

APPENDIX A

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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. 18-1329

The Board of the Office of Congressional Ethics (“the Board”), by a vote of no less than four members, on August 29, 2018, adopted the following report and ordered it to be transmitted to the Committee on Ethics of the United States House of Representatives.

SUBJECT: Representative Thomas Garrett

NATURE OF THE ALLEGED VIOLATION: Representative Garrett may have used his congressional staff to perform unofficial work and personal errands. If Representative Garrett used congressional staff to perform unofficial work and personal errands, then he may have violated House rules and standards of conduct.

RECOMMENDATION: The Board recommends that the Committee on Ethics further review the above allegation because there is a substantial reason to believe that Representative Garrett used congressional staff to perform unofficial work and personal errands.

VOTES IN THE AFFIRMATIVE: 5

VOTES IN THE NEGATIVE: 1

ABSTENTIONS: 0

NATURE OF THE ALLEGED VIOLATION: In 2018, Representative Garrett hired an employee from his official congressional staff to work for his congressional campaign committee. The employee may have performed personal errands while being paid by Representative Garrett’s congressional campaign committee. If Representative Garrett converted funds from his congressional campaign committee for personal use, then he may have violated House rules, standards of conduct, and federal law.

RECOMMENDATION: The Board recommends that the Committee on Ethics dismiss the above allegation because there is not a substantial reason to believe that Representative Garrett converted funds from his congressional campaign committee for personal use.

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. 18-1329

On August 29, 2018, the Board of the Office of Congressional Ethics 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. Representative Garrett may have used his congressional staff to perform unofficial work and personal errands. If Representative Garrett used congressional staff to perform unofficial work and personal errands, then he may have violated House rules and standards of conduct.
2. The Board recommends that the Committee on Ethics further review the above allegation because there is a substantial reason to believe that Representative Garrett used congressional staff to perform unofficial work and personal errands.
3. Representative Garrett hired an employee from his official congressional staff to work for his congressional campaign committee in 2018. The employee may have performed unofficial work and personal errands while being paid by Representative Garrett's congressional campaign committee. If Representative Garrett converted funds from his congressional campaign committee for personal use, then he may have violated House rules, standards of conduct, and federal law.
4. The Board recommends that the Committee on Ethics dismiss the above allegation because there is not a substantial reason to believe that Representative Garrett converted funds from his congressional campaign committee for personal use.

B. Jurisdiction Statement

5. The allegations that were the subject of this review concern Representative Garrett, a Member of the United States House of Representatives from the 5th District of Virginia. The Resolution the United States House of Representatives adopted creating the Office of Congressional Ethics ("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) ("the Resolution").

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C. Procedural History

6. The OCE received a written request for preliminary review in this matter signed by at least two members of the Board on June 8, 2018. The preliminary review commenced on June 9, 2018.² The preliminary review was scheduled to end on July 8, 2018.
7. On June 14, 2018, the OCE notified Representative Garrett 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.
8. At least three members of the Board voted to initiate a second-phase review in this matter on July 8, 2018.³ The second-phase review commenced on July 9, 2018. The second-phase review was scheduled to end on August 22, 2018.
9. On July 9, 2018, the OCE notified Representative Garrett 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.
10. The Board voted to refer the matter to the Committee on Ethics and adopted these findings on August 29, 2018.
11. The report and its findings in this matter were transmitted to the Committee on Ethics on September 5, 2018.

D. Summary of Investigative Activity

12. The OCE requested documentary and in some cases testimonial information from the following sources:
 - (1) Representative Garrett;
 - (2) Flanna Garrett, Representative Garrett's Wife;
 - (3) Jimmy Keady, Representative Garrett's former Chief of Staff;
 - (4) Kevin Reynolds, Representative Garrett's former Chief of Staff;
 - (5) Tanner Hirschfeld, Representative Garrett's former intern;
 - (6) Denzel Jones, Representative Garrett's former Executive Assistant;
 - (7) Matt Missen, Representative Garrett's former Communications Director;

² According to the Resolution, the timeframe for conducting a preliminary review is 30 days from the date of receipt of the Board's request.

³ According to the Resolution, the Board must vote (as opposed to make a written authorization) on whether to conduct a second-phase review in a matter before the expiration of the 30-day preliminary review. If the Board votes for a second-phase, the second-phase commences the day after the preliminary review ends. The second-phase review does not begin on the date of the Board vote.

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- (8) Representative Garrett's former Staffer 1 ("Former Staffer 1");
- (9) Representative Garrett's former Staffer 2 ("Former Staffer 2");
- (10) Representative Garrett's former Staffer 3 ("Former Staffer 3");
- (11) Representative Garrett's former Staffer 4 ("Former Staffer 4");
- (12) Representative Garrett's former Staffer 5 ("Former Staffer 5");
- (13) Representative Garrett's current Staffer 1 ("Staffer 1");
- (14) Representative Garrett's current Staffer 2 ("Staffer 2").

13. The following individuals refused to cooperate with the OCE's review:

- (1) Representative Garrett;
- (2) Flanna Garrett;
- (3) Jimmy Keady;
- (4) Kevin Reynolds;
- (5) Tanner Hirschfeld;
- (6) Denzel Jones; and
- (7) Matt Missen.

II. REPRESENTATIVE GARRETT'S USE OF OFFICIAL CONGRESSIONAL STAFF FOR UNOFFICIAL WORK AND PERSONAL ERRANDS

A. Applicable Law, Rules, and Standards of Conduct

14. House Ethics Manual

*The House Ethics Manual states that, "House resources acquired with [official] funds – including the office telephones, computers fax machines and other equipment, office supplies, office space, and staff while on official time – are to be used for the conduct of official House business."*⁴

The Manual further provides: "The [Members' Representational Allowance ("MRA")] may only be used for official and representational expenses. The MRA may not be used to pay for any expenses related to activities or events that are primarily social in nature, personal expenses, campaign or political expenses, or House committee expenses.

⁴ House Ethics Manual (2008) at 197.

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Members may be personally liable for misspent funds or expenditures exceeding the MRA."⁵

15. The Member's Congressional Handbook

*The Members' Congressional Handbook provides that "[t]he MRA may not pay for personal expenses."*⁶

B. Multiple Witnesses Confirmed that Some Unofficial Work and Personal Errands Were Performed by Employees in Representative Garrett's Office

16. The OCE interviewed five former, and two current staff members in Representative Garrett's congressional office. The staff members' employment covered the entire duration of Representative Garrett's time as a Member of the House. The OCE found that Representative Garrett's wife, Flanna Garrett, made numerous requests to staff members, that were both officially and unofficially related. This created a frustrating work environment for employees, especially for Jimmy Keady as Chief of Staff.
17. Because Representative Garrett, Flanna Garrett, and Jimmy Keady refused to cooperate with this review, the OCE could not fully assess the extent and nature of unofficial work and personal errands assigned to staff members in Representative Garrett's office.
18. Generally, the OCE received evidence that confirmed public reports⁷ concerning Flanna Garrett's extensive requests for personal errands. In communications between staff members and Jimmy Keady, Mr. Keady described difficult circumstances of his work environment. Mr. Keady's employment was terminated by Representative Garrett in late May 2018, in part for "the pushback he was getting on certain things . . . and the delineation of official versus unofficial."⁸

⁵ *Id.* at 323 (citing to Comm. on House Admin., *Members' Congressional Handbook*).

⁶ Comm. on House Administration, *Members' Congressional Handbook*, 115th Congress (Feb. 27, 2018) available at <https://cha.house.gov/handbooks/members-congressional-handbook>.

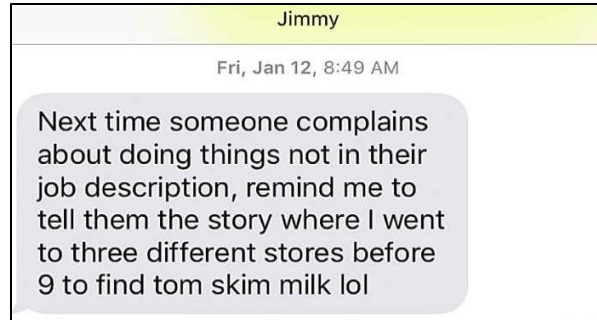
⁷ *Ex-aides say congressman made them his servants*, POLITICO (May 25, 2018), available at <https://www.politico.com/story/2018/05/25/tom-garrett-staff-servants-608665>.

⁸ Transcript of Interview of Staffer 1, Aug. 15, 2018 ("Staffer 1 TOI") (Exhibit 1 at 18-1329_0055).

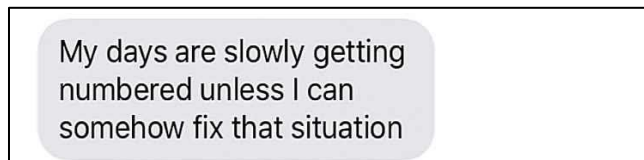
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19. Below, in a January 2017 text message with Staffer 1, a senior staff member in Representative Garrett’s congressional office, Mr. Keady stated “[n]ext time someone complains about doing things not in their job description, remind me to tell them the story where I went to three different stores before 9 to find skim milk lol.”⁹



20. After a lengthy set of questions and answers regarding the identity of staffers complaining about performing “things not in their job description,” that were neither official nor campaign related, Staffer 1 told the OCE that “the only person I can definitively say was Jimmy.”¹⁰
21. Later, on February 28, 2018, Mr. Keady told Staffer 1 via text message, “[m]y days are slowly getting numbered unless I can somehow fix that situation.”¹¹



22. When asked about the text above, Staffer 1 stated that Mr. Keady “was talking about the conflict that he had with Flanna and Tom with getting things done and then certain requests that we couldn’t officially accommodate, getting those done.”¹² Staffer 1 clarified that she meant “personal” requests.¹³
23. Some witnesses confirmed that extensive requests for personal errands occurred. Former Staffer 1 stated that he was “unsurprised” by the public reports concerning Representative Garrett’s office.¹⁴ Matt Missen, Representative Garrett’s former Communications Director told the OCE that he “lied to the press” when a statement was attributed to him,

⁹ Text Message Exchange between Jimmy Keady and Staffer 1 (Exhibit 2 at 18-1329_0068).

¹⁰ Staffer 1 TOI (Exhibit 1 at 18-1329_0034).

¹¹ Text Message Exchange between Jimmy Keady and Staffer 1 (Exhibit 2 at 18-1329_0069); Staffer 1 TOI (Exhibit 1 at 18-1329_0041).

¹² Staffer 1 TOI (Exhibit 1 at 18-1329_0041-42).

¹³ *Id.* at 18-1329_0042.

¹⁴ Transcript of Interview of Former Staffer 1, Jul. 11, 2018 (“Former Staffer 1 TOI”) (Exhibit 3 at 18-1329_0079).

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denying that staff members performed personal errands for Representative Garrett and his wife.¹⁵

24. In other instances, witnesses stated that public allegations of extensive requests for personal errands were possibly exaggerated or misleading. Staffer 1 told the OCE that she had “frustration with how some things were characterized” publicly.¹⁶ Staffer 2, a junior staff member in Representative Garrett’s office, stated that she disagreed with some of the public allegations and that they were started “because former staffers have a negative taste in their mouth”¹⁷ Former Staffer 2 told the OCE that the public reports were a “media hit” and a “witch hunt.”¹⁸ Former Staffer 3 submitted a statement to the OCE denying many of the allegations that had been made publicly.¹⁹
25. As discussed below, the OCE also obtained specific evidence of personal errands and unofficial work assigned to Representative Garrett’s employees.

Oil Changes

26. On at least two occasions, and possibly others, Representative Garrett or Flanna Garrett made requests that a staff member change the oil in Representative Garrett’s car.
27. According to Matt Missen and Staffer 1, in one instance, Flanna Garrett requested that a staff member change the oil in Representative Garrett’s car after picking her up from the airport.²⁰ Both witnesses told the OCE that Jimmy Keady instructed the staff member not to change the oil in Representative Garrett’s car.²¹ Mrs. Garrett then became angry about that direction by Mr. Keady.²²
28. Matt Missen and Staffer 1 also confirmed that a staff member in Representative Garrett’s district office was asked to change the oil in Representative Garrett’s car on another occasion during an official visit to Monticello by a member of a foreign government in which Representative Garrett and his staff attended.²³

¹⁵ Transcript of Interview of Matt Missen, Jul. 20, 2018 (“Matt Missen TOI”) (Exhibit 4 at 18-1329_0109). *See also Ex-aides say congressman made them his servants*, POLITICO (May 25, 2018), available at <https://www.politico.com/story/2018/05/25/tom-garrett-staff-servants-608665>. The OCE notes that both Former Staffer 1 and Mr. Missen’s employment was terminated by Representative Garrett. *See generally* Former Staffer 1 TOI; Matt Missen TOI.

¹⁶ Staffer 1 TOI (Exhibit 1 at 18-1329_0008).

¹⁷ Transcript of Interview of Staffer 2, Jul. 30, 2018 (“Staffer 2 TOI”) (Exhibit 5 at 18-1329_0167).

¹⁸ Transcript of Interview of Former Staffer 2, Jul. 11, 2018 (“Former Staffer 2 TOI”) (Exhibit 6 at 18-1329_0187).

¹⁹ Statement from Former Staffer 3 to the OCE, sent on Jun. 28, 2018 (Exhibit 7 at 18-1329_0208-09).

²⁰ Matt Missen TOI (Exhibit 4 at 18-1329_0114-15); Staffer 1 TOI (Exhibit 1 at 18-1329_0018). The Board notes that Mr. Missen’s employment with Representative Garrett’s office was terminated in early June 2018. Apart from the circumstances surrounding his termination that may have resulted in some degree of bias, the OCE found Mr. Missen’s testimony to be detailed and forthcoming. After interviewing with the OCE, Mr. Missen did not respond to the OCE’s repeated requests for documents.

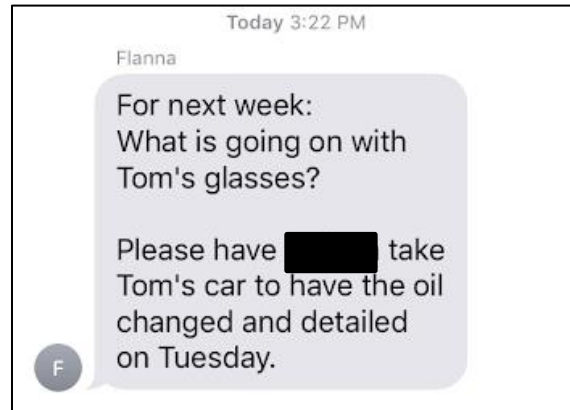
²¹ *Id.*

²² *Id.*

²³ *Id.* at 18-1329_0019, 0116.

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29. Below, an undated text exchange between Flanna Garrett, Staffer 2, and another individual, shows a request made by Mrs. Garrett for Former Staffer 5 to “take Tom’s car to have the oil changed and detailed on Tuesday.”²⁴ The OCE could not establish whether this was a separate request made by Flanna Garrett, distinct from the two requests identified above.



30. In response, Jimmy Keady stated “I do not feel comfortable having [Former Staffer 5] do that on government time or at all. I will take care of this personally, as a volunteer.”²⁵



Trips to Retail Stores

31. The evidence obtained by the OCE also showed instances of Representative Garrett’s staff assisting Flanna Garrett in trips to retail stores like Costco and IKEA.

32. Former Staffer 5 told the OCE that he accompanied Mrs. Garrett to IKEA with her baby, during normal work hours, in December 2017.²⁶ On that same trip, Former Staffer 5 delivered the furniture items to the Garretts apartment.²⁷ Former Staffer 5 also

²⁴ Text Message Exchange between Rep. Garrett, Flanna Garrett, Jimmy Keady, and Staffer 2 (Exhibit 8 at 18-1329_0211).

²⁵ *Id.* at 18-1329_0212.

²⁶ Transcript of Interview of Former Staffer 5, Jul. 31, 2018 (“Former Staffer 5 TOI”) (Exhibit 9 at 18-1329_0223, 0237).

²⁷ *Id.* at 18-1329_0237.

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accompanied Flanna Garrett to Costco in October 2017 to purchase items for the congressional office as well as some personal items for the Garretts.²⁸ This trip occurred during normal work hours.²⁹

33. Former Staffer 1 told the OCE that although he did not accompany Flanna Garrett on any trips to retail stores, former Executive Assistant Denzel Jones informed Former Staffer 1 that he was with Mrs. Garrett on several occasions to purchase official and personal items for the Garretts at grocery stores and Costco.³⁰
34. When asked how many times Mr. Jones accompanied Mrs. Garrett on trips to Costco, Former Staffer 1 told the OCE that “it was more than once” but probably less than ten times.³¹ Former Staffer 1 stated that interns “frequently” accompanied Mrs. Garrett on trips to Costco, “once every three weeks.”³²
35. Several staff members also stated that they either had no awareness of trips to retail stores by employees in Representative Garrett’s office or that no requests of this specific nature were made to them personally.³³

Dog Sitting

36. The Garrett’s dog frequently was present in the congressional office and the evidence obtained by OCE showed that employees in Representative Garrett’s office were sometimes responsible for feeding the dog and taking it out of the office for walks.³⁴ Additionally, on approximately five or six occasions, Staffer 1 and Staffer 2 watched the Garrett’s dog on their personal time outside the office.
37. Staffer 1 told the OCE that she watched the Garrett’s dog on three occasions while Representative Garrett and his wife were out of town.³⁵ Staffer 2 told the OCE that she watched the Garrett’s dog on two occasions while the Garretts were out of town.³⁶
38. Both Staffer 1 and Staffer 2 explained to the OCE that they enjoyed spending time with the Garrett’s dog and they did not feel pressure to accept the requests.³⁷ Staffer 1 stated that she was compensated personally by the Garretts on one occasion for dog sitting;

²⁸ *Id.* at 18-1329_0222, 0236.

²⁹ *Id.*

³⁰ Former Staffer 1 TOI (Exhibit 3 at 18-1329_0081-82).

³¹ *Id.*

³² *Id.* at 18-1329_0088.

³³ *See e.g.*, Matt Missen TOI (Exhibit 4 at 18-1329_0113); Former Staffer 2 TOI (Exhibit 6 at 18-1329_0195); Staffer 1 TOI (Exhibit 1 at 18-1329_0017).

³⁴ Former Staffer 1 TOI (Exhibit 3 at 18-1329_0087); *but see* Matt Missen TOI (Exhibit 4 at 18-1329_0112, 0117) (“I was never an eyewitness to ‘[d]o this with the dog’”).

³⁵ Staffer 1 TOI (Exhibit 1 at 18-1329_0013).

³⁶ Staffer 2 TOI (Exhibit 5 at 18-1329_0158, 0161).

³⁷ Staffer 1 TOI (Exhibit 1 at 18-1329_0014); Staffer 2 (Exhibit 5 at 18-1329_0162).

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Staffer 2 stated that she was compensated also on one occasion via a spa gift card from the Garretts personally.³⁸

Other Instances of Personal Errands

39. Multiple witnesses also told the OCE that Tanner Hirschfeld, an intern, drove Representative Garrett's daughters from Washington, DC to Scottsville, VA on at least one occasion, and possibly others.³⁹ Witnesses stated that he volunteered for the task and one witness stated that the drive could have been associated with a campaign event.⁴⁰ As discussed above, one staff member also drove Flanna Garrett to the airport on at least one occasion.⁴¹
40. Staff members in Representative Garrett's office also helped the Garretts move into an apartment. Former Staffer 5 stated that in November 2017, Jimmy Keady asked if Former Staffer 5 could help move Representative Garrett and his wife to a new apartment.⁴² The move occurred during normal work hours and lasted all day.⁴³ Former Staffer 5 told the OCE that over the course of his employment in Representative Garrett's office he "more than made up" for the time spent moving.⁴⁴ Matt Missen and Staffer 1 confirmed that Jimmy Keady and other staff members assisted in moving the Garretts into a new apartment during normal work hours.⁴⁵ Mr. Missen also told the OCE that a staff member was paid by Representative Garrett to set up a WiFi network in Representative Garrett's apartment.⁴⁶ Former Staffer 5 confirmed that he set up the Wi-Fi.⁴⁷
41. The OCE also found other instances of personal errands requested by Representative Garrett or Flanna Garrett that may be considered *de minimus* in nature. Staff members told the OCE, or provided documents showing, that they delivered clothing items, cigarettes, keys, or cell phones to Representative Garrett. Some of these tasks may have also been to assist him in an official capacity.
42. In sum, the OCE obtained evidence of specific instances of personal errands performed throughout the 115th Congress by Representative Garrett's congressional staff. The OCE also obtained a significant amount of testimony concerning the difficult work environment caused by the Garretts' requests for personal errands and unofficial work.

³⁸ *Id.*

³⁹ Staffer 1 TOI (Exhibit 1 at 18-1329_0018); Former Staffer 1 TOI (Exhibit 3 at 18-1329_0084); Staffer 2 TOI (Exhibit 5 at 18-1329_0179); Matt Missen TOI (Exhibit 4 at 18-1329_0113). One witness told the OCE that he had not heard about Mr. Hirschfeld's driving of Rep. Garrett's daughters. Former Staffer 5 TOI (Exhibit 9 at 18-1329_0223-24)

⁴⁰ Former Staffer 2 TOI (Exhibit 6 at 18-1329_0195).

⁴¹ Matt Missen TOI (Exhibit 4 at 18-1329_0114-15); Staffer 1 TOI (Exhibit 1 at 18-1329_0018).

⁴² Former Staffer 5 TOI (Exhibit 9 at 18-1329_0236).

⁴³ *Id.*

⁴⁴ *Id.* at 18-1329_0236-37.

⁴⁵ Matt Missen TOI (Exhibit 4 at 18-1329_0123); Staffer 1 TOI (Exhibit 1 at 18-1329_0026).

⁴⁶ Matt Missen TOI (Exhibit 4 at 18-1329_0123).

⁴⁷ Former Staffer 5 TOI (Exhibit 9 at 18-1329_0237). Former Staffer 5 stated that he was compensated with cash by Rep. Garrett and his wife. *Id.*

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As discussed in Part III of these findings, Representative Garrett, Flanna Garrett, and Jimmy Keady developed a plan to “streamline” the requests and staff concerns resulting from them.

43. Based on the information above, the Board recommends that the Committee on Ethics further review the above allegation because there is a substantial reason to believe that Representative Garrett used congressional staff to perform unofficial work and personal errands.

III. REPRESENTATIVE GARRETT’S CONGRESSIONAL CAMPAIGN COMMITTEE EMPLOYED AN OFFICIAL CONGRESSIONAL STAFF MEMBER FOR SOME DEGREE OF PERSONAL ERRANDS

A. Applicable Law, Rules, and Standards of Conduct

44. 52 U.S.C. § 30114(b)(1)

“A contribution or donation described in subsection (a) of this section shall not be converted by any person to personal use.”⁴⁸

45. House Rules

House Rule 23, clause 6(c) states that, “a Member except as provided in clause 1(b) of rule XXIV, may not expend funds from his campaign account that are not attributable to bona fide campaign or political purposes.”

46. House Ethics Manual

*The House Ethics Manual states, “Members have wide discretion in determining what constitutes a bona fide campaign or political purpose to which campaign funds and resources may be devoted, but Members have **no** discretion whatsoever to convert campaign funds to personal use. Furthermore, House rules require that Members be able to verify that campaign funds have not been used for personal purposes.”⁴⁹*

B. Staffer 2 was Hired by Representative Garrett’s Congressional Campaign Committee in 2018 to Perform Both Personal Errands and Campaign Work

47. While reviewing whether Representative Garrett’s used official congressional staff for unofficial work or personal errands, the OCE received evidence that a current employee in Representative Garrett’s congressional office was offered a paid position with his congressional campaign committee. The evidence indicated that at least part of the

⁴⁸ See also 11 C.F.R. § 113.1(g). “Personal use means any use of funds in a campaign account of a present or former candidate to fulfill a commitment, obligation or expense of any person that would exist irrespective of the candidate’s campaign or duties as a Federal officeholder.”

⁴⁹ House Ethics Manual (2008) at 173 (emphasis in original).

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responsibilities of that position involved personal errands assigned by Representative Garrett or his wife.

48. Because Representative Garrett, Flanna Garrett, and Jimmy Keady refused to cooperate with this review, the OCE could not fully assess the origins of the campaign position, the intentions behind the role's creation, or the full extent of services performed. However, the OCE obtained evidence that Jimmy Keady, Representative Garrett and Flanna Garrett may have created the campaign position, paid with campaign funds, for impermissible purposes.

Creating a Position Paid by the Campaign Committee

49. Matt Missen told the OCE that in March 2018, Jimmy Keady proposed employing a current congressional staff member to handle the personally-related requests from Representative Garrett's wife.⁵⁰ He stated that Representative Garrett's congressional campaign committee would pay the staff member.⁵¹ Mr. Missen believed that the proposed position was a result of a conversation between Representative Garrett, Flanna Garrett, and Jimmy Keady.⁵²
50. Mr. Missen stated that he, Jimmy Keady, and Staffer 1 discussed the proposal and wanted to offer the role to either Former Staffer 5 or Staffer 2.⁵³
51. Staffer 1 confirmed that Mr. Keady intended to create a position with the campaign for either Former Staffer 5 or Staffer 2.⁵⁴ Staffer 1 suggested Former Staffer 5 for the new position.⁵⁵ Staffer 1 also told the OCE that personal errands were part of the anticipated role for the staff member, among other tasks related to the campaign like "thank you cards, or running things to the post office."⁵⁶
52. When asked whether the new role was connected to frustrations Jimmy Keady expressed concerning personal requests by Flanna Garrett, Staffer 1 stated that it was.⁵⁷ Staffer 1's statements align with Mr. Missen's testimony to the OCE, that the new position was created to address Flanna Garrett's numerous requests of Representative Garrett's staff.⁵⁸

⁵⁰ Matt Missen TOI (Exhibit 4 at 18-1329_0118-19, 0121)

⁵¹ *Id.* at 18-1329_0118.

⁵² *Id.* at 18-1329_0121.

⁵³ *Id.* at 18-1329_0119.

⁵⁴ Staffer 1 TOI (Exhibit 1 at 18-1329_0036-38).

⁵⁵ *Id.* at 18-1329_0036.

⁵⁶ *Id.* at 18-1329_0036-39, 0047, 0065. Staffer 1 told the OCE that it was her understanding that the new role with the campaign involved paying the individual out of "two separate pots": one from the campaign and one from the Garrett's personal funds. *Id.* at 18-1329_0046. When asked where she got that understanding, Staffer 1 told the OCE that although "it wasn't specifically laid out to me like that," she had the understanding from "context clues" related to Staffer 2 being paid personally by the Garretts for dog sitting. *Id.* at 18-1329_0046-47. She also stated that she "could have been missing something or misunderstanding it." *Id.* at 18-1329_0065.

⁵⁷ *Id.* at 18-1329_0037-38 ("[Jimmy] wanted to streamline things. He preferred requests from Flanna were not being made to staffers . . ."). *Id.* at 18-1329_0037.

⁵⁸ Matt Missen TOI (Exhibit 4 at 18-1329_0118-19).

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Former Staffer 5's Offer from the Campaign Committee

53. Former Staffer 5 explained to the OCE that in March 2018, Jimmy Keady offered him a position with Representative Garrett's campaign committee after he was first approached by Staffer 1 to gauge his interest in the position.⁵⁹ He told the OCE that after speaking with Mr. Keady, he understood that "this would be someone that could directly assist with Congressman Garrett and his wife, in addition to helping Jimmy out with campaign activities."⁶⁰
54. Former Staffer 5 also confirmed Staffer 1 and Mr. Missen's testimony concerning the anticipated job duties for the new position. He stated that in his preliminary discussions about the new role, Mr. Keady "indicated it would be like a "50/50 time for" personally related tasks and actual campaign duties."⁶¹ Mr. Keady specifically mentioned oil changes to Former Staffer 5.⁶² Former Staffer 5 stated that "the more I heard about the position, the more uncomfortable I felt with it"⁶³
55. After he sought guidance about the new role, Former Staffer 5 was ready to accept the offer from Jimmy Keady to be paid by Representative Garrett's campaign committee.⁶⁴ Former Staffer 5 was then told by Mr. Keady that Staffer 2 had been selected for the position.⁶⁵

Staffer 2's Offer from the Campaign Committee

56. Ultimately, Staffer 2 was chosen for the new position. According to Matt Missen and Staffer 1, Flanna Garrett, or Flanna Garrett and Representative Garrett together, made the decision to hire Staffer 2, rather than Former Staffer 5.⁶⁶
57. During her interview, Staffer 2 told the OCE that Mr. Keady approached her about working for Representative Garrett's campaign committee for \$400 per month.⁶⁷ She stated that she did not immediately agree to the offer but instead thought about the opportunity over the weekend and "talked to different people" about whether she should accept the job offer.⁶⁸
58. Former Staffer 4 was one of the people with whom Staffer 2 discussed the proposed position.⁶⁹ Former Staffer 4 told the OCE that Staffer 2 may have texted him, asking if

⁵⁹ Former Staffer 5 TOI (Exhibit 9 at 18-1329_0227-28).

⁶⁰ *Id.* at 18-1329_0227.

⁶¹ *Id.* at 18-1329_0228.

⁶² *Id.*

⁶³ *Id.* at 18-1329_0231.

⁶⁴ *Id.* at 18-1329_0229, 0232. Former Staffer 5 also told the OCE that he sought guidance on the new position with the Committee on Ethics. *Id.* at 18-1329_0229-30. However, he did not remember discussing the possibility of being paid with campaign funds for personally-related tasks for Rep. Garrett and his wife. *Id.* at 18-1329_0230-31.

⁶⁵ *Id.* at 18-1329_0232.

⁶⁶ Staffer 1 TOI (Exhibit 1 at 18-1329_0036); Matt Missen TOI (Exhibit 4 at 18-1329_0119).

⁶⁷ Staffer 2 TOI (Exhibit 5 at 18-1329_0154).

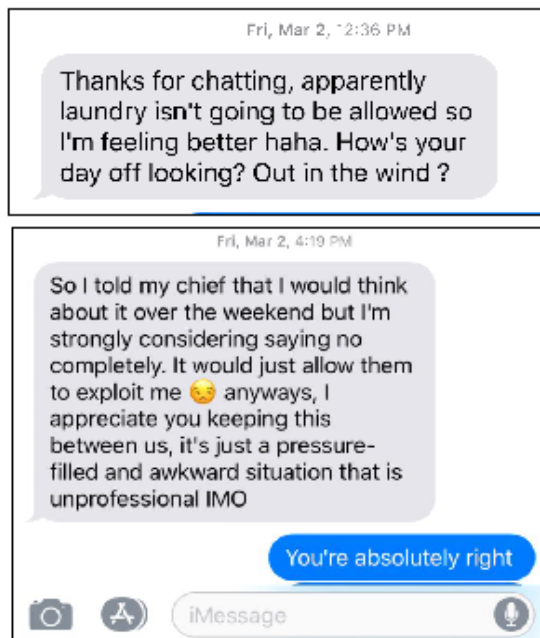
⁶⁸ *Id.*

⁶⁹ Transcript of Interview of Former Staffer 4, Jul. 23, 2018 ("Former Staffer 4 TOI") (Exhibit 10 at 18-1329_0249-50).

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he could talk; the two then discussed the position during a telephone call.⁷⁰ During the call, Former Staffer 4 stated that Staffer 2 talked about working for Representative Garrett's campaign committee and concerns she had about the position.⁷¹

59. In his interview with the OCE, Former Staffer 4 discussed "angst" in Representative Garrett's office concerning personal errands.⁷² He stated that he was aware of the "angst" because of his telephone call with Staffer 2.⁷³ When asked how the personal errands were connected to Staffer 2's proposed arrangement with Representative Garrett's campaign committee, he stated that "I think some personal errands might have been classified as campaign work."⁷⁴ Former Staffer 4 told the OCE that Staffer 2 characterized the situation that way, specifically mentioning "dry cleaning" as part of anticipated duties for the new position with the campaign.⁷⁵
60. On March 2, 2018, in text messages between Staffer 2 and Former Staffer 4 after the telephone call noted above, Staffer 2 thanked Former Staffer 4 for speaking with her.⁷⁶ She also stated that "apparently laundry isn't going to be allowed so I'm feeling better haha." A few hours later she texted again stating that the position would "just allow them to exploit me."⁷⁷



61. Staffer 1 also told the OCE that in conversations with her, Staffer 2 expressed concern "that she wasn't going to be doing real campaign things"⁷⁸ Staffer 1 explained to

⁷⁰ *Id.* at 18-1329_0249.

⁷¹ *Id.* at 18-1329_0250, 0252.

⁷² *Id.* at 18-1329_0248.

⁷³ *Id.*

⁷⁴ *Id.* at 18-1329_0249.

⁷⁵ *Id.* at 18-1329_0250-51.

⁷⁶ Text Message Exchange between Former Staffer 4 and Staffer 2 (Exhibit 11 at 18-1329_260-61).

⁷⁷ *Id.*

⁷⁸ Staffer 1 TOI (Exhibit 1 at 18-1329_0051).

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Staffer 2 that she would be doing actual campaign work, based on her understanding of the new role.⁷⁹ Staffer 2 corroborated that testimony, telling the OCE that she and Staffer 1 discussed her concerns about the role.⁸⁰

62. Notably, in her interview with the OCE, Staffer 2 did not characterize her consideration of the position, namely concerns about personal errands, in a manner consistent with her conversations with Former Staffer 4 and Staffer 1.

63. The OCE asked Staffer 2 multiple times about her understanding of the responsibilities connected to the position paid for by Representative Garrett's campaign committee. Specifically, the OCE asked Staffer 2 about personal errands. Staffer 2 stated that "I didn't want to do any of that. Jimmy and I went over that as part of the contract. I was like . . . 'I'm not going to be doing anything that isn't campaign related.'"⁸¹

64. When asked why she had that discussion with Mr. Keady, Staffer 2 told the OCE that "I would say it came up because they had asked people to in the past."⁸² Later, Staffer 2 stated:

It was not my expectation. It wasn't Jimmy's. If the Congressman had a different expectation he did not tell me about it. It just wasn't, I made that very clear with Jimmy. I'm not going to waste my time doing any personal errands. I was busy in the office. Other people could maybe be under that impression but other people weren't necessarily there when I was talking to Jimmy about it and other people might assume things but I was not under that impression. I never felt abused by Congressman Garrett or his wife. I was excited to go to the events. I was not under that expectation. He might have been, the Congressman, but April and May there was never really a time when he asked me to do something out of the ordinary.⁸³

65. The Board notes that Staffer 2's testimony conflicts with that of other witnesses and Staffer 2's own contemporaneous conversations with other individuals. However, as discussed below, the OCE obtained evidence that Staffer 2 performed various campaign related tasks for Representative Garrett's campaign committee in 2018.

⁷⁹ *Id.*

⁸⁰ Staffer 2 TOI (Exhibit 5 at 18-1329_0175).

⁸¹ *Id.* at 18-1329_0158.

⁸² *Id.*

⁸³ *Id.* at 18-1329_0161.

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Staffer 2's Position Paid by the Campaign Committee

66. In March 2018, Staffer 2 entered into a contract with Representative Garrett's congressional campaign committee, beginning March 1, 2018.⁸⁴ The contract terms stated that "Services to Be Performed" were "duties . . . to include, but not limited to, any duties as prescribed by the CAMPAIGN from Jimmy Keady, or other personnel as instructed by Mr. Keady."⁸⁵

<p>1. Services to Be Performed Staff agrees to perform the duties of Campaign Assistant on behalf of the CAMPAIGN, to include, but not limited to, any duties as prescribed by the CAMPAIGN from Jimmy Keady, or other personnel as instructed by Mr. Keady.</p>
--

67. Staffer 2 told the OCE that her contract ended "around May 20th" of 2018.⁸⁶ She stated that in March and April 2018, she worked "plus or minus" "five hours a week."⁸⁷ When asked how her work hours in March and April, she responded "it wasn't much."⁸⁸ In May, Staffer 2 stated that she "was busier in May" 2018.⁸⁹

68. In total, through testimony and documents received, the OCE identified several instances where Staffer 2 may have performed bona fide campaign work for Representative Garrett's congressional campaign committee.

69. First, Staffer 2 told the OCE that she attended and worked at a campaign event for Representative Garrett on a Sunday in April 2018.⁹⁰ Staffer 2 worked at the event for about three hours.⁹¹ Second, she stated that Jimmy Keady asked her to transfer information contained on business cards to a Word document.⁹² Third, Staffer 2 recalled at least one occasion in which she dropped off a gift to a campaign donor.⁹³ Fourth, Staffer 2 scheduled a campaign related trip to New Orleans for Representative Garrett in May 2018.⁹⁴ Lastly, Staffer 2 stated that she staffed a press conference at the National Indian Gaming Association for Representative Garrett, related to his resignation from Congress.⁹⁵

70. In addition to Staffer 2's testimony, the OCE obtained evidence that Staffer 2 may have, among other tasks, deposited checks from and purchased gifts for, campaign donors.⁹⁶

⁸⁴ Contract between Staffer 2 and Tom Garrett for Congress, dated Mar. 5, 2018 (Exhibit 12 at 18-1329_0263-64).

⁸⁵ *Id.*

⁸⁶ Staffer 2 TOI (Exhibit 5 at 18-1329_0155).

⁸⁷ *Id.* at 18-1329_0155-56.

⁸⁸ *Id.* at 18-1329_0155.

⁸⁹ *Id.*

⁹⁰ *Id.* at 18-1329_0153.

⁹¹ *Id.* at 18-1329_0154.

⁹² *Id.* at 18-1329_0156.

⁹³ *Id.*

⁹⁴ *Id.* at 18-1329_0157; Staffer 2's Campaign-related Work Documents (Exhibit 13 at 18-1329_0268).

⁹⁵ Staffer 2 TOI (Exhibit 5 at 18-1329_0160).

⁹⁶ Staffer 2's Campaign-related Work Documents (Exhibit 13 at 18-1329_0266-74).

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71. On multiple occasions during her interview, the OCE specifically asked Staffer 2 what personal errands she completed for Representative Garrett or his wife while she was under contract with Representative Garrett's campaign committee. Staffer 2 provided examples of services that she considered personal in nature.
72. Staffer 2 stated that she sent a gift to a personal friend of the Garrett's on one occasion and watched the Garrett's dog on one other occasion in April 2018.⁹⁷ Staffer 2 also told the OCE that she was asked by Flanna Garrett to frame an invitation to, or possibly photo of, the White House Christmas Party.⁹⁸
73. Mr. Missen told the OCE that during the contractual period, Staffer 2 would "take care of the dog and run errands, do whatever Flanna needed" ⁹⁹ He approximated Staffer 2's time running errands for Mrs. Garrett at "at least 15 hours a week."¹⁰⁰ Former Staffer 5 also told the OCE that Staffer 2 "would occasionally say, 'hey, Flanna asked me to do something,' or 'hey, I'm coming from the Garrett's apartment.'" ¹⁰¹ Staffer 1 told the OCE that "I know [Staffer 2] did personal things for them. I don't know what was laid out in the role officially."¹⁰²
74. Disclosures by Representative Garrett's campaign committee, filed with the Federal Election Commission, show that Staffer 2 was paid four times, totaling \$1,650, from March 15, 2018 to May 15, 2018.¹⁰³ In "Purpose of Disbursement" line, Representative Garrett's campaign committee described the expenditures as "salary."¹⁰⁴
75. In sum, Staffer 1 and Staffer 2, both current staff members in Representative Garrett's office, were less than specific in describing Staffer 2's responsibilities with Representative Garrett's campaign committee. Their testimony was especially vague concerning those anticipated tasks that were for the personal benefit of Representative Garrett and Flanna Garrett. Yet the OCE obtained evidence that Staffer 2 performed bona fide campaign work from March 2018 to May 2018. The evidence did not show a significant number of personal errands performed by Staffer 2, during the same period.
76. Based on the information above, the Board recommends that the Committee on Ethics dismiss the above allegation because there is not a substantial reason to believe that Representative Garrett converted funds from his congressional campaign committee for personal use.

⁹⁷ Staffer 2 TOI (Exhibit 5 at 18-1329_0157, 0161).

⁹⁸ *Id.* at 18-1329_0164.

⁹⁹ Matt Missen TOI (Exhibit 4 at 18-1329_0119).

¹⁰⁰ *Id.* at 18-1329_0120. Mr. Missen's testimony regarding the "15 hours a week" of personal errands was not substantiated by the evidence obtained by the OCE.

¹⁰¹ Former Staffer 5 TOI (Exhibit 9 at 18-1329_0233).

¹⁰² Staffer 1 TOI (Exhibit 1 at 18-1329_0039).

¹⁰³ FEC Amended April Quarterly Report (filed Jul. 14, 2018) (\$400 disbursement on Mar. 15, 2018); FEC July Quarterly Report (filed Jul. 15, 2018) (\$400 disbursement on Apr. 13, 2018, \$250 disbursement on Apr. 19, 2018, \$600 disbursement on May 15, 2018).

¹⁰⁴ *Id.*

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IV. CONCLUSION

77. Representative Garrett and his wife requested extensive personal errands and unofficial work from Representative Garrett's congressional staff members over the course of the 115th Congress.
78. Thus, the Board recommends that the Committee on Ethics further review the above allegation because there is a substantial reason to believe that Representative Garrett used congressional staff to perform unofficial work and personal errands.
79. Representative Garrett may have created a position with his congressional campaign committee, paid by committee funds, to facilitate the performance of personal errands for the benefit of Representative Garrett and his wife. The evidence obtained by the OCE showed that the position involved bona fide campaign work as opposed to a significant number of personal errands.
80. Thus, the Board also recommends that the Committee on Ethics dismiss the above allegation because there is not a substantial reason to believe that Representative Garrett converted funds from his congressional campaign committee for persona

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

81. The Board recommends the issuance of subpoenas to the following non-cooperative individuals and entities:
 - (1) Representative Garrett;
 - (2) Flanna Garrett;
 - (3) Jimmy Keady;
 - (4) Kevin Reynolds;
 - (5) Tanner Hirschfeld;
 - (6) Denzel Jones; and
 - (7) Matt Missen.

EXHIBIT 1

Transcript of Interview of Staffer 1
August 15, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleague Helen Eisner. It is August 15th, 2018. We are here for an
3 interview of Staffer 1. Staffer 1 is joined by her counsel, Evie Norwinski.
4 We have provided Staffer 1 with a copy of 18 U.S.C. 1001. She has signed
5 an acknowledgment form that I did provide her a copy of the statute. With
6 that we can begin the interview. Staffer 1, a little bit of background.
7 Where are you currently employed?

8 Staffer 1: Congressman Tom Garrett's office.

9 Paul Solis: How long have you been in that office?

10 Staffer 1: Since he was sworn in last January.

11 Paul Solis: What is your current job title?

12 Staffer 1: Legislative Director.

13 Paul Solis: How long have you been a Legislative Director?

14 Staffer 1: Since mid-December of 2017.

15 Paul Solis: Prior to that?

16 Staffer 1: Legislative assistant and prior to that I was legislative correspondent.

17 Paul Solis: Have you held any other roles in the office besides legislative assistant,
18 legislative correspondent, and Legislative Director?

19 Staffer 1: No.

20 Paul Solis: Were you ever acting as a Chief of Staff?

21 Staffer 1: Sorry, yes I was acting Chief of Staff, I'm sorry, for a period of two days.

22 Paul Solis: What's the date on those two days?

23 Staffer 1: I would have to reference it –

24 Paul Solis: Maybe we'll get into that in a moment. Is it somewhere late May early
25 June 2000-

26 Staffer 1: Yes.

27 Paul Solis: Is that '18?

Transcript of Interview of Staffer 1
August 15, 2018

- 1 Staffer 1: Yes, that's correct.
- 2 Paul Solis: Who have you reported to in your position as Legislative Director?
- 3 Staffer 1: Kevin Reynolds who was our first Chief of Staff, Andrew Griffin who was
4 our deputy Chief of Staff and then he took some time away from the office
5 and came back. He is currently our Communications Director and deputy
6 Chief of Staff. Jimmy Keady, who was a Chief of Staff. Bill Janis, who is
7 our Chief of Staff now and then of course, Tom Garrett.
- 8 Paul Solis: When Kevin was in the office, how long was he the chief there?
- 9 Staffer 1: From the time Tom was sworn in until late May, early June I think.
- 10 Paul Solis: Of 2017?
- 11 Staffer 1: 2017, that's correct.
- 12 Paul Solis: Then Jimmy took over?
- 13 Staffer 1: Yes.
- 14 Paul Solis: In your position as Legislative Director, who reports to you?
- 15 Staffer 1: Three legislative assistants. It's Tripp Grant, spelled with two Ps, Paul
16 Hartman, Matt Hanrahan and then I have oversight over, personal
17 oversight a staff assistant, Tyler Cinchati.
- 18 Paul Solis: Anybody else?
- 19 Staffer 1: No. I aide with some administrative stuff but those are the people who by
20 and large report to me.
- 21 Paul Solis: What about former staffers that you had oversight over. Can you tell me
22 any names?
- 23 Staffer 1: I was overseeing some of MacKenzie Morales' duties when she was staff
24 assistant. I still assist with some of those. Marissa Mullen, who is our
25 current scheduler. She was staff assistant for a couple days before she was
26 promoted to scheduler. Since I had scheduled in Robert Hurt's office
27 previously, I gave some assistance there. Dakota Lipscomb, who was a
28 previous staff assistant. John March, who was a legislative correspondent.
29 I believe that's all who I've had jurisdiction over.
- 30 Paul Solis: Okay. With MacKenzie and Marissa, are you no longer overseeing their
31 work?

Transcript of Interview of Staffer 1
August 15, 2018

- 1 Staffer 1: I work with them. I still have seniority to them. Sometimes it comes out as
2 me having some oversight but I don't, for the most part, I don't give them
3 their direction now. Most of the scheduling stuff has kind of sorted itself
4 out to norms. Then MacKenzie has taken over doing mostly press stuff. I
5 do all final editing on things. It's more that I work with them instead of
6 oversight but I certainly have seniority over that. Sometimes that presents
7 itself.
- 8 Paul Solis: With MacKenzie, when did your official supervisory role over her, when
9 did that end?
- 10 Staffer 1: It never really ended just because it was more transitioned over and then
11 we got a new Communications Director, well Andrew came back. He
12 started overseeing her a little bit more and part of my oversight over
13 MacKenzie was that I was helping Jimmy with his oversight.
- 14 Paul Solis: What time period would you say you had oversight role over
15 MacKenzie?
- 16 Staffer 1: From the time she was hired until about a month and a half ago or so. I
17 wasn't her direct reporting person that she would report to. It was Jimmy
18 but I was kind of a side angle on it.
- 19 Paul Solis: Understood. But you could provide her direction and she would carry out
20 your directives?
- 21 Staffer 1: Yes.
- 22 Paul Solis: Same question with Dakota. What time periods did you have an oversight
23 role over him?
- 24 Staffer 1: The entirety of his duration of employment.
- 25 Paul Solis: Same question, you could provide him directive and he would carry out
26 those directives?
- 27 Staffer 1: Yes, that's correct.
- 28 Paul Solis: When did Bill Janis start as Chief of Staff?
- 29 Staffer 1: I couldn't tell you the direct date off the top of my head but after going
30 through some of the messages I'd be able to find it. It was roughly a month
31 and a half ago, two months at this point.
- 32 Paul Solis: When did Jimmy leave?

Transcript of Interview of Staffer 1
August 15, 2018

- 1 Staffer 1: About two weeks before that.
- 2 Paul Solis: Have you ever worked for Representative Garrett's congressional
3 campaign committee?
- 4 Staffer 1: No.
- 5 Paul Solis: Have you ever done any unpaid volunteer work?
- 6 Staffer 1: I've attended some events, some campaign events but I haven't, I went
7 down and volunteered before he was elected one day on a weekend. Other
8 than that it was just attending some of his events and then talking with his
9 fundraiser in various small bits. I had a relationship with his fundraiser
10 from working in my prior office and then my roommate also worked for
11 his fundraiser. I was moderately involved just in a normal degree, not
12 necessarily related to his fundraising.
- 13 Paul Solis: Who is his fundraiser?
- 14 Staffer 1: Julie Hooks.
- 15 Paul Solis: When you were at the events, again I want to focus on the time you were
16 an official employee in Representative Garrett's office. You said-
- 17 Staffer 1: Work hours?
- 18 Paul Solis: Just any relation to the campaign, you said you would attend events,
19 correct?
- 20 Staffer 1: Mm-hmm (affirmative).
- 21 Paul Solis: What were you doing there? Would you be assigned any tasks or was it
22 just attendance?
- 23 Staffer 1: Just attendance. Sometimes it was out of location convenience and I was
24 nearby on a weekend. There are people there who I already had
25 relationships with. Sometimes it was just an event close by the Capitol.
- 26 Paul Solis: Were you asked by Representative Garrett or anyone associated with the
27 campaign to go to the event?
- 28 Staffer 1: Jimmy would invite me, I wasn't asked to go, I was invited.
- 29 Paul Solis: About how many events did you attend?
- 30 Staffer 1: Maybe 15.

Transcript of Interview of Staffer 1
August 15, 2018

1 Paul Solis: Are you personal friends with any current or former staffers in
2 Representative Garrett's office?

3 Staffer 1: I would say I have friendships with the majority of people that I've worked
4 with.

5 Paul Solis: Specifically former staffers, are you personal friends, is there anybody you
6 can identify that you consider yourself a personal friend with?

7 Staffer 1: Sure. Elliott Harding, Elliott is probably the one I talk to the most out of
8 former staffers.

9 Paul Solis: What about Jimmy?

10 Staffer 1: I talk to him some but not as much lately.

11 Paul Solis: John March?

12 Staffer 1: I don't talk to him very frequently.

13 Paul Solis: Nick O'Boyle?

14 Staffer 1: I am friends with Nick O'Boyle.

15 Paul Solis: How often do you say you guys speak?

16 Staffer 1: Sometimes it can be a couple times a week, sometimes it can be several
17 weeks in between talking with him.

18 Paul Solis: Dakota?

19 Staffer 1: I'm friends with Dakota, yeah.

20 Paul Solis: Do you talk with frequency with him?

21 Staffer 1: He hasn't been out of the office that long but we've messaged some.

22 Helen Eisner: You mentioned Jimmy Keady, sorry to go back, not as much lately. When
23 would you say that change occurred?

24 Staffer 1: After his departure.

25 Paul Solis: Okay. I will move on to this Politico article, this Politico article that came
26 out in late May of 2018. Have you, are you familiar with the article?

27 Staffer 1: Yes.

Transcript of Interview of Staffer 1
August 15, 2018

1 Paul Solis: You've read it?

2 Staffer 1: Yes.

3 Paul Solis: Generally can you tell me what your reaction to that article was?

4 Staffer 1: Moderate, bit of frustration with some of the things it focused on. One of
5 the particular things was Sophie, the dog, pooping on the floor. It was
6 written such that it would lead the reader to believe that someone was
7 forced to clean it up when in reality, when something like that happens,
8 any normal human being is going to try and help clean up a mess, be it
9 spilled coffee or a dog actually going to the bathroom on the floor. It's a
10 natural thing to clean that up. There was some frustration with how things
11 were kind of personified in it.

12 Paul Solis: Any other things that were frustrating in it to you besides the dog and the
13 issues you just mentioned?

14 Staffer 1: I didn't have knowledge of all of the events in it.

15 Paul Solis: You mean some of the things that were alleged to occur in the article you
16 didn't have knowledge of?

17 Staffer 1: Yes.

18 Paul Solis: What things?

19 Staffer 1: The groceries.

20 Paul Solis: Anything else?

21 Staffer 1: Not that I can recall off the top of my head.

22 Paul Solis: Were there things that you did have knowledge of?

23 Staffer 1: I don't have the article in front of me. Sorry.

24 Paul Solis: Okay. We'll go through some of them in a moment. What was
25 Representative Garrett's reaction when the article came out?

26 Staffer 1: I wasn't with him when it came out. We got a slight heads up from
27 Politico, I mean they give you a couple of hours for a response. I think
28 some of it was frustrations over the way things were being represented.

29 Evie Norwinski: Let me stop you. You should be clear on whether you're talking about
30 Tom's reaction or your reaction. Sorry to interrupt.

Transcript of Interview of Staffer 1
August 15, 2018

- 1 Paul Solis: No problem. My question was, as you experienced it, what was
2 Representative Garrett's reaction to the article. I understand you said you
3 weren't with him when it came out but subsequent to it coming out and
4 you had a chance to have a face to face discussion or a text or phone call,
5 what was his expression to you about the article?
- 6 Staffer 1: Frustration with how some things were characterized and then there are
7 things that the House does and has on its campus to make things a little bit
8 easier and by having them on the campus, such as dry cleaning, the House
9 deems it something that makes life more convenient for staffers and
10 members alike. He never had people pick up dry cleaning for him but it
11 mentioned that stuff got spilled on his shirt one day and he needed a new
12 shirt. That kind of frustration when other members have people pick up
13 every piece of their dry cleaning and it mentioned a few incidents that you
14 could count. That's certainly frustrating when it's being portrayed to the
15 public like that and the public doesn't have any idea that there is dry
16 cleaning on campus. There is a doctor on campus.
- 17 Paul Solis: Was there anything mentioned in the article that Representative Garrett
18 again, your direct knowledge of his expression to you that he felt was
19 true? That he confirmed to you that occurred?
- 20 Staffer 1: I mean, I think we all were on the same page that the dog had gone to the
21 bathroom on the floor once. But I can't answer with certainty anything
22 else.
- 23 Paul Solis: When the article came out, did the staff talk about it?
- 24 Staffer 1: Yes.
- 25 Paul Solis: What was said about it? This can be general conversations you were a part
26 of or if you want to be specific about a specific staff member.
- 27 Staffer 1: We were all together when it came out because we knew it was going to
28 be published.
- 29 Paul Solis: Did someone read it aloud in the office?
- 30 Staffer 1: Yes.
- 31 Paul Solis: Who read it aloud?
- 32 Staffer 1: Matt Hanrahan.
- 33 Paul Solis: What were some of the things the staff were talking about when Matt read
34 it aloud?

Transcript of Interview of Staffer 1
August 15, 2018

1 Staffer 1: I mean some of the things that I had frustrations with and then general
2 vulnerability and frustration with the outside making judgment on things
3 that were not true.

4 Paul Solis: Did anybody confirm some of the things that were alleged to have
5 happened?

6 Staffer 1: There are a number of things in the article and most people remember the
7 dog going to the bathroom on the floor but we didn't go through piece by
8 piece and discuss it like that, no.

9 Paul Solis: What about after the article came out. Did you talk to Jimmy about it?

10 Staffer 1: He was still employed at that, no he wasn't employed at that point. I don't
11 recall if I specifically talked to him about the article. I wasn't
12 communicating with him a lot at that point.

13 Paul Solis: Did you ever have a phone call with Matt and Jimmy about the article?

14 Staffer 1: Before it was published, yes. They wanted to, Tom called me to give me a
15 heads up that I was going to be mentioned in the article and he wanted to
16 send over what Politico had sent him. They were going to end the article
17 with naming me interim Chief of Staff. Later that night I asked to have
18 that title removed and right after he had sent the article to me, I'd seen that
19 it had been sent to Matt Missen, who was our Communications Director at
20 that time. I called him to see if he had any more information other than
21 what was in the email since it was originally sent to him. When I called
22 him, Jimmy was already on the line.

23 Paul Solis: What did the three of you talk about?

24 Staffer 1: We went through and discussed if any one of us knew if, what Politico had
25 sent us, which parts any of us could confirm or if we couldn't confirm.

26 Paul Solis: Which parts could you confirm? I'll ask you personally, which parts.
27 When the three of you spoke and you went over the article, which parts
28 did you confirm happened?

29 Staffer 1: What they sent us was different than what was published. From my
30 memory a lot has happened. I can't delineate that right now but I know I
31 had brought him a tie or a belt or had been brought to the committee room
32 that I was in with him and I brought it into him. I know that Sophie
33 pooped on the floor. There were a few things that I knew. There were a
34 bunch of things that I couldn't confirm or deny from my personal
35 experience or knowledge.

Transcript of Interview of Staffer 1
August 15, 2018

1 Paul Solis: Did the three of you also have a conference call or a call with
2 Representative Garrett and his wife that night?

3 Staffer 1: No. I had talked to them on the phone, Matt had talked with them on the
4 phone but I don't think at any point I was talking to, when I was talking to
5 Tom and Flanna that anyone else was on the call.

6 Paul Solis: Outside of the office, what about former staffers? Did you speak to
7 anybody about the article?

8 Staffer 1: One texted me about it and he just said that he was thinking about us. I
9 responded thank you and that was it. Then he texted me when the other
10 articles came out and I didn't respond to that.

11 Paul Solis: Who was that?

12 Staffer 1: John March.

13 Paul Solis: Did you ever talk to Nick O'Boyle about the article? What was alleged in
14 it?

15 Staffer 1: Nick and I are friends and we'd been colleagues before working in
16 Congressman Garrett's office. I had gone out to talk to him about me
17 personally and obviously the article had been published at that point but I
18 wouldn't be able to delineate what specifically we talked about or didn't
19 talk about.

20 Paul Solis: When you talked to him, where were you when you spoke with him?

21 Staffer 1: In his boss's office.

22 Paul Solis: Did you ever speak with him somewhere outside of his boss's office? Did
23 you ever talk with him at Bullfeathers?

24 Staffer 1: That's a pointed question that would lead me to believe there's information
25 that I did but I honestly can't recall. I'm not trying to be dishonest; I just I
26 can't recall if I did or didn't.

27 Paul Solis: The best you can recall that's fine.

28 Helen Eisner: Can I ask a question? You had said earlier, just a point of clarification,
29 talking about whether there was a call with Jimmy and with Matt and also
30 with the Congressman. You had confirmed that you did not participate in
31 such a call.

32 Staffer 1: To my recollection I didn't.

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1 Helen Eisner: Understood. I think when you were talking about that you said when you
2 were talking to Tom and Flanna but they were not on the call. Were you
3 referencing a separate phone call with the Congressman and his wife?

4 Staffer 1: Yeah, there were multiple calls. The Congressman and his wife called me
5 to give me a heads up, sent me the email. I called Matt, who was on the
6 phone with Jimmy. The three of us talked. I talked to Tom again, actually
7 Matt and I were sitting together later that night. There actually was
8 another call where it was Tom, Flanna and then Matt and I.

9 Helen Eisner: Just to break those apart, that last call that you're referencing, what was
10 that communication? What did you discuss with the Congressman and
11 with Matt?

12 Staffer 1: The response to the article or the response to the reporter.

13 Paul Solis: What did you all decide that response was going to be?

14 Staffer 1: We sent a short statement which was published in the Politico article and
15 that was it.

16 Paul Solis: Did you have any issues with that response? Did you feel that response
17 was accurate?

18 Staffer 1: It's his response so I can't really make judgment on that. He's the one who
19 has knowledge of all of his actions.

20 Paul Solis: You could have a judgment on someone's response to those allegations,
21 whether or not you felt it to be true or not.

22 Staffer 1: He didn't go through and address things piece by piece. That's how I had
23 gone through and evaluated the article and I've already said that I think
24 some of the things in the article were true.

25 Paul Solis: Again, back to that phone conversation you had with Matt and Jimmy, did
26 they confirm or deny parts of at least what was presented to them in that
27 email from Politico?

28 Staffer 1: They did and I honestly can't recall which ones they did or did not. It was
29 a very busy time and a lot of responsibility was falling on me. I'm not
30 going to be able to accurately respond to what they had laid out. There
31 was the three of us talking and we weren't given much lead time from
32 Politico.

33 Helen Eisner: Did all of those communications occur through phone call or were there
34 email communications or text communications on that day?

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1 Staffer 1: The only email was the one that Politico sent Matt on his official account
2 and then Matt had sent that to Tom and Flanna, Tom and Flanna had sent
3 it to me. The rest were phone calls.

4 Paul Solis: Was there ever a communications embargo going on at that time?

5 Staffer 1: Can you be more specific?

6 Paul Solis: Was there ever directive by Representative Garrett for you all in the office
7 to not speak either to the press or to anybody outside the office about what
8 was happening at that time?

9 Staffer 1: Its common practice that no one talk to the press about inter-office
10 operations other than the Communications Director. The Congressman
11 had asked me to make sure people don't delete any files. That was about it.

12 Paul Solis: Was there ever a specific request though, during that time when the article
13 came out or the days leading up to the article coming out that staff
14 shouldn't speak at all to anybody outside the office about this topic?

15 Staffer 1: Well, its standard practice to not talk about inter-office operations with
16 those outside of the office. Those were maintained.

17 Paul Solis: Was there an additional directive at that time by Representative Garrett or
18 was it emphasized, that policy?

19 Staffer 1: I mean we readdressed it, that Matt was the Communications Director,
20 he's the one handling any press or media inquiries. That inter-office
21 operations are inter-office and they shouldn't be shared with anyone
22 outside.

23 Helen Eisner: When was that readdressed?

24 Staffer 1: I can't recall a specific date.

25 Helen Eisner: Was it after the article was published?

26 Staffer 1: I wouldn't be able to tell you if it was after or right before.

27 Helen Eisner: When you say right before do you mean during the period of time when
28 you had knowledge that the article was forthcoming but had not yet been
29 published?

30 Staffer 1: That was late at night. It would have been a couple days before if it was
31 before or earlier that day. Stuff about that article wasn't sent to our office
32 until late in the evening.

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- 1 Helen Eisner: Okay. Did the reiteration of that practice coincide in any way with the
2 publication or knowledge of the forthcoming publication of the article and
3 its content?
- 4 Staffer 1: I wouldn't be able to confirm that because there were a number of things
5 happening in the office. Jimmy had departed from our office two or three
6 days prior to that. We were kind of going over a bunch of things at once. I
7 can't make that delineation.
- 8 Paul Solis: Let's move on to some of the things specifically that the article addressed
9 and just walk through some of the things that were alleged to have
10 occurred and your knowledge as to whether you have experienced these or
11 whether you second hand you have knowledge of other people
12 experiencing them. These personal errands that were alleged to have been
13 tasked to staffers. Has Representative Garrett ever asked you to do a
14 personal related errand?
- 15 Staffer 1: My nature is to always offer to be of service in whatever way I can. I
16 know at the beginning of his term I offered to be of help to him both
17 officially and personally if he ever needed anything. It can be quite
18 overwhelming being a freshman member. I really enjoy dogs and I had
19 offered at the beginning that I would be happy to watch their dog any time
20 they needed. I kind of had made blanket offers and then specific offers like
21 watching the dog. This is over a year and three quarters. I can't recall
22 specifics with it.
- 23 Paul Solis: How many times would you say you watched the dog?
- 24 Staffer 1: Three separate accounts.
- 25 Paul Solis: I'll be specific I guess. These are times not in the office, like on the
26 weekend or at night and you're not official time. How many times would
27 you say you watched the dog?
- 28 Staffer 1: Three separate times.
- 29 Paul Solis: This is over the course of your time in Representative Garrett's office?
- 30 Staffer 1: Yes.
- 31 Paul Solis: Did he ask you or did his wife ask you?
- 32 Staffer 1: I believe he was the one who asked me each time.
- 33 Paul Solis: When you took care of the dog was it at your place or their place?

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- 1 Staffer 1: Twice at my place and then once at their place because the person I was
2 living with was also watching a dog and we wanted to give each of them
3 their space. The Congressman and his wife offered me to stay at their
4 place.
- 5 Paul Solis: Was this just usually for about a weekend or how long?
- 6 Staffer 1: It varied each time. The first time was a weekend and they were
7 anticipating being able to take the dog with them and then last minute
8 found out that the place they were staying they wouldn't be able to.
9 Another time it was when a family member of the Congressman had fallen
10 ill. I offered to watch it while they were out of town for that. Then the
11 other time was I believe a weekend.
- 12 Paul Solis: Were you ever compensated for those services?
- 13 Staffer 1: I told them from the get go that I didn't need to be compensated. I really
14 enjoy spending time with animals and they still gave me a gift card after
15 watching her the first weekend. I believe the second time that I watched
16 her, Flanna asked me to remind her to compensate me and I didn't remind
17 her because I didn't feel it was necessary. It was something I wanted to do
18 for them to make their lives a little bit easier.
- 19 Paul Solis: The last time? The third time?
- 20 Staffer 1: I don't believe I was compensated.
- 21 Paul Solis: Again, related to the dog now in the office setting. How often was the dog
22 in the office?
- 23 Staffer 1: It varied month by month.
- 24 Paul Solis: Is there an approximation you could provide us?
- 25 Staffer 1: It really varied each month. I mean, sometimes it would be a couple days,
26 sometimes it would be a couple weeks. She hasn't been in the office for
27 the last several months.
- 28 Paul Solis: With taking the dog out for walks, letting it outside, any other tasks
29 relating to feeding the dog, things like that. Was that something the staff
30 would do?
- 31 Staffer 1: Food was left out for her. It wasn't something that, like at 12:00 she needs
32 to be fed. She also had a pad that she could go to the bathroom on in the
33 office. People liked to take her out for walks. A lot of people in the office
34 smoke and they'd take her out when they'd go down to smoke or interns

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- 1 like to walk the dog. It was just kind of a variety of times and reasons and
2 who took her out.
- 3 Paul Solis: Go ahead.
- 4 Helen Eisner: You said food was left out for her. Who left the food out for the dog?
- 5 Staffer 1: I don't know. I just saw a dish.
- 6 Helen Eisner: Okay. Who would bring the dog to the office? How would the dog get to
7 the office?
- 8 Staffer 1: Tom or Flanna.
- 9 Paul Solis: Was there ever an expectation for staff that they take the dog out for
10 walks? The dog has to go out. How are people knowing that the dog has to
11 go out?
- 12 Staffer 1: Some people would offer and some of the texts I gave to you people
13 would say, "Hey should I take her out? Do you know if she's been let out
14 recently?" Sometimes it's just people know that it's nice to take a dog out
15 to go to the bathroom outside or they were going to go on a walk. I
16 couldn't really say other than that. She generally would sit on my lap when
17 she was in the office or down at my feet. People would come back and get
18 her to take her out but I don't know where that direction was coming from.
- 19 Paul Solis: Did anybody that either worked under you, some of the staff assistants or
20 anyone else ever explain to you frustration about taking the dog out or that
21 they didn't want to?
- 22 Staffer 1: The only person who I can remember who might have expressed
23 frustration would be John March but other than him, I mean James Van
24 Den Berg used to work in our office. I know he had watched her one
25 weekend and Sophie really liked him as well. She'd hang out around his
26 desk. He'd take her out some but it was, to my knowledge the only one
27 who was really frustrated about it. Most people enjoyed having the dog
28 there and it was kind of a collaborative thing, someone is going out and
29 can take the dog out with you.
- 30 Paul Solis: When John expressed frustration, what did he say?
- 31 Staffer 1: I wouldn't be able to answer that. I can't recall.
- 32 Paul Solis: I mean, what is providing you the basis for saying he was frustrated?

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1 Staffer 1: He would get frustrated with a lot of tasks but with things that were
2 routine for him to do as legislative correspondent and other things. I can't
3 give you a quote. I don't remember.

4 Helen Eisner: Can I ask a question? How often was the Congressman's wife Flanna in
5 the office?

6 Staffer 1: I don't think she's been in the office. I mean, it would vary again.
7 Schedules just vary month to month. Sometimes it would be a couple
8 times a week. And sometimes it would be ... weeks would go by and she
9 wouldn't be in it. And she hasn't been in the office, I don't think, since
10 February of this year.

11 Helen Eisner: During the time periods, I know you said it varied, but during the time
12 periods when the dog was in the office, did that coincide with those time
13 periods when Flanna was also in the office?

14 Staffer 1: By and large.

15 Helen Eisner: Okay. And what was the reason that she was in the office?

16 Staffer 1: She was ... There's a Congressional Wives Association. They have a lot of
17 events up here in the Library of Congress, in the Capitol ... that spouses
18 and members of Congress are invited to. So she was up attending those, or
19 dropping things off for Tom. Sometimes she would bring drinks by the
20 office for us, like sparkling waters. But a variety of reasons.

21 Paul Solis: Go ahead.

22 Helen Eisner: When she was in the office, did she ever provide direction to the staff
23 about the dog or how to take care of the dog?

24 Staffer 1: Not that I saw. I can't say it didn't happen, but not that I saw her
25 specifically say like, "You take out the dog," or "You make sure it has
26 food."

27 Helen Eisner: What about with regards to any other issues, besides the dog?

28 Staffer 1: She helped with a number of general office happenings, constituents who
29 she knew that they needed help with something, who had reached out to
30 her, or that she saw posting something. And she knew that constituent
31 needed help, or needed a flag flown, or something like that. She would
32 pass along that information, and say that someone had frustrations about
33 policy issue acts and wanted someone to call them so that they could be
34 heard, facilitating those things.

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1 Paul Solis: So I asked you about errands ... you had mentioned ... we've gone through
2 the dog. You've mentioned, for example, groceries. Did Representative
3 Garrett ever ask you to buy groceries, or pick up groceries, or deliver
4 groceries?

5 Staffer 1: No.

6 Paul Solis: Did his wife?

7 Staffer 1: No.

8 Paul Solis: Are you aware of anybody from the office, current or former staffers,
9 picking up groceries, buying groceries, or delivering groceries?

10 Staffer 1: The only time I've ever heard of it was after the article was published,
11 trying ... I had no knowledge of where that could have come from. I know
12 someone told me that one time Denzel, who used to work in our office,
13 had offered to take groceries up to the Congressman's apartment since
14 Flanna was like seven months pregnant, or something. And he said he
15 would help bring them up. But that's the only knowledge I have of it, and
16 it wasn't firsthand.

17 Paul Solis: And who told you that?

18 Staffer 1: Tom.

19 Paul Solis: Representative Garrett?

20 Staffer 1: Yes.

21 Paul Solis: Have you ever heard anyone talk about Denzel going to Costco with
22 Flanna?

23 Staffer 1: No.

24 Paul Solis: What about driving? Has Representative Garrett ever asked you to drive
25 him, or his wife, somewhere for a personally-related task? For a personal
26 purpose?

27 Staffer 1: Jimmy and Tom and Flanna had a discussion about ... after a family
28 member had fallen ill having Jimmy drive Flanna to the airport. And it
29 ended up being Paul Hartman who drove Flanna to the airport. So I know
30 she was transported that one time.

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1 And then, one of our former interns had driven his daughters. But that was
2 something that the intern knew his daughters, and had volunteered for it. It
3 wasn't an official thing.

4 Paul Solis: And who was that intern?

5 Staffer 1: Tanner Hirschfeld.

6 Paul Solis: When Paul drove Flanna to the airport ... do you know anything about a
7 request to change the oil, from the car?

8 Staffer 1: Yes.

9 Paul Solis: Okay. What happened there?

10 Staffer 1: Flanna had asked – and this was what was relayed to me, from Jimmy, so
11 this is not firsthand. Flanna had asked Paul to change the oil, have the oil
12 changed in the car, I think on the way back. And Paul mentioned it to
13 Jimmy. Jimmy directed him not to. And I don't think that was
14 communicated back to Flanna. And Flanna just heard that it wasn't done,
15 without explanation.

16 Paul Solis: Did you ever see Flanna become upset about that, towards Paul?

17 Staffer 1: I never witnessed that.

18 Paul Solis: Okay. Do you know anything about it?

19 Staffer 1: I know that a week or so later – a little bit of time after, Paul was
20 downstairs in the basement at Cannon. And Flanna was trying to go
21 through one of the doors, and she had her hands full with the stroller, and
22 her baby. And Paul went to open up the door, and I think she got upset
23 because she felt like he was being overly kind when he wasn't willing to
24 do what she had asked earlier. And she, to my knowledge, she didn't know
25 background on that. And so she got mad at him, down in the basement.
26 And he came upstairs, and that's the extent of what I know.

27 Paul Solis: Is that how you heard about it? It was from him?

28 Staffer 1: Was from Jimmy and I talked with Paul briefly about it, and Paul had just
29 kind of mirrored what Jimmy had said.

30 Paul Solis: Again with regard to oil changes, was that the only time Paul was asked to
31 change the oil in the car?

32 Staffer 1: I think.

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1 Paul Solis: To your knowledge?

2 Staffer 1: To my knowledge, yes.

3 Paul Solis: What about ... do know who Stephen Harvey is?

4 Staffer 1: Yes.

5 Paul Solis: Do you know if he was ever asked to change oil in the car?

6 Staffer 1: He was. It was at an event he was at with a Congressman. And I can't
7 recall if he did, or if he did not, have it changed.

8 Paul Solis: And how did you find out about that?

9 Staffer 1: Jimmy.

10 Paul Solis: Anybody else that it was requested of them to change the oil in
11 Representative Garrett's car?

12 Staffer 1: I don't know if Flanna asked Jimmy to, since it hadn't been done by Paul.
13 But other than that, not anyone I can think of.

14 Paul Solis: I want to direct your attention to the number OCE_0054.

15 And so, this is a text message you had with Jimmy on February 6th of this
16 year, is that correct?

17 Staffer 1: Yes.

18 Paul Solis: Okay. And in that text, what are you talking about here?

19 Staffer 1: The first part, I can't recall. Because again, a lot happens over a span of
20 time. And even in the second part of the first message in there ... I was
21 explaining my thoughts on why Flanna might have asked him. And when
22 someone falls ill, you want people around you who you trust. And so I was
23 kind of outlining reasons why Flanna might have been asking him.

24 Paul Solis: And does this relate, as you mentioned before, to the family member
25 falling ill and then Flanna going to the airport?

26 Staffer 1: Yes.

27 Paul Solis: This relates to that? Was Jimmy ever ... did they ever request that Jimmy
28 drive Representative Garrett's wife on any other occasions that you're
29 aware of?

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1 Staffer 1: Not that I have knowledge of or can recall.

2 Paul Solis: What about other staffers? So you've talked about Tanner driving the
3 daughters. Any other circumstances where any staff member was ... that a
4 request was made that they drive Representative Garrett or his family
5 somewhere? In a non-official capacity?

6 Staffer 1: No. Not that I know of.

7 Paul Solis: Moving on to clothing. You had talked a little bit about that, in reference
8 to the article. Did Representative Garrett ever ask you to pick up clothing
9 for him at his home, or somewhere else, and deliver it somewhere else?

10 Staffer 1: One of the texts in the series I turned over-

11 Paul Solis: I think it might be OCE number 3?

12 Staffer 1: ... was Flanna.

13 Paul Solis: Let's see if this is what you're referring to.

14 Staffer 1: Yes. So sometimes there was miscommunication with who was the point
15 person for what. And I was doing a number of things, as it related to a
16 committee hearing or something. And Jimmy was primarily
17 communicating with Tom, I think. And there were a blazer ... I don't know
18 if there's ... what other ... the things for him to wear to dinner. They
19 needed to be picked up at his apartment. And Jimmy was coordinating
20 that.

21 But Flanna thought I was. And so ... I don't know how much time had
22 elapsed between her first message, and the other two on there. But I hadn't
23 replied because I was doing some other things. And so Jimmy told me ...
24 Jimmy and I discussed verbally, and Jimmy told me he was sending Tripp
25 and John March over to get them. And so that's why I responded that, but
26 it was more so phone conversations between Jimmy and Tom, I think.

27 Paul Solis: Is this the only time that a request was made to you, related to the
28 clothing?

29 Staffer 1: One time I brought down ... I think it was a tie or a belt ... or it was
30 brought to me in the committee room I was in, and I gave it to him. But
31 other than that, no other clothing requests that were made to me.

32 Paul Solis: Are you aware of anybody else in the office having that request made to
33 them, to pick up clothes for Representative Garrett? Dry cleaning?

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1 Staffer 1: I don't think anyone ever ... to my knowledge, I don't think anyone picked
2 up dry cleaning for him.

3 Paul Solis: And I guess I should separate that. What about the circumstance of going
4 to his apartment to pick up clothing and bring it to the office, something
5 like that. Did anybody do that?

6 Staffer 1: On any given day, with him sitting on three committees and being short-
7 staffed as a freshman member, it's all hands on deck, trying to get things
8 organized. At one point in the office, I was the only staffer who had been
9 on the Hill previously. And so there were a lot of balls in the air, and a lot
10 of people doing different things. So there were days I was at my desk for –
11 and in the office for five minutes. And the rest of the time I was running
12 around the rest of the Capitol doing things.

13 So this is really the only – and the other instance with someone meeting
14 me over in the committee room. But I can't speak to if there were other
15 times. There's a good chance I wouldn't know about it.

16 Paul Solis: What about anything else? I've gone through clothes. I've gone through
17 driving. I've talked about the dog. You've mentioned dry cleaning. Are
18 there any other tasks that were requested of you that were personal in
19 nature?

20 Staffer 1: Not that I can recall.

21 Paul Solis: Are you aware of anybody else, current or former staffers, that requests
22 were made of them to conduct personally related tasks, other than the ones
23 we've spoken about?

24 Staffer 1: I think those are all the ones I can recall.

25 Paul Solis: What are "TAMMY texts"?

26 Staffer 1: It's an acronym that isn't an accurate acronym. It stands for "Tom asked
27 me to tell you."

28 Paul Solis: And who developed that acronym?

29 Staffer 1: I would assume Tom or Flanna? And it was developed, from my
30 knowledge, from when he ... during the campaign, during that time.

31 Paul Solis: How often would Representative Garrett's wife text you, about anything?

32 Staffer 1: Her and I would text about personal things so I ... we would text for a
33 variety of reasons. But sometimes it would be a couple times a week.

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1 Sometimes it would be weeks in between. It was very dependent on the
2 circumstances, and what we were texting about.

3 Paul Solis: How often would she text other staffers in the office?

4 Staffer 1: I can't answer that. I don't know.

5 Paul Solis: Did Jimmy ever express frustration with her texting staffers in the office?

6 Staffer 1: Yeah. He was trying to streamline who she was texting so that we could
7 make sure things were being given to the right people to do, or the right
8 responses were given back, and so that there was accountability with ... if
9 we were able to accommodate a request, or not. And that things were at
10 least given an answer.

11 Paul Solis: Okay. So what do you mean by request?

12 Staffer 1: Her facilitating with official things being done, such as constituent needs.
13 Coordinating things with Tom, like when I stayed at their house to watch
14 the dog, making sure that I'd given the key back to them for their
15 apartment. It just comes out in a variety of ways.

16 Paul Solis: Was she assigning official responsibilities to staffers?

17 Staffer 1: I think things are interrelated. She would work with the scheduler on some
18 of the things she knew about his schedule, to make sure that his official
19 scheduling was being done accurately and efficiently, like giving relevant
20 information with that. And then MacKenzie was doing some campaign
21 stuff for them on a routine basis. And so I know she would give direction
22 to her. And then Jimmy did campaign stuff as well, so I know she gave
23 direction to Jimmy.

24 Paul Solis: I'm going to-

25 Helen Eisner: May I touch on something quickly?

26 Paul Solis: Sure, sure.

27 Helen Eisner: You said that occasionally you and Flanna would discuss things that are
28 personal in nature. Do you have a personal friendship with Flanna?

29 Staffer 1: I would consider her someone who I'm friends with, yeah.

30 Helen Eisner: Okay. How often do you communicate with her, with regards to things
31 that are personal in nature?

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1 Staffer 1: It just depends. I think it's hard to put a standard on that. With people who
2 I'm friends with that I don't work with at all, it varies a lot, too. So I ...
3 again, several times a week. Sometimes weeks would go by, and I hadn't
4 talked to her.

5 Helen Eisner: Okay. Do you see her socially, outside of work?

6 Staffer 1: Sometimes.

7 Helen Eisner: And what do you do, when you see her outside of work?

8 Staffer 1: She's invited me to dinner, or lunch, at their place. Just random things
9 around town?

10 Helen Eisner: And is that something that you attend with her, just the two of you, or are
11 there other individuals that join you?

12 Staffer 1: Tom was at both the lunches and dinners I had at their place. It just kind of
13 depended.

14 Helen Eisner: Okay. What about other staffers, on those occasions? For the lunches and
15 dinners?

16 Staffer 1: I think both of the times that I had dinner and lunch with them, it was just
17 me and Tom and Flanna. But sometimes I would hang out them, and
18 Jimmy would be there. It's hard to recall specific instances.

19 Paul Solis: You talked about Jimmy being frustrated, because he wanted to streamline
20 communication between Flanna and the staff, correct?

21 Staffer 1: Yes.

22 Paul Solis: I just want to try to get an understanding. You know, you say that Flanna
23 and you had personal communications, right? And I know that you're not
24 part of the communications between Flanna and the other staff necessarily.
25 But why would Jimmy express frustration at personally-related
26 communications between Flanna and staff members? Just, can you help
27 me understand why ... what specifically was his frustration based on?

28 Staffer 1: Being Chief of Staff, I think he wanted a pulse of what was going on.

29 Paul Solis: And what do you mean by "going on"?

30 Staffer 1: Anything that was ... any task that were asked, he wanted to know and
31 make sure that we either did it, or we didn't do it, depending on if we were

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1 allowed to or not. And then also to be able to make sure it was taken care
2 of.

3 Paul Solis: When you say "tasks," and whether you were allowed to or not, what do
4 you mean by that?

5 Staffer 1: Things like constituent aid. Things like that. Her involvement with those
6 types of things. And ethics ... I've been very unclear when we sought ..
7 when I had personally sought guidance from them asking if members'
8 spouses are allowed to be involved in that, just to make sure we had a
9 clear answer from Ethics. And one counsel told us that she absolutely was
10 not allowed to be involved in any way. And the Chief of Staff for Advice
11 and Education told us that she was absolutely allowed to be involved to
12 any degree that she wanted to, if she was volunteering her time to help
13 with those things.

14 Paul Solis: Okay. Well let's break that down a little bit. So when did you make that
15 inquiry into ethics?

16 Staffer 1: So, our scheduler when she had ... Marissa, when she had questions
17 about ... scheduling is one of the more complex roles on the Hill as it
18 relates to what is official, what schedulers are allowed to do and what they
19 aren't. And so sometimes she would ask me questions and be like, "Hey!
20 Do you know if I can put this in?", or like, "Do we need to do this on my
21 own time?"

22 Various questions about what's allowed to be put in his calendar. And
23 when I could, I'd give her answers. When I didn't know, I would tell her
24 and she would refer to the Ethics Manual or call down. And so she had
25 point of contact in Ethics named ... I wrote down his name ... Robert
26 Eskridge. And she had gone down and asked him a couple of questions.

27 Then, later on, Tom wanted to have an all-staff meeting. And he wanted
28 Ethics to be there, just to discuss when tasks are asked, if you don't think
29 that they fall within official parameters, if you have questions about it,
30 who you should go to, to get that clarification. And so we knew that
31 Robert was going to be in attendance. And the scheduler, Marissa, and I
32 went down to talk to him about some things that we thought were unclear,
33 and we would like him to address in the meeting.

34 And when we emailed him, or we tried to stop by and see him, he
35 conveniently wasn't there. And then he emailed us back and said that he
36 wouldn't be in the meeting, no explanation as to why but that his
37 colleague, Jessica Baker, would. So then Marissa and I went to talk to
38 Jessica Baker, who's also Counsel, and we talked to her about the things
39 that we wanted to address in the meeting. We asked for clarification as to,

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1 if a spouse can be involved in constituent services, kind of those things,
2 just to gain clarification because different people were having different
3 answers on that, different thoughts.

4 And I know, I wanted to get that clarification for Jimmy as well. And we
5 also expressed to her that we were frustrated because the Congressman
6 had been texted by Robert that staffers had come to ask him questions.
7 And we had been told on multiple occasions that any conversations that
8 staffers have with the Committee on Ethics, and their Advice and
9 Education branch, are fully confidential, and that's a clear breach of it.

10 And she was like, "You're right. That shouldn't have happened. That's
11 against our rules." And, day of the meeting, Jessica doesn't show up. It's
12 two brand-new people. We were given no heads-up, even though we had
13 come down to express that we weren't getting consistent answers with
14 things, that Robert wasn't ever there if we had questions to ask him. And
15 he had been the point of contact. And I never even met him because, by
16 the time I tried to ask him questions, it never worked out.

17 And so Jessica wasn't there. They sent up the Chief of Staff for the Advice
18 and Education branch, who was Tonia Smith, and a colleague with her
19 that ... I don't recall her name. They came up during the meeting. After the
20 meeting, Marissa and I sent an email to Jessica Baker saying that the
21 meeting that we had with her left us feeling comfortable with the
22 Committee on Ethics, and that things that we thought were unclear were
23 going to be clarified. But we were really disappointed to not see her in the
24 meeting, and to not have been given any heads-up on that, which was the
25 whole point of us going down to ensure that things were addressed.

26 We did not get an email back from her. So we went down to talk to Tonia
27 Smith, who is Chief of Staff for Advice and Education. She informed
28 Marissa and I that she directed Jessica not to respond to us. And at that
29 point, I haven't communicated with the Committee on Ethics since. And
30 she also told us that Flanna should be as involved as she wants, and that
31 she should volunteer her time as much as she wants.

32 Paul Solis: Okay. So let's go back a little bit-

33 Helen Eisner: That was Tonia who said that, the last statement that you-

34 Staffer 1: Yup.

35 Helen Eisner: Okay.

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- 1 Paul Solis: Let's go back a little bit. You said that the whole reason ... and it was you
2 and Marissa that went down right, initially because there were some things
3 that you were unclear about. What were you unclear about?
- 4 Staffer 1: The oil change thing – if Paul had wanted to do it on his own time, say
5 during his lunch or before or after work, is he allowed to?
- 6 Is Flanna allowed to tell us that Constituent X has a question about
7 something, and needs a phone call?
- 8 Things that, regardless of if we were fine or not doing it, Jimmy or
9 someone had a question as to if we could do it, since it was being directed
10 by her. And I think it's a basic and valid thing to get clarification on, and
11 something that should be a straight answer, and then evidently isn't.
- 12 Paul Solis: So you mentioned those two things. Anything else that you wanted
13 guidance on, from the committee?
- 14 Staffer 1: Marissa had specific scheduling questions. But she had different
15 conversations with them than I did.
- 16 Paul Solis: What about in a similar vein as oil changes, other requests made
17 Representative Garrett or Flanna, asking staff to do things? Did you bring
18 that to the Committee's attention?
- 19 Staffer 1: I can't recall other specific things. They talked to us that staff absolutely
20 needed to be reimbursed if they did anything personal for them. And they
21 gave us examples like people ... so do you know – Jimmy, and I think
22 Dakota, helped them move a few things when they were moving
23 apartments. Jimmy was moving into their old apartment. So that would
24 fall under personal tasks.
- 25 But the reason I thought of that was Ethics was just talking about, Jessica
26 Baker was talking about some general things that staffers had done in the
27 past that could lead to issues down the line, and they had talked about
28 another member whose staffers had helped. And even if they wanted to
29 help, they needed to be reimbursed for it. So they gave us some examples.
- 30 And I know we had mentioned the oil change, and then general constituent
31 requests.
- 32 Paul Solis: When you went down with Marissa initially, was Jimmy aware?
- 33 Staffer 1: No, we did not tell him.
- 34 Paul Solis: Was the Congressman aware?

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1 Staffer 1: No.

2 Paul Solis: So why did you guys not tell Jimmy or the Congressman?

3 Staffer 1: There was no need to?

4 Paul Solis: How did you find out that one of the counsels on the Committee had
5 texted that member?

6 Staffer 1: Because Tom told Jimmy, and Jimmy told me.

7 Paul Solis: Was Representative Garrett upset about that?

8 Staffer 1: As he said in one of his texts that I turned over to you, he had frustrations
9 with feeling like staffers couldn't come to him and ask for clarification,
10 like they could only come to Jimmy and ask for that clarification, and flow
11 of communication and who was giving direction. And so when he heard
12 that staffers had gone down to ask who they could be given directions
13 from, and stuff like that, and ... I don't know who had gone down and
14 talked to Robert about that.

15 I don't think it was Marissa. And it wasn't me because I never had the
16 opportunity. Robert never made himself available to meet with me. So, I
17 don't know who it was who talked with him, or the specifics about that.

18 Paul Solis: Okay. I was under the impression that you had initially made the first
19 contact with Robert. It was someone else on staff?

20 Staffer 1: Marissa had gone down to ask him questions prior to me ever trying to.
21 And then when we knew that there was going to be an all-staff meeting,
22 and that Ethics was going to be there, we thought it was a good
23 opportunity to make sure that everybody was on the same page with things
24 and get things from the get-go, to have them to address so people didn't
25 feel like they needed to ask certain questions.

26 It's just better to handle things from the start. And so we felt like it was a
27 good time to go down, and have them address things when the staff was
28 all meeting with them.

29 Paul Solis: I had asked you why, you know, you didn't tell Representative Garrett or
30 Jimmy, and you said you didn't feel that they needed to know. But you
31 went down there to get information so that you'd feel comfortable with
32 what the Committee's advice on this stuff. What would you do with that
33 advice, had you gotten it? Had Robert been there?

34 Staffer 1: He would've given it to all-staff.

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1 Paul Solis: So it wouldn't have been just to you and Marissa? There was a plan to
2 have that information relayed to the whole staff?

3 Staffer 1: That's ... they were coming in to be in our all-staff meeting, hence them
4 talking to the whole staff.

5 Paul Solis: But was that provoked by you and Marissa initially?

6 Staffer 1: No, that was something Tom wanted after Robert had told him that
7 staffers were coming down to ask him who they reported to, who they
8 took direction from. Tom asked for all-staff to have a meeting, and for
9 Ethics to be there.

10 Marissa and I then took the opportunity to go down, to make sure that we
11 were having the most effective meeting as we could, and to get
12 clarification on things people were clearly confused on, including Ethics.

13 Helen Eisner: I just want to make sure we get that timeline correct. So Marissa, or
14 someone else on staff, had made some type of communication with Ethics
15 at some point, and interrupt me if I'm getting this incorrect, but at some
16 point, the fact that staffers had been communicating with Ethics was
17 texted to the Congressman, by Robert?

18 Staffer 1: Mm-hmm (affirmative).

19 Helen Eisner: Okay, so just for the recording, if you could just say, "Yes, you're correct."

20 Staffer 1: Yes.

21 Helen Eisner: And then, the Congressman wanted to have an all-staff meeting after
22 learning that staffers had gone to Ethics? Is that correct?

23 Staffer 1: Yes.

24 Helen Eisner: Okay. And prior to the all-staff meeting, you had gone down to the
25 Committee on Ethics to discuss with them, directly, some of the concerns
26 and understand their perspective prior to the meeting?

27 Staffer 1: Yes.

28 Helen Eisner: Okay. Just want to make sure.

29 Paul Solis: And, what month is this occurring in?

30 Staffer 1: I think March, but-

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1 Paul Solis: Of 2018?

2 Staffer 1: Of 2018. But I can't-

3 Helen Eisner: You had said that ... when the Congressman learned through the text
4 messages that staffers had gone to talk to Ethics, and you had some text
5 messages yourself with the Congressman about that. And you said he
6 expressed frustration and, I'm sorry, correct me if I'm wrong, but I think
7 you said he expressed frustration about why people didn't go to him
8 directly? Is that-

9 Staffer 1: It was one of the texts. I may not find the exact one that I included. It was
10 from ... it's Number 38.

11 Paul Solis: This is OCE_0038?

12 Staffer 1: Yes.

13 Paul Solis: And this is subsequent to him finding out that people had contacted the
14 Ethics Committee?

15 Staffer 1: And after the meeting, but it relates in-

16 Helen Eisner: So-

17 Staffer 1: ... and the reason why he called the all-staff meeting with Ethics being
18 present.

19 Helen Eisner: So why didn't you go to the Congressman, yourself, with the questions
20 that you had about ethics?

21 Staffer 1: Because ethics is the best to interpret ethical rules and guidelines. It's
22 better to go to the person who wrote them and is tasked with giving advice
23 and education.

24 Helen Eisner: Had you had any conversations with the Congressman about these issues
25 that you had questions about?

26 Staffer 1: No, because I never had any questions with things that I was asked or
27 directed to do.

28 Helen Eisner: Your questions were about things that other people were directed to do?

29 Staffer 1: To a degree. Also just general involvement, like I've said before, with the
30 wife. I was always happy to reach out to a constituent once it had been
31 relayed to me, but I think there was confusion with – Jimmy had confusion

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1 as to if she could ask for those things to be done. That's why specifically
2 Jessica said, "She is not allowed to ask you to reach out to a constituent,"
3 and then Tonia said she absolutely is. It was general things as well. It was
4 necessarily just specifics.

5 Helen Eisner: So those areas of confusion, were those topics that you had discussed with
6 the Congressman?

7 Staffer 1: No, because those were conversations I'd had with Jimmy.

8 Helen Eisner: Okay. What did Jimmy say about those areas of confusion?

9 Staffer 1: I was trying to get clarification from Ethics as to if we could or could not.
10 Me asking Jimmy wasn't going to be as much help as me asking the
11 committee. I wanted to just get information straight from the source.

12 Helen Eisner: Understood. I understand why you would want to go to Ethics about that.
13 What did Jimmy say when you talked about those areas?

14 Staffer 1: I don't think he knew the answer to that, but I think he wanted to
15 streamline things. He preferred requests from Flanna were not being made
16 to staffers even if it was constituent things because he wanted to have
17 knowledge of all requests that were being made.

18 Paul Solis: Was Flanna making any requests that were not related to constituents at
19 that time?

20 Staffer 1: There were things I volunteered for like watching their dog, but Tom was
21 the one who asked me, I think, every time, each time I watched her to
22 watch. But I would text with Flanna about the details of it.

23 Paul Solis: Again, was she making any non-constituent related requests of the staff at
24 that time?

25 Staffer 1: There were people like Jimmy and MacKenzie who worked for the
26 campaign, so yes, she was making requests of them that were not official
27 that could've related to campaign or other things, but I wasn't in on those
28 threads.

29 Paul Solis: How are you aware of that?

30 Staffer 1: Through Jimmy and MacKenzie telling me.

31 Paul Solis: I just want to refer you back to the 38 document here. I just want to get a
32 little awareness of the time here because the document before, and I

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1 believe they kind of follow chronologically, number 37 is June 1, and then
2 number 39 is June 5. Do you know when the date is on this number 38?

3 Evie Norwinski: Yeah, I may be able to clarify. We sent this to you in the response of
4 yesterday about our redactions. Staffer 1 looked on her phone, and the text
5 on OCE_0038 is from June 4.

6 Paul Solis: Okay. Okay. Again, correct me if I'm wrong, but this number 38 here, this
7 text was a result of, this is, I think, what you told us, Representative
8 Garrett being aware that staff had contacted the Committee?

9 Staffer 1: No.

10 Paul Solis: I had asked you when that had occurred, and it was in March?

11 Staffer 1: The first part, it wasn't directly as a result of him knowing staff had
12 contacted Committee. It was a combination of how we felt like Jimmy set
13 up standard operating procedures, and part of that came from him being
14 told that staff had contacted committee. It's not just one thing. At this
15 point, Jimmy was no longer with their office. I think most of my contacts
16 with Ethics were in March, but I don't know for sure.

17 Paul Solis: If I could direct you to OCE_0048. This is January 12 of this year.

18 Staffer 1: Yes.

19 Paul Solis: This type of communication from Jimmy, was this something he would
20 commonly write to you?

21 Staffer 1: Type, meaning?

22 Paul Solis: Is this something he would commonly express to you? He's saying, "Next
23 time someone complains about doing things not in their job description,
24 remind me to tell them the story where I went to three different stores
25 before 9:00 to find Tom's skim milk." Would he express similar types of
26 communications to you?

27 Staffer 1: The first part of that communication, yes, there were a number of people
28 who were formerly in our office that felt like they were only to do X, Y,
29 and Z even when A, B, and C needed to be done. Some of them are no
30 longer with our office. There was frustration with us being a team and
31 some people not doing what needs to be done. The second part, anyone
32 can have a day when they're looking for something or trying to do
33 something and they run into eight different roadblocks.

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1 Paul Solis: With the focus on, "Next time someone complains," that's in relation to
2 former staffers?

3 Staffer 1: Yeah, and staffers in general just complaining about saying ... I'm doing
4 our financial approvals now, and that only started recently. I have texts
5 that reference that. That's not in a Legislative Director's job description,
6 but I do it because it needs to be done. There are lots of tasks that need to
7 be done. There were a number of people who didn't feel like doing
8 anything that wasn't directly in their line.

9 Paul Solis: Okay. In that same context, people complaining about things not in their
10 job description, were any of those people complaining about things not
11 related to official responsibilities?

12 Staffer 1: It's a pretty general statement, so I don't know if I could answer that
13 accurately.

14 Paul Solis: What you just described to me is it's not in your job description, but it's
15 still an official responsibility, correct?

16 Staffer 1: Yeah, and a number of people had official relationships with them. Almost
17 everyone else on staff from our swearing in staff had been on the
18 campaign with him and had personal relationships with him and his wife. I
19 can only say what people have said as it relates to what they've said to me,
20 not to other people. Here he's talking about people who complain to him.

21 Paul Solis: Okay. I asked you what Jimmy meant by that, and you provided me with
22 an explanation that it relates to former staffers and current staffers who
23 find that they're not doing something in their job description related to,
24 you said X, Y, and Z, and A, B, C, right?

25 Staffer 1: Yeah, and I gave an example of me doing financial approvals, and that's
26 not in a Legislative Director's job description. I was using an official
27 example because that's what I'm going to know more of than official
28 versus unofficial. MacKenzie and him were both doing campaign stuff. I
29 don't know what all went into that.

30 Helen Eisner: This text message chain and the sub-text message here that he's pasted in
31 here is about going to get skim milk.

32 Staffer 1: Yes.

33 Helen Eisner: The context for that is something that would not be an official
34 responsibility. Why is he referencing this as the point of contrast when
35 he's saying, "Next time someone complains, I went out and had to get
36 skim milk for the Congressman"?

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1 Staffer 1: I don't know.

2 Evie Norwinski: Do you want to give some context about why he was getting this skim
3 milk?

4 Staffer 1: Tom had a radio interview at 7:00 a.m., and Jimmy wanted to be over
5 there with him for it. Jimmy was on his way over and he asked, "Anything
6 else I can get?" Clearly before that they were talking about Jimmy being
7 on his way over. If someone is passing by a number of things and
8 someone else is staying in the same spot and needs something, it's normal
9 to ask if you can pick anything up. I don't know if Tom asked him or if
10 Jimmy offered if he wanted him to get anything on his way over. I don't
11 know. Then obviously Jimmy was getting skim milk for him. That's what
12 it's about. I don't know if he was asked or if he was offered. I can't answer
13 that. I know Jimmy was driving or walking, I think he was driving over to
14 Tom's, and Tom was at his place.

15 Paul Solis: I had asked you initially about your awareness of people complaining
16 about things not in their job description, and you provided me with some
17 information. Can you say whether or not in each of those instances people
18 were complaining about officially related things that they were tasked to
19 do not in their job description?

20 Staffer 1: Yes, there were a number of people who complained about officially
21 related things that I would say are in their job description. They were
22 complaining about having to do those. That's why I gave that example,
23 because that's what I'm familiar with.

24 Paul Solis: What about anyone referencing complaining to you things that were not in
25 their official job description but are also not official, personally related
26 things? Did anybody complain to you about that?

27 Staffer 1: This is an example of Jimmy complaining about that.

28 Paul Solis: Besides Jimmy complaining about this.

29 Staffer 1: I don't know if I can pinpoint a specific thing.

30 Paul Solis: It doesn't have to be specific. It can be general.

31 Staffer 1: I need a minute.

32 Paul Solis: You want to take a break?

33 Staffer 1: Yeah.

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- 1 Evie Norwinski: Why don't we take a break?
- 2 Paul Solis: Okay. I'll pause the recording.
- 3 Paul Solis: This is Paul Solis. We're back on the record here with the interview of
4 Staffer 1. When we left, Staffer 1, we had asked you a question about this
5 OCE_0048 and your conversation with Jimmy about staffers in the office
6 complaining about doing things not in their job description. When I'd
7 asked you that, you had relayed to me that, for example, you have been
8 asked to do things that weren't in your job description, but they were
9 officially related things. I then asked you whether people were
10 complaining in the office about doing things not in their job description
11 but were not official. At that point, we took a break. I'm going to reiterate
12 that question to you, whether or not you're aware of those complaints
13 occurring in the office.
- 14 Staffer 1: The only person I can definitively say would be Jimmy. John March
15 complained quite a bit about things, but by and large as my memory
16 recalls, they were official things that he was complaining about. He would
17 complain about having to check the faxes as a Legislative Correspondent,
18 which number one, was in his job description, and two, is something he
19 should be doing. He would complain about things like that. He wasn't
20 someone who wanted to do other things for the member. I told you that I
21 had offered from the get go to do whatever I could to make their lives
22 easier. He's not someone who had really offered that or did that. I don't
23 think he was particularly fond of Sophie all the time, but I can't recall
24 specific instances or quotes.
- 25 Paul Solis: I asked you that question and you said Jimmy. What was Jimmy relaying
26 to you about his complaints with doing things that were not officially
27 related?
- 28 Staffer 1: Some things were campaign-related.
- 29 Paul Solis: What was campaign-related?
- 30 Staffer 1: Campaign fundraising, organization of events. I don't have a ton of
31 experience with campaigns, so I can't say much other than that. Those are
32 the two things I know he really did.
- 33 Paul Solis: He complained about doing those things?
- 34 Staffer 1: Sometimes the details of them, organizing things and getting responses
35 from Tom or input from him, or just how much time it took up. He was
36 feeling pretty overwhelmed at certain points.

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1 Paul Solis: Okay. What about non-campaign related, non-official things?

2 Staffer 1: Here's an example of the skim milk. Other than that, I can't point to a
3 specific.

4 Paul Solis: Jimmy never brought things like that up to you?

5 Staffer 1: I'm not saying that. I'm saying I can't recall.

6 Helen Eisner: Do you recall generally? You said you can't recall specific.

7 Staffer 1: It was a stressful time. A lot of things were going on. Any freshman office
8 is a lot to get involved in. He would complain about things, but I can't
9 recall specifics.

10 Helen Eisner: Do you recall generally him complaining about being asked to perform
11 any type of tasks that were not related to the campaign, not related to the
12 official office?

13 Staffer 1: I gave you the text about him driving Flanna's car. This is over a year and
14 three quarters. It's hard to remember specifics of things when-

15 Helen Eisner: Again, generally, not asking for specifics. Do you recall generally those
16 types of complaints about things that were not campaign-related and not
17 official?

18 Staffer 1: I'm sure to some degree he did because he was complaining about this. I'm
19 sure a lot of things meld together, so yes.

20 Paul Solis: How often did that happen?

21 Staffer 1: Like I said, if I can't give specific examples of one, I'm not going to be
22 able to give specifics of how often.

23 Paul Solis: We'll move on to some other texts, and maybe that'll provide a little bit of
24 help on what's going on. Do you have any more questions, Helen?

25 Helen Eisner: No, go ahead.

26 Paul Solis: I want to move on to Dakota and MacKenzie and working with the
27 campaign. Did you ever talk to Dakota or MacKenzie about being
28 compensated by Representative Garrett's campaign committee?

29 Staffer 1: Jimmy had told me that he was going to create a position on the campaign
30 side that someone was going to be paid a small amount to do campaign
31 things for the Garretts. He asked me who I thought it should be between

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1 Dakota and MacKenzie. I suggested Dakota. I thought he had a little bit
2 more free time. Jimmy had asked Dakota if he'd be willing to do it. I
3 talked to Dakota because he wanted to know my opinion on it. I told him
4 it'd be a good idea to go down and talk to Ethics to get clarification on
5 what you can and you cannot do. For an example, you have your lunch
6 hour, which is your lunch hour. From the rest of the day that is laid out in
7 the employee guidebook is official time. That's sometimes from 9:00 to
8 5:00 and sometimes from 9:00 to 6:00. I talked to him about that. Then
9 Tom and Flanna decided to go with MacKenzie. I don't think I talked to
10 MacKenzie about it before she made the decision. I know she was paid on
11 a monthly basis, I think, from the campaign, but I don't know the specifics
12 of that.

13 Paul Solis: What were the job expectations?

14 Staffer 1: I don't know. I didn't see the contract, or I don't know if there was a
15 contract.

16 Paul Solis: You don't know if there was a contract?

17 Staffer 1: No, I didn't see one if there was. I don't know. I just know that Jimmy
18 created-

19 Paul Solis: Not if you saw one. Do you know if there is a contract?

20 Staffer 1: No, that's what I said. I don't know if there's a contract. Jimmy told me he
21 was creating a position, and that he was either going to have Dakota or
22 MacKenzie do it, and that he was going to pay them monthly. I don't know
23 the amount, and I don't know the specific details.

24 Helen Eisner: Jimmy told you he was going to create a position. He asked for some
25 guidance from you on who should, between Dakota and MacKenzie, who
26 should have that position. Did you talk about the types of responsibilities
27 that that person would have when he was asking who you should
28 recommend for the position?

29 Staffer 1: Various things like getting thank you cards, or running things to the post
30 office, things like that that help tie up loose ends with campaign stuff. I
31 don't know if there was a certain description that was ever written down or
32 parameters with that.

33 Paul Solis: Did you ever discuss with Jimmy and Matt sitting in a room together
34 about what this-

35 Staffer 1: Which Matt?

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- 1 Paul Solis: Matt Missen, whether or not this was going to be the types of role and who
2 to select with it? Do you recall that?
- 3 Staffer 1: I think Matt wanted it to be Dakota as well because MacKenzie was
4 starting to help with some press things. He wanted her to be more
5 available to be doing those, so I think he thought Dakota would be the
6 better choice as well.
- 7 Paul Solis: Were you, Jimmy, and Matt ever together talking about this?
- 8 Staffer 1: I think we were all together. I don't know if I had just talked to Jimmy. I
9 know I talked to Jimmy one-on-one about it, and I know I talked to Matt
10 about it, but I don't know if the three of us ever talked together. There
11 were lots of conversations throughout the day.
- 12 Paul Solis: Was there any expectation at all that whoever was selected for this
13 position would be doing some of the things that we talked about, some
14 errands or doing things for Representative Garrett's wife?
- 15 Staffer 1: She was heavily involved in the campaign in the first go-round and then
16 also working on his reelection when he was running, so a lot of that
17 direction would be given from Flanna.
- 18 Paul Solis: Did Flanna have a role with the campaign? Did she have an official role?
- 19 Staffer 1: I know that there was some talk about giving her an official role and title. I
20 don't know if that ever came to pen and paper. I think it did, but I couldn't
21 say for certain if it officially did.
- 22 Paul Solis: Did this role have anything to do with the frustration that Jimmy had
23 expressed to you about Representative Garrett's wife's contact with staffers
24 and streamlining the process?
- 25 Staffer 1: It was all about streamlining. Having one specific point of contact for little
26 campaign errands that you need done is helpful. That's why he created that
27 position. Having one point of contact for constituent requests and
28 assistance in the official office is helpful. It's just helpful for tracking
29 purposes and all of that.
- 30 Paul Solis: Did these two things relate to each other then?
- 31 Staffer 1: In what way?
- 32 Paul Solis: At first, I had asked you whether or not Jimmy was frustrated by the
33 communication he was getting to different staffers in the office, and you
34 said, yes, there was a desire by him to have a streamlined process. I'm

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1 asking if what you told me there relates to this new role that either Dakota
2 or MacKenzie would take on.

3 Staffer 1: Yes.

4 Paul Solis: Okay. You talked about campaign errands. What do you mean by that?

5 Staffer 1: Like I said, getting thank you notes, bringing things to the post office,
6 going to fundraising events, taking photos at them, those sorts of things.

7 Paul Solis: Okay. How do you know, for example, going to the post office is a
8 campaign-related task?

9 Staffer 1: If you have things that need to be mailed for the campaign, that'd be
10 campaign-related. I was not involved in specific instances of her going to
11 the post office, so I can't speak to-

12 Paul Solis: Were Dakota or MacKenzie ever expected with this new role to do tasks
13 that were not related to the official office and not related to the campaign?

14 Staffer 1: I don't know if there was an expectation of that. I know MacKenzie
15 watched Sophie, and that's neither campaign nor official.

16 Paul Solis: Was that part of her role with the campaign?

17 Staffer 1: Like I said, I don't know what specific duties. I know she would take
18 things to the post office sometimes and sometimes help with certain thank
19 you notes. Other than that, I don't know if there is a contract right now
20 with specific job duties, or if there's just a sheet with specific job duties
21 and no contract, or what the specifics were of it. I just talked verbally with
22 Jimmy, verbally with Matt, with Dakota, and then also with MacKenzie
23 after the fact, but I never saw any official or contractual stuff.

24 Paul Solis: Okay. I just want to be as plain as I can with you about this. We have
25 received information that it was an anticipated part of the responsibilities
26 for either Dakota or MacKenzie in this new role, that they would be doing
27 non-official, non-campaign errand running as part of this arrangement. I'm
28 asking you whether you have an awareness of that.

29 Staffer 1: I know that people would help out with specific personal things. Like I've
30 said, I offered to help them with certain things. I don't know how that
31 breaks down with that specific contract if there was a contract, so I don't
32 think I can answer that.

33 Paul Solis: You can't answer whether you were aware in discussions with Jimmy or
34 Matt that part of the expectation of Dakota or MacKenzie was to do non-

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1 official, non-campaign errand running? You can't tell me whether or not
2 you have an awareness of that?

3 Staffer 1: I know I did things that were non-campaign or official related, I know
4 MacKenzie did them, but I don't know-

5 Evie Norwinski: Let me stop a minute. Listen to his question. All he's asking is are you
6 aware of the role being created for Dakota or MacKenzie specifically so
7 they could do personal not campaign things, not whether they actually did
8 them or not, but whether the role was created. I don't mean to interrupt.

9 Paul Solis: That's exactly right. That's exactly right, Evie, and I want to do that in the
10 context of we received information from multiple sources that that is true,
11 and in fact you were potentially in the room when these things were
12 discussed. I just want to give you the opportunity to say whether or not
13 you're aware of that question.

14 Evie Norwinski: Your awareness is what you know or don't know. I don't want to put words
15 in your mouth. Go ahead.

16 Staffer 1: Yeah. I know MacKenzie did personal things for them. I don't know what
17 was laid out in that role officially. She did non-official things for them, but
18 I wasn't in the room when Jimmy was bringing it to her. I know that
19 having more contact with them opens up the opportunity for them to ask
20 her to do those things, and I know she did personal things for them. I'm
21 not trying to say that she didn't.

22 Paul Solis: I just want to know if those personal things were anticipated to be part of
23 this arrangement with the campaign.

24 Evie Norwinski: That you know of.

25 Staffer 1: It's hard for me to answer because she was supposed to be paid for the dog
26 sitting she did. That wasn't with campaign, and that was personal. She did
27 personal things, but they were supposed to be compensated.

28 Helen Eisner: If you could separate your knowledge of any specific personal things that
29 she did and just think specifically about this role that was created to be
30 paid with campaign funds, and you had some conversations with people
31 prior to the decision whether or not to hire Dakota or to hire MacKenzie,
32 in this role, when they were anticipating creating this role, was it
33 anticipated that that person would perform any type of personal services?

34 Staffer 1: I believe so, but they were to be paid for separately.

35 Paul Solis: What do you mean by separately?

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- 1 Staffer 1: Tom and Flanna were to pay MacKenzie for her dog walking not with
2 campaign funds. Yes, you could say there was an anticipation for some
3 personal things, but I don't think it was contractually like that because they
4 were paying her from their personal money for watching the dog.
- 5 Helen Eisner: When you're thinking of that payment with personal money for walking
6 the dog, why are you associating that with this arrangement with the
7 campaign?
- 8 Staffer 1: Because you're asking about personal tasks and MacKenzie. That's an
9 example that I know of where she did something but it was clearly
10 personal. I don't know if she ever was paid for it because her and I had had
11 a conversation about that. That money was supposed to be personally from
12 Tom and Flanna. Yes, there was probably some expectation that she do
13 personal things, but I never saw any sort of contract, and I know that they
14 were paying for it separately. That's where it melds together but is also
15 clearly separate as well.
- 16 Helen Eisner: How do you know that they were paying for it separately?
- 17 Staffer 1: I didn't see their checkbook, but from my understanding, she was on a
18 monthly payroll. I don't know if that was a check being mailed to her,
19 direct deposit. I have no idea. When she watched Sophie, she was like,
20 "Yes, I'll do it as long as I get paid," and Jimmy said he would make sure
21 she was paid. She had talked to Tom and Flanna about that. I don't think
22 they had cash on them at that point and they were like, "Oh, we'll pay
23 you." If it was being paid for by campaign, I would imagine it would have
24 been done for a reimbursement with the House's and added on to the
25 methods you usually pay for. Those conversations wouldn't have
26 happened. Is that clear enough, because I do think they're related, but the
27 monetary part is separate from my understanding.
- 28 Helen Eisner: When you were having the conversations about the creation of this
29 position, did you talk about the fact that dog walking was something that
30 the Congressman and his wife needed?
- 31 Staffer 1: Yes, and we had also talked about how that was going to be paid for, that
32 people who watched the dog were going to be compensated. From my
33 understanding and interpretation, that was going to be separate. Yes, it was
34 talked about in that conversation, but it wasn't the same pot of money,
35 which makes a distinction between job description for campaign and non-
36 official. I don't know what other requests they were making.
- 37 Helen Eisner: Who was it who told you it was not going to be the same pot of money?

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1 Staffer 1: No one specifically said it was going to be different pots, but it was the
2 way it was talked about. It was person will get a monthly amount for the
3 campaign work they do. If people watch the dog, they'll get paid for that.
4 The way it was talked about made it appear that it was going to be
5 different money. I'm decently confident in my belief that it was.

6 Helen Eisner: From that point forward, how often did MacKenzie walk the dog?

7 Staffer 1: I couldn't tell you how often she walked it. Her and I watched the dog over
8 the period of time that they had a family illness and were gone. Her and I
9 shared watching the dog. We have the text threads on there. She watched
10 it at least maybe two other times. I can't recall exactly. She was walking it
11 then. Then when the dog was in the office, any number of people would
12 take the dog out.

13 Helen Eisner: Okay. Those people and the occasions when MacKenzie walked the dog,
14 were they compensated?

15 Staffer 1: Not for walking the dog during the day, no.

16 Helen Eisner: Okay.

17 Paul Solis: All right, let's move on to OCE_0056 and 57. I don't believe there's a date
18 on here. Do you have any idea, once you get a chance to read it, what the
19 date on there might be? Even if you could approximate it.

20 Staffer 1: That was February 28.

21 Paul Solis: I want to direct you to the top there where you say ... I think your texts are
22 on the right-hand side, correct?

23 Staffer 1: Yes, sir.

24 Paul Solis: It says, "Was she fine with Dakota?" What does that mean?

25 Staffer 1: I was asking was Flanna fine with having Dakota do the campaign-created
26 role.

27 Paul Solis: This relates to the discussion we just had about the new role.

28 Staffer 1: Yes, that's correct.

29 Paul Solis: I want to direct you then below that where it says, "My days are slowly
30 getting numbered unless I can somehow fix that situation." What was
31 Jimmy talking about there?

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1 Staffer 1: He was talking about the conflict that he had with Flanna and Tom with
2 getting things done and then certain requests that we couldn't officially
3 accommodate, getting those done.

4 Paul Solis: Okay. What do you mean by requests that we couldn't officially
5 accommodate? What do you mean by that?

6 Staffer 1: Personal.

7 Paul Solis: Okay. What types of things?

8 Staffer 1: So much was happening at the same time that it's hard to recall specifics.
9 And I'm not trying to mislead you or withhold information, there honestly
10 was a lot going on.

11 Paul Solis: Understood.

12 Staffer 1: It was just various things like they wanted Christmas ornaments picked up
13 for people, and it was more of a campaign related task, House ornaments
14 at the gift shop, and so getting that done while not having someone do it
15 during their official time, and just requests that they were making like that.
16 So, kind of related to creating the role or being able to say, "No, that's not
17 official. We can't ask staff to do that type of thing."

18 Paul Solis: How do you know that, for example, the ornaments were campaign
19 related?

20 Staffer 1: I think they were going to donors.

21 Paul Solis: What other examples can you give us besides the Christmas ornaments,
22 that were not official, that you're referencing by this text here? That
23 Jimmy's talking about by this text.

24 Staffer 1: This was February.

25 Paul Solis: I just want to, you know, for the Chief of Staff to say his days are
26 numbered because of a request for Christmas ornaments seems extreme,
27 so I just want to know what else is happening.

28 Staffer 1: Yeah, so this was part of an ongoing thing. Jimmy and Flanna had their
29 differences, and I know there were multiple discussions about whether or
30 not Jimmy was going to maintain his role from starting in January on. Part
31 of it was taking direction from Flanna, and either being able to
32 accommodate things or not, and increased tensions between them. Him
33 saying his days are getting numbered are a result of those conversations
34 that they had about whether or not he was going to maintain that position,

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1 and stemming from things like Flanna making a request and his response
2 to that and the tension that came from it.

3 Paul Solis: Okay. Was Flanna making any requests that weren't related to the
4 campaign?

5 Staffer 1: I mean, she would ask him to do things like when she asked him to drive
6 him to the airport. And that's not the only time she did that. That's the only
7 time, from my knowledge, that she asked him to drive her to the airport,
8 but that's not the only time she asked for personal things, but I don't think I
9 can recall a specific example.

10 Paul Solis: And you know that by Jimmy telling you that?

11 Staffer 1: Yes. But I wasn't on the threads, I think most of them were put on a thread
12 between Jimmy, Tom, and Flanna, or Jimmy, Tom, Flanna, and Marissa.

13 Paul Solis: Below that you say, "That will be good." And D dollar sign. Does that
14 refer to Dakota?

15 Staffer 1: Yes.

16 Paul Solis: Okay. To do that so he knows the parameters, and what do you mean my
17 parameters?

18 Staffer 1: What I said earlier with what you can and cannot do, what to be careful of.
19 To make sure that you do things either before 9:00 a.m., during your lunch
20 hour, or after work hours, or simple things like not taking a pen home
21 from the office and using that to write anything campaign related, because
22 that's official resources being used. Things that you just may not naturally
23 think of, because he was new to the Hill, and so those types of parameters.
24 Making sure you don't use your work phone to Google anything campaign
25 related.

26 Paul Solis: You said, then, after you said, "I want everything by the books," you say,
27 "It sounded like Tom was better about it." What did you mean by that?

28 Staffer 1: More receptive to Jimmy's responses as to if we could do things officially,
29 or if they were unofficial and if we could complete them or not.

30 Paul Solis: And he responded, "This shit has been brutal." Again, you know, he's
31 using very extreme language about his difficulties and frustrations at this
32 time. What is he referring to there?

33 Staffer 1: I mean, I think that's a loaded text. There are a lot of things that can be
34 behind that.

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1 Paul Solis: I'm asking you-

2 Staffer 1: Hill jobs are very stressful, and for him specifically it's a combination of,
3 he had been on the Hill for less than a year, and he was in the Chief of
4 Staff position, so he's having to get up to speed on everything with that,
5 he's having to deal with all the staffers who report to him and making calls
6 on things like that, he's having to try and delineate what's official, what's
7 unofficial.

8 Helen Eisner: Right. It's just the first clause of the text message is, "I should have just let
9 them do whatever." I mean, he's not referring to all of his general-

10 Paul Solis: Is that talking about his general stresses as Chief of Staff?

11 Staffer 1: Yeah, so that's what I'm getting to, is it's a combination of a lot of things.
12 Part of that, which I was going to finish with, is him giving responses back
13 to them as to if things are official or unofficial, and if we can or cannot do
14 them. That's what that's referring to. I should have just let them do
15 whatever is referring to him giving them yes or no responses and if we can
16 or cannot do them.

17 Paul Solis: And when he says them, "let them do whatever", who does he mean by
18 that?

19 Staffer 1: Tom and Flanna.

20 Paul Solis: To the next page, on 57, you say, "I'm sorry, you don't deserve that for just
21 making sure we are following the law." What do you mean by that?

22 Staffer 1: That he shouldn't have been getting pushback on giving them yes or no
23 answers on if we can do things or not.

24 Paul Solis: And Representative Garrett and his wife were giving him pushback on his
25 answers?

26 Staffer 1: From my knowledge, sometimes, yes.

27 Helen Eisner: Do you remember any specific instances?

28 Staffer 1: No. I wasn't on those text threads.

29 Helen Eisner: Okay, what about times when he told you about specific instances where
30 he gave them an answer and they pushed back?

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1 Staffer 1: I mean, the changing of the oil is one. She wanted it done, it wasn't done.
2 He had told Paul not to do it because it wasn't in his official capacity, and
3 Flanna was frustrated that it wasn't done.

4 Helen Eisner: Besides that instance, how often would he tell you about instances where
5 he told them something couldn't be done and they pushed back?

6 Staffer 1: I couldn't give a ballpark.

7 Helen Eisner: Okay.

8 Staffer 1: But I know that there was a bit of constant tension between him and
9 Flanna.

10 Helen Eisner: Maybe you couldn't give a ballpark, but are we talking about more than 10
11 instances?

12 Staffer 1: Maybe. It's hard to differentiate just because he did campaign stuff, which
13 I really wasn't as involved in. I've never really worked on campaign, so I
14 don't understand that side as much. The official side, which I obviously
15 was heavily involved in, and then personal stuff. So, frustrations would
16 kind of come, and any given day you're having to deal with all of them, so
17 frustrations would kind of come out all at once. Probably more than 10,
18 but I can't say definitively.

19 Paul Solis: Well, if this helps you, the last text he says, "I don't know how many
20 conversations we have had about this." Which leads me to believe there
21 was a significant amount.

22 Staffer 1: Yeah, but that's about ... I mean, I'm saying it was probably more than 10,
23 but it's about pushback in general. I mean, understandings of how many
24 people you can take on a White House tour that's being led by them. I
25 mean, there are very clear guidelines with how many people you're
26 allowed to bring in, and so giving someone an answer that they don't want
27 to hear ... There's just frustration from a lot of different regards, and
28 certainly not being able to accommodate all the personal requests was part
29 of it. But the conversations I think is more in reference to that kind of
30 combined frustration.

31 Helen Eisner: Were you feeling frustrated?

32 Staffer 1: I had a decent amount of frustration because I was oftentimes asked my
33 opinion on things and I would give how I would approach it. I would just
34 give, you know, this is what ... Like, it's not ... I would say, I mean, it
35 would be different things like, "I know because of ethics rules you can do
36 this, or you can't do that." And I can't think of specifics, but I would give

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1 how I would handle things, and Jimmy and I are different communicators,
2 and Jimmy and I have different past relationships and current relationships
3 with Tom and Flanna, and so I was definitely feeling frustration because I
4 was always told things and asked my opinion on things, and I did my best
5 to ... And I also had a different willingness to help with certain things, and
6 I think there were just a lot of differences with that, and so I certainly was
7 feeling frustrated, as well. And then being a person that gets told all of
8 someone else's frustrations takes a toll on you, as well.

9 Helen Eisner: So, your frustration was with Jimmy, is that what you're saying?

10 Staffer 1: And the way things were handled with the office. I think it's really
11 important how things are set up, and Jimmy didn't set up the office, and I
12 didn't set up the office. You have to deal with what you have, not what
13 you wish you had, and so I think we had some of the same frustrations, but
14 also some different ones.

15 Paul Solis: When Dakota said he wanted to go ... He talked to you about going to the
16 Ethics Committee, right?

17 Staffer 1: He asked me what I thought about him taking the job, and I told him I
18 think it would be a good way to earn a little extra income, a good way to
19 bond with Tom and Flanna, but that he should definitely go down and talk
20 to Ethics Committee. So then when Jimmy told me Dakota was going to,
21 that was good for me, because that's what I had specifically talked to
22 Dakota about.

23 Paul Solis: Did you at all in that conversation with Dakota talk about doing things that
24 were not related to the official office and not related to the campaign?
25 Personal related tasks?

26 Staffer 1: I said that he would probably be asked to do some personal things. Again,
27 I wasn't going to be involved in the flow of information or tasking with
28 that, so I couldn't make any guarantees or promises to him, but more than
29 likely he would be doing some personal things. And from my
30 understanding, that would be separate reimbursements, as well by the
31 Congressman and his wife.

32 Paul Solis: And why do you have that understanding?

33 Staffer 1: Jimmy and I had talked about it, but that's where the ... They muddle
34 together, but they're also distinctly different, because I thought they were
35 being paid. My understanding was they were going to be paid out of two
36 separate pots. So, there's campaign related stuff, and then personal things
37 you're paid separately for.

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1 Paul Solis: Yeah, I'll be honest with you, we haven't heard that yet.

2 Staffer 1: Okay.

3 Paul Solis: We've heard that the pot was only the campaign pot, so I just want to
4 know if you had a conversation with somebody-

5 Staffer 1: Did they say specifically about dog sitting?

6 Paul Solis: I've told you we've received information about personal related things that
7 were contemplated for this new role, and that money would come from the
8 campaign. We haven't heard anybody say that there would be separate
9 reimbursement from Representative Garrett or his wife personally to cover
10 the personal related things. So, I just want to know if that was part of a
11 discussion you had with Jimmy or with Matt or with the Congressman
12 about the fact that these two separate pots of money that you've been
13 discussing.

14 Staffer 1: I mean, it wasn't specifically laid out to me like that, but the way it was
15 talked about ... So, like, yes, personal things were probably going to come
16 with the role, but I always thought, and maybe I'm just basing it on ...
17 Because the dog was the main, from my understanding, the main personal
18 thing, and I thought that was all personal money, but I guess I could have
19 totally misunderstood that. I mean, I was given a gift card, and I know
20 MacKenzie was given a gift card. That could have been campaign, but for
21 whatever reason I thought that was ...

22 Paul Solis: Did Dakota have an awareness that the dog would be part of his
23 responsibility?

24 Staffer 1: MacKenzie and I were the most vocal about liking the dog and about
25 wanting to watch her, so that's what I don't know if that difference was in
26 the role they were creating, or if it was because of MacKenzie and I liking
27 the dog and then it got lumped in with MacKenzie when she took it. I
28 don't know.

29 Another reason I thought that it was separate money was that Jimmy was
30 able to make sure campaign ... Part of the reason he was fine with creating
31 this campaign role is because he knew the person would be paid monthly
32 for it and he could control campaign payroll. There's one time where
33 MacKenzie had watched Sophie and she hadn't been compensated for it
34 yet and she kept on asking Jimmy about it, and if Jimmy controlled
35 campaign funds he would have been able to fix it if it was supposed to be
36 paid for by that, and he kept on saying, "I'll talk to them about it. I'll make
37 sure you get paid, even if I have to pay for it with my own money, I'll
38 make sure you will." So, if it was coming from campaigns, it wouldn't

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1 make sense that she hadn't been paid yet. So, I think it was more context
2 clues. I truly thought it was separate payments for those things, but I never
3 once saw the-

4 Paul Solis: Some people were under a different impression, but that's okay.

5 Helen Eisner: Can I ask about that? You said he said, "I talked to them and make sure
6 you get paid." Who was he going to talk to?

7 Staffer 1: Tom and Flanna, and then he said, "I'll pay for it out of my own pocket if
8 we aren't able to get it done quickly."

9 Helen Eisner: Okay.

10 Staffer 1: And so if he was the one setting her salary on the campaign, and he
11 intended to pay her with campaign money, I imagine he could have gotten
12 that done.

13 Helen Eisner: When did that conversation happen?

14 Staffer 1: The one with MacKenzie with not being paid?

15 Helen Eisner: Yes.

16 Staffer 1: It was referenced ... It was one where she asked if I could talk.

17 Paul Solis: Is it 85? Take a look at 85, maybe that's it. This is OCE_0085.

18 Staffer 1: Yeah, that's where it is. She hadn't been paid for it yet and she'd talked to
19 Jimmy a little bit about it and Jimmy kept saying he would take care of it
20 and make sure that they paid him. So, I genuinely think it was separate
21 pots, but ...

22 Paul Solis: And as of March 18th, had MacKenzie already assumed this new role?

23 Staffer 1: I think so, because ... Other texts about the role between ... I think she ... It
24 was right around that time. Either she had or she was getting ready to, but
25 we were definitely working out who was going to do it, because we had
26 already talked to Dakota, and Dakota was going down to Ethics. But I
27 don't know when it was finalized or official or when she got on payroll.

28 Paul Solis: And when she says the issue, issue/need advice, was it solely related to not
29 being paid for the dog sitting, or was there any other thing she –

30 Staffer 1: Yeah, from my recollection it was just that, and she didn't know how to
31 get it resolved since she had asked Jimmy multiple times at that point.

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- 1 Paul Solis: Is that when you say, "I'm sorry this is still happening." Is that just in
2 reference to this one instance of the dog?
- 3 Staffer 1: Yeah, because I know she had been given ... And I think she watched
4 Sophie three times. I could be wrong on that. But she had been given a gift
5 card for one, and then I think she was ... And then there was at least one
6 instance where she wasn't paid for it, and that's what ... It had been her
7 asking and following up on it over a period of time, and so, "Sorry this is
8 still happening," is in reference to sorry that you keep on being told it's
9 going to be taken care of.
- 10 Paul Solis: So, what ended up happening? Did you talk to Jimmy about it?
- 11 Staffer 1: I talked to her the next day and asked her if it had been resolved, and she
12 said Jimmy was going to take care of it and that I didn't need to do
13 anything, but I don't think it ever was. She told me not to say anything.
14 She was just like ... I asked her if she wanted me to say anything that next
15 day, she said, "No, I think Jimmy's going to take care of it." And then that
16 was kind of the end of it.
- 17 Paul Solis: Who's Jennifer?
- 18 Staffer 1: Jennifer is our financial administrator at the House, and Jennifer I don't
19 think was involved in any of those conversations, or if she was, it was
20 MacKenzie asking a question, and her being like, "Yes, this is paid
21 unofficially," type thing. But Jennifer had no role in campaign stuff.
- 22 Paul Solis: When MacKenzie actually assumed the role, how many hours a week was
23 she doing things that were related to this new role?
- 24 Staffer 1: I don't know. I know one weekend she went to an event with them and the
25 event spanned 7 hours, transportation to it.
- 26 Paul Solis: Was she working at the event?
- 27 Staffer 1: Yes, and she was to be taking pictures and aiding with signing people in.
28 There was another event I attended ... That was before she was added on
29 in that role. But she would do things like check people in.
- 30 Paul Solis: Do you know where that event was?
- 31 Staffer 1: The one that I first referenced was a shooting event, and I don't know
32 where. It was a fundraising event.
- 33 Paul Solis: And that was in Virginia?

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1 Staffer 1: I think so.

2 Paul Solis: That is after she had assumed the role.

3 Staffer 1: Yes.

4 Paul Solis: Okay. Any other events that MacKenzie went to after she had been in this
5 role where she was working for the campaign that you can recall?

6 Staffer 1: No. I know she did some things before she assumed the role. Her and I
7 both attended an event right outside of Charlottesville. I was in the area
8 and Jimmy was going to give me a ride since they had an event in
9 Charlottesville and I was already down there. He was going to give me a
10 ride back to DC. So he brought me to the event, and MacKenzie was going
11 down to help with the event. But that was fall of 2017, and that was before
12 any arrangement had ...

13 Paul Solis: Other than this event that you just mentioned, the shooting event, during
14 MacKenzie's time in this new role, can you give me specifics on any other
15 campaign related tasks she completed? It could be attending an event, it
16 could be mailings, it could be anything related to the campaign. Can you
17 give me anything that you can recall?

18 Staffer 1: I know sometimes she would say she was running to the post office and
19 tell me she was just headed out to do that.

20 Paul Solis: And it was related to the campaign?

21 Staffer 1: I think so. Or picking up a check somewhere, or something. Like, little go-
22 to runs.

23 Paul Solis: During this time was MacKenzie still watching the dog? I think you
24 touched upon that, but she was still watching the dog on weekends and
25 nights at some point?

26 Staffer 1: She watched Sophie a couple of times. I don't know the exact dates she
27 watched Sophie other than the text thread that we have with us going back
28 and forth watching Sophie, but I think it was at least two other times.

29 Paul Solis: During this time that MacKenzie's in this new role, has she discussed with
30 you in any way personal errands she was running for Representative
31 Garrett or his wife?

32 Staffer 1: I mean, she would pick just the go-to runs. On my March 23rd text she
33 would pick things up at Tom's, I know she organized-

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1 Helen Eisner: So, that's OCE_0087.

2 Staffer 1: Yes. And then I know she organized-

3 Paul Solis: Why don't we stop for a second, let the firetrucks go by. Okay, go ahead.

4 Staffer 1: I know she organized an event that he went down to in Louisiana, I think,
5 and so there's a reference to getting a folder over to Tom, which is
6 OCE_0091. That folder was about the stuff she had organized for Tom's
7 travels.

8 Paul Solis: And that was a campaign event in Louisiana?

9 Staffer 1: Mm-hmm (affirmative).

10 Paul Solis: Okay.

11 Staffer 1: Or a fundraising event. I don't know if there's a difference.

12 Paul Solis: Did you ever talk to MacKenzie about her concern that she was going to
13 be doing laundry and things like that in this new role?

14 Staffer 1: I actually don't know if Jimmy mentioned that. There was discussion
15 about laundry at one point, and I forget ... I think it was, I don't know the
16 specifics of it. This is all from what I think Jimmy told me, was that I
17 think Flanna had asked him if someone could come over and help her with
18 laundry. I honestly can't recall, but I do know that Jimmy had mentioned
19 that to me at some point, and I don't know who she was requesting to do it.

20 Paul Solis: Okay. But did you, did MacKenzie, as she's taken on this new role and
21 you're talking to her about it, did she ever talk to you about, "I just don't
22 want to do laundry," and you confirmed to her, like, don't worry, "you're
23 not going to be doing laundry." Did recall ever having that type of
24 conversation?

25 Staffer 1: I don't want to say something that's incorrect.

26 Paul Solis: It's just what you can remember. It's just what you can remember.

27 Evie Norwinski: Yes. That's all that he's asking is what you can remember.

28 Staffer 1: I think she had expressed some concern that she wasn't going to be doing
29 real campaign things, and I said that she would be, because that was my
30 understanding. I mean, I don't know if her and I specifically talked about
31 laundry. I can say that a discussion about laundry does jog my memory

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1 that that was discussed, but I think it might have just been with Jimmy. I
2 don't know, though.

3 Paul Solis: Okay, that's fine. When MacKenzie expressed to you her concern that
4 she's going to be doing things like that, did she say why she was
5 concerned?

6 Staffer 1: I mean, if she's taking on a campaign role, she wants to be doing campaign
7 stuff to broaden her area of work skillset, that type of thing, so that's a
8 valid thing to want to make sure you're doing.

9 Paul Solis: But when someone offers her a job at the campaign, why would she
10 assume she wouldn't be doing things for the campaign? I mean, did she
11 explain to you why she had that concern that she wouldn't be doing real
12 campaign work?

13 Staffer 1: I don't know how to answer that.

14 Evie Norwinski: Well, let's break it up into a couple questions. First, did MacKenzie ever
15 express to you that she wouldn't be doing real campaign work?

16 Staffer 1: I think that was part of the concern, but I think that we had clarified that
17 with what things she was going to be doing for them, and then creating ...
18 Like, if they wanted separate things done, that was going to be separate.

19 Paul Solis: Okay. Similar to what your counsel just asked you, but did she explain
20 why she had that concern?

21 Staffer 1: I mean, like I just said before, I think Tom and Flanna, and it was more so
22 with the campaign, did request personal things. It was more so that they'd
23 make those requests to people who were on the campaign side, and so
24 Jimmy ... If something's unofficial, you look at is it campaign related, or is
25 it personal. If it's unofficial that leaves you to the campaign people to kind
26 of go to and ask, and that'd be Jimmy, and then if she was signing on for
27 that, that would be her, as well. I know Jimmy did a number of personal
28 things for them, so I think that's part of where the concern came from if
29 she was going to be doing a role similar in purview to what Jimmy was
30 doing.

31 Paul Solis: Was Jimmy paid by the campaign for doing those personal things?

32 Staffer 1: I don't know. I think he was compensated by the campaign, but I don't
33 know what for he was compensated by the campaign for.

34 Paul Solis: Did you notice MacKenzie in the office less, in the official office less
35 when she took on this role?

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1 Staffer 1: Most people don't take their hour lunch, and she would be taking her hour
2 lunch. But she's in the front office, I'm in the back office, and then I was
3 gone for committee a lot, so I don't know how much more she was gone. I
4 know that she was gone at least a little bit more, because I know she was
5 using her lunch hour. I don't know if she was using more than that or not,
6 but she was gone at least a little bit more than what she normally was.

7 Paul Solis: I may have asked this of you already, but the same question with regards
8 to Dakota when you first brought this to him. Did he express concern that
9 he wouldn't be doing real campaign work?

10 Staffer 1: I don't remember, but possibly. What I predominantly remember from
11 conversation with him was saying that he should go down and talk to
12 Ethics about what he can and what he can't do and where those lines are.
13 And him and I had actually discussed going to a second Ethics training
14 meeting that they have once a month or so, because they talk about it a
15 little in that.

16 Paul Solis: Okay.

17 Staffer 1: So, I don't recall if he expressed concern about that or not. And Jimmy
18 shared more with MacKenzie and I what he did than he did with Dakota,
19 so she may have had a different interpretation of what it could have been.

20 Paul Solis: I want to move you to OCE_0036. And we're nearing the end. I'm looking
21 at your text here where you request that you'd like not to have
22 Representative Garrett add interim chief to your title.

23 Staffer 1: Mm-hmm (affirmative).

24 Paul Solis: Just want to know why you asked him not to do that.

25 Staffer 1: Yeah, so I touched on this a little bit earlier. The initial Politico article
26 wanted to end it with saying that I was interim Chief of Staff, and I was
27 fine with taking a leading role going forward, but I was not fine with
28 newspapers making it seem like I had a final say in a lot of decisions. I
29 expressed I was frustrated before that my opinion would be asked, and
30 then oftentimes nothing was done related to what I said or suggested, and I
31 didn't like the way that came off. So I decided to remain Legislative
32 Director, and I'm not looking for Chief of Staff positions after this, I want
33 to be a Legislative Director, so there wasn't a huge benefit to that. And he
34 was still going to be running for reelection at that point, and being Chief
35 of Staff for someone who's running for reelection versus someone who's
36 retiring are two very different things.

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1 Paul Solis: If you go to the document before that on 35, it says, "Tell staff not to
2 throw away any records." This is where he had asked you to be acting
3 Chief of Staff. Record retention matters. Do you know why Representative
4 Garrett asks that you not throw any records away, or tell the staff not to
5 throw any records away?

6 Staffer 1: This is after Jimmy was no longer with the office, so I don't think he
7 wanted anyone to throw anything away in case he needed to reference it
8 later. And when any sort of change, I mean, when there's even thought that
9 there might be an investigation, such as this, you aren't supposed to throw
10 anything away, and that's always advised in any sort of thing that you
11 read. He was a lawyer, and I think that's just part of his lawyer background
12 coming out is just asking people not to throw anything away.

13 Helen Eisner: He also says, I think the next text there is, "Nobody is to come into my
14 office at all until I say otherwise." Why was that?

15 Staffer 1: He was in the office and he just wanted privacy.

16 Helen Eisner: That was just at that moment.

17 Staffer 1: Yeah. Mm-hmm (affirmative).

18 Paul Solis: Did Jimmy tell you why he was terminated?

19 Staffer 1: It was ongoing conflict. I don't know when it started, but when discussions
20 of him maintaining that position started were in January, and it was a lot
21 due to tension with him and Flanna. I'm sorry, can you repeat the
22 question?

23 Paul Solis: Yeah. What did Jimmy say about why he was terminated?

24 Staffer 1: So there had already been discussion as to ... It wasn't like it was when he
25 was terminated, that was the first time that that had ever come up. What he
26 told me or what was expressed to me as the final thing was, and I have the
27 screenshots in here, was he had called me and said that Flanna got ... that
28 he intentionally asked things to be planned on her birthday.

29 But he said that her birthday wasn't in the calendar when he was making
30 some of those plans and choosing the dates, so he wanted to see if it had
31 been a recurring event. Because if it wasn't recurring, there was a
32 possibility it wasn't in there when he was making the event, so I went
33 through and sent him screenshots of her birthday event in the calendar.

34 It showed that it was not a repeating event, and so I know that was part of
35 it. And then what was relayed to me, and I can't remember if it was via

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1 text or on the phone, I think it was on the phone, was that ... No, actually, I
2 think it was on text, that he was fired in a group thread.

3 Paul Solis: What other reason? You'd referenced there had been a buildup, but what
4 other reason besides scheduling on Representative Garrett's wife's birthday
5 was a reason that Jimmy was terminated that you know? And, again, what
6 he expressed to you. Were there any other reasons he expressed to you
7 why he was fired?

8 Staffer 1: The pushback he was getting for certain things like oil change and
9 delineation of official versus unofficial task.

10 Paul Solis: Did he ever say to you that he tried to tell Representative Garrett and his
11 wife what the rules are and say no to them and that's why he was fired?
12 Did he ever talk to you about ...

13 Staffer 1: Yeah. When he would say "We can't do that because it's not official",
14 that's him telling them about the rules while giving them an answer. So
15 yeah, he talked to them about it.

16 Paul Solis: I want to take you up to OCE_0065 ... At the bottom, Jimmy says, "Give
17 me a call about staff when you get a chance." Did you have a call with
18 him?

19 Staffer 1: Yes. I think we called. That night, he wanted to get people employed by
20 other sources other than Tom's official office.

21 Paul Solis: And he told you that?

22 Staffer 1: Yes.

23 Paul Solis: And by people, he meant everybody in the office?

24 Staffer 1: Yeah. He wanted all of DC staff out.

25 Paul Solis: Why did he want that?

26 Staffer 1: Because he didn't feel that it was a good environment.

27 Paul Solis: Did he explain why it was not a good environment?

28 Staffer 1: I think a large part of it was due to the pushback he was getting when he
29 would give no as an answer.

30 Paul Solis: When requests would come in from Representative Garrett or his wife
31 about nonofficial things?

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1 Staffer 1: Mm-hmm (affirmative).

2 Paul Solis: If you'll go to the next document on 66, he states, "I know you're mad at
3 me. I understand that." Were you mad at Jimmy for some reason?

4 Staffer 1: Yes. He on the calls continuously asked me to talk about things that were
5 currently happening in the office and I gave Tom my word that I wouldn't
6 talk to people outside of the office about internal office things. I told him
7 that and he took it as ... he started yelling at me on the phone and I-

8 Paul Solis: This is Jimmy?

9 Staffer 1: Yeah, and I was not okay with that. I told him I could talk about people in
10 general. I could talk about what Dakota wants to do in general, but I'm not
11 going to sit there and talk about current interoffice happenings because
12 that's not appropriate. We shouldn't do that when things are running
13 normally. I had specifically given Tom my word that I wouldn't talk with
14 anyone who's not currently employed by the office about interoffice
15 happenings. Jimmy was asking me to do that and then yelling at me when
16 I didn't, and so he knew that I was mad at him.

17 Paul Solis: And Jimmy was already out of the office at this point?

18 Staffer 1: Yes.

19 Paul Solis: When he says "D Money is set", what does that mean?

20 Staffer 1: He was interviewing for another position and he thought Dakota was
21 going to get that position, so he was referring to his employment status.

22 Paul Solis: He asked you, "Who do I need to start calling for you?" Do you know
23 what he's referencing there?

24 Staffer 1: Yeah. He wanted to have me leave the office as well.

25 Paul Solis: I don't see a text in response to that. Did you respond to him in any way
26 with this question?

27 Staffer 1: I can't remember if I did or not. I know I expressed to him at some point
28 around this time that I wanted to stay in the office through the end and I
29 didn't want him to make any calls for me.

30 Paul Solis: That happened over a phone call?

31 Staffer 1: Yeah, but I can't remember if we talked on the phone after this text or if it
32 was a different phone call.

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1 Paul Solis: I want to go to the next page. That's 67. And to the bottom there, it says,
2 "So Tom is now only paying me for a month. I was able to get work." Do
3 you know what he's referring to there?

4 Staffer 1: So Tom had ... I'm sorry, I need to check this ... Tom had been talking
5 with me about, he asked me to work with Jennifer to see what we could do
6 to set Jimmy up after he left the office in terms of payment, etc. So Jimmy
7 had been talking. From what Jennifer explained to me, it depends on your
8 employment status I think both with campaigns and other offices and
9 when the payment dates were. It wasn't just "We can definitely give you
10 two months" or we can definitely do this other thing.

11 Originally, Tom was looking at paying him for two months, then he said,
12 "Tom was only paying me for a month" and he was able to get work. So I
13 don't know if that change happened because then I was removed from that
14 process and it was just Jennifer who was handling it. I don't know if it was
15 Tom deciding that he just wanted to pay him for a month or if it was
16 Jimmy's employment status that changed what they were able to do.

17 Paul Solis: When was Jimmy's last official day as the Chief of Staff, or official day
18 working?

19 Staffer 1: I don't know when they ... because that would be by paperwork and I don't
20 know when they-

21 Paul Solis: Okay. When was the last time you saw him in the office? Around May
22 22nd or 23rd, he's saying that "He fired me over text." Was it around that
23 time was the last time you saw him?

24 Staffer 1: I'm just trying to get the ...

25 Paul Solis: So if you turn to 61.

26 Staffer 1: The 22nd during the day was the last time I saw him.

27 Paul Solis: Okay. Was there any discussion about the plan to pay him for two months
28 when he hadn't shown up any time after May 22nd? Was that discussed at
29 all by Representative Garrett or anyone in the office?

30 Staffer 1: There were discussions about paying him two months' worth of salary, but
31 there are different severance packages. So that's what was being discussed
32 was what amount was being paid. I think it was being discussed in terms
33 of one month's salary, two months' salary.

34 Paul Solis: Was there any discussion about the permissibility of those options?
35 Whether the rules allowed one month or two month?

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1 Staffer 1: That's what, Jennifer was handling all of that and that's what she had said
2 employment after is what can affect it.

3 Paul Solis: Okay. She didn't mention to you at all the permissibility of two months of
4 severance?

5 Staffer 1: I think she said you were able to pay up to two months of severance.

6 Helen Eisner: Do you know if Jennifer spoke with House employment counsel or anyone
7 about these arrangements? The Chief Administrative Officer?

8 Staffer 1: I don't. I have no idea if she did or didn't.

9 Helen Eisner: Did anyone in the office?

10 Staffer 1: I didn't. I don't know if Tom did. The only people who would have would
11 be Tom, Jennifer, I, and I didn't. I have no idea if Jennifer or Tom did.

12 Paul Solis: Alright. The last topic I really want to discuss, if you could just go to
13 OCE_0095. This is a text conversation you had with Marissa. Is this
14 Marissa Mullen?

15 Staffer 1: Yes.

16 Paul Solis: What's this discussion about?

17 Staffer 1: This was a follow-up to a conversation that Marissa and I had had in
18 person and kind of a follow-up from the text on the 9th. She said that
19 Jimmy had asked her to print the fundraising call sheets at the office. She
20 asked me if they could, if that was allowed, and I said we can't use any
21 official resources for campaign things. When you're going through Ethics
22 training, they tell you, you can't make a campaign phone call on your
23 phone.

24 You wouldn't be able to print something in the office that was campaign or
25 fundraising-related. We were trying to figure out what would be the best
26 way to print it otherwise. I don't think anyone had a printer at their house,
27 but I know that fundraising offices oftentimes print those for you. I didn't
28 know if that had been asked or not, so I asked my roommate who worked
29 at the fundraising office if people normally did that.

30 She said yeah, they'd be happy to print them. So I told her she should not
31 print any of them because I didn't want her to be held liable for anything
32 even though it was Jimmy who was the one who was directing it. The
33 texts on the 10th were a follow-up from that saying that we shouldn't use

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1 our official resources for that and that they should just be printed at the
2 fundraising office and that I would step in if need be.

3 Paul Solis: If you go to 97, she says, "Hypothetically, I shouldn't have had to disclose
4 that I did that at all." What did she mean by that?

5 Staffer 1: That was after Robert had texted Tom that people were coming down to
6 talk to them about ethics questions and who they report to. This isn't
7 related to printing. It's something different.

8 Paul Solis: Okay. This is in 2018?

9 Staffer 1: Yes. Mm-hmm (affirmative). This was about Ethics conversations. Tom
10 obviously knew someone was talking to Ethics and asking questions.
11 Jimmy was asking me if I knew if anyone had talked to Ethics about chain
12 of command or if anyone had talked to Ethics. I told him, "Yes, I know
13 people have. I've even talked to them, but it wasn't about that." He was
14 like, "I know you know that someone has talked to them." Marissa walked
15 by, and so then she ... Jimmy asked her.

16 Marissa said that she had talked to Ethics. She was saying that she
17 shouldn't have had to say that she talked to Ethics at all even though it
18 ended up not being what Robert was, or we don't think her conversation
19 with Ethics was what Robert was referencing to Tom. She was expressing
20 her frustration that she was essentially forced to disclose that she had
21 talked to Ethics and what was supposed to be a confidential thing.

22 Paul Solis: And, again, her conversation with Ethics was about what?

23 Staffer 1: I think it was just about scheduling staff.

24 Paul Solis: And Flanna Garrett's requests of her?

25 Staffer 1: I think the conversation that she disclosed, I don't know how many
26 conversations she's had with Ethics, but I think the one that was being
27 referenced in this stuff was about scheduling questions and calendar
28 things.

29 Helen Eisner: Is she the scheduler for the campaign?

30 Staffer 1: No. That actually is another role that MacKenzie did. MacKenzie
31 scheduled the Louisiana thing because Marissa had had a conversation
32 with Jimmy about not wanting to do campaign scheduling. That's
33 referenced in another text in a thread with her that's referenced in ... maybe
34 it's later ... Yeah, so that's referenced in 101 is her telling Jimmy that she
35 didn't want to do campaign-related scheduling things.

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1 Paul Solis: On number 99, is this referencing the text from the Ethics counsel to
2 Representative Garrett?

3 Staffer 1: Yeah. I was expressing my frustration that they weren't keeping things
4 confidential.

5 Helen Eisner: Were they not keeping things confidential on different occasions multiple
6 times or was there just one instance?

7 Staffer 1: I think there were context things that made us think things were being
8 shared before we found out about a text being sent to Tom. Granted, I
9 didn't see this text. This is what Jimmy told me Tom told him. I think we
10 were both a little bit frustrated that going straight to the source to get
11 answers and then it turned into this thing where it became something that
12 was kind of used as leverage.

13 Paul Solis: And on the next page on OCE_0100, Marissa says, "I think he thinks we
14 are crazy." Who is the he that she's referring to?

15 Staffer 1: I think it was Robert.

16 Paul Solis: As best you can summarize-

17 Staffer 1: I think it was Robert and not Jimmy.

18 Paul Solis: Okay. Definitely nearing the end here. Just a couple more documents. On
19 OCE_0101, this is again a conversation with Marissa. She says, "He asked
20 MacKenzie to do it though and I know she told him she would if she's
21 compensated." What's that about?

22 Staffer 1: That's about the ... What date is this? Do we have the date for this one?

23 Helen Eisner: Yeah. Do you have the date for this one?

24 Staffer 1: Sorry.

25 Helen Eisner: It would be helpful to ensure we confirm that.

26 Paul Solis: Yeah, I don't have the date for this.

27 Staffer 1: Let me find it. Just a ... April 11th, 2017. I mean, 2018.

28 Paul Solis: Yeah. What is she referring to about MacKenzie and a task that she would
29 do if she was compensated?

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1 Staffer 1: I think this was scheduling for that Louisiana trip. That might have been
2 something that was added into her duties later was scheduling things. So
3 she may have gotten an increase in what she was paid. I don't know, or a
4 one-time payment. I'm pretty sure that's what –

5 Paul Solis: Why is Marissa involved in that? Do you know why?

6 Staffer 1: Because Jimmy had originally gone to her and asked her if she would do it
7 on her own time. She might have still had a second job at that point, and
8 so she wanted to be mindful of having a little bit of personal time.

9 Paul Solis: And then OCE_0103 ... What's the discussion going on here?

10 Staffer 1: She was concerned about us being able to ask questions to Ethics in
11 confidence and then something exactly like this happening and
12 conversations that she had had not being confidential, which they already
13 weren't confidential evidently, regardless of protocol.

14 Paul Solis: That's really all the questions we had for you related to the documents and
15 some of the things within the article. We appreciate you going through
16 that with us. The last thing we just want to cover is conversations you
17 might have had with current or former staffers about our review.

18 I don't want to know anything you've talked to ... anything that you've
19 spoken with your lawyer about regarding our review, none of that. Just
20 whether you've talked to any current staffers within the office or any
21 former Representative Garrett staffers about the fact that we reached out to
22 you, requested an interview. Things like that.

23 Staffer 1: Sure. MacKenzie and Marissa came to me ... Could I ask you a question
24 outside?

25 Evie Norwinski: Yeah.

26 Staffer 1: Sorry.

27 Paul Solis: We'll pause the recording. Yep.

28 Staffer 1: I just want to clarify one thing.

29 Paul Solis: Okay. This is Paul Solis. We're back on the record after Staffer 1 had
30 spoken with her counsel outside the conference room. I'd asked whether or
31 not you had spoken to anybody current or former staffers in
32 Representative Garrett's office about our review and you had said that
33 MacKenzie and Marissa had some contact with you about this. So go
34 ahead.

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1 Staffer 1: Yeah. Sorry, I was just trying to create a little bit of distinction since there
2 are two investigations going on.

3 Paul Solis: Understood.

4 Staffer 1: So that's what I needed to sort out. They had both initially come to me. It
5 was a Friday afternoon and the Committee on Ethics had sent them an
6 email. They both had come to ask me if I had a minute to talk at the same
7 time. Then they looked at each other and were like, "Is this the same
8 thing?" I had been having a conversation with someone else, so I hadn't
9 gotten my email yet. So we went into the boss's office and they were like,
10 "We got this email. Did you know this was happening?" I knew it was
11 happening because-

12 Evie Norwinski: Can I clarify? Was Tom in the office?

13 Staffer 1: Sorry. No.

14 Evie Norwinski: You just went in to use his office.

15 Staffer 1: Yeah, so we could have ... When you wanted to have a private talk, if he
16 wasn't in, a lot of times we used his office. So we went in there. They
17 didn't know that this was happening. I was the only one in the office who
18 knew it was happening because I had been the point of contact for
19 receiving several of the letters for Tom. They were concerned that Tom
20 didn't know any of this was happening and then they were a little bit
21 anxious.

22 I told them, I was like, "Look, this is as to be expected" and that the main
23 thing is that they be honest and that they decide what they want to do and
24 that they shouldn't discuss previous happenings. You don't want it to
25 influence how you remember something and when they're expressing it to
26 someone else.

27 At that point, they were concerned that they had done something wrong by
28 even saying that they had been contacted, so we didn't really talk that
29 much further about that. Then I know MacKenzie had been contacted by
30 you all. At that point, Marissa hadn't or maybe still has not. MacKenzie
31 told me that she had been contacted by you all. A week later, something,
32 Bill Janis who's our current Chief of Staff and I were talking.

33 I told him since he and I had talked that an investigation was going on and
34 I knew Tom was hiring a lawyer. I told him, "Look, I have been contacted.
35 I am going to hire a lawyer. I just want you to know that." Again, not
36 really discussing specifics about what we thought you guys would ask or

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1 anything like that. Just letting him know that I was probably going to
2 respond.

3 He asked me if I thought it would be a good idea to have a staff-wide
4 conversation. I said I think it would reassure people to know that Tom
5 knows this is happening and just tell people to be honest and that it's their
6 own decision and that they won't face any negative consequences
7 regardless of what they decide to do. He was like, "I was going back and
8 forth with deciding if I should or should not say anything to staff."

9 He said at that point that we should. So he brought all staff in and said,
10 "Hey ..." All of DC staff, district staff was not involved in any of this.
11 "Hey, if you have been contacted, it's your own decision what you do with
12 it." He was a lawyer so he was like, "I was advised hiring counsel, but you
13 certainly don't need to. They're investigating Tom. The main thing is to be
14 honest."

15 I chimed in and said not to delete anything because that can be
16 obstruction. I think that was all that was discussed in that meeting. I don't
17 think I've had any conversations with former staffers. When the news
18 broke about Ethics investigating Tom, John March texted me and said if I
19 need anything, to let him know. I didn't respond to that.

20 Paul Solis: You said you spoke with Elliott with some frequency because you guys
21 are friends. Has he ever talked at all about the OCE to you?

22 Staffer 1: No.

23 Paul Solis: Did he ever mention whether or not he's been contacted by us?

24 Staffer 1: Mm-mmm (negative).

25 Paul Solis: Is that no?

26 Staffer 1: Sorry. No. No, he hasn't.

27 Helen Eisner: What about conversations with the Congressman?

28 Staffer 1: The Congressman knows that I was the one who signed for a first letter
29 being given to him about an investigation. I told him I didn't read the letter
30 because it has to be just for his eyes, so I printed it and told him I didn't
31 read it. At that point, he told me that the letter was exactly what I would
32 expect based on a Politico article. The Politico article meaning the first
33 one. We didn't dive into the specifics of it.

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1 Later when him and I were talking, he's expressed his frustration with
2 trying to do the right thing and not being given all the information since he
3 wasn't the only one making decisions in the office. As it relates to them
4 talking, you guys or the committee talking to staffers, all he said was "You
5 should make whatever decision you want. Just be honest. Being honest is
6 the best thing that can be done."

7 Helen Eisner: What about conversations with the Congressman about him cooperating
8 with our review and discussions about providing the OCE with
9 information?

10 Staffer 1: I think that was all handled by his lawyer and Bill.

11 Helen Eisner: Okay, and then, have you had any conversations with Flanna about the
12 Ethics review process?

13 Staffer 1: I don't think I've had any.

14 Evie Norwinski: Are you asking about Ethics generally or the investigations being
15 conducted by your office or the committee?

16 Helen Eisner: Both, really. About investigations related to some of the allegations that
17 are in the public.

18 Staffer 1: She was on the call the night that Politico sent us what they were going to
19 produce. Other than that, I don't think I had any conversations with her
20 about it.

21 Helen Eisner: Okay.

22 Paul Solis: Has anybody at all, current or former staffers, told you that we interviewed
23 them?

24 Staffer 1: Andrew Griffin said he's done an interview.

25 Paul Solis: Okay. Anybody else?

26 Staffer 1: No. No one's told me. I imagine from talking with you guys that you've
27 talked to at least John March. I don't know who else, but no one's said
28 anything to me other than Andrew said he's done an interview.

29 Helen Eisner: Those are all the questions.

30 Paul Solis: I think that's all the questions we have.

Transcript of Interview of Staffer 1
August 15, 2018

1 Staffer 1: I wanted to revisit the questions that you were asking about the
2 arrangement with MacKenzie and just lay out where I see the distinction. I
3 don't want there to be any misrepresentation of that. The role as it was
4 explained to me was being created to help with these campaign things.

5 There were personal things that were being asked to be done, but I
6 differentiated it because I thought they were being compensated
7 differently for reasons like how I discussed the payment wasn't being
8 completed. If it was done with campaign funds, it would have been taken
9 care of. I kind of broke it down with that distinction, but I just wanted to
10 revisit that to say that yes, there were some personal things, but I divided
11 that out since they were being, or from my understanding were being paid
12 for separately.

13 Paul Solis: I appreciate that for revisiting that. Just so we're clear, that understanding
14 you have, now where did that come from? Is that just your contextual
15 understanding? Are you personally experiencing everything that was
16 happening at the time or was that Jimmy or Matt or the Congressman or
17 Flanna telling you, "Hey, these personal things are going to be paid for out
18 of our pocket"?

19 Staffer 1: That was from the way things were talked about. Like I said, it wasn't ever
20 said, "This is paid for separately with personal money." It was things like
21 not being able to finalize a payment that seemingly would have been really
22 easy had it come from the campaign side. So I can't really explain it
23 further than that, but it was a lot of contextual things. I very well could
24 have been missing something or misunderstanding it. That was how I
25 separated the two, so I wasn't trying to say that no personal things were
26 being asked to be done. I was just separating it out because I thought they
27 were being paid for differently.

28 Paul Solis: Okay. We appreciate that, so thank you. I think that's all the questions we
29 have.

30 Staffer 1: Alright.

31 Paul Solis: Thanks.

32
33

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

ERRATA SHEET

Page	Line	Correction	Reason
2	16	Matt Hanrahan	Spelling
2	26	Robert Hurt	Spelling
6	4	After "Moderate" strike "but" and insert bit	Typo
7	12	After "shirt." Strike "It's" and insert "That"	Clarification
7	13	After "and it" strike "was"	Clarification
7	32	Matt Hanrahan	Spelling
8	19	After "it" strike "has" and insert "had"	Clarification
14	26	After "knowledge" insert "[John March was]"	Clarification
15	6	After "office" insert "[for a couple months.]"	Clarification
25	26	After "staffers" insert "[in other offices]"	Clarification
28	29	After "with" strike "the" and insert "his"	Typo
31	20	After "him" insert "[Jimmy]"	Clarification
39	24	After "done" insert "[like it is]"	Clarification
39	24	After "usually" strike "pay for" and insert "are paid through"	Clarification
46	17	After "main" insert "[thing/example]"	Clarification
52	13	After "training" insert "[the ones held for new staffers]"	Clarification
64	30	Strike "All right." And insert "Alright."	Typo

This errata sheet is submitted subject to 18 U.S.C. § 1001 (commonly known as the False Statements Act).

Witness Name: _____

Witness Signature: _____ (electronically signed)

Date: 8/24/18

EXHIBIT 2

Jimmy

Fri, Jan 12, 8:49 AM

Next time someone complains about doing things not in their job description, remind me to tell them the story where I went to three different stores before 9 to find tom skim milk lol

Omg was that this morning?

Anything else I can get?

Nah. All good.

Sweet

Jumping in the shower, how far out are you?

About 10 now

Picking up half and half for you now

Prefer skin milk

Skim

Ok

Thanks!

Ten minutes or ten o'clock?

I had to go to different store to get

The green and gray texts are between Rep. Tom Garrett and Jimmy Keady. They were copied from Keady's messages and pasted into this thread.

Jimmy

Was she fine with [REDACTED]?

My days are slowly getting numbered unless I can somehow fix that situation

[REDACTED] is going to talk with ethics tomorrow

Oh that will be good for dS to do that so he knows the parameters.

Yeah I also want everything by the books

Hmmm from everything that was said in your meeting today though, it sounded like Tom was better about it

Yeah for now. I should have just let them do whatever, this shit has been brutal

EXHIBIT 3

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined by
2 my colleague Ali Bazzi, also from the OCE. We are here for an interview of
3 Former Staffer 1. It's July 11, 2018. I have provided Mr. Former Staffer 1 a
4 copy of 18 USC 1001 and he has signed the acknowledgement form. And with
5 that, we can begin our interview.

6 So first off, Former Staffer 1, where are you currently employed?

7 Former Staffer 1: The Republican Party of Virginia.

8 Paul Solis: And what's your position there?

9 Former Staffer 1: Communications Director.

10 Paul Solis: How long have you been there?

11 Former Staffer 1: Since February 3rd. February 5th.

12 Paul Solis: Of 2018?

13 Former Staffer 1: Of 2018.

14 Paul Solis: Okay, and prior to that, where were you employed?

15 Former Staffer 1: The office of Congressman Tom Garrett as his Legislative Correspondent.

16 Paul Solis: Okay. And how long were you in that position as a Legislative Correspondent?

17 Former Staffer 1: From May 1st, 2017 until February 2nd, 2018.

18 Paul Solis: And what about prior to that?

19 Former Staffer 1: I was an intern for Congressman Tom Garrett from January ... second week in
20 January until my start date on May 1st.

21 Paul Solis: And that is in 2017?

22 Former Staffer 1: 2017, correct.

23 Paul Solis: Were you a full-time intern?

24 Former Staffer 1: Yes, unpaid. Just a traditional congressional intern.

25 Paul Solis: Prior to that, what were you doing?

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Former Staffer 1: I was an intern for Congressman Bob Goodlatte from January 2nd to the
2 second week of January. Before that, I was still enrolled at Hampden-Sydney
3 College, and during that time I worked on Congressman Garrett's campaign in
4 Farmville, Virginia as an unpaid intern, completely volunteer.

5 Paul Solis: And that time you were in Representative Goodlatte's office as an intern, that
6 was through the year of 2016?

7 Former Staffer 1: I interned with Congressman Goodlatte in the summer of 2016 and in January
8 of 2017, just two weeks.

9 Paul Solis: Just two weeks and then you became an intern in ...

10 Former Staffer 1: And then I went to Garrett's office.

11 Paul Solis: ... Representative Garrett's office, okay. Could you talk a little bit about your
12 duties in each of those positions, in Representative Garrett's office as an intern,
13 and also as a legislative correspondent?

14 Former Staffer 1: As an intern, I was heavily involved in setting up the office. Just a freshman
15 office, kinks to work out. I was helping write constituent correspondence. I
16 volunteered to do that. I just wanted to build my resume, so I was doing as
17 much as possible. As a legislative correspondent, I was tasked with first ...
18 when I first started I was tasked with handling the tour. Tour scheduling as
19 well as legislative correspondent duties dealing with letters, you know, making
20 sure you get your backlog down. Stuff like that.

21 Paul Solis: What do you mean by tour scheduling?

22 Former Staffer 1: It's just typically, it's the staff assistant's job. Constituents will fill out a form on
23 the Congressperson's website as to which tours they want. That gets emailed to
24 me and I would help schedule them.

25 Paul Solis: Oh, the Capitol tours.

26 Former Staffer 1: The Capitol, and White House, Bureau of Engraving and Printing, whatever.

27 Paul Solis: Understood. In each of those roles, also, who did you report to?

28 Former Staffer 1: Chief of staff.

29 Paul Solis: And that is as an intern, and as a LC?

30 Former Staffer 1: That's correct.

31 Paul Solis: And who is the Chief of Staff?

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Former Staffer 1: From January until June, it was Kevin Reynolds. From July or August,
2 whenever Jimmy Keady started, and he obviously finished out until I was there
3 in February.
- 4 Paul Solis: Okay, so Kevin Reynolds and Jimmy Keady.
- 5 Former Staffer 1: Correct.
- 6 Paul Solis: Were the two chief of staffs. And were they the only people you reported to or
7 did you report to anybody else in the office?
- 8 Former Staffer 1: When we had a pretty big letter backlog, when I officially started in May so I
9 would report to the Communications Director at the time, Andrew Griffin, to
10 help. He would approve letters and stuff like that, so I would answer to him a
11 lot, mostly for that, because he had experience as a Legislative Correspondent
12 previously.
- 13 Paul Solis: Okay. When you were an intern, who were the other interns at the office?
- 14 Former Staffer 1: At the time I was an intern, there was Rebecca Salter. She's currently employed
15 as a scheduler for a New York Representative. I could not tell you who. Tyler
16 Cianciotti she was doing a January term from Randolph-Macon. She's recently
17 graduated from there. Rebecca Warrell. Just an intern. Yeah, and then I guess
18 Marissa Mullen came on right after I started technically working, and as far as
19 I know she is the current scheduler for Congressman Garrett.
- 20 Paul Solis: So, there were four interns during the time you were an intern?
- 21 Former Staffer 1: Right.
- 22 Paul Solis: What about when you moved over to the Legislative Correspondent role? Were
23 there other interns in the office?
- 24 Former Staffer 1: We brought in a bunch over the summer.
- 25 Paul Solis: The best you could, name some of those individuals.
- 26 Former Staffer 1: Sure. Chris Ross, Hampton-Sydney class of 2018. Tanner Hirschfeld, is UVA.
27 Connor Francis, Hampton-Sydney. Rachel Gridscow, not sure. Ryan Willet,
28 Virginia Tech. Ashton Burton was district, but he came up a couple times just
29 to intern or whatever. Sarah Alexander, UVA. Oh, yeah, Dakota Lipscomb, but
30 he was subsequently hired as staff assistant.
- 31 Paul Solis: Okay.
- 32 Former Staffer 1: And he is actually no longer on the Hill. I don't know if you all know that, but.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: Okay. During your time as an intern and also as an LC, who are the senior
2 staffers in the office? So you might have reported to Kevin and Jimmy, but
3 who ...

4 Former Staffer 1: Real quick, Rebecca Salter was still an intern until she left our office to go
5 intern for another office. I had been employed through that time.

6 Paul Solis: Sure.

7 Former Staffer 1: Just want to make sure I get everything.

8 Paul Solis: No problem.

9 Former Staffer 1: Senior staff. Kevin Reynolds was the Chief of Staff, obviously. Andrew Griffin
10 was Communications Director there. They're defined usually, by most offices,
11 as the upper-level staff.

12 Paul Solis: What about a LD? Legislative Director.

13 Former Staffer 1: That was Elliot Harding until he left in September or October, November, of
14 2017. We were without an LD for a month or two, and then Hallie Pence was
15 promoted to currently the Legislative Director. And then Matt Missen was
16 hired on as a Communications Director in like August of 2017.

17 Paul Solis: Okay. And that ...

18 Former Staffer 1: I'm probably butchering those months.

19 Paul Solis: That's totally okay. And that ... he would have come in after Andrew Griffin?

20 Former Staffer 1: Right. It was about a month or a month and a half, because I remember ... yeah.
21 It was like October.

22 Paul Solis: Okay. So, directing your attention to the end of your time, into February of
23 2018, why did you leave employment in the House?

24 Former Staffer 1: The short answer is opportunity. I'm getting paid more and I have a better title.
25 And then, if you want the longer answer, I'm not sure if that's relevant, but ...
26 they hired an LA who was an LC when I started as an intern to be an LD, and
27 they decided they wanted somebody more experienced than me for an LA
28 position, so I said, "See you."

29 Paul Solis: So your departure, just to recap, and correct me if I'm wrong, is partly just a
30 better opportunity with a new position, and also you were concerned with the
31 staffing.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Former Staffer 1: I had been told that I would not advance in that office because of what Flanna
2 Garrett thought of me.

3 Paul Solis: Okay. And who expressed that to you?

4 Former Staffer 1: Jimmy Keady, the Chief of Staff at the time.

5 Paul Solis: And when did he tell you that?

6 Former Staffer 1: I think it was still hot outside. Probably ... I had volunteered to drive him to the
7 airport for a staff del, which was probably August, September.

8 Paul Solis: And this is Jimmy?

9 Former Staffer 1: This is Jimmy.

10 Paul Solis: Okay. And he expressed to you that you wouldn't ...

11 Former Staffer 1: Yes, he was apologetic. It was in no way his ... Jimmy is at no fault in any of
12 this. He's a great guy. He was just doing his job, and she had asked ... he went
13 to bat for me, because if it hadn't have been for him, the Chief of Staff, I would
14 have been unemployed a long time before that.

15 Paul Solis: And that's due to the fact that ... and Flanna is a Representative Garrett's wife,
16 correct?

17 Former Staffer 1: That's correct.

18 Paul Solis: And you would have been unemployed. What do you mean by that?

19 Former Staffer 1: She, during my time as tour scheduler ... I'm not sure if you're familiar with the
20 White House tours, but there are things called member passes. You get 12 per
21 year plus 2 bonus passes, or 1 bonus pass per 6 months, so that's 14. In order to
22 schedule a member tour, you can schedule them at most 30 days from your
23 requested date. She requested a date 45 days out. I told her we would have to
24 wait 15 days to schedule it and that there was not going to be an issue, because
25 it was a member pass and member passes are prioritized because they are
26 members of Congress trying to tour the White House, obviously.

27 She went to other people to try to get this tour scheduled 15 days out. I said,
28 "Just give me all the information and I will make sure on day 30, the outset,
29 that I will be able to schedule this tour." That didn't sit well with her, and then
30 she never got me the information. We scheduled the tour for the time she
31 requested four days before the date she requested, but that was because I did
32 not have the sufficient information to schedule the tour.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Paul Solis: Do you know who that tour was for?
- 2 Former Staffer 1: Some constituents. Probably some Republican women's club down in the
3 districts. That was usually who it was.
- 4 Paul Solis: Is it solely because of that circumstance that she was unhappy with you, or was
5 there any other reason?
- 6 Former Staffer 1: I heard a rumor she thought that I thought she was stupid. I don't know where
7 that came from, but it was that. I mean, a coworker told me that she overheard
8 ... or he overhead. The coworker was he. That he overheard her ask Jimmy,
9 pardon my French, but, "Why the fuck is Former Staffer 1 still here?" So
10 Jimmy saved my job, and for that, I am grateful.
- 11 Paul Solis: Okay. And who was that coworker who overheard that?
- 12 Former Staffer 1: Denzel Jones. He was the scheduler for about three months.
- 13 Paul Solis: You mentioned Kevin Reynolds.
- 14 Former Staffer 1: Yes.
- 15 Paul Solis: So he was the Chief of Staff from January to June of 2017.
- 16 Former Staffer 1: June, yeah, June or August. I think it was June. Yeah, it was June, because
17 Jimmy Keady was in charge during the August 12 Charlottesville mess.
- 18 Paul Solis: Do you know why Mr. Reynolds left his position as Chief of Staff?
- 19 Former Staffer 1: He had better opportunities. He runs his dad's old car dealership in Orange
20 now.
- 21 Paul Solis: Was that the only reason he left?
- 22 Former Staffer 1: Mm-hmm (affirmative). That's the only reason he told us, and I'm very
23 confident that was the only reason. He and the Congressman had worked
24 together in the state legislature when the Congressman was a state senator, and
25 I think they were military buddies, so there was no issue there.
- 26 Paul Solis: Are you currently friends with any current or former staffers in Representative
27 Garrett's office?
- 28 Former Staffer 1: I like to think so. I'm not sure what the rumor mill has been about, but I've
29 heard rumors that incriminate me and several other former employees about
30 how the story broke, so.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: What do you mean by "incriminate?" Could to you talk to me a little bit more
2 about that?

3 Former Staffer 1: Sure. You read the Politico stories where four former staffers came forward.
4 We had a high turnover. There was a lot of former staffers, but there was only
5 so many. I wasn't one of the original four, but you never know, because it's all
6 unnamed sources, so folks might think it was me. Folks might think it was
7 other people. So who knows who was told what.

8 Paul Solis: When you say "original four," can you tell me what you mean by that?

9 Former Staffer 1: In the Politico story, there's four unnamed sources, so there's four people.

10 Paul Solis: So I just want to ... when you say "original," do you mean ... were there other
11 sources after those four?

12 Former Staffer 1: Yeah, I reached out to the Politico reporter after the story broke. She had been
13 calling me a lot, and I hadn't been talking until after it.

14 Paul Solis: Did you provide her with information related to your employment?

15 Former Staffer 1: No, I just confirmed or denied her questions.

16 Paul Solis: Okay. When was that?

17 Former Staffer 1: When did that story break? Memorial Day, after that.

18 Paul Solis: Yeah, late May of 2018.

19 Former Staffer 1: So yeah, early June.

20 Paul Solis: I had asked you if you were currently friends with any, or consider yourself
21 personal friends with any current or former ...

22 Former Staffer 1: I definitely did. I'm not sure if I do anymore, because of that.

23 Paul Solis: Okay. And is that based on feedback or responses you have ...

24 Former Staffer 1: Yeah, feedback. I still remain friends with a couple, and they let me know that
25 the office consensus was me and a couple other folks were behind this story
26 breaking, and behind all the information coming out.

27 Paul Solis: And who were those people that you consider friends that let you know that?

28 Former Staffer 1: This remains confidential, because I was told this off the record.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: Yeah, this is a confidential interview, obviously. But yeah, I'd like to know
2 who told you that.

3 Former Staffer 1: Sure. It was Matt Missen, who as you probably know has recently been fired
4 from that office. I don't know why. But yeah, it was him. He told me that that
5 was the rumor mill, and they're just rumors, so I wouldn't put any stock into
6 them.

7 Paul Solis: And what about any former staffers from Representative Garrett's office? Are
8 you friends with anybody there or keep ...

9 Former Staffer 1: Yes, I actually talked to Dakota Lipscomb today. I heard he left the Hill, so I
10 just reached out to offer my support. That was about the conversation.
11 Mackenzie Morales, who as far as I know is the current staff assistant, we
12 talked at length a couple of months ago about her ... I helped her with her
13 resume and writing samples because she was looking for a press assistant
14 position elsewhere.

15 Paul Solis: I'm sorry, the name of that person again, in the ...

16 Former Staffer 1: Mackenzie Morales.

17 Paul Solis: Mackenzie. She's currently in Representative Garrett's ...

18 Former Staffer 1: As far as I know, she's currently the staff assistant. I mean, that information
19 could be outdated. I haven't talked to those folks in a while.

20 Paul Solis: Okay. Anybody else that you're friends with or speak to in either current or
21 former staffers?

22 Former Staffer 1: I mean, yeah, I could text any of them right now and they'd text me back.

23 Paul Solis: Well, how about anybody within the past two months that you've had contact
24 with. You just mentioned-

25 Former Staffer 1: Yeah, Marissa Mullen. I think she probably had a birthday recently or
26 something, and I just reached out to say hi. Nothing substantive, related to this.
27 I mean, I obviously reached out to offer my support before, when Jimmy left
28 and the first Politico story about, "Oh, will Rep Garrett quit Congress?" I
29 reached out to all of them to offer my support, and plus, as an employee of the
30 Republican Party of Virginia, I wanted to make sure that the Congressman that
31 we thought was going to remain running for reelection got all the support he
32 needed. And that's my job. That's what I get paid for, so I reached out to them
33 for that, just to make sure everybody was doing all right. Nice guy, I guess.

34 Paul Solis: So, let's move on to that report that you mentioned that was in Politico.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Former Staffer 1: Sure.
- 2 Paul Solis: Have you read that article?
- 3 Former Staffer 1: I have, 100 times.
- 4 Paul Solis: Okay. So, you know, generally I want to ask you what your reaction is to it, but
5 has it changed over the course of times you read it? What was your reaction the
6 first time? Give me a sense of ...
- 7 Former Staffer 1: I knew what was going to be in it before it was published, because, like I said, I
8 had been reached out to by three different publications trying to get me to talk
9 off the record about it. Like I said, I did not talk off the record with anyone
10 besides Politico until after the story broke. My account, as far as I know, never
11 came to light, because, I think, let's be honest, the intent was to get a reaction
12 from the Congressman, and the Congressman decided not to run again, so for a
13 media outlet, they're not going to generate clicks bashing a retiring
14 Congressman.
- 15 Paul Solis: Other than the sort of large-scale maybe implications to whether the
16 Congressman is going to run or not, that type of reaction, what about the
17 substance of some of the allegations that were made? What was your reaction
18 to that?
- 19 Former Staffer 1: Unsurprised.
- 20 Paul Solis: Unsurprised.
- 21 Former Staffer 1: I mean, I guess my reaction would be I saw it happen.
- 22 Paul Solis: All right. Well, I want to get into some of those ...
- 23 Former Staffer 1: Regarding the poop, she had a little pad. The dog didn't just go on the floor and
24 we'd clean it up. It was a well-trained dog. It had a pad, and if the Congressman
25 was at a vote and the wife's not there and the dog's there, we weren't just going
26 to wait around for him to come back and clean up his own dog's poop.
- 27 Paul Solis: Okay.
- 28 Former Staffer 1: But it wasn't like we had to grab a tissue. It was very easy to clean. Very clean.
29 That was kind of ridiculous.
- 30 Paul Solis: I want to get into some of the specifics with you and talk about that. You
31 mentioned these four original staffers. Who are they?
- 32 Former Staffer 1: I know of one of them.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: Okay. And who is that?

2 Former Staffer 1: I believe ... I guess I really don't know for sure, but I believe one of them was
3 Denzel Jones. The other three, everybody's got their guesses. It's not going to
4 do you any good if I speculate.

5 Paul Solis: Okay. So you have no awareness whatsoever of the other three?

6 Former Staffer 1: No. I could guess, but.

7 Paul Solis: All right. Well, do you have a guess?

8 Former Staffer 1: I mean, is that going to help y'all?

9 Paul Solis: I mean, if you've got a guess based on some sort of information that you feel is
10 warranted, then it's warranted to make a guess, then yeah, I'd like to hear it.

11 Former Staffer 1: Well, I mean my hunches were the timing pointed toward Jimmy. Just the
12 timing of it. He left the office and then 36 hours later the story broke. I'm not
13 the only one that thinks that. Another former staffer ... oh, yeah, the old
14 Legislative Director. He was fired in February or Former Staffer 1 of 2017.
15 Nicholas O'Boyle. I'm not sure if you all knew that.

16 Paul Solis: He was fired.

17 Former Staffer 1: He was fired.

18 Paul Solis: Okay. Do you know why he was fired?

19 Former Staffer 1: I didn't get the full details, but I heard he was just talking about the office
20 outside the office.

21 Paul Solis: Okay. You mentioned that there was a fair amount of turnover in the office.

22 Former Staffer 1: Yeah. We were the highest-rated Republican office for turnover in 2017.

23 Paul Solis: Was that something people in the office talked about?

24 Former Staffer 1: We didn't talk about it, but everybody ... I think folks didn't pay attention to it.
25 I think other people on the Hill talked about it, but we just kind of looked at ...
26 as a Hill employee, obviously I have mail.house.gov emails, but when
27 somebody leaves, you don't look at it as why. You look at it as an opportunity
28 for you to move into that position, and that's how I always looked at it.

29 Paul Solis: Well, let's get into some of the things that the report discussed. So, just to start,
30 picking up groceries or delivering groceries. Did Representative Garrett or his

Transcript of Interview of Former Staffer 1
July 11, 2018

1 family ever ask you or suggest to you that you pick up groceries or deliver
2 groceries in any way?

3 Former Staffer 1: Not me personally for groceries, no.

4 Paul Solis: Okay. So, if not you personally, what's your awareness of anybody else in the
5 office where they were requested to pick up groceries or deliver groceries?

6 Former Staffer 1: I mean, my roommate during that time was Denzel Jones, and he helped out
7 with groceries, as did interns. Interns would go to Costco with them pretty
8 frequently. Costco with her, pretty frequently, not them.

9 Paul Solis: And by "her ..."

10 Former Staffer 1: Flanna.

11 Paul Solis: Flanna. So, let's focus on Denzel. When were you his roommate?

12 Former Staffer 1: From May 1, 2017 until he ... he quit his job in August of 2017, because I
13 guess he didn't like it.

14 Paul Solis: And by "his job," you mean ...

15 Former Staffer 1: The scheduler job in Rep Garrett's office. He picked up a job at TJ Maxx
16 across the street, and two months later he left to move back to Lynchburg, at
17 which time I picked up another roommate who works somewhere else in DC.

18 Paul Solis: So from May to August Denzel was your roommate?

19 Former Staffer 1: May to like October.

20 Paul Solis: May to October?

21 Former Staffer 1: But Denzel was only employed from May to August.

22 Paul Solis: And during that time that you lived with him, did he explain to you that he
23 would have to go deliver groceries, or pickup groceries?

24 Former Staffer 1: Oh, yeah, we were really good friends. We talked about that all the time. We
25 actually complained about him. We talked about quitting and finding different
26 jobs on a daily basis.

27 Paul Solis: So how often was Denzel picking up and delivering groceries or going to Sam's
28 Club with Flanna Garrett?

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Former Staffer 1: I couldn't tell you, because a lot of it would happen during the day, and our
2 office, as most congressional offices are, there's kind of the three rooms. He
3 was in the middle, like, welcome room, I guess. Parlor. I was back in the
4 legislative shop, and that door would be closed a lot, so sometimes he would
5 leave with her and I wouldn't know. He wouldn't necessarily go out of his way
6 to tell me about it, but it was more than once.

7 Paul Solis: Okay. Was it more than 10 times?

8 Former Staffer 1: No, probably not.

9 Paul Solis: And this over the entire time you lived with him, or the entire time that he
10 worked as a scheduler?

11 Former Staffer 1: Those were one and the same. I lived with him from the day he started as a
12 scheduler until two months after he quit as a scheduler. He was only there from
13 May, June, July, and the beginning of August. So like three and a half, three
14 months.

15 Paul Solis: And during that time, he was a full-time employee, not an intern?

16 Former Staffer 1: Full time. Yep. Purple badge and everything.

17 Paul Solis: Not an unpaid intern.

18 Former Staffer 1: Right.

19 Paul Solis: Did Denzel talk to you about any other types of errands or any other type of
20 activity he would engage in with the Congressman's wife as far as picking up
21 items or buying groceries? These types of things. Did he ever tell you any more
22 about that?

23 Former Staffer 1: Yeah, I mean, it was all ... I mean, as you saw in the article, the mundane BS
24 quote, I think that was him, probably, if I had to guess, but it was just stuff like
25 that. I'm having trouble recalling specific tasks, but just go for this, go for that.

26 Paul Solis: Okay. There was some level of frequency to it?

27 Former Staffer 1: Oh, yeah. Somebody was doing something pretty much every day when we
28 were in session. When we were out of session, we didn't hear from him.

29 Paul Solis: And when you say that somebody was doing something pretty much every day
30 during session, is that at the request of the Congressman, or is that at the
31 request of the Congressman's wife?

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Former Staffer 1: It was either at the request of the Congressman through the Chief of Staff at the
2 time, because ... or it was straight from the Congressman's wife.

3 Paul Solis: Are many individuals in the office being tasked with this at the time, or is it
4 just Denzel, or other staffers?

5 Former Staffer 1: I picked up clothes. I dropped off clothes. I picked him up for votes, one time. I
6 mean, the White House tour thing, while that's technically the job of someone
7 ... I mean, I dropped the White House tours once we hired a full-time staff
8 assistant. But the White House tours was probably the biggest issue in 2017 for
9 that office, and I know that's technically a job that you're paid to do and
10 congressional staffers do schedule White House tours. That's part of the job
11 description, but I mean, that was rough, because it was always something.
12 Always had some group coming up that we needed a member tour for, or
13 something like that.

14 Paul Solis: When you said you picked up clothes, can you talk to me about that? Is that for
15 the Congressman?

16 Former Staffer 1: Mm-hmm (affirmative).

17 Paul Solis: Or for his wife?

18 Former Staffer 1: For the Congressman.

19 Paul Solis: And where would you be picking up the clothes?

20 Former Staffer 1: From his apartment.

21 Paul Solis: In DC?

22 Former Staffer 1: In DC.

23 Paul Solis: How often did you do that?

24 Former Staffer 1: I picked up clothes once. And you're not going to get a whole lot of errand stuff
25 from me, because, like I said, she didn't like me, so I didn't get the tasks.

26 Paul Solis: And when you did pick up clothes the one time, who tasked you with that?

27 Former Staffer 1: I mean, it was the Congressman. Or, it was Chief of Staff via the Congressman.
28 It was his jacket with his member pin on it.

29 Paul Solis: And did you have your own transportation? How did you get to his apartment?

30 Former Staffer 1: I had my own car. I had a parking spot in lot one.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Paul Solis: Did Jimmy explain to you that that directive came from the Congressman
2 himself, or was it assumed?

3 Former Staffer 1: He didn't need to.

4 Paul Solis: It was assumed?

5 Former Staffer 1: Yeah, I mean ... nobody ever needed explaining. She had a system, I'm sure
6 you'll hear about this, where she would text people, "Tom asked me to tell
7 you," and she would make it an acronym, but the acronym corrected to
8 "TAMMY," all caps, and so it was kind of a running joke, where we would go,
9 "TAMMY, go get Tom's jacket from his apartment," or whatever. TAMMY,
10 do this. TAMMY, do that.

11 Paul Solis: And these texts came from the Congressman's wife?

12 Former Staffer 1: I never got one, like I said, because she didn't like me, but I don't care.

13 Paul Solis: But other people did receive those texts?

14 Former Staffer 1: Yeah.

15 Paul Solis: Okay.

16 Former Staffer 1: If you ask somebody about TAMMY texts and they don't laugh, then they're a
17 psycho.

18 Paul Solis: Were you in your intern role or LC role when you did go pick up the clothes?

19 Former Staffer 1: LC.

20 Paul Solis: What about driving? Driving Representative Garrett or his family members?
21 And again, I want to focus not in an official capacity, like driving him to an
22 official event or an event that might be tied into your responsibilities as a
23 staffer, but strictly those types of destinations that are personal in nature.

24 Former Staffer 1: Yeah, the intern took the daughters to Scottsville more than once.

25 Paul Solis: Okay. More than once? How many times?

26 Former Staffer 1: Probably like two or three, but still.

27 Paul Solis: And who was that?

28 Former Staffer 1: Tanner Hirschfeld, because he was the only intern that was dumb enough to
29 bring a car to DC. Love Tanner, though.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Paul Solis: Who tasked Tanner with that?
- 2 Former Staffer 1: Flanna. If I had to guess, it was probably Flanna.
- 3 Paul Solis: So Tanner didn't tell you anything about those trips?
- 4 Former Staffer 1: No, it was just like, "Oh, where you headed?" "Oh, I got to go to Scottsville."
5 He didn't mind, though. Tanner's the kind of guy that loves that kind of stuff,
6 but it still is, I guess, technically not his job as an intern.
- 7 Paul Solis: What dates was he an intern in the office?
- 8 Former Staffer 1: May 15th through ... he left a little early in July. He probably left May 15th
9 through the end of July. He went to go volunteer or go work for Luther
10 Strange's special election.
- 11 Paul Solis: So this is the summer of 2017?
- 12 Former Staffer 1: 2017.
- 13 Paul Solis: Okay. What about ...
- 14 Former Staffer 1: He was an intern on the campaign, too, but we all were.
- 15 Paul Solis: What about driving ... not to drive the daughters to Scottsville, right? So
16 driving Congressman Garrett's wife for personal purposes. Did that ever occur?
- 17 Former Staffer 1: Not that I'm aware of.
- 18 Paul Solis: What about Representative Garrett himself for a personally-related purpose?
- 19 Former Staffer 1: Personally-related? I mean, if you count being late for votes and getting picked
20 up personal, but no. Other than that, not that I'm aware of. He liked to drive
21 himself.
- 22 Paul Solis: Are you aware of any other driving-related tasks that staffers engaged in
23 outside of these pick-ups and deliveries ... I shouldn't say deliveries. Related to
24 the daughters in Scottsville. Was there any other family-related driving
25 requests that were made of staffers that you're aware of?
- 26 Former Staffer 1: Not that I'm aware of.
- 27 Paul Solis: We talked about picking up clothing the one time you did that. Anybody else in
28 the office get tasked with picking up clothing.
- 29 Former Staffer 1: Sure. Yeah.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Paul Solis: Who else?
- 2 Former Staffer 1: Denzel would do it sometimes.
- 3 Paul Solis: And this is, Denzel would tell you about this?
- 4 Former Staffer 1: Yeah, or I would just see him walk in with a jacket on a coat hanger or
5 something like that. I'm not sure how he got down there, but I think he just
6 borrowed someone's car. He didn't own a car.
- 7 Paul Solis: Anyone else besides Denzel?
- 8 Former Staffer 1: Tripp Grant was a scheduler for a while. If you talk to him, he probably ...
9 overall, Tripp probably did the most stuff like that.
- 10 Paul Solis: You mentioned Representative Garrett's dog, correct?
- 11 Former Staffer 1: Mm-hmm (affirmative).
- 12 Paul Solis: How often was the dog in the office?
- 13 Former Staffer 1: When we were in session.
- 14 Paul Solis: Every day?
- 15 Former Staffer 1: Every day. But I mean, there were obviously some exceptions, but it was not
16 uncommon.
- 17 Paul Solis: And did Representative Garrett ever ask you to look after the dog or take it for
18 walks or ...
- 19 Former Staffer 1: Not me, but other staffers did go walk the dog.
- 20 Paul Solis: Okay. Who walked the dog?
- 21 Former Staffer 1: Mackenzie Morales walked it a lot. Some of the interns walked it. I never did,
22 but they did. I would see them ... Flanna would say, "Oh, can you walk
23 Sophie?" And then they would walk Sophie.
- 24 Paul Solis: Were there any other dog-related tasks that staffers engaged in other than
25 walking the dog? For example, taking it to get a cleaning or taking it to a
26 veterinary appointment?
- 27 Former Staffer 1: No. I mean, besides the poop thing, no.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Paul Solis: And by "walking," do you mean staffers walked it around the Capitol
2 complex?
- 3 Former Staffer 1: Basically walked it to a spot of grass, let it go to the bathroom, and walk it
4 back.
- 5 Paul Solis: Okay. And that's just outside the House office buildings?
- 6 Former Staffer 1: Yeah. I mean, some folks would take their time. If you get a break to go walk a
7 dog, then you're going to take a break, if you want to. I don't blame them for
8 that.
- 9 Paul Solis: Was this expected of staffers? Each time there was a walking or something
10 related to the dog, was it specifically requested or was it a standing, known
11 responsibility?
- 12 Former Staffer 1: Sometimes it was requested, and sometimes it was, "When's the last time she's
13 been outside? We should probably take her outside." Just as ...
- 14 Paul Solis: And that's a conversation among staffers?
- 15 Former Staffer 1: Mm-hmm (affirmative).
- 16 Paul Solis: We talked about Representative Garrett's wife. Do you know her?
- 17 Former Staffer 1: Yeah.
- 18 Paul Solis: Okay. When did you first meet her?
- 19 Former Staffer 1: During the campaign. I came on the campaign in August of 2016. That's when
20 our semester started at school. The first time I met her, probably a couple
21 weeks after that. It was probably the Farmville office grand opening or
22 something like that. She was probably down there for that. Super nice, at that
23 point. We got along famously. I'm pretty sure she vouched for me for at least
24 internships and stuff. But, like I said, it all changed May 15th, with the whole
25 White House thing.
- 26 Paul Solis: How often was Representative Garrett's wife in the office, in the official
27 office?
- 28 Former Staffer 1: All the time. I mean, if we were in session, she was there.
- 29 Paul Solis: Daily?

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Former Staffer 1: Daily. I mean, there was probably one or two days where she didn't show up,
2 but that ... maybe like a fly-in day or a fly-out day, we wouldn't see here, but
3 other than that.
- 4 Paul Solis: Did she ever ask you to do any personal errands for her? You mentioned the
5 one time you were asked by Jimmy to go retrieve some clothing, but did
6 Representative Garrett's wife ever ask you to run any errands for her?
- 7 Former Staffer 1: Jimmy asked me that, but it was from the Congressman.
- 8 Paul Solis: Gotcha.
- 9 Former Staffer 1: So someone was going to do it. I just happened to be the one available.
- 10 Paul Solis: Understood.
- 11 Former Staffer 1: Besides White House tours ... White House tours became the most central focal
12 point of anything I've ever seen in my life. It was actually kind of ... PTSD to
13 White House tours. Don't mean to make light of that, but, yeah. No, it was
14 always White House tours. Always something unreasonable with the tour.
- 15 Paul Solis: You had mentioned, when we were talking about Denzel, you had mentioned
16 something to do with ... and it was in the vein of picking up groceries.
- 17 Former Staffer 1: Sure.
- 18 Paul Solis: I think you had mentioned something about like Sam's Club, possibly.
- 19 Former Staffer 1: Costco.
- 20 Paul Solis: Costco. And people attending a run to Costco with Representative Garrett's
21 wife. Who did that with her?
- 22 Former Staffer 1: Interns, mostly.
- 23 Paul Solis: How often would that occur?
- 24 Former Staffer 1: Once every three weeks.
- 25 Paul Solis: And would this be Costco runs for officially related items, or for their home?
- 26 Former Staffer 1: I mean, if you count snacks for the office officially related items, then
27 sometimes, yeah, but it was mostly home stuff.
- 28 Paul Solis: For their home.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Former Staffer 1: I never went, so I didn't see what they bought, but I would be very, very, very
2 surprised if they didn't get any personal items.

3 Paul Solis: And did Denzel talk to you about going on these runs with her?

4 Former Staffer 1: Mm-hmm (affirmative).

5 Paul Solis: You mentioned some of the texts that staffers would receive from her, and you
6 had an acronym for it, right?

7 Former Staffer 1: TAMMY. TAMMY texts.

8 Paul Solis: The article, one of the things it talked about was late-night or all hours of the
9 night communications over the phone or text or calls from Representative
10 Garrett's wife. Do you know if that occurred?

11 Former Staffer 1: I heard stories about it.

12 Paul Solis: Okay. What did you hear?

13 Former Staffer 1: Like those things, like most of the times would be an idea, and it would need
14 something ... be a lot with the scheduler or communications director, like, "Oh,
15 this great idea about this. Let's do this." It would be, you know, 11:45 at night.
16 Or, I know Tripp talked about getting a lot of running red light tickets, just
17 because he had to get places fast for them, because he was scheduler from
18 January until May of 2017, so he was, during the set-up of the office and
19 before we really got a Chief of Staff in place ... because Kevin would be there
20 when we were in session. When we were out of session, we really didn't have a
21 Chief of Staff, so it kind of ran through Andrew Griffin or ran through whoever
22 was the most senior in the office at the time, and a lot of times there was
23 nobody to tell Tripp that that was not a job for him. So either you do it or the
24 assumption is, if you tell your Congressman no, then ... you just don't.

25 Paul Solis: We've gone through groceries, food items, picking up clothing, dealing with
26 the dog, taking phone calls. Are there any other personally related errands that
27 staffers would engage in at the Congressman or his wife's request? Maybe
28 something that was outside of what was discussed in the Politico article?

29 Former Staffer 1: It's difficult to explain, because I had been trying to get a different job for some
30 time. I knew I had a target on my back and I knew I wasn't going to get
31 promoted, so I isolated myself a lot from that. I avoided Flanna for ... we didn't
32 talk or make eye contact from June, probably July 2017 until January of 2018.
33 I wanted nothing to do with her and had nothing to do with her.

34 There was one time I requested a one-on-one meeting with Congressman
35 Garrett to ask him that if my time in the office was to come to an end for

Transcript of Interview of Former Staffer 1
July 11, 2018

1 something other than performance-related that I be given two weeks' notice and
2 call it a resignation instead of being fired. I had to ask Jimmy, too, because I
3 truly did not know when my last day in the office was going to be. If it was up
4 to her, it would have been May 16, 2017.

5 So, yeah, I isolated myself from her. That's why I can't tell you as much as
6 you'd like.

7 Paul Solis: The article, in addition to going through some of these things I've asked you
8 about, talked about ... and again, I don't know if these are quotes, but the article
9 mentioned something that it was a toxic and a dysfunctional work
10 environment. What's your response to that? Was it a toxic or dysfunctional
11 work environment?

12 Former Staffer 1: It was toxic until we got a new ... and I don't want to speak ill of Kevin
13 Reynolds, but a lot of Chief of Staff duties were neglected during his time, so it
14 was kind of like Lord of the Flies in there until Jimmy came in. Jimmy
15 straightened out a lot of stuff, but it was generally toxic because you do all this
16 work and then ... for example, you remember you've done all the vote recs and
17 all this stuff, and then he took a smoke break and didn't get to his vote. And
18 that kind of demoralizing for a lot of people.

19 Toxic, yeah. I mean, she was coming after people's jobs. It doesn't get much
20 more toxic than that.

21 Paul Solis: And by "she," you mean?

22 Former Staffer 1: Flanna. Mind if I check my phone real quick? Sorry.

23 Paul Solis: That's okay. We don't have much more time, I don't think. Just some final
24 questions I want to ask you.

25 Former Staffer 1: Sure.

26 Paul Solis: So, what were the circumstances of Jimmy Keady's departure as Chief of Staff?
27 Are you aware of why he left his position?

28 Former Staffer 1: I heard he was fired. He'll tell you he quit. I don't know what's true.

29 Paul Solis: Do you know why ... when you heard he was fired, for what ...

30 Former Staffer 1: Yeah, he was cracking down on the stuff we've been talking about for the last
31 hour.

32 Paul Solis: Okay.

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Former Staffer 1: And he got the target on his back from Flanna, and that's the black mark of
2 death.
- 3 Paul Solis: Do you know, during your time there, up until February of 2018, did anybody
4 raise these issues with Representative Garrett himself? Did Jimmy ...
- 5 Former Staffer 1: Jimmy probably did.
- 6 Paul Solis: Okay. Probably? I mean, do you have any direct awareness of whether he did
7 or not?
- 8 Former Staffer 1: No, but he took up for us when he could.
- 9 Paul Solis: Did you explain to Jimmy, as he was your supervisor at the time, did you
10 explain to him that you felt uncomfortable with requests made by ...
- 11 Former Staffer 1: I didn't need to. Nobody needed to, because he was aware. His logic was you
12 let him win some battles, but then when you really need to get your
13 Congressman to do something, for example, like show up to an event, that's
14 when you put your foot down. So it was kind of a give-and-go.
- 15 Paul Solis: And who did you hear about Jimmy's firing and him cracking down on some of
16 the things we were talking about?
- 17 Former Staffer 1: I heard about him being fired from staff at RPV. That was the word they used.
18 Fired. But from everyone else, I've heard he left, so.
- 19 Paul Solis: You've heard both things, that he resigned and he was fired.
- 20 Former Staffer 1: Yeah. I don't know why he would have resigned. I mean, the election's in four
21 months, and it was a target district.
- 22 Paul Solis: Have you spoken to Jimmy since he left the Hill?
- 23 Former Staffer 1: Yeah, all the time. He's Denver Riggleman's general consultant.
- 24 Paul Solis: Has he ever told you personally why he decided to leave?
- 25 Former Staffer 1: No. He said it was like he was jumping out of an exploding airplane, but other
26 than that, no.
- 27 Paul Solis: He said it was like jumping out of an exploding airplane?
- 28 Former Staffer 1: Yeah.
- 29 Paul Solis: He used those words to you?

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Former Staffer 1: Exactly. I hope that doesn't come up, but you know.
- 2 Paul Solis: So, during your time there, did members or staffers from the Ethics Committee
3 ever come in and give a consultation to the staff?
- 4 Former Staffer 1: That was after I left.
- 5 Paul Solis: And you know that occurred?
- 6 Former Staffer 1: Yes.
- 7 Paul Solis: How do you know that occurred?
- 8 Former Staffer 1: I talked to ... I mean, the reporters would ask me, "Oh, yeah, we heard the
9 Ethics staff came in and talked to you guys. Were you aware of that?" I would
10 say, "No, that must have been after I left." And I talked to current and former ...
11 well, I guess current employees, still. They were like, "Yeah, they came in and
12 just talked to us."
- 13 Paul Solis: And who told you that the Ethics Committee staff talked to you?
- 14 Former Staffer 1: Matt Missen and Mackenzie Morales.
- 15 Paul Solis: What about the existence of our review? Have you heard anybody talk about
16 that?
- 17 Former Staffer 1: Not a word.
- 18 Paul Solis: Matt or Mackenzie or anybody else at the current office, have they talked to
19 you that ...
- 20 Former Staffer 1: I haven't spoken to anyone employed currently since you first reached out,
21 except for today, like I said, with Dakota, and I can just show you those texts. I
22 just said, "Heard you left the Hill. Let me know if you need anything."
- 23 Paul Solis: And when you spoke to Mackenzie ... you mentioned you had spoken to
24 Mackenzie a couple months ago.
- 25 Former Staffer 1: Mm-hmm (affirmative).
- 26 Paul Solis: Anything related to the OCE or related to ...
- 27 Former Staffer 1: Besides, "Oh, I heard lawyers came in and talked to you. How was that?" She
28 was like, "Oh, it was nothing. They just did a little Q and A with us, and we all
29 went back to work."

Transcript of Interview of Former Staffer 1
July 11, 2018

- 1 Paul Solis: Have you heard from any of the staffers there, that are there currently, whether
2 or not they agree or disagree with some of the allegations that were made in the
3 Politico article?
- 4 Former Staffer 1: If anybody disagrees with any of them, they're living in a fantasy world. I
5 mean, those were all basically true. I mean, all of it. I mean, the dog poop was
6 stretched. I don't know who said that, but whatever. It was just a mat like ...
7 Yeah, other than that ... I mean, like I said, they think I'm involved in it, so
8 what they're going to tell me is very limited, so the answers I'll be able to give
9 y'all are limited.
- 10 Paul Solis: Okay, well ... oh, just finally, then, I guess, on that same line of question of
11 speaking to current or former individuals in the office about the OCE's review,
12 have you spoken to anybody outside the office about our request to speak with
13 you?
- 14 Former Staffer 1: Nope.
- 15 Paul Solis: No. Okay. Ali, do you have any questions?
- 16 Ali Bazzi: Yeah. I had a few.
- 17 Former Staffer 1: Sure.
- 18 Ali Bazzi: So, you said that you weren't aware of any other issues that weren't in the
19 article because you avoided Flanna, but were you aware of any other issues
20 that other staffers might have experienced that wasn't addressed in the Politico
21 article?
- 22 Former Staffer 1: Yeah. I don't know if this counts, but after Andrew Griffin left, we were
23 obviously looking to hire a new Communications Director, and there was a
24 concern that ... and when we hired Mackenzie as staff assistant. There was a
25 concern that Flanna wouldn't like the pick, and so she was always involved in
26 the final round of interview processes. The Chief of Staff, Jimmy, would pick
27 who he wanted to hire, and make sure Flanna okayed it. Yeah, I mean there
28 was a joke that was like, "Oh, make sure we don't hire anybody that's too
29 attractive, don't get any candidates that are too attractive, or she's not going to
30 let them be brought on."
- 31 That was a joke, but still. She was the final word on the hires after a certain
32 point.
- 33 Paul Solis: And is this based on your ... do you have firsthand knowledge of that, or is that
34 through Jimmy explaining that to you?
- 35 Former Staffer 1: That's through staffers just talking about it.

Transcript of Interview of Former Staffer 1
July 11, 2018

1 Ali Bazzi: Who were those staffers?

2 Former Staffer 1: I think Jimmy was probably one of them, and then probably Tripp. Maybe
3 Hallie. I don't know. I know it happened, like we talked about it. I don't know
4 if it's relevant.

5 Ali Bazzi: One more thing. Going back to the Costco trips. You had mentioned that some
6 of the interns had gone with Flanna. Who were those interns?

7 Former Staffer 1: Tanner Hirschfeld, and then just another one. Others. I can't remember who. I
8 didn't really pay it too much attention.

9 Ali Bazzi: And are you aware of who drove?

10 Former Staffer 1: I think she drove those trips.

11 Ali Bazzi: Okay.

12 Former Staffer 1: Flanna drove those trips.

13 Paul Solis: And again, sort of in line with Ali's question there, anything that wasn't
14 covered in the article, personally related tasks. Is there anything else that you're
15 aware of?

16 Former Staffer 1: I mean, no. Like I said, my focus was tours for the first part, and then I was
17 told to keep my head down, cocoon myself in my corner, and I'd be fine, and
18 that's exactly what I did. I socialized with the other folks in my office. I didn't
19 talk about Tom Garrett. I didn't talk about Flanna Garrett. I didn't talk about
20 their daughters. I made it a point to just keep them out of ... like you want to
21 talk about toxic? It was bad.

22 I wanted out. I wanted out badly. This was the first job offer I got, and I
23 accepted it within 24 hours.

24 Paul Solis: All right. Well, I think we've asked all the questions we need to. Is there
25 anything else you think we should know before we conclude the interview.

26 Former Staffer 1: Nothing pertinent, no.

27 Paul Solis: Okay. Well, thank you, Former Staffer 1, very much for your time.

28 Former Staffer 1: Yeah.

29

30

EXHIBIT 4

Transcript of Interview of Matt Missen
July 20, 2018

1 24Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleagues Jeffrey Brown and Ali Bazzi. It is July 20th, 2018. We
3 are here for an interview with Matt Missen. I've given Mr. Missen a copy
4 of 18 U.S.C. 1001. He has reviewed it and signed our acknowledgment
5 form, and we can begin the interview.

6 Paul Solis: A little background, Matt. Where are you currently employed right now?

7 Matt Missen: I am currently unemployed.

8 Paul Solis: Okay. Prior, what was your last job you had?

9 Matt Missen: My last job was Director of Communications for the office of
10 Representative Thomas A. Garrett, Jr., the fifth district of Virginia.

11 Paul Solis: Okay. How long were you in that position?

12 Matt Missen: Approximately October 1st of 2017 to approximately June 9th, 2018.

13 Paul Solis: Okay. And so, then from June 9th up until present, you're still
14 unemployed?

15 Matt Missen: Yes sir.

16 Paul Solis: Okay, okay. Where were you at prior to starting with Representative
17 Garrett's office in October of 2017?

18 Matt Missen: My previous employer was the Alliance for Innovation Infrastructure, a
19 small think tank, startup think tank here in town.

20 Paul Solis: Okay. So as communications director, was that the only position you held
21 in Representative Garrett's office? Or-

22 Matt Missen: Yes.

23 Paul Solis: Okay.

24 Matt Missen: Yep.

25 Paul Solis: What were some of your duties in that position?

26 Matt Missen: Well, the typical office, House office Communication's Director. I guess
27 this isn't a job interview, so, writing press releases, op-eds, media
28 advisories, pitching press stories to local, regional, national media. Doing
29 all the graphic design and social media. I had helped doing the website a
30 little bit. Just typical scheduling, TV interviews, setting up media tours for

Transcript of Interview of Matt Missen
July 20, 2018

1 district events and just the standard House of Representatives
2 communications director role.

3 Paul Solis: Did you do any work for Representative Garrett's campaign at all?

4 Matt Missen: Unpaid, yes.

5 Paul Solis: Could you describe your time doing that, what date ranges you were
6 involved with the campaign?

7 Matt Missen: On and off. My Chief of Staff, Jimmy Keady would bring me copy for
8 fundraising, email, stuff like to review. I did a couple of graphics for the
9 campaign Facebook page. I think maybe even just one. The one I can
10 remember is the UVA-Virginia Tech Football Game. So we went down to
11 this big resort in the middle of nowhere on the West Virginia border for a
12 Republican Party of Virginia Advance. Republicans in Virginia they don't
13 go on retreats, they Advance, went to that.

14 Would meet with Zach Werrell, who's the campaign consultant. You
15 know, every once in a while talk about stuff he was looking for, for
16 messaging for the upcoming campaign to kind of have it in sync, that type
17 of stuff. And, yeah, that's pretty much it.

18 Paul Solis: In this volunteer capacity, did you start out in 2016? Or was it in 2017?
19 What year were you working on this?

20 Matt Missen: It was throughout my entire employment with Mr. Garrett, October '17 to
21 June '18. It was sporadic. It wasn't a full-time job. I wouldn't even classify
22 it as a part-time job. You know what I'm saying? It was, "Hey, can you
23 help out with this?"

24 Matt Missen: I don't know what you know, but I was rather ornery because I was not
25 receiving compensation for it, even on a contractor basis. So, I basically ...
26 Except for Mr. Garrett's kind of, what we'll call his meltdown week when
27 he decided to run for re-election and the servants Politico story article
28 came out. I helped with that, purely because, as a professional, I wanted to
29 make it look good, media wise. But yeah, that was all, just because I didn't
30 want it to be, pardon my French, a damn disaster, more so than it was.

31 Paul Solis: You mentioned, you said you were a little ornery that you weren't paid for
32 any work you did with the campaign. Were you told that you would be
33 paid?

34 Matt Missen: Yes. Basically, the deal that I struck with Jimmy Keady when I started,
35 was that I would receive X salary from the House. And then when he hired
36 a Campaign Manager, come campaign season, I would start receiving

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- 1 compensation. That never came to fruition. But, I mean, I don't work there
2 anymore, so it really doesn't matter at this point.
- 3 Paul Solis: How many hours a week would you estimate that you were working for
4 the campaign?
- 5 Matt Missen: Me? In total? Maybe at ... Over the course of nine months?
- 6 Paul Solis: Sure, you know, in an average week would you say?
- 7 Matt Missen: About a half hour a week.
- 8 Paul Solis: Okay.
- 9 Matt Missen: Yeah.
- 10 Paul Solis: Switching back to the official side of things in the Communications
11 Director position, who did you report to in that position?
- 12 Matt Missen: Jimmy Keady, the Chief of Staff and yeah, Thomas, excuse me,
13 Congressman Garrett was never really around. So it was all ... Decisions
14 were being made by me and Jimmy about media interviews and strategies
15 for roll outs of bills and events and that kind of stuff.
- 16 Paul Solis: Who else was ... And I realize this might not be a formal designation but
17 in your opinion, who else was the senior staff in the office?
- 18 Matt Missen: In our office, the senior staff would have been during my time there, we
19 have a flow chart in there, whatever, employee handbook. Flow chart, the
20 senior staff would be myself, the Legislative Director, Hallie Pence, and
21 even before Hallie was Legislative Director, when Elliot Harding was
22 leaving she was definitely the senior person. Our district director was
23 largely not involved in that much. She was just there to kind of manage
24 them. So the senior staff would have been myself, Jimmy Keady, and
25 Hallie Pence.
- 26 Paul Solis: Who was the District Director?
- 27 Matt Missen: Denise Van Valkenburg.
- 28 Paul Solis: How long was she ... Was she in that role the whole time you were there?
- 29 Matt Missen: Yeah. I believe she was there from day one. She was with the previous
30 member from the fifth district as well.
- 31 Paul Solis: And you mentioned Elliott, what was Elliott's job before he left?

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- 1 Matt Missen: He was the Legislative Director slash Legislative Counsel.
- 2 Paul Solis: And when did he leave?
- 3 Matt Missen: I want to say around Thanksgiving of 2017.
- 4 Paul Solis: You mentioned Jimmy as the Chief of Staff, was there any other chiefs of
5 staff there during the time that you were there?
- 6 Matt Missen: Oh, well yes there was. So the old Chief of Staff came in every once in a
7 while just to say, hi, when he was up here. And then my last week there,
8 the gentleman, Bill Janis was the Chief of Staff for my last week I had.
9 The only interaction I really had with him was him telling me that they
10 were letting me go, so.
- 11 Paul Solis: We'll get to that in a moment. And who was the previous Chief of Staff
12 who would come in and say hello?
- 13 Matt Missen: Oh, Kevin Reynolds. He came in, I think, twice. He's just a very
14 loquacious fellow. So he's noticeable, I remember him. But no, no, not in
15 any official capacity or to lobby the Member just, "Hey guys, good to see
16 ya."
- 17 Paul Solis: But just to be clear, so from the time you started in the office until the time
18 you left, Jimmy was the Chief of Staff, the official Chief of Staff?
- 19 Matt Missen: Yep, all but the last Wednesday, Wednesday was Bill Janis's first day as
20 Chief, Thursday I took the day off because I couldn't log into my
21 computer. And then Friday I got an email from Hallie, the Legislative
22 Director in the evening saying, "Bill would like to talk with you at 10:00
23 in the morning." So, I was like, "Oh, okay well I better clean out my
24 desk." So.
- 25 Paul Solis: And that Wednesday, Thursday, Friday is June, right, this year?
- 26 Matt Missen: Yes, June 7, 8, 9.
- 27 Paul Solis: Okay. Lastly, I just want to ask if ... Before we get into the circumstances
28 surrounding your departure from the office, are you personal friends with
29 any current or former staffers in the office?
- 30 Matt Missen: This is kind of weird. I don't have a ton of friends. I really like the people
31 that I work with. I really like the two of some of our new hires, Paul
32 Hartman, Matt Hanrahan, so after this I'd like to hang out them. Probably
33 if I come back to town. Elliott Harding, if he needs a formal Legislative
34 Director ... If he needs, I've always told him if he needs a place to crash if

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1 he's in for the night, you can always come to my place. Jimmy Keady and
2 I are friendly now that we're not working together anymore. And then the
3 former Legislative Correspondent, John March, he and I have texted back
4 and forth since kind of, I'll say the last week of May. I wouldn't call
5 anybody friends.

6 Matt Becker down in the district, great guy, he's the Danville district
7 outreach guy and then some, there's great people, Stephen Harvey the
8 Charlottesville outreach guy. None of us are going out for drinks or going
9 to ballgames together.

10 Paul Solis: Okay but some of those people you mentioned for example like John, in
11 the past year you've shared texts with them outside of work, things like
12 that?

13 Matt Missen: Yep.

14 Paul Solis: Okay. So let's talk a little bit about your departure from the office, you
15 mentioned-

16 Matt Missen: Do we have to?

17 Paul Solis: We'd like to, yes. Understand it might be a difficult topic.

18 Matt Missen: It's not; don't worry.

19 Paul Solis: Okay. So that June 7th, 8th, and 9th and you mention ... Let's start with
20 Wednesday, sort of what happened and what were the circumstances
21 surrounding your departure.

22 Matt Missen: Well, I think that we should go back to the previous, around Wednesday. I
23 think that's where we should start.

24 Paul Solis: Just so I'm clear, does that mean the week of June 7th, 8th, and 9th or the
25 week prior?

26 Matt Missen: The week prior, so the first week of June, like 2, 3, 4.

27 Paul Solis: Okay.

28 Matt Missen: I had gotten a media request from a reporter at NPR. This reporter had
29 gotten a record from what I understood or from what it sounded like was
30 from someone at the IT department. Our systems administrator, Scott
31 Connell had contacted the, what you call it, the House IT people, the first
32 call people, I think. Anyways, she says, "Hey." The NPR reporter says,
33 "Hey Matt, I got this record from an anonymous source at the House IT

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1 department or whatever.” Congressman Garrett had requested to review
2 emails of several staffers, including myself, no problem there. Basically,
3 what Mr. Janis told me was on the last week ... So he came in, gosh.

4 Alright, so I get this media request from NPR, you guys can read that
5 story, I think it came out June, I would say, 4th. Anyways, the next day I
6 went down the Republican Nominating Convention to replace Garrett, just
7 to be an observer and Mr. Garrett randomly showed up there as I was
8 arriving and he sent me a text message, "Please leave Nelson County High
9 School; I don't want you here and I don't need you here. Don't come to the
10 office 'til next Wednesday."

11 So anyways, I drive home three hours back to my place in Arlington, blah,
12 blah, blah. I can't remember what happened ... Oh yeah, he told me not to
13 come in so I'm like, "Ah, I'm going to get fired." So I went in and just kind
14 of got all my personal stuff from my desk and I just said, "Hey, I'm just
15 going to be here for a couple of minutes today." Wednesday comes
16 around, Tom Garrett, Congressman Garrett, brings us all into his office
17 and Mr. Janis is there. I had previously met Mr. Janis, I believe one time. I
18 just knew who he was.

19 Mr. Garrett kind of went through an explainer about how his drinking has
20 affected all of the stuff and this is Bill Janis, my new Chief of Staff. And
21 then I couldn't log into my email, I couldn't log onto my computer. I didn't
22 have access to my phone because it had been shut off. So anyways,
23 obviously I'm just trying to be the most professional I can, assuming that
24 I'm going to be let go. I took that Wednesday off because I couldn't log in,
25 I was just going to sit there like a butt head all day.

26 So Hallie sent me an email, she said Bill would like to meet with you
27 10:00 on Friday morning so I came in and he said, "We're letting you go."
28 I was just like, "Okay, cool." And I left. Unfortunately, I didn't realize it
29 because I carried this black messenger bag, a computer that belonged the
30 office. As soon as I realized that I had it, turns out I have literally the exact
31 same model, the financial administrator said ... Sent me an email saying,
32 "Hey, we got to take care of some of these reimbursements and take care
33 of, do you have this computer?" And I was like, "Uh-oh, shoot, I do." And
34 so I just kind of made a beeline to get with her. Got the computer back,
35 handed it off to my former colleague, Paul Hartman, who I'm assuming
36 returned it to the office. That's kind of it.

37 Paul Solis: Okay, so we'll break that down a little bit. I want to go back to when you
38 said this NPR reporter called you the first week of June. What was your
39 response to that when that reporter said, "I've heard that Congressman
40 Garrett has asked IT to review staffers' emails." Did you talk to her in any
41 way or?

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1 Matt Missen: I did. My recollection of it, because I know where I parked my car, I was
2 in, what do you call it, by the LBJ Grove there's a parking lot, boat launch
3 right there. That's where I was talking with her. Yeah, basically, I was
4 like, "I'm going to need a little bit more detail here." She's like, "I'm going
5 as soon as I get something." She kind of led me to believe that it was my
6 emails and Jimmy Keady's emails that Mr. Garrett had requested. Again,
7 there's no privacy ever. You don't assume privacy when you're in a job, so
8 he can look at anything he wants. But she basically gave me that inference
9 and I asked her ... My quote I said to her, I don't remember her name,
10 you'll have to excuse me.

11 How can you say ... because she was like, "I need to say in the article that
12 you responded to my request." So I was basically to this reporter, I said,
13 "Hey, what can you do for me to make me kind of not look like a butt
14 head in the situation." And she kind of was just like, "Here, how about
15 these three quotes." Kind of like, declining to comment and I was fine
16 with whatever.

17 Paul Solis: Had you heard of this before she contacted you, had you heard that IT got
18 a request from Congressman Garrett to look at your emails?

19 Matt Missen: No.

20 Paul Solis: It was the first time you heard about it?

21 Matt Missen: No. I believe that Friday though, it was either that Thursday or Friday, of
22 the week prior, before my being let go. All of sudden my phone, I couldn't
23 log into it. Couldn't text.

24 Paul Solis: This is your work phone?

25 Matt Missen: Yeah, my work phone. I believe it was that ... No, no, my work phone got
26 shut off I believe, the Monday that we got let go. So the 4th, maybe.

27 Paul Solis: I just want to be clear about whether or not you had in any way, from any
28 other source besides the reporter, heard that Representative Garrett asked
29 House IT to review your emails?

30 Matt Missen: No.

31 Paul Solis: And did you try to ask Representative Garrett or Jimmy or someone else
32 why that was happening?

33 Matt Missen: Yes, I did send a text message, a terse text message to Mr. Garrett with a
34 link to, I believe, this is from my recollection. I believe I sent him a text
35 message with a link to the NPR article and I believe my message was

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1 something along the lines of, I was being sassy, "if you wanted to look at
2 my emails or our emails," I don't know if it was my or our, emails, "you
3 could have just asked me for my password." Because everybody in the
4 office knew it anyway since it was the office's phone number.

5 Paul Solis: Did he have a response to you?

6 Matt Missen: No, he didn't respond to that, no. Let me check and see if it was on this
7 phone. May I do that?

8 Paul Solis: Sure, take your time.

9 Matt Missen: No, I don't have it, I don't have my correspondence, that correspondence
10 on this phone.

11 Paul Solis: That's alright, that's alright, thank you for checking. Okay, so-

12 Matt Missen: Can I ask you a question?

13 Paul Solis: Sure.

14 Matt Missen: I have not deleted my text messages with Mr. Garrett; this is my personal
15 phone; this is from his personal phone. The only reason I haven't deleted
16 them, I haven't shared them with anybody but do I have to save them for
17 the Congressional Records Act or something?

18 Paul Solis: Well, for the time being why don't you save them and then if we want to
19 follow up with that, we can after our time here today.

20 Matt Missen: I figured I'd ask.

21 Paul Solis: Alright, great, thank you. So you talked to the NPR reporter and then you
22 reached out to Representative Garrett, sort of with that response, was that
23 the end of that first week of June?

24 Matt Missen: That would have been that Friday, after the story came out, the story, I
25 believe came out at 7:00 in the evening. And I don't know if I texted him
26 that evening or the following but I did text him that. It would have gone on
27 my work phone, so you guys would have the records of that.

28 Paul Solis: And then over the weekend and coming into the next Monday, what's
29 happening? Are you reaching out to co-workers or Representative Garrett
30 additionally to find out what's the status of your employment or what's
31 happening with this request for your emails? What's going on there?

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1 Matt Missen: I think starting on Monday, I think I had told most of my colleagues in
2 D.C., one by one, "I'm pretty sure I'm going to be let go this week and to
3 say it was a pleasure working with you before that." Let's see, Jimmy at
4 that point was no longer Chief of Staff, I guess he got two months'
5 severance but ... I did text the thing about NPR to Jimmy, I believe. I'm
6 sorry, can you? What was your original question? I'm sorry.

7 Paul Solis: My question was just going into the next week, were you making inquiries
8 to your colleagues or to Representative Garrett about the status of your job
9 or this email review request?

10 Matt Missen: I think it was only one text to Mr. Garrett about, it might have been as
11 many as five, I don't know. Would have known if it was on the phone. I
12 don't know what you're getting at here. I'm a little confused. I basically
13 said to my co-workers, "Hey guys, I think I'm going to get fired at some
14 point this week, because Mr. Garrett and I had a text back and forth that
15 we don't need to get into unless you want to."

16 Paul Solis: I asked you before if he responded and you said, "Let me check and I don't
17 have it."

18 Matt Missen: Yeah.

19 Paul Solis: But if he did respond and you're recalling that now, I reiterate my question
20 as to what his response was when you said, "If you want to look at my
21 emails, you should have just asked me." What was his response?

22 Matt Missen: I honestly don't remember. It would have been via text on my work phone.
23 If he responded, which I can't recall-

24 Paul Solis: You just told us that there was a back and forth, you said you don't really
25 want to get into it, something to that effect, what was the substance of this
26 back and forth between you and Representative Garrett?

27 Matt Missen: Basically, he had ... I was supposed to be on a vacation the week that he
28 kind of had his meltdown. I was extremely frustrated about that and all of
29 the stuff surrounding that and ... Basically, I was disappointed in him, I
30 disappointed in the fact that he held his little, "I'm running again" press
31 conference. The story comes out, Sunday comes around, Memorial
32 Monday or whatever, Memorial Day comes around. "I'm an alcoholic,"
33 blah, blah, blah and I was infuriated during those couple of weeks and
34 there was very terse exchanges between Mr. Garrett and I. Only via text
35 because he would not ... He told us that I'm going to be available via text
36 and email and that's it.

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1 Matt Missen: I was under the impression that he was going to go to rehab clinic and I
2 didn't really want to be texting with him because I was under the
3 impression that I was texting with his wife. The first couple of days. I just
4 kind of, professionally, I just kind of stopped working, because I didn't
5 know what to do. To say that I was angry, hurt, upset, and I shared my
6 feelings with him via text would be an accurate description.

7 Paul Solis: And then going into that next week of June, you said you had informed
8 your colleagues that you might not be working there any more-

9 Matt Missen: Yeah.

10 Paul Solis: And then, what happened next? You said Hallie had mentioned to you that
11 you were going to have a meeting with Bill. What were you doing
12 Monday and Tuesday of that week, did you come to work?

13 Matt Missen: So Monday I came in. Let me think. Monday I came in and I think I left, I
14 want to say around 10 or around lunch, I don't recall. So that Monday I
15 came in, I just kind of ... I think Hallie had one of the interns or somebody
16 just buy a bunch of banker's boxes. So I had collected my personal items,
17 put them down in my car and went home. I can't remember what I did
18 on ... On that Tuesday, I took a workplace rights and responsibilities
19 course but I think I didn't come into the office. I think that I specifically
20 came to take that course because we had to and I wanted ... By a certain
21 date and I wanted to know some of the things that they were going to say
22 in that.

23 So I don't think I came into the office on Tuesday. Wednesday, Tom
24 Garrett came back and I don't remember what time this was, he called
25 everybody into the office and then Tom kind of finally after me prodding
26 him, for a week, finally said to the staff, basically what he said in the
27 video of him saying he's an alcoholic. He started to cry and then he
28 discussed Mr. Janis' credentials and then he said, "Let's go." He walked
29 out and Bill gave us a 15 minute, "this is who I am and kind of this is
30 where I think we are and this is kind of what I think we're going to be
31 doing."

32 Paul Solis: So you took part in that meeting even though your computer was locked
33 up and all this, you still took part in that meeting?

34 Matt Missen: I did and I believe around 4:30 that day, I remember Mr. Janis came back
35 into the leg. shop which was weird because we shut the door, because it
36 could get really loud in the suite. And he was knocking on the door like,
37 what is this intern doing? And he just came in and said to everybody, "Oh,
38 unless you have to be here, the office closes at 5:00 now." That was it. So
39 the entirety of my conversation with Mr. Janis as Chief of Staff was, him

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1 introducing himself, let's call that 20 minutes. Him saying the office closes
2 at 5:00 and then him on Friday, was about a five minute meeting, letting
3 me know that I was being let go.

4 Paul Solis: Did you ever find out why Representative Garrett, assuming this is true,
5 why he asked House IT to put in the request to review your emails or
6 staff's emails, did you ever find out why?

7 Matt Missen: He had requested to me via text that at 9:00 AM every morning and at
8 noon every day, that I send him his press clips and immediate inquiries, all
9 that stuff. I felt it would be irresponsible for me to do that professionally,
10 given the circumstances that he found himself in. And that ... He wasn't
11 seeking treatment for his situation. And I thought, in my mind, knowing
12 Mr. Garrett, I thought he was going to get drunk and call all of these
13 reporters. Because he's done that before. And I refused to send them to
14 him and I was forwarding them along to the campaign contact, a
15 gentleman named, Joe Shellac to his gmail address so I forwarded them all
16 to him because that was protocol in the office.

17 If you got a campaign related inquiry, you just forward it along to Joe.
18 Anyways, I just wasn't doing that. I guess you could say that I was
19 obfuscating my professional responsibilities. However, given the
20 circumstances, my thought was, I didn't know, I had inquired to see if Mr.
21 Shellac was still working for the campaign, didn't get a response on that
22 and didn't get a response from Joe on any of these media requests and I
23 was just like, " I'm not going to forward them to Mr. Garrett"

24 Paul Solis: And you believe that's why he made the request to have your emails
25 reviewed-

26 Matt Missen: Yeah. That would be my theory.

27 Paul Solis: Okay. Did you ever have that confirmed-

28 Matt Missen: Oh, no. I don't care.

29 Paul Solis: I mean, your theory, was it ever confirmed by someone? Did Jimmy or the
30 Congressman, did anyone let you know that's the reason why he asked to
31 see your emails?

32 Matt Missen: No. No. I think I probably had my own conspiracy theory that I've
33 probably shared with my colleagues one on one, but it was exactly why
34 they were wanting to dig through that, I'm assuming.

35 Paul Solis: Quickly I want to talk about the circumstances of Jimmy leaving. Why did
36 he leave? How did he leave?

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- 1 Matt Missen: Well Jimmy was fired-
- 2 Paul Solis: By Representative Garrett?
- 3 Matt Missen: I believe so. Mr. Garrett, Mrs. Garrett, and Jimmy have a very contentious
4 relationship. The fact of the matter is that at the end of the day is that ...
5 The ultimate reason that Jimmy was fired is because they had like an
6 ongoing feud between the wife, the Member, and the Chief of Staff.
7 Jimmy scheduled some event with like a speaking engagement for some
8 free Karachi, or Pakistan, or something group on Flanna's birthday.
9 Flanna's birthday was the day that Jimmy got fired. Anyways, Jimmy said,
10 "The ultimate reason that I got fired was because I scheduled an event on
11 Flanna's birthday."
- 12 Paul Solis: Jimmy told you that?
- 13 Matt Missen: Jimmy told me that. He also told me, I think this was like a week later, we
14 were just shooting the breeze, and he told me, "Oh, they gave me two
15 months' severance." So I was like, "Good for you."
- 16 Paul Solis: When he says, "They gave me," do you know who he meant by "they gave
17 me."
- 18 Matt Missen: Oh, it was Congressman Garrett.
- 19 Paul Solis: Did he detail you about what the severance was? Was it two months' pay,
20 or?
- 21 Matt Missen: He just said to me that ... Well Jimmy's big thing professionally was to be
22 Chief of Staff for a year, and so what happened was Tom fired Jimmy.
23 The next morning Tom calls Jimmy crying, "Jimmy I want you back.
24 Come back. Blah blah blah." Jimmy calls me, we're talking, said, "dude
25 you can't do that." So he talked with his family about it, and finally he
26 came to the decision, no I'm not going to come back. I believe ... I want to
27 say ... I think Jimmy got fired on Wednesday night, and I believe up until
28 Friday morning he had ... I believe on Friday morning he had still asked
29 Jimmy to come back as Chief of Staff.
- 30 Paul Solis: Just to specify, did Jimmy tell you what the severance package contained?
- 31 Matt Missen: He just said ... Jimmy's thing was I want to be Chief of Staff for a year
32 because that looks amazing on my resume. I think he started in July. So
33 basically they said that he got two months' severance is pretty much to the
34 quote.
- 35 Paul Solis: Do you know if that meant that he was stayed on the payroll of the House?

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1 Matt Missen: That's what I assumed.

2 Paul Solis: Was he coming to work?

3 Matt Missen: No. On the day that I left, his office, he had still not cleaned out his office.

4 Paul Solis: Do you know for certain if he was still on the payroll?

5 Matt Missen: I would have no ... I never had any record of that, but to the best of
6 knowledge at this point ... What is it July ... To the best of my knowledge,
7 according to Jimmy he's going to receive a paycheck from the House on
8 next Friday, or whatever.

9 Paul Solis: What was Jimmy's last day in the office?

10 Matt Missen: So it would have been the Tuesday before ... I believe the Tuesday of the
11 week the whole Politico story came out. I believe that was Flanna's
12 birthday.

13 Paul Solis: So last week of May?

14 Matt Missen: Yeah.

15 Matt Missen: Yeah, I'm pretty sure congressman Garrett also tweeted from the event a
16 picture with the free Karachi people, from this speaking engagement on
17 the wife's birthday ... not being there, I don't know.

18 Paul Solis: When Jimmy talked about his severance, and all this ... Was it in person,
19 or a text, or email?

20 Matt Missen: I can't recall. It probably would have been on the phone, but I can't recall.

21 Paul Solis: When's the last time you talked to Jimmy?

22 Matt Missen: Yesterday.

23 Paul Solis: By text?

24 Matt Missen: Yeah. I can check for you.

25 Paul Solis: Well we'll just move on for a second. Maybe we can get to that later. So I
26 want to move on to this Politico report that was in late May, specifically
27 regarding ... The specific article regarding the personal errands that were
28 tasked to some staffers ... to alleged to have been tasked to staffers. Have
29 you read that article?

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1 Matt Missen: Yes I have.

2 Paul Solis: Okay, and you were the Communications Director during the time that
3 came out?

4 Matt Missen: Yes sir. That's correct.

5 Paul Solis: What was your reaction to it when it came out?

6 Matt Missen: My reaction based on my working there was ... These are frustrated former
7 employees who got the shaft, or feel shafted, but everything in that report
8 was true. My original ire with Mr. Garrett, that we had discussed 20
9 minutes or so ago, was because I basically ... My quote in the article ... I
10 lied to press, and I don't do that. It just kills me professionally that I have
11 to live with that.

12 Paul Solis: Can you explain what you mean by that? You said you lied to the press?

13 Matt Missen: Yeah. On this occasion the statement that we gave to Politico was written
14 by Carlisle Gregory, and Tom Garrett, possibly in conjunction with Flanna
15 Garrett. They sent that to me, and they said, "Send this to Politico. This
16 and nothing else." Except for, "Delete Carlisle Gregory, the political
17 consultant's contact information." That's the statement that we gave to
18 them. I didn't want to talk with the reporters from Politico. So that's just
19 kind of where I let that lie outside of my perturbed text conversation with
20 Mr. Garrett about my disappointment with how the situation turned out
21 when the article came out.

22 Paul Solis: The lie you're talking about is the statement that was attributed to you in
23 the Politico report?

24 Matt Missen: Yes. The lie is ... I think one of them was there's no ethics investigation. I
25 wouldn't know if there was. You wouldn't tell me. The other part was all
26 this is untrue. These people that are ... I think, with an axe to grind with
27 Mr. Garrett and his wife, or something like that. Anyways I, still to do
28 this, I feel very uncomfortable with how that worked out.

29 Paul Solis: Do you know who ... The article mentions some former staffers that were
30 the source of the report. Do you know who they were?

31 Matt Missen: I have my speculations. Other people have their speculations. I don't know
32 that we need to get into that, or do we?

33 Paul Solis: Well how about this, do you know for certain, did anybody explain to you
34 that they were a source of that article?

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1 Matt Missen: No. No one has come to me, and said, "Matt. I was one of the," I think,
2 "four former staffers." None. Nobody has. We all have our suspicions, but
3 who cares it's over with now. Well for me.

4 Paul Solis: So when that article came out, given that you were still in the office, what
5 was Representative Garrett's reaction to that article?

6 Matt Missen: Well let's see. So Rachel Bade, I believe from Politico sent off this email
7 to everybody that knew Tom about all this stuff. Then what happens with
8 reporters when they're doing investigative pieces, they reach their
9 conclusions, write most of their article, and then they come to the
10 communications director, me, or the member, and asks them a specific line
11 by line by line by line, "Do you have any response to these allegations that
12 are being made against you?" I called Mr. Garrett ... Right when I received
13 it the first thing I did was I forwarded it along to Mr. Garrett-

14 Paul Solis: And these are the questions from the reporter?

15 Matt Missen: Yes. To his personal email address. Then I called him. So that night we
16 had had a radio town hall, and I did it at Mr. Garrett's apartment here on
17 Capitol Hill. We get the thing from Politico. I go through it line by line. I
18 left, and gone back to my place in Pentagon City. I get this line by line.
19 First thing I do, I forward to them, then I call them and I say, "Hey. I got
20 this list of things." So I said, "What I want to do, is go through this with
21 you, Tom, and Flanna," if they were on the phone, the wife, and the
22 member. "I want to go through this line by line with you." So I said,
23 "Question one," I think it was like, one a, one b, one c, one d, and then two
24 a, whatever I don't remember. He goes, "No never." I read the thing from
25 Politico, and I said, "Did this happen?" He said, "No. No." What I wanted
26 from them was to hear it from both of their ... A lot of stuff I had either
27 seen, or overheard, or heard about.

28 That type of thing. I'm just like, "These people are lying to me." So I get
29 on the phone with a three ... Or I called either Jimmy, who was fired at this
30 point, because Jimmy has the institutional knowledge, and somehow I
31 don't remember that conversation, but I ended up on a three way call with
32 Hallie Pence the Legislative Director, and on that day she was the interim
33 Chief of Staff ...

34 Oh, yeah. So she was the interim Chief of Staff, I believe, for two days. If
35 I can amend my previous statement. I forgot about that. Anyways, so I go
36 through it with them, and ... I was going to hear my voice say yes or no.
37 Hallie's voice say yes or no, and these are to the allegations, and then
38 Jimmy's voice to say yes or no. A lot of the stuff that was alleged in the
39 article, some of it was ongoing, but a lot of this had happened prior to the
40 start of my employment there. A lot of this was had to do, I think, with the

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1 first couple months Mr. Garrett's term. But I went through it. I said, I think
2 for the most part for me it was like, I can't say yes or no. I would say, "I
3 never saw that." And then Hallie, because she was there from day one, she
4 would say either yes or no to these allegations. Jimmy would say either
5 yes or no to these allegations. It was, across the board, yeses from Jimmy,
6 who worked on Tom's campaign. Knows Tom for a long time, and Hallie
7 who was there from day one of Mr. Garrett's term.

8 Paul Solis: Okay. So the three of you, and then you're explaining ... Three of you on a
9 call, and you're explaining now that those two were affirmatively saying
10 that some of the things that were alleged in the article were true, they
11 occurred.

12 Matt Missen: That's correct. Yes sir.

13 Paul Solis: Okay, and it was all the allegations that were made in the article ... Was
14 there anything that they said didn't happen, or they didn't recall whether it
15 happened?

16 Matt Missen: I don't believe so. I'm relatively certain it was, "what do you say Hallie?"
17 "Yes." "What do you say Jimmy?" "Yes." There wasn't much
18 disagreement. The only disagreement came from me because I wasn't
19 there when some of the allegations were happening.

20 Paul Solis: So besides those two after the reporter had reached out to you ... Besides
21 those two, did you talk to anybody else, current or former staffers during
22 that time, about the substance of the article? Elliott, or John, or anyone
23 else? This doesn't have to be in official capacities Communications
24 Director. This could be a text, somebody saying, "Did you see this?"

25 Matt Missen: Say that one more time.

26 Paul Solis: Did you talk to anybody else besides Hallie, and Jimmy, other staffers,
27 about the substance of the article?

28 Matt Missen: I'm sure that I spoke with everybody on the staff after the article came out.
29 While the folks in the byline from the Politico article were reaching out to
30 everybody whose ever met Mr. Garrett, and his wife. People were sending
31 me incoming, "I got his inquiry from Politico," "Hey Matt. Somebody
32 gave me your number. I got this inquiry for Politico. This is coming."

33 Paul Solis: Did anybody else besides Hallie, and Jimmy confirm some of the
34 allegations in the article?

35 Matt Missen: So we all met after the article came out, I think it came out around noon,
36 we had Matt Hanrahan, the LC read the article to everybody. Just so we

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- 1 could all ... because Mr. Garrett wasn't there. We were going to have a
2 pow-wow so if anybody needed to say anything. From everybody that I've
3 spoken to, basically from my recollection, it was mostly after the article
4 came out.
- 5 Paul Solis: So this pow-wow, when did that happen?
- 6 Matt Missen: Oh geez. Whenever the article came out. So their deadline was 10 o' clock,
7 and I believe it came out around noon. I just wanted to see everybody's
8 faces to see their faces when somebody read the article aloud. We had
9 Matt Hanrahan do it because he'd been in the office, I think, the shortest
10 period of time. Just because I wanted to see reactions on people's faces.
- 11 Paul Solis: What were the reactions on people's faces?
- 12 Matt Missen: "Oh, shit. Yeah, that's true. That's true. Yep, yep, yep. This happened."
13 That kind of muddling, like, "Yep, I remember that happening." Then
14 private conversations after that. People would say, "This happened. That
15 happened. Had to pick up my belt, or take the dog out, or babysit, or
16 Flanna hasn't taken a shower in three days so come over and watch the
17 dog, and watch the baby." All that stuff.
- 18 Paul Solis: Who are some of the people that are telling you about these types of things
19 that they were tasked to do?
- 20 Matt Missen: Everybody.
- 21 Paul Solis: On the current staff, or former staff?
- 22 Matt Missen: Let's see. Dakota Lipscomb. McKenzie Morales. Jim Keady. Marissa
23 Mullen. Hallie Pence. Tripp Grant I don't think ever did any of that stuff.
24 The three main people were Marissa Mullen ... When I was there ...
25 Dakota Lipscomb, and McKenzie Morales. Who were always doing what
26 Jimmy Keady and I dubbed between us as, "Flanna shit." So I hope those
27 are to be defined as duties asked by Flanna to accomplish during your
28 work day for her.
- 29 Paul Solis: Did the staff have a name for texts that would come in from
30 Representatives Garrett's wife? Was there an acronym people used to
31 describe a request that she would make?
- 32 Matt Missen: I don't think so.
- 33 Paul Solis: You ever heard of Tammy? Never heard of that?
- 34 Matt Missen: No, I would always call it Flanna shit. I never heard of Tammy.

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1 Paul Solis: Yeah, it's an acronym or a paraphrasing of Tom asked me to tell you.

2 Matt Missen: No, I've never heard that, that I can recall.

3 Paul Solis: All right. So I just want to go in to some of the specific types of things that
4 the article talked about. So for example, delivering groceries or picking up
5 groceries. Do you know if any of the staff ever-

6 Matt Missen: That never happened during my time. Jimm, and Hallie both said that,
7 "Yes." That had occurred.

8 Paul Solis: Did they say who did it? Who was the one picking up the groceries?

9 Matt Missen: No.

10 Paul Solis: About how many times ... Was it a frequent occurrence?

11 Matt Missen: I don't think so. I think it was a couple of times, it sounded like, but I don't
12 think I ever heard that request while I was working there. When we did go
13 over line by line that was one of the things that Jimmy said, "Yeah, this
14 had happened," and Hallie said, "Yeah this had happened."

15 Paul Solis: One second, we'll let this train go through. Can you just state that again,
16 that Jimmy said that that had happened?

17 Matt Missen: Yeah, yep. So Jimmy when we were going through line by line, Jimmy
18 said, "Yes that happened," and Hallie said, but that was before my time. I
19 had never-

20 Paul Solis: From October 2017 to June of this year you never witnessed, or heard
21 anybody picking up groceries, delivering groceries?

22 Matt Missen: No. No.

23 Paul Solis: What about driving Representative Garrett's daughters or other family
24 members?

25 Matt Missen: Yes. From what I understand, Tanner Hirschfeld, who's a lovely young
26 guy. He's a UVA student. He's big into the libertarian movement. Loves
27 hanging out with Tom, and all the politicians down there. Jimmy and Hallie
28 both told me that that had occurred ... Again, this had occurred before my
29 time, with the two daughters, but according to Jimmy, and Hallie on both
30 occasions, bring daughters from wherever to DC, and then from DC to
31 somewhere. That was a request that was made of Tanner Hirschfeld, who I
32 believe was just an intern. But knowing Tanner, that would do ... That

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1 would be something that he would jump on doing to create favor with the
2 Garrett's, but I believe he was an intern at that time.

3 Paul Solis: Was that before your time?

4 Matt Missen: Yes.

5 Paul Solis: And who did you hear that he did that from?

6 Matt Missen: When I went through it I heard it from Jimmy and Hallie. They were like,
7 "Yeah that was Tanner."

8 Paul Solis: Do you know how many times he did it?

9 Matt Missen: I don't. I do know that the two trips that were mentioned ... It sounded like
10 that they were the only ones.

11 Paul Solis: What about driving Representative Garrett's wife places, things like that,
12 did that occur? Other than the daughters?

13 Matt Missen: Driving Flanna places ... I don't think I ever saw that, or ... Oh, wait. Yeah,
14 yeah, yeah, yeah. So this is a funny story. You'll get a kick out of this.
15 Paul Hartman, we brought him over from Mr. Murphy's office, and his
16 first week on the job Flanna's father, who I believe is in Florida, was
17 having a hard time. So she needed to get to the airport. This was Dulles.
18 So I don't remember who made the specific request, but I do know that
19 Paul drove Mrs. Garrett ... This is his second, or third day working. He
20 drove Mrs. Garrett from the office to Dulles Airport. Reason I remember
21 the situation was because during the drive Flanna had asked Paul to stop
22 and get an oil change on Tom's SS. I believe they had ... They're anal
23 about getting oil changes on their car. I think one of their engines seized
24 up, or something. So Paul says, "Yeah, yeah. No problem. I'll take care of
25 that." So Paul calls Jimmy on his ride back from Dulles and he says, "Hey.
26 Flanna asked me to get an oil change on Tom's car. Would you do that?"
27 So Paul was like, "Hey, I have no problem doing it." But Jimmy was like,
28 "Don't do it. That is not your job. Do not do it." So Paul didn't.

29 The funny story was he dropped Flanna off at Dulles, and she went
30 through airport security, and she had a bunch of bullets from Tom's guns
31 in her suitcase. So she got stopped, and it almost turned in to a crisis.

32 Anyways, Paul didn't get that oil change, and later that week, or the next
33 week he encountered Flanna. I believe Hallie was with Paul at that time.
34 Flanna was pissed about not getting the oil change, and Paul had
35 attempted to ... I think Flanna had the dog, and the baby carriage, and Paul
36 said, "Oh, there's Flanna. I'm new. I'm going to go run up and open the

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1 door for Flanna." I believe this was in the Cannon building. Flanna
2 apparently just went ape shit on him in front of Hallie, and in front of
3 whatever, about that.

4 Paul Solis: Who relayed this story to you?

5 Matt Missen: So Paul came back to the office, and he looked like he was crying. I'm
6 like, "Dude what's going on?" He had been in Mr. Murphy's office and
7 weird situations happen there. So I was like, "What is going on?" Because
8 Paul's a really nice, happy gentleman. What's going on? And Hallie
9 wouldn't talk with me, so I believe Jimmy relayed it to me later, and then
10 once they knew that I knew, I believe Hallie had brought it up to me in
11 private as well. Then I had a conversation with Paul one on one. We were
12 kind of kiddy corner from each other in the leg. shop. Nobody was in
13 there. I just said, "Relax. It's okay. Nobody hates you. You're cool."

14 Paul Solis: And this is related to the oil change?

15 Matt Missen: This was related to the oil change, yeah. Which all happened to be with
16 one of those things where yes I don't know who made the request, but it
17 was a staff on official time driving Flanna to Dulles Airport.

18 Paul Solis: What month or year did this happen?

19 Matt Missen: I'd have to look on Legistorm to see when Paul started. I can't remember
20 when he started, but I believe it was ... I think first or second week.

21 Paul Solis: Any other times while you were there of the oil change happening? Where
22 staff was requested to get the oil changed?

23 Matt Missen: Yep.

24 Paul Solis: How many other times?

25 Matt Missen: Once. Explain that one too?

26 Paul Solis: Sure. Yeah, yeah.

27 Matt Missen: So we set up a thing ... Tripp Grant, Legislative Assistant, set up this thing
28 where a couple of the ambassadors were to come down to UVA, and the
29 next day we were going to tour Monticello. So it was myself, Mr. Garrett,
30 the ambassador to Afghanistan, his wife, the ambassador to ... Not Croatia,
31 what's that country? Czech Republic, his wife ... None of this matters.
32 Well of a sudden I'm in the parking lot looking at Mr. Jefferson's
33 Monticello, and I'm stoked because I get to go to this.

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1 Also Stephen Harvey, the district outreach guy for the Charlottesville
2 office shows up in the parking lot. He wasn't scheduled to come to the
3 event. So I'm like, "What's up Stephen." Haven't seen him, you know, and
4 we're shooting the shit, and he says, "Yeah. I'm just here to pick up Tom's
5 car to get him an oil change." So he gets there. Tom shows up, and he
6 takes Tom's car down Monticello, and gets the oil changed. Then comes
7 back, and we're only three quarters of the way through the tour, and
8 Stephen hooks back up with us as we're going through the house. I was
9 like, "Dude where'd you go?" He's like, "Yeah. I got the oil changed on
10 Tom's car." Denise, the District Director, we had talked about this because
11 Stephen was real dejected because he really wanted to go to Monticello
12 too. So basically he was really frustrated because he felt like he was
13 worthless to them, or something, because all he is, is Tom's errand boy.

14 I'm just getting recollection, I believe it was my first trip down to the
15 district office. I believe it was my second or third week working for Mr.
16 Garrett. We were at what we call ... the Charlottesville office, and there's
17 an oil change place so ... here's the office. There's this winding half circle
18 road, and at the end of it going out on this big street there's an oil change
19 place. Then they got one of those spray car washes. I followed him in my
20 car because we were going to go get lunch. So he dropped off Mr.
21 Garrett's car, and I believe we picked up lunch for the office. Then I drove
22 him back to the oil change place, where he picked up Mr. Garrett's car,
23 and brought it back to the office.

24 Paul Solis: This is Stephen?

25 Matt Missen: Yes. So that is ... Paul didn't do the oil change, but Stephen, yes.
26 Whenever we were at Monticello, that's documented on ... See it on
27 YouTube, and then I guess we ... Who did we do an interview with ...
28 What was the guy. He was the one with the tattoos. Anyways, the political
29 reporter with the Daily Caller. Not the Daily Caller ... What the heck is the
30 Charlottesville newspaper called? Doesn't matter. They're right across the
31 street. Anyways he came over. It was that day. My first ... Either my, I
32 want to say, second or third week.

33 Paul Solis: Is Stephen still in the office?

34 Matt Missen: As far as I know.

35 Paul Solis: What about clothing? Picking up clothing from Representative Garrett's
36 office for him, or for his wife ... I'm sorry ... Yeah, at his apartment in DC.
37 Running to go get clothing for him, or running to get clothing for his wife.
38 Did that ever occur?

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1 Matt Missen: Let's see. Not while I was working there, but picking up belts, and stuff
2 like that. So Tom's ... Based on what I read, a late stage alcoholic. So he's
3 basically useless between 9 PM and 10 AM. He would come in apparently
4 all disheveled and everything, and so there would be requests at the
5 beginning of his term, "Hey can you go get my belt. I need a change of
6 shoes." The day of the White House Christmas party, he and Jimmy went
7 to ... This is what I call it, hyperbole, like 15 different places around town
8 because Tom wanted to buy a tuxedo. I don't know if that counts. That
9 was ... The tuxedo one was the only one when I was there but apparently
10 Jimmy and Hallie when we were on the phone call that was one of the
11 things ... The belts, ties and shoes I think, that they both said, "Yeah, that
12 happened."

13 Paul Solis: The dog. Was the dog in the office frequently? Or how often was the dog
14 in the office?

15 Matt Missen: So when I first started ... Yeah, so I like dogs, I'm a dog person. But it was
16 nice to have the dog in the office and to be honest, I'll take the dog out
17 because Capitol Hill is a nice place to meet cute girls, it's an easy way to
18 meet girls, good ice breaker. So a couple of times, yeah, I had taken the
19 dog out. I didn't care, I didn't think anything of it. I'm a smoker, so I would
20 go have a cigarette and take the dog out just because somebody else
21 wouldn't do it.

22 But Flanna, yeah, would basically drop the dog off. For my first couple of
23 months, probably twice a week. There were times where they did ... I
24 mean, we went to this I think Voice of the Martyrs dinner with Senator
25 Lankford and then Congressman Franks and I came back to the office and
26 it was like 11:00 at night. They had forgotten the dog in the office. The
27 dog had just turned over all the garbage cans in the leg. shop looking for
28 food as dogs often do. There's poop. There's one time I was sitting in the
29 office, in the member office with Jimmy and I sat down and I crossed my
30 legs and just like I always sit and like, "It smells like dog poop. Smells
31 like dog poop. Do you smell that? No." Jimmy's on the other side of the
32 room, smell like dog poop? Wafting up.

33 Anyways, I look down, might have been these shoes and it was a nice pile
34 of Sophie's excrement right there. But yeah, I mean, yeah, it was watch the
35 dog. I think they started paying MacKenzie Morales to watch the dog on
36 weekends. Yeah, the dog was in the office.

37 Paul Solis: Was staff directed to take the dog out? Was that part of an understood
38 responsibility for the staff?

39 Matt Missen: Certainly not for me.

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- 1 Paul Solis: Because you mentioned you volunteered to do it, you liked to do it?
- 2 Matt Missen: Well, yeah, because I like dogs. Again, smoke break too, two birds, one
3 stone, no problem. But directed, nobody ever in my time working there,
4 nobody was ever ... I was never an eyewitness to, "Do this with the dog." I
5 remember there were a couple of instances where MacKenzie would take
6 the dog from the office to their apartment. I recall maybe that happening
7 twice. Yeah, the dog was a presence in the office until the Tom, Flanna
8 and Jimmy stuff started to kind of boil over and then Flanna just stopped
9 coming to the office. I think, according to Jimmy, they kind of came to an
10 agreement where Flanna would stop coming to the office. I want to say
11 that happened December, January-ish.
- 12 Paul Solis: December 2017, January of 2018?
- 13 Matt Missen: Yes. They basically had tiff and Flanna just stopped coming to the office.
14 Jimmy told me that they had come to an agreement, the three of them, that
15 Flanna would stop coming to the office.
- 16 Paul Solis: And why was there a tiff?
- 17 Matt Missen: Well, all the stuff mentioned in the Politico article. For all of Jimmy's
18 faults, he did attempt to quell this ... All the chores or errands and
19 everything but there's only so much you can do when you are one person.
- 20 Jeffrey Brown: Real quick, you said MacKenzie was paid to take care of the dog?
- 21 Matt Missen: Yes, so there had been ... When I first started there, Jimmy had learned
22 part of, I guess, learning to be Chief of Staff. Every member of Congress,
23 pick up my dry cleaning, it's not an issue if it happens once. But this
24 would happen over and over and over again. And so finally, Jimmy put his
25 foot down and he said, "If we're going to have somebody do all this Flanna
26 shit, requests for Flanna, we're going to have to pay somebody
27 something." And it was basically Jimmy said, you could either have
28 Dakota Lipscomb, who I believe was still a paid intern, I don't know if he
29 had been promoted to staff assistant like a full time staff yet. But she just
30 liked MacKenzie, they were girly girl buddies. And she would always ask
31 MacKenzie to do stuff. So finally Jimmy was like, "We have to pay her
32 something to do this." So I think it ended up being 400 bucks a month or
33 something.
- 34 Jeffrey Brown: Where's that money coming from?
- 35 Matt Missen: Campaign.
- 36 Jeffrey Brown: So she's getting paid money from the campaign to take care of the dog?

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- 1 Matt Missen: Yes. Take care of the dog and run errands, do whatever Flanna needed,
2 which is encompassed in air quotes here, "Flanna shit," end quote.
- 3 Jeffrey Brown: What else besides the dog ... What other "Flanna shit" is MacKenzie
4 doing?
- 5 Matt Missen: Oh. I'm trying to think, she would babysit the dog if they would go
6 somewhere, because they would go to Florida. During the winter they
7 would go to Florida every weekend. So she would stay there because her
8 roommates didn't want the dog in there. Picking up Christmas ornaments, I
9 think was one that I know for sure. Picking up gifts for people, going to ...
10 Just do errands.
- 11 Jeffrey Brown: Okay. And it's \$400 a month from the campaign?
- 12 Matt Missen: According to Jimmy. So what happened was, Jimmy took Hallie Pence
13 and I aside as senior staff and he said, "Okay, we have to pay one or the
14 other." She said, "Who?" So Jimmy said, "Hallie, who do you want to do
15 this?" And I said, "MacKenzie." And Hallie said, "Dakota." I was
16 overruled. Oh no, wait, because Dakota was a responsible guy. He would
17 do it and he would come back to the office. Not lollygag for a couple of
18 hours or do whatever. So anyways, Jimmy and I sat down in the member
19 office with Dakota, I was sitting at the member desk and Jimmy was
20 sitting on the couch and basically said, "We want to start paying you,
21 would you like to do this?" They gave him the day, Dakota talked with his
22 parents.
- 23 Matt Missen: He said, "Yeah, I could use the extra money in my pocket." So Dakota
24 was going to be earmarked for Flanna shit. So Jimmy came to Tom and
25 said, "Okay, perfect, Dakota wants to do it." And Flanna said, "No, I want
26 MacKenzie." So MacKenzie ended up being the person.
- 27 Jeffrey Brown: And was MacKenzie, she's paid as an official staffer as well?
- 28 Matt Missen: Yeah, she was staff assistant the entire time that I worked there.
- 29 Jeffrey Brown: Okay. You made reference to lollygagging, were you indicating that if
30 MacKenzie would do Flanna shit, she would go off and lollygag and not
31 come back to the office?
- 32 Matt Missen: Yeah so, kind of, when I was hired, MacKenzie was going to be my
33 helper. With the goal of, me teaching her a few tools of the trade so she
34 could master them. So she could do them for three months and prove to
35 somebody ... I wouldn't call myself her supervisor. The person, whatever.
36 So the goal was to make her kind of press assistant and she was just kind

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- 1 of terrible at everything. So I was like, "You know what, it would make
2 my life easier if MacKenzie were that person to do that."
- 3 Jeffrey Brown: How many hours a week or a month would you estimate she was doing
4 this sort of thing?
- 5 Matt Missen: So when Jimmy and I gave kind of MacKenzie these kind of press duties
6 or whatever I said, "Okay, these come before everything else." And there
7 were deadlines. So she had daily deadlines associated with them. And by
8 day two, it was clear that it wasn't. She would just be gone. You're a staff
9 assistant, you're kind of supposed to be in the chair answering phone calls.
10 She wasn't in the office very often. And when I would text her and be like,
11 "You need to come back and do something." She would say, "Hey, I'm off
12 doing this, I'll be back as soon as I can." But it would be, I don't know if
13 she was doing errands for Flanna for two or three hours at a clip, every
14 other day but she would just be gone. And it would be very frustrating to
15 me as attempting to try to mentor her. So that didn't really work out for me
16 and MacKenzie.
- 17 Jeffrey Brown: Again, just back to the question, ballpark how much time do you think
18 she's spending on these sort of errands?
- 19 Matt Missen: I'd say at least 15 hours a week. And the original thing was, if Flanna
20 asked you to do something at night, you do that before you come into the
21 office. And then on your lunch break, if Flanna asks you to do something,
22 you do it on your hour lunch break and come back to the office. It was
23 supposed to be, she was not supposed to do these during her official hours
24 but Flanna, as soon as she got that helper, kind of took advantage of it just
25 like we all knew she would. I don't know, again, if MacKenzie was doing
26 errands the entire time but she was gone and she was on Flanna patrol.
- 27 Jeffrey Brown: Was MacKenzie's official pay altered in any way when she got the
28 additional payments from the campaign?
- 29 Matt Missen: To my knowledge, the way that Jimmy phrased this, is this would be on
30 top of your official pay. So I think she made 31 as a staff assistant. I think
31 she would get, I don't know if it was 400 bucks a month or 400 bucks a
32 week, I think it was 400 bucks a month.
- 33 Ali Bazzi: And so she supposed to do this, at least originally, the plan is she'll do
34 this-
- 35 Matt Missen: Before work, during lunch and after 5:00.
- 36 Ali Bazzi: And that didn't happen?

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- 1 Matt Missen: I mean ...
- 2 Ali Bazzi: Consistently that didn't happen?
- 3 Matt Missen: Yes.
- 4 Ali Bazzi: Okay.
- 5 Paul Solis: And this was Jimmy's way to handle the request from Flanna Garrett?
- 6 Matt Missen: Yeah so, I think that ...
- 7 Paul Solis: It was solely Jimmy's idea, did Representative Garrett have a stake in
8 coming to this solution?
- 9 Matt Missen: Oh they came to figuring out which staffer they ... Yeah so, the Jimmy
10 coming up with the idea for the personal helper thing, I'm pretty sure that
11 that was a conversation that was had between Mr. Garrett, Jimmy and
12 Flanna.
- 13 Paul Solis: Why do you say that?
- 14 Matt Missen: If memory serves me right, Flanna just, I don't know can handle the
15 regular-ness of life and just needed the help or whatever, and that just kind
16 of seemed like the easiest way to manage the problem so that Flanna
17 wouldn't go ape shit on Jimmy via text and phone call every night, which
18 was a regular occurrence. According to Jimmy, who also as I learned after
19 his departure, has a bit of the flair for the dramatic. Has manifested it in
20 several occasions or instances that have occurred since my departure. I
21 would say his departure, excuse me.
- 22 Paul Solis: When did this arrangement begin with MacKenzie?
- 23 Matt Missen: I want to say, I feel like March of '18 would be a good ballpark.
- 24 Paul Solis: Of this year?
- 25 Matt Missen: Yes.
- 26 Paul Solis: And was the arrangement continuous until the time you left?
- 27 Matt Missen: As far as I know, the arrangement is still ongoing.
- 28 Paul Solis: Did you ever talk to MacKenzie about the arrangement?
- 29 Matt Missen: Yes.

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- 1 Paul Solis: What did she say about it?
- 2 Matt Missen: Well, let's see. I was in the room. So we offered the job to Dakota, Dakota
3 said yes. And so Jimmy had to inform Dakota, Flanna doesn't want you to
4 be ... She wanted the girl. I think for specific reason that Flanna's a female
5 and she might have to do some female type chores for Flanna with a
6 young baby, I don't know, my theory. I'm sorry, could we go back to the
7 original question?
- 8 Paul Solis: Yeah, what did MacKenzie say about it when she got this task of-
- 9 Matt Missen: Oh yeah, yeah. So we did the same thing with MacKenzie. I think I was
10 sitting in the member chair, she was sitting in the ... Jimmy's on the couch,
11 she was sitting in the room. And she kind of said, yes. MacKenzie said,
12 "Yes." The pow-wow with me was even though she wasn't doing her press
13 duties, still try to do your press duties and accomplish the Flanna tasks at
14 the same time.
- 15 Paul Solis: You've talked a little bit about the ... I'm using your quote, the "Flanna
16 shit," you talked about getting Christmas ornaments and you talked about
17 oil changes. To the most specifics you can give us, what are other things
18 that fall into this category that you're aware that MacKenzie did, that other
19 staffers did, or you were asked to do, what other tasks can you recall
20 besides the Christmas ornament and dry cleaning and things like that?
- 21 Matt Missen: So actually, I never said dry cleaning.
- 22 Paul Solis: Okay.
- 23 Matt Missen: Mr. Garrett ... I said, belts, ties, and shoes.
- 24 Paul Solis: Okay.
- 25 Matt Missen: Because those are what I was aware of. One of the things in the Politico
26 article was dry cleaning. And the only thing that they staunchly defended
27 of these 99 theses from Politico was they took exception to the dry-
28 cleaning thing.
- 29 Paul Solis: Okay.
- 30 Jeffrey Brown: Who's they?
- 31 Matt Missen: No, no, no. Mr. Garrett and Flanna Garrett, they went were very, very
32 defensive about nothing but the dry cleaning. But yeah so, basically, I
33 think you know, you probably read some articles or whatever about Mr.
34 Garrett. He I guess has financial problems and they basically rented a

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1 really nice, expensive apartment on I Street, down by the baseball stadium.
2 And they could no longer afford it so they needed to move to another
3 place, a cheaper place. They had asked me ... They wanted to find a ...
4 They were interested in houseboat. It was my first or second day. They
5 had asked me because a friend of mine Jeremy Tye and his wife Katie,
6 used to have a houseboat down there, they wanted to go see it. So I called
7 them and I asked them, they didn't live in the houseboat anymore. But we
8 had attempted to go try and look at a boat that was for sale.

9 Anyways, they found this new place, I think it's on 6th Street, Southeast.
10 And when they moved, Jimmy, John March and I can't remember if John
11 Marsh was the Legislative Correspondent and I can't remember if Dakota
12 was a staff assistant or still an unpaid intern at the time. Along with, I
13 believe, two male interns moved them from their place on I Street to their
14 new place, I believe it's on 6th Street. I feel like, Jimmy was really
15 adamant that they pay them and I believe Jimmy gave Dakota \$40 of his
16 own money. For some reason that rings right. That Dakota got 40 bucks
17 from Jimmy for doing that. And John March is the L.C., didn't want to do
18 it but he kind of ... You're asked to do something, you do it.

19 Jeffrey Brown: What day of the week and what time is this?

20 Matt Missen: John and Dakota didn't come to the office that day ... Excuse me, John
21 March and Dakota didn't come to the office that day. I think Jimmy
22 stopped in wearing street clothes in the middle of the day. So here's how
23 you can find it for your records, Tom couldn't afford the place. They
24 couldn't get rid of it, I guess how condo or apartment rules, leases work.
25 So Jimmy now lives there. Jimmy took over the lease of the exact same
26 unit and he still resides there. I'm sorry, what was it one more time?

27 Jeffrey Brown: What day of the week? What is it a weekday?

28 Matt Missen: It was during 9-5, our regular day. And then the other one is, that I can
29 recall ... So there was the moving out, the oil change stuff, the other one is,
30 I believe that they paid Matt Hanrahan, the new Legislative
31 Correspondent, I think paid him like 20 bucks or 40 bucks to ... And this
32 was again, during the middle of the week, during business hours, go over
33 to their apartment and set up a WiFi system. Other than that, I mean-

34 Paul Solis: Anything in this phrase, "Flanna shit," is there anything else ... It sounds
35 like she was making a lot of requests of the staff to do things?

36 Matt Missen: Yes, it was constant.

37 Paul Solis: What other types of things?

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1 Matt Missen: Just errands, just errands. I mean, I can't really think of any, except, I
2 know dry cleaning apparently wasn't [inaudible].

3 Paul Solis: Are these requests coming to the staff on a weekly basis or a daily basis?

4 Matt Missen: According to Jimmy and Marissa Mullen, MacKenzie never told this to
5 me, apparently they come in at all hours of the day, all hours of the night
6 via text message. Flanna apparently, would get irate is she would call
7 MacKenzie or something at night. Let's just say MacKenzie, or call
8 somebody at night to ask them to do something. She would expect that to
9 be done at 11:00 at night. Not at some point during the next day. And
10 Flanna would become very irate about stuff like that.

11 Paul Solis: And these are things not related to Representative Garrett's official
12 responsibilities?

13 Matt Missen: None whatsoever.

14 Paul Solis: Did Flanna Garrett have any role in hiring and firing staff?

15 Matt Missen: So my final interview, their daughter was I think, a week old. She was in
16 my interview. I have worked for two members of Congress prior, that is
17 not something that I was expecting.

18 Paul Solis: Do you mean Representative Garrett was with his newborn child
19 interviewing you, is that what you mean?

20 Matt Missen: Yes. So it was I think, on the final interview, it was Flanna and the baby,
21 the baby kept crying because it was a week old, so she kept coming in and
22 out. Congressman Garrett at his desk and I believe ... Jimmy was in the
23 room and I believe the other two people were Hallie Pence and Elliott
24 Harding. But yeah, she played a role in that. When John March became
25 Republican Party of Virginia chairman, not chairman, Communications
26 Director, leaving our office, they wanted to hire a guy named Remso
27 Martinez, who's a friend of Tom and Flanna's as the new Legislative
28 Correspondent. Jimmy put the kibosh on that.

29 Apparently Paul Hartman, apparently Delaware's a very small state and
30 they know each other. Apparently, Jimmy's girlfriend's brother played
31 basketball at Syracuse and apparently, he's a local celebrity, so everybody
32 knows whatever's his last name, [inaudible]. It just so happens that Paul
33 Hartman had been aware of who Jimmy's girlfriend's brother was and after
34 Flanna blew up with him about thing about opening the door, you know
35 knocking and oil change that we talked about before. I remember her
36 texting Jimmy saying something to the effect of ... because Jimmy let me
37 see it, "I don't think it's right that you're hiring your family friends to be on

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- 1 our staff.” But that's because she was constantly pissed at Jimmy and she
2 found a new enemy in Paul because Paul said he'd do the oil change and
3 he didn't do it.
- 4 Paul Solis: Any other staffer that you know whether she was – it was her advice to
5 fire the staffer or anything like that?
- 6 Matt Missen: Fire? She hated John March. She didn't want John March working there.
7 She had never told me directly but apparently Jimmy had set up a lunch
8 for them or something. John was very frustrated because he would write
9 all the letters and the Member would never would review any of them.
10 And he just had no Member time. Not getting to know his boss, he passed
11 over for promotion because Flanna didn't like him. That was why he
12 ultimately left. We hired Paul instead of promoting him. So John March's
13 career path did take ... What do you call it, when your career trajectory is
14 stalled? It was stalled at the wall of Flanna Garrett. There was no way he
15 was ever going to advance in that office and everybody knew it. So Jimmy
16 tried to set up a lunch for them to try to say, can we be friends? And
17 apparently, either they had lunch and didn't take or the lunch was
18 canceled. John was gone shortly thereafter.
- 19 Paul Solis: Did the Ethics Committee staff ever come in and lawyers from the Ethics
20 Committee or other staffers from the Ethics Committee ever come and
21 give a training?
- 22 Matt Missen: Yeah. I think we mentioned when I first started, there were some instances
23 when I first started. I know the rules. If you get campaign work whatever,
24 you go out into the hall. Jimmy didn't even know that was the thing and
25 even after his ethics training, he was still doing campaign related stuff. He
26 was in three places at once. Managing, when he was managing, till finally
27 I wrote him an email because I think we worked on some fundraising
28 solicitation with Mr. Garrett in his office.
- 29 And the email was like, because I felt very uncomfortable, so I was like,
30 "Jimmy." This was the email that Tom Garrett, a fundraising email that
31 Tom Garrett wrote in his office on whatever date. Because I was not
32 happy that I was involved in something where I was like, we need to go
33 out into the hallway but Tom's having a cigarette in the office. I think I'm
34 trying to leave or something and we're just like, plow through the thing.
35 That was my way of telling Jimmy officially that I was not happy with that
36 situation occurring.
- 37 Paul Solis: Again, did the Ethics Committee staff-

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- 1 Matt Missen: Oh yeah, yeah, yeah. So yeah, two women came in because I keep saying,
2 "Hey I think this is over the line." Hallie would keep saying, "Hey, I think
3 this is over the line."
- 4 Paul Solis: What is this you're talking about, what is over the line?
- 5 Matt Missen: Oh, what I call the line of church and state between official and campaign.
6 There's a big brick wall there.
- 7 Paul Solis: So did you ask the Ethics Committee to come in?
- 8 Matt Missen: No, Mr. Garrett did and I believe that, before that ... So we all sat in the
9 office, I believe it was at Tom's request that these two women from the
10 Ethics Committee. Before that, there's some issue and Tom had a person ...
11 Either Tom or Jimmy had a person from the Ethics Committee come in to
12 speak to one or the other. How do I phrase this? I don't know if it was ...
13 Tom was frustrated at Jimmy, so Jimmy had an ethics person come in and
14 talk with Tom or that Tom was frustrated with Jimmy, so Tom had an
15 ethics person come in to talk with both of them, if that makes sense. It was
16 either one of the two. I can't remember whose request it was, but Jimmy
17 said that a person from the Ethics Committee came to the office and spoke
18 with Tom. I don't know if Jimmy was in the room for that meeting.
- 19 Paul Solis: After there was this "over the line" situation that you spoke about, there
20 was a different time when Ethics Committee folks came in to talk about
21 campaign versus official?
- 22 Matt Missen: So that was ... Jimmy, Tom and Flanna had the blow-up about Flanna not
23 getting Flanna shit done and needing assistance. It was around that time
24 when MacKenzie was hired to do the Flanna stuff on the campaign payroll
25 that Tom had us all sit down ... Have the Ethics Committee come in and
26 talk to us while we were all sitting down in a circle in the member's office
27 with Mr. Garrett present. And Mr. Garrett recorded the conversation
28 himself with his little handheld recorder.
- 29 Paul Solis: Okay, so the Ethics Committee staffers came in with the staffers and
30 you're all sitting around with Mr. Garrett, he's recording the conversation,
31 what's the topic of the discussion there?
- 32 Matt Missen: I believe the topic was, what is an official duty versus what is not.
- 33 Paul Solis: Okay. When did this happen?
- 34 Matt Missen: Whenever the time that MacKenzie started receiving pay to do Flanna's
35 chores. I honestly can't recall. If you looked on FEC reports probably, you
36 can see around-

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- 1 Paul Solis: Was it a result of this arrangement with MacKenzie that Ethics Committee
2 staffers came in to talk to you guys?
- 3 Matt Missen: I don't think that that was the catalyst for that meeting.
- 4 Paul Solis: Do you know what was?
- 5 Matt Missen: I honestly can't remember.
- 6 Paul Solis: What did you all take away from that, what was the staff discussing after
7 that happened with the Committee staffers? Was it a surprise to you, what
8 was the reaction amongst the staff?
- 9 Matt Missen: I think it was mostly it was a waste of time. I think that the ... Everybody
10 kind of felt like ... So Tom would try to justify everything, from his
11 drinking to his whatever. I think for his own piece of mind, he brought the
12 Ethics Committee in to say whatever they did say to us for his own
13 personal edification, I believe. We didn't really take away anything from
14 it. I think, I asked a couple of questions about campaign stuff but it was
15 like ... The one question I said, "What happens if we get a campaign
16 contribution that's sent to the Cannon building?" That was one question
17 that I did ask.
- 18 I can't remember what the other one was, but the reason I asked it at the
19 time is because it was directed at me kind of having to do campaign stuff
20 and being frustrated by not being compensated for it. But I just remember
21 I was sitting in a high-backed chair like this in one corner of the room
22 behind the desk, and Jimmy was over here, and the whole time I was
23 asking the question, because it was directed at Jimmy, I just looked at
24 Jimmy and asked the question. I didn't look at the two women from the
25 Ethics Committee.
- 26 Paul Solis: Specifically, did the topic of Mackenzie's arrangement with the campaign,
27 and her doing errands for Representative Garrett's wife, did that ever come
28 up in the meeting with the Ethics Committee staffers?
- 29 Matt Missen: I can't recall the specifics. Again, that was kind of like the whole reason
30 for having that Ethics Committee come in, those two women, was
31 surrounding Mackenzie being paid for doing Flanna's errands. That was
32 like, it was all the same, I want to say two to three week period.
- 33 Paul Solis: I just want to be clear because when I asked you initially you said that
34 wasn't the catalyst, you believed, the arrangement with MacKenzie.
- 35 Matt Missen: What's that?

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- 1 Paul Solis: Having the Ethics Committee staffers come in. You said, "I don't believe
2 that was the catalyst for them coming in." So I just want to be clear
3 whether ... what role if any Mackenzie's arrangement had with those
4 Ethics Committee staffers coming in to talk to you guys.
- 5 Matt Missen: Okay, if I mixed up my stories, I misspoke. This happened a while ago.
- 6 Paul Solis: To the best you can recall.
- 7 Matt Missen: To the best of I can recall, MacKenzie got the Flanna duties and was
8 getting paid for it, and then after that, we had the overarching theme of the
9 two women coming in from the Ethics Committee was to say that this
10 would be an official duty, I believe, and this would not be an official duty.
11 I think that was the whole ... to my recollection that is what I think the
12 meeting was about.
- 13 Jeffrey Brown: Were they alerted to, or was there discussion about Mackenzie's role,
14 doing errands for Flanna?
- 15 Matt Missen: I think the only people who spoke that I can recall, during the
16 conversation, were Mr. Garrett. I don't think anybody else asked questions
17 except for me in that meeting. And then the district staff was on the
18 speakerphone, so I think that they had asked to pipe up the, what do you
19 call it, the volume a little bit. But I don't remember. I think it had to do
20 something with official duties or unofficial. But, I can't remember.
- 21 Jeffrey Brown: Mackenzie's role didn't change in the wake of that meeting?
- 22 Matt Missen: No, she was ...
- 23 Jeffrey Brown: I think you said before, your impression is that was the arrangement up
24 until the day you left the office.
- 25 Matt Missen: No, no, no, no. So Mackenzie was paid however what she was paid for
26 staff assistant, and then whenever she started receiving pay, I can't
27 remember when it was, but it was around ... I want to say it was around
28 from early spring or something. She started receiving pay to do Flanna's
29 errands, with the understanding it was supposed to be done not during
30 work hours. But yeah around that time, that's when the women from the
31 Ethics Committee were called in and I believe it was unofficial duties
32 versus official duties. But I feel like I blew that meeting off. I feel like I
33 tuned it out or just didn't give a shit at the time.
- 34 Paul Solis: Jeff just wanted you to confirm something I believe you also said earlier,
35 which is Mackenzie's arrangement occurred throughout the time you, you

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1 know, until you left. To your awareness she was still getting that money
2 from the campaign to do Flanna's ...

3 Matt Missen: Yes. So she ... when I first started she was not receiving compensation for
4 doing that. So Jimmy finally got to the point where he's just like, "We
5 have to pay whoever they want to do these things something to make it
6 look right."

7 Paul Solis: And again, that arrangement maintained until you left?

8 Matt Missen: Yes, as far as I knew.

9 Paul Solis: Okay.

10 Matt Missen: Up until Jimmy's departure that was still the arrangement, and I'm under
11 the impression that it's still going on to this day.

12 Paul Solis: Did Jimmy ever discuss ... did Representative Garrett ever discuss whether
13 or not that was a permissible use of campaign funds? Did anybody ever
14 talk about that?

15 Matt Missen: Not to me. If they did, my speculation would be that they would have had
16 that conversation with Chris Woodfin, who's like their campaign
17 compliance guy. But no, not to my ... I was never a witness to anything
18 like that, that I can think of.

19 Jeffrey Brown: Can I ask a couple follow-up questions about the campaign stuff?

20 Paul Solis: Yes. Absolutely.

21 Jeffrey Brown: You said earlier ... I think you said something about you were working on,
22 maybe it was a campaign fundraising email. You felt a little
23 uncomfortable about that and you tried to make that known in an email to
24 Jimmy. Did I get that right?

25 Matt Missen: Yes. I think that it was, "Jimmy, here's the campaign-related email that
26 Mr. Garrett just wrote and had us edit in his office." Something along the
27 lines of ... very office language.

28 Jeffrey Brown: So you were trying to make it clear that campaign work is occurring in
29 Cannon, in the official office building.

30 Matt Missen: Yes, that was my ...

31 Jeffrey Brown: That's what you were trying to convey. Yeah.

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- 1 Matt Missen: The point of me saying that was on this day at this time this occurred, and
2 I didn't like it.
- 3 Jeffrey Brown: So you said that made you feel uncomfortable. Were there other things
4 like that that made you feel uncomfortable? Other instances in which you
5 are doing where you are witnessing campaign work occurring inside the
6 congressional office?
- 7 Matt Missen: Yeah. My first week, Jimmy wrote a fundraising solicitation. I remember
8 it was one of those long ones where you do their whole biography, and
9 why I'm running and why I want to continue to run. And yeah, he printed
10 it out. I don't know, I didn't see it being printed, but he said, "Hey, can you
11 come take a look at this?" And he gave me a printout, and I was like,
12 "What is this?" He was like, "Oh, you look at this." It was a fundraising
13 solicitation. I said "Sure," but I know that I went outside into the hallway
14 to review the piece of copy.
- 15 Jeffrey Brown: Okay. Any other instances that you can recall where you were asked to do
16 campaign-related work inside the congressional office?
- 17 Matt Missen: So, on the day of Mr. Garrett's rambling press conference, Zach Werrell
18 the campaign guy would come up every once in a while. His big thing was
19 tax reform, abortion, guns. He was like, "Anything you can give me on
20 that for content-wise." So, on that day, the press conference had gotten
21 moved around like three times, and so I'm going from these three locations
22 on the Hill to corral people and all of a sudden I get a call. I don't know if
23 it was from Zach or it was from Marissa, but they were like ... I think it
24 was from Marissa. She was like, "Hey, where's the tripod?" That was a
25 campaign announcement. Again, this probably doesn't matter, but Zach
26 came into the office, to my desk, and brought in ... we had two tripods and
27 this Mevo live streaming camera. He didn't end up using the Mevo live
28 streaming camera, but they brought that there, and the video of that
29 rambling press conference was on the Mevo stand that was bought with
30 official campaign funds admittedly.
- 31 Other than that, for me, I was very frustrated because they made me go to
32 this Advance thing. Basically, it sounded like this was this weekend thing.
33 I want to say it was November. They made me go to it. I was like, "Hey," I
34 asked Jimmy specifically, I was like, "How am I getting paid for this?"
35 Because I wanted to be ... if you're going to show me off to all your
36 campaign friends, I expect to be compensated other than like a three-hour
37 drive to the middle of nowhere for some crappy resort.
- 38 Other than that, I mean ...
- 39 Jeffrey Brown: Can I break some of that down?

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1 Matt Missen: Yeah.

2 Jeffrey Brown: Zach, you said that was the gentleman associated with the campaign?

3 Matt Missen: Yeah, Zach Werrell.

4 Jeffrey Brown: Aside from that instance that you just described, where there any other
5 instances where Zach comes up to the congressional office and wants to
6 talk about campaign-related activities?

7 Matt Missen: I think there was an instance where both Zach and the campaign manager,
8 Joe Shellac, came into the office, and I believe that they were having, in
9 the little alcove or whatever, that they give the Chief of Staff in the
10 Cannon Building, that they were talking about campaign-related stuff, but
11 I wasn't a part of that conversation.

12 Jeffrey Brown: Okay. And why do you think that they were talking about campaign-
13 related issues?

14 Matt Missen: If you have an opportunity to speak with Jimmy Keady, he'll just say he's a
15 campaign guy. All he cares about is campaign, campaign fundraising, and
16 that's what Jimmy did all day.

17 Jeffrey Brown: Can you elaborate on that?

18 Matt Missen: What?

19 Jeffrey Brown: Well, one of the questions that I want to follow up on, because I asked you
20 if you were asked to do any sort of campaign fundraising activities, or
21 campaign- or fundraising-related activities, but what I want to ask you is
22 did you see others doing that, or did you hear others talk about doing that
23 in the office?

24 Matt Missen: Just Jimmy.

25 Jeffrey Brown: Okay. You made it seem like he was doing it with some frequency or that
26 was his primary focus. Why do you say that?

27 Matt Missen: If you speak to my other colleagues, you'll find that Jimmy was rarely in
28 the office. He was either shepherding Tom Garrett from place to place so
29 Tom didn't get in any trouble or he was at Capitol Hill Club trying to raise
30 money because Tom does not make fundraising calls. Jimmy was solely
31 responsible ... well, a girl named Christie, she was our PAC fundraiser.
32 But other than Christie, Jimmy was solely responsible for getting
33 campaign contributions and it felt like it was on a weekly basis where he
34 would have to go over to the NRCC and sit down and say, explain to

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1 them, "What kind of campaign do you think you're running with no
2 money? Why aren't you raising money? Why aren't you raising money?"

3 So Jimmy would spend the ... by the time Jimmy's employment and my
4 employment left, Jimmy would spend the bulk of his day either as Tom's
5 body man or over at Capitol Hill Club trying to make fundraising calls.

6 Jeffrey Brown: Can you give us a little bit more specifics on how much time he's at the
7 Capitol Hill Club during nine-to-five business hours?

8 Matt Missen: Yeah. I guess I should walk this back. I wouldn't know that he was at the
9 Capitol Hill Club the entire time, but it would always be ... he would come
10 into the office two or three o'clock in the afternoon, and I would say,
11 "Hey, what have you been up to?" And he would say, "Oh, making calls
12 across the street." Always making calls across the street, to the point
13 where it was, if we were a nine-to-five office out of session and a nine-to-
14 six in session, Jimmy would spend probably 40% of his time outside of the
15 office doing campaign stuff.

16 Jeffrey Brown: What's Representative Garrett's awareness of where Jimmy is?

17 Matt Missen: To tell you the truth, I don't know. I would assume that, knowing Mr.
18 Garrett, he doesn't seem to know what really goes on in the background at
19 the staff level, because he's really never there, so ...

20 Jeffrey Brown: You said that twice now. You said he really wasn't around.

21 Matt Missen: Yeah.

22 Jeffrey Brown: What do you mean by that?

23 Matt Missen: He would basically show up. He would be in DC, at his apartment, all the
24 time. He rarely ever spent his nights down at his Scottsville house or down
25 in the district. They just, he and his wife, it was just easier for them to stay
26 here, so it was that situation. But Jimmy would come in in the morning
27 and be like, "Oh, it was bad last night." It would be about Tom's drinking
28 and him and Flanna getting into an argument. So Tom would go to his
29 committee hearings, but as far as being in the office, the last four months I
30 was there, if I had 15 total minutes alone with Mr. Garrett to talk about
31 communications or whatever, I would be shocked.

32 Jeffrey Brown: How about in the four months preceding those last four months? How
33 much time did you spend with Representative Garrett?

34 Matt Missen: So, we got into a real groove getting TV hits and everything, and it was
35 really great going into the new year, up until ... I forget when the

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1 government shut-down was, but shortly after the government shut-down,
2 that was when things, I think, started to tumble. But, I'm sorry, say it
3 again?

4 Jeffrey Brown: I'm trying to get a sense. You said the last four months in the office, you
5 probably had 15 total live minutes with Representative Garrett.

6 Matt Missen: Yeah, he was just never there.

7 Jeffrey Brown: And I wanted to get at the four months before that, just for comparison's
8 sake. 15 minutes relative to what?

9 Matt Missen: Yeah, I would say he would come in, usually between committee hearings,
10 he would come in. Well, he would wake up, drive, go to his committee
11 hearing. If he had spare time ... we never did all-staff meetings or
12 whatever, ever, because Tom was never around. But he would stay in the
13 office for two hours, and if there were people there or people he wanted to
14 actually meet with, he'd show up for the meeting, but then he'd just be
15 gone. And then we would wait and hopefully he knows the votes have
16 been called, type of thing.

17 Jeffrey Brown: Aside from Jimmy, who we discussed a little bit, is there anybody else in
18 the congressional office that was doing campaign work or being directed
19 to do campaign work by Jimmy?

20 Matt Missen: I think that either Matt Becker or Stephen Harvey, the Danville and the
21 Charlottesville district outreach guys, I think one of them was on the
22 campaign payroll, too, but I don't know that for sure.

23 Jeffrey Brown: Let me ask you like this: did you ever witness anyone outside of Jimmy
24 Keady handling campaign work in the Congressional office?

25 Matt Missen: Outside of Mackenzie having to ... hearing about Mackenzie having to run
26 an errand or a gift for a donor or something, no.

27 Jeffrey Brown: And you never saw Jimmy directing anybody, aside from those couple of
28 instances that we talked about where he was asking you to work on that
29 fundraising email, you didn't see him directing any other official-side
30 staffers in the Congressional office to do campaign work?

31 Matt Missen: There was an instance that I can recall that Tripp Grant, the foreign affairs
32 LA, I don't know if he had to do it, but for some reason ... Tom did a lot of
33 events with these free Iranian groups, and I remember ... I think that this
34 guy was a donor or a prospective donor and had some ... come to think of
35 it, I think that Tripp said that this guy wanted to be the shadow president
36 of Iran, and who lives in McLean. So Jimmy, and I think he was a donor,

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1 and I know that Tripp spent like half the day getting out there and
2 watching some video in his mansion.

3 But I don't know if that was really campaign-related.

4 Paul Solis: Who else would have known about this arrangement with Mackenzie? I
5 know you mentioned Jimmy, and obviously you.

6 Matt Missen: Me, Jimmy Keady. Hallie Pence was definitely aware of it.

7 Paul Solis: Okay, Jimmy Keady. Not Katie. Jimmy, his last name Keady.

8 Matt Missen: Jimmy Keady. Yes, yes. The Chief of Staff, Jimmy Keady. The
9 Legislative Director, Hallie Pence. The Member, the Member's wife are
10 the people I know for sure. And Dakota, he would know, too, because we
11 offered him it, so it would be, I guess, those five or six people.

12 Paul Solis: Is Dakota still in the office?

13 Matt Missen: Actually, when I returned a computer the other day, I was informed that
14 Dakota, who was, I guess, fresh out of grad school, he had quit working
15 for the office and had moved back to Wilmington, where he's from.
16 Wilmington, North Carolina.

17 Paul Solis: Do you know where he works?

18 Matt Missen: Dakota?

19 Paul Solis: Yeah.

20 Matt Missen: No I think he just quit, said, "I'm going home to try to find a job at home."

21 Paul Solis: Do you speak to him? Do you text him?

22 Matt Missen: When was the last time? I don't even know if I have his in my ...

23 Paul Solis: You can check that later.

24 Matt Missen: Yeah.

25 Paul Solis: I just wondered if you generally speak to him.

26 Matt Missen: No.

Transcript of Interview of Matt Missen
July 20, 2018

- 1 Paul Solis: My last question regarding Mackenzie is: are you aware of any, other than
2 the errands or things she would do for Representative Garrett's wife, are
3 you aware of any actual campaign work she conducted?
- 4 Matt Missen: There was one instance where ... I don't remember when this was. Hallie is
5 from Charlottesville area, and I ... let me think. Yeah, so what happened
6 was Hallie got a ride home from somewhere, and there was a campaign
7 event in the Charlottesville area on that Saturday, so I believe Jimmy
8 drove Mackenzie down to that event, and then they hooked up with Hallie.
9 Hallie got a ride to wherever Jimmy was, so the three of them came back
10 to DC together, and that was for a fundraiser.
- 11 So, the reasoning behind this, what Jimmy said, was he would like to bring
12 Mackenzie ... Jimmy likes to show off his staff. He likes to show off that
13 he's the boss, and he would like to show people that, hey, we have people
14 that can do things for you. So for White House tours and flag requests and
15 stuff, yeah, Jimmy had Mackenzie come to ... this was before she was
16 getting paid ... some event in Charlottesville to say, "This is Mackenzie.
17 Here's her business card. If you need something like that, that's your point
18 of contact for stuff like that."
- 19 Paul Solis: But do you know if she had some sort of role with the campaign?
- 20 Matt Missen: I don't believe that a title was ever given. I don't think a title was ever
21 given. I don't think, to my knowledge, a title was ever asked for. It was
22 just campaign payroll.
- 23 Paul Solis: That's all the questions I have, really, about the substance of the Politico
24 article and all that. Do you have any questions, Ali, about anything related
25 to that?
- 26 Ali Bazzi: One thing, just to get back to the severance. You had mentioned that
27 Jimmy would be getting a paycheck next Friday, I think you said?
- 28 Matt Missen: So, the House gets ... I don't know if you guys are probably employed by
29 there, but they get paid the last Friday of every month, so me saying that
30 was me saying Jimmy Keady told me that he was receiving two months'
31 severance, and that would be for June and July, he would get paid, so the
32 last Friday in July, meaning that is my assumption that that is when his
33 last paycheck from the House comes.
- 34 Ali Bazzi: So I guess my question was, that specific conversation where he told you
35 next Friday, when was that conversation?

Transcript of Interview of Matt Missen
July 20, 2018

1 Matt Missen: Oh, he just told me that he got two months' severance after he had been let
2 go and we were talking. He had mentioned that he had received two
3 months' severance from Tom.

4 Paul Solis: I think I had asked you whether that was over email, text, or over the
5 phone, or in person.

6 Matt Missen: I think it was over the phone. Yeah.

7 Jeffrey Brown: Between the time Jimmy left the office and the time you left the office, did
8 you ever see Jimmy in the congressional office again?

9 Matt Missen: Yeah. He came in. I believe he came in with Owen Burgess. Yeah, yeah,
10 yeah. Jimmy came in, and he came in with Owen, who's like his buddy.
11 His name is Owen Burgess. He works at the Commerce Department. He
12 came in. Jimmy was like all disheveled. He was just happy. He came in. I
13 gave him a hug. But he just never ... he didn't get his stuff from the office.
14 He just came in to say hi.

15 Jeffrey Brown: Yeah. Let me ask you like this: between the time Jimmy left the office and
16 between the time you left the office, did you ever see Jimmy performing
17 any congressional work?

18 Matt Missen: No.

19 Jeffrey Brown: Any Chief of Staff-related work?

20 Matt Missen: No. None whatsoever.

21 Paul Solis: And he had, in fact, told you at that time that he was fired, or let go, right?

22 Matt Missen: Yeah. He was fired. Tom tried to rehire him twice, two or three times, and
23 he finally said no. And that was the deal. You get two months' severance
24 or whatever, and that's it.

25 Paul Solis: Lastly, I just want to ask if you've spoken to anyone about the fact that
26 they've received a request from me, or that I've spoken to them in any
27 capacity or communicated with them. Has anybody talked to you about
28 that?

29 Matt Missen: Last night, my dad reached out to me, because apparently your friends
30 across the street have another thing going on. I don't know how they have
31 my dad's number. I'm a little miffed by that. So I spoke to my father about
32 it, my friend Morgan Murphy about it, I texted Jimmy about it. I'm happy
33 to ... you can read that if you want. And I texted John March. I said, "Hey,
34 did you get a call from the House today?" He said, "What are you talking

Transcript of Interview of Matt Missen
July 20, 2018

1 about?" I said, "Did you get a call from the Ethics Committee?" Because I
2 figured that John just might.

3 Paul Solis: And what did John say?

4 Matt Missen: It was last night. I guess poor memory. So, me: "You get a call from the
5 House today?" John March: "What's up?" "Dang Ethics Committee called
6 me and my father about Politico piece and I got a weird request from
7 WSET today." John March: "They called your dad? WTF? No idea about
8 WSET." Me: "Crazy. They called him before me! No idea what's going
9 on. Don't care anyways." And then the end of the conversation is just him
10 saying, "That's strange."

11 Paul Solis: And what about Jimmy? What did Jimmy say when you talked to him?

12 Matt Missen: Me, last night, 7:55: "Free to talk for a minute?" Jimmy: "Not till after 10.
13 What's up?" Me: "No worries. Got a call from Ethics. They called my dad,
14 too, and a really weird media request from WSET." Jimmy: "Ethics have
15 been calling me, too." And then, me: "I have no recollection of the event
16 in question." It's a joke, and then he responded: "It was before your time."
17 I did the little, what you call it, thumbs up.

18 Paul Solis: Okay. Is anybody from the current staff reached out to you about our
19 review in any way?

20 Matt Missen: No. Nope.

21 Paul Solis: What about Representative Garrett?

22 Matt Missen: Nope.

23 Paul Solis: Anybody representing ...

24 Matt Missen: I have him ... I blocked he and his wife's number on my telephone.

25 Paul Solis: What about someone representing him? An attorney, in any way?

26 Matt Missen: No. Nope. I reached out to Jimmy because I assumed that he was going to
27 get the call, and I'm shooting the shit with John March about other stuff,
28 just randomly. So I just reached out to those two and I told my father that I
29 got a call, and then my friend Morgan Murphy.

30 Jeffrey Brown: I just had one other question. You said at the start of the interview, you
31 had mentioned that ... I think it was the week where you were expecting
32 that you might get let go. It was a harassment training of some kind?

Transcript of Interview of Matt Missen

July 20, 2018

- 1 Matt Missen: It was. So, I thought it was one thing but it turned out to be another. I
2 believe it was workplace rights and responsibilities, and ... what was that?
3 I wanted to go for ... because I felt in a situation, professionally, that this
4 was going to be about like professional, what do I say, bullying. But it
5 turned out to be about race and national origin and religion, I think, stuff. I
6 thought it was going to be about a workplace retaliation and having a
7 bullying boss, so that's why I made a point to go. I believe it was on a
8 Tuesday. But it turned out that it wasn't, and it was just kind of a waste of
9 an hour and a half of my time.
- 10 Jeffrey Brown: That's it.
- 11 Paul Solis: Well, thank you very much, and that's all we have for you.
- 12 Matt Missen: Cool.

EXHIBIT 5

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleagues Helen Eisner and Annie Cho. It is July 30th, 2018. We
3 are here for an interview of Staffer 2. I provided Staffer 2 a copy of 18
4 USC 1001 and she has signed the acknowledgement form. With that we
5 can begin the interview. Staffer 2, a little bit of background right now,
6 where are you currently employed?

7 Staffer 2: Yes. US House of Representatives, the office of Tom Garrett.

8 Paul Solis: How long have you been in that position? Sorry, how long have you been
9 with the office?

10 Staffer 2: I guess it will be a year officially tomorrow and then, well yes. I started
11 July 27th.

12 Paul Solis: Of 2017?

13 Staffer 2: Yes. It has been a year but on the paperwork they have August 1st.

14 Paul Solis: What positions have you had in the office since you've been there?

15 Staffer 2: I started as Staff Assistant and now I'm Press Secretary.

16 Paul Solis: How long were you in the Staff Assistant role? The best you can estimate.

17 Staffer 2: I'll say nine and a half months give or take. I got my promotion early June.

18 Paul Solis: Of this year?

19 Staffer 2: Yes.

20 Helen Eisner: That was the promotion of press assistant?

21 Staffer 2: Secretary.

22 Helen Eisner: To Press Secretary, sorry.

23 Staffer 2: Yes.

24 Paul Solis: Did you ever intern prior to being a Staff Assistant?

25 Staffer 2: Not with my current office. I did intern with two Tennessee members, my
26 home state.

27 Paul Solis: Was that while you were in college or summertime?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes. My senior year, the fall of my senior year I interned with
2 Congressman Phil Rowe. That was my first internship. Then I interned at a
3 logging firm and then I interned with Congressman Scott DesJarlais,
4 Tennessee.

5 Paul Solis: Your time as Staff Assistant, who did you report to in that role?

6 Staffer 2: My Chief of Staff.

7 Paul Solis: Who was that?

8 Staffer 2: Jimmy Keady.

9 Paul Solis: Was there any other chiefs of staff in the office during your time?

10 Staffer 2: As Staff Assistant? Now we have a new Chief of Staff.

11 Paul Solis: Understood. Let's go back to when you first started with the office in July.
12 Was Jimmy your only Chief of Staff that you had?

13 Staffer 2: Yes. He was the one to hire me.

14 Paul Solis: Did you report to anybody else besides Jimmy?

15 Staffer 2: It was, I helped with communications so I would keep my
16 Communications Director up to date with what I was doing for him but it
17 was mainly Jimmy. He had final say on prioritizing, this, you know, this
18 press release. Jimmy and then I would tell my Communications Director
19 what I was working on.

20 Paul Solis: Who was your Communications Director?

21 Staffer 2: For the first two months I was there, it was Andrew Griffin and then we
22 had Matt Missen who was there for about seven months.

23 Paul Solis: I know you talked a little bit about informing them of what you were
24 working on but they did have any direct supervisory roles over you? Did
25 they give instructions to you to carry out work or was that only Jimmy?

26 Staffer 2: Yes. My Communications Director could tell me, "Please do this Tweet
27 for me while I'm at the meeting" or that type of thing.

28 Paul Solis: Was there a Press Secretary prior to you taking on that role in June of this
29 year? Was there a Press Secretary?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: No. Always just Communications Director. I was helping because that's
2 what I enjoy doing.

3 Paul Solis: There was no Press Secretary, there was only a Communications Director,
4 right?

5 Staffer 2: Right.

6 Paul Solis: Did Matt leave the office? Is that why you took over that position?

7 Staffer 2: No.

8 Paul Solis: Was there a new position created?

9 Staffer 2: Yes. I had been-

10 Paul Solis: Can you talk to us a little bit about that?

11 Staffer 2: Right, right, right. I had wanted a new job title. I had been doing press
12 clips in the morning and cutting video and acting as a press assistant. It
13 was like, you've been doing this the whole time, you're managing the
14 website so you should have this job title.

15 Paul Solis: I just want to get an understanding, there is no more Communications
16 Director in the office?

17 Staffer 2: Yes, no. We have a Communications Director now. When Matt left,
18 Andrew came back.

19 Paul Solis: When did Andrew come back?

20 Staffer 2: It had to have been June, the beginning of June.

21 Paul Solis: Matt left, did Matt resign or was his employment terminated?

22 Staffer 2: I haven't got details from anyone. From my understanding, I believe he
23 was let go but I haven't got confirmation from anyone on the exact story. I
24 like to try to mind my own business and just get my work done but I
25 haven't had any details.

26 Paul Solis: Why do you have the understanding that he was let go? Was it just the
27 way people are talking in the office?

28 Staffer 2: I think it was his, I would say I think that, I don't know if I can pinpoint it.
29 I don't necessarily think he was a good fit for our office in a manager
30 position.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: I just want to know, you had mentioned "it's my understanding he was let
2 go." I just want to know why you have that understanding?
- 3 Staffer 2: I would say picking up on context clues.
- 4 Paul Solis: What type of clues?
- 5 Staffer 2: I guess my new Chief of Staff said, "If he comes back to the office be sure
6 to let me know." That doesn't really seem like a friendly encounter. Like,
7 why do you need to know if he's here. It was mainly when my Chief of
8 Staff said that, "If he comes to the front office let me know."
- 9 Paul Solis: You mean if he returns to the office?
- 10 Staffer 2: Yes.
- 11 Paul Solis: Understood. You said your new Chief of Staff. Who is that?
- 12 Staffer 2: Bill Janis.
- 13 Paul Solis: When did he start?
- 14 Staffer 2: I would say it had to have been the end of May, there's really only a week,
15 week and a half between Jimmy being let go and Bill coming. I believe
16 that was all mid-May.
- 17 Helen Eisner: Did Matt leave under circumstances in which you saw him after it was
18 announced that he was leaving?
- 19 Staffer 2: No. I actually didn't see him because I remember from my best memory,
20 obviously the days can run together but I think it was a Friday and he met
21 with my Chief of Staff. I think I was at coffee, I returned and found out he
22 was no longer with our office and he had already physically left the office.
23 I did not see him. I saw him that morning around 8:50. I didn't see him
24 after it happened.
- 25 Paul Solis: What was the date of that encounter where you were at coffee and he was
26 let go?
- 27 Staffer 2: I can't remember the exact date. It had to have been mid-May. Off the top
28 of my head, I don't know the exact date.
- 29 Helen Eisner: But it was a Friday in mid-May?
- 30 Staffer 2: Yes. I think it was definitely a Friday.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Are you sure it's May? Is there a chance it might have been in June
2 sometime when Matt had a talk with Bill?

3 Staffer 2: I don't think so. It could have been the first week of June. Yes, actually I
4 think it was the first week of June because I guess my boss announced he
5 was running again Memorial Day. It makes sense for it to be the following
6 week.

7 Paul Solis: You bring up something that I also want to talk to you about so we might
8 as well jump into that. That is Jimmy's departure from the office. Can you
9 talk to us about the date and circumstances around Jimmy's leaving the
10 office?

11 Staffer 2: I don't know the exact date off the top of my head but it happened after
12 work hours. I was unaware of it until the next day through Politico.

13 Paul Solis: That Jimmy had left the office?

14 Staffer 2: Yes.

15 Paul Solis: You had not heard from anyone in the office themselves that Jimmy was
16 gone?

17 Staffer 2: Right.

18 Paul Solis: You said Politico, there was an article?

19 Staffer 2: Yes.

20 Paul Solis: Okay. Do you know when that article came out? Do you have a ...?

21 Staffer 2: It was around, I believe it was in early week, it had to have been a Monday
22 or Tuesday, maybe a Wednesday in the afternoon. I believe one of my best
23 friends sent the article to me.

24 Paul Solis: What was your reaction to that?

25 Staffer 2: I was a bit taken back. I would have like to known before the media.

26 Paul Solis: Before the media you said?

27 Staffer 2: Yes.

28 Paul Solis: After you read the article and found out Jimmy was gone, did you ask
29 anybody in the office about what had transpired? Did you try to find out
30 any more information?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes. I asked our Scheduler.

2 Paul Solis: Who was that?

3 Staffer 2: Marissa.

4 Paul Solis: Marissa?

5 Staffer 2: Yes. Mullen.

6 Paul Solis: Marissa Mullen?

7 Staffer 2: Yes.

8 Paul Solis: What did you two talk about with regard to Jimmy?

9 Staffer 2: I can't remember if I asked her that day because I was a bit upset. I think I
10 kept to myself. I think it was 3:30 or so, I think by 5:00 I was probably
11 leaving.

12 Paul Solis: This was the day after the article had come out or the same day?

13 Staffer 2: It was the day of but when I spoke with her it had to have been the next
14 day. She didn't, I guess I wasn't necessarily surprised he was let go
15 because I knew that the Congressman had had I would say, every once in a
16 while, they would have a verbal argument. I know that's common in
17 politics but I wasn't necessarily surprised that that happened, but I was a
18 little surprised.

19 Paul Solis: Did talking to Marissa provide you any further details about Jimmy being
20 let go? Did she know anything?

21 Staffer 2: I think that she had a suspicion but I can't say if that's the exact reason.
22 She had an inkling over what the argument was about.

23 Paul Solis: Did you ever see Jimmy after that?

24 Staffer 2: Yes. I had dinner with him.

25 Paul Solis: Okay. How long ago?

26 Staffer 2: At this point it had to have been a month ago?

27 Paul Solis: Where did you two have dinner?

28 Staffer 2: Bullfeathers.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: Was that the only time you've seen him since his departure?
- 2 Staffer 2: No. I remain in very good standing with him. I would say I saw him, it
3 was the same day I helped him clean out his desk. He didn't necessarily
4 want to do it all on his own so I helped him bring his stuff outside to his
5 car. That was the same day.
- 6 Paul Solis: Okay. We have dinner, we have the time you helped him clean out his
7 desk. Any other times you've seen Jimmy since his departure?
- 8 Staffer 2: In person? Yes. Right after he, it had to have been mid-June. Actually, no
9 it was probably only a week after it happened or maybe four days. He
10 came into the office and said hello to the staff. That was the first time I
11 had seen him since he got let go. He wasn't with the office anymore. He
12 was coming by probably to pick some things up.
- 13 Paul Solis: Okay. Those times you've talked to him, seen him in person, did he
14 confirm to you that he was let go, that he was fired? You two didn't talk at
15 all about his departure from the office?
- 16 Staffer 2: I didn't really want to talk about it all that much. I think he mentioned that
17 after it happened he was offered to come back. Yes, he made it obvious
18 that he was fired. He was like, I feel like I let you guys down since he was
19 let go. He made it obvious.
- 20 Paul Solis: Did he talk to you about why he was fired?
- 21 Staffer 2: He did not.
- 22 Helen Eisner: What about the content of any argument he might have had? Did that
23 come up in any of your in person meetings or any conversations you had
24 through email or text message?
- 25 Staffer 2: It came up when I was speaking with Marissa. She said that they were
26 arguing about the fact that there was an event scheduled on the
27 Congressman's wife's birthday. I think, from what Marissa said, that was
28 an argument that they had that night because of the day of an event,
29 because of the event was happening on the Congressman's wife's birthday.
30 That was apparently the argument, the content of it.
- 31 Paul Solis: When was Jimmy's last day in the office in a work capacity? Can you
32 approximate that?
- 33 Staffer 2: I would say it had to have been mid-May. Definitely mid-May. I can't
34 think of the exact day.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Did Jimmy talk to you at all about any payment he received from the
2 Congressman's office after he had been fired? Did he use the word
3 "severance" to you?

4 Staffer 2: No, sir.

5 Paul Solis: Have you heard from anybody about any severance Jimmy received from
6 leaving the office?

7 Staffer 2: No, sir.

8 Paul Solis: When Jimmy was in the office and is still employed with the office, even
9 in the early part of 2018, how many hours a day was he there? Did you see
10 him much?

11 Staffer 2: Yes. I would say many hours. I mean, he was a really hard worker. He
12 would get there at 8:00 and then even earlier sometimes. He would go to,
13 say a luncheon and then come back and be in the office until 7:00 or 8:00
14 or 9:00. He got to the office earlier when he was still living in Maryland
15 because of all the traffic but once he moved closed to Capitol Hill he
16 would come in closer to 9:00.

17 Paul Solis: Did he do a lot of work for Congressman Garrett's campaign committee?

18 Staffer 2: Yes. He was the Campaign Manager from my under ... He was running
19 his-

20 Paul Solis: His congressional campaign?

21 Staffer 2: Yes.

22 Paul Solis: Do you know how long he was doing that? How many months or years?

23 Staffer 2: Well, he helped with the campaign in 2016, the fall of 2016 I believe when
24 he was winning. I think he came in at the end of the campaign from my
25 understanding and then, I guess, when he won I don't think he was helping
26 with it but I could be wrong. Once he was hired as Chief of Staff in July,
27 he was hired three weeks before I was, I think that's when he started
28 helping again.

29 Paul Solis: Did you ever see him take a phone call, a campaign phone call, campaign
30 related phone call in the office or did he ever ask you to do anything
31 related to the campaign?

32 Staffer 2: Yes.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: Okay. Talk to us a little bit about that.
- 2 Staffer 2: Yes. I ended up volunteering to help with the campaign during my
3 personal time. On the weekends or after hours. Jimmy and I had a contract
4 and I signed it. I was able to help on the weekends or my free time, after
5 5:00 off campus.
- 6 Paul Solis: Okay. Before we get into that, I just want to go back to Jimmy's work with
7 the campaign. Did you ever, again I should break up my questioning I
8 suppose. But did you ever see Jimmy take a campaign phone call in the
9 office?
- 10 Staffer 2: Yes. I would say at least one time in the front but he would normally make
11 his way out of the door. He would maybe answer it but I would never
12 know the context of the conversation but if people were talking about
13 numbers or something that could have been, you know.
- 14 Paul Solis: It's possible it was a campaign related call?
- 15 Staffer 2: Right.
- 16 Paul Solis: Did he ever ask you, in terms of your official work in the office, did he
17 ever ask you to review a campaign communication or write a campaign
18 email?
- 19 Staffer 2: No, not in the office. I mean, I would say I think that, let's see, there was
20 probably the only thing that comes to mind is a Friday afternoon he said
21 he might need help with getting FedEx-ing something for the campaign. I
22 said, then we were in the hallway. He told me what it was and then at this
23 point it was closer to 5:00. I had my personal laptop so I was able to help
24 him. I think it was finding a FedEx in New Orleans where Congressman
25 Garrett was traveling to that weekend.
- 26 Paul Solis: Was that the only time you can think about? That comes to mind I guess?
- 27 Staffer 2: Yes because normally he would call me on the weekends and talk about
28 things or call me at night or he would tell me during the day and say,
29 "Tonight do this." I would say, "Sure." With me there was never really, I
30 knew that was not allowed. I was not about to do that during the work day.
- 31 Paul Solis: I asked you if Jimmy ever mentioned about a severance he was receiving.
- 32 Staffer 2: Right.
- 33 Paul Solis: Do you know if Jimmy is still on the payroll in your office?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: I don't think so but I don't have access to that.

2 Paul Solis: Has anybody ever mentioned that to you?

3 Staffer 2: No. No one has ever mentioned that to me.

4 Paul Solis: Do you have any reason to think that he might be, throughout June and
5 July?

6 Staffer 2: No. I knew that he's doing campaign consulting. He mentioned to me in
7 person, "I have to find a new job, I'm looking for a new job. My paycheck
8 is going from this" he didn't say numbers but he just stated, "I need a new
9 source of income." That's why I wouldn't assume he was on the payroll
10 anymore.

11 Paul Solis: Those times that you spoke to Jimmy, you mentioned a dinner, you helped
12 him clean out his desk, he came in one other time and said hello.

13 Staffer 2: Yes.

14 Paul Solis: What did Jimmy talk about with you? Did he talk about him leaving the
15 office or why he left? What did you guys talk about?

16 Staffer 2: We mainly, he asked how I was doing. I said, of course, I was sad that this
17 had all happened but we always have just light hearted catching up, joking
18 around, stuff like that. He didn't mention exactly why he was fired to me.
19 He knows that I'm not the type to want to get into all the drama. I'm
20 friends with everyone, I don't really want to know. He didn't mention why
21 but I think part of it was because of the Congressman's wife didn't like
22 him. That was always an issue. I feel like that had to have been his main
23 thought process. That was mine as well.

24 Paul Solis: Do you know why she didn't like him?

25 Staffer 2: Our only guess was that the Congressman and him spent a lot of time
26 together and he might have had more power over him at times. That was
27 our main guesses.

28 Helen Eisner: When you say our, who are you referring to?

29 Staffer 2: Jimmy and me-

30 Helen Eisner: You and Jimmy.

31 Staffer 2: Yes, when we talked. When we were talking about possibly why. He was
32 like, "I know his wife has never really liked me."

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: Okay.

2 Paul Solis: When did you help Jimmy clean out his desk?

3 Staffer 2: It had to have been, it was before Andrew came along. If Andrew started
4 mid-June it had to have been early June.

5 Paul Solis: Then when did you have dinner with him?

6 Staffer 2: The same day.

7 Paul Solis: The same day?

8 Staffer 2: Yes. It was a Friday. I helped him closer to office, like after hours. After
9 5:00 is, he obviously didn't necessarily want to see everyone that day. It
10 was after 5:00. Then we went to dinner after. Yeah.

11 Helen Eisner: Besides the in person meetings that you told us about, how often do you
12 communicate with him via email or text, phone, other mediums?

13 Staffer 2: I would say once a week.

14 Helen Eisner: Okay. What is that to discuss?

15 Staffer 2: Mainly I'm like, "How's everything going? I heard that you went to dinner
16 with my friend." Last week I texted him, I was like, "I heard you saw my
17 friend." Mainly just, then one morning I called him just to see how he was
18 doing and things like that. I also really just want to keep up with how
19 things are going since he's helping the campaign for the potential new
20 member, candidate. The new Republican candidate. I'm interested in how
21 that's going. I would say that's the gist of our conversation. Then he's like,
22 "How's everything going in the office? I miss everyone." That would be ...

23 Paul Solis: I want to discuss some of the things you mentioned just a few moments
24 ago. You said that you had signed a contract for Jimmy? Jimmy had
25 presented you with a contract?

26 Staffer 2: Yes.

27 Paul Solis: What is that?

28 Staffer 2: It was to help the campaign and that was in March I believe so that I
29 could, if I went somewhere on the weekend I could get paid for it.

30 Paul Solis: March of 2018?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes, sir.

2 Paul Solis: Was Jimmy the one who presented you with the contract?

3 Staffer 2: Yes.

4 Paul Solis: Do you have a copy of it?

5 Staffer 2: Yes.

6 Paul Solis: Did anybody else, were you the only one who signed the contract?

7 Staffer 2: I don't think I would be the only one. I think that Jimmy would had have
8 to have signed it. I'm pretty sure it was Jimmy since he's the Campaign
9 Manager.

10 Paul Solis: Did the Congressman have any signing, or did he sign it? Did he have any
11 role in the development of the contract?

12 Staffer 2: No, I think it was mainly the campaign lawyer.

13 Paul Solis: Who's that?

14 Staffer 2: Chris Woodfin. I could be wrong, he could have helped but he never told
15 me he helped.

16 Paul Solis: You mentioned, I want to get this straight because earlier I thought you
17 had mentioned you had volunteered for the campaign?

18 Staffer 2: I meant I was interested. I wanted to.

19 Paul Solis: Let's walk through all the work in total that you have done either on a paid
20 or unpaid basis with Congressman Garrett's campaign. I know we just
21 talked about this contract, I want to ask you more questions about that but
22 prior to this entering this contract, had you ever done unpaid work or paid
23 work for Congressman Garrett's campaign?

24 Staffer 2: I never did any paid work until-

25 Paul Solis: March?

26 Staffer 2: Yes.

27 Paul Solis: Okay. What about unpaid work? Volunteer work?

28 Staffer 2: I'm trying to think. I want to say I did in April just because-

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: April of 2018?
- 2 Staffer 2: Yes. But I can't think of exactly what it was.
- 3 Paul Solis: No time prior to April of this year did you do any unpaid or paid work for
4 Congressman Garrett's committee?
- 5 Staffer 2: I'm trying ... I think I did but I'm trying to think of specifics. I'm really
6 trying to think of what exactly I would have done but I don't think that. I
7 think Jimmy was mainly doing it all and I don't think the campaign really,
8 they didn't have much money at the beginning. Maybe the Spring was
9 really time to think about the campaign because I was busy doing other
10 stuff.
- 11 Paul Solis: Was Jimmy the only one in the office, the official office who was doing
12 work for the campaign or was anybody else?
- 13 Staffer 2: Our Scheduler had helped I think with a few things I think at the
14 beginning. Maybe scheduling.
- 15 Paul Solis: Is that Marissa?
- 16 Staffer 2: Yes.
- 17 Paul Solis: Anybody else that you can think of?
- 18 Staffer 2: Well, our Legislative Assistant, you know, was on the campaign before he
19 got in Congress. Does that make sense?
- 20 Paul Solis: Who's that?
- 21 Staffer 2: Tripp Grant. He was on the campaign and then-
- 22 Paul Solis: Do you know for certain whether or not he was conducting, after he
23 started working in the official office do you know if he was doing any
24 campaign work?
- 25 Staffer 2: No, he wasn't.
- 26 Paul Solis: Only Marissa, that's the only person you can think of who may have done
27 campaign work?
- 28 Helen Eisner: Who was also employed by the official office?
- 29 Staffer 2: He might have asked our Communications Director but I don't think our
30 Communications Director, Matt, did. I think that's all.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: Okay. Again, just as specific as you can be, when is the first date you
2 conducted any type of paid or unpaid work for Congressman Garrett's
3 campaign committee? You mentioned April you may have. Any time in
4 2017?
- 5 Staffer 2: Let me think, because I have to go back a full year.
- 6 Paul Solis: Okay, sure.
- 7 Staffer 2: I think it's possible, I just can't remember specifics because it wasn't much,
8 if I did help because my role in the official office, I've had many, many
9 duties. My main work was done in the official office.
- 10 Helen Eisner: It wasn't much but what would it have been?
- 11 Staffer 2: Maybe taking a package to FedEx. That's really the only thing I can think
12 of was taking something to FedEx, maybe a gift. Okay, I think it's coming
13 back to me. I volunteered to go to a campaign event on a Sunday. I wanted
14 to do that, I wasn't forced to do that whatsoever. I wrote name tags. It was
15 a really fun event, free food and I got to meet people so that was in
16 Charlottesville because I'm not from the district so any chance I had to go
17 to the district I would want to go to. That was on a Sunday.
- 18 Paul Solis: When was that?
- 19 Staffer 2: I want to say that was September or October.
- 20 Paul Solis: Of 2017?
- 21 Staffer 2: Yes. It was still nice out so it was September or October.
- 22 Paul Solis: Any other campaign events you would have volunteered for?
- 23 Staffer 2: In the fall, there's nothing coming to mind. I just remember that one
24 specifically because it was on the weekend.
- 25 Helen Eisner: What about in the spring, what about in the fall, after the new year. Early
26 2018?
- 27 Staffer 2: Early 2018 I don't think I went to any in early 2018. I went to one in the
28 spring, which was April and that was also on a Sunday.
- 29 Paul Solis: That would have been in a volunteer capacity?
- 30 Staffer 2: Well, no I was getting paid at that point.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Okay.

2 Staffer 2: It was on a Sunday as well.

3 Paul Solis: How many hours did you work at that event?

4 Staffer 2: I would say three hours maybe.

5 Paul Solis: Let's go back to starting in March when you signed this contract. Help us
6 understand how the contract came to be, how you were approached to do
7 it, what occurred?

8 Staffer 2: Right. I would say Jimmy had done campaigns before. He was like, "Are
9 you interested in helping?" I said, "Yes." He was like, "It wouldn't be
10 much money but it would be" I think it was \$400 a month. In the official
11 office I was only getting paid 31. At first I said, "Let me think about it." I
12 didn't decide immediately or anything. He talked to me about it. I said, we
13 maybe talked about it on a Thursday and I said let me think about it over
14 the weekend because I wanted to make sure that it was allowed since I was
15 an official employee. I talked to different people and then I looked up all
16 the ethics regulations and it said that unless you're making over this much
17 and as long as you're not doing it during the official day in the office, as
18 long as you're doing it on personal time. I took about five days to do my
19 research and talked to different people about should I do this, is this
20 allowed. Then I realized that since I'm a lower level employee that it was
21 allowed on my personal time.

22 It had to have been, I told him I can do this late the next week, the mid to
23 late the next week that he offered it to me. I said yeah I can do this. He
24 was like, you'll go to events on the weekend and then every once in a
25 while I might need you to do work at home, at night. That's how it
26 happened.

27 Paul Solis: You mentioned 400?

28 Staffer 2: Yes.

29 Paul Solis: Are you still being paid from the campaign?

30 Staffer 2: No.

31 Paul Solis: No?

32 Staffer 2: It was just April and May. I think the contract was in mid-March. I don't
33 even think I got paid in March. It was April and May. Obviously the end
34 of May he decided to not run so June was, he's not running again.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: You got two checks from the committee?
- 2 Staffer 2: Yes.
- 3 Paul Solis: For \$400?
- 4 Staffer 2: In May it was I believe it was, I think it was \$600 in May because I was
5 busier in May.
- 6 Paul Solis: A total of \$1000?
- 7 Staffer 2: I would need to double check for March. I just would need to double
8 check my email and make a count.
- 9 Paul Solis: Got you. In the contract, was it spelled out the types of duties you would
10 be responsible for? Was it a lengthy contract?
- 11 Staffer 2: It was lengthy. I would have to look at it, at the specific duties but it
12 mainly said under the supervision of Campaign Manager, Jimmy, assisting
13 him.
- 14 Paul Solis: He was the supervisor in this contractual relationship?
- 15 Staffer 2: Yes.
- 16 Paul Solis: It was entered into between you and the campaign committee or you and
17 Jimmy?
- 18 Staffer 2: The Tom Garrett for Congress.
- 19 Paul Solis: Okay. From the time you entered into the contract, again that is sometime
20 in March?
- 21 Staffer 2: Yes.
- 22 Paul Solis: When would you say the contract ended. The end of May?
- 23 Staffer 2: Yes, I would say I didn't do any campaign work since around probably
24 May 20th, the last week of May.
- 25 Paul Solis: Throughout March and April, how much campaign work are you
26 conducting?
- 27 Staffer 2: It wasn't much. I would say five hours a week.
- 28 Paul Solis: Five hours a week?

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Staffer 2: Plus or minus. I remember a specific, one night I, Jimmy gave me note
2 cards and I compiled them on a Word document. That was one task. The
3 event that I went to, but it was never anything I couldn't handle. I was kind
4 of expecting more but it was small tasks, like I did the business card one
5 and then I can try to think of what else I did but it was, it didn't interfere
6 with my official duties.
- 7 Paul Solis: You mentioned business cards, transferring them to a Word document.
- 8 Staffer 2: Yes.
- 9 Paul Solis: Then you went to one event.
- 10 Staffer 2: Technically two events, one in the fall and one in the spring.
- 11 Paul Solis: But I only want to talk about the time in which you were in the contract.
- 12 Staffer 2: Okay, yes. I'm trying to think of other tasks.
- 13 Paul Solis: How about events. You mentioned the one, any other events that you
14 attended?
- 15 Staffer 2: There was a few receptions after work.
- 16 Paul Solis: Did you perform any work responsibilities related to the campaign at those
17 receptions?
- 18 Staffer 2: No. I would say, what else.
- 19 Paul Solis: You attended the receptions but just-
- 20 Staffer 2: I would say-
- 21 Paul Solis: In what capacity were you there?
- 22 Staffer 2: I remember those receptions just because it was nice food and everything
23 but I would drop off gifts, I'd drop off a gift to a donor during my personal
24 time, after work or during lunch. I remember one time during lunch but it
25 was just walking to East Capitol Street. That was another thing I did.
- 26 Paul Solis: How many times did you do that?
- 27 Staffer 2: I remember that one specific instance. I'm trying to think if I did that
28 again. Let's see. The gifts I can't really, I can think of that one time.
- 29 Paul Solis: Again I want to go back to the receptions.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Oh yes.

2 Paul Solis: I asked if you were conducting any work there and you said no.

3 Staffer 2: Correct but I believe they were, at least one of them I think was, it was the
4 end of the reception but I think it was during the workday. I think at 4:00-

5 Paul Solis: Excuse me one second.

6 Staffer 2: Oh yeah, that's okay.

7 Paul Solis: Paused a moment there, we're back on the record. Back to receptions, did
8 you, in what capacity were you there at the receptions? Were you
9 conducting campaign work at the receptions?

10 Staffer 2: No. There is one that I remember going to after work. It was the end of it.
11 I just went to get a bite to eat. I was really on there for less than 10
12 minutes.

13 Paul Solis: You've talked about business cards you transferred onto a Word
14 document, you talked about an event that you actually performed work at,
15 you staffed. You just talked about at least one instance you can recall
16 picking up a gift for a donor or delivering a gift to a donor. Anything else?
17 Again, this is during the time you had signed a contract.

18 Staffer 2: Right. I made a call to pretty much purchase campaign gifts as well that I
19 had kind of overseen that. That was for the campaign. Then I know that I
20 did more, I just right now I can't think of it off the top of my head. I can
21 write things down but I think I'm just blanking right now, to be quite
22 honest.

23 Paul Solis: Okay. Part of this arrangement, part of this contractual relationship you
24 had with the campaign, was there any expectation whatsoever that you
25 would be conducting any personal errands for Representative Garrett or
26 his wife? For things they need personally as part of your responsibilities
27 under this contract?

28 Staffer 2: Well, I sent, I remember two things now. After hours I scheduled his, I did
29 it at Starbucks at night, I scheduled a trip for him to New Orleans, that was
30 campaign related. Personal wise, I sent a gift to one of their friends
31 because their daughter was sick.

32 Paul Solis: What about other things for Representative Garrett or his wife? How about
33 picking up dry cleaning?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: No, I've never done that. I don't think he goes to the dry cleaner that much.
2 But I've never done that. I've done that for previous congressmen though.

3 Paul Solis: What about watching the dog?

4 Staffer 2: Before I was under contract with the campaign, I volunteered to watch the
5 dog but they paid me. That was on the weekend and I wanted to because I
6 have two roommates and I'll just stay in their apartment for the weekend,
7 which that was fun. They gave me a spa gift card in return. It was a good
8 thing.

9 Paul Solis: You had no understanding that part of the agreement with the campaign is
10 you would be working to do errands for Representative Garrett or his
11 wife?

12 Staffer 2: Right. I didn't want to do any of that. Jimmy and I went over that as part of
13 the contract. I was like, I'm willing to learn about campaign things but I'm
14 not going to be doing anything that isn't campaign related. He was really
15 good about assigning me tasks that were campaign related.

16 Paul Solis: But I want to talk about how that all started. I want to know whether there
17 was an understanding or expectation. For you to say "I went over this with
18 Jimmy," was that presented to you at some point that you would be
19 working to conduct errands for Representative Garrett's wife?

20 Staffer 2: Right. I would-

21 Paul Solis: How did that discussion even come up with Jimmy?

22 Staffer 2: I would say it came up because they had asked people to in the past. I
23 know that was mostly Congressman Garrett's wife either asking him or
24 asking Jimmy. Normally Jimmy would say no to her. I knew that it was
25 not out of the question that she would try to get someone to but he was
26 really good about defending the rights of the campaign and saying, "No
27 Staffer 2 is not going to do that." I would say that conversation came up
28 because of the thing, just things that had happened in the past.

29 Paul Solis: Was this position, you signed this contract, was this position offered to
30 anybody else in the office first?

31 Staffer 2: Yes. It was offered to our Staff Assistant.

32 Paul Solis: Who is that?

33 Staffer 2: Dakota Lipscomb.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Is he with the office anymore?

2 Staffer 2: No.

3 Paul Solis: All right. Why didn't he take the job?

4 Staffer 2: I don't know, he didn't tell me exactly why. I don't know what happened, it
5 didn't really ...

6 Paul Solis: Do you know why you were selected as opposed to him?

7 Staffer 2: I think that he might have felt uncomfortable doing it.

8 Paul Solis: Why would he have felt uncomfortable?

9 Staffer 2: Because there's some gray areas.

10 Paul Solis: What do you mean by that?

11 Staffer 2: Because sometimes, because I had to do my research on the front end. He
12 may have thought since he was an official employee he couldn't help with
13 the campaign at all. But then I realized since I was only getting paid this
14 amount and it was only during my lunch, I realized that it was okay.

15 Paul Solis: Do you have questions?

16 Helen Eisner: Yeah. You had mentioned for example the time that you delivered the gift
17 to a campaign donor. Who directed you to do that?

18 Staffer 2: Jimmy.

19 Helen Eisner: Okay. What about, we've gone through transferring business cards, these
20 tasks that you did talk about that you performed on behalf of the
21 campaign. At whose direction were those tasks?

22 Staffer 2: Jimmy.

23 Helen Eisner: Always Jimmy?

24 Staffer 2: Yes.

25 Helen Eisner: Did anyone else from the campaign or anyone else ask you to perform
26 campaign related work?

27 Staffer 2: One of the events I went to was with the Congressman and his wife.
28 Technically during that I was looking up to him but Jimmy was always the

Transcript of Interview of Staffer 2
July 30, 2018

1 main communicator mainly through everything. That's the way he liked it.
2 He liked for the Congressman to ask Jimmy and then Jimmy would talk to
3 me.

4 Helen Eisner: Okay.

5 Paul Solis: Did the Congressman ever ask you do to anything related to this
6 arrangement that you signed? Did he ever ask you or was it all from
7 Jimmy?

8 Staffer 2: There was one day that he asked me to help him. That was when he was
9 doing a press conference in May. It was when Jimmy left. He asked me to
10 help him get everything set up.

11 Paul Solis: Where was that?

12 Staffer 2: It was on Capitol Hill but it was off the hill. It was in our CC and the
13 event, his press conference, ended up taking place at the National Indian
14 Gaming Association.

15 Paul Solis: What was the press conference related to?

16 Staffer 2: He was talking about how there had been rumors that he was going to
17 resign but he didn't want to resign and how he cares about Congress and
18 how he had been doing humanitarian work and everything.

19 Paul Solis: Were you there while-

20 Staffer 2: Yes.

21 Paul Solis: ... the press conference was going on?

22 Staffer 2: Yes. It was a Facebook live.

23 Paul Solis: I had asked you about these personal errands and your understanding of
24 whether that was your responsibility related to the contract. I just want to
25 be very clear. We've talked to a few people. Other people are
26 knowledgeable about this arrangement you've had with the campaign
27 committee. Other people have told us that was certainly part of your
28 responsibility, that you were expected to conduct some personal errands
29 for Representative Garrett or his wife based on this agreement you had
30 with the campaign committee. I just want to be very clear and get it from
31 you whether or not that was your expectation, whether you were told by
32 Jimmy or the Congressman that that would be part of your responsibilities
33 under the contract.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: It was not my expectation. It wasn't Jimmy's. If the Congressman had a
2 different expectation he did not tell me about it. It just wasn't, I made that
3 very clear with Jimmy. I'm not going to waste my time doing any personal
4 errands. I was busy in the office. Other people could maybe be under that
5 impression but other people weren't necessarily there when I was talking
6 to Jimmy about it and other people might assume things but I was not
7 under that impression. I never felt abused by Congressman Garrett or his
8 wife. I was excited to go to the events. I was not under that expectation.
9 He might have been, the Congressman but April and May there was never
10 really a time when he asked me to do something out of the ordinary.

11 Paul Solis: From the time, when did you sign the contract? Was it in March?

12 Staffer 2: I would need to check but I believe it was but I need to check.

13 Paul Solis: From the time you signed the contract until the expiration of the contract,
14 which you mentioned was probably mid to late May, you mentioned a gift
15 that you had sent to their friends, to Representative Garrett and his wife's
16 friends. Besides that, any other personal errands or personal tasks you
17 conducted for Representative Garrett and his wife, what can you tell us
18 about that? Anything else besides sending this gift?

19 Staffer 2: I would say I dog sat one more time on the weekends because I dog sat
20 twice. On the weekend I think it was in April. That would be considered
21 personal but it was also, I wasn't forced to do it. They asked me if I was in
22 town. I said, "Yes I'm not doing anything." I liked doing it.

23 Paul Solis: You mentioned the first time that you did that you were paid by the
24 Congressman himself.

25 Staffer 2: Yes.

26 Paul Solis: With cash?

27 Staffer 2: It was a spa gift card.

28 Paul Solis: That's right, I'm sorry.

29 Staffer 2: It's okay.

30 Paul Solis: The second time were you paid with either a gift card or cash in any way?

31 Staffer 2: No, just food at their apartment.

32 Paul Solis: Did you understand that to be part of your responsibilities under the
33 contract you had signed?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: I mean, I was mainly doing it because I wanted to, because I like hanging
2 out with the dog. I don't have a dog. I have roommates. Their apartment is
3 closer to Capitol Hill. It was like, I didn't have to Uber to work. It was
4 convenient for me and I just happened to be in town that weekend.

5 Paul Solis: Did your official pay at all change during the time that you were under this
6 contract?

7 Staffer 2: No. I started at 31,000 in 2017 and then I asked for a raise in January of
8 2018 because I thought I deserved one. That was 34. Then I didn't get
9 another raise until June, until the campaign was totally done.

10 Paul Solis: But then from March and May your salary had stayed the same.

11 Staffer 2: Right.

12 Paul Solis: Did your official hours decrease or change in any way based on your
13 contract that you had signed?

14 Staffer 2: No. I mean, I was still in the office all the time really.

15 Paul Solis: Were you working the same amount?

16 Staffer 2: Yes.

17 Paul Solis: You mentioned you had reached out to a few people about permissibility
18 of this arrangement.

19 Staffer 2: Oh yeah.

20 Paul Solis: Is that right?

21 Staffer 2: Friends, yes sir.

22 Paul Solis: Who did you talk to?

23 Staffer 2: I would say I always talk to my parents and then I talked to my colleagues.
24 I talked to our Legislative Director Hallie Pence, I talked to Marissa our
25 scheduler. Who else? I talked to a mentor of mine.

26 Paul Solis: Who was the mentor of yours?

27 Staffer 2: She's the Communications Director on the hill as well. Her name is
28 Susanne. I think that my friends in general, I would talk to them whenever
29 I'm making decisions.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: What about Nick O'Boyle?

2 Staffer 2: Yes, I talked to him too.

3 Paul Solis: Okay. What did he say about it?

4 Staffer 2: He didn't think it was a good idea. I don't think he liked me working for
5 Congressman Garrett from the beginning. He kind of, everything I told
6 him, he would normally shut down anything to do with my work.

7 Paul Solis: I'm just trying to get a better understanding of why you were concerned
8 about the permissibility of this and you said there's some gray areas.

9 Staffer 2: Right.

10 Paul Solis: What's the basis of that concern for you?

11 Staffer 2: I would just say congressional staff in general working for the campaign. I
12 knew that there were certain rules you had to follow. You had to volunteer
13 during your personal time, during lunch or after hours or on the weekend.

14 Paul Solis: I'd asked you if Representative Garrett asked you to do any personal tasks.
15 What about his wife? Did she ever ask you to do any errands for her?

16 Staffer 2: She would mainly ask me about VIP White House tours and mainly
17 making sure all my tours were getting handled. That's mainly what she
18 cared about with me. She was like, is this tour, are they going to get it?
19 Have they signed it up? Very, I was the White House Tour Coordinator
20 from pretty much the day I started until last month. Our main
21 conversations were about that.

22 Paul Solis: She never asked you to do a personal errand for her?

23 Staffer 2: I guess the dog sitting but normally she would ask our Staff Assistant
24 because I was always busy. We had two Staff Assistants so she would ask
25 him and then if she asked me, I know that she's asked other people. I
26 mean, me personally, I feel like all my stuff was always tour related and
27 dog sitting.

28 Paul Solis: I mean, look, people told us she asked you to do personal errands.

29 Staffer 2: I just am trying, I don't know specifically what, I would honestly have to
30 look back and see what it is she asked of me.

31 Paul Solis: What do you mean look back and see? Do you mean in an email or text
32 message?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: A text. She asked me to get a White House invitation for the White House
2 Christmas party framed. I've framed things for her. She asked me to get
3 the White House Christmas photo framed. When they went to their
4 Christmas party she asked me, "Can you please get that framed" or "Can
5 you please get the photo?" I reached out to my friend at the White House
6 like, "I need this Christmas photo."

7 Helen Eisner: What was the photo going to be used for?

8 Staffer 2: I believe she wanted to send it to her dad because he was in Florida. He's a
9 veteran. He's sick. She wanted to send him a copy.

10 Helen Eisner: When you went through that process, how did you pay the framer? Where
11 did you go to get it framed?

12 Staffer 2: In the House gift shop.

13 Helen Eisner: Their framer. Okay. You said that, you mentioned text messages, did the
14 Congressman's wife text you on personal phone?

15 Staffer 2: Yes.

16 Helen Eisner: How often would she text you on your personal phone?

17 Staffer 2: I would say two to three times a week.

18 Helen Eisner: How did she have that number?

19 Staffer 2: I believe we just exchanged numbers when I started. Yeah, we exchanged
20 numbers when I first met her.

21 Helen Eisner: Those two to three times a week, what was she asking for?

22 Staffer 2: We would be on a thread with Jimmy and the Congressman, she would be
23 like, "Staffer 2 have you gotten the White House photo yet" or "Staffer 2
24 can you set up a zoo tour" or "Staffer 2, my friend is coming in town, can
25 you please make sure she gets a White House tour."

26 Helen Eisner: You mentioned the photographs being framed and you mentioned zoo
27 tour, White House tours.

28 Staffer 2: Yes.

29 Helen Eisner: What else?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: She asked, one time she mentioned that his car needed to be, get the oil
2 changed and Jimmy immediately texted me and said, "That is not going to
3 happen. Ignore that text."

4 Helen Eisner: She texted, was she requesting you perform that work? That you get the
5 car's oil changed?

6 Staffer 2: She said we need someone to. She didn't say Staffer 2 directly. She said
7 we need someone to.

8 Helen Eisner: Did somebody eventually get the oil changed? No?

9 Paul Solis: Has she asked people in the past to change the oil in the car?

10 Staffer 2: That was the first time I really heard of it or even saw the text.

11 Helen Eisner: Okay. Two to three times a week, that's a lot of text messages. I know we
12 talked about tours, we talked about the framing. Besides the getting the car
13 maintenance done, what else comes to mind that she's requested?

14 Staffer 2: Mainly, it would always mainly be important people coming to town that
15 needed a White House tour. That was the main thing but she would always
16 check up on it two days later and I said I'm still waiting to hear back.
17 Besides that, then-

18 Paul Solis: You've never picked up dry cleaning?

19 Staffer 2: No, sir.

20 Helen Eisner: What about groceries?

21 Staffer 2: No, ma'am.

22 Paul Solis: Do you know if anybody else in the office has picked up groceries or
23 delivered groceries?

24 Staffer 2: I don't know about the groceries?

25 Paul Solis: What about dry cleaning?

26 Staffer 2: I don't know about the dry cleaning. I mean, I would be surprised, I don't
27 think he gets his dry cleaning done much. It could have been before my
28 time. I know that I don't know everything that happened January 2017
29 until July 2018 but I've never, I mean I've brought a shirt from his car to
30 the office. That's kind of the extent of getting his clothes.

Transcript of Interview of Staffer 2
July 30, 2018

- 1 Paul Solis: You mentioned roughly five hours per week for this contractual
2 arrangement during that time. Did you document your hours?
- 3 Staffer 2: Yes, I would document them. I would try my best to document them on
4 my phone. I didn't make an Excel sheet or anything but I would try to on
5 my phone. Yes.
- 6 Helen Eisner: Would you submit that information to anyone?
- 7 Staffer 2: No.
- 8 Paul Solis: Okay.
- 9 Staffer 2: I would tell Jimmy after I'd completed something, like, "Hey just sent you
10 the Word doc of the business cards." Or I would call him after the event
11 that I went to that Sunday with Congressman Garrett and his wife and tell
12 him how it went.
- 13 Paul Solis: Is there, other than texting Jimmy, is there notes your taking or something
14 else documenting the hours?
- 15 Staffer 2: Yes. I would try to document on my phone.
- 16 Paul Solis: Do you still have that in your phone?
- 17 Staffer 2: Probably. I wasn't super duper good about documenting the stuff but I
18 would try to.
- 19 Paul Solis: To the extent that you have that, make you that you don't delete that off
20 your phone.
- 21 Staffer 2: Yes, sir.
- 22 Paul Solis: I wanted to ask you about the way in which you were paid from the
23 campaign committee. How were you paid?
- 24 Staffer 2: Bank transfer. I think it's the Bank of America's Zelle? I believe what it's
25 called. I could be wrong on the name but it was a bank transfer.
- 26 Paul Solis: From the campaign committee's bank account?
- 27 Staffer 2: Yes.
- 28 Paul Solis: Directly to your, was it direct deposit?
- 29 Staffer 2: Yes. Yes, sir.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Who is the campaign Treasurer?
2 Staffer 2: Chris Woodfin.
3 Paul Solis: Did you have any discussion with him about this arrangement? This
4 contract?
5 Staffer 2: Yes, he called me. He was the one to email it to Jimmy and I.
6 Paul Solis: Do you still have that email?
7 Staffer 2: Yes, I should.
8 Paul Solis: We've talked about some of the personal errands and all that. Some of this
9 was outlined in this Politico article that came out.
10 Staffer 2: Right.
11 Paul Solis: Did you read that article?
12 Staffer 2: Yes.
13 Paul Solis: You mentioned you had read it because it also discussed or an article near
14 that time discussed Jimmy's departure as well.
15 Staffer 2: Right.
16 Paul Solis: What was your reaction to some of the allegations that were made in that
17 article?
18 Staffer 2: I think that some of them were started because former staffers have a
19 negative taste in their mouth from working for Congressman Garrett but I
20 haven't personally, I have more positive memories with him than negative.
21 I was surprised because before I started, I think that some of that stuff had
22 taken place or maybe it had, I didn't know the context of every single one
23 but we kind of knew who made those statements to the press. There was
24 kind of reasoning behind them making those.
25 Paul Solis: How did you know who made the statements to the press?
26 Staffer 2: It's not like I knew for sure but I could kind of guess because I knew who
27 would be willing to put his name in a negative light.
28 Paul Solis: Who would that be?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: There were former staffers that were, I think, let go. Our first Scheduler he
2 was let go.

3 Paul Solis: Who was that?

4 Staffer 2: Denzel. Then we had a Legislative Correspondent and he left. I think that
5 he had resentment.

6 Paul Solis: Who was that?

7 Staffer 2: John March. That was mainly-

8 Paul Solis: The article said something that there was four staffers who had provided
9 statements.

10 Staffer 2: Right.

11 Paul Solis: You mentioned two, are there any others?

12 Staffer 2: The only other staffers that we had would have been Nick O'Boyle, James
13 Vandenburg, Elliot Harding. I might be forgetting someone but those were
14 the ones that I think those were most of our former staffers.

15 Paul Solis: But the substance of that article generally was about a consistent nature of
16 the requests from Representative Garrett and his wife about asking staffers
17 to do personal errands, personal tasks for them. Generally is that
18 something you disagreed with when you read it?

19 Staffer 2: Yes because I had never been asked to drive his daughters anywhere and I
20 had never been asked to do his dry cleaning. In my perspective I was like,
21 "I dog sat for him but I like doing that." I got paid. For me, it was almost
22 like a little bit overblown. But if other people have witnessed those things
23 in the past, I just wasn't in the office yet to experience them.

24 Paul Solis: Do you know if anyone drove Representative Garrett's daughters back in
25 the district?

26 Staffer 2: I think what happened is it was an intern, a former intern but he had
27 offered to because he kind of offers to do a lot of things. He's just an
28 overzealous, he's passionate, he had worked on the campaign. I think that
29 was him that ended up doing it.

30 Paul Solis: Who is that?

31 Staffer 2: Tanner Hirschfeld. But I don't know that for a fact. I just, that's what
32 Andrew, Andrew had told me that.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: That Tanner had offered to do that?

2 Staffer 2: Mm-hmm (affirmative).

3 Helen Eisner: That was after the article came out?

4 Staffer 2: Yes.

5 Helen Eisner: Okay. That's when Andrew told you.

6 Staffer 2: Yes, ma'am.

7 Helen Eisner: The individuals you mentioned, you just kind of went through a list of
8 people who may have been a part of the Politico article or may have
9 performed, potentially considered that they had performed some personal
10 services, the text chain that you talked about, you said it was a group text.

11 Staffer 2: Right.

12 Helen Eisner: Involving Jimmy, yourself, the Congressman's wife. Were any of those
13 individuals ever included in the group text?

14 Staffer 2: No, ma'am. Possibly Marissa if there was an event but for me, if it was
15 Mrs. Garrett checking in on a White House tour, it would be myself,
16 Jimmy, Flanna.

17 Helen Eisner: Besides the text messages that you received, what is your knowledge of
18 any personal text messages that those individuals received from the
19 Congressman's wife?

20 Staffer 2: I wouldn't be surprised, I think that they've probably received them but
21 they never showed them to me. I wouldn't be surprised if they received
22 them but I haven't seen them.

23 Helen Eisner: What about Marissa? How common was it for her to receive text
24 messages?

25 Staffer 2: I think that it was common, like the same amount I did.

26 Helen Eisner: What would that be related to?

27 Staffer 2: I imagine scheduling things. I think that Congressman Garrett would ask
28 her to ask us, "Can you please block off this date" and she would send the
29 text for him because he would be driving. That would be a common text
30 that I would get. "Congressman Garrett asked me to ask you" but it would
31 be coming from her, "If you'll make sure he goes to the meeting tomorrow

Transcript of Interview of Staffer 2
July 30, 2018

1 at 11:00." I think that her communicating with us was a form for him to
2 communicate with us because he would be busy. He would ask her to ask
3 us.

4 Helen Eisner: Is he driving you said?

5 Staffer 2: I don't know, yes either driving or I just know that he would communicate
6 through her.

7 Helen Eisner: How often did that occur?

8 Staffer 2: I would say two times a week, two to three times a week. It depends on
9 how busy the week was.

10 Paul Solis: Was there a name you gave those texts in the office?

11 Staffer 2: The only thing that comes to mind is she would say Tom asked me to ask
12 you, Tammy. That's probably what, yeah. I would say that was her way of
13 communicating that it was him asking.

14 Paul Solis: People in the office would call them Tammy texts?

15 Staffer 2: Probably, yes.

16 Paul Solis: Yes or probably?

17 Staffer 2: Yes. I mean they weren't like, "Oh Tammy texts" but we would, some
18 people would know, we wouldn't shout it but it was common that that was,
19 we knew what it stood for.

20 Helen Eisner: Does that still happen?

21 Staffer 2: No.

22 Helen Eisner: When did it stop?

23 Staffer 2: Probably I would say that phrase was not always used all the time. I
24 personally I think it was used at the beginning in 2017 and in 2018 it
25 wasn't used as much. Maybe in the early spring or the winter it was used.

26 Paul Solis: Did she ever text you late at night?

27 Staffer 2: No, not late at night but sometimes at like, 7:45 in the morning. I would
28 say more so mornings. But I would say maybe 7:00 but not 2:00 am.

29 Paul Solis: 11:00 pm?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: No.

2 Paul Solis: Did members of the Ethics Committee staff ever come into the office?

3 Staffer 2: Yes.

4 Paul Solis: When did they come into the office?

5 Staffer 2: I want to say early April.

6 Paul Solis: What was it about? Why did they come to the office?

7 Staffer 2: I think that my Chief of Staff asked them too because he wanted to make
8 sure but I wasn't involved with the scheduling of it. I just attended. I think
9 that our chief had asked them to.

10 Paul Solis: What was the topic of discussion with the Ethics Committee staffers?

11 Staffer 2: I think it was an overview. There was like, I would say I think a lot of it
12 was campaign scheduling. Like what you can do in an official capacity
13 and what you cannot do. For schedulers, what are they allowed to schedule
14 in the office and what can they not schedule in the office. Then besides
15 that it was just an overview of ethics rules.

16 Paul Solis: Related to what?

17 Staffer 2: I think it was just the House ethics rules. There's a sheet. I think it was
18 their main points.

19 Paul Solis: Gifts and travel?

20 Staffer 2: Yes.

21 Paul Solis: That was discussed?

22 Staffer 2: Yes.

23 Paul Solis: Do you know who the staffers were who came in?

24 Staffer 2: Like which Congressional staff?

25 Paul Solis: No, the staffers from the Ethics Committee, do you know who they were?

26 Staffer 2: I do not remember their names.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: When you say gifts and travel were covered and talking about a list of
2 points, there's a campaign activity guidance list, is that what you're
3 referring to? There's a top 10 bullet points for campaign or is there
4 something else that you're referring?

5 Staffer 2: They didn't give us specific sheets. They were mainly just talking. It was
6 Jimmy and the Congressman who were leading the meeting. We were all
7 listening.

8 Paul Solis: Did it in any way relate to your arrangement with the campaign
9 committee? Was that brought up at all in the meeting with the Ethics
10 lawyers? Or the Ethics staffers?

11 Staffer 2: No. They mentioned that you can't do campaign work on official hours but
12 I wasn't leading the meeting. It was Congressman Garrett and Jimmy.

13 Paul Solis: But was your recent agreement with the campaign committee at all
14 discussed?

15 Staffer 2: No. I mean, they discussed you can't do campaign work on official time
16 and whatnot but we didn't talk about me.

17 Paul Solis: I think that's really-

18 Helen Eisner: I just have one final question.

19 Paul Solis: Sure.

20 Helen Eisner: When we were talking about the Politico article, you were talking about
21 some of the staffers who might have left the office with a certain
22 impression. You said that for you, personally, I don't want to misquote you
23 so you can correct me if I'm wrong but you said you have more positive
24 memories with him than negative memories.

25 Staffer 2: Yes ma'am.

26 Helen Eisner: What are the negative memories? What are you referring to when you say
27 that?

28 Staffer 2: Probably when him and Jimmy would get in arguments and then just him
29 maybe being in a bad mood. Then the fact that his wife was involved.
30 Ideally that wouldn't be the case but I mean it was semi-stressful to have
31 her texting me. I would say those are the negatives.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: Earlier we talked about one potential argument that Jimmy and the
2 Congressman had related to scheduling an event on the Congressman's
3 wife's birthday.

4 Staffer 2: Yes ma'am.

5 Helen Eisner: Are there any other specific arguments that you recall?

6 Staffer 2: I don't recall knowing the context of the arguments each time they
7 happened.

8 Helen Eisner: Okay, you didn't know the contexts. Did you know the content of the
9 argument or hear what they were discussing?

10 Staffer 2: No ma'am.

11 Helen Eisner: What about afterwards? Did Jimmy or anyone else in the office relay to
12 you, you just told us that was one of the negatives for you, the experience
13 of the Chief of Staff and the Congressman fighting.

14 Staffer 2: Right.

15 Helen Eisner: It seems like, in some ways that seems to have impacted your experience.
16 I'm just wondering if besides that specific topic if there was something
17 else that you remember about those arguments that stood out to you?

18 Staffer 2: Just that I could hear the volume, the yelling because I sit in the front. I
19 could hear it but normally I could only hear him say, "Jimmy." He would
20 yell it.

21 Helen Eisner: Okay.

22 Staffer 2: I didn't hear, normally I would step out.

23 Helen Eisner: Were any of the arguments, oh you would step out?

24 Staffer 2: Yes.

25 Helen Eisner: You were in there initially?

26 Staffer 2: No, I would step out of the office in general. Not his personal office but
27 I'm in the front office, that door would be closed. I would go to the
28 bathroom or just step out.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: From what you did hear or what you learned afterwards, were any of those
2 arguments, besides the birthday related scheduling incident, were any of
3 them about the Congressman's wife?

4 Staffer 2: I don't know. They could have been. I just don't know the context of them.
5 Jimmy would never really tell me.

6 Helen Eisner: Why do you think they could have been?

7 Staffer 2: Because she was involved, she was just really involved with the
8 Congressman's life.

9 Helen Eisner: Was that a point of tension?

10 Staffer 2: Yes.

11 Helen Eisner: For- go ahead.

12 Staffer 2: For Jimmy because Jimmy wanted her to stay out.

13 Helen Eisner: Why did he feel that way?

14 Staffer 2: Because he didn't like the fact that she would text us. Jimmy wouldn't.

15 Helen Eisner: What was the Congressman's reaction to that? Jimmy's discomfort of the
16 fact that she would text you. How did the Congressman react?

17 Staffer 2: I don't know since I was in there but I just don't know. I would assume he
18 was defending her but I wasn't in the room when they were talking about
19 her.

20 Helen Eisner: Okay.

21 Paul Solis: You mentioned that she would follow up with you a lot about tours.

22 Staffer 2: Yes.

23 Paul Solis: Jimmy didn't like that? I mean, tours seem to be part of your
24 responsibilities, no?

25 Staffer 2: Right but he would rather ask me since he was the Chief of Staff. He
26 would rather her ask him and then him ask me so I'm not getting distracted
27 by a text or having to deal with someone whose not on the staff.

28 Helen Eisner: Under the, I'm sorry. Under the new, I know there's been a staff transition.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes, ma'am.

2 Helen Eisner: Jimmy not being there anymore. Has anything changed as far as the
3 Congressman's wife reaching out to you directly?

4 Staffer 2: Yes, ma'am. She hasn't reached out to me directly since the articles came
5 out.

6 Paul Solis: You know, we've asked a lot of questions about the arrangements you had
7 with the campaign committee. You know, if someone was in the room that
8 day when the offer was made to Dakota or the offer was made to you to do
9 this and they're saying that personal errands for Representative Garrett's
10 wife was part of the arrangement, they would be mistaken? That's
11 incorrect?

12 Staffer 2: Yes because I was under the impression that it was all campaign stuff and
13 I made it clear to Jimmy, we had multiple conversations that I did not
14 want to do, I wasn't going to do laundry for them.

15 Paul Solis: I just want to know why that would even come up.

16 Staffer 2: Because I think that she had asked Jimmy and I wasn't involved. Like I
17 told you before, when she group texted me and Jimmy asking if we would
18 get the oil changed. I think in the past she had asked. I didn't know that
19 she had asked a staffer to do laundry but there's former staffers like our
20 former Legislative Director Hallie Pence, who I think, she knew about that
21 Flanna had asked someone to do laundry but I never knew that. They
22 would joke about it. Jimmy and Hallie were like, "Don't worry, you're not
23 going to be doing laundry." I was like, "Okay good." I didn't know where
24 that stemmed from but I think that she had asked maybe before I got there,
25 before I was even hired. They had joked about it, Jimmy and Hallie.
26 They're like, "Don't worry, this is just campaign."

27 Paul Solis: Who brought up the idea of the arrangement to you? Was it Jimmy?

28 Staffer 2: Yes.

29 Paul Solis: He said we need someone to do campaign work?

30 Staffer 2: Well, campaign, I helped with the scheduling. Our scheduler didn't want
31 to do the scheduling in May. He said, "We just need help scheduling a few
32 trips. Marissa didn't want to do it, will you?" I said, "Sure."

33 Paul Solis: For May?

34 Staffer 2: Well the trip was in early May and I scheduled it in April.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: Was that the New Orleans trip you were talking about?

2 Staffer 2: Yes. Yes ma'am.

3 Paul Solis: The offer was to pay you \$1000 or more to schedule one trip?

4 Staffer 2: No sir. It was \$400 a month for April and I was doing an event on the
5 weekend after work. I did more than just schedule a trip. I never got a
6 lump sum of \$1000.

7 Paul Solis: I'm just piecing it back together from your initial statement that it was
8 \$400 and then you said it might have been \$600 for May.

9 Staffer 2: Right, because it increased in May since I was doing the scheduling which
10 took more time than delivering a gift or even doing the business cards. I
11 would do the business cards, I did that multiple times.

12 Paul Solis: Was the amount you received, was that spelled out in the contract?

13 Staffer 2: Yes.

14 Paul Solis: It said \$400?

15 Staffer 2: Yes.

16 Paul Solis: Did it say subject to change because you got \$600 for May.

17 Staffer 2: I would have to double check the wording just because I didn't memorize
18 what it said.

19 Paul Solis: Was it required that you tell Jimmy tasks you completed for the wire
20 transfer to go through or was it automatic no matter what you told Jimmy?

21 Staffer 2: I was always telling him. I think he would get suspicious if I wasn't telling
22 him but we talked on a day to day basis. It was pretty, it was unknown that
23 it was required because we were in constant communication.

24 Paul Solis: Have you spoken to anybody about the fact that I have reached out to you
25 to come in and interview with us?

26 Staffer 2: I told my parents.

27 Paul Solis: Anybody else?

28 Staffer 2: Marissa. I was just a little taken back.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Okay. Anybody besides Marissa?

2 Staffer 2: Andrew, our Communications Director.

3 Paul Solis: Okay, anybody else besides Andrew and Marissa?

4 Staffer 2: Hallie.

5 Paul Solis: How about this. How about you tell me all the people you talked to about
6 the fact that I communicated with you.

7 Staffer 2: That was all.

8 Paul Solis: Okay. What about Bill?

9 Staffer 2: No sir.

10 Paul Solis: What about the Congressman?

11 Staffer 2: No sir.

12 Paul Solis: Okay. What about anybody representing the Congressman, an attorney?

13 Staffer 2: No sir.

14 Paul Solis: When you talked to Andrew, what did you two talk about?

15 Staffer 2: I said do you have any advice? I pretty much just mentioned that I was,
16 like do you have any advice? He said, "No." He said, "I've done one
17 myself." He said, "I can't tell you what to do just be honest and just do it
18 and you'll be fine." That's-

19 Paul Solis: He said he's done one himself. What does he mean by that?

20 Staffer 2: He said that he did an interview but he didn't go into detail.

21 Paul Solis: Okay. Did you guys talk about the nature of the Politico article?

22 Staffer 2: No, sir. It was assumed that was why I had been ...

23 Paul Solis: But was there any discussion about, for example, whether or not some of
24 the things that were out there in the press that were alleged to occur,
25 whether or not they were true or not. Did you guys talk about that?

26 Staffer 2: Well, yeah in a group setting we were talking about it. He said one time
27 Tanner, our intern had offered to bring the daughters somewhere. That's

Transcript of Interview of Staffer 2
July 30, 2018

1 what he verified but besides that we didn't talk about any of the other
2 actions.

3 Paul Solis: Okay, what do you mean by group setting?

4 Staffer 2: I wasn't the only one there. It was in our office so other people were
5 around.

6 Paul Solis: Is this before or after I contacted you?

7 Staffer 2: I want to say before.

8 Paul Solis: Okay.

9 Staffer 2: We were just talking about the allegations in general. Not the allegations
10 but the article and stuff.

11 Paul Solis: Was there a time when you all sat around and someone read the article. Is
12 that what you mean?

13 Staffer 2: Yes, our Communications Director did that after the article came out.

14 Paul Solis: But when you talk about the group setting and you're talking about the
15 nature of these allegations, I'm asking how many times did it happen?

16 Staffer 2: Talk about the allegations? I mean, it's a pretty, it's very common in our
17 day to day. I think it's normal for the staff to mention it but we don't talk
18 about it much. Maybe five times or so when we'd be like, "Oh well the
19 article came out" and it's our lives. We were staff and we work together.
20 It's been mentioned. I can't pinpoint how many times.

21 Paul Solis: Do people disagree with the article? Do people say that didn't happen or
22 that did happen?

23 Staffer 2: I think, I mean, I've never witnessed the dry cleaning. That was
24 mentioned. But I think that people have their own views on it. I can't
25 speak for everyone-

26 Paul Solis: Have you ever heard anyone in the office confirm that those things are
27 true?

28 Staffer 2: No besides what Andrew told me about but I don't think that it's, I think
29 that overall people know that there's been things close to there. It might
30 not have been dry cleaning but it could have been a staffer driving his wife
31 to the airport, which happened. I think that people are like, "Oh well we
32 know we didn't do his dry cleaning but we know that that happened."

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: When you talked to Hallie that I communicated to you, what did you two
2 talk about?

3 Staffer 2: I just said that I received this email and then she said really nothing. She
4 was like, she said, "I didn't receive one" and walked away.

5 Paul Solis: Okay. Nothing more beyond that?

6 Staffer 2: Yes, sir. I mean, no sir.

7 Paul Solis: You had no further communication with Hallie about the letter and the
8 email I sent you?

9 Staffer 2: I didn't tell her I was coming today. When I received it, I didn't tell her, all
10 I told her is I received it and I never told her if I was coming or not. She
11 didn't ask. It just wasn't brought up.

12 Paul Solis: Did she say whether she'd been contacted by me?

13 Staffer 2: No, she said she hadn't.

14 Paul Solis: Okay. When you and Andrew spoke, that was after I had talked to you,
15 correct? After I had sent an email to you?

16 Staffer 2: Yes, sir because I got contacted by both the Committee and you so I was
17 overwhelmed. I had never been in this type of situation before.

18 Paul Solis: Understood. You walked through those folks in the office you had spoken
19 with about the fact that I contacted you. Anybody else? You mentioned
20 your parents as well but anybody else?

21 Staffer 2: My best friend in Tennessee but she doesn't really know what's going on. I
22 just said, "Having work issues with my boss" and that people wanted to
23 talk to me but I didn't really give her details. I didn't mention your name or
24 the office's name. I just mentioned I'm having work issues.

25 Paul Solis: I just want to be very, very clear whether or not anybody talked to you
26 prior to you coming here about whether or not these things were true.

27 Staffer 2: Yes, sir. Like I said, my only knowledge of the driving was when Andrew
28 told me that Tanner had drove the daughters.

29 Paul Solis: When he said that to you, did he say that to you recently or was this in the
30 group setting you mentioned?

31 Staffer 2: It was in the group setting. Probably three weeks ago, maybe a month ago.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Anymore questions? Okay I think that's all we have for you.

2 Staffer 2: Okay.

3 Paul Solis: Thank you very much.

4 Staffer 2: Thanks so much.

5

6

EXHIBIT 6

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleague Ali Bazzi. We're here for an interview of Former Staffer
3 2. It is July 11, 2018. I have presented Former Staffer 2 with a copy of 18
4 U.S.C. 1001. He has signed an acknowledgement form that I did provide a
5 copy of the statute to him, and we can begin the interview.

6 So Former Staffer 2, first things first, where are you currently employed.

7 Former Staffer 2: I currently work for a law firm in Richmond called Stone, Dinkin and
8 Amirshahi. It's a criminal defense firm in Richmond.

9 Paul Solis: How long have you been with that firm?

10 Former Staffer 2: I've been with the firm since ... Well, the firm used to be called Stone,
11 Cardwell and Dinkin, and I was with them all the way back in law school.
12 So, the summer of 2013 I spent with them in my one L summer. Then my
13 summer of my two L summer, and then after I graduated law school.
14 Then, I still had an active license, even though I went to the Hill. I had an
15 active license. I wasn't taking on cases when I was up there, but had my
16 shingle with them kind of off counsel, I guess or something. Then when I
17 left the Hill, the firm had changed its name, because one of the partners is
18 now a judge in Richmond. So, I've been with them since I got back.

19 Paul Solis: So, that time on the Hill, who did you work for and how long?

20 Former Staffer 2: I worked for Congressman Tom Garrett from the day he was sworn in on
21 January 3rd, '17 through December of '17. That was the last pay cycle, the
22 month of December. So, all of '17.

23 Paul Solis: What titles did you hold there in his office?

24 Former Staffer 2: For the first six weeks, I was Legislative Counsel, and then the Legislative
25 Director left, so I was Legislative Director and Counsel. I think it was the
26 first six weeks, it might have been the first two months. But, that's what I
27 remember.

28 Paul Solis: Can you describe some of the duties you had in those two roles?

29 Former Staffer 2: Sure, so Congressman's on three different committees, Foreign Affairs,
30 Education Workforce and Homeland Security. We had two LAs, so I
31 oversaw the two LAs as far as their duties with their various committees
32 that they were assigned. One had Foreign Affairs, one had Homeland, and
33 then I took ENW or Educational Workforce. That's my committee too.

34 Part of the duties were to know what was coming up for vote, or what was
35 being potentially whipped, or pushed or introduced as far as those

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1 committees had jurisdiction. I also oversaw the day to day vote
2 recommendations as far as what was coming to the floor. Those were kind
3 of the foundational duties. I also had a lot of meetings, whether it was
4 constituents, or other offices, or various special interest groups, or people
5 coming in to discuss legislation or their concerns with what they needed
6 help with, or if a bill was coming to the floor, or problems that possibly
7 the congressman could assist with. I sat in on a lot of the meetings with
8 those kind, and helped discuss the congressman's priorities and how they
9 could align with those people's priorities, or maybe they diverged.

10 That took up a lot of time in the day. Working with other offices to craft
11 and push our own legislation, that was a big duty of ours. We were a
12 pretty active freshman office as far as introduction of legislation. I would
13 work to hone the language of that, whether it was with legislative counsel
14 service, or with the committee of jurisdiction or the other offices. That's
15 pretty much the full range of the duties.

16 Paul Solis: Who hired you?

17 Former Staffer 2: Well, Congressman Garrett was my boss. He hired me and Kevin
18 Reynolds, the original Chief of Staff hired me. Congressman Garrett gave
19 Kevin kind of autonomy when it came to staffing decisions, but I know
20 that Tom prioritized me being a part of that office at the beginning.

21 Paul Solis: Did you work for the campaign, his campaign to get elected?

22 Former Staffer 2: I did not work for it. I did assist it. So prior to going to the Hill, outside
23 my work, on my voluntary time, I was the Chairman of the Albemarle
24 County GOP, which is the Republican Party of Albemarle County. Which
25 Charlottesville city is in Albemarle. Albemarle's the largest county in the
26 fifth district as far as population density and stuff like that. So, throughout
27 the 2016 election cycle, from the nomination process into the general
28 election, I got to know Congressman, then State Senator Candidate Garrett
29 pretty well, including his staff.

30 Then his opponent was the former Chairwoman of the Albemarle County
31 Board of Supervisors, so I kind of assisted with narrative, development
32 and issue prioritization, platform things. It was all voluntary though, I was
33 never officially paid by his campaign, but our interests definitely
34 overlapped.

35 Paul Solis: In your role as Legislative Counsel and ultimately Legislative Director,
36 who did you report to?

37 Former Staffer 2: Primarily, I reported directly to Congressman Garrett, but on day to day
38 things I definitely reported to the Chief of Staff to kind of let them know

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1 what was going on. What our priorities based ... all the duties I just listed,
2 earlier? What was going on there, how those things were developing, how
3 I could use the Chief's help or input, or maybe I needed the congressman's
4 time on something, I would work through the Chief there. Primarily as
5 things were needing to get pushed or needed to be communicated, I would
6 also communicate with Congressman Garrett a lot.

7 Paul Solis: Was there only one Chief of Staff? Did you have multiple Chiefs of Staff?

8 Former Staffer 2: First Chief of Staff was Kevin Reynolds. He voluntarily left in, I think it
9 was May of '17. Then we didn't really have a Chief until mid-July. That's
10 when Jimmy Keady came on. So, in between the time Kevin left and
11 Jimmy came on, it was based on the way the staff was structured, it was
12 both myself and our Communications Director at the time, Andrew
13 Griffin, working as co-interim leads on things.

14 Paul Solis: Okay. Who during that 2017 year were the sort of senior staffers in the
15 office, besides Kevin, you, Jimmy, you mentioned Andrew-

16 Former Staffer 2: Andrew Griffin, towards the end Matt Missen came on as a
17 Communications Director. That was really it from senior perspective, I
18 mean, scheduler always has the access to the congressman's time and stuff,
19 but from a ... I guess the technical senior level is based on a pay scale.
20 That was only the Chief of Staff, only Kevin and Jimmy.

21 And then we had the vendor, Jennifer Bailey, who worked with the Chief,
22 and kind of helped our HR. I always considered her like an HR consultant,
23 or a vendor whatever, to help with the onboarding and stuff.

24 Paul Solis: Who are the interns during that year you were there? There might have
25 been a lot, so-

26 Former Staffer 2: Yeah, the ones I remember ... So, some started off as interns, and
27 ultimately got hired. John March was one. He was an intern that ultimately
28 got hired. Becca ... Becca, she ended up getting hired by another office.

29 Paul Solis: Salter?

30 Former Staffer 2: Salter, yep. Becca was an intern. Chris Ross from Hampden-Sydney.
31 Tanner Hirschfeld from UVA. Conner Francis from Hampden-Sydney.
32 Marissa, I don't know if Marissa ever interned, or if she just got hired. I
33 know she had one once worked on the campaign.

34 Paul Solis: Do you know her last name is?

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- 1 Former Staffer 2: Mullen. She's still there. She was an intern on the campaign. I don't know
2 if she was an intern in the office, or if she was just a direct hire right after
3 she graduated from college. Then, that was about it.
- 4 Paul Solis: You mentioned Kevin. Why did he leave his position?
- 5 Former Staffer 2: From what I understand, I mean, no one really knows right? Why anyone
6 does anything. From what I understand, he got a great opportunity with his
7 family's used-car dealership business. He was able, I guess, get in some
8 equity in that. It's a business he had been with a very long time in the past,
9 and he just saw it as a great financial, and personal a familial opportunity.
- 10 Paul Solis: Is this something that he explained to you?
- 11 Former Staffer 2: Yeah.
- 12 Paul Solis: So, you left in December of '17?
- 13 Former Staffer 2: Yes.
- 14 Paul Solis: Why did you leave the office?
- 15 Former Staffer 2: I left primarily because ... I'd say three reasons. One, my now fiancé, then
16 girlfriend, had moved down from Manhattan to take a job in
17 Charlottesville, and to my hometown. I had asked her, well not asked, but
18 we had worked together to do that. Me, I was in DC. It's kind of messed
19 up. That was one thing, to get back home to her.
- 20 Another thing was the pay. I mean, it's a pay cut and career development
21 kind of stall if you're trying to be a practicing litigator to be on the Hill.
22 DC just kind of ... I went there to get Tom's office started, and to help
23 build it, policy, brand and platform, and introduce some legislation we had
24 worked on and talked about. Kind of set a tone of who he was, as far as
25 where he fell on the ideological spectrum, and willingness to advance
26 particular things. I thought we had already, I thought we had done that.
- 27 By that time, 2018 was coming around, everybody's going to be stalled for
28 a re-election, and nothing's going to happen. So, I wanted to go back to
29 doing what I liked to do with the law.
- 30 Paul Solis: Was there any problematic nature to your departure? Any sort of bad
31 feelings with any of the staffers, or the congressman himself, or-
- 32 Former Staffer 2: Not with the congressman, or most of the staff. Jimmy and I are friends.
33 He micromanaged a lot, and personally, I didn't really think he necessarily
34 knew what was going on substantively with what I did. So, there was a

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1 kind of, "I need you to do X, Y, Z," and that's not exactly how that works.
2 It was just kind of a clash of personality, and that's all. But we're friends
3 and stuff, it's just kind of a clash of personality. Earlier you mentioned
4 who I reported to, and there were many times where the congressman
5 would say, "He reports to me.", and behind closed doors, Jimmy would
6 say, "You report to me." That would kind of become a fractious thing. So-

7 Paul Solis: Understood.

8 Former Staffer 2: Chain of command kind of personality clash.

9 Paul Solis: Are you friends with any ... currently friends with any current or former
10 staffers?

11 Former Staffer 2: I consider myself still friends with most if all of them. The current staff
12 has had a lot of turn over, so I don't really know everybody. Those that are
13 there, like Tripp Grant, and Hallie Pence, and Marissa, and McKenzie, and
14 Dakota and Matt just left. I think Andrew Griffin just came back, so I'm
15 friend with both of them. The former ones, yeah, I consider myself on a
16 friendly basis.

17 Paul Solis: Who on the former staff are you sort of personal friends with?

18 Former Staffer 2: I'm friends with John March. I'm friend with Denzel. I'm friends with ...
19 I'm friendly with Kevin. We don't chat as much, but that's just the nature
20 of ... He's got kids, wife, family and life, but the rest of them are younger
21 than me. We kind of are in the same industries still. John works for RPV. I
22 helped Nick Freitas' senate campaign. That was another reason why I left,
23 because I had a good opportunity to assist with a senate run.

24 Yeah, I overlap with a lot of them still, we're friends.

25 Paul Solis: When's the last time you spoke with John?

26 Former Staffer 2: March? Today's the 11th, right? So, it would have been, I think it was June
27 28th. We talked, because he works for RPV, and the Chairman of RPV
28 that day announced he was going to be resigning. So, we were just kind of
29 talking about that. I might have talked to him two, three days after that
30 too, but it hasn't been ... nothing past the fourth.

31 Paul Solis: What about Denzel.

32 Former Staffer 2: Last time I talked to Denzel would have been, probably, early June. I don't
33 have an exact date.

34 Paul Solis: What did you guys talk about?

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1 Former Staffer 2: We just talked about ... So he works for the Lynchburg Chamber of
2 Commerce right now. Heck it might have been even longer ago, in early
3 June. But the last thing, I guess, we would have talked about would have
4 been Ben Cline is the congressional nominee for the sixth congressional
5 district. Denzel lives in his delegate seat, so we just talked about, maybe,
6 who's going to go for that. I asked about his work. When Congressman
7 Garrett did have a quick resignation, that whole thing, there was a lot of
8 just quick conversations with people like, "Oh my gosh, did you see
9 that?", or "What do you think?", or "What's going on?"

10 Paul Solis: And what do you mean, resignation?

11 Former Staffer 2: Not resignation, saying he wasn't going to run again. Not a resignation. So
12 that got picked up in the media, and people started kind of chatting
13 generally about it. But, that was about it.

14 Paul Solis: Well, I want to ask you about something else that came up in the news,
15 and that was in late May. There was this Politico report about some former
16 members of Representative Garrett's staff who talked to the newspaper,
17 and mentioned a series of things that were going on in the office when
18 they were there regarding the running of personal errands, things like that.
19 Do you know-

20 Former Staffer 2: Yeah, I'm familiar with that article.

21 Paul Solis: Okay. It was in late May of this year. Did you have a reaction to it?

22 Former Staffer 2: I mean, yeah I had a reaction to it.

23 Paul Solis: Okay, what was that?

24 Former Staffer 2: I thought it was ... several things. First of all, I thought it was a
25 maliciously structured media hit on Congressman Garrett, not by former
26 staffers, but by potentially other entities that be, because that wasn't the
27 first article Politico wrote. The first article Politico wrote was two days
28 before about Jimmy leaving, and Tom considering leaving, or not running
29 again. Which was a non-story from a media cycle component, and for that
30 to have been printed as quickly as it was, I mean, it was less than 24 hours
31 from Jimmy being told that he wasn't coming back. It seemed like there
32 was an ulterior motive in the media cycle.

33 So, when the article you're referencing came out, my first reaction was,
34 "This is them going on a witch hunt." Not . . . The media, going on a witch
35 hunt, and taking things that are inaccurate, and framing them in a way to
36 achieve an end goal, and that was to damage Tom. I don't think that was
37 necessarily Politico's intent, because Politico wasn't in the office when

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1 Jimmy was let go. Politico didn't receive the phone calls from
2 Congressman Garrett saying he was leaving, those things were given to
3 them, right? Who were they given to them by? I generally know the
4 universe of people that were contacted by Congressman Garrett as to him
5 leaving, and thinking about him leaving.

6 Somehow, that got pushed to Politico. You always have to think about it
7 like, "What are the potential motives of the sources?", for something to be a
8 spark. So that was one general reaction, I thought it was a hit piece. But
9 then, when it came to the substance of the reporting, I thought it was ... I
10 thought it was inappropriate the way they framed Congressman Garrett's
11 wife, Flanna. I thought that was inaccurate and unfortunate. That was
12 another thing I thought as well.

13 Paul Solis: Okay, just stepping back a little bit, because you mentioned Jimmy Keady
14 leaving, did he talk to you about why he left?

15 Former Staffer 2: I mean, yes and no. I mean it wasn't like a ... I'd say up until that point, I
16 was in decent contact with Jimmy and Congressman Garrett on a every
17 other week type of basis. Not talking about the office per say, but just
18 talking about his re-election, policy stuff and how the office was still
19 going. So when he left, I knew that they had been clashing on a few
20 things. They also had a clash of personality. I mean, yes that's why I left,
21 same type of a thing. It wasn't really that ... I don't think Jimmy left on his
22 own terms. From what I understand, Tom let him go, from what I
23 understand.

24 But, but, but, it depends on how you structure a particular conversation,
25 right? Because if you have a working relationship and conversation with
26 people, some people might be like, "Look this isn't going to work, I'm
27 going to have to let you go." Then you sit there, and you're like, "Well, is
28 that real?" Because the next conversation might be, "Okay, can you come
29 back, and let's work it out?" From what I understand, it had come to a
30 head, a point where Tom was just like, "This isn't working anymore."

31 Paul Solis: And why do you have that understanding?

32 Former Staffer 2: Primarily from Jimmy's report on this stuff. I've never talked to Tom about
33 him letting Jimmy go, or Jimmy leaving. This isn't coming from
34 Congressman Garrett, this is all coming from Jimmy was him saying
35 something about his schedule. I think it came to a head where Jimmy
36 wanted him to go to a fundraiser on Flanna's birthday, and took Flanna's
37 birthday off the schedule. Here it comes around to that day, and it's getting
38 into the afternoon or the evening, and Tom's like, "Why am I not with my
39 wife on her birthday? Why am I scheduled to do something that has been
40 on the schedule for ..." Everyone's birthday was on the schedule, my

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1 birthday was on the schedule, everybody's birthday was on the schedule.
2 "Why did you remove my wife's birthday, and something as personal as
3 my personal time for me to go to a fundraiser? You know how important
4 my relationship is." Ultimately, I think that was kind of like the straw that
5 broke the camel's back.

6 Paul Solis: And you heard that from Jimmy?

7 Former Staffer 2: Yeah, and I'm paraphrasing. But, yeah.

8 Paul Solis: Did you speak with Jimmy before he left the office about this?

9 Former Staffer 2: About that event?

10 Paul Solis: That event or any other events leading up to his departure. Did he talk
11 about how he was ... You said there was a clash of personalities, did he-

12 Former Staffer 2: Sure, but he did that even when I was in there, I mean when I worked
13 there. I mean, it was kind of noted by me, because I saw them at all times.
14 It was kind of like a three headed monster. In the sense that I saw them
15 clashing, yes. Me hearing about them clashing, yes. Him blowing off
16 steam a lot, being like, "Tom won't make the phone calls for the
17 fundraising", or, "Tom wants to do this instead of this." Yeah, I heard that
18 all the time.

19 Paul Solis: And after you left in December, and you're talking to Jimmy about some
20 of these things, is that over the telephone?

21 Former Staffer 2: Primarily, yeah.

22 Paul Solis: Well you say primarily, is there another mode of communication that
23 you're having?

24 Former Staffer 2: Well, I might have done it in person a few times. I don't know.

25 Paul Solis: What about after Jimmy left the office, and that report came out. Did you
26 speak to Jimmy about his departure?

27 Former Staffer 2: Yeah.

28 Paul Solis: What did he say about it?

29 Former Staffer 2: The first thing Jimmy said about it was, "I think I come out looking pretty
30 good in this." I was like, "Yeah, I guess so. That's a way to look at it."
31 Then I didn't ask him about the accuracy of the stuff, because a lot of that
32 stuff, the time frame that was included where things that I would have

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1 already been in the office, so I wasn't asking him, "Oh, was it really like
2 this or not like this?", because I had already had that perspective. But just
3 talking about what his job opportunities were going to be, what Tom was
4 going to do in response to the article, was he going to go back and be the
5 Chief if that opportunity was presented to him, if Tom was going to stay
6 there? I know he was talking about him being in constant contact with the
7 NRCC, and House Leadership, and various staff members there and about
8 what they wanted Congressman Garrett to do.

9 Paul Solis: So why was he talking about whether he would go back to be the Chief?
10 He had just left, so why was he-

11 Former Staffer 2: Well, Congressman Garrett didn't have a Chief, and he maintained the
12 same consultant from a political side that Jimmy and Congressman Garrett
13 have been close with for a very long time. It probably wasn't the first time
14 Congressman Garrett and Jimmy had a coming to a head where ... It's like
15 a breakup, right? How many times do you break up with the same person?
16 It can be multiple times, or it can be one time. So it was like, "Hey, if it's
17 presented back, would you go back?" We discussed that. I think there
18 were times he wanted to be offered back.

19 Paul Solis: Why do you think that?

20 Former Staffer 2: For the same reason he said, "Oh, I come off looking pretty good on this."
21 It's kind of pride concern. If your goal is to be on the Hill, and be a staffer
22 on the Hill, or a campaign guy, or an NRCC guy, or whatever, if your
23 identity and your career is defined by the success of your political or
24 official work, being let go doesn't look good necessarily. From what I
25 understand, he took it as a way that it could have been perceived as a mark
26 on him if he had been fired. So, why would he go back? Well, it would be
27 a sign of unity, and he was never let go in the first place.

28 Until it hits the news, or until it becomes a thing, it's not real. It's not like
29 people get an update every time a Chief is let go over the phone or
30 something.

31 Paul Solis: But, he confirmed to you that he was let go?

32 Former Staffer 2: Yeah, that night, Tuesday, May . . . something. I remember I was up there,
33 because I was in DC that day, because I think Freitas who I was working
34 with, had a fundraiser with Rand Paul and Mike Lee.

35 Paul Solis: Was Jimmy upset or angry?

36 Former Staffer 2: He didn't seem angry, he kind of seemed confused like, "Oh, he finally did
37 it." Type of thing. Like, "Oh, I just got let go."

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1 Paul Solis: I understand you explained to me a moment ago that you said you didn't
2 ask whether or not the things that were contained in that article were true,
3 but, aside from you asking, did Jimmy, at all in any way, mention the
4 substance of that article to you?

5 Former Staffer 2: No, we didn't talk about that article. No, again, like you said, "What was
6 the response?" The response was purely at a surface level as it related to
7 political machinations. It had nothing to do with, "Did someone walk the
8 dog?"

9 Paul Solis: Did Jimmy ever talk to you in 2018? This is after your are leaving, did he
10 ever mention to you having to run errands, or any of the things that were
11 mentioned in that article substantively? Did he ever talk to you at all that
12 these things were occurring in the office?

13 Former Staffer 2: As far as what was in the article, I don't ...

14 Paul Solis: Well, inside the article, outside the article. In any way about
15 Representative Garrett's wife assigning personal errands, or tasks?
16 Representative Garrett, himself, assigning personal errands and tasks to
17 staffers? Did Jimmy ever talk to you about that?

18 Former Staffer 2: I don't remember, I don't think so, but I don't remember. I'm just trying to
19 think, because most of the stuff in that article, that was referenced in that
20 article, was only stuff that would even come to radar.

21 I mean, maybe it sounds like a bad answer, but some of that stuff didn't
22 even register.

23 Paul Solis: What do you mean by that?

24 Former Staffer 2: Like helping bring groceries up from the car for a woman that's eight
25 months pregnant to the office, for the office? I don't view that as a
26 personal favor to help someone procure food for the office, with the office.
27 And help somebody, right? The last time I, and Jimmy too, we lived there.
28 This isn't a nine to five job, right? It's 24-7, especially with the amount of
29 turnover that we're referencing. I mean, I was there throughout ... I was
30 there longer than Jimmy was, think about it. It's 24-7, I lived with two
31 other staffers for the entire year of '17 in that same office. So, for me,
32 some of that stuff doesn't register. When you say, "Did Jimmy ask about
33 this, or bring stuff up in '18?" I don't really remember. I'm sorry.

34 Paul Solis: That's okay. As I mentioned before, that article does mention something
35 about four former staffers as providing the source of the material that was
36 in the article. Do you know who those four former staffers are?

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1 Former Staffer 2: I do not know. I do not know for a fact who they are.

2 Paul Solis: Okay, what about, you don't know for a fact, but do you have an idea of
3 who they might be? Ever talked about it with anybody?

4 Former Staffer 2: I've talked about it with all the other staffers, and everybody says they are
5 not the staffers.

6 Paul Solis: You mean current staffers?

7 Former Staffer 2: And former, primarily former. I mean maybe current staffers are talking to
8 Politico about stuff, I don't know. But I don't even know who some of the
9 current staffers are. But the former ones, at some point, pretty much all of
10 us talked at some point since it came out, when it was coming out. I got
11 contacted by the reporter for all of the stories except for the first one
12 which said Jimmy left, or got fired. I forget what it said. They had gone
13 separate ways, and he was considering not running again. Other, than that
14 story. I think it was Rachel Bade, I guess was the reporter, one of the three
15 writers for Politico. She called me, we were all getting these calls.

16 When you get that call, or that text, or email, or Facebook message or
17 whatever it is from the reporters, you're going to reach out to the other
18 ones and say, "Hey did you get this too? What did you say?" But, I don't
19 know of anybody that was the person who set this up. I know that there
20 was some tension between, I mean, there was some tension between John
21 March and Flanna, because there was a time that, I think, she had come to
22 the office, and she perceived him to be disrespectful to her in a particular
23 way which I did not witness. Other than that minor tension of someone
24 being disrespectful to somebody else, I don't know of anybody else that
25 would have been motivated to say anything like that.

26 Paul Solis: It sounds like, based on some of the questions that I asked you on the
27 substance of the allegations in that one article, correct me if I'm wrong,
28 you disagree with-

29 Former Staffer 2: I disagree with the way they're framed. I mean, the part about the dog. If
30 dogs ... first of all, like I said, it is not a nine to five job, it's all the time. If
31 somebody has the opportunity to take ten minutes to go outside during
32 lunch, or maybe someone's a smoker or whatever, take a phone call that
33 they need to make anyway, to walk the dog, they're going to do it. I didn't,
34 I might have done it once or twice just because I liked the dog. But
35 generally speaking, the dog thing was a ridiculous narrative, and I know
36 for a fact just because of the type of person that he is, the Congressman
37 would never ask someone to pick up dog, if the dog defecated in the
38 building. They blew up the dog's presence in the office too was kind of
39 ridiculous. I mean, they do Best Dogs on the Hill every year for various

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1 political blogs. Most of the dogs, I mean most of the senators, and
2 congressman and women are proud of that. I mean, how often do we sit
3 around, and care what kind of dog the President gets?

4 It's kind of a ridiculous concept to make . . . They started out like it was a
5 one off, unique thing, and that the dog was a priority. The narrative that
6 was framed was inappropriate and wrong.

7 Paul Solis: While you were there in 2017, how often was the dog there in the office?
8 Every day? Couple times a week?

9 Former Staffer 2: Probably, I don't know, two times a week, maybe. If that, I mean they had
10 newborn, and so, you know-

11 Paul Solis: I asked you, and you might have touched on this a little earlier, but I asked
12 you if you spoke with Jimmy about the substance of the reporting in that
13 article, some of the allegations that were made. Did you speak to anybody
14 else, current or former staffers, about some of the things that were alleged
15 to have happened?

16 Former Staffer 2: Yeah, but just in the same what that I just talked about it, and they agreed.

17 Paul Solis: Okay, so who would-

18 Former Staffer 2: I mean ...

19 Paul Solis: Who agreed with you?

20 Former Staffer 2: I'm trying to think, I just had to talk about it with so many different
21 people, because you get asked about it a 1000 times. I'm trying to think
22 about who I actually spoke to about it. Andrew Griffin, I know we spoke
23 about stuff. Maybe Tripp. I feel like everybody talked to everybody about
24 a little bit of something that you never really remember who you spoke to
25 about one particular thing.

26 Paul Solis: Did you ever talk to John about what was contained in that article?

27 Former Staffer 2: I mean, I know I talked to John about the article, but I don't know if I
28 talked to John about the substance of the article.

29 Paul Solis: What about Denzel?

30 Former Staffer 2: I also talked to Denzel about it, but it would have very much been in the
31 same way that I just said about John. I didn't talk to ... I mean, I definitely
32 didn't talk to Denzel about the substance of the article at least from what I

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- 1 remember. All of this is based on my memory, not saying ... From what I
2 recall, I didn't talk to him about that.
- 3 Paul Solis: Did anybody you spoke with, current or former staffers, disagree with, or I
4 want to say, agree with the substance, and disagree with you that-
- 5 Former Staffer 2: About that narrative of it being ... I mean the only two substantive things I
6 remember about that article was about the dog and the groceries. There
7 might have been more. Like you said, there were four staffers-
- 8 Paul Solis: Why don't I run down a little bit of some of the things-
- 9 Former Staffer 2: Yeah.
- 10 Paul Solis: So let's talk about the groceries, picking up groceries or delivering
11 groceries. What's your awareness of staffers being asked to do that?
- 12 Former Staffer 2: I'm not aware of any staffers being asked to go buy groceries. I am aware
13 of staffers helping bring groceries in.
- 14 Paul Solis: To where?
- 15 Former Staffer 2: From what I recall, only thing I ever saw was when people were bringing
16 groceries into the office. I do not know for a fact, but the only time I've
17 ever heard of it being done not related to the office, would have been, and
18 I don't even know if this actually happened, but I would have been there.
- 19 We all went to a Nats baseball game after work including the
20 Congressman and Flanna. This was before she had the baby. We were
21 leaving, and they live, at the time, they lived two blocks from ... they live
22 in the Navy Yard or 82, which is between the Hill and the ballpark. From
23 what I recall, someone offered to help with the groceries. Now when I say
24 I recall... I forget who I was even talking to.
- 25 Paul Solis: Well, where do the groceries come into play if you're at the Nats game?
- 26 Former Staffer 2: Oh, they had already been bought. They were already in Flanna's car.
27 They had already been bought. I don't know of anyone going and buying
28 groceries. It's a matter of, "Did you help bring groceries in?" The only
29 time that I know that could have been done on personal time, like outside
30 of official office time, would have been the Nats game.
- 31 Paul Solis: And you think someone volunteered to do that?
- 32 Former Staffer 2: From what I remember, yeah.

Transcript of Interview of Former Staffer 2
July 11, 2018

- 1 Paul Solis: Do you know who that was?
- 2 Former Staffer 2: It might have been Griffin. It might have been Dakota. It might have been
3 March. It wasn't me. But, I don't remember.
- 4 Paul Solis: What about any trips to Costco?
- 5 Former Staffer 2: I don't remember any trips to Costco.
- 6 Paul Solis: No one ever talked about any trips to Costco with Representative Garrett's
7 wife?
- 8 Former Staffer 2: I don't know that. I don't even know where there is a Costco up there. I
9 mean, I don't know about any trips to Costco.
- 10 Paul Solis: What about driving Representative Garrett's family members places?
- 11 Former Staffer 2: The only time I know of that ever happening, from what I recall, would
12 have been possibly during the campaign. I don't know of that in the office.
- 13 Paul Solis: Well, tell me about the time you think it happened during the campaign.
- 14 Former Staffer 2: I mean, during the campaign, people are always driving places. The
15 campaign, there really isn't a cross between personal and work. I mean,
16 kind of, but you're going to one event, and you have to return from another
17 event. Maybe, the family needs to be at that event. The only thing I know
18 is Caroline, I think it was Caroline, it might have been Laura, his two
19 daughters, older daughter's Caroline, the younger daughter's Laura . . .
20 they have a cousin that would have been Tom's niece, they're the people
21 that needed rides, but they didn't get them a lot.
- 22 I think an intern may have given them a ride one time to Fredericksburg to
23 drop them off with their mother. That's the only thing I know.
- 24 Paul Solis: So that time-
- 25 Former Staffer 2: That's the only affirmative time that I can recall of someone going
26 somewhere with family members that wasn't to an event, ever.
- 27 Paul Solis: And who was the person who-
- 28 Former Staffer 2: From what I recall, it was Tanner, but I don't know for a fact.
- 29 Paul Solis: But what gives you an understanding that that occurred?
- 30 Former Staffer 2: Because I don't know that it actually happened, I just-

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Paul Solis: Why do you think it might have?

2 Former Staffer 2: Because I know that he had to, I think he had to do something. I think he
3 had to drive her car. Or maybe he drove his car because Flanna's car
4 wasn't working, or maybe he drove Flanna's car. Flanna has an SUV. For a
5 time, I didn't even have a car, because I sold it when I moved to DC, and
6 Flanna let me use her car.

7 Paul Solis: So just-

8 Former Staffer 2: The reason I mentioned that is because it stays in my memory that Tanner
9 was discussing Flanna's car versus his car. That's the only reason ... You
10 know what I mean, sometimes you remember a few quirks about
11 conversations.

12 Paul Solis: Okay, but I just want to be as clear as we can be. Again, to the best of your
13 recollection here. Tanner drove Representative Garrett's daughters to
14 Fredericksburg, or picked them up from Fredericksburg?

15 Former Staffer 2: Might have picked them up.

16 Paul Solis: Okay.

17 Former Staffer 2: It as a point of meeting, their mom lives in Louisa, and yeah, that's all,
18 that's it. Tanner either went ... I don't know if he even did it to be honest
19 with you, but I know he was either ... He either volunteered, because he
20 knew it had to happen, or he was asked. I don't know, but from what I
21 recall, in the campaign, at some point, he had to drive or was considering
22 driving to Fredericksburg to drop them off.

23 Paul Solis: And you say, "in the campaign." Did that occur after Representative
24 Garrett had been elected, or prior?

25 Former Staffer 2: I don't know. I don't know. Tanner only interned during the summer.

26 Paul Solis: Of 2017?

27 Former Staffer 2: Yeah, but I mean, he had interned all of '16 for the campaign, and lives in
28 Charlottesville where Congressman Garrett's political team is based,
29 where I'm based out of, where they're based out of, very much helps with
30 the campaign stuff. I mean that's what he does is primarily campaign stuff.
31 He worked on the Hill as an intern for like two months, maybe. Maybe
32 less, so most of Tanner's experience with Congressman Garrett was
33 campaign-related, overwhelmingly. So, that's why I think it was the
34 campaign.

Transcript of Interview of Former Staffer 2

July 11, 2018

- 1 Paul Solis: What about trips to go pick up clothing from Representative Garrett's
2 apartment?
- 3 Former Staffer 2: I-
- 4 Paul Solis: Were you ever asked-
- 5 Former Staffer 2: I was never asked to do that. Yeah, I was never asked to do it. I don't
6 actually know of anyone asked to do that. I don't know why someone
7 would have been asked to do that, because he lives so close. Heck, there
8 were times when I asked him to bring some clothes in, because I forgot a
9 belt. In that sense, he had clothes in his closet at work, so I don't know of
10 people being asked. I mean, he was a block and a half away, so maybe.
11 Maybe it was done. Maybe it was, "Hey can you run down and meet
12 Flanna? She'll meet you downstairs."
- 13 I don't know, but they wouldn't have even been able to get in, because they
14 didn't have keys. The apartment there requires a key to get in, and a key to
15 into the elevator. So you can't just run up to the apartment, and get in, and
16 to get into the apartment. People wouldn't be going there to get clothes, I
17 can't imagine. I don't know of anyone affirmatively being asked. I never
18 saw anyone bring in any of his clothes. I don't know of anyone being
19 asked to get his clothes. I don't know of any scenario where he would have
20 needed someone to go get those clothes.
- 21 Paul Solis: Okay, so we've talked about Representative Garrett's wife, but how often,
22 when you were in the office did you see her?
- 23 Former Staffer 2: I mean it fluctuated, but if you aggregated it all, probably once a week.
24 She had a baby in September, so that dropped off towards the ... any
25 presence dropped off maybe towards the end of her pregnancy, and
26 certainly once she had the baby. Late on when she did have the baby,
27 when it wasn't like, instantly newborn, they would come in every once in a
28 while.
- 29 Paul Solis: Did she ever ask you to do anything personally related? Did she ever ask
30 you to run an errand for her?
- 31 Former Staffer 2: Nothing that would have been outside of what I would have asked a staffer
32 to do. Like, "Hey, Tom needs his cell phone, he left it here. Do you mind
33 taking it to him?" You know what I mean? You get what I mean? That's
34 not a personal favor, if she shows up to the office and says, "He's in a
35 hearing." I'm using this as an illustration.
- 36 Paul Solis: Okay.

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Former Staffer 2: That is X is happening, whether it's regarding the Congressman or the
2 office, "I've got stuff in the truck, can you help me bring it up?" Things
3 like that, things office-related. It's kind of like a den mother type of thing,
4 right?

5 Paul Solis: What about picking up groceries, driving children-

6 Former Staffer 2: Nope.

7 Paul Solis: ... making deliveries, did she ever ask you to do anything like that?

8 Former Staffer 2: No she did not.

9 Paul Solis: Do you know if she asked anybody else to do things like that?

10 Former Staffer 2: I do not know. As far as the groceries, I kind of went over that one. As far
11 as picking up the kids or whatever, that was the only ... that was that. No, I
12 don't know of any other things where she affirmatively was asking people
13 to do stuff for her.

14 Paul Solis: Was there any sort of sayings in the office when she would text people or
15 contact people? Was there phrase people used to describe her contact with
16 people?

17 Former Staffer 2: There was a phrase she would use.

18 Paul Solis: And what was that?

19 Former Staffer 2: It would be ... It was funny because it started through like an auto-correct,
20 and then it just stayed there, and was Tammy. I forget how it was spelled,
21 but it was meant to say, "Tom asked me to tell you.", or "Asked me to ask
22 you." It was a poorly worded thing, because the auto-correct made it
23 Tammy, and then that's what it was forever. Other than that, no one ever ...
24 That was a little code word she had in a text.

25 But that was because maybe Tom didn't have his phone because he was in
26 a fundraiser, or he was in a dinner or he was somewhere. Maybe he was at
27 the White House or something, and it would be like, "Tammy can you
28 email me blah, blah, blah." And it might have been through Flanna's
29 phone, but it was never for a personal favor. Otherwise, there was no code.
30 I know of no code language for her, amongst us, amongst staff in
31 reference to her. I don't know about that.

32 Paul Solis: I was just asking whether when she contacted you all, if there was some
33 sort acronym, I think you described it-

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Former Staffer 2: That's the closest thing I ever heard.

2 Paul Solis: Did the staff ever talk about that in a negative way?

3 Former Staffer 2: Well sure, it sounded funny. It would come out of the blue sometimes,
4 because maybe you're not constant text thread with Flanna, but then out of
5 the blue comes, "Tammy, can this happen?" It wasn't, again, these weren't
6 personal requests, but ... What it was was . . . Tom has prioritized these
7 things, and needs them to be done. You have been asked to do them, but
8 for some reason, there slipping by the wayside. Or, there's an immediate
9 thing that needs to happen, and I'm with Tom. Both of those two things
10 were like, "I'm with Tom, he's asking about this." To me, they were never
11 like orders, there wasn't a directive component. It was like, "Tammy, have
12 you been able to hear from so and so in so and so's office." It wasn't like a
13 directive, it was a status update on something that I had already been
14 doing for Tom, for the job. It was just being communicated through her.

15 Paul Solis: Why, if it was regarding your official duties and you employment, why
16 would it come through his wife and not from him directly, or from your
17 Chief of Staff?

18 Former Staffer 2: Because she was with him.

19 Paul Solis: What about those times she wasn't with him?

20 Former Staffer 2: That's the thing about texts, I don't know. I do know there were times they
21 were together, and that was happening, because he would reference that.

22 Paul Solis: So you would receive these Tammy texts?

23 Former Staffer 2: Yeah, I would receive a few, I mean, they weren't all the time. That's
24 another reason why there might have been a negative response, because
25 they come out the blue. It might just be because Tom didn't have his
26 phone, or he's driving or whatever. But yeah, I received some.

27 Paul Solis: Did other staffers receive them as well?

28 Former Staffer 2: I think so. I'm pretty sure. I never read them, but they were referred to, so I
29 would assume yes.

30 Paul Solis: Did some staffers receive more than others?

31 Former Staffer 2: I don't know. I don't think so. I imagine the scheduler probably got a lot of
32 them. I don't know for a fact, but I just imagine that, because you're
33 dealing with like, "Oh Tammy, what's the address? Where are we going?
34 Tammy, he's going to be 10 minutes late." Or whatever, almost like a-

Transcript of Interview of Former Staffer 2
July 11, 2018

- 1 Paul Solis: And you, or no one else in the office, ever expressed your frustration at
2 these coming-
- 3 Former Staffer 2: I think it was ... No, I was never frustrated with those. I mean, we might
4 have made fun of the word Tammy. It's kind of a silly word, but that's
5 about it. I mean, I don't recall, no.
- 6 There were tours. I know that there were tours that constituents would
7 want sometimes, and they would always try to reach out to Flanna. So
8 sometimes she would check it . . . not with me, I didn't give tours. I didn't
9 oversee the tours or whatever, but there were many times where, I think in
10 relation to tours, she would be like, "Hey, so and so keeps contacting me."
11 This would happen ... Probably didn't have the word Tammy in it, because
12 it would make sense but, "Can you help them with a tour?" But that was
13 about it, that was about the most . . . probably the thing that would
14 frustrate somebody from what I know, because tours can really take up a
15 lot of your day.
- 16 Paul Solis: On any of these texts that you received, did you ever receive a request to
17 do any type of, not even an errand, but do something for Representative
18 Garrett's wife, in any capacity that had nothing to do with Representative
19 Garrett? Help her in some way, deliver something to her, grab her a cup of
20 coffee, in any of those texts, did she ever ask you to do something for her?
- 21 Former Staffer 2: I don't think so. I don't think so.
- 22 Paul Solis: Okay, I'll check my notes here, and see if I have anything else to ask you
23 here. Did the Ethics Committee, staffers from the Ethics Committee ever
24 meet with you while you were working in the office to talk about use of
25 official staff time? Anything like that? Did lawyers from the office ever
26 come to a training or anything?
- 27 Former Staffer 2: I went to a training.
- 28 Paul Solis: Okay, did they ever come to Representative Garrett's office with this
29 specific focus?
- 30 Former Staffer 2: Not while I was there.
- 31 Paul Solis: Do you know if they came after you were there?
- 32 Former Staffer 2: I don't know if they came after me there. I don't know.
- 33 Paul Solis: Did you hear anybody talk about it?
- 34 Former Staffer 2: I mean, there was like sexual assault training, that was a big deal.

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Paul Solis: I just want to know if anybody of the current staff has explained to you or
2 not whether Ethics Committee lawyers have come in and talked to the
3 current staff about-

4 Former Staffer 2: Like what y'all are doing now?

5 Paul Solis: No, no, about use of official staff time, and-

6 Former Staffer 2: I don't know about that.

7 Paul Solis: Okay.

8 Former Staffer 2: I haven't heard about that.

9 Paul Solis: I guess lastly, I'll just ask have you spoken to anybody in Representative
10 Garrett's office about our review, any current staffers?

11 Former Staffer 2: Nope.

12 Paul Solis: What about Representative Garrett himself?

13 Former Staffer 2: Nope.

14 Paul Solis: Has he reached out to you about our review, or anyone representing him?

15 Former Staffer 2: No, nope.

16 Paul Solis: Do you know who represents him in anyway? Do you know if he has a
17 lawyer?

18 Former Staffer 2: I don't know if he has a lawyer.

19 Paul Solis: What about former staffers? Have you talked to any former staffers about
20 the fact that I reached out to you, or that they've been contacted by me?

21 Former Staffer 2: I haven't contacted anybody. I think Jimmy, in passing, may have said that
22 he thinks Ethics is going to do stuff, but this is back ... This is weeks ago.

23 Paul Solis: What did he say about that?

24 Former Staffer 2: He said that Ethics is going to open up an investigation. That was it, that
25 was the extent of it.

26 Paul Solis: That's the only thing he said to you about it?

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Former Staffer 2: Yeah, pretty much. I can't ... This was weeks ago though. This was well
2 before you contacted me. This was like a week before the Politico article
3 came out or something.

4 Paul Solis: He told you this over the phone or in person?

5 Former Staffer 2: I do not remember.

6 Paul Solis: Or text?

7 Former Staffer 2: Don't think it was over text. Might have been in person, might ... It would
8 have been in person, because we don't ... Well, he calls a lot, but it would
9 have probably been in a group setting. I don't know.

10 Paul Solis: Did he say why he thought Ethics was going to be doing something on
11 this?

12 Former Staffer 2: No.

13 Paul Solis: Did he say how he knew?

14 Former Staffer 2: No.

15 Paul Solis: He just declared Ethics was going to do something about this.

16 Former Staffer 2: Mm-hmm (affirmative), that's ... Going back to your questions about my
17 communication with Congressman Garrett, as far as what you're doing,
18 this official process, I've had zero communication with him about it, even
19 before that. Closest thing that I ever had with him was as soon as that
20 article came out, prior to him even saying he was not running again, all
21 right? So there was kind of like a week limbo. I told him ... He talked
22 about a lawyer, and I was like, "you probably should get one." He was
23 like, "I haven't done anything." I was like, "Yeah, I know you haven't done
24 anything, but DC ..." And that's why Jimmy . . . going back to Jimmy
25 talking about it happening, same reason why the article was leaked in the
26 first place.

27 From our perspective, once the machinations of the government are put
28 over your head, they do not stop. I deal with federal investigations and
29 prosecutions for a living. This isn't a prosecution, this is an ethics thing.
30 It's an investigation. Once leadership has pushed a narrative into the public
31 sphere that it percolates its way into your office, it will not stop until it is
32 done. If he stepped out, or didn't run again, which is what they wanted,
33 NRCC wanted, then the chances of it going nuclear, and you could say,
34 "What would that even be?" Nothing, but if you plaster it all in the media,
35 in politics it doesn't matter if it's true or not. Do you have the resources to

Transcript of Interview of Former Staffer 2
July 11, 2018

1 do defend yourself? Not in a court, not in an ethics things, but in the
2 media.

3 Tom was an underfunded candidate, right? He had the least amount of
4 fundraising in all of congress, so he had no ability, and the NRCC, and
5 Jimmy and leadership knew, know that if this type of stuff, that article,
6 pick another article ... You can write an article about whatever you want.
7 They wrote an article about Jimmy leaving the office. That wasn't
8 newsworthy, but they wrote it. Once that starts, and it's a public plastered
9 witch hunt, you better either get out of the way or get some funds, what
10 have you.

11 So when Jimmy mentioned it, it was obvious. When that article hit, it was
12 like, "That'll probably be an Ethics investigation." Ethics has been
13 investigating stuff since I got there, you know? I mean, look at Blake
14 Farenthold. Look at all the Me Too Movement, and sexual harassment
15 that's gone through both chambers. Look at Trent Franks, look what they
16 did to him. When I say "they" . . . wasn't y'all, it was Paul Ryan saying,
17 "You need to get out, or we're going to turn it into something." Whether
18 there's substance in all of these or not, if you pull back the curtain on any
19 of these offices, you're going to find a lot. This isn't a story in my view,
20 but Jimmy made it clear. He was like, "Oh, this will probably be a ... This
21 will be an Ethics investigation."

22 That's to your original question. Your original question was how did he
23 bring it up? It was in reference to the article. He was like, "Tom's going to
24 need to get out, or their going to open up an ethics." And I told him,
25 "They're not going to find anything Jimmy." And he goes, "Yeah, but it
26 doesn't matter. He needs to get out, or we're going to lose the district. He's
27 going to lose his seat. He'll be embarrassed, and he won't be able to win."
28 So, that's how that conversation was had. It's been had in pieces multiple
29 times.

30 Paul Solis: Jimmy agreed with you when you said there was nothing there?

31 Former Staffer 2: He did the ... No, he pulled the ...he pulled the ... He pulled like, "I don't
32 know, there might be." Kind of like, "I don't know if there is nothing there.
33 There is stuff there." I'm like, "Okay, well I don't ..." I'm not fluent in
34 ethics, or congressional ethics, I mean as far as the code. What applies to
35 it, and what doesn't. What that can be. Ethics is not inherently criminal. I
36 mean, sometimes it is, sometimes it's not, right? Sometimes you can be
37 unethical, and just be a regular person. It's DC, there's plenty of that, right?

38 I'm from a criminal component, there's nothing there. Because unless
39 you're mixing funds, and using stuff in ways ... unless there's funds issues,
40 from what I ... I mean, not the only way, there's plenty of ways to do it, but

Transcript of Interview of Former Staffer 2
July 11, 2018

1 he didn't say there was nothing there. I didn't ask him if there was anything
2 there is what my answer should be. My answer should be: I didn't ask him
3 if there was anything there. I declaratively said that "this was a witch
4 hunt." Not from y'all's perspective, but from other ... Y'all are doing your
5 job, I'm not saying you guys, I'm saying the spot light was put over Tom
6 for a reason, and this is BS. I was very defensive of that, because I found it
7 to be inappropriate. I thought it was sad, and I think it's sad. Y'all are just
8 doing your job at this point, but there are reasons why we're even sitting
9 here. That's the way I would frame it.

10 Paul Solis: And I, again, just want to be very, very clear when I asked you if you've
11 spoken to anybody at all, current staffers, former staffers, Representative
12 Garrett about our-

13 Former Staffer 2: This?

14 Paul Solis: ... yeah, our review.

15 Former Staffer 2: No.

16 Paul Solis: Spoken to nobody about it?

17 Former Staffer 2: Y'all emailed Tanner Hirschfeld a couple of days ago, and he sent me a ...
18 and said, "Have you gotten this?" And I said ... I said ... He texted, and
19 then he asked for me to call, so it was over the phone. I said, "I did get that
20 a few weeks ago." Because you had contacted me originally weeks ago. I
21 told him, "You can do whatever. I'm not ..." He said, "Are you going to
22 talk to them?" And I said, "I don't know." You know? Tanner's the only
23 person that knows that this is happening, but he had been ... you contacted
24 him, and he contacted me, because he's assuming, I guess, that if he's
25 being contacted, somebody else is getting contacted. So, that's the only
26 person. That is the only person.

27 Paul Solis: He texted you?

28 Former Staffer 2: Yes.

29 Paul Solis: And you called him back.

30 Former Staffer 2: Yes.

31 Paul Solis: How long did you talk?

32 Former Staffer 2: Two minutes, one minute, less than a minute. I don't know, very quick.

33 Paul Solis: And he asked you if you were going to speak with us?

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Former Staffer 2: He asked me if he needs to speak with you, and I said-

2 Paul Solis: What did you tell him?

3 Former Staffer 2: ... I said, "From what I understand, you don't have to talk to them." I said,
4 "You can do whatever you want." I said, "You're not being subpoenaed.
5 You don't work there, but you can talk to them." And he said, "Well, are
6 you talking to them?" And I said, "I don't know." I said, honestly I said,
7 "Probably not."

8 Paul Solis: And how many days ago did you speak to Tanner?

9 Former Staffer 2: I think it was maybe two days ago, or three days ago, maybe two or three
10 days ago.

11 Paul Solis: You spoke to him since then?

12 Former Staffer 2: Yeah, but not about this. I mean, we're real good friends. We went on
13 vacation together like three weeks ago.

14 Paul Solis: I just want to be very clear-

15 Former Staffer 2: I'm answering this because I got to answer that, and-

16 Paul Solis: Yep.

17 Former Staffer 2: ... and I know that you asked me to keep it confidential, but when it was
18 brought to me in that fashion, I wasn't affirmatively telling somebody,
19 "Hey, I've been contacted." But he sent me, I think might have been a
20 Snapshot. It was a similar email, and he contacted me. So, I'm sorry that
21 might have blown the confidentiality component of this, but generally
22 speaking, that is the only person I've discussed this.

23 Paul Solis: Okay. You said generally speaking-

24 Former Staffer 2: I'm saying the larger concept of an ethics investigation is known.

25 Paul Solis: About . . . in a similar fashion to what happened to Tanner, have you ever
26 talked to Representative Garrett-

27 Former Staffer 2: Nope, absolutely not. Absolutely not.

28 Paul Solis: ... about the fact that I reached out to you or-

29 Former Staffer 2: No, absolutely not. I haven't talked to Tom that much really since he said
30 he wasn't running again.

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Paul Solis: And nobody from his current staff you've talked to about our review?
2 Former Staffer 2: No one.
3 Paul Solis: Okay, I think that is really all I have. Ali did you have any questions for
4 Former Staffer 2?
5 Ali Bazzi: I just want to clarify one thing. You had mentioned that some of the
6 allegations in the article were out of context. Your interpretation of
7 walking a dog was something that you would have wanted to do-
8 Former Staffer 2: Or others wanted to do. I mean, a lot of people are like, "Oh, come sit
9 here." You know, they want to be with the dog.
10 Ali Bazzi: So, I guess my question was, are you aware of any kind of staffers who
11 might have not interpreted it that way, or expressed frustration about it?
12 Paul Solis: I do not know. I don't, I don't know.
13 Paul Solis: Well, all right Former Staffer 2, that's all we have for you, so thank you
14 very much.
15 Former Staffer 2: Thank you.
16

EXHIBIT 7

To whom it may concern at the House Office of Congressional Ethics:

In response to a call and subsequent email from Paul Solis, I wanted to provide this document to formally express my willingness to meet with your office and respond to your request for pertinent materials, as well as provide some background that may be useful.

First, and as I told Paul, I am re-joining Rep. Garrett's office in my former role of Deputy Chief of Staff and Communications Director. For transparency's sake I wanted to make sure you understand this – not that it changes your approach, but as a testament that if I bought into or was aware of questionable behavior previously, I would not be coming back. I consider the Congressman both a friend and mentor of sorts and highly valued my time with him.

I initially met Rep. Garrett when I ran for Congress against him in the 2016 primary. After he secured the GOP nomination, he asked me to join his team for the general election at which point I spent nearly every day for the next several months traveling the district with him. Following our election victory, he asked me to join him back on Capitol Hill. As the end of 2017 approached, I was burnt out from the hill and had hit a ceiling with my growth for the office so I took a great opportunity elsewhere. However, in light of everything that has happened and knowing staff will be jumping ship in the months to come with an outgoing member, I agreed to come back and try to help the office maintain a level of constituent engagement and stability to make sure his last few months go as smoothly as possible.

With regard to your request for pertinent documents to include texts, emails, memos, and the like in relation to personal requests for staff – I quite simply do not have any. I have been gone from his office for nearly a year now and even have a new personal phone with my old one wiped and sold. That is not to say I previously had anything that would have been of use to you because to my knowledge, I had none. However, at this late stage, I do not possess any old text threads from my time either on the campaign or official side with the Congressman.

To address the articles that came out, I wanted to highlight a few things that stood out to me that I know to be patently false. But I will preface it by saying that I'd be hard-pressed to find an office on the hill that doesn't have disgruntled current or former staff. On that note, I believe there were things staff or interns volunteered to do that were not asked of them and other personnel that may be bitter for some reason or other anonymously went on record to get back at the office by taking things out of context. Finally, I would add that we had an unusual office in that, most of our original staff were like a family having worked the campaign side by side and grown a very close and personal relationship with both Congressman Garrett and his wife Flanna. This relationship afforded a different environment than many offices are accustomed to and new staff that came in later may have not quite understood that.

My issues are as follows:

- I read somewhere that Rep. Garrett drank on the job. Not sure if it was a blog or elsewhere. I know with absolute truth that never happened during my tenure with him on the campaign or official side – it is an attempt to smear his character but it is false.
- The Congressman never made anyone drive around his family. I remember only one time where an intern drove his daughters somewhere – but that particular intern is one of the most eager and ambitious people I have ever worked with (and continues to be working on numerous campaigns) but he has also grown a reputation for kissing up. In this situation we were trying to re-work the Congressman’s schedule and the intern jumped at the chance to volunteer to pick them up. He was delighted to look like the hero of the day.
- Out of my 6 months on the campaign and 10-11 months on the official side, Sophie the Dog was always very present – as is the case with many members. Me personally, I’ve never been a big fan of her but she is sweet and NOT ONCE have I seen her poop or pee in the office much less had staff clean that up. Again, I have been gone for nearly a year so maybe suddenly the dog began defecating everywhere but I just don’t see how that new trend started. Flanna regularly would bring in Sophie and take her with her when she left. I do not recall any time when staff took her for a walk but that dog was like family to many of the staff so it wouldn’t surprise me. These “anonymous” sources, I suspect, are disgruntled employees embellishing or outright lying about their observations.
- In terms of the Congressman or his wife texting people at night. I would again credit this to the relationship our original staff had. Often Rep. Garrett has so much going on that he uses Flanna to relay messages. Commonly, in fact daily, we would receive texts from Flanna with the opening “TAMMY:” which meant: “Tom asked me to tell you” and it was well understood that he was driving or busy and asking her to send along his requests whether it be setting up an interview or moving a meeting. We have had issues previously with scheduling conflicts and things not being properly put on the calendar and the next day’s final calendar was frequently sent out the evening before in which case they would respond on a group thread trying to sort it out. I do not think there was anything wrong here if anything I and our former Chief should probably take blame for not keeping it a bit more organized.

In closing, I will say that Rep. Garrett is nowhere near a perfect man or easy to work for. But he is honorable and would never intentionally cross any lines. Most of what I saw in those articles angered me because it was nothing more than hearsay from “anonymous” sources who may or may not have had a motive. The Congressman has publicly admitted his personal struggles and I think it’s borderline outrageous that an investigation would be opened into him based off of these articles. Finally, I have not spoken to him about this and he has no idea I have written this and I was not asked or pressured into doing so. I am happy to meet with your team should you see the necessity to do so.

I hope this provides some level of insight and I look forward to hearing from you.

Sincerely, [REDACTED]

EXHIBIT 8



MESSAGES now

[Redacted]

A lot worse haha

MESSAGES now

Jimmy Keady

To you, Congressman & Flanna

I do not feel comfortable having [Redacted] do that on government time or at all. I will take care of this personally, as a volunteer.

Earlier Today

NEWS 1h ago

The Wall Street Journal

In California, where cancer warnings abound, coffee is next in line

EXHIBIT 9

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Paul Solis: Speaking is Paul Solis of the Office of Congressional Ethics. I'm joined by
2 my colleague, Omar Ashmawy. We are here for an interview with Former
3 Staffer 5. He's joined by his attorney, Todd Jones. It is July 31st, 2018. I
4 have provided Former Staffer 5 a copy of 18 U.S.C. 1001, and he has
5 signed the acknowledgement form. We can begin.

6 So, Former Staffer 5, currently, where do you work?

7 Former Staffer 5: I'm currently unemployed. I turned in my resignation to the congressman's
8 office. I am studying for a test.

9 Paul Solis: When did you ... Let's see, when you said Congressman, what
10 Congressman are you talking about?

11 Former Staffer 5: Congressman Thomas A. Garrett, Jr, Virginia's 5th district.

12 Paul Solis: So, how long were you employed with Congressman Garrett?

13 Former Staffer 5: Including my internship, I would gather approximately 10 months, the end
14 of August of 2017 to July 6th, 2018.

15 Paul Solis: And what about your internship? Can you tell me about that? Was that
16 prior to your employment with Representative Garrett's office?

17 Former Staffer 5: Yes. It was an internship that started in late August. It lasted about a
18 month before they offered me a stipend. And then I became full time staff
19 assistant around mid-December.

20 Paul Solis: And that stipend, how much was that for?

21 Former Staffer 5: I'm not exactly sure. I would think it's around a thousand three hundred, a
22 thousand four, a thousand seven hundred, somewhere in that range.

23 Paul Solis: Per month or-

24 Former Staffer 5: Per month.

25 Paul Solis: Prior to starting as an intern ... Also, I want to ask, during that time you
26 were an intern, were you also unpaid or were you given a stipend
27 throughout that time?

28 Former Staffer 5: Pardon me?

29 Paul Solis: The time you were an intern, from August to December, were you paid the
30 entire time with that stipend, or was there a period where you were
31 unpaid?

Transcript of Interview of Former Staffer 5
July 31, 2018

- 1 Former Staffer 5: There was a period where I was unpaid.
- 2 Paul Solis: Okay. What time frame were you unpaid?
- 3 Former Staffer 5: Late August to, I think, the end of September, as best as I can remember.
- 4 Paul Solis: And then, prior to August, did you have any role in Representative
5 Garrett's office as an intern or any other way?
- 6 Former Staffer 5: No.
- 7 Paul Solis: Did you ever work on Representative Garrett's congressional campaign?
- 8 Former Staffer 5: No.
- 9 Paul Solis: Have you ever volunteered at all, in any capacity, for his congressional
10 campaign?
- 11 Former Staffer 5: No. I saw him speak at a town hall when he was running for election. That
12 was about it.
- 13 Paul Solis: Were you ever asked to do any work for the campaign?
- 14 Former Staffer 5: Prior to my employment?
- 15 Paul Solis: Either prior or during your employment.
- 16 Former Staffer 5: I'm not exactly sure what constitutes campaign activity. I think chances
17 are yes, if it constituted like a small errand on behalf of the congressman.
18 But, I never was employed by the campaign and I don't recall doing any
19 full-time campaign work of any sort.
- 20 Paul Solis: When you mentioned small errand ... I think we'll get back to that in a
21 moment.
- 22 Former Staffer 5: Right.
- 23 Paul Solis: Your job titles, you were an intern, then what was your job title after you
24 were an intern?
- 25 Former Staffer 5: Staff Assistant.
- 26 Paul Solis: Did you have any other job titles?
- 27 Former Staffer 5: No.

Transcript of Interview of Former Staffer 5
July 31, 2018

- 1 Paul Solis: What were some of your duties as an intern and also a staff assistant in
2 Representative Garrett's office?
- 3 Former Staffer 5: As an intern, I would answer constituent calls. I would help with the flag
4 process for constituents who requested flag requests. I would assist the
5 legislative team with anything they were doing. I would attend meetings,
6 take notes, and ... I think that basically covers ... Oh, and help out with
7 legislative correspondent issues, so writing letters, folding letters, that sort
8 of thing.
- 9 Paul Solis: Who did you report to?
- 10 Former Staffer 5: I reported to Mackenzie Morales when I was an intern.
- 11 Paul Solis: What about when you were a staff assistant?
- 12 Former Staffer 5: A staff assistant, I reported to Chief of Staff Jimmy Keady, and then
13 Hallie Pence, Legislative Director.
- 14 Paul Solis: Who were the senior staffers in the office? And I understand that that term
15 might not have a strict definition, but who were the people in the office
16 that had sort of the authority to give tasks and delegate responsibilities?
- 17 Former Staffer 5: That would be Jimmy. He would ... Jimmy Keady, he was the ultimate
18 authority as far as employee actions, and since I reported to Hallie, if she
19 asked me to do something I'd help her with that, as well.
- 20 Paul Solis: What about like a Communications Director in the office?
- 21 Former Staffer 5: I didn't report to the Communications Director. I think Mackenzie served
22 as a ... she did work with a lot of press, so she reported to the
23 communications director. But, not directly to him for me.
- 24 Paul Solis: Who was that?
- 25 Former Staffer 5: Matt Missen, and then Andrew Griffin, briefly before I ... when I started
26 out as an intern.
- 27 Paul Solis: Did Andrew come back to the office at all?
- 28 Former Staffer 5: Yes, he did. Sometime in June I want to say.
- 29 Paul Solis: Of 2018?
- 30 Former Staffer 5: Right. So, I think he's still the current comms director.

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Paul Solis: What was Hallie's job titles throughout the time you were there? Did she
2 have the same or did she have some different ones?

3 Former Staffer 5: Right. So, she started out ... She was Legislative Assistant when I first
4 arrived. I think when our former Legislative Director, Elliot, left ... which
5 I'm not sure when he did. It was, I think, late 2017. She became
6 Legislative Director. And those were her job titles.

7 Paul Solis: And as far as you know, does she still hold that position today?

8 Former Staffer 5: Yes.

9 Paul Solis: When you left, she was still the LD?

10 Former Staffer 5: Correct.

11 Paul Solis: Who was the chief of staff when you left the office?

12 Former Staffer 5: That would be Bill Janis.

13 Paul Solis: And when did he start?

14 Former Staffer 5: I'm not entirely sure. It was a couple weeks before I left.

15 Paul Solis: Maybe late June, mid to late June?

16 Former Staffer 5: That ... yeah. Mid to late June. I'm not entirely sure.

17 Paul Solis: So, if Bill started, Jimmy had left?

18 Former Staffer 5: Right.

19 Paul Solis: Okay. How did Jimmy leave or what do you know about Jimmy's
20 departure from the office?

21 Former Staffer 5: I'm not sure exactly as to any communication between him and
22 Congressman Garrett. It all occurred during the time of that Politico
23 article. He was there one day and then the next day he wasn't at work. And
24 there was a brief interim period where there was ... we're not sure if we
25 had an official interim chief of staff. I think briefly, Hallie did function in
26 that role, and officially we kept it open, and then Bill Janis came in.

27 Paul Solis: When you said Jimmy was sort of there one day and not there the next, did
28 you hear about how he left? Did any of the staff talk about it?

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Former Staffer 5: Not that I remember. I think I was told he had some sort of falling out with
2 the Congressman. And I wasn't exactly sure as to what the circumstances
3 were, whether Congressman Garrett fired him or whether he decided to
4 leave on his own accord.

5 Paul Solis: Do you know who you heard that from?

6 Former Staffer 5: No.

7 Paul Solis: Are you friends with any current or former staffers with Representative
8 Garrett?

9 Former Staffer 5: Yes.

10 Paul Solis: Who are you close with?

11 Former Staffer 5: I would say I stay in contact with Hallie, Marissa, and Mackenzie. Not
12 very close friends, but still on good speaking terms.

13 Paul Solis: What about John March, do you know him?

14 Former Staffer 5: Yes. He was our legislative correspondent when I was an intern, and we've
15 texted a couple times in the past few months.

16 Paul Solis: What about Nick O'Boyle, do you know who he is?

17 Former Staffer 5: No.

18 Paul Solis: Okay. Elliot Harding, do you know who he is?

19 Former Staffer 5: Yes. I haven't been in contact with Elliot, that I recall, of course, but yes.
20 He was Legislative Director when first arrived.

21 Paul Solis: And Jimmy, do you have a personal friendship with him?

22 Former Staffer 5: I would say so. He's a good guy. And I offered to ... when I heard about
23 what had happened, I'd asked him if there was anything I could do for him
24 to help him with the transition. That's about it.

25 Paul Solis: When you say you heard what had happened, what do you mean by that?

26 Former Staffer 5: That he was no longer with the office.

27 Paul Solis: So, how often would you say you speak to Jimmy, even currently? Do you
28 text or-

Transcript of Interview of Former Staffer 5
July 31, 2018

- 1 Former Staffer 5: Not recently. He had offered to help me find a job since the Congressman
2 was no longer gonna be in town. But ultimately, I decided that I wanted to
3 go back to North Carolina, and I haven't been in contact with him since.
- 4 Paul Solis: How long ago was that?
- 5 Former Staffer 5: I would say ... I'm not sure. Probably mid-June if I had to take a guess.
- 6 Paul Solis: Did you talk about anything else besides him offering to help you out?
- 7 Former Staffer 5: Not that I remember. Just asked him if he was okay, if he needed someone
8 to help him move his stuff out of his office.
- 9 Paul Solis: Did he respond to that?
- 10 Former Staffer 5: He said he had a hold of it, that he was doing fine.
- 11 Paul Solis: So, his personal effects were still in the office when you left?
- 12 Former Staffer 5: Yes. Or wait, when I left the office as in resigned?
- 13 Paul Solis: Right.
- 14 Former Staffer 5: No, not that I know of.
- 15 Paul Solis: At what point was Jimmy's stuff in the office and then one day it was
16 gone? What date was his office cleared out?
- 17 Former Staffer 5: I can't exactly remember. If I remember correctly, when Bill Janis arrived
18 as the new chief of staff, there was still stuff that Jimmy had in the office,
19 but I'm not entirely sure on that.
- 20 Paul Solis: Do you know when Jimmy's last day functioning as chief of staff in his
21 official role, when that would have been? When was the last time you saw
22 him as chief of staff?
- 23 Former Staffer 5: I think it was a Tuesday night. It was right before the Politico article came
24 out.
- 25 Paul Solis: So, late May?
- 26 Former Staffer 5: Right. Or, I think it was the Politico article, so it would have been late
27 May, yeah. Around the 25th.
- 28 Paul Solis: Do you know if Jimmy kept receiving a paycheck after he left the office?

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Former Staffer 5: That I don't know.

2 Paul Solis: Did anybody talk about ... Did you ever hear the word severance?

3 Former Staffer 5: No.

4 Paul Solis: And with Mackenzie and Hallie, how often do you speak with them?

5 Former Staffer 5: As of right now, I text them, on average, maybe like once a week. Just say,
6 "Hey, hope y'all are doing well." That's pretty much it. I don't converse
7 with them in depth on anything.

8 Paul Solis: So, you talked about this Politico article, right? Did you read the article
9 when it came out?

10 Former Staffer 5: Yes, I did, correct.

11 Paul Solis: What was your reaction to I when it came out?

12 Former Staffer 5: It was a lot to process. You know, I of course was aware that
13 Congressman Garrett had asked people to do errands before, and yeah, I
14 just ... It was a little hard for me to interpret the significance of it at the
15 time.

16 Paul Solis: When it came out, did the staff comment on it as a whole? Did you guys
17 have a group setting where you read it or talked about it?

18 Former Staffer 5: Yes. I think we were all in the congressman's office when it came out.
19 And we had either ... one of us had either read it out so everyone could
20 hear it and we could all know exactly what was going on. But I don't
21 remember too much discussion of it. I think we kind of, you know, saw it
22 for what it was.

23 Paul Solis: Do you remember who read the article out loud?

24 Former Staffer 5: I don't.

25 Paul Solis: Was it Paul?

26 Former Staffer 5: Possibly, I don't know.

27 Paul Solis: Or Matt, maybe?

28 Former Staffer 5: Sorry.

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Paul Solis: That's okay, no, it's only whatever you remember, what you know for
2 certain. So, did Representative Garrett have a response to the article? Did
3 he talk to you all about that article?

4 Former Staffer 5: I don't remember anything immediately after the article coming out. And
5 again, the timing of this is all very hazy to me. But, I do remember he had,
6 at one point, got us in his office and he said, "We'll get through it. It's
7 terrible what happened and we've gotta move on from this." That's all I
8 remember.

9 Paul Solis: Did he deny the things that were mentioned in the article? Did he say they
10 weren't true?

11 Former Staffer 5: He ... From what I remember, he mentioned that some of these things are
12 true, other things are outright lies. That's pretty much how he left it.

13 Paul Solis: Did he specify which things he thought were true and which were lies?

14 Former Staffer 5: Not that I remember.

15 Paul Solis: About when did he talk about the article? How many days after it came
16 out?

17 Former Staffer 5: I really can't remember that, either. Sorry.

18 Paul Solis: It's alright. Was it a group setting, like he spoke to the staff? Or was it to
19 you, personally?

20 Former Staffer 5: I think it was a group setting, yeah. It was all the D.C. office. And I know
21 at some point we were also trying to get the district office in on conference
22 call. I can't remember how that turned out.

23 Paul Solis: When you mentioned that someone read the article out loud and the
24 staffers were all together, was Representative Garrett around for that?

25 Former Staffer 5: No.

26 Paul Solis: What were some of the staffers ... the best you can remember, what were
27 some of the staffers saying about the things in the article?

28 Former Staffer 5: Well ...

29 Paul Solis: Were people saying that happened or that didn't happen?

30 Former Staffer 5: I don't remember a whole lot of discussion based on specific parts. And
31 you know, there was ... I know at first I was wondering who was the one

Transcript of Interview of Former Staffer 5
July 31, 2018

1 who spoke with Politico. And Matt, the Communications Director, says, "I
2 know who they are, but we're not gonna bring it up. Don't ask me because
3 I won't tell you who the person is." And that's really all I remember.

4 Paul Solis: Matt Missen said that?

5 Former Staffer 5: Yes.

6 Paul Solis: He said that in the group setting?

7 Former Staffer 5: Yes.

8 Paul Solis: So, why don't we go through some of the things that were in the article
9 and just tell us what you know about it. If someone was asked to do these
10 things, whether you personally were asked. We have this document that
11 you provided to us that kind of outlines and summarizes some of the
12 things you experienced. And maybe we'll ask you about that, as well.
13 What about picking up groceries, delivering groceries, were you ever
14 asked to do that?

15 Former Staffer 5: Yes. So, there was an instance, and it should be in the document, as far as
16 the specific date that I was able to find. Should be like October, I think. I
17 had gone with the Congressman's wife to Costco to pick up some items for
18 the office. From best I can remember, some of those items were personal
19 items for them, as well. And this would have been while I was an intern.
20 And ... yeah.

21 Paul Solis: And who's the Staff Assistant in this item here?

22 Former Staffer 5: Mackenzie.

23 Paul Solis: Did she go with you?

24 Former Staffer 5: No.

25 Paul Solis: Did she say if she was asked by somebody to ask you?

26 Former Staffer 5: I don't remember.

27 Paul Solis: Any other times where you picked up groceries or delivered groceries?

28 Former Staffer 5: I can't remember any instances of that.

29 Paul Solis: What about other people in the office? Whether you were aware that they
30 picked up groceries or delivered groceries? Were you ever aware of
31 anyone else doing that?

Transcript of Interview of Former Staffer 5
July 31, 2018

- 1 Former Staffer 5: No. I don't remember any specific instance involving groceries.
- 2 Paul Solis: What about driving the congressman's family members or himself on a
3 personal related trip? Were you ever asked to do that?
- 4 Former Staffer 5: I don't ... So, I did drive the congressman's wife very briefly. I mentioned
5 another instance in December. She was there with her baby and we were
6 coming back ... Sorry. We were coming back from IKEA, and her baby
7 was crying profusely. So, I said, "Hey, I'd be happy to drive if you want to
8 tend to Sheridan." Sheridan is their daughter. So, that particular instance I
9 did drive. But that was it that I remember.
- 10 Paul Solis: And again, the same question. Anyone else in the office, that you're aware,
11 drove a car with his wife, their daughter, anywhere?
- 12 Former Staffer 5: Don't remember that. I think one staffer did change their oil. But I can't
13 remember who it was or when it happened.
- 14 Paul Solis: Was it possibly Stephen down at the district? Stephen Harvey?
- 15 Former Staffer 5: I'm not sure. I don't keep in contact with Stephen.
- 16 Paul Solis: Okay. Do you know if other staffers were asked to change the oil in the
17 car? Representative Garrett's car. Was it just that one time?
- 18 Former Staffer 5: That's all I remember. And again, there very well could have been a lot
19 more of those instances before I arrived at the office.
- 20 Paul Solis: Understood. I asked about driving. The article mentioned that one of the
21 staffers or interns, somebody drove back to the district to pick up
22 Representative Garrett's daughters and drive them back to D.C., or the
23 other way around, drove them from D.C. to Scottsville. Do you know
24 anything about that?
- 25 Former Staffer 5: No. I never heard of that.
- 26 Paul Solis: Do you know who Tanner Hirschfeld is?
- 27 Former Staffer 5: Yes, I do.
- 28 Paul Solis: Now that I've said that name, do you know if Tanner ever drove?
- 29 Former Staffer 5: No.
- 30 Paul Solis: The daughters.

Transcript of Interview of Former Staffer 5
July 31, 2018

- 1 Former Staffer 5: He was an intern before I arrived and he had visited the office
2 occasionally while I was working there. And I knew him before from
3 UVA, but I never talked with him about anything like that.
- 4 Paul Solis: What about going to Representative Garrett's apartment in D.C. to pick up
5 clothing or anything like that? Were you ever tasked with that?
- 6 Former Staffer 5: Yes. I think that's another thing that I documented. He had forgotten a
7 tuxedo. So there was a transition period between him moving out of his
8 old apartment and a new apartment. The Chief of Staff took over the old
9 apartment. I had gone back ... I think it was right after they had moved, to
10 try to look for the tuxedo. He was going to ... It was an important event. I
11 can't remember what the event was, but I had gone there to look for it.
12 Was unsuccessful. And then later that night, they needed shoes or
13 something like that. So, that was after work hours and I went over, looked
14 around, was able to find ... I think it was Flanna's mom, she gave me what
15 we were looking for and I brought it back.
- 16 Paul Solis: Any other staffers that you are aware that picked up clothing for
17 Representative Garrett or his wife?
- 18 Former Staffer 5: I would imagine that it happened, but I can't remember anything specific.
- 19 Paul Solis: Did Mackenzie ever talk to you about it or anybody say, I have to do this
20 errand? Did they ever mention to you?
- 21 Former Staffer 5: They did, yeah. Mackenzie would ... and I don't know if it was specifically
22 related to clothing, but she would say "hey, I have to go take care of this
23 thing for Congressman Garrett or Flanna." And she would go and then
24 come back. Yeah.
- 25 Paul Solis: You know how often that would occur?
- 26 Former Staffer 5: It's hard for me to say. It could have been once every two weeks, once
27 every week, once every three weeks, I would think. I don't-
- 28 Paul Solis: There was no frequency. It was sort of sporadic and it's-
- 29 Former Staffer 5: That was certainly my experience, and from the outside looking in, that's
30 how it appeared to me. Again, I don't know since I'm not Mackenzie.
- 31 Paul Solis: What about the dog? Did Representative Garrett have his dog in the
32 office?
- 33 Former Staffer 5: Yes. The dog, Sophie. He or Flanna would bring it in every so often. It
34 wasn't like the dog was going to be there. There was a week that I

Transcript of Interview of Former Staffer 5
July 31, 2018

1 remember that the dog was there the full time. I think Congressman
2 Garrett and his wife were out traveling. And occasionally the dog would
3 be there and, you know ... yeah.

4 Paul Solis: So, it wasn't every day? Except that one week, it wasn't ... What was the
5 frequency the dog was there?

6 Former Staffer 5: That's a good question. I would estimate at least once a month. Certainly
7 before the Politico article came out, maybe twice a month. But it wasn't
8 every day.

9 Paul Solis: And were you expected to ... Were you ever asked to take the dog out and
10 walk it or watch it in some capacity?

11 Former Staffer 5: Well, I like dogs, so I was happy to do it. But someone would say, "Hey, I
12 think Sophie needs to go out." So, either I or another staffer would take
13 her out for a walk for like a minute or two, then we'd be back, or you
14 know, ten minutes, however long it took. And then ... yeah. And we had
15 food there for her, too.

16 Paul Solis: What staffers were primarily responsible for the dog, taking the dog out?

17 Former Staffer 5: Mackenzie did it a lot. Jimmy, I think, also wanted to make sure that the
18 dog was getting taken care of. I would do it every so often. Interns would
19 occasionally help out with that. Really whoever was available.

20 Paul Solis: Just going back to this picking up the tuxedo and the groceries, who's
21 typically asking you to do this?

22 Former Staffer 5: So, a lot of these activities would be Jimmy. He would say, "Hey, I'd
23 really appreciate your help. Someone needs to do X, Y, Z." Occasionally,
24 Flanna would text me directly, almost never was it the congressman, that I
25 remember. Besides like quick, "Hey, I forgot to bring my tie to the house
26 floor, do you mind getting it?" Or something like that. It was mostly
27 through Jimmy.

28 Paul Solis: So, you mentioned that Flanna would text you. Would she text you
29 individually or as part of a group?

30 Former Staffer 5: It varied, I would say.

31 Paul Solis: Did her text ... Did you all have a name for what those texts were? Did
32 you have like an acronym or something you called them?

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Former Staffer 5: Oh, so I didn't write this down, but I know some people referred to it as
2 TAMMY, which, Tom asked me to tell you. So, yeah, that would be the
3 acronym, I'd think.

4 Paul Solis: What is the frequency of her texting you?

5 Former Staffer 5: Not very often. Not to me, personally.

6 Paul Solis: I think you mentioned this, but the Congressman himself, personally,
7 wasn't texting you?

8 Former Staffer 5: Not for any specific instances that I can remember.

9 Paul Solis: If you could ballpark it, how often is Flanna Garrett texting either you
10 personally or a group setting?

11 Former Staffer 5: I would say once a month, if that. Maybe a little bit more than that, but not
12 very often.

13 Paul Solis: Do you know if she was in greater contact with other staffers?

14 Former Staffer 5: Yes. I would imagine her and Marissa ... or, sorry. Mackenzie and Marissa
15 would probably get the bulk of her text messages along with Jimmy.

16 Paul Solis: Why do you say Marissa and Mackenzie?

17 Former Staffer 5: I had heard them express frustration with the Congressman's wife texting
18 them. I don't know any of the details, but they texted frequently from what
19 I gathered.

20 Paul Solis: And do you know what the basis of the frustration was? Was it just ... Was
21 it the message that was conveyed or was it the frequency of the texting?
22 Do you have any idea of that?

23 Former Staffer 5: I don't. I think a lot of the time it was the content. They just didn't enjoy
24 her tone a lot of the time. But it's hard for me to say from the outside
25 looking in as to the exact dynamic of it all.

26 Paul Solis: Understood. How often was Representative Garrett's wife in the office?

27 Former Staffer 5: Maybe, my estimate would be once every week or once every two weeks.
28 She wasn't there all the time during business hours.

29 Paul Solis: After the Politico article came out, was she there the same amount or ...
30 Was there a time that you started to see her less or hear from her less?
31 Either one.

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Former Staffer 5: The errands I helped out with, I felt like there was a drop after December
2 in the amount of stuff that I did. And I think I saw her once after the article
3 came out. That was about it.

4 Paul Solis: When you say there was a drop in December, can you tell us a little bit
5 more about that? What do you mean by that?

6 Former Staffer 5: I think the ... what Jimmy was trying to do was have a particular point of
7 contact for Flanna and what her priorities were within the office. That way
8 it was kinda centralized. He knew what was going on. He could always
9 ask someone as to what the specifics were. So that, I think, was kind of the
10 driver behind that.

11 Paul Solis: What about the time that Flanna would text? Would it ever be late at
12 night?

13 Former Staffer 5: To me?

14 Paul Solis: Yeah, to you. The ones that you experienced.

15 Former Staffer 5: Not that I remember. I didn't ... I certainly didn't feel obligated to respond
16 if it was like at 11 or 12 at night. I would just wait 'til the morning.

17 Paul Solis: What about other ... What about like, Mackenzie and Marissa? Do you
18 know if they were receiving late night texts?

19 Former Staffer 5: That I can't remember.

20 Paul Solis: Well, I want to move into around March of this year. Were you ever
21 approached to do anything for the campaign? I know earlier in the
22 conversation I had asked you about being ... any requests that were made
23 of you to do work for the campaign in any way, and you said ... you
24 mentioned something about a small errand here or there. Can you ... I want
25 to talk about, in March specifically, but in general, any errands you ran for
26 the campaign or any work at all you conducted for the campaign. Can you
27 talk about that first?

28 Former Staffer 5: Right. Again, I'm not exactly sure what the exact constitutions are. Now in
29 March, I think it was March, I was approached by Jimmy and then the
30 Legislative Director, that says, "Hey, we're hoping to create a position
31 within the campaign." This would be someone who could directly assist
32 with Congressman Garrett and his wife, in addition to helping Jimmy out
33 with the campaign activities. I had told Jimmy in other settings that I
34 thought campaign work sounds neat and I'd be interested in it. I've heard
35 other staffers within the hill do it. And so, we talked a little bit about

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1 creating the position. I would work during lunch break and then nothing
2 out. And then, keep everything separate from work.

3 However, I had heard that the Congressman and his wife preferred one of
4 the female staffers within our office for that position. So, ultimately I
5 didn't have it. And I don't remember ever being paid by the campaign for
6 that kind of activity.

7 Paul Solis: Right. So, when you were approached about it, who approached you?

8 Former Staffer 5: I think it was first Hallie who sent me a message, and I can't remember the
9 exact date. It was just, "Hey, can we chat outside?" And so, went outside.
10 She said, "Hey, would you be interested? By no means feel obligated or
11 intimidated to do this. We just really appreciate your work and was
12 wondering if you'd be interested in any campaign activity?" And I said,
13 "Yeah, provided it's within the rules, I'd be happy to."

14 Paul Solis: Did she say who she meant by we?

15 Former Staffer 5: I would assume that meant Jimmy, as well. Jimmy was the ... from what I
16 remember, the second person I talked to about the position.

17 Paul Solis: Okay. So you spoke with him after Hallie?

18 Former Staffer 5: I think so.

19 Paul Solis: Okay. The best you can recall, what did you and Jimmy talk about then?

20 Former Staffer 5: He said, really appreciate your work. We're hoping to create a position,
21 one, to help the Congressman and his wife with any ... if they need help
22 with anything, you know. He did mention errands like the dog, just say
23 hey, it would be great if we could just have someone on call for this sort of
24 thing. I don't know if he mentioned the dog specifically, but that's kind of
25 the sense I got. And then you would also be working as someone who
26 could volunteer for the ... or actually work for the campaign and help out
27 with that sort of activity.

28 Paul Solis: So, I'm glad you provided a little more detail there. And you had
29 mentioned there, work for the campaign in addition to things to help out
30 Congressman Garrett and his wife. Did he give you any more specifics on
31 what that meant?

32 Former Staffer 5: He, now that I remember, he did mention like, oil change. Someone who
33 could do that to make sure he can get back and forth between the district
34 and whatnot. And he ... from what I remember, he indicated it would be
35 like a 50/50 time type position for that sort of activity.

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1 Paul Solis: Did he talk about how many hours a week or a month this new role would
2 entail?

3 Former Staffer 5: He did. I can't remember. From my sense, it was like an hour worth lunch
4 break and then maybe an hour at night or like three or four extra hours
5 somewhere dispersed throughout the week.

6 Paul Solis: Did he say how you'd be paid?

7 Former Staffer 5: I would think it would be through the campaign, although I can't
8 remember.

9 Paul Solis: Why do you think it would be through the campaign?

10 Former Staffer 5: Because I would have been a campaign employee.

11 Paul Solis: And that was how Jimmy presented it to you? You'd be a-

12 Former Staffer 5: Right.

13 Paul Solis: Paid campaign employee. Okay. Did he talk about whether or not your
14 official roles, the hours would be decreased or the pay would be decreased
15 at all to compensate for this?

16 Former Staffer 5: No. So, after I had received the offer, I went to meet with an ethics
17 counselor to see if there was precedence for this sort of thing, make sure it
18 could be doable, and I would maintain my work hours, I would have my
19 lunch break, and I could do ... From my understanding of the situation, I
20 could do work outside of official nine to five business hours.

21 Paul Solis: You say ethics counselor, what do you mean by that? Someone on the
22 Ethics Committee?

23 Former Staffer 5: No. Well, you know the office at Longworth, across from Dunkin'
24 Donuts?

25 Paul Solis: Mm-hmm (affirmative).

26 Former Staffer 5: That place.

27 Paul Solis: Okay. It wasn't the Ethics Committee staff.

28 Former Staffer 5: Not to my knowledge. It would have been ... what is the field title of the
29 people across from the Dunkin' Donuts?

30 Omar Ashmawy: So, you're talking about the basement level of Longworth?

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1 Former Staffer 5: Yes, exactly.

2 Paul Solis: That's payroll, possibly.

3 Former Staffer 5: No, the other side.

4 Omar Ashmawy: Yes, there is an ethics office. There's a satellite ethics office there that's
5 available for staffers who have questions.

6 Paul Solis: Okay.

7 Omar Ashmawy: [inaudible].

8 Paul Solis: Do you know the name of the person you met with?

9 Former Staffer 5: I don't remember. I think it was a female.

10 Paul Solis: Were they, they were a lawyer?

11 Former Staffer 5: Yes.

12 Paul Solis: And they presented themselves as a lawyer?

13 Former Staffer 5: Yes. They said to be very careful. That it was a very tough situation to do.

14 Paul Solis: What guidance did they give you? What did you walk away with from that
15 meeting?

16 Former Staffer 5: I was in the early stages of being looked at for this position. I got from ...
17 The sense that I got from the conversation, it was keeping track of my
18 hours, making sure I kept my work completely separate, that I kept up the
19 hours that I was doing for the official staff, and then whatever campaign
20 activity, keep it separate.

21 Paul Solis: Did you talk to them at all about this other 50% of doing things for the
22 Congressman and his wife that would be part of this position? Did you
23 bring that up to the ethics counselor?

24 Former Staffer 5: I don't remember bringing up the specific activities. I just presented it as I
25 was offered an opportunity through a campaign, or by the campaign.

26 Paul Solis: Did they give you any advice about conducting ... doing tasks for
27 Representative Garrett and his wife?

28 Former Staffer 5: No, I know it sounds crazy in retrospect, but I didn't ... From what I
29 understood at the time, I didn't think it would be an issue or anything

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- 1 that ... From my understanding, Jimmy was trying to help out with making
2 those activities be completely above board, so I didn't even perceive it as a
3 problem at the time.
- 4 Paul Solis: Well, that's ... I guess that would be my next question to you. When
5 Jimmy ... Not actually doing work for the campaign, again, this 50% of
6 time spent doing things for the Congressman and his wife, did you at all
7 feel uncomfortable with that? That you would be getting paid to do those
8 errands, did you feel-
- 9 Former Staffer 5: The more I heard about the position, the more uncomfortable I felt with it,
10 which is why I didn't really make a big stink as to when I was ultimately
11 not selected for it. I was more interested in the intellectual side of
12 campaign work. And I just kinda let it go after that.
- 13 Omar Ashmawy: This may be ... this is sort of, maybe it's an obvious question, but instead
14 of assuming the answer. Why did you seek out the advice of the ethics
15 counselor?
- 16 Former Staffer 5: I had heard that it was very important to keep your work separate and keep
17 your hours maintained and that ... I had actually brought it up while it was
18 me ... Well, first Hallie was like, "you should probably speak with an
19 official employment counselor to make sure what you're doing is correct."
20 I asked Jimmy's permission. I said, "hey do you mind if I speak with a
21 counselor before I proceed with this?" He was like "sure, absolutely."
22 Since being a congressional staffer and a campaign person raises various
23 issues.
- 24 Paul Solis: Did he ask you not to mention to the counselor, did he ask you not to
25 mention the doing the things for Representative Garrett and his wife?
- 26 Former Staffer 5: No.
- 27 Paul Solis: Okay. And again, this counselor, they said they were an ethics person?
- 28 Former Staffer 5: I'm pretty sure. Yeah.
- 29 Paul Solis: How did you know where to go? How did you know that this was the
30 office? Did you ask somebody?
- 31 Former Staffer 5: I had known before. As the flag attendant, I would frequently go down
32 there to say hey, is the right protocols for these, or any other issues. I also
33 had receipts and gifts that I had to ultimately return, and I wanted counsel
34 for that. So, I knew where they were.
- 35 Paul Solis: Did you ... This was an in person meeting you had?

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- 1 Former Staffer 5: Yes. From what I remember, yeah.
- 2 Paul Solis: Was there any emails exchanged with this lawyer?
- 3 Former Staffer 5: I can't remember. I think ... yeah, I can't remember.
- 4 Paul Solis: Okay. So, when you went and talked to this person, did you give it ... gave
5 it more time to think about whether or not you wanted the role? I mean,
6 what's happening in the interim after you were presented with the
7 opportunity, you meet with this lawyer, what happens next?
- 8 Former Staffer 5: And again, this could diverge from what they understood the conversation
9 to be, but I understood that it was doable if I had a very strict
10 understanding of what was permissible and what wasn't permissible. And
11 then, pretty soon afterwards, I found out that they had opted to go for a
12 different person, which proved to be Mackenzie. Then I kinda let it go
13 after that.
- 14 Paul Solis: Who told you that, that it was Mackenzie who had been chosen?
- 15 Former Staffer 5: I had found out ... First it was unclear to me if it was her or Marissa. But ...
16 I can't remember who told me. It was probably Jimmy.
- 17 Paul Solis: Did you talk to Mackenzie at all about that, about her being offered the
18 position?
- 19 Former Staffer 5: No. And then congratulations, I think that was it. Oh, there was an official
20 announcement, now that I remember. Just like a group of ... If I remember
21 correctly, there was a meeting of people that said hey, Mackenzie's gonna
22 also be helping out with the campaign. And that was it.
- 23 Paul Solis: Who announced that?
- 24 Former Staffer 5: I'm pretty sure it was Jimmy, but I can't replay the exact memory in my
25 mind.
- 26 Paul Solis: Did Jimmy, in that announcement, talk at all about also this time that
27 would be required to help out Representative Garrett and his wife?
- 28 Former Staffer 5: I can't remember.
- 29 Paul Solis: Did you ever have any conversations with Mackenzie after she started in
30 this new role about what she was doing?
- 31 Former Staffer 5: So ... and you know, she never expressly mentioned that this was directly
32 related to her campaign official duties, but I think she dog sat for the

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1 Garretts for a time. She would leave to help Jimmy occasionally over a
2 lunch break. And by and large, we didn't speak about it that much.

3 Paul Solis: Do you know whether she ... Again, I keep asking about this, but did you
4 know whether she, during that time, did any of these errands or did some
5 sort of running around doing tasks for Representative Garrett and his
6 wife? Do you know if she did that during that time that she was hired in
7 this new role?

8 Former Staffer 5: I know she dog sat. I can't remember any specific instances, but I certainly
9 got the sense that that was going on.

10 Paul Solis: Okay. Do you know why? Why do you have that sense? Other than the
11 dog.

12 Former Staffer 5: She would occasionally say, hey, Flanna asked me to do something, or
13 hey, I'm coming from the Garrett's apartment, I'll be 10 minutes late, or
14 something like that. And of course, she'd stay like an hour or two past the
15 standard 5 p.m., but that sort of thing.

16 Paul Solis: Did you notice she was out of the office more when she took on that new
17 role?

18 Former Staffer 5: That's hard to say. She does conduct a lot of meetings with other offices,
19 you know coffees, networking. So, it was hard for me to tell when she was
20 working for the campaign and when she was off on other duties slash
21 interests.

22 Paul Solis: Did she say how much she was getting paid for this new role?

23 Former Staffer 5: No.

24 Paul Solis: When you were offered it, did they put a figure about how much you'd be
25 paid?

26 Former Staffer 5: They did, and I know this sounds bad, but I really can't remember. It
27 wasn't double my salary or anything like that. It was just a little extra
28 money here and there.

29 Paul Solis: About when did Mackenzie start the role?

30 Former Staffer 5: It was pretty soon after I had been offered it, and then they ended up going
31 with another candidate. And I think you mentioned it might have been
32 March. That sounds right to me, although I can't remember the specific
33 date.

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1 Paul Solis: Who knew about this offer in the office and this new position? Who knew
2 about it?

3 Former Staffer 5: Hallie and Jimmy definitely knew about it. Beyond that, I don't know. At
4 least before it was announced to everyone else.

5 Paul Solis: How much time ... and I know it's difficult for you to say given that
6 Mackenzie was out of the office doing coffees and all that, but how much
7 time do you think she was spending in this new position? Is there any way
8 you could estimate that?

9 Former Staffer 5: It seemed that it was about equivalent to a lunch break during her work at
10 the office. As far as outside business hours, it's hard for me to estimate.
11 And occasionally it would spill over other days, like she'd be there from
12 nine to six or nine to seven, like full time at the office.

13 Paul Solis: In the official office?

14 Former Staffer 5: In the official office. So, I think a lot of it varied by the day and ... yeah,
15 it's hard for me to estimate.

16 Paul Solis: Did you notice a change, though? I know you can't estimate the hours, but
17 you noticed a change in her being in the office?

18 Former Staffer 5: Again, it's really hard for me to say. A lot of dynamics shifted between
19 when I first arrived and then that point afterwards, and especially with
20 everything that came out. It was hard, again, hard for me to tell when she
21 was arriving late to work just because she had missed the bus or slept in,
22 what have you, or if she was conducting official duties.

23 Paul Solis: Do you know if Mackenzie, after she started the new role, do you know if
24 she actually did campaign work for Representative Garrett?

25 Former Staffer 5: I would think so, yeah. I think I recall her mentioning that she worked on
26 specific events.

27 Paul Solis: Do you know what events? How many times?

28 Former Staffer 5: Actually, going back to your second or third question back, I did notice
29 she wouldn't come into the office on time as much as she did when I first
30 started working with her. Again, I don't know if that was related to her
31 duties, but that was definitely a thing that concerned me. Well, what was
32 your ... sorry.

33 Paul Solis: My question is, specifically campaign events, that were you had direct
34 knowledge that she was out of the office working on campaign type

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1 things. Were you aware of that happening when she started this new role?
2 Did you have any certainty that she was working on campaign issues?

3 Former Staffer 5: Yeah, I was pretty certain she was working on campaign issues. And I got
4 the sense that she was working on media related stuff for the campaign,
5 too, but nothing concrete.

6 Paul Solis: Right. Do you know why you had that sense with her?

7 Former Staffer 5: Right. She had a laptop on ... yeah, I'm pretty sure it was a campaign
8 laptop that she had in her possession. And then she had mentioned to me
9 that ... She was like, oh, I was helping Congressman Garrett and Jimmy
10 out with an event this past weekend. It was really nice. We met some
11 good, solid people, and that's ... yeah. So I knew she was ... almost 100%
12 positive she was working on the actual campaign stuff.

13 Paul Solis: It looks like I asked you this at the beginning, but you obviously ... you
14 left, you said, in July, this month of this year, correct?

15 Former Staffer 5: Yes.

16 Paul Solis: Why did you tender your resignation at the office?

17 Former Staffer 5: So, I had submitted my letter of resignation about three weeks in advance
18 from the time that I ultimately left. For me, it was a lot of things. I knew
19 Congressman Garrett wasn't gonna be here in ... or wasn't gonna be there
20 in Washington the following year. I had kinda seen and gotten the Capitol
21 Hill experience and I was ready to move back to North Carolina and start
22 studying. So, it just seemed like everything was kind of coming together to
23 a point where I was like, alright, I'm ready to move on. It was past the
24 initial blow of the Politico article, where I felt like I wasn't leaving them in
25 a bad spot. So, I'd say it would be a lot of things.

26 Paul Solis: Generally, the nature of that article, and I think even the title was
27 something like Turning Staffers into Personal Servants, or something like
28 that. I've asked you about the specifics of things that were talked about in
29 that article, but generally, did you agree with that tone of the article, that
30 narrative that staffers were being made into personal servants to do all
31 kinds of personal errands? Do you believe that that happened?

32 Former Staffer 5: I personally would disagree with classifying the staffers as servants. I
33 certainly never felt that way. To me, one ... And again, I feel stupid for not
34 knowing the rules better when I first arrived. I never felt like I was
35 pressured to do anything. I thought I was just being helpful. And yeah, I
36 think the characterization that I saw in the article, well, definitely some of

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1 it, I would say him asking staffers to perform errands is true. I just thought
2 it kind of misrepresented, I guess, my personal experience.

3 Paul Solis: Would you say that Mackenzie and Marissa ... this is going back to what
4 you mentioned earlier. Mackenzie and Marissa, did they do the most of
5 that type of ... those types of requests, those types of tasks?

6 Former Staffer 5: I'm not sure about Marissa, but I would definitely say Mackenzie handled
7 a lot of them, greatly, by the end of the spring.

8 Omar Ashmawy: Yeah, just ... these are more for the record, questions. So, this timeline of
9 documented events that your attorney provided us, I just want to clarify
10 the timeframe extends from 2017 to 2018?

11 Former Staffer 5: Correct.

12 Omar Ashmawy: Okay. And it's in chronological order?

13 Former Staffer 5: Yes.

14 Omar Ashmawy: The instance on October 26th when you went to Costco, you went with the
15 Congressman's wife?

16 Former Staffer 5: Yes, correct.

17 Omar Ashmawy: And that was on a week day?

18 Former Staffer 5: Yes.

19 Omar Ashmawy: November 21st, when you were asked to help move the Congressman
20 from his ... from one part of town to another, was it only just you, the
21 legislative director, and the Chief of Staff?

22 Former Staffer 5: That's all I can remember. It was Chief of Staff, me, the Legislative
23 Director, his wife was there, you know, Congressman Garrett's wife.
24 Congressman Garrett was there. And I don't remember anyone else.

25 Omar Ashmawy: And that would ... That would ... Otherwise, if you hadn't been doing that,
26 that would have been a regular work day.

27 Former Staffer 5: Right. I had been notified by the Chief of Staff, said hey, we'd really
28 appreciate your help tomorrow. If you want, you can wear jeans and a t-
29 shirt. And obviously, over the course of time I worked there, even as an
30 intern, I would stay 'til 6 p.m. I would arrive at 8:30. Most of those
31 instances, I think, could be swallowed up by a lunch break, and I never
32 took a lunch break. I would eat at my desk. And that was the only incident

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1 that took up a day. And over the course of several months, I think I more
2 than made up for it.

3 Omar Ashmawy: Oh, I'm sure you did. Like I said, I just wanted to ... just again, for the
4 record, I just wanted to go through these.

5 So, I guess ... So, December 1st, I know you said you didn't remember if it
6 actually happened when the chief of staff texted you to see if you were
7 available to help the congressman's wife move items for a few hours.

8 Former Staffer 5: Right.

9 Omar Ashmawy: That would have been, just for the sake of my clarity, does December 1st
10 represent the date of the text or would that have been the day, if you did,
11 that would have been the day that you would have done it?

12 Former Staffer 5: That was the text. I had completely forgotten about the text until I was
13 called about this matter, and I was going through all my texts and I found
14 it. I was like, I don't remember that. But, I thought it was worth including
15 just in case it did happen.

16 Omar Ashmawy: I appreciate that. December 12th, when the Chief of Staff asked you if you
17 could help the Congressman's wife move some IKEA furniture items, that
18 was also on a typical work day?

19 Former Staffer 5: Correct, yes. Would have been at the end.

20 Omar Ashmawy: The time you helped ... when you were trying to help set up the-

21 Former Staffer 5: Early afternoon, sorry. Not towards the exact end, but like during the work
22 day, yes.

23 Omar Ashmawy: I understand, yes. The May 8th instance when you were working, trying to
24 get their wife up and running, that also was on a ... that also was on a work
25 day?

26 Former Staffer 5: Yes. It, again, took up a lunch break. And they compensated me for my
27 time in cash. I actually didn't even get the wife to work, but they still-

28 Paul Solis: Who's they, you mean Congressman?

29 Former Staffer 5: Yes. Well, the Congressman's wife was there.

30 Paul Solis: And they handed you cash?

31 Former Staffer 5: Right.

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- 1 Omar Ashmawy: And lastly, this July 2nd contact, you said that Representative Garrett
2 contacted you with questions about specific activities that you did while
3 working in his office. Could you just elaborate on that?
- 4 Former Staffer 5: Right. So, at that particular point, Congressman Garrett said, "I need
5 information. They're looking into what I've done and I'm trying to get a list
6 of everything that has happened so I can disclose what occurred." And so,
7 to the best of my knowledge, I tried to relay that information. He had
8 asked about the Costco trip, what was purchased, and I think he asked
9 about IKEA, as well, or some other instance.
- 10 Omar Ashmawy: Do you recall if our investigation, the Office of Congressional Ethics
11 investigation was brought up on that call?
- 12 Former Staffer 5: So, this was text message. From what I remember, he said ethics is
13 investigating. Again, I can look at the exact text message to give you the
14 exact information. But he didn't mention OCE specifically, from what I
15 remember.
- 16 Omar Ashmawy: Has anyone brought up to you ... I mean, not your attorney, but anyone
17 from ... any of your former colleagues at Representative Garrett's office,
18 anyone you're still in contact with. Has anyone brought up our review?
- 19 Former Staffer 5: No. Yeah, I had been contacted by the Congressman. I had called the
20 Chief of Staff, Bill Janis, the following day, say, "Hey, is everything
21 okay? What should I expect?" They said, "They'll probably contact you in
22 a couple weeks. Just tell the truth, or do whatever," well, since he said it
23 was voluntary, he said, "I can't tell you what to do. Just be honest,
24 whatever you do, is my advice." And that was it.
- 25 Paul Solis: He mentioned that it was voluntary?
- 26 Former Staffer 5: Yes.
- 27 Paul Solis: Did he reference the OCE in that conversation or was it the Committee on
28 Ethics?
- 29 Former Staffer 5: I can't remember.
- 30 Paul Solis: I just had a question about the last page here. It says, "After reviewing my
31 personal calendar, text messages, phone, email," or sorry, "personal email
32 and Gchat messages, I found eight likely relevant instances of personal
33 tasks." Is that representative of the previous-
- 34 Former Staffer 5: Right, that's the previous stuff.

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- 1 Paul Solis: It's not eight extra.
- 2 Former Staffer 5: No. Yeah. I think what I was getting at there is, those are the ones that I
3 could document. There were a couple other instances, like, "hey Former
4 Staffer 5, I'm out" ... It would be Jimmy, and he'd be like "hey, I think the
5 Congressman forgot his cigarettes. Could you hunt those down?" That
6 would take like a minute. Or, you know, I would ... I, or someone, would
7 mention "hey, someone needs to walk the dog." I don't have any
8 documentation of those, but it did happen. It wasn't a big time
9 commitment as far as those ones that I couldn't document.
- 10 Paul Solis: And this just goes back to at the beginning, I had just mentioned any
11 campaign work you'd done throughout your time with the Congressman.
12 You mentioned it possibly was a small errand. Is there any specifics you
13 can give on ... and what do you mean by that? Did you ... What kind of
14 small errand would you do for the campaign?
- 15 Former Staffer 5: So ... and this is an area where I'm a little unclear as to what it constitutes.
16 I think it's actually in the document or the documents that I listed. There
17 was an instance where Congressman Garrett had had these gifts that he
18 wanted distributed to other members. I'm not sure if those gifts were some
19 sort of things that he personally paid for, or if these gifts, which were also
20 sent to non-members of Congress. If this was like, more ... I don't know if
21 this makes sense, but like politics, establishing goodwill. I helped deliver
22 those and I would classify that as something that I don't know.
- 23 Paul Solis: And that was ... Was that December 14th?
- 24 Former Staffer 5: Sounds about right.
- 25 Paul Solis: There's, you mentioned, Mark Meadows' office.
- 26 Former Staffer 5: Right, right.
- 27 Paul Solis: Okay. That's what you're talking about?
- 28 Former Staffer 5: Yes. And then in January, as well. I think there were a couple extra gifts
29 that were distributed, that didn't get a chance to before Christmas.
- 30 Paul Solis: And that's what you meant by possibly a small errand for the campaign.
- 31 Former Staffer 5: Right.
- 32 Paul Solis: But other than that, no volunteer or paid work for the campaign?
- 33 Former Staffer 5: Not that I can remember.

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- 1 Omar Ashmawy: Anything else? Obviously you've got a sense of what we're asking about.
2 Is there anything that you thought we would ... a question you thought we
3 would ask that we didn't, something you thought we would bring up and
4 may not have?
- 5 Former Staffer 5: I thought you would bring up alcohol. I'd never seen the Congressman
6 drink. There was one time that I saw him with a Solo cup, but I couldn't
7 tell you what was in it. Obviously, I know he may have had a different life
8 outside of work, but as far as what happens next, do y'all have any ideas to
9 what the process looks like?
- 10 Paul Solis: Well, we can conclude our time here, then talk about our process and
11 timelines in a moment. I just have one more question, kind of generally,
12 about the Congressman's time in the office. Was there a point in time
13 where you just really didn't see him at all coming into the office?
- 14 Former Staffer 5: That would be often. I got the sense that he preferred to work ... to hold
15 meetings in the office and then primarily work either by voting or working
16 in other spaces. So, it wouldn't be unusual for me not to see him,
17 especially in an out of session week, it wouldn't be unusual at all for me to
18 not see him come in to work.
- 19 Paul Solis: Was there a time though where you just didn't see him at all? A couple
20 weeks or longer where you just didn't see him?
- 21 Former Staffer 5: Definitely out of session weeks. It would almost be certain that he
22 wouldn't be in the office except for like maybe an hour or two. Hard for
23 me to judge. In session weeks, I didn't notice anything abnormal.
- 24 Paul Solis: One question I forgot to ask you, but I just remembered. Did the Ethics
25 Committee staffers ever come into the office to talk to the staff as a
26 whole?
- 27 Former Staffer 5: They did.
- 28 Paul Solis: Okay, when did that occur?
- 29 Former Staffer 5: I can't remember the exact date. I know the congressman had everyone
30 sign a sheet of paper that says yes, we had people come in and talk to us. I
31 think it was sometime in the spring, before the article.
- 32 Paul Solis: 2018?
- 33 Former Staffer 5: Right. And ... yeah.
- 34 Paul Solis: What was the topic of the discussion with the ethics staffers?

Transcript of Interview of Former Staffer 5
July 31, 2018

1 Former Staffer 5: I really can't remember. I'm sorry.

2 Paul Solis: No, that's okay. That's okay. Do you know if-

3 Former Staffer 5: Workplace rights and responsibilities. That kind of thing is the general
4 sense I got.

5 Paul Solis: Did campaign work and official work and sort of how staffers deal with
6 those two worlds, was that discussed at all in the meeting with the ethics
7 staffers?

8 Former Staffer 5: I really can't ... It's very possible that it was. I would assume so, but I don't
9 have any specific memory to back that up.

10 Paul Solis: In the context of those Ethics staffers coming in to talk to you guys, was
11 your proposed arrangement with the campaign at all brought up?

12 Former Staffer 5: Not that I can remember. I don't know if Mackenzie's arrangement was
13 referenced to, and what was actually existing. But, I can't really remember.

14 Paul Solis: Do you know whether that meeting occurred after you'd been offered the
15 new position?

16 Former Staffer 5: I'm pretty sure it was after.

17 Paul Solis: And then after the ethics staffers left, did anybody talk to you about that
18 offer or Mackenzie's offer? Jimmy, Hallie, did anybody say how that offer
19 related to the ethics committee coming up in any way?

20 Former Staffer 5: Not that I can remember, no.

21 Paul Solis: That's all we have for you, Former Staffer 5. So, thank you.

22

23

EXHIBIT 10

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. It is July
2 23, 2018. I'm joined by my colleague Omar Ashmawy. We're here for an
3 interview of Former Staffer 4. I have provided Former Staffer 4 a copy of
4 18 U.S.C. 1001 and he has signed the acknowledgement form stating that I
5 did provide him a copy of the statute, and we can begin with the interview.
6 So, may I call you Former Staffer 4?

7 Former Staffer 4: Absolutely.

8 Paul Solis: Okay, Former Staffer 4. Where are you currently employed right now?

9 Former Staffer 4: I'm currently employed as a Legislative Director for [REDACTED]
10 [REDACTED].

11 Paul Solis: Okay. And how long have you been there, in that role?

12 Former Staffer 4: Since, I believe, May 1st or May 3rd of 2017.

13 Paul Solis: Have you held the same title in that office the whole time?

14 Former Staffer 4: I have.

15 Paul Solis: And prior to your current job where were you?

16 Former Staffer 4: I was a legislative fellow for approximately two weeks with Congressman
17 John Rutherford. And prior to that I was the Legislative Director for
18 Congressman Tom Garrett.

19 Paul Solis: So in that role in Representative Garrett's office, what were some of your
20 job responsibilities?

21 Former Staffer 4: Well I started the legislative program, so a lot of it was focused on
22 educating the new staffers in the leg shop who didn't have quite as much
23 legislative experience. I ran the legislative program for the congressman. I
24 staffed committee hearings, things of that nature.

25 Paul Solis: And when did you start with Representative Garrett?

26 Former Staffer 4: January 3, 2017.

27 Paul Solis: And that was his first day in office?

28 Former Staffer 4: Yes.

29 Paul Solis: Did you work at all on the campaign with him?

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Former Staffer 4: I was not employed on the campaign. I volunteered tangentially during my
2 free time.
- 3 Paul Solis: And that's with his congressional campaign?
- 4 Former Staffer 4: Yes.
- 5 Paul Solis: And what are the dates that you volunteered with his congressional
6 campaign?
- 7 Former Staffer 4: I don't have specific dates.
- 8 Paul Solis: Okay. Was it in 2017, or 2016?
- 9 Former Staffer 4: 2016.
- 10 Paul Solis: 2016. And is that the months leading up to November election or earlier
11 on in the year?
- 12 Former Staffer 4: The months leading up to the November election. There was a specific
13 instance that I can recall that I went down to Warrenton on a Saturday to
14 help knock some doors.
- 15 Paul Solis: What would you estimate your time on the campaign in 2016, how much
16 time were you spending?
- 17 Former Staffer 4: A total of probably ten hours.
- 18 Paul Solis: In total, in all of 2016?
- 19 Former Staffer 4: I would say so. Ten hours.
- 20 Paul Solis: And then in 2017 when you were actually an official employee, did you do
21 any volunteer campaign work there? With Representative Garrett's
22 campaign committee?
- 23 Former Staffer 4: I don't believe so, no.
- 24 Paul Solis: So back to your official position as Legislative Director, who did you
25 report to in that position?
- 26 Former Staffer 4: I reported to the Chief of Staff, Kevin Reynolds.
- 27 Paul Solis: Did you have any other Chiefs of Staff while you were there?
- 28 Former Staffer 4: While I was there, no.

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Paul Solis: Okay. Who were the other senior staffers in the office at that time?
- 2 Former Staffer 4: The Deputy Chief of Staff and Communications Director was Andrew
3 Griffin, and I believe Kevin Reynolds would be the other senior staff, the
4 Chief of Staff.
- 5 Paul Solis: So, why did you leave that position?
- 6 Former Staffer 4: I had a disagreement with the Chief of Staff over the direction of the
7 legislative program. Specifically on personnel. So, we had a legislative
8 correspondent who wasn't performing. He would take long breaks, not do
9 his job. So I talked to his previous office that he interned in to see best
10 practices of how to manage him. And that was around the end of January.
11 And over the next month he improved substantially, so I believe I got
12 good information. The Chief of Staff didn't appreciate that I went to that
13 other office without talking with him first. So we had a disagreement over
14 that, and that's why I left the office.
- 15 Paul Solis: Who was that Legislative Correspondent?
- 16 Former Staffer 4: James Vandenberg.
- 17 Paul Solis: And then the Chief of Staff was Mr. Reynolds?
- 18 Former Staffer 4: Yes.
- 19 Paul Solis: Are you friends with any current staffers in Representative Garrett's office,
20 like personal friends?
- 21 Former Staffer 4: I am former colleagues with Hallie Pence, the current Legislative Director.
22 She was in a previous office with me. I'm in contact with her maybe once
23 a month. I didn't talk to her about this at all.
- 24 Paul Solis: Anybody else that's currently in the office that you keep communication
25 with?
- 26 Former Staffer 4: I'm not sure if they're currently employed still, there's been a lot of
27 turnover in that office. MacKenzie Morales, she's a staff assistant there.
- 28 Paul Solis: How often do you speak with MacKenzie?
- 29 Former Staffer 4: I think I talked with her once in the past month.
- 30 Paul Solis: All right. And what did you guys speak about?
- 31 Former Staffer 4: Personal things.

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Paul Solis: So, unrelated to Representative Garrett's office or official duties, anything
2 like that?

3 Former Staffer 4: Correct.

4 Paul Solis: What about, once in the past month, what about prior to this month? In the
5 past month, prior to that, how many times are you speaking with
6 MacKenzie?

7 Former Staffer 4: Probably once a week. It's just been a busy summer, that's why we haven't
8 kept in touch.

9 Paul Solis: And is that over text, email, phone calls?

10 Former Staffer 4: Mostly text.

11 Paul Solis: And when you all chat, have you ever talked about Representative
12 Garrett's office or what's happening in the office?

13 Former Staffer 4: We have.

14 Paul Solis: Well I might get back to that in a moment. So Hallie, MacKenzie,
15 anybody else? And we can also talk about former staffers. Anybody
16 associated with Representative Garrett's office, current and former
17 staffers, that you have some communication with.

18 Former Staffer 4: In the D.C. office, none come to mind. There are some former colleagues
19 of mine in the district office. I haven't really kept in touch with them since
20 I've departed. But I do have a previous relationship with them.

21 Paul Solis: Okay, and can you give me the names of those people?

22 Former Staffer 4: Denise Van Volkenburg and Esther Page.

23 Paul Solis: So, I want to move on to this May, at the end of May 2018, there was
24 some public reports that came out in I believe Politico and maybe some
25 other publications as well, that talked about Representative Garrett's office
26 and some things that were happening in the office related to tasking
27 staffers with personal errands and things like that. Did you see that article?

28 Former Staffer 4: I saw the Politico article, yes.

29 Paul Solis: Okay. You read it?

30 Former Staffer 4: I did.

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Paul Solis: Okay. What was your reaction to that article?
- 2 Former Staffer 4: Shock. Some outrage.
- 3 Paul Solis: What's the basis for the outrage? Can you explain a little bit more, what do
4 you mean by that?
- 5 Former Staffer 4: I mean, Members of Congress are supposed to be held to a higher
6 standard.
- 7 Paul Solis: Was any of that that was alleged in the article, was that surprising to you,
8 or was it ... did you feel that that made sense to you in any way? Explain
9 to me the nature of the allegations that were made in the article.
- 10 Former Staffer 4: I think it was surprising to me because I did not firsthand see it when I was
11 employed in the office. Other than that, I think the article speaks for itself,
12 but there were allegations that were put out there that were serious.
- 13 Paul Solis: And when you say firsthand, while you were there you didn't firsthand
14 experience some of that, some of the allegations that were made in the
15 article, you didn't witness it firsthand or didn't experience it firsthand.
16 What about indirectly? What about someone telling you about some of
17 those things? Did that happen while you were there?
- 18 Former Staffer 4: While I was there no one told me anything. If they did I would have
19 reported it. I would have worked out a solution, because I feel that that's
20 highly inappropriate. After I read the article, reflecting on my time there,
21 there was a instance where a junior staffer, or an intern, I forget which,
22 was talking with Mr. Vandenberg about weekend plans, and he made the
23 statement, "No I can't, I have to look after the dog." And I was not a part
24 of the conversation, just I heard it, I didn't take any characterization away
25 from it. I didn't know if he had volunteered to do it or if he was getting
26 compensated by Congressman Garrett personally to do so. But that is all in
27 hindsight. I didn't take anything away from it at the time that I overheard
28 that.
- 29 Paul Solis: And you overheard that while you were employed in the office?
- 30 Former Staffer 4: Correct.
- 31 Paul Solis: And what is the name of the intern?
- 32 Former Staffer 4: I don't recall who initiated the conversation. But I know that it was James
33 Vandenberg who responded.
- 34 Paul Solis: And was Mr. Vandenberg an employee of the office at the time?

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Former Staffer 4: He was, he was the Legislative Correspondent.

2 Paul Solis: But you do not recall the intern who made the statement to Mr.
3 Vandenberg?

4 Former Staffer 4: No.

5 Paul Solis: So, what about then, after you left the office? What have you come to
6 understand about some of the allegations made in the article, through any
7 discussion of people you know who work there, in text or email.
8 Discussion with friends, former colleagues, what do you know about the
9 allegations since you've left the office?

10 Former Staffer 4: I mean, a lot of it center around the Politico article. As far as things that I
11 know of, I know that there was some angst about personal errands being
12 run. I know that MacKenzie started being paid for campaign work. Didn't
13 really hear too much about more about the dog until the Politico article
14 came out.

15 Paul Solis: So, let's talk about two of those things you just mentioned.

16 Former Staffer 4: Sure.

17 Paul Solis: You mentioned about angst about some of the personal errands that were
18 being tasked to official employees. How did you come to know that?

19 Former Staffer 4: Through my discussion with MacKenzie.

20 Paul Solis: Anybody else?

21 Former Staffer 4: No.

22 Paul Solis: And when MacKenzie would relay this angst that was going on in the
23 office at the time, was that prior to the Politico article coming out, or
24 after?

25 Former Staffer 4: To my best knowledge, before.

26 Paul Solis: Before. Okay. How many times did she relay a message like that to you,
27 about angst.

28 Former Staffer 4: Just once.

29 Paul Solis: Just once. And what was the substance of that discussion?

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Former Staffer 4: It was centered around how much she should be getting paid by the
2 campaign for the campaign work.

3 Paul Solis: Around what date did she make this ... communicate this to you?

4 Former Staffer 4: I don't have an exact date off the top of my head-

5 Paul Solis: Best you can estimate.

6 Former Staffer 4: March.

7 Paul Solis: Of 2018?

8 Former Staffer 4: Correct.

9 Paul Solis: So, was that over text, or email?

10 Former Staffer 4: Possibly text, definitely a phone call.

11 Paul Solis: So there were multiple discussions about this same topic you had with
12 MacKenzie?

13 Former Staffer 4: Not necessarily multiple discussions, it was possibly a text that led to a
14 phone call. It was in the same conversation. If there was a text.

15 Paul Solis: Do you think you still have that text?

16 Former Staffer 4: I can certainly check.

17 Paul Solis: Okay. Well maybe we'll follow up afterwards about that. So, now getting
18 to more of the substance of MacKenzie being paid by the campaign. Can
19 you talk to me a little bit more about that? What did she mean by that?

20 Former Staffer 4: So, she was being paid for campaign work on her own time. I'm not privy
21 to the exact amount of how much she was getting paid, she just thought
22 she should be paid more. As far as the responsibilities, I believe that there
23 might have been some district work involved. Like going down to the
24 district. But as far as the actual job description, I'm not too familiar with
25 what it exactly was.

26 Paul Solis: Well, I want to try to understand how angst about the personal errands is
27 connected to this arrangement-

28 Former Staffer 4: I think some of the personal errands might have been classified as
29 campaign work.

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Paul Solis: And why do you think that?
- 2 Former Staffer 4: That's just the characterization that she gave. Some of the dry cleaning,
3 things of that nature.
- 4 Paul Solis: Did she say why that was occurring?
- 5 Former Staffer 4: Why-
- 6 Paul Solis: This classification that's being made, these personal errands are being
7 classified as campaign work. Why were they being classified as campaign
8 work?
- 9 Former Staffer 4: I don't know the answer to that.
- 10 Paul Solis: What did she say about how this arrangement came to be?
- 11 Former Staffer 4: It was a discussion that was had with the Chief of Staff at the time, Jimmy
12 Keady, and her about assuming more unofficial responsibilities.
- 13 Paul Solis: Did she express concern with you that this might have been impermissible
14 or problematic in some way?
- 15 Former Staffer 4: I believe so. I know that I counseled her to make sure that campaign duties
16 were campaign duties.
- 17 Paul Solis: Can you expand upon that a little bit more? What do you mean, you
18 wanted to counsel her that campaign duties were campaign duties. What
19 you mean by that?
- 20 Former Staffer 4: I mean that the actions she was performing were directly related to the
21 campaign committee. Whether that's making phone calls, knocking on
22 doors, traditional campaigning activities.
- 23 Paul Solis: And why did you make her aware of that?
- 24 Former Staffer 4: Well, I know as a former junior staffer, I didn't necessarily understand the
25 bright line between official duties and unofficial side of things. And being
26 up here for as long as I have, you come to know that very well. Because
27 you don't want something like this to happen. So, that's why I counseled
28 her as such.
- 29 Paul Solis: And was it because you felt that she was relaying something to you that
30 crossed that line you just talked about?

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Former Staffer 4: I think it was just a word of warning in general. I don't think there was
2 anything specific that I could necessarily think of. Besides some of the
3 errands that might have been asked for her to run.
- 4 Paul Solis: What did she relay to you about the types of errands that she was being
5 asked to run?
- 6 Former Staffer 4: Specifically dry cleaning. That's all that I heard.
- 7 Paul Solis: Did she talk about Representative Garrett's role? I know that she discussed
8 a meeting she had with Jimmy Keady regarding this topic. Did she
9 mention Representative Garrett's role in any of this?
- 10 Former Staffer 4: Not specifically, no.
- 11 Paul Solis: And who would she be performing the errands for?
- 12 Former Staffer 4: I believe it would be for the Congressman.
- 13 Paul Solis: Did she talk about whether the errands would be for his wife at all?
- 14 Former Staffer 4: Not to my recollection, no.
- 15 Paul Solis: Was there a figure discussed about how much she'd be paid?
- 16 Former Staffer 4: Yes. I can't recall the specific amount per month, but I remember it being
17 somewhere around \$1000 a month.
- 18 Paul Solis: And this is from Representative Garrett's congressional campaign
19 committee?
- 20 Former Staffer 4: Correct.
- 21 Paul Solis: I asked you if she mentioned to you any concern about the permissibility
22 of this arrangement, and you said yes. What else did she say about that? I
23 mean, as specific as you can be about what she relayed to you that allowed
24 you to give me an affirmative answer to that question. What did she say
25 specifically about her concerns?
- 26 Former Staffer 4: Specifically her concerns were being paid too little for the amount of time
27 that she was using in her free time to do the activities, along with the
28 nature, specifically picking up dry cleaning for the Congressman.
- 29 Paul Solis: Did she feel that she should be paid more for the amount of time she was
30 spending?

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Former Staffer 4: Yes.

2 Paul Solis: Did she talk about how much time she was spending doing that type of
3 work in comparison to her official role?

4 Former Staffer 4: The official role typical 40 plus hour week. Her concerns, I believe, were
5 putting in an additional ten hours or so a week. I believe that ten hours was
6 what was discussed.

7 Paul Solis: And so, I want to make sure I understand this. That's ten hours doing these
8 sort of personal errands?

9 Former Staffer 4: Yes.

10 Paul Solis: And that she was concerned whether she'd be able to make up that extra
11 time on the official side to get to her 40 hours?

12 Former Staffer 4: No, this would be ... she was concerned that it was impeding on her free
13 time outside of all of those arrangements.

14 Paul Solis: Was there any concern that she relayed to you about not being able to
15 make up enough hours in her official role?

16 Former Staffer 4: No.

17 Paul Solis: How many times did you speak with her? I know we talked about a text,
18 and then maybe that text led to a phone conversation. Were there any other
19 phone conversations about this topic?

20 Former Staffer 4: Not that I can recall.

21 Paul Solis: What about texts or emails?

22 Former Staffer 4: No emails, and besides the one text ... there might be a text. I can confirm
23 that for you, obviously. But we did speak over the phone once on it. Same
24 with text. I think. I have to double check.

25 Paul Solis: Walking back a little bit about the nature of some of the allegations that
26 were in this Politico article, besides MacKenzie, did you speak with
27 anybody else, current or former staffers, about the nature of those
28 allegations?

29 Former Staffer 4: I contacted Hallie and I asked her what was going on, she didn't reply.

30 Paul Solis: When did you reach out to her?

Transcript of Interview of Former Staffer 4
July 23, 2018

- 1 Former Staffer 4: After the Politico article was published.
- 2 Paul Solis: And was that over text?
- 3 Former Staffer 4: Yes.
- 4 Paul Solis: Have you spoken to her since that time?
- 5 Former Staffer 4: Yes.
- 6 Paul Solis: About the substance of the article?
- 7 Former Staffer 4: Not so much the substance of the article as just generally commiserating
8 about her situation.
- 9 Paul Solis: Tell me more about that. When you say commiserating about her situation,
10 what do you mean?
- 11 Former Staffer 4: I mean, the nature of the Hill I guess. We talked about what her next steps
12 were, how she was feeling. That sort of thing.
- 13 Paul Solis: Did she confirm to you whether or not some of things that were alleged in
14 the article occurred?
- 15 Former Staffer 4: No.
- 16 Paul Solis: I just want to get a better understanding when you say commiserating.
17 Was Hallie relaying to you that she was having a difficult time since the
18 article came out?
- 19 Former Staffer 4: Yes. I think that the conversation was based around the Chief of Staff,
20 Jimmy Keady leaving and other people who might be leaving the office.
21 And the article created an unpleasant atmosphere for the office, and a lot
22 of responsibility was falling on her.
- 23 Paul Solis: What did she say about Jimmy leaving?
- 24 Former Staffer 4: She really liked Jimmy and was disappointed and a little upset that he left.
- 25 Paul Solis: Was Jimmy, do you know if Jimmy was fired, or whether he left
26 voluntarily or resigned?
- 27 Former Staffer 4: I don't know firsthand. I've heard both from, I don't want to say sources,
28 but just around. I couldn't pin down who I heard either from.
- 29 Paul Solis: Did Hallie characterize whether or not Jimmy was fired or resigned?

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Former Staffer 4: She did not.

2 Paul Solis: Did you talk about why ... I'm sorry. Was this over text, or phone?

3 Former Staffer 4: This was in person.

4 Paul Solis: This was in person? And when was this? In early June or late May?

5 Former Staffer 4: So the article came out-

6 Paul Solis: I believe it was May 28th. I think. Late May, 2018.

7 Former Staffer 4: It would have been probably second or third week of June.

8 Paul Solis: Where did you guys meet?

9 Former Staffer 4: I believe we were at Bullfeathers. It was after work.

10 Paul Solis: Was it just the two of you?

11 Former Staffer 4: There was a group of people, but we had a private conversation.

12 Paul Solis: Did she say to you why she didn't respond to your text?

13 Former Staffer 4: Due to the chaos that was going on in the office, they were directed to
14 have communication embargo.

15 Paul Solis: And who directed her to have a communications embargo?

16 Former Staffer 4: I do not know.

17 Paul Solis: Did Hallie express to you her desire to leave the office?

18 Former Staffer 4: She did not.

19 Paul Solis: You talked about that you guys talked about next steps for her, so I just
20 want to know what you meant by next steps?

21 Former Staffer 4: I guess I maybe mischaracterized that. We had a conversation later on,
22 after Garrett announced that he was resigning, what she wanted to do. I
23 believe I got ahead of myself there and I apologize.

24 Paul Solis: That's okay.

25 Former Staffer 4: Next steps in this instance referred to, are they hiring a Chief of Staff, that
26 sort of thing.

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Paul Solis: I'd asked you whether or not she confirmed in any way, and this is again
2 going back to your personal conversation with her you had in June,
3 whether she confirmed or not some of the allegations or facts alleged in
4 the Politico article. She didn't confirm it, but did she discuss at all with
5 you the substance of the article? Or disavow some of those allegations and
6 say that they weren't true?

7 Former Staffer 4: I believe she called them bullshit. That was as far as that conversation
8 went. I didn't probe into or anything. Again, it focused on commiserating
9 about the situation as a whole, and her wellbeing.

10 Paul Solis: Did she discuss other people in the office that might be leaving?

11 Former Staffer 4: I can't recall their names. She inferred that the communications director
12 might be leaving. Other than that, I can't recall if we discussed anyone
13 specifically.

14 Paul Solis: Do you know who that communications director was?

15 Former Staffer 4: I can't recall his name.

16 Paul Solis: Do you know who Representative Garrett's wife is? Have you ever met
17 her?

18 Former Staffer 4: I met her a handful of times.

19 Paul Solis: Did she come into the office?

20 Former Staffer 4: She did.

21 Paul Solis: Did she ever ask you to run a personal errand?

22 Former Staffer 4: No.

23 Paul Solis: Did Representative Garrett ever ask you to run a personal errand?

24 Former Staffer 4: No.

25 Paul Solis: Pick up groceries, deliver groceries?

26 Former Staffer 4: No.

27 Paul Solis: Walk the dog?

28 Former Staffer 4: No.

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Paul Solis: Do you know, other than the one instance of overhearing an intern say he
2 had to watch the dog over the weekend-

3 Former Staffer 4: May I clarify that point?

4 Paul Solis: Sure.

5 Former Staffer 4: So the intern asked James Vandenberg if they could do something that
6 weekend, and James Vandenberg said, "No, I have to watch the dog."

7 Paul Solis: I was confused about that.

8 Former Staffer 4: I just wanted to clarify that.

9 Paul Solis: I was confused about that, and maybe it was a mischaracterization on my
10 part and maybe before you had switched, but I was under the impression
11 the intern said he had to watch the dog.

12 Former Staffer 4: No, it was James Vandenberg.

13 Paul Solis: Got it. So other than that instance, do you have any, again, secondhand,
14 this is someone relaying to you in the office that they were tasked with a
15 personal errand. Groceries, walking the dog, picking up an item for
16 Representative Garrett or his wife. Did you ever hear secondhand of that
17 happening?

18 Former Staffer 4: While I was employed in the office?

19 Paul Solis: Yes.

20 Former Staffer 4: No.

21 Paul Solis: What about after you were employed in the office?

22 Former Staffer 4: I mean just the conversation that I had with MacKenzie about campaign
23 stuff, that we discussed previously.

24 Paul Solis: What about Representative Garrett's children, picking them up, back in the
25 district, delivering them somewhere. Was that ever tasked to you?

26 Former Staffer 4: No.

27 Paul Solis: Did you ever hear or know of anybody being tasked with that specific-

28 Former Staffer 4: No, the only time that I heard about it was through the Politico article.

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Paul Solis: Going back to that conversation you had with MacKenzie. So she talked
2 about personal errands and the specific one you recall is dry cleaning.

3 Former Staffer 4: Yes.

4 Paul Solis: Picking up dry cleaning. Did she talk about any other staffers who were
5 tasked to do personal errands in the office?

6 Former Staffer 4: Not to my knowledge, no.

7 Paul Solis: Did the staffers ... I guess I should be specific. While you were there, did
8 you ever receive a text from Representative Garrett's wife?

9 Former Staffer 4: No.

10 Paul Solis: Do you know if other staffers did?

11 Former Staffer 4: Not to my knowledge, no.

12 Paul Solis: Have you spoken with Jimmy at all since he left?

13 Former Staffer 4: Yes. Once. In person. Also at Bullfeathers. He ... I don't know who he was
14 employed with at the time, but he came across the street when he saw me,
15 and we had a brief conversation. I asked him how he was, he said "Doing
16 better." And I told him, "If you need anything, let me know." And that was
17 the extent of the conversation.

18 Paul Solis: When did you see him personally?

19 Former Staffer 4: This would have been after Garrett announced his resignation. I don't have
20 a specific date.

21 Paul Solis: June 2018?

22 Former Staffer 4: Late June of this year. Maybe early July.

23 Paul Solis: And, did the topic of his termination or his resignation come up at all?

24 Former Staffer 4: No.

25 Paul Solis: What about any of the allegations made in the Politico article?

26 Former Staffer 4: No.

27 Paul Solis: Did he mention to you anything about him leaving and how he was paid?

Transcript of Interview of Former Staffer 4
July 23, 2018

1 Former Staffer 4: No.

2 Paul Solis: His severance package, anything like that?

3 Former Staffer 4: No.

4 Paul Solis: Has anybody else told you about the circumstances of ... I asked you about
5 whether he resigned or whether he was fired, but have you spoken to
6 anybody else about how he left and how he was paid when he left?

7 Former Staffer 4: No.

8 Paul Solis: Omar, do you have any questions for Former Staffer 4?

9 Omar Ashmawy: I don't.

10 Paul Solis: Former Staffer 4 I think that's really all we have for you.

11 Former Staffer 4: Okay.

12 Paul Solis: Thank you very much.

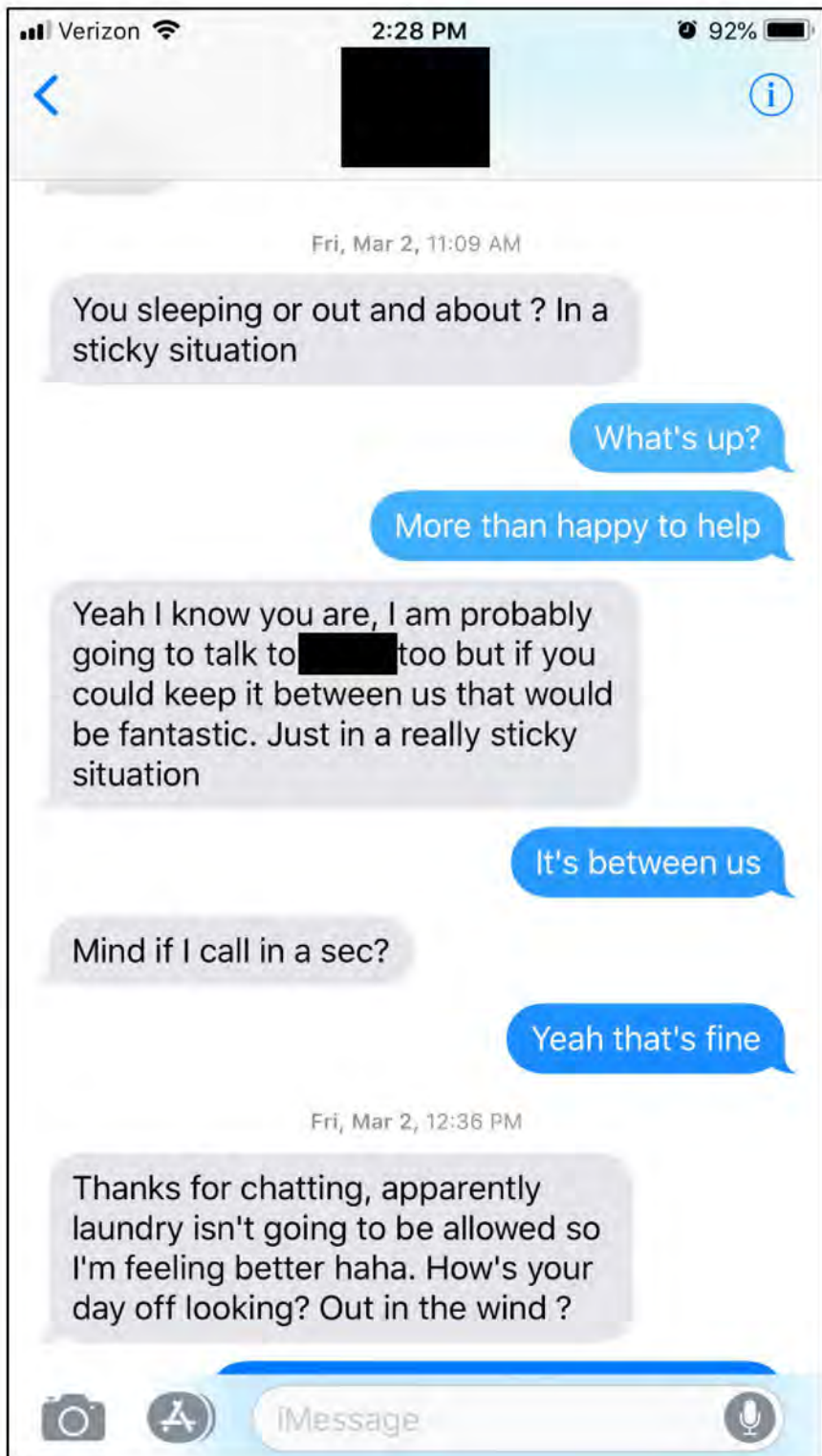
13 Former Staffer 4: And I'm happy to provide anything additional that you'll need.

14 Paul Solis: Okay, thank you very much.

15

16

EXHIBIT 11



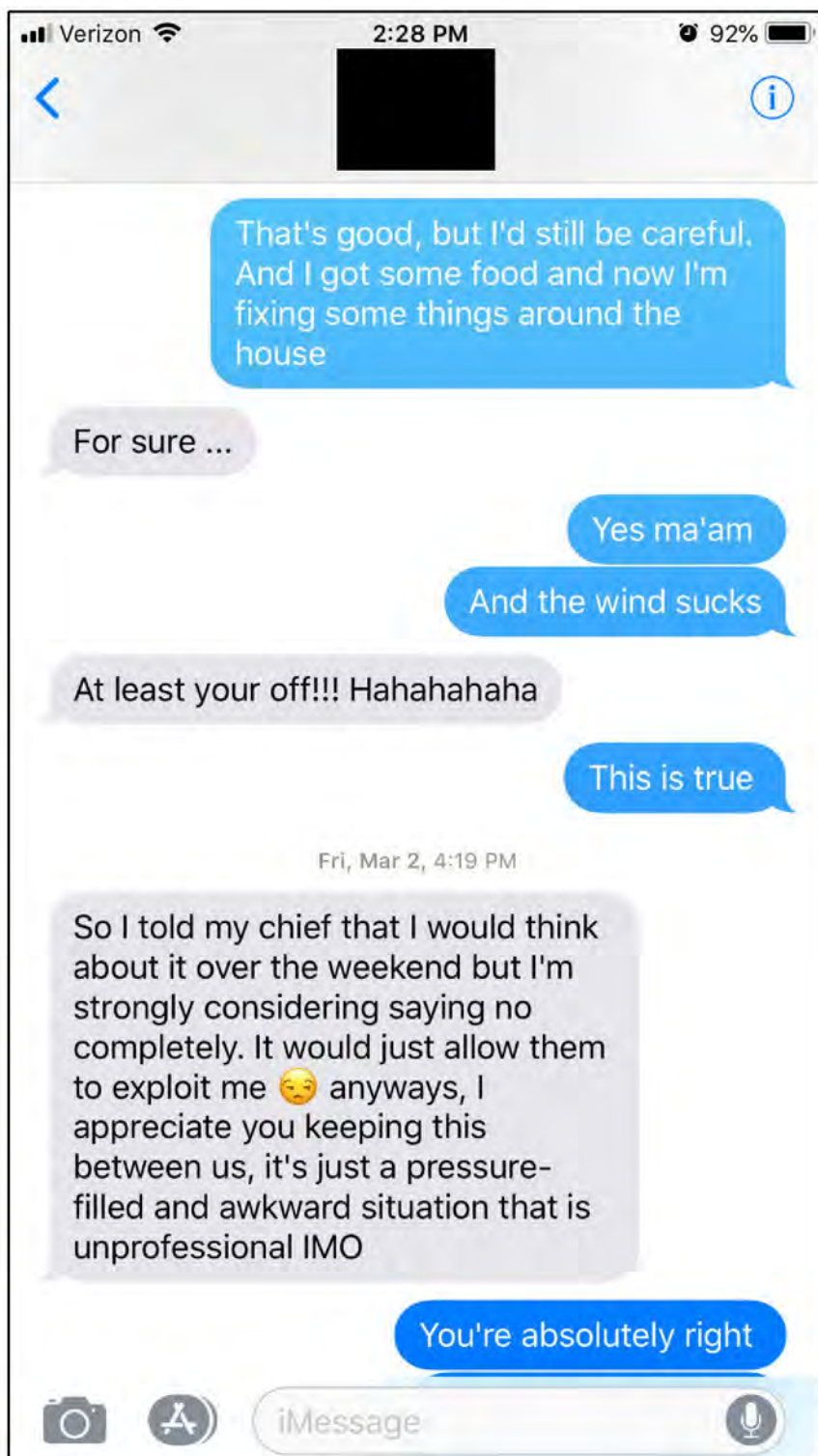


EXHIBIT 12



This Agreement is made between Tom Garrett for Congress ("CAMPAIGN"), a duly organized political campaign under the Federal Election Commission, located in the Commonwealth of Virginia, and [REDACTED] ("STAFF"), and will be effective March 1, 2018.

1. Services to Be Performed

Staff agrees to perform the duties of Campaign Assistant on behalf of the CAMPAIGN, to include, but not limited to, any duties as prescribed by the CAMPAIGN from Jimmy Keady, or other personnel as instructed by Mr. Keady.

2. Payment

In consideration for the services to be performed by STAFF, the CAMPAIGN shall pay STAFF \$400 per month on the 15th day of each month, beginning on March 15, 2018. STAFF needs to complete the required W-9 as soon as able.

3. Expenses

STAFF shall have a campaign card to handle all necessary campaign expenses. For all purchases greater than \$100, STAFF shall notify, via e-mail, the campaign Treasurer, Chris Woodfin, and Jimmy Keady of the expenditures. For any purchase greater than \$250, STAFF needs to get prior approval from Jimmy Keady. If STAFF is asked to drive his/her own vehicle for campaign business, the CAMPAIGN shall reimburse STAFF at a rate of \$0.38 per mile. STAFF should maintain a ledger documenting mileage and submit to the Campaign Treasurer, Chris Woodfin, on at least a monthly basis.

4. Independent Contractor Status

STAFF is an independent contractor, and shall not be deemed the CAMPAIGN'S employee.

5. State and Federal Taxes

STAFF shall be responsible for filing and paying all state and federal taxes associated with the payments from the CAMPAIGN. The CAMPAIGN will send Staff a 1099 by January 30, 2019. It is STAFF'S responsibility to provide the CAMPAIGN with an updated physical address and e-mail address, if STAFF relocates before January 30, 2019.

6. Term of Agreement

This agreement will be effective upon signing and retroactive to March 1, 2018. Either party can terminate this agreement with 30-days written notice.

7. Entire Agreement

This is the entire Agreement between STAFF and CAMPAIGN.

8. Modifying the Agreement

This Agreement may be modified only by a writing signed by both parties.

9. Resolving Disputes

If a dispute arises under this Agreement, the parties agree to first try to resolve the dispute with the help of a mutually agreed-upon mediator in Richmond City, Virginia. Any costs and fees other than attorney fees associated with the mediation shall be shared equally by the parties.

Printed by Tom Garrett for Congress

10. Confidentiality

STAFF acknowledges that it may become necessary for CAMPAIGN to disclose certain confidential and proprietary information to STAFF in order for STAFF to perform duties under this Agreement. STAFF acknowledges that disclosure to a third party or misuse of this proprietary or confidential information would irreparably harm the CAMPAIGN. Accordingly, STAFF will not disclose or use, either during or after the term of this Agreement, any proprietary or confidential information of the CAMPAIGN without CAMPAIGN'S prior written permission except to the extent necessary to perform services on CAMPAIGN'S behalf.

Proprietary or confidential information includes:

- the written, printed, graphic, or electronically recorded materials furnished by CAMPAIGN for STAFF to use
- CAMPAIGN plans and strategies, all voter list and voter identifying materials, and all other list of documents generated by the CAMPAIGN for use by the STAFF

Upon termination of STAFF'S services to CAMPAIGN, or at the CAMPAIGN'S request, STAFF shall deliver to CAMPAIGN all materials in STAFF'S possession relating to CAMPAIGN'S business.

STAFF acknowledges that any breach or threatened breach of Clause 10 of this Agreement will result in irreparable harm to CAMPAIGN for which damages would be an inadequate remedy. Therefore, CAMPAIGN shall be entitled to equitable relief, including an injunction, in the event of such breach or threatened breach of Clause 10 of this Agreement. Such equitable relief shall be in addition to CAMPAIGN'S rights and remedies otherwise available at law.

11. Applicable Law

This Agreement will be governed by the laws of the Commonwealth of Virginia, without giving effect to conflict of laws principles.

Signatures

CAMPAIGN:

Printed Name

Signature

Date

STAFF:

Printed Name

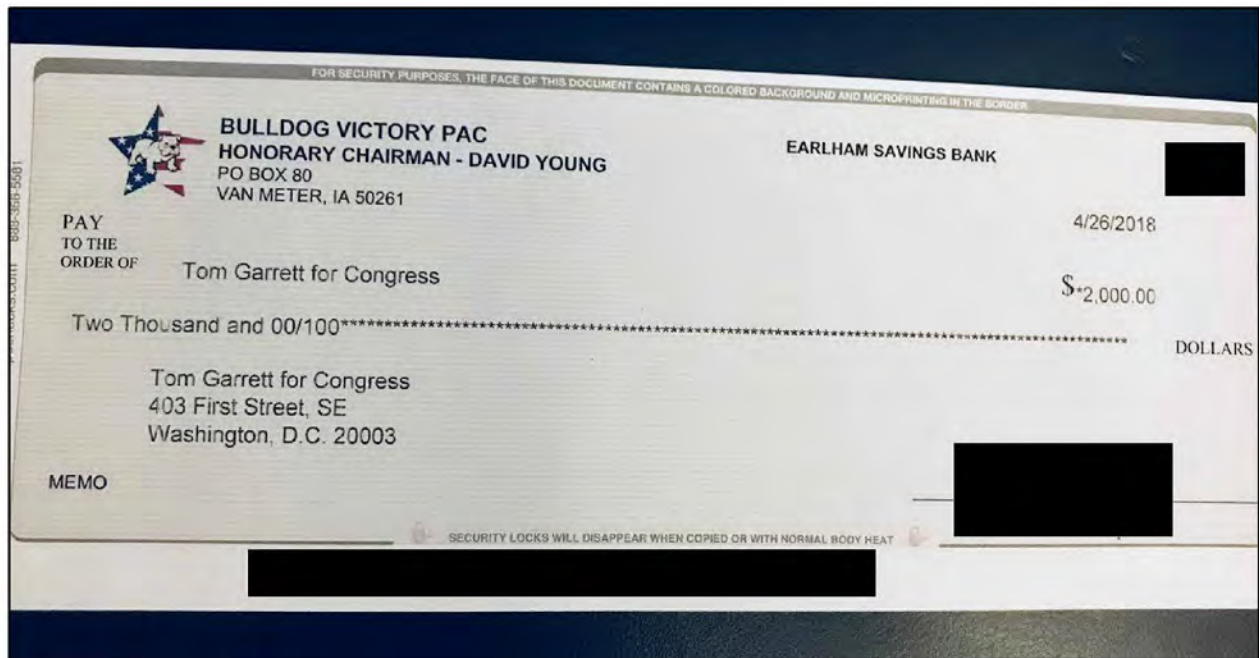
Signature

Date

[Redacted Signature and Date]

3-5-2018

EXHIBIT 13



Final Details for Order # [REDACTED]

[Print this page for your records.](#)

Order Placed: May 1, 2018
Amazon.com order number: [REDACTED]
Order Total: \$287.94

Shipped on May 2, 2018

Items Ordered

6 of: Hubs Salted Virginia Peanuts 2 Pack of 40oz Cans
Sold by: Hubs Peanuts ([seller profile](#))

Price
\$47.99

Condition: New

Shipping Address:

[REDACTED]
WASHINGTON, DC 20002-6333
United States

Item(s) Subtotal: \$287.94
Shipping & Handling: \$0.00

Total before tax: \$287.94
Sales Tax: \$0.00

Shipping Speed:
Standard Shipping

Total for This Shipment: \$287.94

Payment information

Payment Method:

Visa | Last digits: [REDACTED]

Item(s) Subtotal: \$287.94
Shipping & Handling: \$0.00

Billing address

Christopher M Woodfin
[REDACTED]
WILLIAMSBURG, VA 23188-1038
United States

Total before tax: \$287.94
Estimated tax to be collected: \$0.00

Grand Total: \$287.94

Credit Card transactions

Visa ending in [REDACTED]: May 2, 2018: \$287.94

To view the status of your order, return to [Order Summary](#).



trip.docx



THURS MAY 10-SUN MAY 13 NEW ORLEANS TRIP:

Thursday May 10:

Flight # AA4462

- [REDACTED] already checked you both in
- Boarding passes on mobile ([REDACTED]@gmail.com)
- Printed boarding passes in folder
- [REDACTED] already registered your TSA number

American Airlines

Boarding Time: 5:45pm

Departing DC 6:15pm

Ronald Reagan Airport

Thursday May 10

Arrive at 8:12pm to New Orleans

Tom TSA # [REDACTED]

Flanna TSA # [REDACTED]

Hotel:

Hampton Inn & Suites New Orleans Convention Center

Phone # 504 566 9990

1201 Convention Center Blvd, New Orleans

By GPS:

320 Gaiennie Street, New Orleans, LA 70130

Sunday May 12:

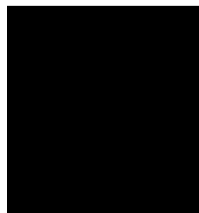
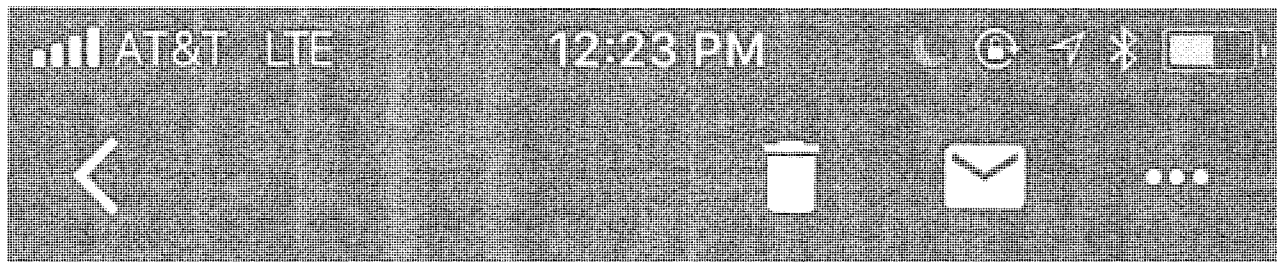
[REDACTED] can send boarding passes Saturday night or Sunday morning

Flight #AA4500

American Airlines

Depart NOLA 5:47 pm

Arrive Reagan DC 9:28pm



me



to jimmy

Hide details

From



@gmail.com

To

jimmy keady



@gmail.com

Date

May 10, 2018, 1:19 PM

Will print this for them!

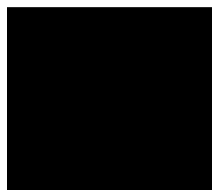
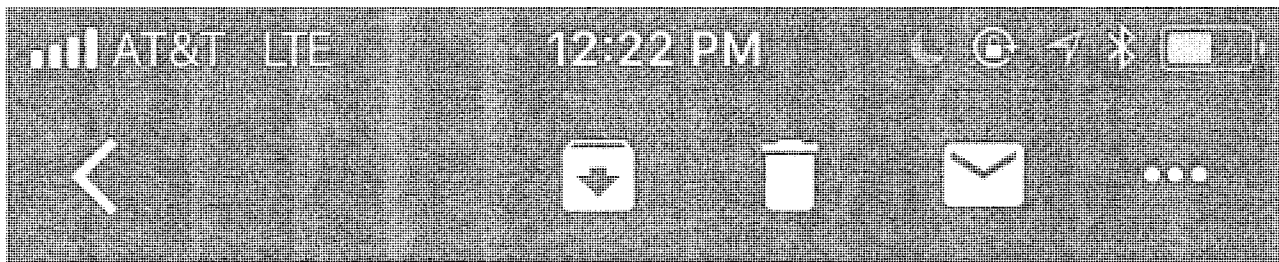
Thanks,



trip.docx



Doc



me



to Tom

Hide details

From



[Redacted]@gmail.com

To

Tom & Flanna [Redacted]@gmail.com

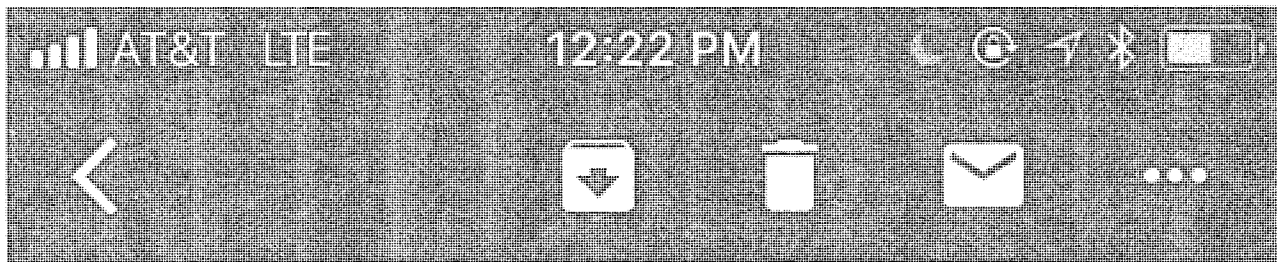
Date

Apr 30, 2018, 9:44 PM

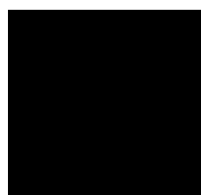
Please let me know if I need to make any modifications or you have any issues.

Reservation is under Tom Garrett and I put Flanna Garrett as guest so either one can check in.

I will send full itinerary closer to



Deposit **Inbox**



me



to Chris

Hide details

From



[Redacted]@gmail.com

To

Chris Woodfin [Redacted]@gmail.com

Date

Apr 26, 2018, 4:04 PM

Chris,

Per Jimmy I just deposited \$6,000 check from Fredoms Defense Fund.

Thanks,





From [REDACTED]
[REDACTED]@gmail.com

To jimmy keady [REDACTED]@gmail.com

Date Apr 9, 2018, 8:10 PM


Hey Jimmy,

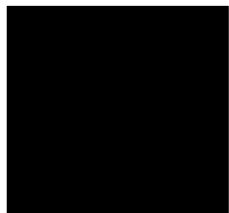
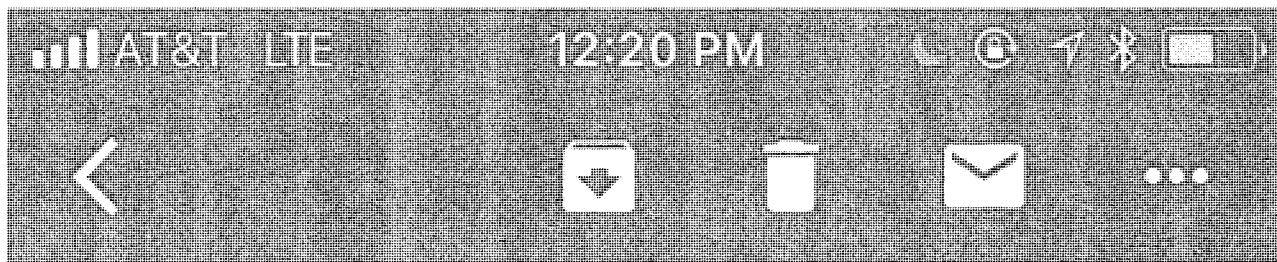
Attached is the list of contacts from this weekend. Happy to send via email if that is better for you!

Thanks,

...

Tom Garrett for
Congress_April 6...

 Doc



me



to Chris, jimmy

Hide details

From



[Redacted]@gmail.com

To

Chris Woodfin [Redacted]@gmail.com

jimmy keady [Redacted]@gmail.com

Date

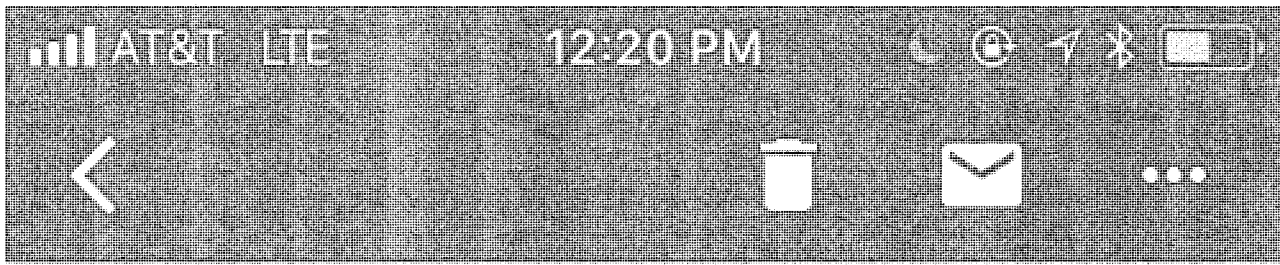
Apr 5, 2018, 12:05 PM

Hey Chris,

I just deposited the \$500 at Wells Fargo DC.

I have paper receipt.

Thanks,



me



to jimmy

Hide details

From



[Redacted]@gmail.com

To

jimmy keady



@gmail.com

Date

Mar 5, 2018, 7:47 PM

Jimmy,

The 5th was mentioned on NBC 29
6pm news.



3.5.2018 Dem Money NBC 29.mp4

Thanks,