would like to thank you all for making this week a success for Mark. We visited many area's in the district both official and County Events. At every event there were praise and stories about our staff from Eliza doing scheduling, Alyssa's doing our News Letters for Mark and different success stories about our staff and their follow up to numerous to mention. Mark and I went to six or seven conventions this week and at each one he received standing ovations for his **support for all his votes** and his determination to continue to listen to the people of the 11th District. Ladies and Gentlemen, **THANK YOU!** We have a busy schedule in the district and DC in the coming months, but I know we can sustain the momentum that we all have helped make. Have a blessed weekend.

Kenneth D West
Chief of Staff
Rep. Mark Meadows, NC 11
1024 Longworth Building
Washington, DC 20515
(202) 225-[REDACTED] office (202) 226-[REDACTED] fax

Exhibit 7

[REDACTED]

From: Thurston, Eliza on behalf of Z113 Meadows, Mark
Sent: Wednesday, April 01, 2015 12:49 PM
To: NC11 All Staff
Cc: Z113 Meadows, Mark
Subject: Re-Organization and a Goodbye

All,

Over the last few months, I have asked for input from several of you regarding the best ways we can serve the people of Western North Carolina. As with any organization, there are constant demands which cause us to re-evaluate and find ways to better serve the needs that confront us daily. While some of the changes put forth have not been fully vetted or decided, circumstances have developed that made this interim announcement more appropriate.

On Friday, April 17th, Philip Newman, who has served as Deputy Chief and been with me since the very beginning, will be leaving to take a new position with Senator Cory Gardner. Phil will be serving as a commerce policy advisor, working on transportation and aviation issues for the Senator. It's a great career move for our friend and will allow him to re-establish his Colorado ties. I know that I speak for all of us when I say that Phil's talent and energy will be missed.

At the same time, as part of the re-organization, I have made a decision to have a full time Chief of Staff in Washington, DC. This decision doesn't come easily and will require adjustments in a number of areas, but I thought it was important to let everyone know that I will be interviewing possible candidates to replace Kenny as our Chief of Staff. Kenny has been working with me on the re-organizational plan and possible impacts for both the DC and the District offices, with our sole focus being how to best serve the people of this great state.

I want to thank all of you for your dedication and willingness to adapt during this transitional time.

Thanks,

Mark

Exhibit 8

MARK MEADOWS
11TH DISTRICT, NORTH CAROLINA

COMMITTEE ON OVERSIGHT AND
GOVERNMENT REFORM
CHAIRMAN, SUBCOMMITTEE ON
GOVERNMENT OPERATIONS

COMMITTEE ON TRANSPORTATION
AND INFRASTRUCTURE

COMMITTEE ON FOREIGN AFFAIRS

1024 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-6401

200 NORTH GROVE STREET, SUITE 90
HENDERSONVILLE, NC 28792
(828) 693-5660

www.house.gov/meadows

Congress of the United States
House of Representatives
Washington, DC 20515-3311

November 18, 2015

Chairman Charles W. Dent
Ranking Member Linda T. Sánchez
Committee on Ethics
1015 Longworth House Office Building
Washington, DC 20515

Dear Chairman Dent and Ranking Member Sánchez:

I am writing to you to report an allegation made against me for the manner in which I paid a member of my staff upon his termination. This allegation is currently the subject of a preliminary review by the Office of Congressional Ethics. Prior to the OCE inquiry, however, I had personally reviewed this matter with your staff and have been considering their advice. At this time, because I genuinely would like to know if I have done anything wrong, and whether any remedy is necessary, because the OCE cannot provide answers to those questions, and because I would like to save the cost and burden of duplicate inquiries, I have informed the OCE that I will not participate in their review, but will cooperate fully with your Committee in order to reach a resolution of these allegations.

The background of this matter is as follows. Kenny West became my chief of staff when I first took office on January 3, 2013. On April 1, 2015, I changed Kenny's title and duties to that of Senior Advisor, maintaining full-time advisory and constituent relations roles, but transferring his supervisory functions to other personnel. Eventually, I came to an agreement with Kenny that he would resign his full time duties from my office towards the end of May, 2015, and that I would continue to pay him for a short period of time both for the sake of a smooth transition, and so he would continue to perform some official duties for me during that transition. Kenny did continue to perform some services and was paid through August 15, 2015.

For example, on three occasions between the date this transition began (May 21) and August 15, Kenny travelled to constituent meetings on my behalf and submitted claims for reimbursement as he has always done for such official travel over the course of his employment. When questions were raised in the press about these submissions, I chose to reimburse the U.S. Treasury \$400 out of personal funds for these claims in order to address any concerns my constituents may have had. However, despite my personal reimbursement, these claims represented legitimate official activity during a time that Kenny was still on payroll. He also engaged in other official activity independent of the aforementioned travel claims.

Throughout this process, I always intended to act in good faith compliance with all rules and regulations, and in the best interests of my constituents in my stewardship of the Congressional

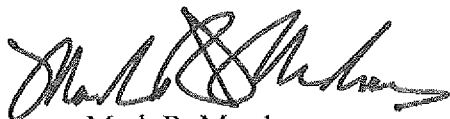
office. I believe I met those goals, even if my interpretation of what kinds of severance are technically permitted may have been in error.

It is commonly known that Member offices of both parties pay "severance" in various ways and in various situations for both well-performing and under-performing employees. In fact, the Committee on House Administration publishes a form on its web site that specifies an option to pay severance. In addition, the House each year pays "severance" in matters subject to the Congressional Accountability Act. I now understand, however, that there are some ways in which some methods of paying severance may not be consistent with the Committee's authoritative interpretation of House Rule 23, Clause 8. While I believe my own actions were consistent with some official language and practices of the House in situations similar to the one I was in, I now understand that my interpretation may have been inconsistent with yours, which of course is controlling on all of our actions. I apologize if that was the case.

Given the confusion that exists, as created by several administrative and authoritative House offices, I hope you will not see the need to impose any sanction or remedy for this matter. Instead, I hope you will clarify whether and how my conduct may have been in conflict with the House Rules, and that you will then issue guidance for the House community in general, resolving any conflict that exists. Finally, I hope you will seek the cooperation of other House offices to reduce the confusion other Members may face in similar situations.

Should your office need any additional information, please do not hesitate to ask. It is my intent to cooperate fully with your review.

Sincerely,



Mark R. Meadows
Member of Congress

Enclosure: