

# **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?

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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?

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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?

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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.

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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.

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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.

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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?



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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.

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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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August 15, 2018

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.

Transcript of Interview of Staffer 1  
August 15, 2018

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.

Transcript of Interview of Staffer 1  
August 15, 2018

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?

Transcript of Interview of Staffer 1  
August 15, 2018

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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August 15, 2018

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.

Transcript of Interview of Staffer 1  
August 15, 2018

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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August 15, 2018

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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August 15, 2018

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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August 15, 2018

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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August 15, 2018

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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August 15, 2018

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?

Transcript of Interview of Staffer 1

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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.

Transcript of Interview of Staffer 1

August 15, 2018

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

Transcript of Interview of Staffer 1

August 15, 2018

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?

Transcript of Interview of Staffer 1  
August 15, 2018

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.



Transcript of Interview of Staffer 1

August 15, 2018

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?

Transcript of Interview of Staffer 1  
August 15, 2018

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

Transcript of Interview of Staffer 1  
August 15, 2018

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.

Transcript of Interview of Staffer 1  
August 15, 2018

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?

Transcript of Interview of Staffer 1

August 15, 2018

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.

Transcript of Interview of Staffer 1  
August 15, 2018

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

Transcript of Interview of Staffer 1

August 15, 2018

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.

Transcript of Interview of Staffer 1

August 15, 2018

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

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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 d\$ 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 overheard. 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 her, 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

Transcript of Interview of Matt Missen  
July 20, 2018

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?

Transcript of Interview of Matt Missen  
July 20, 2018

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