

Transcript of Interview of Matt Missen
July 20, 2018

1 department or whatever." Congressman Garrett had requested to review
2 emails of several staffers, including myself, no problem there. Basically,
3 what Mr. Janis told me was on the last week ... So he came in, gosh.

4 Alright, so I get this media request from NPR, you guys can read that
5 story, I think it came out June, I would say, 4th. Anyways, the next day I
6 went down the Republican Nominating Convention to replace Garrett, just
7 to be an observer and Mr. Garrett randomly showed up there as I was
8 arriving and he sent me a text message, "Please leave Nelson County High
9 School; I don't want you here and I don't need you here. Don't come to the
10 office 'til next Wednesday."

11 So anyways, I drive home three hours back to my place in Arlington, blah,
12 blah, blah. I can't remember what happened ... Oh yeah, he told me not to
13 come in so I'm like, "Ah, I'm going to get fired." So I went in and just kind
14 of got all my personal stuff from my desk and I just said, "Hey, I'm just
15 going to be here for a couple of minutes today." Wednesday comes
16 around, Tom Garrett, Congressman Garrett, brings us all into his office
17 and Mr. Janis is there. I had previously met Mr. Janis, I believe one time. I
18 just knew who he was.

19 Mr. Garrett kind of went through an explainer about how his drinking has
20 affected all of the stuff and this is Bill Janis, my new Chief of Staff. And
21 then I couldn't log into my email, I couldn't log onto my computer. I didn't
22 have access to my phone because it had been shut off. So anyways,
23 obviously I'm just trying to be the most professional I can, assuming that
24 I'm going to be let go. I took that Wednesday off because I couldn't log in,
25 I was just going to sit there like a butt head all day.

26 So Hallie sent me an email, she said Bill would like to meet with you
27 10:00 on Friday morning so I came in and he said, "We're letting you go."
28 I was just like, "Okay, cool." And I left. Unfortunately, I didn't realize it
29 because I carried this black messenger bag, a computer that belonged the
30 office. As soon as I realized that I had it, turns out I have literally the exact
31 same model, the financial administrator said ... Sent me an email saying,
32 "Hey, we got to take care of some of these reimbursements and take care
33 of, do you have this computer?" And I was like, "Uh-oh, shoot, I do." And
34 so I just kind of made a beeline to get with her. Got the computer back,
35 handed it off to my former colleague, Paul Hartman, who I'm assuming
36 returned it to the office. That's kind of it.

37 Paul Solis: Okay, so we'll break that down a little bit. I want to go back to when you
38 said this NPR reporter called you the first week of June. What was your
39 response to that when that reporter said, "I've heard that Congressman
40 Garrett has asked IT to review staffers' emails." Did you talk to her in any
41 way or?

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1 Matt Missen: I did. My recollection of it, because I know where I parked my car, I was
2 in, what do you call it, by the LBJ Grove there's a parking lot, boat launch
3 right there. That's where I was talking with her. Yeah, basically, I was
4 like, "I'm going to need a little bit more detail here." She's like, "I'm going
5 as soon as I get something." She kind of led me to believe that it was my
6 emails and Jimmy Keady's emails that Mr. Garrett had requested. Again,
7 there's no privacy ever. You don't assume privacy when you're in a job, so
8 he can look at anything he wants. But she basically gave me that inference
9 and I asked her ... My quote I said to her, I don't remember her name,
10 you'll have to excuse me.

11 How can you say ... because she was like, "I need to say in the article that
12 you responded to my request." So I was basically to this reporter, I said,
13 "Hey, what can you do for me to make me kind of not look like a butt
14 head in the situation." And she kind of was just like, "Here, how about
15 these three quotes." Kind of like, declining to comment and I was fine
16 with whatever.

17 Paul Solis: Had you heard of this before she contacted you, had you heard that IT got
18 a request from Congressman Garrett to look at your emails?

19 Matt Missen: No.

20 Paul Solis: It was the first time you heard about it?

21 Matt Missen: No. I believe that Friday though, it was either that Thursday or Friday, of
22 the week prior, before my being let go. All of sudden my phone, I couldn't
23 log into it. Couldn't text.

24 Paul Solis: This is your work phone?

25 Matt Missen: Yeah, my work phone. I believe it was that ... No, no, my work phone got
26 shut off I believe, the Monday that we got let go. So the 4th, maybe.

27 Paul Solis: I just want to be clear about whether or not you had in any way, from any
28 other source besides the reporter, heard that Representative Garrett asked
29 House IT to review your emails?

30 Matt Missen: No.

31 Paul Solis: And did you try to ask Representative Garrett or Jimmy or someone else
32 why that was happening?

33 Matt Missen: Yes, I did send a text message, a terse text message to Mr. Garrett with a
34 link to, I believe, this is from my recollection. I believe I sent him a text
35 message with a link to the NPR article and I believe my message was

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1 something along the lines of, I was being sassy, "if you wanted to look at
2 my emails or our emails," I don't know if it was my or our, emails, "you
3 could have just asked me for my password." Because everybody in the
4 office knew it anyway since it was the office's phone number.

5 Paul Solis: Did he have a response to you?

6 Matt Missen: No, he didn't respond to that, no. Let me check and see if it was on this
7 phone. May I do that?

8 Paul Solis: Sure, take your time.

9 Matt Missen: No, I don't have it, I don't have my correspondence, that correspondence
10 on this phone.

11 Paul Solis: That's alright, that's alright, thank you for checking. Okay, so-

12 Matt Missen: Can I ask you a question?

13 Paul Solis: Sure.

14 Matt Missen: I have not deleted my text messages with Mr. Garrett; this is my personal
15 phone; this is from his personal phone. The only reason I haven't deleted
16 them, I haven't shared them with anybody but do I have to save them for
17 the Congressional Records Act or something?

18 Paul Solis: Well, for the time being why don't you save them and then if we want to
19 follow up with that, we can after our time here today.

20 Matt Missen: I figured I'd ask.

21 Paul Solis: Alright, great, thank you. So you talked to the NPR reporter and then you
22 reached out to Representative Garrett, sort of with that response, was that
23 the end of that first week of June?

24 Matt Missen: That would have been that Friday, after the story came out, the story, I
25 believe came out at 7:00 in the evening. And I don't know if I texted him
26 that evening or the following but I did text him that. It would have gone on
27 my work phone, so you guys would have the records of that.

28 Paul Solis: And then over the weekend and coming into the next Monday, what's
29 happening? Are you reaching out to co-workers or Representative Garrett
30 additionally to find out what's the status of your employment or what's
31 happening with this request for your emails? What's going on there?

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1 Matt Missen: I think starting on Monday, I think I had told most of my colleagues in
2 D.C., one by one, "I'm pretty sure I'm going to be let go this week and to
3 say it was a pleasure working with you before that." Let's see, Jimmy at
4 that point was no longer Chief of Staff, I guess he got two months'
5 severance but ... I did text the thing about NPR to Jimmy, I believe. I'm
6 sorry, can you? What was your original question? I'm sorry.

7 Paul Solis: My question was just going into the next week, were you making inquiries
8 to your colleagues or to Representative Garrett about the status of your job
9 or this email review request?

10 Matt Missen: I think it was only one text to Mr. Garrett about, it might have been as
11 many as five, I don't know. Would have known if it was on the phone. I
12 don't know what you're getting at here. I'm a little confused. I basically
13 said to my co-workers, "Hey guys, I think I'm going to get fired at some
14 point this week, because Mr. Garrett and I had a text back and forth that
15 we don't need to get into unless you want to."

16 Paul Solis: I asked you before if he responded and you said, "Let me check and I don't
17 have it."

18 Matt Missen: Yeah.

19 Paul Solis: But if he did respond and you're recalling that now, I reiterate my question
20 as to what his response was when you said, "If you want to look at my
21 emails, you should have just asked me." What was his response?

22 Matt Missen: I honestly don't remember. It would have been via text on my work phone.
23 If he responded, which I can't recall-

24 Paul Solis: You just told us that there was a back and forth, you said you don't really
25 want to get into it, something to that effect, what was the substance of this
26 back and forth between you and Representative Garrett?

27 Matt Missen: Basically, he had ... I was supposed to be on a vacation the week that he
28 kind of had his meltdown. I was extremely frustrated about that and all of
29 the stuff surrounding that and ... Basically, I was disappointed in him, I
30 disappointed in the fact that he held his little, "I'm running again" press
31 conference. The story comes out, Sunday comes around, Memorial
32 Monday or whatever, Memorial Day comes around. "I'm an alcoholic,"
33 blah, blah, blah and I was infuriated during those couple of weeks and
34 there was very terse exchanges between Mr. Garrett and I. Only via text
35 because he would not ... He told us that I'm going to be available via text
36 and email and that's it.

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1 Matt Missen: I was under the impression that he was going to go to rehab clinic and I
2 didn't really want to be texting with him because I was under the
3 impression that I was texting with his wife. The first couple of days. I just
4 kind of, professionally, I just kind of stopped working, because I didn't
5 know what to do. To say that I was angry, hurt, upset, and I shared my
6 feelings with him via text would be an accurate description.

7 Paul Solis: And then going into that next week of June, you said you had informed
8 your colleagues that you might not be working there any more-

9 Matt Missen: Yeah.

10 Paul Solis: And then, what happened next? You said Hallie had mentioned to you that
11 you were going to have a meeting with Bill. What were you doing
12 Monday and Tuesday of that week, did you come to work?

13 Matt Missen: So Monday I came in. Let me think. Monday I came in and I think I left, I
14 want to say around 10 or around lunch, I don't recall. So that Monday I
15 came in, I just kind of ... I think Hallie had one of the interns or somebody
16 just buy a bunch of banker's boxes. So I had collected my personal items,
17 put them down in my car and went home. I can't remember what I did
18 on ... On that Tuesday, I took a workplace rights and responsibilities
19 course but I think I didn't come into the office. I think that I specifically
20 came to take that course because we had to and I wanted ... By a certain
21 date and I wanted to know some of the things that they were going to say
22 in that.

23 So I don't think I came into the office on Tuesday. Wednesday, Tom
24 Garrett came back and I don't remember what time this was, he called
25 everybody into the office and then Tom kind of finally after me prodding
26 him, for a week, finally said to the staff, basically what he said in the
27 video of him saying he's an alcoholic. He started to cry and then he
28 discussed Mr. Janis' credentials and then he said, "Let's go." He walked
29 out and Bill gave us a 15 minute, "this is who I am and kind of this is
30 where I think we are and this is kind of what I think we're going to be
31 doing."

32 Paul Solis: So you took part in that meeting even though your computer was locked
33 up and all this, you still took part in that meeting?

34 Matt Missen: I did and I believe around 4:30 that day, I remember Mr. Janis came back
35 into the leg. shop which was weird because we shut the door, because it
36 could get really loud in the suite. And he was knocking on the door like,
37 what is this intern doing? And he just came in and said to everybody, "Oh,
38 unless you have to be here, the office closes at 5:00 now." That was it. So
39 the entirety of my conversation with Mr. Janis as Chief of Staff was, him

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1 introducing himself, let's call that 20 minutes. Him saying the office closes
2 at 5:00 and then him on Friday, was about a five minute meeting, letting
3 me know that I was being let go.

4 Paul Solis: Did you ever find out why Representative Garrett, assuming this is true,
5 why he asked House IT to put in the request to review your emails or
6 staff's emails, did you ever find out why?

7 Matt Missen: He had requested to me via text that at 9:00 AM every morning and at
8 noon every day, that I send him his press clips and immediate inquiries, all
9 that stuff. I felt it would be irresponsible for me to do that professionally,
10 given the circumstances that he found himself in. And that ... He wasn't
11 seeking treatment for his situation. And I thought, in my mind, knowing
12 Mr. Garrett, I thought he was going to get drunk and call all of these
13 reporters. Because he's done that before. And I refused to send them to
14 him and I was forwarding them along to the campaign contact, a
15 gentleman named, Joe Shellac to his gmail address so I forwarded them all
16 to him because that was protocol in the office.

17 If you got a campaign related inquiry, you just forward it along to Joe.
18 Anyways, I just wasn't doing that. I guess you could say that I was
19 obfuscating my professional responsibilities. However, given the
20 circumstances, my thought was, I didn't know, I had inquired to see if Mr.
21 Shellac was still working for the campaign, didn't get a response on that
22 and didn't get a response from Joe on any of these media requests and I
23 was just like, "I'm not going to forward them to Mr. Garrett"

24 Paul Solis: And you believe that's why he made the request to have your emails
25 reviewed-

26 Matt Missen: Yeah. That would be my theory.

27 Paul Solis: Okay. Did you ever have that confirmed-

28 Matt Missen: Oh, no. I don't care.

29 Paul Solis: I mean, your theory, was it ever confirmed by someone? Did Jimmy or the
30 Congressman, did anyone let you know that's the reason why he asked to
31 see your emails?

32 Matt Missen: No. No. I think I probably had my own conspiracy theory that I've
33 probably shared with my colleagues one on one, but it was exactly why
34 they were wanting to dig through that, I'm assuming.

35 Paul Solis: Quickly I want to talk about the circumstances of Jimmy leaving. Why did
36 he leave? How did he leave?

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1 Matt Missen: Well Jimmy was fired-

2 Paul Solis: By Representative Garrett?

3 Matt Missen: I believe so. Mr. Garrett, Mrs. Garrett, and Jimmy have a very contentious
4 relationship. The fact of the matter is that at the end of the day is that ...
5 The ultimate reason that Jimmy was fired is because they had like an
6 ongoing feud between the wife, the Member, and the Chief of Staff.
7 Jimmy scheduled some event with like a speaking engagement for some
8 free Karachi, or Pakistan, or something group on Flanna's birthday.
9 Flanna's birthday was the day that Jimmy got fired. Anyways, Jimmy said,
10 "The ultimate reason that I got fired was because I scheduled an event on
11 Flanna's birthday."

12 Paul Solis: Jimmy told you that?

13 Matt Missen: Jimmy told me that. He also told me, I think this was like a week later, we
14 were just shooting the breeze, and he told me, "Oh, they gave me two
15 months' severance." So I was like, "Good for you."

16 Paul Solis: When he says, "They gave me," do you know who he meant by "they gave
17 me."

18 Matt Missen: Oh, it was Congressman Garrett.

19 Paul Solis: Did he detail you about what the severance was? Was it two months' pay,
20 or?

21 Matt Missen: He just said to me that ... Well Jimmy's big thing professionally was to be
22 Chief of Staff for a year, and so what happened was Tom fired Jimmy.
23 The next morning Tom calls Jimmy crying, "Jimmy I want you back.
24 Come back. Blah blah blah." Jimmy calls me, we're talking, said, "dude
25 you can't do that." So he talked with his family about it, and finally he
26 came to the decision, no I'm not going to come back. I believe ... I want to
27 say ... I think Jimmy got fired on Wednesday night, and I believe up until
28 Friday morning he had ... I believe on Friday morning he had still asked
29 Jimmy to come back as Chief of Staff.

30 Paul Solis: Just to specify, did Jimmy tell you what the severance package contained?

31 Matt Missen: He just said ... Jimmy's thing was I want to be Chief of Staff for a year
32 because that looks amazing on my resume. I think he started in July. So
33 basically they said that he got two months' severance is pretty much to the
34 quote.

35 Paul Solis: Do you know if that meant that he was stayed on the payroll of the House?

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1 Matt Missen: That's what I assumed.

2 Paul Solis: Was he coming to work?

3 Matt Missen: No. On the day that I left, his office, he had still not cleaned out his office.

4 Paul Solis: Do you know for certain if he was still on the payroll?

5 Matt Missen: I would have no ... I never had any record of that, but to the best of
6 knowledge at this point ... What is it July ... To the best of my knowledge,
7 according to Jimmy he's going to receive a paycheck from the House on
8 next Friday, or whatever.

9 Paul Solis: What was Jimmy's last day in the office?

10 Matt Missen: So it would have been the Tuesday before ... I believe the Tuesday of the
11 week the whole Politico story came out. I believe that was Flanna's
12 birthday.

13 Paul Solis: So last week of May?

14 Matt Missen: Yeah.

15 Matt Missen: Yeah, I'm pretty sure congressman Garrett also tweeted from the event a
16 picture with the free Karachi people, from this speaking engagement on
17 the wife's birthday ... not being there, I don't know.

18 Paul Solis: When Jimmy talked about his severance, and all this ... Was it in person,
19 or a text, or email?

20 Matt Missen: I can't recall. It probably would have been on the phone, but I can't recall.

21 Paul Solis: When's the last time you talked to Jimmy?

22 Matt Missen: Yesterday.

23 Paul Solis: By text?

24 Matt Missen: Yeah. I can check for you.

25 Paul Solis: Well we'll just move on for a second. Maybe we can get to that later. So I
26 want to move on to this Politico report that was in late May, specifically
27 regarding ... The specific article regarding the personal errands that were
28 tasked to some staffers ... to alleged to have been tasked to staffers. Have
29 you read that article?

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1 Matt Missen: Yes I have.

2 Paul Solis: Okay, and you were the Communications Director during the time that
3 came out?

4 Matt Missen: Yes sir. That's correct.

5 Paul Solis: What was your reaction to it when it came out?

6 Matt Missen: My reaction based on my working there was ... These are frustrated former
7 employees who got the shaft, or feel shafted, but everything in that report
8 was true. My original ire with Mr. Garrett, that we had discussed 20
9 minutes or so ago, was because I basically ... My quote in the article ... I
10 lied to press, and I don't do that. It just kills me professionally that I have
11 to live with that.

12 Paul Solis: Can you explain what you mean by that? You said you lied to the press?

13 Matt Missen: Yeah. On this occasion the statement that we gave to Politico was written
14 by Carlisle Gregory, and Tom Garrett, possibly in conjunction with Flanna
15 Garrett. They sent that to me, and they said, "Send this to Politico. This
16 and nothing else." Except for, "Delete Carlisle Gregory, the political
17 consultant's contact information." That's the statement that we gave to
18 them. I didn't want to talk with the reporters from Politico. So that's just
19 kind of where I let that lie outside of my perturbed text conversation with
20 Mr. Garrett about my disappointment with how the situation turned out
21 when the article came out.

22 Paul Solis: The lie you're talking about is the statement that was attributed to you in
23 the Politico report?

24 Matt Missen: Yes. The lie is ... I think one of them was there's no ethics investigation. I
25 wouldn't know if there was. You wouldn't tell me. The other part was all
26 this is untrue. These people that are ... I think, with an axe to grind with
27 Mr. Garrett and his wife, or something like that. Anyways I, still to do
28 this, I feel very uncomfortable with how that worked out.

29 Paul Solis: Do you know who ... The article mentions some former staffers that were
30 the source of the report. Do you know who they were?

31 Matt Missen: I have my speculations. Other people have their speculations. I don't know
32 that we need to get into that, or do we?

33 Paul Solis: Well how about this, do you know for certain, did anybody explain to you
34 that they were a source of that article?

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1 Matt Missen: No. No one has come to me, and said, "Matt. I was one of the," I think,
2 "four former staffers." None. Nobody has. We all have our suspicions, but
3 who cares it's over with now. Well for me.

4 Paul Solis: So when that article came out, given that you were still in the office, what
5 was Representative Garrett's reaction to that article?

6 Matt Missen: Well let's see. So Rachel Bade, I believe from Politico sent off this email
7 to everybody that knew Tom about all this stuff. Then what happens with
8 reporters when they're doing investigative pieces, they reach their
9 conclusions, write most of their article, and then they come to the
10 communications director, me, or the member, and asks them a specific line
11 by line by line by line, "Do you have any response to these allegations that
12 are being made against you?" I called Mr. Garrett ... Right when I received
13 it the first thing I did was I forwarded it along to Mr. Garrett-

14 Paul Solis: And these are the questions from the reporter?

15 Matt Missen: Yes. To his personal email address. Then I called him. So that night we
16 had had a radio town hall, and I did it at Mr. Garrett's apartment here on
17 Capitol Hill. We get the thing from Politico. I go through it line by line. I
18 left, and gone back to my place in Pentagon City. I get this line by line.
19 First thing I do, I forward to them, then I call them and I say, "Hey. I got
20 this list of things." So I said, "What I want to do, is go through this with
21 you, Tom, and Flanna," if they were on the phone, the wife, and the
22 member. "I want to go through this line by line with you." So I said,
23 "Question one," I think it was like, one a, one b, one c, one d, and then two
24 a, whatever I don't remember. He goes, "No never." I read the thing from
25 Politico, and I said, "Did this happen?" He said, "No. No." What I wanted
26 from them was to hear it from both of their ... A lot of stuff I had either
27 seen, or overheard, or heard about.

28 That type of thing. I'm just like, "These people are lying to me." So I get
29 on the phone with a three ... Or I called either Jimmy, who was fired at this
30 point, because Jimmy has the institutional knowledge, and somehow I
31 don't remember that conversation, but I ended up on a three way call with
32 Hallie Pence the Legislative Director, and on that day she was the interim
33 Chief of Staff ...

34 Oh, yeah. So she was the interim Chief of Staff, I believe, for two days. If
35 I can amend my previous statement. I forgot about that. Anyways, so I go
36 through it with them, and ... I was going to hear my voice say yes or no.
37 Hallie's voice say yes or no, and these are to the allegations, and then
38 Jimmy's voice to say yes or no. A lot of the stuff that was alleged in the
39 article, some of it was ongoing, but a lot of this had happened prior to the
40 start of my employment there. A lot of this was had to do, I think, with the

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1 first couple months Mr. Garrett's term. But I went through it. I said, I think
2 for the most part for me it was like, I can't say yes or no. I would say, "I
3 never saw that." And then Hallie, because she was there from day one, she
4 would say either yes or no to these allegations. Jimmy would say either
5 yes or no to these allegations. It was, across the board, yeses from Jimmy,
6 who worked on Tom's campaign. Knows Tom for a long time, and Hallie
7 who was there from day one of Mr. Garrett's term.

8 Paul Solis: Okay. So the three of you, and then you're explaining ... Three of you on a
9 call, and you're explaining now that those two were affirmatively saying
10 that some of the things that were alleged in the article were true, they
11 occurred.

12 Matt Missen: That's correct. Yes sir.

13 Paul Solis: Okay, and it was all the allegations that were made in the article ... Was
14 there anything that they said didn't happen, or they didn't recall whether it
15 happened?

16 Matt Missen: I don't believe so. I'm relatively certain it was, "what do you say Hallie?"
17 "Yes." "What do you say Jimmy?" "Yes." There wasn't much
18 disagreement. The only disagreement came from me because I wasn't
19 there when some of the allegations were happening.

20 Paul Solis: So besides those two after the reporter had reached out to you ... Besides
21 those two, did you talk to anybody else, current or former staffers during
22 that time, about the substance of the article? Elliott, or John, or anyone
23 else? This doesn't have to be in official capacities Communications
24 Director. This could be a text, somebody saying, "Did you see this?"

25 Matt Missen: Say that one more time.

26 Paul Solis: Did you talk to anybody else besides Hallie, and Jimmy, other staffers,
27 about the substance of the article?

28 Matt Missen: I'm sure that I spoke with everybody on the staff after the article came out.
29 While the folks in the byline from the Politico article were reaching out to
30 everybody whose ever met Mr. Garrett, and his wife. People were sending
31 me incoming, "I got his inquiry from Politico," "Hey Matt. Somebody
32 gave me your number. I got this inquiry for Politico. This is coming."

33 Paul Solis: Did anybody else besides Hallie, and Jimmy confirm some of the
34 allegations in the article?

35 Matt Missen: So we all met after the article came out, I think it came out around noon,
36 we had Matt Hanrahan, the LC read the article to everybody. Just so we

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1 could all ... because Mr. Garrett wasn't there. We were going to have a
2 pow-wow so if anybody needed to say anything. From everybody that I've
3 spoken to, basically from my recollection, it was mostly after the article
4 came out.

5 Paul Solis: So this pow-wow, when did that happen?

6 Matt Missen: Oh geez. Whenever the article came out. So their deadline was 10 o' clock,
7 and I believe it came out around noon. I just wanted to see everybody's
8 faces to see their faces when somebody read the article aloud. We had
9 Matt Hanrahan do it because he'd been in the office, I think, the shortest
10 period of time. Just because I wanted to see reactions on people's faces.

11 Paul Solis: What were the reactions on people's faces?

12 Matt Missen: "Oh, shit. Yeah, that's true. That's true. Yep, yep, yep. This happened."
13 That kind of muddling, like, "Yep, I remember that happening." Then
14 private conversations after that. People would say, "This happened. That
15 happened. Had to pick up my belt, or take the dog out, or babysit, or
16 Flanna hasn't taken a shower in three days so come over and watch the
17 dog, and watch the baby." All that stuff.

18 Paul Solis: Who are some of the people that are telling you about these types of things
19 that they were tasked to do?

20 Matt Missen: Everybody.

21 Paul Solis: On the current staff, or former staff?

22 Matt Missen: Let's see. Dakota Lipscomb. McKenzie Morales. Jim Keady. Marissa
23 Mullen. Hallie Pence. Tripp Grant I don't think ever did any of that stuff.
24 The three main people were Marissa Mullen ... When I was there ...
25 Dakota Lipscomb, and McKenzie Morales. Who were always doing what
26 Jimmy Keady and I dubbed between us as, "Flanna shit." So I hope those
27 are to be defined as duties asked by Flanna to accomplish during your
28 work day for her.

29 Paul Solis: Did the staff have a name for texts that would come in from
30 Representatives Garrett's wife? Was there an acronym people used to
31 describe a request that she would make?

32 Matt Missen: I don't think so.

33 Paul Solis: You ever heard of Tammy? Never heard of that?

34 Matt Missen: No, I would always call it Flanna shit. I never heard of Tammy.

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1 Paul Solis: Yeah, it's an acronym or a paraphrasing of Tom asked me to tell you.

2 Matt Missen: No, I've never heard that, that I can recall.

3 Paul Solis: All right. So I just want to go in to some of the specific types of things that
4 the article talked about. So for example, delivering groceries or picking up
5 groceries. Do you know if any of the staff ever-

6 Matt Missen: That never happened during my time. Jimm, and Hallie both said that,
7 "Yes." That had occurred.

8 Paul Solis: Did they say who did it? Who was the one picking up the groceries?

9 Matt Missen: No.

10 Paul Solis: About how many times ... Was it a frequent occurrence?

11 Matt Missen: I don't think so. I think it was a couple of times, it sounded like, but I don't
12 think I ever heard that request while I was working there. When we did go
13 over line by line that was one of the things that Jimmy said, "Yeah, this
14 had happened," and Hallie said, "Yeah this had happened."

15 Paul Solis: One second, we'll let this train go through. Can you just state that again,
16 that Jimmy said that that had happened?

17 Matt Missen: Yeah, yep. So Jimmy when we were going through line by line, Jimmy
18 said, "Yes that happened," and Hallie said, but that was before my time. I
19 had never-

20 Paul Solis: From October 2017 to June of this year you never witnessed, or heard
21 anybody picking up groceries, delivering groceries?

22 Matt Missen: No. No.

23 Paul Solis: What about driving Representative Garrett's daughters or other family
24 members?

25 Matt Missen: Yes. From what I understand, Tanner Hirschfeld, who's a lovely young
26 guy. He's a UVA student. He's big into the libertarian movement. Loves
27 hanging out with Tom, and all the politicians down there. Jimmy and Hallie
28 both told me that that had occurred ... Again, this had occurred before my
29 time, with the two daughters, but according to Jimmy, and Hallie on both
30 occasions, bring daughters from wherever to DC, and then from DC to
31 somewhere. That was a request that was made of Tanner Hirschfeld, who I
32 believe was just an intern. But knowing Tanner, that would do ... That

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1 would be something that he would jump on doing to create favor with the
2 Garrett's, but I believe he was an intern at that time.

3 Paul Solis: Was that before your time?

4 Matt Missen: Yes.

5 Paul Solis: And who did you hear that he did that from?

6 Matt Missen: When I went through it I heard it from Jimmy and Hallie. They were like,
7 "Yeah that was Tanner."

8 Paul Solis: Do you know how many times he did it?

9 Matt Missen: I don't. I do know that the two trips that were mentioned ... It sounded like
10 that they were the only ones.

11 Paul Solis: What about driving Representative Garrett's wife places, things like that,
12 did that occur? Other than the daughters?

13 Matt Missen: Driving Flanna places ... I don't think I ever saw that, or ... Oh, wait. Yeah,
14 yeah, yeah, yeah. So this is a funny story. You'll get a kick out of this.
15 Paul Hartman, we brought him over from Mr. Murphy's office, and his
16 first week on the job Flanna's father, who I believe is in Florida, was
17 having a hard time. So she needed to get to the airport. This was Dulles.
18 So I don't remember who made the specific request, but I do know that
19 Paul drove Mrs. Garrett ... This is his second, or third day working. He
20 drove Mrs. Garrett from the office to Dulles Airport. Reason I remember
21 the situation was because during the drive Flanna had asked Paul to stop
22 and get an oil change on Tom's SS. I believe they had ... They're anal
23 about getting oil changes on their car. I think one of their engines seized
24 up, or something. So Paul says, "Yeah, yeah. No problem. I'll take care of
25 that." So Paul calls Jimmy on his ride back from Dulles and he says, "Hey.
26 Flanna asked me to get an oil change on Tom's car. Would you do that?"
27 So Paul was like, "Hey, I have no problem doing it." But Jimmy was like,
28 "Don't do it. That is not your job. Do not do it." So Paul didn't.

29 The funny story was he dropped Flanna off at Dulles, and she went
30 through airport security, and she had a bunch of bullets from Tom's guns
31 in her suitcase. So she got stopped, and it almost turned in to a crisis.

32 Anyways, Paul didn't get that oil change, and later that week, or the next
33 week he encountered Flanna. I believe Hallie was with Paul at that time.
34 Flanna was pissed about not getting the oil change, and Paul had
35 attempted to ... I think Flanna had the dog, and the baby carriage, and Paul
36 said, "Oh, there's Flanna. I'm new. I'm going to go run up and open the

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1 door for Flanna." I believe this was in the Cannon building. Flanna
2 apparently just went ape shit on him in front of Hallie, and in front of
3 whatever, about that.

4 Paul Solis: Who relayed this story to you?

5 Matt Missen: So Paul came back to the office, and he looked like he was crying. I'm
6 like, "Dude what's going on?" He had been in Mr. Murphy's office and
7 weird situations happen there. So I was like, "What is going on?" Because
8 Paul's a really nice, happy gentleman. What's going on? And Hallie
9 wouldn't talk with me, so I believe Jimmy relayed it to me later, and then
10 once they knew that I knew, I believe Hallie had brought it up to me in
11 private as well. Then I had a conversation with Paul one on one. We were
12 kind of kiddy corner from each other in the leg. shop. Nobody was in
13 there. I just said, "Relax. It's okay. Nobody hates you. You're cool."

14 Paul Solis: And this is related to the oil change?

15 Matt Missen: This was related to the oil change, yeah. Which all happened to be with
16 one of those things where yes I don't know who made the request, but it
17 was a staff on official time driving Flanna to Dulles Airport.

18 Paul Solis: What month or year did this happen?

19 Matt Missen: I'd have to look on Legistorm to see when Paul started. I can't remember
20 when he started, but I believe it was ... I think first or second week.

21 Paul Solis: Any other times while you were there of the oil change happening? Where
22 staff was requested to get the oil changed?

23 Matt Missen: Yep.

24 Paul Solis: How many other times?

25 Matt Missen: Once. Explain that one too?

26 Paul Solis: Sure. Yeah, yeah.

27 Matt Missen: So we set up a thing ... Tripp Grant, Legislative Assistant, set up this thing
28 where a couple of the ambassadors were to come down to UVA, and the
29 next day we were going to tour Monticello. So it was myself, Mr. Garrett,
30 the ambassador to Afghanistan, his wife, the ambassador to ... Not Croatia,
31 what's that country? Czech Republic, his wife ... None of this matters.
32 Well of a sudden I'm in the parking lot looking at Mr. Jefferson's
33 Monticello, and I'm stoked because I get to go to this.

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1 Also Stephen Harvey, the district outreach guy for the Charlottesville
2 office shows up in the parking lot. He wasn't scheduled to come to the
3 event. So I'm like, "What's up Stephen." Haven't seen him, you know, and
4 we're shooting the shit, and he says, "Yeah. I'm just here to pick up Tom's
5 car to get him an oil change." So he gets there. Tom shows up, and he
6 takes Tom's car down Monticello, and gets the oil changed. Then comes
7 back, and we're only three quarters of the way through the tour, and
8 Stephen hooks back up with us as we're going through the house. I was
9 like, "Dude where'd you go?" He's like, "Yeah. I got the oil changed on
10 Tom's car." Denise, the District Director, we had talked about this because
11 Stephen was real dejected because he really wanted to go to Monticello
12 too. So basically he was really frustrated because he felt like he was
13 worthless to them, or something, because all he is, is Tom's errand boy.

14 I'm just getting recollection, I believe it was my first trip down to the
15 district office. I believe it was my second or third week working for Mr.
16 Garrett. We were at what we call ... the Charlottesville office, and there's
17 an oil change place so ... here's the office. There's this winding half circle
18 road, and at the end of it going out on this big street there's an oil change
19 place. Then they got one of those spray car washes. I followed him in my
20 car because we were going to go get lunch. So he dropped off Mr.
21 Garrett's car, and I believe we picked up lunch for the office. Then I drove
22 him back to the oil change place, where he picked up Mr. Garrett's car,
23 and brought it back to the office.

24 Paul Solis: This is Stephen?

25 Matt Missen: Yes. So that is ... Paul didn't do the oil change, but Stephen, yes.
26 Whenever we were at Monticello, that's documented on ... See it on
27 YouTube, and then I guess we ... Who did we do an interview with ...
28 What was the guy. He was the one with the tattoos. Anyways, the political
29 reporter with the Daily Caller. Not the Daily Caller ... What the heck is the
30 Charlottesville newspaper called? Doesn't matter. They're right across the
31 street. Anyways he came over. It was that day. My first ... Either my, I
32 want to say, second or third week.

33 Paul Solis: Is Stephen still in the office?

34 Matt Missen: As far as I know.

35 Paul Solis: What about clothing? Picking up clothing from Representative Garrett's
36 office for him, or for his wife ... I'm sorry ... Yeah, at his apartment in DC.
37 Running to go get clothing for him, or running to get clothing for his wife.
38 Did that ever occur?

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1 Matt Missen: Let's see. Not while I was working there, but picking up belts, and stuff
2 like that. So Tom's ... Based on what I read, a late stage alcoholic. So he's
3 basically useless between 9 PM and 10 AM. He would come in apparently
4 all disheveled and everything, and so there would be requests at the
5 beginning of his term, "Hey can you go get my belt. I need a change of
6 shoes." The day of the White House Christmas party, he and Jimmy went
7 to ... This is what I call it, hyperbole, like 15 different places around town
8 because Tom wanted to buy a tuxedo. I don't know if that counts. That
9 was ... The tuxedo one was the only one when I was there but apparently
10 Jimmy and Hallie when we were on the phone call that was one of the
11 things ... The belts, ties and shoes I think, that they both said, "Yeah, that
12 happened."

13 Paul Solis: The dog. Was the dog in the office frequently? Or how often was the dog
14 in the office?

15 Matt Missen: So when I first started ... Yeah, so I like dogs, I'm a dog person. But it was
16 nice to have the dog in the office and to be honest, I'll take the dog out
17 because Capitol Hill is a nice place to meet cute girls, it's an easy way to
18 meet girls, good ice breaker. So a couple of times, yeah, I had taken the
19 dog out. I didn't care, I didn't think anything of it. I'm a smoker, so I would
20 go have a cigarette and take the dog out just because somebody else
21 wouldn't do it.

22 But Flanna, yeah, would basically drop the dog off. For my first couple of
23 months, probably twice a week. There were times where they did ... I
24 mean, we went to this I think Voice of the Martyrs dinner with Senator
25 Lankford and then Congressman Franks and I came back to the office and
26 it was like 11:00 at night. They had forgotten the dog in the office. The
27 dog had just turned over all the garbage cans in the leg. shop looking for
28 food as dogs often do. There's poop. There's one time I was sitting in the
29 office, in the member office with Jimmy and I sat down and I crossed my
30 legs and just like I always sit and like, "It smells like dog poop. Smells
31 like dog poop. Do you smell that? No." Jimmy's on the other side of the
32 room, smell like dog poop? Wafting up.

33 Anyways, I look down, might have been these shoes and it was a nice pile
34 of Sophie's excrement right there. But yeah, I mean, yeah, it was watch the
35 dog. I think they started paying MacKenzie Morales to watch the dog on
36 weekends. Yeah, the dog was in the office.

37 Paul Solis: Was staff directed to take the dog out? Was that part of an understood
38 responsibility for the staff?

39 Matt Missen: Certainly not for me.

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- 1 Paul Solis: Because you mentioned you volunteered to do it, you liked to do it?
- 2 Matt Missen: Well, yeah, because I like dogs. Again, smoke break too, two birds, one
3 stone, no problem. But directed, nobody ever in my time working there,
4 nobody was ever ... I was never an eyewitness to, "Do this with the dog." I
5 remember there were a couple of instances where MacKenzie would take
6 the dog from the office to their apartment. I recall maybe that happening
7 twice. Yeah, the dog was a presence in the office until the Tom, Flanna
8 and Jimmy stuff started to kind of boil over and then Flanna just stopped
9 coming to the office. I think, according to Jimmy, they kind of came to an
10 agreement where Flanna would stop coming to the office. I want to say
11 that happened December, January-ish.
- 12 Paul Solis: December 2017, January of 2018?
- 13 Matt Missen: Yes. They basically had tiff and Flanna just stopped coming to the office.
14 Jimmy told me that they had come to an agreement, the three of them, that
15 Flanna would stop coming to the office.
- 16 Paul Solis: And why was there a tiff?
- 17 Matt Missen: Well, all the stuff mentioned in the Politico article. For all of Jimmy's
18 faults, he did attempt to quell this ... All the chores or errands and
19 everything but there's only so much you can do when you are one person.
- 20 Jeffrey Brown: Real quick, you said MacKenzie was paid to take care of the dog?
- 21 Matt Missen: Yes, so there had been ... When I first started there, Jimmy had learned
22 part of, I guess, learning to be Chief of Staff. Every member of Congress,
23 pick up my dry cleaning, it's not an issue if it happens once. But this
24 would happen over and over and over again. And so finally, Jimmy put his
25 foot down and he said, "If we're going to have somebody do all this Flanna
26 shit, requests for Flanna, we're going to have to pay somebody
27 something." And it was basically Jimmy said, you could either have
28 Dakota Lipscomb, who I believe was still a paid intern, I don't know if he
29 had been promoted to staff assistant like a full time staff yet. But she just
30 liked MacKenzie, they were girly girl buddies. And she would always ask
31 MacKenzie to do stuff. So finally Jimmy was like, "We have to pay her
32 something to do this." So I think it ended up being 400 bucks a month or
33 something.
- 34 Jeffrey Brown: Where's that money coming from?
- 35 Matt Missen: Campaign.
- 36 Jeffrey Brown: So she's getting paid money from the campaign to take care of the dog?

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1 Matt Missen: Yes. Take care of the dog and run errands, do whatever Flanna needed,
2 which is encompassed in air quotes here, "Flanna shit," end quote.

3 Jeffrey Brown: What else besides the dog ... What other "Flanna shit" is MacKenzie
4 doing?

5 Matt Missen: Oh. I'm trying to think, she would babysit the dog if they would go
6 somewhere, because they would go to Florida. During the winter they
7 would go to Florida every weekend. So she would stay there because her
8 roommates didn't want the dog in there. Picking up Christmas ornaments, I
9 think was one that I know for sure. Picking up gifts for people, going to ...
10 Just do errands.

11 Jeffrey Brown: Okay. And it's \$400 a month from the campaign?

12 Matt Missen: According to Jimmy. So what happened was, Jimmy took Hallie Pence
13 and I aside as senior staff and he said, "Okay, we have to pay one or the
14 other." She said, "Who?" So Jimmy said, "Hallie, who do you want to do
15 this?" And I said, "MacKenzie." And Hallie said, "Dakota." I was
16 overruled. Oh no, wait, because Dakota was a responsible guy. He would
17 do it and he would come back to the office. Not lollygag for a couple of
18 hours or do whatever. So anyways, Jimmy and I sat down in the member
19 office with Dakota, I was sitting at the member desk and Jimmy was
20 sitting on the couch and basically said, "We want to start paying you,
21 would you like to do this?" They gave him the day, Dakota talked with his
22 parents.

23 Matt Missen: He said, "Yeah, I could use the extra money in my pocket." So Dakota
24 was going to be earmarked for Flanna shit. So Jimmy came to Tom and
25 said, "Okay, perfect, Dakota wants to do it." And Flanna said, "No, I want
26 MacKenzie." So MacKenzie ended up being the person.

27 Jeffrey Brown: And was MacKenzie, she's paid as an official staffer as well?

28 Matt Missen: Yeah, she was staff assistant the entire time that I worked there.

29 Jeffrey Brown: Okay. You made reference to lollygagging, were you indicating that if
30 MacKenzie would do Flanna shit, she would go off and lollygag and not
31 come back to the office?

32 Matt Missen: Yeah so, kind of, when I was hired, MacKenzie was going to be my
33 helper. With the goal of, me teaching her a few tools of the trade so she
34 could master them. So she could do them for three months and prove to
35 somebody ... I wouldn't call myself her supervisor. The person, whatever.
36 So the goal was to make her kind of press assistant and she was just kind

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1 of terrible at everything. So I was like, "You know what, it would make
2 my life easier if MacKenzie were that person to do that."

3 Jeffrey Brown: How many hours a week or a month would you estimate she was doing
4 this sort of thing?

5 Matt Missen: So when Jimmy and I gave kind of MacKenzie these kind of press duties
6 or whatever I said, "Okay, these come before everything else." And there
7 were deadlines. So she had daily deadlines associated with them. And by
8 day two, it was clear that it wasn't. She would just be gone. You're a staff
9 assistant, you're kind of supposed to be in the chair answering phone calls.
10 She wasn't in the office very often. And when I would text her and be like,
11 "You need to come back and do something." She would say, "Hey, I'm off
12 doing this, I'll be back as soon as I can." But it would be, I don't know if
13 she was doing errands for Flanna for two or three hours at a clip, every
14 other day but she would just be gone. And it would be very frustrating to
15 me as attempting to try to mentor her. So that didn't really work out for me
16 and MacKenzie.

17 Jeffrey Brown: Again, just back to the question, ballpark how much time do you think
18 she's spending on these sort of errands?

19 Matt Missen: I'd say at least 15 hours a week. And the original thing was, if Flanna
20 asked you to do something at night, you do that before you come into the
21 office. And then on your lunch break, if Flanna asks you to do something,
22 you do it on your hour lunch break and come back to the office. It was
23 supposed to be, she was not supposed to do these during her official hours
24 but Flanna, as soon as she got that helper, kind of took advantage of it just
25 like we all knew she would. I don't know, again, if MacKenzie was doing
26 errands the entire time but she was gone and she was on Flanna patrol.

27 Jeffrey Brown: Was MacKenzie's official pay altered in any way when she got the
28 additional payments from the campaign?

29 Matt Missen: To my knowledge, the way that Jimmy phrased this, is this would be on
30 top of your official pay. So I think she made 31 as a staff assistant. I think
31 she would get, I don't know if it was 400 bucks a month or 400 bucks a
32 week, I think it was 400 bucks a month.

33 Ali Bazzi: And so she supposed to do this, at least originally, the plan is she'll do
34 this-

35 Matt Missen: Before work, during lunch and after 5:00.

36 Ali Bazzi: And that didn't happen?

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1 Matt Missen: I mean ...

2 Ali Bazzi: Consistently that didn't happen?

3 Matt Missen: Yes.

4 Ali Bazzi: Okay.

5 Paul Solis: And this was Jimmy's way to handle the request from Flanna Garrett?

6 Matt Missen: Yeah so, I think that ...

7 Paul Solis: It was solely Jimmy's idea, did Representative Garrett have a stake in
8 coming to this solution?

9 Matt Missen: Oh they came to figuring out which staffer they ... Yeah so, the Jimmy
10 coming up with the idea for the personal helper thing, I'm pretty sure that
11 that was a conversation that was had between Mr. Garrett, Jimmy and
12 Flanna.

13 Paul Solis: Why do you say that?

14 Matt Missen: If memory serves me right, Flanna just, I don't know can handle the
15 regular-ness of life and just needed the help or whatever, and that just kind
16 of seemed like the easiest way to manage the problem so that Flanna
17 wouldn't go ape shit on Jimmy via text and phone call every night, which
18 was a regular occurrence. According to Jimmy, who also as I learned after
19 his departure, has a bit of the flair for the dramatic. Has manifested it in
20 several occasions or instances that have occurred since my departure. I
21 would say his departure, excuse me.

22 Paul Solis: When did this arrangement begin with MacKenzie?

23 Matt Missen: I want to say, I feel like March of '18 would be a good ballpark.

24 Paul Solis: Of this year?

25 Matt Missen: Yes.

26 Paul Solis: And was the arrangement continuous until the time you left?

27 Matt Missen: As far as I know, the arrangement is still ongoing.

28 Paul Solis: Did you ever talk to MacKenzie about the arrangement?

29 Matt Missen: Yes.

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1 Paul Solis: What did she say about it?

2 Matt Missen: Well, let's see. I was in the room. So we offered the job to Dakota, Dakota
3 said yes. And so Jimmy had to inform Dakota, Flanna doesn't want you to
4 be ... She wanted the girl. I think for specific reason that Flanna's a female
5 and she might have to do some female type chores for Flanna with a
6 young baby, I don't know, my theory. I'm sorry, could we go back to the
7 original question?

8 Paul Solis: Yeah, what did MacKenzie say about it when she got this task of-

9 Matt Missen: Oh yeah, yeah. So we did the same thing with MacKenzie. I think I was
10 sitting in the member chair, she was sitting in the ... Jimmy's on the couch,
11 she was sitting in the room. And she kind of said, yes. MacKenzie said,
12 "Yes." The pow-wow with me was even though she wasn't doing her press
13 duties, still try to do your press duties and accomplish the Flanna tasks at
14 the same time.

15 Paul Solis: You've talked a little bit about the ... I'm using your quote, the "Flanna
16 shit," you talked about getting Christmas ornaments and you talked about
17 oil changes. To the most specifics you can give us, what are other things
18 that fall into this category that you're aware that MacKenzie did, that other
19 staffers did, or you were asked to do, what other tasks can you recall
20 besides the Christmas ornament and dry cleaning and things like that?

21 Matt Missen: So actually, I never said dry cleaning.

22 Paul Solis: Okay.

23 Matt Missen: Mr. Garrett ... I said, belts, ties, and shoes.

24 Paul Solis: Okay.

25 Matt Missen: Because those are what I was aware of. One of the things in the Politico
26 article was dry cleaning. And the only thing that they staunchly defended
27 of these 99 theses from Politico was they took exception to the dry-
28 cleaning thing.

29 Paul Solis: Okay.

30 Jeffrey Brown: Who's they?

31 Matt Missen: No, no, no. Mr. Garrett and Flanna Garrett, they went were very, very
32 defensive about nothing but the dry cleaning. But yeah so, basically, I
33 think you know, you probably read some articles or whatever about Mr.
34 Garrett. He I guess has financial problems and they basically rented a

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1 really nice, expensive apartment on I Street, down by the baseball stadium.
2 And they could no longer afford it so they needed to move to another
3 place, a cheaper place. They had asked me ... They wanted to find a ...
4 They were interested in houseboat. It was my first or second day. They
5 had asked me because a friend of mine Jeremy Tye and his wife Katie,
6 used to have a houseboat down there, they wanted to go see it. So I called
7 them and I asked them, they didn't live in the houseboat anymore. But we
8 had attempted to go try and look at a boat that was for sale.

9 Anyways, they found this new place, I think it's on 6th Street, Southeast.
10 And when they moved, Jimmy, John March and I can't remember if John
11 Marsh was the Legislative Correspondent and I can't remember if Dakota
12 was a staff assistant or still an unpaid intern at the time. Along with, I
13 believe, two male interns moved them from their place on I Street to their
14 new place, I believe it's on 6th Street. I feel like, Jimmy was really
15 adamant that they pay them and I believe Jimmy gave Dakota \$40 of his
16 own money. For some reason that rings right. That Dakota got 40 bucks
17 from Jimmy for doing that. And John March is the L.C., didn't want to do
18 it but he kind of ... You're asked to do something, you do it.

19 Jeffrey Brown: What day of the week and what time is this?

20 Matt Missen: John and Dakota didn't come to the office that day ... Excuse me, John
21 March and Dakota didn't come to the office that day. I think Jimmy
22 stopped in wearing street clothes in the middle of the day. So here's how
23 you can find it for your records, Tom couldn't afford the place. They
24 couldn't get rid of it, I guess how condo or apartment rules, leases work.
25 So Jimmy now lives there. Jimmy took over the lease of the exact same
26 unit and he still resides there. I'm sorry, what was it one more time?

27 Jeffrey Brown: What day of the week? What is it a weekday?

28 Matt Missen: It was during 9-5, our regular day. And then the other one is, that I can
29 recall ... So there was the moving out, the oil change stuff, the other one is,
30 I believe that they paid Matt Hanrahan, the new Legislative
31 Correspondent, I think paid him like 20 bucks or 40 bucks to ... And this
32 was again, during the middle of the week, during business hours, go over
33 to their apartment and set up a WiFi system. Other than that, I mean-

34 Paul Solis: Anything in this phrase, "Flanna shit," is there anything else ... It sounds
35 like she was making a lot of requests of the staff to do things?

36 Matt Missen: Yes, it was constant.

37 Paul Solis: What other types of things?

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1 Matt Missen: Just errands, just errands. I mean, I can't really think of any, except, I
2 know dry cleaning apparently wasn't [inaudible].

3 Paul Solis: Are these requests coming to the staff on a weekly basis or a daily basis?

4 Matt Missen: According to Jimmy and Marissa Mullen, MacKenzie never told this to
5 me, apparently they come in at all hours of the day, all hours of the night
6 via text message. Flanna apparently, would get irate is she would call
7 MacKenzie or something at night. Let's just say MacKenzie, or call
8 somebody at night to ask them to do something. She would expect that to
9 be done at 11:00 at night. Not at some point during the next day. And
10 Flanna would become very irate about stuff like that.

11 Paul Solis: And these are things not related to Representative Garrett's official
12 responsibilities?

13 Matt Missen: None whatsoever.

14 Paul Solis: Did Flanna Garrett have any role in hiring and firing staff?

15 Matt Missen: So my final interview, their daughter was I think, a week old. She was in
16 my interview. I have worked for two members of Congress prior, that is
17 not something that I was expecting.

18 Paul Solis: Do you mean Representative Garrett was with his newborn child
19 interviewing you, is that what you mean?

20 Matt Missen: Yes. So it was I think, on the final interview, it was Flanna and the baby,
21 the baby kept crying because it was a week old, so she kept coming in and
22 out. Congressman Garrett at his desk and I believe ... Jimmy was in the
23 room and I believe the other two people were Hallie Pence and Elliott
24 Harding. But yeah, she played a role in that. When John March became
25 Republican Party of Virginia chairman, not chairman, Communications
26 Director, leaving our office, they wanted to hire a guy named Remso
27 Martinez, who's a friend of Tom and Flanna's as the new Legislative
28 Correspondent. Jimmy put the kibosh on that.

29 Apparently Paul Hartman, apparently Delaware's a very small state and
30 they know each other. Apparently, Jimmy's girlfriend's brother played
31 basketball at Syracuse and apparently, he's a local celebrity, so everybody
32 knows whatever's his last name, [inaudible]. It just so happens that Paul
33 Hartman had been aware of who Jimmy's girlfriend's brother was and after
34 Flanna blew up with him about thing about opening the door, you know
35 knocking and oil change that we talked about before. I remember her
36 texting Jimmy saying something to the effect of ... because Jimmy let me
37 see it, "I don't think it's right that you're hiring your family friends to be on

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1 our staff.” But that's because she was constantly pissed at Jimmy and she
2 found a new enemy in Paul because Paul said he'd do the oil change and
3 he didn't do it.

4 Paul Solis: Any other staffer that you know whether she was – it was her advice to
5 fire the staffer or anything like that?

6 Matt Missen: Fire? She hated John March. She didn't want John March working there.
7 She had never told me directly but apparently Jimmy had set up a lunch
8 for them or something. John was very frustrated because he would write
9 all the letters and the Member would never would review any of them.
10 And he just had no Member time. Not getting to know his boss, he passed
11 over for promotion because Flanna didn't like him. That was why he
12 ultimately left. We hired Paul instead of promoting him. So John March's
13 career path did take ... What do you call it, when your career trajectory is
14 stalled? It was stalled at the wall of Flanna Garrett. There was no way he
15 was ever going to advance in that office and everybody knew it. So Jimmy
16 tried to set up a lunch for them to try to say, can we be friends? And
17 apparently, either they had lunch and didn't take or the lunch was
18 canceled. John was gone shortly thereafter.

19 Paul Solis: Did the Ethics Committee staff ever come in and lawyers from the Ethics
20 Committee or other staffers from the Ethics Committee ever come and
21 give a training?

22 Matt Missen: Yeah. I think we mentioned when I first started, there were some instances
23 when I first started. I know the rules. If you get campaign work whatever,
24 you go out into the hall. Jimmy didn't even know that was the thing and
25 even after his ethics training, he was still doing campaign related stuff. He
26 was in three places at once. Managing, when he was managing, till finally
27 I wrote him an email because I think we worked on some fundraising
28 solicitation with Mr. Garrett in his office.

29 And the email was like, because I felt very uncomfortable, so I was like,
30 "Jimmy." This was the email that Tom Garrett, a fundraising email that
31 Tom Garrett wrote in his office on whatever date. Because I was not
32 happy that I was involved in something where I was like, we need to go
33 out into the hallway but Tom's having a cigarette in the office. I think I'm
34 trying to leave or something and we're just like, plow through the thing.
35 That was my way of telling Jimmy officially that I was not happy with that
36 situation occurring.

37 Paul Solis: Again, did the Ethics Committee staff-

Transcript of Interview of Matt Missen
July 20, 2018

1 Matt Missen: Oh yeah, yeah, yeah. So yeah, two women came in because I keep saying,
2 "Hey I think this is over the line." Hallie would keep saying, "Hey, I think
3 this is over the line."

4 Paul Solis: What is this you're talking about, what is over the line?

5 Matt Missen: Oh, what I call the line of church and state between official and campaign.
6 There's a big brick wall there.

7 Paul Solis: So did you ask the Ethics Committee to come in?

8 Matt Missen: No, Mr. Garrett did and I believe that, before that ... So we all sat in the
9 office, I believe it was at Tom's request that these two women from the
10 Ethics Committee. Before that, there's some issue and Tom had a person ...
11 Either Tom or Jimmy had a person from the Ethics Committee come in to
12 speak to one or the other. How do I phrase this? I don't know if it was ...
13 Tom was frustrated at Jimmy, so Jimmy had an ethics person come in and
14 talk with Tom or that Tom was frustrated with Jimmy, so Tom had an
15 ethics person come in to talk with both of them, if that makes sense. It was
16 either one of the two. I can't remember whose request it was, but Jimmy
17 said that a person from the Ethics Committee came to the office and spoke
18 with Tom. I don't know if Jimmy was in the room for that meeting.

19 Paul Solis: After there was this "over the line" situation that you spoke about, there
20 was a different time when Ethics Committee folks came in to talk about
21 campaign versus official?

22 Matt Missen: So that was ... Jimmy, Tom and Flanna had the blow-up about Flanna not
23 getting Flanna shit done and needing assistance. It was around that time
24 when MacKenzie was hired to do the Flanna stuff on the campaign payroll
25 that Tom had us all sit down ... Have the Ethics Committee come in and
26 talk to us while we were all sitting down in a circle in the member's office
27 with Mr. Garrett present. And Mr. Garrett recorded the conversation
28 himself with his little handheld recorder.

29 Paul Solis: Okay, so the Ethics Committee staffers came in with the staffers and
30 you're all sitting around with Mr. Garrett, he's recording the conversation,
31 what's the topic of the discussion there?

32 Matt Missen: I believe the topic was, what is an official duty versus what is not.

33 Paul Solis: Okay. When did this happen?

34 Matt Missen: Whenever the time that MacKenzie started receiving pay to do Flanna's
35 chores. I honestly can't recall. If you looked on FEC reports probably, you
36 can see around-

Transcript of Interview of Matt Missen
July 20, 2018

1 Paul Solis: Was it a result of this arrangement with MacKenzie that Ethics Committee
2 staffers came in to talk to you guys?

3 Matt Missen: I don't think that that was the catalyst for that meeting.

4 Paul Solis: Do you know what was?

5 Matt Missen: I honestly can't remember.

6 Paul Solis: What did you all take away from that, what was the staff discussing after
7 that happened with the Committee staffers? Was it a surprise to you, what
8 was the reaction amongst the staff?

9 Matt Missen: I think it was mostly it was a waste of time. I think that the ... Everybody
10 kind of felt like ... So Tom would try to justify everything, from his
11 drinking to his whatever. I think for his own piece of mind, he brought the
12 Ethics Committee in to say whatever they did say to us for his own
13 personal edification, I believe. We didn't really take away anything from
14 it. I think, I asked a couple of questions about campaign stuff but it was
15 like ... The one question I said, "What happens if we get a campaign
16 contribution that's sent to the Cannon building?" That was one question
17 that I did ask.

18 I can't remember what the other one was, but the reason I asked it at the
19 time is because it was directed at me kind of having to do campaign stuff
20 and being frustrated by not being compensated for it. But I just remember
21 I was sitting in a high-backed chair like this in one corner of the room
22 behind the desk, and Jimmy was over here, and the whole time I was
23 asking the question, because it was directed at Jimmy, I just looked at
24 Jimmy and asked the question. I didn't look at the two women from the
25 Ethics Committee.

26 Paul Solis: Specifically, did the topic of Mackenzie's arrangement with the campaign,
27 and her doing errands for Representative Garrett's wife, did that ever come
28 up in the meeting with the Ethics Committee staffers?

29 Matt Missen: I can't recall the specifics. Again, that was kind of like the whole reason
30 for having that Ethics Committee come in, those two women, was
31 surrounding Mackenzie being paid for doing Flanna's errands. That was
32 like, it was all the same, I want to say two to three week period.

33 Paul Solis: I just want to be clear because when I asked you initially you said that
34 wasn't the catalyst, you believed, the arrangement with MacKenzie.

35 Matt Missen: What's that?

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July 20, 2018

1 Paul Solis: Having the Ethics Committee staffers come in. You said, "I don't believe
2 that was the catalyst for them coming in." So I just want to be clear
3 whether ... what role if any Mackenzie's arrangement had with those
4 Ethics Committee staffers coming in to talk to you guys.

5 Matt Missen: Okay, if I mixed up my stories, I misspoke. This happened a while ago.

6 Paul Solis: To the best you can recall.

7 Matt Missen: To the best of I can recall, MacKenzie got the Flanna duties and was
8 getting paid for it, and then after that, we had the overarching theme of the
9 two women coming in from the Ethics Committee was to say that this
10 would be an official duty, I believe, and this would not be an official duty.
11 I think that was the whole ... to my recollection that is what I think the
12 meeting was about.

13 Jeffrey Brown: Were they alerted to, or was there discussion about Mackenzie's role,
14 doing errands for Flanna?

15 Matt Missen: I think the only people who spoke that I can recall, during the
16 conversation, were Mr. Garrett. I don't think anybody else asked questions
17 except for me in that meeting. And then the district staff was on the
18 speakerphone, so I think that they had asked to pipe up the, what do you
19 call it, the volume a little bit. But I don't remember. I think it had to do
20 something with official duties or unofficial. But, I can't remember.

21 Jeffrey Brown: Mackenzie's role didn't change in the wake of that meeting?

22 Matt Missen: No, she was ...

23 Jeffrey Brown: I think you said before, your impression is that was the arrangement up
24 until the day you left the office.

25 Matt Missen: No, no, no, no. So Mackenzie was paid however what she was paid for
26 staff assistant, and then whenever she started receiving pay, I can't
27 remember when it was, but it was around ... I want to say it was around
28 from early spring or something. She started receiving pay to do Flanna's
29 errands, with the understanding it was supposed to be done not during
30 work hours. But yeah around that time, that's when the women from the
31 Ethics Committee were called in and I believe it was unofficial duties
32 versus official duties. But I feel like I blew that meeting off. I feel like I
33 tuned it out or just didn't give a shit at the time.

34 Paul Solis: Jeff just wanted you to confirm something I believe you also said earlier,
35 which is Mackenzie's arrangement occurred throughout the time you, you

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1 know, until you left. To your awareness she was still getting that money
2 from the campaign to do Flanna's ...

3 Matt Missen: Yes. So she ... when I first started she was not receiving compensation for
4 doing that. So Jimmy finally got to the point where he's just like, "We
5 have to pay whoever they want to do these things something to make it
6 look right."

7 Paul Solis: And again, that arrangement maintained until you left?

8 Matt Missen: Yes, as far as I knew.

9 Paul Solis: Okay.

10 Matt Missen: Up until Jimmy's departure that was still the arrangement, and I'm under
11 the impression that it's still going on to this day.

12 Paul Solis: Did Jimmy ever discuss ... did Representative Garrett ever discuss whether
13 or not that was a permissible use of campaign funds? Did anybody ever
14 talk about that?

15 Matt Missen: Not to me. If they did, my speculation would be that they would have had
16 that conversation with Chris Woodfin, who's like their campaign
17 compliance guy. But no, not to my ... I was never a witness to anything
18 like that, that I can think of.

19 Jeffrey Brown: Can I ask a couple follow-up questions about the campaign stuff?

20 Paul Solis: Yes. Absolutely.

21 Jeffrey Brown: You said earlier ... I think you said something about you were working on,
22 maybe it was a campaign fundraising email. You felt a little
23 uncomfortable about that and you tried to make that known in an email to
24 Jimmy. Did I get that right?

25 Matt Missen: Yes. I think that it was, "Jimmy, here's the campaign-related email that
26 Mr. Garrett just wrote and had us edit in his office." Something along the
27 lines of ... very office language.

28 Jeffrey Brown: So you were trying to make it clear that campaign work is occurring in
29 Cannon, in the official office building.

30 Matt Missen: Yes, that was my ...

31 Jeffrey Brown: That's what you were trying to convey. Yeah.

Transcript of Interview of Matt Missen
July 20, 2018

1 Matt Missen: The point of me saying that was on this day at this time this occurred, and
2 I didn't like it.

3 Jeffrey Brown: So you said that made you feel uncomfortable. Were there other things
4 like that that made you feel uncomfortable? Other instances in which you
5 are doing where you are witnessing campaign work occurring inside the
6 congressional office?

7 Matt Missen: Yeah. My first week, Jimmy wrote a fundraising solicitation. I remember
8 it was one of those long ones where you do their whole biography, and
9 why I'm running and why I want to continue to run. And yeah, he printed
10 it out. I don't know, I didn't see it being printed, but he said, "Hey, can you
11 come take a look at this?" And he gave me a printout, and I was like,
12 "What is this?" He was like, "Oh, you look at this." It was a fundraising
13 solicitation. I said "Sure," but I know that I went outside into the hallway
14 to review the piece of copy.

15 Jeffrey Brown: Okay. Any other instances that you can recall where you were asked to do
16 campaign-related work inside the congressional office?

17 Matt Missen: So, on the day of Mr. Garrett's rambling press conference, Zach Werrell
18 the campaign guy would come up every once in a while. His big thing was
19 tax reform, abortion, guns. He was like, "Anything you can give me on
20 that for content-wise." So, on that day, the press conference had gotten
21 moved around like three times, and so I'm going from these three locations
22 on the Hill to corral people and all of a sudden I get a call. I don't know if
23 it was from Zach or it was from Marissa, but they were like ... I think it
24 was from Marissa. She was like, "Hey, where's the tripod?" That was a
25 campaign announcement. Again, this probably doesn't matter, but Zach
26 came into the office, to my desk, and brought in ... we had two tripods and
27 this Mevo live streaming camera. He didn't end up using the Mevo live
28 streaming camera, but they brought that there, and the video of that
29 rambling press conference was on the Mevo stand that was bought with
30 official campaign funds admittedly.

31 Other than that, for me, I was very frustrated because they made me go to
32 this Advance thing. Basically, it sounded like this was this weekend thing.
33 I want to say it was November. They made me go to it. I was like, "Hey," I
34 asked Jimmy specifically, I was like, "How am I getting paid for this?"
35 Because I wanted to be ... if you're going to show me off to all your
36 campaign friends, I expect to be compensated other than like a three-hour
37 drive to the middle of nowhere for some crappy resort.

38 Other than that, I mean ...

39 Jeffrey Brown: Can I break some of that down?

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July 20, 2018

1 Matt Missen: Yeah.

2 Jeffrey Brown: Zach, you said that was the gentleman associated with the campaign?

3 Matt Missen: Yeah, Zach Werrell.

4 Jeffrey Brown: Aside from that instance that you just described, where there any other
5 instances where Zach comes up to the congressional office and wants to
6 talk about campaign-related activities?

7 Matt Missen: I think there was an instance where both Zach and the campaign manager,
8 Joe Shellac, came into the office, and I believe that they were having, in
9 the little alcove or whatever, that they give the Chief of Staff in the
10 Cannon Building, that they were talking about campaign-related stuff, but
11 I wasn't a part of that conversation.

12 Jeffrey Brown: Okay. And why do you think that they were talking about campaign-
13 related issues?

14 Matt Missen: If you have an opportunity to speak with Jimmy Keady, he'll just say he's a
15 campaign guy. All he cares about is campaign, campaign fundraising, and
16 that's what Jimmy did all day.

17 Jeffrey Brown: Can you elaborate on that?

18 Matt Missen: What?

19 Jeffrey Brown: Well, one of the questions that I want to follow up on, because I asked you
20 if you were asked to do any sort of campaign fundraising activities, or
21 campaign- or fundraising-related activities, but what I want to ask you is
22 did you see others doing that, or did you hear others talk about doing that
23 in the office?

24 Matt Missen: Just Jimmy.

25 Jeffrey Brown: Okay. You made it seem like he was doing it with some frequency or that
26 was his primary focus. Why do you say that?

27 Matt Missen: If you speak to my other colleagues, you'll find that Jimmy was rarely in
28 the office. He was either shepherding Tom Garrett from place to place so
29 Tom didn't get in any trouble or he was at Capitol Hill Club trying to raise
30 money because Tom does not make fundraising calls. Jimmy was solely
31 responsible ... well, a girl named Christie, she was our PAC fundraiser.
32 But other than Christie, Jimmy was solely responsible for getting
33 campaign contributions and it felt like it was on a weekly basis where he
34 would have to go over to the NRCC and sit down and say, explain to

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July 20, 2018

1 them, "What kind of campaign do you think you're running with no
2 money? Why aren't you raising money? Why aren't you raising money?"

3 So Jimmy would spend the ... by the time Jimmy's employment and my
4 employment left, Jimmy would spend the bulk of his day either as Tom's
5 body man or over at Capitol Hill Club trying to make fundraising calls.

6 Jeffrey Brown: Can you give us a little bit more specifics on how much time he's at the
7 Capitol Hill Club during nine-to-five business hours?

8 Matt Missen: Yeah. I guess I should walk this back. I wouldn't know that he was at the
9 Capitol Hill Club the entire time, but it would always be ... he would come
10 into the office two or three o'clock in the afternoon, and I would say,
11 "Hey, what have you been up to?" And he would say, "Oh, making calls
12 across the street." Always making calls across the street, to the point
13 where it was, if we were a nine-to-five office out of session and a nine-to-
14 six in session, Jimmy would spend probably 40% of his time outside of the
15 office doing campaign stuff.

16 Jeffrey Brown: What's Representative Garrett's awareness of where Jimmy is?

17 Matt Missen: To tell you the truth, I don't know. I would assume that, knowing Mr.
18 Garrett, he doesn't seem to know what really goes on in the background at
19 the staff level, because he's really never there, so ...

20 Jeffrey Brown: You said that twice now. You said he really wasn't around.

21 Matt Missen: Yeah.

22 Jeffrey Brown: What do you mean by that?

23 Matt Missen: He would basically show up. He would be in DC, at his apartment, all the
24 time. He rarely ever spent his nights down at his Scottsville house or down
25 in the district. They just, he and his wife, it was just easier for them to stay
26 here, so it was that situation. But Jimmy would come in in the morning
27 and be like, "Oh, it was bad last night." It would be about Tom's drinking
28 and him and Flanna getting into an argument. So Tom would go to his
29 committee hearings, but as far as being in the office, the last four months I
30 was there, if I had 15 total minutes alone with Mr. Garrett to talk about
31 communications or whatever, I would be shocked.

32 Jeffrey Brown: How about in the four months preceding those last four months? How
33 much time did you spend with Representative Garrett?

34 Matt Missen: So, we got into a real groove getting TV hits and everything, and it was
35 really great going into the new year, up until ... I forget when the

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1 government shut-down was, but shortly after the government shut-down,
2 that was when things, I think, started to tumble. But, I'm sorry, say it
3 again?

4 Jeffrey Brown: I'm trying to get a sense. You said the last four months in the office, you
5 probably had 15 total live minutes with Representative Garrett.

6 Matt Missen: Yeah, he was just never there.

7 Jeffrey Brown: And I wanted to get at the four months before that, just for comparison's
8 sake. 15 minutes relative to what?

9 Matt Missen: Yeah, I would say he would come in, usually between committee hearings,
10 he would come in. Well, he would wake up, drive, go to his committee
11 hearing. If he had spare time ... we never did all-staff meetings or
12 whatever, ever, because Tom was never around. But he would stay in the
13 office for two hours, and if there were people there or people he wanted to
14 actually meet with, he'd show up for the meeting, but then he'd just be
15 gone. And then we would wait and hopefully he knows the votes have
16 been called, type of thing.

17 Jeffrey Brown: Aside from Jimmy, who we discussed a little bit, is there anybody else in
18 the congressional office that was doing campaign work or being directed
19 to do campaign work by Jimmy?

20 Matt Missen: I think that either Matt Becker or Stephen Harvey, the Danville and the
21 Charlottesville district outreach guys, I think one of them was on the
22 campaign payroll, too, but I don't know that for sure.

23 Jeffrey Brown: Let me ask you like this: did you ever witness anyone outside of Jimmy
24 Keady handling campaign work in the Congressional office?

25 Matt Missen: Outside of Mackenzie having to ... hearing about Mackenzie having to run
26 an errand or a gift for a donor or something, no.

27 Jeffrey Brown: And you never saw Jimmy directing anybody, aside from those couple of
28 instances that we talked about where he was asking you to work on that
29 fundraising email, you didn't see him directing any other official-side
30 staffers in the Congressional office to do campaign work?

31 Matt Missen: There was an instance that I can recall that Tripp Grant, the foreign affairs
32 LA, I don't know if he had to do it, but for some reason ... Tom did a lot of
33 events with these free Iranian groups, and I remember ... I think that this
34 guy was a donor or a prospective donor and had some ... come to think of
35 it, I think that Tripp said that this guy wanted to be the shadow president
36 of Iran, and who lives in McLean. So Jimmy, and I think he was a donor,

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1 and I know that Tripp spent like half the day getting out there and
2 watching some video in his mansion.

3 But I don't know if that was really campaign-related.

4 Paul Solis: Who else would have known about this arrangement with Mackenzie? I
5 know you mentioned Jimmy, and obviously you.

6 Matt Missen: Me, Jimmy Keady. Hallie Pence was definitely aware of it.

7 Paul Solis: Okay, Jimmy Keady. Not Katie. Jimmy, his last name Keady.

8 Matt Missen: Jimmy Keady. Yes, yes. The Chief of Staff, Jimmy Keady. The
9 Legislative Director, Hallie Pence. The Member, the Member's wife are
10 the people I know for sure. And Dakota, he would know, too, because we
11 offered him it, so it would be, I guess, those five or six people.

12 Paul Solis: Is Dakota still in the office?

13 Matt Missen: Actually, when I returned a computer the other day, I was informed that
14 Dakota, who was, I guess, fresh out of grad school, he had quit working
15 for the office and had moved back to Wilmington, where he's from.
16 Wilmington, North Carolina.

17 Paul Solis: Do you know where he works?

18 Matt Missen: Dakota?

19 Paul Solis: Yeah.

20 Matt Missen: No I think he just quit, said, "I'm going home to try to find a job at home."

21 Paul Solis: Do you speak to him? Do you text him?

22 Matt Missen: When was the last time? I don't even know if I have his in my ...

23 Paul Solis: You can check that later.

24 Matt Missen: Yeah.

25 Paul Solis: I just wondered if you generally speak to him.

26 Matt Missen: No.

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1 Paul Solis: My last question regarding Mackenzie is: are you aware of any, other than
2 the errands or things she would do for Representative Garrett's wife, are
3 you aware of any actual campaign work she conducted?

4 Matt Missen: There was one instance where ... I don't remember when this was. Hallie is
5 from Charlottesville area, and I ... let me think. Yeah, so what happened
6 was Hallie got a ride home from somewhere, and there was a campaign
7 event in the Charlottesville area on that Saturday, so I believe Jimmy
8 drove Mackenzie down to that event, and then they hooked up with Hallie.
9 Hallie got a ride to wherever Jimmy was, so the three of them came back
10 to DC together, and that was for a fundraiser.

11 So, the reasoning behind this, what Jimmy said, was he would like to bring
12 Mackenzie ... Jimmy likes to show off his staff. He likes to show off that
13 he's the boss, and he would like to show people that, hey, we have people
14 that can do things for you. So for White House tours and flag requests and
15 stuff, yeah, Jimmy had Mackenzie come to ... this was before she was
16 getting paid ... some event in Charlottesville to say, "This is Mackenzie.
17 Here's her business card. If you need something like that, that's your point
18 of contact for stuff like that."

19 Paul Solis: But do you know if she had some sort of role with the campaign?

20 Matt Missen: I don't believe that a title was ever given. I don't think a title was ever
21 given. I don't think, to my knowledge, a title was ever asked for. It was
22 just campaign payroll.

23 Paul Solis: That's all the questions I have, really, about the substance of the Politico
24 article and all that. Do you have any questions, Ali, about anything related
25 to that?

26 Ali Bazzi: One thing, just to get back to the severance. You had mentioned that
27 Jimmy would be getting a paycheck next Friday, I think you said?

28 Matt Missen: So, the House gets ... I don't know if you guys are probably employed by
29 there, but they get paid the last Friday of every month, so me saying that
30 was me saying Jimmy Keady told me that he was receiving two months'
31 severance, and that would be for June and July, he would get paid, so the
32 last Friday in July, meaning that is my assumption that that is when his
33 last paycheck from the House comes.

34 Ali Bazzi: So I guess my question was, that specific conversation where he told you
35 next Friday, when was that conversation?

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1 Matt Missen: Oh, he just told me that he got two months' severance after he had been let
2 go and we were talking. He had mentioned that he had received two
3 months' severance from Tom.

4 Paul Solis: I think I had asked you whether that was over email, text, or over the
5 phone, or in person.

6 Matt Missen: I think it was over the phone. Yeah.

7 Jeffrey Brown: Between the time Jimmy left the office and the time you left the office, did
8 you ever see Jimmy in the congressional office again?

9 Matt Missen: Yeah. He came in. I believe he came in with Owen Burgess. Yeah, yeah,
10 yeah. Jimmy came in, and he came in with Owen, who's like his buddy.
11 His name is Owen Burgess. He works at the Commerce Department. He
12 came in. Jimmy was like all disheveled. He was just happy. He came in. I
13 gave him a hug. But he just never ... he didn't get his stuff from the office.
14 He just came in to say hi.

15 Jeffrey Brown: Yeah. Let me ask you like this: between the time Jimmy left the office and
16 between the time you left the office, did you ever see Jimmy performing
17 any congressional work?

18 Matt Missen: No.

19 Jeffrey Brown: Any Chief of Staff-related work?

20 Matt Missen: No. None whatsoever.

21 Paul Solis: And he had, in fact, told you at that time that he was fired, or let go, right?

22 Matt Missen: Yeah. He was fired. Tom tried to rehire him twice, two or three times, and
23 he finally said no. And that was the deal. You get two months' severance
24 or whatever, and that's it.

25 Paul Solis: Lastly, I just want to ask if you've spoken to anyone about the fact that
26 they've received a request from me, or that I've spoken to them in any
27 capacity or communicated with them. Has anybody talked to you about
28 that?

29 Matt Missen: Last night, my dad reached out to me, because apparently your friends
30 across the street have another thing going on. I don't know how they have
31 my dad's number. I'm a little miffed by that. So I spoke to my father about
32 it, my friend Morgan Murphy about it, I texted Jimmy about it. I'm happy
33 to ... you can read that if you want. And I texted John March. I said, "Hey,
34 did you get a call from the House today?" He said, "What are you talking

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1 about?" I said, "Did you get a call from the Ethics Committee?" Because I
2 figured that John just might.

3 Paul Solis: And what did John say?

4 Matt Missen: It was last night. I guess poor memory. So, me: "You get a call from the
5 House today?" John March: "What's up?" "Dang Ethics Committee called
6 me and my father about Politico piece and I got a weird request from
7 WSET today." John March: "They called your dad? WTF? No idea about
8 WSET." Me: "Crazy. They called him before me! No idea what's going
9 on. Don't care anyways." And then the end of the conversation is just him
10 saying, "That's strange."

11 Paul Solis: And what about Jimmy? What did Jimmy say when you talked to him?

12 Matt Missen: Me, last night, 7:55: "Free to talk for a minute?" Jimmy: "Not till after 10.
13 What's up?" Me: "No worries. Got a call from Ethics. They called my dad,
14 too, and a really weird media request from WSET." Jimmy: "Ethics have
15 been calling me, too." And then, me: "I have no recollection of the event
16 in question." It's a joke, and then he responded: "It was before your time."
17 I did the little, what you call it, thumbs up.

18 Paul Solis: Okay. Is anybody from the current staff reached out to you about our
19 review in any way?

20 Matt Missen: No. Nope.

21 Paul Solis: What about Representative Garrett?

22 Matt Missen: Nope.

23 Paul Solis: Anybody representing ...

24 Matt Missen: I have him ... I blocked he and his wife's number on my telephone.

25 Paul Solis: What about someone representing him? An attorney, in any way?

26 Matt Missen: No. Nope. I reached out to Jimmy because I assumed that he was going to
27 get the call, and I'm shooting the shit with John March about other stuff,
28 just randomly. So I just reached out to those two and I told my father that I
29 got a call, and then my friend Morgan Murphy.

30 Jeffrey Brown: I just had one other question. You said at the start of the interview, you
31 had mentioned that ... I think it was the week where you were expecting
32 that you might get let go. It was a harassment training of some kind?

Transcript of Interview of Matt Missen

July 20, 2018

- 1 Matt Missen: It was. So, I thought it was one thing but it turned out to be another. I
2 believe it was workplace rights and responsibilities, and ... what was that?
3 I wanted to go for ... because I felt in a situation, professionally, that this
4 was going to be about like professional, what do I say, bullying. But it
5 turned out to be about race and national origin and religion, I think, stuff. I
6 thought it was going to be about a workplace retaliation and having a
7 bullying boss, so that's why I made a point to go. I believe it was on a
8 Tuesday. But it turned out that it wasn't, and it was just kind of a waste of
9 an hour and a half of my time.
- 10 Jeffrey Brown: That's it.
- 11 Paul Solis: Well, thank you very much, and that's all we have for you.
- 12 Matt Missen: Cool.

EXHIBIT 5

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleagues Helen Eisner and Annie Cho. It is July 30th, 2018. We
3 are here for an interview of Staffer 2. I provided Staffer 2 a copy of 18
4 USC 1001 and she has signed the acknowledgement form. With that we
5 can begin the interview. Staffer 2, a little bit of background right now,
6 where are you currently employed?

7 Staffer 2: Yes. US House of Representatives, the office of Tom Garrett.

8 Paul Solis: How long have you been in that position? Sorry, how long have you been
9 with the office?

10 Staffer 2: I guess it will be a year officially tomorrow and then, well yes. I started
11 July 27th.

12 Paul Solis: Of 2017?

13 Staffer 2: Yes. It has been a year but on the paperwork they have August 1st.

14 Paul Solis: What positions have you had in the office since you've been there?

15 Staffer 2: I started as Staff Assistant and now I'm Press Secretary.

16 Paul Solis: How long were you in the Staff Assistant role? The best you can estimate.

17 Staffer 2: I'll say nine and a half months give or take. I got my promotion early June.

18 Paul Solis: Of this year?

19 Staffer 2: Yes.

20 Helen Eisner: That was the promotion of press assistant?

21 Staffer 2: Secretary.

22 Helen Eisner: To Press Secretary, sorry.

23 Staffer 2: Yes.

24 Paul Solis: Did you ever intern prior to being a Staff Assistant?

25 Staffer 2: Not with my current office. I did intern with two Tennessee members, my
26 home state.

27 Paul Solis: Was that while you were in college or summertime?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes. My senior year, the fall of my senior year I interned with
2 Congressman Phil Rowe. That was my first internship. Then I interned at a
3 logging firm and then I interned with Congressman Scott DesJarlais,
4 Tennessee.

5 Paul Solis: Your time as Staff Assistant, who did you report to in that role?

6 Staffer 2: My Chief of Staff.

7 Paul Solis: Who was that?

8 Staffer 2: Jimmy Keady.

9 Paul Solis: Was there any other chiefs of staff in the office during your time?

10 Staffer 2: As Staff Assistant? Now we have a new Chief of Staff.

11 Paul Solis: Understood. Let's go back to when you first started with the office in July.
12 Was Jimmy your only Chief of Staff that you had?

13 Staffer 2: Yes. He was the one to hire me.

14 Paul Solis: Did you report to anybody else besides Jimmy?

15 Staffer 2: It was, I helped with communications so I would keep my
16 Communications Director up to date with what I was doing for him but it
17 was mainly Jimmy. He had final say on prioritizing, this, you know, this
18 press release. Jimmy and then I would tell my Communications Director
19 what I was working on.

20 Paul Solis: Who was your Communications Director?

21 Staffer 2: For the first two months I was there, it was Andrew Griffin and then we
22 had Matt Missen who was there for about seven months.

23 Paul Solis: I know you talked a little bit about informing them of what you were
24 working on but they did have any direct supervisory roles over you? Did
25 they give instructions to you to carry out work or was that only Jimmy?

26 Staffer 2: Yes. My Communications Director could tell me, "Please do this Tweet
27 for me while I'm at the meeting" or that type of thing.

28 Paul Solis: Was there a Press Secretary prior to you taking on that role in June of this
29 year? Was there a Press Secretary?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: No. Always just Communications Director. I was helping because that's
2 what I enjoy doing.

3 Paul Solis: There was no Press Secretary, there was only a Communications Director,
4 right?

5 Staffer 2: Right.

6 Paul Solis: Did Matt leave the office? Is that why you took over that position?

7 Staffer 2: No.

8 Paul Solis: Was there a new position created?

9 Staffer 2: Yes. I had been-

10 Paul Solis: Can you talk to us a little bit about that?

11 Staffer 2: Right, right, right. I had wanted a new job title. I had been doing press
12 clips in the morning and cutting video and acting as a press assistant. It
13 was like, you've been doing this the whole time, you're managing the
14 website so you should have this job title.

15 Paul Solis: I just want to get an understanding, there is no more Communications
16 Director in the office?

17 Staffer 2: Yes, no. We have a Communications Director now. When Matt left,
18 Andrew came back.

19 Paul Solis: When did Andrew come back?

20 Staffer 2: It had to have been June, the beginning of June.

21 Paul Solis: Matt left, did Matt resign or was his employment terminated?

22 Staffer 2: I haven't got details from anyone. From my understanding, I believe he
23 was let go but I haven't got confirmation from anyone on the exact story. I
24 like to try to mind my own business and just get my work done but I
25 haven't had any details.

26 Paul Solis: Why do you have the understanding that he was let go? Was it just the
27 way people are talking in the office?

28 Staffer 2: I think it was his, I would say I think that, I don't know if I can pinpoint it.
29 I don't necessarily think he was a good fit for our office in a manager
30 position.

Transcript of Interview of Staffer 2

July 30, 2018

1 Paul Solis: I just want to know, you had mentioned "it's my understanding he was let
2 go." I just want to know why you have that understanding?

3 Staffer 2: I would say picking up on context clues.

4 Paul Solis: What type of clues?

5 Staffer 2: I guess my new Chief of Staff said, "If he comes back to the office be sure
6 to let me know." That doesn't really seem like a friendly encounter. Like,
7 why do you need to know if he's here. It was mainly when my Chief of
8 Staff said that, "If he comes to the front office let me know."

9 Paul Solis: You mean if he returns to the office?

10 Staffer 2: Yes.

11 Paul Solis: Understood. You said your new Chief of Staff. Who is that?

12 Staffer 2: Bill Janis.

13 Paul Solis: When did he start?

14 Staffer 2: I would say it had to have been the end of May, there's really only a week,
15 week and a half between Jimmy being let go and Bill coming. I believe
16 that was all mid-May.

17 Helen Eisner: Did Matt leave under circumstances in which you saw him after it was
18 announced that he was leaving?

19 Staffer 2: No. I actually didn't see him because I remember from my best memory,
20 obviously the days can run together but I think it was a Friday and he met
21 with my Chief of Staff. I think I was at coffee, I returned and found out he
22 was no longer with our office and he had already physically left the office.
23 I did not see him. I saw him that morning around 8:50. I didn't see him
24 after it happened.

25 Paul Solis: What was the date of that encounter where you were at coffee and he was
26 let go?

27 Staffer 2: I can't remember the exact date. It had to have been mid-May. Off the top
28 of my head, I don't know the exact date.

29 Helen Eisner: But it was a Friday in mid-May?

30 Staffer 2: Yes. I think it was definitely a Friday.

Transcript of Interview of Staffer 2

July 30, 2018

1 Paul Solis: Are you sure it's May? Is there a chance it might have been in June
2 sometime when Matt had a talk with Bill?

3 Staffer 2: I don't think so. It could have been the first week of June. Yes, actually I
4 think it was the first week of June because I guess my boss announced he
5 was running again Memorial Day. It makes sense for it to be the following
6 week.

7 Paul Solis: You bring up something that I also want to talk to you about so we might
8 as well jump into that. That is Jimmy's departure from the office. Can you
9 talk to us about the date and circumstances around Jimmy's leaving the
10 office?

11 Staffer 2: I don't know the exact date off the top of my head but it happened after
12 work hours. I was unaware of it until the next day through Politico.

13 Paul Solis: That Jimmy had left the office?

14 Staffer 2: Yes.

15 Paul Solis: You had not heard from anyone in the office themselves that Jimmy was
16 gone?

17 Staffer 2: Right.

18 Paul Solis: You said Politico, there was an article?

19 Staffer 2: Yes.

20 Paul Solis: Okay. Do you know when that article came out? Do you have a ...?

21 Staffer 2: It was around, I believe it was in early week, it had to have been a Monday
22 or Tuesday, maybe a Wednesday in the afternoon. I believe one of my best
23 friends sent the article to me.

24 Paul Solis: What was your reaction to that?

25 Staffer 2: I was a bit taken back. I would have like to known before the media.

26 Paul Solis: Before the media you said?

27 Staffer 2: Yes.

28 Paul Solis: After you read the article and found out Jimmy was gone, did you ask
29 anybody in the office about what had transpired? Did you try to find out
30 any more information?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes. I asked our Scheduler.

2 Paul Solis: Who was that?

3 Staffer 2: Marissa.

4 Paul Solis: Marissa?

5 Staffer 2: Yes. Mullen.

6 Paul Solis: Marissa Mullen?

7 Staffer 2: Yes.

8 Paul Solis: What did you two talk about with regard to Jimmy?

9 Staffer 2: I can't remember if I asked her that day because I was a bit upset. I think I
10 kept to myself. I think it was 3:30 or so, I think by 5:00 I was probably
11 leaving.

12 Paul Solis: This was the day after the article had come out or the same day?

13 Staffer 2: It was the day of but when I spoke with her it had to have been the next
14 day. She didn't, I guess I wasn't necessarily surprised he was let go
15 because I knew that the Congressman had had I would say, every once in a
16 while, they would have a verbal argument. I know that's common in
17 politics but I wasn't necessarily surprised that that happened, but I was a
18 little surprised.

19 Paul Solis: Did talking to Marissa provide you any further details about Jimmy being
20 let go? Did she know anything?

21 Staffer 2: I think that she had a suspicion but I can't say if that's the exact reason.
22 She had an inkling over what the argument was about.

23 Paul Solis: Did you ever see Jimmy after that?

24 Staffer 2: Yes. I had dinner with him.

25 Paul Solis: Okay. How long ago?

26 Staffer 2: At this point it had to have been a month ago?

27 Paul Solis: Where did you two have dinner?

28 Staffer 2: Bullfeathers.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Was that the only time you've seen him since his departure?

2 Staffer 2: No. I remain in very good standing with him. I would say I saw him, it
3 was the same day I helped him clean out his desk. He didn't necessarily
4 want to do it all on his own so I helped him bring his stuff outside to his
5 car. That was the same day.

6 Paul Solis: Okay. We have dinner, we have the time you helped him clean out his
7 desk. Any other times you've seen Jimmy since his departure?

8 Staffer 2: In person? Yes. Right after he, it had to have been mid-June. Actually, no
9 it was probably only a week after it happened or maybe four days. He
10 came into the office and said hello to the staff. That was the first time I
11 had seen him since he got let go. He wasn't with the office anymore. He
12 was coming by probably to pick some things up.

13 Paul Solis: Okay. Those times you've talked to him, seen him in person, did he
14 confirm to you that he was let go, that he was fired? You two didn't talk at
15 all about his departure from the office?

16 Staffer 2: I didn't really want to talk about it all that much. I think he mentioned that
17 after it happened he was offered to come back. Yes, he made it obvious
18 that he was fired. He was like, I feel like I let you guys down since he was
19 let go. He made it obvious.

20 Paul Solis: Did he talk to you about why he was fired?

21 Staffer 2: He did not.

22 Helen Eisner: What about the content of any argument he might have had? Did that
23 come up in any of your in person meetings or any conversations you had
24 through email or text message?

25 Staffer 2: It came up when I was speaking with Marissa. She said that they were
26 arguing about the fact that there was an event scheduled on the
27 Congressman's wife's birthday. I think, from what Marissa said, that was
28 an argument that they had that night because of the day of an event,
29 because of the event was happening on the Congressman's wife's birthday.
30 That was apparently the argument, the content of it.

31 Paul Solis: When was Jimmy's last day in the office in a work capacity? Can you
32 approximate that?

33 Staffer 2: I would say it had to have been mid-May. Definitely mid-May. I can't
34 think of the exact day.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Did Jimmy talk to you at all about any payment he received from the
2 Congressman's office after he had been fired? Did he use the word
3 "severance" to you?

4 Staffer 2: No, sir.

5 Paul Solis: Have you heard from anybody about any severance Jimmy received from
6 leaving the office?

7 Staffer 2: No, sir.

8 Paul Solis: When Jimmy was in the office and is still employed with the office, even
9 in the early part of 2018, how many hours a day was he there? Did you see
10 him much?

11 Staffer 2: Yes. I would say many hours. I mean, he was a really hard worker. He
12 would get there at 8:00 and then even earlier sometimes. He would go to,
13 say a luncheon and then come back and be in the office until 7:00 or 8:00
14 or 9:00. He got to the office earlier when he was still living in Maryland
15 because of all the traffic but once he moved closed to Capitol Hill he
16 would come in closer to 9:00.

17 Paul Solis: Did he do a lot of work for Congressman Garrett's campaign committee?

18 Staffer 2: Yes. He was the Campaign Manager from my under ... He was running
19 his-

20 Paul Solis: His congressional campaign?

21 Staffer 2: Yes.

22 Paul Solis: Do you know how long he was doing that? How many months or years?

23 Staffer 2: Well, he helped with the campaign in 2016, the fall of 2016 I believe when
24 he was winning. I think he came in at the end of the campaign from my
25 understanding and then, I guess, when he won I don't think he was helping
26 with it but I could be wrong. Once he was hired as Chief of Staff in July,
27 he was hired three weeks before I was, I think that's when he started
28 helping again.

29 Paul Solis: Did you ever see him take a phone call, a campaign phone call, campaign
30 related phone call in the office or did he ever ask you to do anything
31 related to the campaign?

32 Staffer 2: Yes.

Transcript of Interview of Staffer 2

July 30, 2018

- 1 Paul Solis: Okay. Talk to us a little bit about that.
- 2 Staffer 2: Yes. I ended up volunteering to help with the campaign during my
3 personal time. On the weekends or after hours. Jimmy and I had a contract
4 and I signed it. I was able to help on the weekends or my free time, after
5 5:00 off campus.
- 6 Paul Solis: Okay. Before we get into that, I just want to go back to Jimmy's work with
7 the campaign. Did you ever, again I should break up my questioning I
8 suppose. But did you ever see Jimmy take a campaign phone call in the
9 office?
- 10 Staffer 2: Yes. I would say at least one time in the front but he would normally make
11 his way out of the door. He would maybe answer it but I would never
12 know the context of the conversation but if people were talking about
13 numbers or something that could have been, you know.
- 14 Paul Solis: It's possible it was a campaign related call?
- 15 Staffer 2: Right.
- 16 Paul Solis: Did he ever ask you, in terms of your official work in the office, did he
17 ever ask you to review a campaign communication or write a campaign
18 email?
- 19 Staffer 2: No, not in the office. I mean, I would say I think that, let's see, there was
20 probably the only thing that comes to mind is a Friday afternoon he said
21 he might need help with getting FedEx-ing something for the campaign. I
22 said, then we were in the hallway. He told me what it was and then at this
23 point it was closer to 5:00. I had my personal laptop so I was able to help
24 him. I think it was finding a FedEx in New Orleans where Congressman
25 Garrett was traveling to that weekend.
- 26 Paul Solis: Was that the only time you can think about? That comes to mind I guess?
- 27 Staffer 2: Yes because normally he would call me on the weekends and talk about
28 things or call me at night or he would tell me during the day and say,
29 "Tonight do this." I would say, "Sure." With me there was never really, I
30 knew that was not allowed. I was not about to do that during the work day.
- 31 Paul Solis: I asked you if Jimmy ever mentioned about a severance he was receiving.
- 32 Staffer 2: Right.
- 33 Paul Solis: Do you know if Jimmy is still on the payroll in your office?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: I don't think so but I don't have access to that.

2 Paul Solis: Has anybody ever mentioned that to you?

3 Staffer 2: No. No one has ever mentioned that to me.

4 Paul Solis: Do you have any reason to think that he might be, throughout June and
5 July?

6 Staffer 2: No. I knew that he's doing campaign consulting. He mentioned to me in
7 person, "I have to find a new job, I'm looking for a new job. My paycheck
8 is going from this" he didn't say numbers but he just stated, "I need a new
9 source of income." That's why I wouldn't assume he was on the payroll
10 anymore.

11 Paul Solis: Those times that you spoke to Jimmy, you mentioned a dinner, you helped
12 him clean out his desk, he came in one other time and said hello.

13 Staffer 2: Yes.

14 Paul Solis: What did Jimmy talk about with you? Did he talk about him leaving the
15 office or why he left? What did you guys talk about?

16 Staffer 2: We mainly, he asked how I was doing. I said, of course, I was sad that this
17 had all happened but we always have just light hearted catching up, joking
18 around, stuff like that. He didn't mention exactly why he was fired to me.
19 He knows that I'm not the type to want to get into all the drama. I'm
20 friends with everyone, I don't really want to know. He didn't mention why
21 but I think part of it was because of the Congressman's wife didn't like
22 him. That was always an issue. I feel like that had to have been his main
23 thought process. That was mine as well.

24 Paul Solis: Do you know why she didn't like him?

25 Staffer 2: Our only guess was that the Congressman and him spent a lot of time
26 together and he might have had more power over him at times. That was
27 our main guesses.

28 Helen Eisner: When you say our, who are you referring to?

29 Staffer 2: Jimmy and me-

30 Helen Eisner: You and Jimmy.

31 Staffer 2: Yes, when we talked. When we were talking about possibly why. He was
32 like, "I know his wife has never really liked me."

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: Okay.

2 Paul Solis: When did you help Jimmy clean out his desk?

3 Staffer 2: It had to have been, it was before Andrew came along. If Andrew started
4 mid-June it had to have been early June.

5 Paul Solis: Then when did you have dinner with him?

6 Staffer 2: The same day.

7 Paul Solis: The same day?

8 Staffer 2: Yes. It was a Friday. I helped him closer to office, like after hours. After
9 5:00 is, he obviously didn't necessarily want to see everyone that day. It
10 was after 5:00. Then we went to dinner after. Yeah.

11 Helen Eisner: Besides the in person meetings that you told us about, how often do you
12 communicate with him via email or text, phone, other mediums?

13 Staffer 2: I would say once a week.

14 Helen Eisner: Okay. What is that to discuss?

15 Staffer 2: Mainly I'm like, "How's everything going? I heard that you went to dinner
16 with my friend." Last week I texted him, I was like, "I heard you saw my
17 friend." Mainly just, then one morning I called him just to see how he was
18 doing and things like that. I also really just want to keep up with how
19 things are going since he's helping the campaign for the potential new
20 member, candidate. The new Republican candidate. I'm interested in how
21 that's going. I would say that's the gist of our conversation. Then he's like,
22 "How's everything going in the office? I miss everyone." That would be ...

23 Paul Solis: I want to discuss some of the things you mentioned just a few moments
24 ago. You said that you had signed a contract for Jimmy? Jimmy had
25 presented you with a contract?

26 Staffer 2: Yes.

27 Paul Solis: What is that?

28 Staffer 2: It was to help the campaign and that was in March I believe so that I
29 could, if I went somewhere on the weekend I could get paid for it.

30 Paul Solis: March of 2018?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes, sir.

2 Paul Solis: Was Jimmy the one who presented you with the contract?

3 Staffer 2: Yes.

4 Paul Solis: Do you have a copy of it?

5 Staffer 2: Yes.

6 Paul Solis: Did anybody else, were you the only one who signed the contract?

7 Staffer 2: I don't think I would be the only one. I think that Jimmy would had have
8 to have signed it. I'm pretty sure it was Jimmy since he's the Campaign
9 Manager.

10 Paul Solis: Did the Congressman have any signing, or did he sign it? Did he have any
11 role in the development of the contract?

12 Staffer 2: No, I think it was mainly the campaign lawyer.

13 Paul Solis: Who's that?

14 Staffer 2: Chris Woodfin. I could be wrong, he could have helped but he never told
15 me he helped.

16 Paul Solis: You mentioned, I want to get this straight because earlier I thought you
17 had mentioned you had volunteered for the campaign?

18 Staffer 2: I meant I was interested. I wanted to.

19 Paul Solis: Let's walk through all the work in total that you have done either on a paid
20 or unpaid basis with Congressman Garrett's campaign. I know we just
21 talked about this contract, I want to ask you more questions about that but
22 prior to this entering this contract, had you ever done unpaid work or paid
23 work for Congressman Garrett's campaign?

24 Staffer 2: I never did any paid work until-

25 Paul Solis: March?

26 Staffer 2: Yes.

27 Paul Solis: Okay. What about unpaid work? Volunteer work?

28 Staffer 2: I'm trying to think. I want to say I did in April just because-

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: April of 2018?

2 Staffer 2: Yes. But I can't think of exactly what it was.

3 Paul Solis: No time prior to April of this year did you do any unpaid or paid work for
4 Congressman Garrett's committee?

5 Staffer 2: I'm trying ... I think I did but I'm trying to think of specifics. I'm really
6 trying to think of what exactly I would have done but I don't think that. I
7 think Jimmy was mainly doing it all and I don't think the campaign really,
8 they didn't have much money at the beginning. Maybe the Spring was
9 really time to think about the campaign because I was busy doing other
10 stuff.

11 Paul Solis: Was Jimmy the only one in the office, the official office who was doing
12 work for the campaign or was anybody else?

13 Staffer 2: Our Scheduler had helped I think with a few things I think at the
14 beginning. Maybe scheduling.

15 Paul Solis: Is that Marissa?

16 Staffer 2: Yes.

17 Paul Solis: Anybody else that you can think of?

18 Staffer 2: Well, our Legislative Assistant, you know, was on the campaign before he
19 got in Congress. Does that make sense?

20 Paul Solis: Who's that?

21 Staffer 2: Tripp Grant. He was on the campaign and then-

22 Paul Solis: Do you know for certain whether or not he was conducting, after he
23 started working in the official office do you know if he was doing any
24 campaign work?

25 Staffer 2: No, he wasn't.

26 Paul Solis: Only Marissa, that's the only person you can think of who may have done
27 campaign work?

28 Helen Eisner: Who was also employed by the official office?

29 Staffer 2: He might have asked our Communications Director but I don't think our
30 Communications Director, Matt, did. I think that's all.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Okay. Again, just as specific as you can be, when is the first date you
2 conducted any type of paid or unpaid work for Congressman Garrett's
3 campaign committee? You mentioned April you may have. Any time in
4 2017?

5 Staffer 2: Let me think, because I have to go back a full year.

6 Paul Solis: Okay, sure.

7 Staffer 2: I think it's possible, I just can't remember specifics because it wasn't much,
8 if I did help because my role in the official office, I've had many, many
9 duties. My main work was done in the official office.

10 Helen Eisner: It wasn't much but what would it have been?

11 Staffer 2: Maybe taking a package to FedEx. That's really the only thing I can think
12 of was taking something to FedEx, maybe a gift. Okay, I think it's coming
13 back to me. I volunteered to go to a campaign event on a Sunday. I wanted
14 to do that, I wasn't forced to do that whatsoever. I wrote name tags. It was
15 a really fun event, free food and I got to meet people so that was in
16 Charlottesville because I'm not from the district so any chance I had to go
17 to the district I would want to go to. That was on a Sunday.

18 Paul Solis: When was that?

19 Staffer 2: I want to say that was September or October.

20 Paul Solis: Of 2017?

21 Staffer 2: Yes. It was still nice out so it was September or October.

22 Paul Solis: Any other campaign events you would have volunteered for?

23 Staffer 2: In the fall, there's nothing coming to mind. I just remember that one
24 specifically because it was on the weekend.

25 Helen Eisner: What about in the spring, what about in the fall, after the new year. Early
26 2018?

27 Staffer 2: Early 2018 I don't think I went to any in early 2018. I went to one in the
28 spring, which was April and that was also on a Sunday.

29 Paul Solis: That would have been in a volunteer capacity?

30 Staffer 2: Well, no I was getting paid at that point.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Okay.

2 Staffer 2: It was on a Sunday as well.

3 Paul Solis: How many hours did you work at that event?

4 Staffer 2: I would say three hours maybe.

5 Paul Solis: Let's go back to starting in March when you signed this contract. Help us
6 understand how the contract came to be, how you were approached to do
7 it, what occurred?

8 Staffer 2: Right. I would say Jimmy had done campaigns before. He was like, "Are
9 you interested in helping?" I said, "Yes." He was like, "It wouldn't be
10 much money but it would be" I think it was \$400 a month. In the official
11 office I was only getting paid 31. At first I said, "Let me think about it." I
12 didn't decide immediately or anything. He talked to me about it. I said, we
13 maybe talked about it on a Thursday and I said let me think about it over
14 the weekend because I wanted to make sure that it was allowed since I was
15 an official employee. I talked to different people and then I looked up all
16 the ethics regulations and it said that unless you're making over this much
17 and as long as you're not doing it during the official day in the office, as
18 long as you're doing it on personal time. I took about five days to do my
19 research and talked to different people about should I do this, is this
20 allowed. Then I realized that since I'm a lower level employee that it was
21 allowed on my personal time.

22 It had to have been, I told him I can do this late the next week, the mid to
23 late the next week that he offered it to me. I said yeah I can do this. He
24 was like, you'll go to events on the weekend and then every once in a
25 while I might need you to do work at home, at night. That's how it
26 happened.

27 Paul Solis: You mentioned 400?

28 Staffer 2: Yes.

29 Paul Solis: Are you still being paid from the campaign?

30 Staffer 2: No.

31 Paul Solis: No?

32 Staffer 2: It was just April and May. I think the contract was in mid-March. I don't
33 even think I got paid in March. It was April and May. Obviously the end
34 of May he decided to not run so June was, he's not running again.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: You got two checks from the committee?

2 Staffer 2: Yes.

3 Paul Solis: For \$400?

4 Staffer 2: In May it was I believe it was, I think it was \$600 in May because I was
5 busier in May.

6 Paul Solis: A total of \$1000?

7 Staffer 2: I would need to double check for March. I just would need to double
8 check my email and make a count.

9 Paul Solis: Got you. In the contract, was it spelled out the types of duties you would
10 be responsible for? Was it a lengthy contract?

11 Staffer 2: It was lengthy. I would have to look at it, at the specific duties but it
12 mainly said under the supervision of Campaign Manager, Jimmy, assisting
13 him.

14 Paul Solis: He was the supervisor in this contractual relationship?

15 Staffer 2: Yes.

16 Paul Solis: It was entered into between you and the campaign committee or you and
17 Jimmy?

18 Staffer 2: The Tom Garrett for Congress.

19 Paul Solis: Okay. From the time you entered into the contract, again that is sometime
20 in March?

21 Staffer 2: Yes.

22 Paul Solis: When would you say the contract ended. The end of May?

23 Staffer 2: Yes, I would say I didn't do any campaign work since around probably
24 May 20th, the last week of May.

25 Paul Solis: Throughout March and April, how much campaign work are you
26 conducting?

27 Staffer 2: It wasn't much. I would say five hours a week.

28 Paul Solis: Five hours a week?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Plus or minus. I remember a specific, one night I, Jimmy gave me note
2 cards and I compiled them on a Word document. That was one task. The
3 event that I went to, but it was never anything I couldn't handle. I was kind
4 of expecting more but it was small tasks, like I did the business card one
5 and then I can try to think of what else I did but it was, it didn't interfere
6 with my official duties.

7 Paul Solis: You mentioned business cards, transferring them to a Word document.

8 Staffer 2: Yes.

9 Paul Solis: Then you went to one event.

10 Staffer 2: Technically two events, one in the fall and one in the spring.

11 Paul Solis: But I only want to talk about the time in which you were in the contract.

12 Staffer 2: Okay, yes. I'm trying to think of other tasks.

13 Paul Solis: How about events. You mentioned the one, any other events that you
14 attended?

15 Staffer 2: There was a few receptions after work.

16 Paul Solis: Did you perform any work responsibilities related to the campaign at those
17 receptions?

18 Staffer 2: No. I would say, what else.

19 Paul Solis: You attended the receptions but just-

20 Staffer 2: I would say-

21 Paul Solis: In what capacity were you there?

22 Staffer 2: I remember those receptions just because it was nice food and everything
23 but I would drop off gifts, I'd drop off a gift to a donor during my personal
24 time, after work or during lunch. I remember one time during lunch but it
25 was just walking to East Capitol Street. That was another thing I did.

26 Paul Solis: How many times did you do that?

27 Staffer 2: I remember that one specific instance. I'm trying to think if I did that
28 again. Let's see. The gifts I can't really, I can think of that one time.

29 Paul Solis: Again I want to go back to the receptions.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Oh yes.

2 Paul Solis: I asked if you were conducting any work there and you said no.

3 Staffer 2: Correct but I believe they were, at least one of them I think was, it was the
4 end of the reception but I think it was during the workday. I think at 4:00-

5 Paul Solis: Excuse me one second.

6 Staffer 2: Oh yeah, that's okay.

7 Paul Solis: Paused a moment there, we're back on the record. Back to receptions, did
8 you, in what capacity were you there at the receptions? Were you
9 conducting campaign work at the receptions?

10 Staffer 2: No. There is one that I remember going to after work. It was the end of it.
11 I just went to get a bite to eat. I was really on there for less than 10
12 minutes.

13 Paul Solis: You've talked about business cards you transferred onto a Word
14 document, you talked about an event that you actually performed work at,
15 you staffed. You just talked about at least one instance you can recall
16 picking up a gift for a donor or delivering a gift to a donor. Anything else?
17 Again, this is during the time you had signed a contract.

18 Staffer 2: Right. I made a call to pretty much purchase campaign gifts as well that I
19 had kind of overseen that. That was for the campaign. Then I know that I
20 did more, I just right now I can't think of it off the top of my head. I can
21 write things down but I think I'm just blanking right now, to be quite
22 honest.

23 Paul Solis: Okay. Part of this arrangement, part of this contractual relationship you
24 had with the campaign, was there any expectation whatsoever that you
25 would be conducting any personal errands for Representative Garrett or
26 his wife? For things they need personally as part of your responsibilities
27 under this contract?

28 Staffer 2: Well, I sent, I remember two things now. After hours I scheduled his, I did
29 it at Starbucks at night, I scheduled a trip for him to New Orleans, that was
30 campaign related. Personal wise, I sent a gift to one of their friends
31 because their daughter was sick.

32 Paul Solis: What about other things for Representative Garrett or his wife? How about
33 picking up dry cleaning?

Transcript of Interview of Staffer 2

July 30, 2018

1 Staffer 2: No, I've never done that. I don't think he goes to the dry cleaner that much.
2 But I've never done that. I've done that for previous congressmen though.

3 Paul Solis: What about watching the dog?

4 Staffer 2: Before I was under contract with the campaign, I volunteered to watch the
5 dog but they paid me. That was on the weekend and I wanted to because I
6 have two roommates and I'll just stay in their apartment for the weekend,
7 which that was fun. They gave me a spa gift card in return. It was a good
8 thing.

9 Paul Solis: You had no understanding that part of the agreement with the campaign is
10 you would be working to do errands for Representative Garrett or his
11 wife?

12 Staffer 2: Right. I didn't want to do any of that. Jimmy and I went over that as part of
13 the contract. I was like, I'm willing to learn about campaign things but I'm
14 not going to be doing anything that isn't campaign related. He was really
15 good about assigning me tasks that were campaign related.

16 Paul Solis: But I want to talk about how that all started. I want to know whether there
17 was an understanding or expectation. For you to say "I went over this with
18 Jimmy," was that presented to you at some point that you would be
19 working to conduct errands for Representative Garrett's wife?

20 Staffer 2: Right. I would-

21 Paul Solis: How did that discussion even come up with Jimmy?

22 Staffer 2: I would say it came up because they had asked people to in the past. I
23 know that was mostly Congressman Garrett's wife either asking him or
24 asking Jimmy. Normally Jimmy would say no to her. I knew that it was
25 not out of the question that she would try to get someone to but he was
26 really good about defending the rights of the campaign and saying, "No
27 Staffer 2 is not going to do that." I would say that conversation came up
28 because of the thing, just things that had happened in the past.

29 Paul Solis: Was this position, you signed this contract, was this position offered to
30 anybody else in the office first?

31 Staffer 2: Yes. It was offered to our Staff Assistant.

32 Paul Solis: Who is that?

33 Staffer 2: Dakota Lipscomb.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Is he with the office anymore?

2 Staffer 2: No.

3 Paul Solis: All right. Why didn't he take the job?

4 Staffer 2: I don't know, he didn't tell me exactly why. I don't know what happened, it
5 didn't really ...

6 Paul Solis: Do you know why you were selected as opposed to him?

7 Staffer 2: I think that he might have felt uncomfortable doing it.

8 Paul Solis: Why would he have felt uncomfortable?

9 Staffer 2: Because there's some gray areas.

10 Paul Solis: What do you mean by that?

11 Staffer 2: Because sometimes, because I had to do my research on the front end. He
12 may have thought since he was an official employee he couldn't help with
13 the campaign at all. But then I realized since I was only getting paid this
14 amount and it was only during my lunch, I realized that it was okay.

15 Paul Solis: Do you have questions?

16 Helen Eisner: Yeah. You had mentioned for example the time that you delivered the gift
17 to a campaign donor. Who directed you to do that?

18 Staffer 2: Jimmy.

19 Helen Eisner: Okay. What about, we've gone through transferring business cards, these
20 tasks that you did talk about that you performed on behalf of the
21 campaign. At whose direction were those tasks?

22 Staffer 2: Jimmy.

23 Helen Eisner: Always Jimmy?

24 Staffer 2: Yes.

25 Helen Eisner: Did anyone else from the campaign or anyone else ask you to perform
26 campaign related work?

27 Staffer 2: One of the events I went to was with the Congressman and his wife.
28 Technically during that I was looking up to him but Jimmy was always the

Transcript of Interview of Staffer 2

July 30, 2018

1 main communicator mainly through everything. That's the way he liked it.
2 He liked for the Congressman to ask Jimmy and then Jimmy would talk to
3 me.

4 Helen Eisner: Okay.

5 Paul Solis: Did the Congressman ever ask you to do anything related to this
6 arrangement that you signed? Did he ever ask you or was it all from
7 Jimmy?

8 Staffer 2: There was one day that he asked me to help him. That was when he was
9 doing a press conference in May. It was when Jimmy left. He asked me to
10 help him get everything set up.

11 Paul Solis: Where was that?

12 Staffer 2: It was on Capitol Hill but it was off the hill. It was in our CC and the
13 event, his press conference, ended up taking place at the National Indian
14 Gaming Association.

15 Paul Solis: What was the press conference related to?

16 Staffer 2: He was talking about how there had been rumors that he was going to
17 resign but he didn't want to resign and how he cares about Congress and
18 how he had been doing humanitarian work and everything.

19 Paul Solis: Were you there while-

20 Staffer 2: Yes.

21 Paul Solis: ... the press conference was going on?

22 Staffer 2: Yes. It was a Facebook live.

23 Paul Solis: I had asked you about these personal errands and your understanding of
24 whether that was your responsibility related to the contract. I just want to
25 be very clear. We've talked to a few people. Other people are
26 knowledgeable about this arrangement you've had with the campaign
27 committee. Other people have told us that was certainly part of your
28 responsibility, that you were expected to conduct some personal errands
29 for Representative Garrett or his wife based on this agreement you had
30 with the campaign committee. I just want to be very clear and get it from
31 you whether or not that was your expectation, whether you were told by
32 Jimmy or the Congressman that that would be part of your responsibilities
33 under the contract.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: It was not my expectation. It wasn't Jimmy's. If the Congressman had a
2 different expectation he did not tell me about it. It just wasn't, I made that
3 very clear with Jimmy. I'm not going to waste my time doing any personal
4 errands. I was busy in the office. Other people could maybe be under that
5 impression but other people weren't necessarily there when I was talking
6 to Jimmy about it and other people might assume things but I was not
7 under that impression. I never felt abused by Congressman Garrett or his
8 wife. I was excited to go to the events. I was not under that expectation.
9 He might have been, the Congressman but April and May there was never
10 really a time when he asked me to do something out of the ordinary.

11 Paul Solis: From the time, when did you sign the contract? Was it in March?

12 Staffer 2: I would need to check but I believe it was but I need to check.

13 Paul Solis: From the time you signed the contract until the expiration of the contract,
14 which you mentioned was probably mid to late May, you mentioned a gift
15 that you had sent to their friends, to Representative Garrett and his wife's
16 friends. Besides that, any other personal errands or personal tasks you
17 conducted for Representative Garrett and his wife, what can you tell us
18 about that? Anything else besides sending this gift?

19 Staffer 2: I would say I dog sat one more time on the weekends because I dog sat
20 twice. On the weekend I think it was in April. That would be considered
21 personal but it was also, I wasn't forced to do it. They asked me if I was in
22 town. I said, "Yes I'm not doing anything." I liked doing it.

23 Paul Solis: You mentioned the first time that you did that you were paid by the
24 Congressman himself.

25 Staffer 2: Yes.

26 Paul Solis: With cash?

27 Staffer 2: It was a spa gift card.

28 Paul Solis: That's right, I'm sorry.

29 Staffer 2: It's okay.

30 Paul Solis: The second time were you paid with either a gift card or cash in any way?

31 Staffer 2: No, just food at their apartment.

32 Paul Solis: Did you understand that to be part of your responsibilities under the
33 contract you had signed?

Transcript of Interview of Staffer 2

July 30, 2018

1 Staffer 2: I mean, I was mainly doing it because I wanted to, because I like hanging
2 out with the dog. I don't have a dog. I have roommates. Their apartment is
3 closer to Capitol Hill. It was like, I didn't have to Uber to work. It was
4 convenient for me and I just happened to be in town that weekend.

5 Paul Solis: Did your official pay at all change during the time that you were under this
6 contract?

7 Staffer 2: No. I started at 31,000 in 2017 and then I asked for a raise in January of
8 2018 because I thought I deserved one. That was 34. Then I didn't get
9 another raise until June, until the campaign was totally done.

10 Paul Solis: But then from March and May your salary had stayed the same.

11 Staffer 2: Right.

12 Paul Solis: Did your official hours decrease or change in any way based on your
13 contract that you had signed?

14 Staffer 2: No. I mean, I was still in the office all the time really.

15 Paul Solis: Were you working the same amount?

16 Staffer 2: Yes.

17 Paul Solis: You mentioned you had reached out to a few people about permissibility
18 of this arrangement.

19 Staffer 2: Oh yeah.

20 Paul Solis: Is that right?

21 Staffer 2: Friends, yes sir.

22 Paul Solis: Who did you talk to?

23 Staffer 2: I would say I always talk to my parents and then I talked to my colleagues.
24 I talked to our Legislative Director Hallie Pence, I talked to Marissa our
25 scheduler. Who else? I talked to a mentor of mine.

26 Paul Solis: Who was the mentor of yours?

27 Staffer 2: She's the Communications Director on the hill as well. Her name is
28 Susanne. I think that my friends in general, I would talk to them whenever
29 I'm making decisions.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: What about Nick O'Boyle?

2 Staffer 2: Yes, I talked to him too.

3 Paul Solis: Okay. What did he say about it?

4 Staffer 2: He didn't think it was a good idea. I don't think he liked me working for
5 Congressman Garrett from the beginning. He kind of, everything I told
6 him, he would normally shut down anything to do with my work.

7 Paul Solis: I'm just trying to get a better understanding of why you were concerned
8 about the permissibility of this and you said there's some gray areas.

9 Staffer 2: Right.

10 Paul Solis: What's the basis of that concern for you?

11 Staffer 2: I would just say congressional staff in general working for the campaign. I
12 knew that there were certain rules you had to follow. You had to volunteer
13 during your personal time, during lunch or after hours or on the weekend.

14 Paul Solis: I'd asked you if Representative Garrett asked you to do any personal tasks.
15 What about his wife? Did she ever ask you to do any errands for her?

16 Staffer 2: She would mainly ask me about VIP White House tours and mainly
17 making sure all my tours were getting handled. That's mainly what she
18 cared about with me. She was like, is this tour, are they going to get it?
19 Have they signed it up? Very, I was the White House Tour Coordinator
20 from pretty much the day I started until last month. Our main
21 conversations were about that.

22 Paul Solis: She never asked you to do a personal errand for her?

23 Staffer 2: I guess the dog sitting but normally she would ask our Staff Assistant
24 because I was always busy. We had two Staff Assistants so she would ask
25 him and then if she asked me, I know that she's asked other people. I
26 mean, me personally, I feel like all my stuff was always tour related and
27 dog sitting.

28 Paul Solis: I mean, look, people told us she asked you to do personal errands.

29 Staffer 2: I just am trying, I don't know specifically what, I would honestly have to
30 look back and see what it is she asked of me.

31 Paul Solis: What do you mean look back and see? Do you mean in an email or text
32 message?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: A text. She asked me to get a White House invitation for the White House
2 Christmas party framed. I've framed things for her. She asked me to get
3 the White House Christmas photo framed. When they went to their
4 Christmas party she asked me, "Can you please get that framed" or "Can
5 you please get the photo?" I reached out to my friend at the White House
6 like, "I need this Christmas photo."

7 Helen Eisner: What was the photo going to be used for?

8 Staffer 2: I believe she wanted to send it to her dad because he was in Florida. He's a
9 veteran. He's sick. She wanted to send him a copy.

10 Helen Eisner: When you went through that process, how did you pay the framer? Where
11 did you go to get it framed?

12 Staffer 2: In the House gift shop.

13 Helen Eisner: Their framer. Okay. You said that, you mentioned text messages, did the
14 Congressman's wife text you on personal phone?

15 Staffer 2: Yes.

16 Helen Eisner: How often would she text you on your personal phone?

17 Staffer 2: I would say two to three times a week.

18 Helen Eisner: How did she have that number?

19 Staffer 2: I believe we just exchanged numbers when I started. Yeah, we exchanged
20 numbers when I first met her.

21 Helen Eisner: Those two to three times a week, what was she asking for?

22 Staffer 2: We would be on a thread with Jimmy and the Congressman, she would be
23 like, "Staffer 2 have you gotten the White House photo yet" or "Staffer 2
24 can you set up a zoo tour" or "Staffer 2, my friend is coming in town, can
25 you please make sure she gets a White House tour."

26 Helen Eisner: You mentioned the photographs being framed and you mentioned zoo
27 tour, White House tours.

28 Staffer 2: Yes.

29 Helen Eisner: What else?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: She asked, one time she mentioned that his car needed to be, get the oil
2 changed and Jimmy immediately texted me and said, "That is not going to
3 happen. Ignore that text."

4 Helen Eisner: She texted, was she requesting you perform that work? That you get the
5 car's oil changed?

6 Staffer 2: She said we need someone to. She didn't say Staffer 2 directly. She said
7 we need someone to.

8 Helen Eisner: Did somebody eventually get the oil changed? No?

9 Paul Solis: Has she asked people in the past to change the oil in the car?

10 Staffer 2: That was the first time I really heard of it or even saw the text.

11 Helen Eisner: Okay. Two to three times a week, that's a lot of text messages. I know we
12 talked about tours, we talked about the framing. Besides the getting the car
13 maintenance done, what else comes to mind that she's requested?

14 Staffer 2: Mainly, it would always mainly be important people coming to town that
15 needed a White House tour. That was the main thing but she would always
16 check up on it two days later and I said I'm still waiting to hear back.
17 Besides that, then-

18 Paul Solis: You've never picked up dry cleaning?

19 Staffer 2: No, sir.

20 Helen Eisner: What about groceries?

21 Staffer 2: No, ma'am.

22 Paul Solis: Do you know if anybody else in the office has picked up groceries or
23 delivered groceries?

24 Staffer 2: I don't know about the groceries?

25 Paul Solis: What about dry cleaning?

26 Staffer 2: I don't know about the dry cleaning. I mean, I would be surprised, I don't
27 think he gets his dry cleaning done much. It could have been before my
28 time. I know that I don't know everything that happened January 2017
29 until July 2018 but I've never, I mean I've brought a shirt from his car to
30 the office. That's kind of the extent of getting his clothes.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: You mentioned roughly five hours per week for this contractual
2 arrangement during that time. Did you document your hours?

3 Staffer 2: Yes, I would document them. I would try my best to document them on
4 my phone. I didn't make an Excel sheet or anything but I would try to on
5 my phone. Yes.

6 Helen Eisner: Would you submit that information to anyone?

7 Staffer 2: No.

8 Paul Solis: Okay.

9 Staffer 2: I would tell Jimmy after I'd completed something, like, "Hey just sent you
10 the Word doc of the business cards." Or I would call him after the event
11 that I went to that Sunday with Congressman Garrett and his wife and tell
12 him how it went.

13 Paul Solis: Is there, other than texting Jimmy, is there notes your taking or something
14 else documenting the hours?

15 Staffer 2: Yes. I would try to document on my phone.

16 Paul Solis: Do you still have that in your phone?

17 Staffer 2: Probably. I wasn't super duper good about documenting the stuff but I
18 would try to.

19 Paul Solis: To the extent that you have that, make you that you don't delete that off
20 your phone.

21 Staffer 2: Yes, sir.

22 Paul Solis: I wanted to ask you about the way in which you were paid from the
23 campaign committee. How were you paid?

24 Staffer 2: Bank transfer. I think it's the Bank of America's Zelle? I believe what it's
25 called. I could be wrong on the name but it was a bank transfer.

26 Paul Solis: From the campaign committee's bank account?

27 Staffer 2: Yes.

28 Paul Solis: Directly to your, was it direct deposit?

29 Staffer 2: Yes. Yes, sir.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Who is the campaign Treasurer?

2 Staffer 2: Chris Woodfin.

3 Paul Solis: Did you have any discussion with him about this arrangement? This
4 contract?

5 Staffer 2: Yes, he called me. He was the one to email it to Jimmy and I.

6 Paul Solis: Do you still have that email?

7 Staffer 2: Yes, I should.

8 Paul Solis: We've talked about some of the personal errands and all that. Some of this
9 was outlined in this Politico article that came out.

10 Staffer 2: Right.

11 Paul Solis: Did you read that article?

12 Staffer 2: Yes.

13 Paul Solis: You mentioned you had read it because it also discussed or an article near
14 that time discussed Jimmy's departure as well.

15 Staffer 2: Right.

16 Paul Solis: What was your reaction to some of the allegations that were made in that
17 article?

18 Staffer 2: I think that some of them were started because former staffers have a
19 negative taste in their mouth from working for Congressman Garrett but I
20 haven't personally, I have more positive memories with him than negative.
21 I was surprised because before I started, I think that some of that stuff had
22 taken place or maybe it had, I didn't know the context of every single one
23 but we kind of knew who made those statements to the press. There was
24 kind of reasoning behind them making those.

25 Paul Solis: How did you know who made the statements to the press?

26 Staffer 2: It's not like I knew for sure but I could kind of guess because I knew who
27 would be willing to put his name in a negative light.

28 Paul Solis: Who would that be?

Transcript of Interview of Staffer 2

July 30, 2018

1 Staffer 2: There were former staffers that were, I think, let go. Our first Scheduler he
2 was let go.

3 Paul Solis: Who was that?

4 Staffer 2: Denzel. Then we had a Legislative Correspondent and he left. I think that
5 he had resentment.

6 Paul Solis: Who was that?

7 Staffer 2: John March. That was mainly-

8 Paul Solis: The article said something that there was four staffers who had provided
9 statements.

10 Staffer 2: Right.

11 Paul Solis: You mentioned two, are there any others?

12 Staffer 2: The only other staffers that we had would have been Nick O'Boyle, James
13 Vandenburg, Elliot Harding. I might be forgetting someone but those were
14 the ones that I think those were most of our former staffers.

15 Paul Solis: But the substance of that article generally was about a consistent nature of
16 the requests from Representative Garrett and his wife about asking staffers
17 to do personal errands, personal tasks for them. Generally is that
18 something you disagreed with when you read it?

19 Staffer 2: Yes because I had never been asked to drive his daughters anywhere and I
20 had never been asked to do his dry cleaning. In my perspective I was like,
21 "I dog sat for him but I like doing that." I got paid. For me, it was almost
22 like a little bit overblown. But if other people have witnessed those things
23 in the past, I just wasn't in the office yet to experience them.

24 Paul Solis: Do you know if anyone drove Representative Garrett's daughters back in
25 the district?

26 Staffer 2: I think what happened is it was an intern, a former intern but he had
27 offered to because he kind of offers to do a lot of things. He's just an
28 overzealous, he's passionate, he had worked on the campaign. I think that
29 was him that ended up doing it.

30 Paul Solis: Who is that?

31 Staffer 2: Tanner Hirschfeld. But I don't know that for a fact. I just, that's what
32 Andrew, Andrew had told me that.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: That Tanner had offered to do that?

2 Staffer 2: Mm-hmm (affirmative).

3 Helen Eisner: That was after the article came out?

4 Staffer 2: Yes.

5 Helen Eisner: Okay. That's when Andrew told you.

6 Staffer 2: Yes, ma'am.

7 Helen Eisner: The individuals you mentioned, you just kind of went through a list of
8 people who may have been a part of the Politico article or may have
9 performed, potentially considered that they had performed some personal
10 services, the text chain that you talked about, you said it was a group text.

11 Staffer 2: Right.

12 Helen Eisner: Involving Jimmy, yourself, the Congressman's wife. Were any of those
13 individuals ever included in the group text?

14 Staffer 2: No, ma'am. Possibly Marissa if there was an event but for me, if it was
15 Mrs. Garrett checking in on a White House tour, it would be myself,
16 Jimmy, Flanna.

17 Helen Eisner: Besides the text messages that you received, what is your knowledge of
18 any personal text messages that those individuals received from the
19 Congressman's wife?

20 Staffer 2: I wouldn't be surprised, I think that they've probably received them but
21 they never showed them to me. I wouldn't be surprised if they received
22 them but I haven't seen them.

23 Helen Eisner: What about Marissa? How common was it for her to receive text
24 messages?

25 Staffer 2: I think that it was common, like the same amount I did.

26 Helen Eisner: What would that be related to?

27 Staffer 2: I imagine scheduling things. I think that Congressman Garrett would ask
28 her to ask us, "Can you please block off this date" and she would send the
29 text for him because he would be driving. That would be a common text
30 that I would get. "Congressman Garrett asked me to ask you" but it would
31 be coming from her, "If you'll make sure he goes to the meeting tomorrow

Transcript of Interview of Staffer 2
July 30, 2018

1 at 11:00." I think that her communicating with us was a form for him to
2 communicate with us because he would be busy. He would ask her to ask
3 us.

4 Helen Eisner: Is he driving you said?

5 Staffer 2: I don't know, yes either driving or I just know that he would communicate
6 through her.

7 Helen Eisner: How often did that occur?

8 Staffer 2: I would say two times a week, two to three times a week. It depends on
9 how busy the week was.

10 Paul Solis: Was there a name you gave those texts in the office?

11 Staffer 2: The only thing that comes to mind is she would say Tom asked me to ask
12 you, Tammy. That's probably what, yeah. I would say that was her way of
13 communicating that it was him asking.

14 Paul Solis: People in the office would call them Tammy texts?

15 Staffer 2: Probably, yes.

16 Paul Solis: Yes or probably?

17 Staffer 2: Yes. I mean they weren't like, "Oh Tammy texts" but we would, some
18 people would know, we wouldn't shout it but it was common that that was,
19 we knew what it stood for.

20 Helen Eisner: Does that still happen?

21 Staffer 2: No.

22 Helen Eisner: When did it stop?

23 Staffer 2: Probably I would say that phrase was not always used all the time. I
24 personally I think it was used at the beginning in 2017 and in 2018 it
25 wasn't used as much. Maybe in the early spring or the winter it was used.

26 Paul Solis: Did she ever text you late at night?

27 Staffer 2: No, not late at night but sometimes at like, 7:45 in the morning. I would
28 say more so mornings. But I would say maybe 7:00 but not 2:00 am.

29 Paul Solis: 11:00 pm?

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: No.

2 Paul Solis: Did members of the Ethics Committee staff ever come into the office?

3 Staffer 2: Yes.

4 Paul Solis: When did they come into the office?

5 Staffer 2: I want to say early April.

6 Paul Solis: What was it about? Why did they come to the office?

7 Staffer 2: I think that my Chief of Staff asked them too because he wanted to make
8 sure but I wasn't involved with the scheduling of it. I just attended. I think
9 that our chief had asked them to.

10 Paul Solis: What was the topic of discussion with the Ethics Committee staffers?

11 Staffer 2: I think it was an overview. There was like, I would say I think a lot of it
12 was campaign scheduling. Like what you can do in an official capacity
13 and what you cannot do. For schedulers, what are they allowed to schedule
14 in the office and what can they not schedule in the office. Then besides
15 that it was just an overview of ethics rules.

16 Paul Solis: Related to what?

17 Staffer 2: I think it was just the House ethics rules. There's a sheet. I think it was
18 their main points.

19 Paul Solis: Gifts and travel?

20 Staffer 2: Yes.

21 Paul Solis: That was discussed?

22 Staffer 2: Yes.

23 Paul Solis: Do you know who the staffers were who came in?

24 Staffer 2: Like which Congressional staff?

25 Paul Solis: No, the staffers from the Ethics Committee, do you know who they were?

26 Staffer 2: I do not remember their names.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: When you say gifts and travel were covered and talking about a list of
2 points, there's a campaign activity guidance list, is that what you're
3 referring to? There's a top 10 bullet points for campaign or is there
4 something else that you're referring?

5 Staffer 2: They didn't give us specific sheets. They were mainly just talking. It was
6 Jimmy and the Congressman who were leading the meeting. We were all
7 listening.

8 Paul Solis: Did it in any way relate to your arrangement with the campaign
9 committee? Was that brought up at all in the meeting with the Ethics
10 lawyers? Or the Ethics staffers?

11 Staffer 2: No. They mentioned that you can't do campaign work on official hours but
12 I wasn't leading the meeting. It was Congressman Garrett and Jimmy.

13 Paul Solis: But was your recent agreement with the campaign committee at all
14 discussed?

15 Staffer 2: No. I mean, they discussed you can't do campaign work on official time
16 and whatnot but we didn't talk about me.

17 Paul Solis: I think that's really-

18 Helen Eisner: I just have one final question.

19 Paul Solis: Sure.

20 Helen Eisner: When we were talking about the Politico article, you were talking about
21 some of the staffers who might have left the office with a certain
22 impression. You said that for you, personally, I don't want to misquote you
23 so you can correct me if I'm wrong but you said you have more positive
24 memories with him then negative memories.

25 Staffer 2: Yes ma'am.

26 Helen Eisner: What are the negative memories? What are you referring to when you say
27 that?

28 Staffer 2: Probably when him and Jimmy would get in arguments and then just him
29 maybe being in a bad mood. Then the fact that his wife was involved.
30 Ideally that wouldn't be the case but I mean it was semi-stressful to have
31 her texting me. I would say those are the negatives.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: Earlier we talked about one potential argument that Jimmy and the
2 Congressman had related to scheduling an event on the Congressman's
3 wife's birthday.

4 Staffer 2: Yes ma'am.

5 Helen Eisner: Are there any other specific arguments that you recall?

6 Staffer 2: I don't recall knowing the context of the arguments each time they
7 happened.

8 Helen Eisner: Okay, you didn't know the contexts. Did you know the content of the
9 argument or hear what they were discussing?

10 Staffer 2: No ma'am.

11 Helen Eisner: What about afterwards? Did Jimmy or anyone else in the office relay to
12 you, you just told us that was one of the negatives for you, the experience
13 of the Chief of Staff and the Congressman fighting.

14 Staffer 2: Right.

15 Helen Eisner: It seems like, in some ways that seems to have impacted your experience.
16 I'm just wondering if besides that specific topic if there was something
17 else that you remember about those arguments that stood out to you?

18 Staffer 2: Just that I could hear the volume, the yelling because I sit in the front. I
19 could hear it but normally I could only hear him say, "Jimmy." He would
20 yell it.

21 Helen Eisner: Okay.

22 Staffer 2: I didn't hear, normally I would step out.

23 Helen Eisner: Were any of the arguments, oh you would step out?

24 Staffer 2: Yes.

25 Helen Eisner: You were in there initially?

26 Staffer 2: No, I would step out of the office in general. Not his personal office but
27 I'm in the front office, that door would be closed. I would go to the
28 bathroom or just step out.

Transcript of Interview of Staffer 2
July 30, 2018

1 Helen Eisner: From what you did hear or what you learned afterwards, were any of those
2 arguments, besides the birthday related scheduling incident, were any of
3 them about the Congressman's wife?

4 Staffer 2: I don't know. They could have been. I just don't know the context of them.
5 Jimmy would never really tell me.

6 Helen Eisner: Why do you think they could have been?

7 Staffer 2: Because she was involved, she was just really involved with the
8 Congressman's life.

9 Helen Eisner: Was that a point of tension?

10 Staffer 2: Yes.

11 Helen Eisner: For- go ahead.

12 Staffer 2: For Jimmy because Jimmy wanted her to stay out.

13 Helen Eisner: Why did he feel that way?

14 Staffer 2: Because he didn't like the fact that she would text us. Jimmy wouldn't.

15 Helen Eisner: What was the Congressman's reaction to that? Jimmy's discomfort of the
16 fact that she would text you. How did the Congressman react?

17 Staffer 2: I don't know since I was in there but I just don't know. I would assume he
18 was defending her but I wasn't in the room when they were talking about
19 her.

20 Helen Eisner: Okay.

21 Paul Solis: You mentioned that she would follow up with you a lot about tours.

22 Staffer 2: Yes.

23 Paul Solis: Jimmy didn't like that? I mean, tours seem to be part of your
24 responsibilities, no?

25 Staffer 2: Right but he would rather ask me since he was the Chief of Staff. He
26 would rather her ask him and then him ask me so I'm not getting distracted
27 by a text or having to deal with someone whose not on the staff.

28 Helen Eisner: Under the, I'm sorry. Under the new, I know there's been a staff transition.

Transcript of Interview of Staffer 2
July 30, 2018

1 Staffer 2: Yes, ma'am.

2 Helen Eisner: Jimmy not being there anymore. Has anything changed as far as the
3 Congressman's wife reaching out to you directly?

4 Staffer 2: Yes, ma'am. She hasn't reached out to me directly since the articles came
5 out.

6 Paul Solis: You know, we've asked a lot of questions about the arrangements you had
7 with the campaign committee. You know, if someone was in the room that
8 day when the offer was made to Dakota or the offer was made to you to do
9 this and they're saying that personal errands for Representative Garrett's
10 wife was part of the arrangement, they would be mistaken? That's
11 incorrect?

12 Staffer 2: Yes because I was under the impression that it was all campaign stuff and
13 I made it clear to Jimmy, we had multiple conversations that I did not
14 want to do, I wasn't going to do laundry for them.

15 Paul Solis: I just want to know why that would even come up.

16 Staffer 2: Because I think that she had asked Jimmy and I wasn't involved. Like I
17 told you before, when she group texted me and Jimmy asking if we would
18 get the oil changed. I think in the past she had asked. I didn't know that
19 she had asked a staffer to do laundry but there's former staffers like our
20 former Legislative Director Hallie Pence, who I think, she knew about that
21 Flanna had asked someone to do laundry but I never knew that. They
22 would joke about it. Jimmy and Hallie were like, "Don't worry, you're not
23 going to be doing laundry." I was like, "Okay good." I didn't know where
24 that stemmed from but I think that she had asked maybe before I got there,
25 before I was even hired. They had joked about it, Jimmy and Hallie.
26 They're like, "Don't worry, this is just campaign."

27 Paul Solis: Who brought up the idea of the arrangement to you? Was it Jimmy?

28 Staffer 2: Yes.

29 Paul Solis: He said we need someone to do campaign work?

30 Staffer 2: Well, campaign, I helped with the scheduling. Our scheduler didn't want
31 to do the scheduling in May. He said, "We just need help scheduling a few
32 trips. Marissa didn't want to do it, will you?" I said, "Sure."

33 Paul Solis: For May?

34 Staffer 2: Well the trip was in early May and I scheduled it in April.

Transcript of Interview of Staffer 2

July 30, 2018

1 Helen Eisner: Was that the New Orleans trip you were talking about?

2 Staffer 2: Yes. Yes ma'am.

3 Paul Solis: The offer was to pay you \$1000 or more to schedule one trip?

4 Staffer 2: No sir. It was \$400 a month for April and I was doing an event on the
5 weekend after work. I did more than just schedule a trip. I never got a
6 lump sum of \$1000.

7 Paul Solis: I'm just piecing it back together from your initial statement that it was
8 \$400 and then you said it might have been \$600 for May.

9 Staffer 2: Right, because it increased in May since I was doing the scheduling which
10 took more time than delivering a gift or even doing the business cards. I
11 would do the business cards, I did that multiple times.

12 Paul Solis: Was the amount you received, was that spelled out in the contract?

13 Staffer 2: Yes.

14 Paul Solis: It said \$400?

15 Staffer 2: Yes.

16 Paul Solis: Did it say subject to change because you got \$600 for May.

17 Staffer 2: I would have to double check the wording just because I didn't memorize
18 what it said.

19 Paul Solis: Was it required that you tell Jimmy tasks you completed for the wire
20 transfer to go through or was it automatic no matter what you told Jimmy?

21 Staffer 2: I was always telling him. I think he would get suspicious if I wasn't telling
22 him but we talked on a day to day basis. It was pretty, it was unknown that
23 it was required because we were in constant communication.

24 Paul Solis: Have you spoken to anybody about the fact that I have reached out to you
25 to come in and interview with us?

26 Staffer 2: I told my parents.

27 Paul Solis: Anybody else?

28 Staffer 2: Marissa. I was just a little taken back.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Okay. Anybody besides Marissa?

2 Staffer 2: Andrew, our Communications Director.

3 Paul Solis: Okay, anybody else besides Andrew and Marissa?

4 Staffer 2: Hallie.

5 Paul Solis: How about this. How about you tell me all the people you talked to about
6 the fact that I communicated with you.

7 Staffer 2: That was all.

8 Paul Solis: Okay. What about Bill?

9 Staffer 2: No sir.

10 Paul Solis: What about the Congressman?

11 Staffer 2: No sir.

12 Paul Solis: Okay. What about anybody representing the Congressman, an attorney?

13 Staffer 2: No sir.

14 Paul Solis: When you talked to Andrew, what did you two talk about?

15 Staffer 2: I said do you have any advice? I pretty much just mentioned that I was,
16 like do you have any advice? He said, "No." He said, "I've done one
17 myself." He said, "I can't tell you what to do just be honest and just do it
18 and you'll be fine." That's-

19 Paul Solis: He said he's done one himself. What does he mean by that?

20 Staffer 2: He said that he did an interview but he didn't go into detail.

21 Paul Solis: Okay. Did you guys talk about the nature of the Politico article?

22 Staffer 2: No, sir. It was assumed that was why I had been ...

23 Paul Solis: But was there any discussion about, for example, whether or not some of
24 the things that were out there in the press that were alleged to occur,
25 whether or not they were true or not. Did you guys talk about that?

26 Staffer 2: Well, yeah in a group setting we were talking about it. He said one time
27 Tanner, our intern had offered to bring the daughters somewhere. That's

Transcript of Interview of Staffer 2

July 30, 2018

1 what he verified but besides that we didn't talk about any of the other
2 actions.

3 Paul Solis: Okay, what do you mean by group setting?

4 Staffer 2: I wasn't the only one there. It was in our office so other people were
5 around.

6 Paul Solis: Is this before or after I contacted you?

7 Staffer 2: I want to say before.

8 Paul Solis: Okay.

9 Staffer 2: We were just talking about the allegations in general. Not the allegations
10 but the article and stuff.

11 Paul Solis: Was there a time when you all sat around and someone read the article. Is
12 that what you mean?

13 Staffer 2: Yes, our Communications Director did that after the article came out.

14 Paul Solis: But when you talk about the group setting and you're talking about the
15 nature of these allegations, I'm asking how many times did it happen?

16 Staffer 2: Talk about the allegations? I mean, it's a pretty, it's very common in our
17 day to day. I think it's normal for the staff to mention it but we don't talk
18 about it much. Maybe five times or so when we'd be like, "Oh well the
19 article came out" and it's our lives. We were staff and we work together.
20 It's been mentioned. I can't pinpoint how many times.

21 Paul Solis: Do people disagree with the article? Do people say that didn't happen or
22 that did happen?

23 Staffer 2: I think, I mean, I've never witnessed the dry cleaning. That was
24 mentioned. But I think that people have their own views on it. I can't
25 speak for everyone-

26 Paul Solis: Have you ever heard anyone in the office confirm that those things are
27 true?

28 Staffer 2: No besides what Andrew told me about but I don't think that it's, I think
29 that overall people know that there's been things close to there. It might
30 not have been dry cleaning but it could have been a staffer driving his wife
31 to the airport, which happened. I think that people are like, "Oh well we
32 know we didn't do his dry cleaning but we know that that happened."

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: When you talked to Hallie that I communicated to you, what did you two
2 talk about?

3 Staffer 2: I just said that I received this email and then she said really nothing. She
4 was like, she said, "I didn't receive one" and walked away.

5 Paul Solis: Okay. Nothing more beyond that?

6 Staffer 2: Yes, sir. I mean, no sir.

7 Paul Solis: You had no further communication with Hallie about the letter and the
8 email I sent you?

9 Staffer 2: I didn't tell her I was coming today. When I received it, I didn't tell her, all
10 I told her is I received it and I never told her if I was coming or not. She
11 didn't ask. It just wasn't brought up.

12 Paul Solis: Did she say whether she'd been contacted by me?

13 Staffer 2: No, she said she hadn't.

14 Paul Solis: Okay. When you and Andrew spoke, that was after I had talked to you,
15 correct? After I had sent an email to you?

16 Staffer 2: Yes, sir because I got contacted by both the Committee and you so I was
17 overwhelmed. I had never been in this type of situation before.

18 Paul Solis: Understood. You walked through those folks in the office you had spoken
19 with about the fact that I contacted you. Anybody else? You mentioned
20 your parents as well but anybody else?

21 Staffer 2: My best friend in Tennessee but she doesn't really know what's going on. I
22 just said, "Having work issues with my boss" and that people wanted to
23 talk to me but I didn't really give her details. I didn't mention your name or
24 the office's name. I just mentioned I'm having work issues.

25 Paul Solis: I just want to be very, very clear whether or not anybody talked to you
26 prior to you coming here about whether or not these things were true.

27 Staffer 2: Yes, sir. Like I said, my only knowledge of the driving was when Andrew
28 told me that Tanner had drove the daughters.

29 Paul Solis: When he said that to you, did he say that to you recently or was this in the
30 group setting you mentioned?

31 Staffer 2: It was in the group setting. Probably three weeks ago, maybe a month ago.

Transcript of Interview of Staffer 2
July 30, 2018

1 Paul Solis: Anymore questions? Okay I think that's all we have for you.

2 Staffer 2: Okay.

3 Paul Solis: Thank you very much.

4 Staffer 2: Thanks so much.

5

6

EXHIBIT 6

Transcript of Interview of Former Staffer 2

July 11, 2018

1 Paul Solis: Speaking is Paul Solis with the Office of Congressional Ethics. I'm joined
2 by my colleague Ali Bazzi. We're here for an interview of Former Staffer
3 2. It is July 11, 2018. I have presented Former Staffer 2 with a copy of 18
4 U.S.C. 1001. He has signed an acknowledgement form that I did provide a
5 copy of the statute to him, and we can begin the interview.

6 So Former Staffer 2, first things first, where are you currently employed.

7 Former Staffer 2: I currently work for a law firm in Richmond called Stone, Dinkin and
8 Amirshahi. It's a criminal defense firm in Richmond.

9 Paul Solis: How long have you been with that firm?

10 Former Staffer 2: I've been with the firm since ... Well, the firm used to be called Stone,
11 Cardwell and Dinkin, and I was with them all the way back in law school.
12 So, the summer of 2013 I spent with them in my one L summer. Then my
13 summer of my two L summer, and then after I graduated law school.
14 Then, I still had an active license, even though I went to the Hill. I had an
15 active license. I wasn't taking on cases when I was up there, but had my
16 shingle with them kind of off counsel, I guess or something. Then when I
17 left the Hill, the firm had changed its name, because one of the partners is
18 now a judge in Richmond. So, I've been with them since I got back.

19 Paul Solis: So, that time on the Hill, who did you work for and how long?

20 Former Staffer 2: I worked for Congressman Tom Garrett from the day he was sworn in on
21 January 3rd, '17 through December of '17. That was the last pay cycle, the
22 month of December. So, all of '17.

23 Paul Solis: What titles did you hold there in his office?

24 Former Staffer 2: For the first six weeks, I was Legislative Counsel, and then the Legislative
25 Director left, so I was Legislative Director and Counsel. I think it was the
26 first six weeks, it might have been the first two months. But, that's what I
27 remember.

28 Paul Solis: Can you describe some of the duties you had in those two roles?

29 Former Staffer 2: Sure, so Congressman's on three different committees, Foreign Affairs,
30 Education Workforce and Homeland Security. We had two LAs, so I
31 oversaw the two LAs as far as their duties with their various committees
32 that they were assigned. One had Foreign Affairs, one had Homeland, and
33 then I took ENW or Educational Workforce. That's my committee too.

34 Part of the duties were to know what was coming up for vote, or what was
35 being potentially whipped, or pushed or introduced as far as those

Transcript of Interview of Former Staffer 2

July 11, 2018

1 committees had jurisdiction. I also oversaw the day to day vote
2 recommendations as far as what was coming to the floor. Those were kind
3 of the foundational duties. I also had a lot of meetings, whether it was
4 constituents, or other offices, or various special interest groups, or people
5 coming in to discuss legislation or their concerns with what they needed
6 help with, or if a bill was coming to the floor, or problems that possibly
7 the congressman could assist with. I sat in on a lot of the meetings with
8 those kind, and helped discuss the congressman's priorities and how they
9 could align with those people's priorities, or maybe they diverged.

10 That took up a lot of time in the day. Working with other offices to craft
11 and push our own legislation, that was a big duty of ours. We were a
12 pretty active freshman office as far as introduction of legislation. I would
13 work to hone the language of that, whether it was with legislative counsel
14 service, or with the committee of jurisdiction or the other offices. That's
15 pretty much the full range of the duties.

16 Paul Solis: Who hired you?

17 Former Staffer 2: Well, Congressman Garrett was my boss. He hired me and Kevin
18 Reynolds, the original Chief of Staff hired me. Congressman Garrett gave
19 Kevin kind of autonomy when it came to staffing decisions, but I know
20 that Tom prioritized me being a part of that office at the beginning.

21 Paul Solis: Did you work for the campaign, his campaign to get elected?

22 Former Staffer 2: I did not work for it. I did assist it. So prior to going to the Hill, outside
23 my work, on my voluntary time, I was the Chairman of the Albemarle
24 County GOP, which is the Republican Party of Albemarle County. Which
25 Charlottesville city is in Albemarle. Albemarle's the largest county in the
26 fifth district as far as population density and stuff like that. So, throughout
27 the 2016 election cycle, from the nomination process into the general
28 election, I got to know Congressman, then State Senator Candidate Garrett
29 pretty well, including his staff.

30 Then his opponent was the former Chairwoman of the Albemarle County
31 Board of Supervisors, so I kind of assisted with narrative, development
32 and issue prioritization, platform things. It was all voluntary though, I was
33 never officially paid by his campaign, but our interests definitely
34 overlapped.

35 Paul Solis: In your role as Legislative Counsel and ultimately Legislative Director,
36 who did you report to?

37 Former Staffer 2: Primarily, I reported directly to Congressman Garrett, but on day to day
38 things I definitely reported to the Chief of Staff to kind of let them know

Transcript of Interview of Former Staffer 2

July 11, 2018

1 what was going on. What our priorities based ... all the duties I just listed,
2 earlier? What was going on there, how those things were developing, how
3 I could use the Chief's help or input, or maybe I needed the congressman's
4 time on something, I would work through the Chief there. Primarily as
5 things were needing to get pushed or needed to be communicated, I would
6 also communicate with Congressman Garrett a lot.

7 Paul Solis: Was there only one Chief of Staff? Did you have multiple Chiefs of Staff?

8 Former Staffer 2: First Chief of Staff was Kevin Reynolds. He voluntarily left in, I think it
9 was May of '17. Then we didn't really have a Chief until mid-July. That's
10 when Jimmy Keady came on. So, in between the time Kevin left and
11 Jimmy came on, it was based on the way the staff was structured, it was
12 both myself and our Communications Director at the time, Andrew
13 Griffin, working as co-interim leads on things.

14 Paul Solis: Okay. Who during that 2017 year were the sort of senior staffers in the
15 office, besides Kevin, you, Jimmy, you mentioned Andrew-

16 Former Staffer 2: Andrew Griffin, towards the end Matt Missen came on as a
17 Communications Director. That was really it from senior perspective, I
18 mean, scheduler always has the access to the congressman's time and stuff,
19 but from a ... I guess the technical senior level is based on a pay scale.
20 That was only the Chief of Staff, only Kevin and Jimmy.

21 And then we had the vendor, Jennifer Bailey, who worked with the Chief,
22 and kind of helped our HR. I always considered her like an HR consultant,
23 or a vendor whatever, to help with the onboarding and stuff.

24 Paul Solis: Who are the interns during that year you were there? There might have
25 been a lot, so-

26 Former Staffer 2: Yeah, the ones I remember ... So, some started off as interns, and
27 ultimately got hired. John March was one. He was an intern that ultimately
28 got hired. Becca ... Becca, she ended up getting hired by another office.

29 Paul Solis: Salter?

30 Former Staffer 2: Salter, yep. Becca was an intern. Chris Ross from Hampden-Sydney.
31 Tanner Hirschfeld from UVA. Conner Francis from Hampden-Sydney.
32 Marissa, I don't know if Marissa ever interned, or if she just got hired. I
33 know she had one once worked on the campaign.

34 Paul Solis: Do you know her last name is?

Transcript of Interview of Former Staffer 2

July 11, 2018

1 Former Staffer 2: Mullen. She's still there. She was an intern on the campaign. I don't know
2 if she was an intern in the office, or if she was just a direct hire right after
3 she graduated from college. Then, that was about it.

4 Paul Solis: You mentioned Kevin. Why did he leave his position?

5 Former Staffer 2: From what I understand, I mean, no one really knows right? Why anyone
6 does anything. From what I understand, he got a great opportunity with his
7 family's used-car dealership business. He was able, I guess, get in some
8 equity in that. It's a business he had been with a very long time in the past,
9 and he just saw it as a great financial, and personal a familial opportunity.

10 Paul Solis: Is this something that he explained to you?

11 Former Staffer 2: Yeah.

12 Paul Solis: So, you left in December of '17?

13 Former Staffer 2: Yes.

14 Paul Solis: Why did you leave the office?

15 Former Staffer 2: I left primarily because ... I'd say three reasons. One, my now fiancé, then
16 girlfriend, had moved down from Manhattan to take a job in
17 Charlottesville, and to my hometown. I had asked her, well not asked, but
18 we had worked together to do that. Me, I was in DC. It's kind of messed
19 up. That was one thing, to get back home to her.

20 Another thing was the pay. I mean, it's a pay cut and career development
21 kind of stall if you're trying to be a practicing litigator to be on the Hill.
22 DC just kind of ... I went there to get Tom's office started, and to help
23 build it, policy, brand and platform, and introduce some legislation we had
24 worked on and talked about. Kind of set a tone of who he was, as far as
25 where he fell on the ideological spectrum, and willingness to advance
26 particular things. I thought we had already, I thought we had done that.

27 By that time, 2018 was coming around, everybody's going to be stalled for
28 a re-election, and nothing's going to happen. So, I wanted to go back to
29 doing what I liked to do with the law.

30 Paul Solis: Was there any problematic nature to your departure? Any sort of bad
31 feelings with any of the staffers, or the congressman himself, or-

32 Former Staffer 2: Not with the congressman, or most of the staff. Jimmy and I are friends.
33 He micromanaged a lot, and personally, I didn't really think he necessarily
34 knew what was going on substantively with what I did. So, there was a

Transcript of Interview of Former Staffer 2

July 11, 2018

1 kind of, "I need you to do X, Y, Z," and that's not exactly how that works.
2 It was just kind of a clash of personality, and that's all. But we're friends
3 and stuff, it's just kind of a clash of personality. Earlier you mentioned
4 who I reported to, and there were many times where the congressman
5 would say, "He reports to me.", and behind closed doors, Jimmy would
6 say, "You report to me." That would kind of become a fractious thing. So-

7 Paul Solis: Understood.

8 Former Staffer 2: Chain of command kind of personality clash.

9 Paul Solis: Are you friends with any ... currently friends with any current or former
10 staffers?

11 Former Staffer 2: I consider myself still friends with most if all of them. The current staff
12 has had a lot of turn over, so I don't really know everybody. Those that are
13 there, like Tripp Grant, and Hallie Pence, and Marissa, and McKenzie, and
14 Dakota and Matt just left. I think Andrew Griffin just came back, so I'm
15 friend with both of them. The former ones, yeah, I consider myself on a
16 friendly basis.

17 Paul Solis: Who on the former staff are you sort of personal friends with?

18 Former Staffer 2: I'm friends with John March. I'm friend with Denzel. I'm friends with ...
19 I'm friendly with Kevin. We don't chat as much, but that's just the nature
20 of ... He's got kids, wife, family and life, but the rest of them are younger
21 than me. We kind of are in the same industries still. John works for RPV. I
22 helped Nick Freitas' senate campaign. That was another reason why I left,
23 because I had a good opportunity to assist with a senate run.

24 Yeah, I overlap with a lot of them still, we're friends.

25 Paul Solis: When's the last time you spoke with John?

26 Former Staffer 2: March? Today's the 11th, right? So, it would have been, I think it was June
27 28th. We talked, because he works for RPV, and the Chairman of RPV
28 that day announced he was going to be resigning. So, we were just kind of
29 talking about that. I might have talked to him two, three days after that
30 too, but it hasn't been ... nothing past the fourth.

31 Paul Solis: What about Denzel.

32 Former Staffer 2: Last time I talked to Denzel would have been, probably, early June. I don't
33 have an exact date.

34 Paul Solis: What did you guys talk about?

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July 11, 2018

1 Former Staffer 2: We just talked about ... So he works for the Lynchburg Chamber of
2 Commerce right now. Heck it might have been even longer ago, in early
3 June. But the last thing, I guess, we would have talked about would have
4 been Ben Cline is the congressional nominee for the sixth congressional
5 district. Denzel lives in his delegate seat, so we just talked about, maybe,
6 who's going to go for that. I asked about his work. When Congressman
7 Garrett did have a quick resignation, that whole thing, there was a lot of
8 just quick conversations with people like, "Oh my gosh, did you see
9 that?", or, "What do you think?", or "What's going on?"

10 Paul Solis: And what do you mean, resignation?

11 Former Staffer 2: Not resignation, saying he wasn't going to run again. Not a resignation. So
12 that got picked up in the media, and people started kind of chatting
13 generally about it. But, that was about it.

14 Paul Solis: Well, I want to ask you about something else that came up in the news,
15 and that was in late May. There was this Politico report about some former
16 members of Representative Garrett's staff who talked to the newspaper,
17 and mentioned a series of things that were going on in the office when
18 they were there regarding the running of personal errands, things like that.
19 Do you know-

20 Former Staffer 2: Yeah, I'm familiar with that article.

21 Paul Solis: Okay. It was in late May of this year. Did you have a reaction to it?

22 Former Staffer 2: I mean, yeah I had a reaction to it.

23 Paul Solis: Okay, what was that?

24 Former Staffer 2: I thought it was ... several things. First of all, I thought it was a
25 maliciously structured media hit on Congressman Garrett, not by former
26 staffers, but by potentially other entities that be, because that wasn't the
27 first article Politico wrote. The first article Politico wrote was two days
28 before about Jimmy leaving, and Tom considering leaving, or not running
29 again. Which was a non-story from a media cycle component, and for that
30 to have been printed as quickly as it was, I mean, it was less than 24 hours
31 from Jimmy being told that he wasn't coming back. It seemed like there
32 was an ulterior motive in the media cycle.

33 So, when the article you're referencing came out, my first reaction was,
34 "This is them going on a witch hunt." Not . . . The media, going on a witch
35 hunt, and taking things that are inaccurate, and framing them in a way to
36 achieve an end goal, and that was to damage Tom. I don't think that was
37 necessarily Politico's intent, because Politico wasn't in the office when

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1 Jimmy was let go. Politico didn't receive the phone calls from
2 Congressman Garrett saying he was leaving, those things were given to
3 them, right? Who were they given to them by? I generally know the
4 universe of people that were contacted by Congressman Garrett as to him
5 leaving, and thinking about him leaving.

6 Somehow, that got pushed to Politico. You always have to think about it
7 like, What are the potential motives of the sources?", for something to be a
8 spark. So that was one general reaction, I thought it was a hit piece. But
9 then, when it came to the substance of the reporting, I thought it was ... I
10 thought it was inappropriate the way they framed Congressman Garrett's
11 wife, Flanna. I thought that was inaccurate and unfortunate. That was
12 another thing I thought as well.

13 Paul Solis: Okay, just stepping back a little bit, because you mentioned Jimmy Keady
14 leaving, did he talk to you about why he left?

15 Former Staffer 2: I mean, yes and no. I mean it wasn't like a ... I'd say up until that point, I
16 was in decent contact with Jimmy and Congressman Garrett on a every
17 other week type of basis. Not talking about the office per say, but just
18 talking about his re-election, policy stuff and how the office was still
19 going. So when he left, I knew that they had been clashing on a few
20 things. They also had a clash of personality. I mean, yes that's why I left,
21 same type of a thing. It wasn't really that ... I don't think Jimmy left on his
22 own terms. From what I understand, Tom let him go, from what I
23 understand.

24 But, but, but, it depends on how you structure a particular conversation,
25 right? Because if you have a working relationship and conversation with
26 people, some people might be like, "Look this isn't going to work, I'm
27 going to have to let you go." Then you sit there, and you're like, "Well, is
28 that real?" Because the next conversation might be, "Okay, can you come
29 back, and let's work it out?" From what I understand, it had come to a
30 head, a point where Tom was just like, "This isn't working anymore."

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

32 Former Staffer 2: Primarily from Jimmy's report on this stuff. I've never talked to Tom about
33 him letting Jimmy go, or Jimmy leaving. This isn't coming from
34 Congressman Garrett, this is all coming from Jimmy was him saying
35 something about his schedule. I think it came to a head where Jimmy
36 wanted him to go to a fundraiser on Flanna's birthday, and took Flanna's
37 birthday off the schedule. Here it comes around to that day, and it's getting
38 into the afternoon or the evening, and Tom's like, "Why am I not with my
39 wife on her birthday? Why am I scheduled to do something that has been
40 on the schedule for ..." Everyone's birthday was on the schedule, my

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1 birthday was on the schedule, everybody's birthday was on the schedule.
2 "Why did you remove my wife's birthday, and something as personal as
3 my personal time for me to go to a fundraiser? You know how important
4 my relationship is." Ultimately, I think that was kind of like the straw that
5 broke the camel's back.

6 Paul Solis: And you heard that from Jimmy?

7 Former Staffer 2: Yeah, and I'm paraphrasing. But, yeah.

8 Paul Solis: Did you speak with Jimmy before he left the office about this?

9 Former Staffer 2: About that event?

10 Paul Solis: That event or any other events leading up to his departure. Did he talk
11 about how he was ... You said there was a clash of personalities, did he-

12 Former Staffer 2: Sure, but he did that even when I was in there, I mean when I worked
13 there. I mean, it was kind of noted by me, because I saw them at all times.
14 It was kind of like a three headed monster. In the sense that I saw them
15 clashing, yes. Me hearing about them clashing, yes. Him blowing off
16 steam a lot, being like, "Tom won't make the phone calls for the
17 fundraising", or, "Tom wants to do this instead of this." Yeah, I heard that
18 all the time.

19 Paul Solis: And after you left in December, and you're talking to Jimmy about some
20 of these things, is that over the telephone?

21 Former Staffer 2: Primarily, yeah.

22 Paul Solis: Well you say primarily, is there another mode of communication that
23 you're having?

24 Former Staffer 2: Well, I might have done it in person a few times. I don't know.

25 Paul Solis: What about after Jimmy left the office, and that report came out. Did you
26 speak to Jimmy about his departure?

27 Former Staffer 2: Yeah.

28 Paul Solis: What did he say about it?

29 Former Staffer 2: The first thing Jimmy said about it was, "I think I come out looking pretty
30 good in this." I was like, "Yeah, I guess so. That's a way to look at it."
31 Then I didn't ask him about the accuracy of the stuff, because a lot of that
32 stuff, the time frame that was included where things that I would have

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1 already been in the office, so I wasn't asking him, "Oh, was it really like
2 this or not like this?", because I had already had that perspective. But just
3 talking about what his job opportunities were going to be, what Tom was
4 going to do in response to the article, was he going to go back and be the
5 Chief if that opportunity was presented to him, if Tom was going to stay
6 there? I know he was talking about him being in constant contact with the
7 NRCC, and House Leadership, and various staff members there and about
8 what they wanted Congressman Garrett to do.

9 Paul Solis: So why was he talking about whether he would go back to be the Chief?
10 He had just left, so why was he-

11 Former Staffer 2: Well, Congressman Garrett didn't have a Chief, and he maintained the
12 same consultant from a political side that Jimmy and Congressman Garrett
13 have been close with for a very long time. It probably wasn't the first time
14 Congressman Garrett and Jimmy had a coming to a head where ... It's like
15 a breakup, right? How many times do you break up with the same person?
16 It can be multiple times, or it can be one time. So it was like, "Hey, if it's
17 presented back, would you go back?" We discussed that. I think there
18 were times he wanted to be offered back.

19 Paul Solis: Why do you think that?

20 Former Staffer 2: For the same reason he said, "Oh, I come off looking pretty good on this."
21 It's kind of pride concern. If your goal is to be on the Hill, and be a staffer
22 on the Hill, or a campaign guy, or an NRCC guy, or whatever, if your
23 identity and your career is defined by the success of your political or
24 official work, being let go doesn't look good necessarily. From what I
25 understand, he took it as a way that it could have been perceived as a mark
26 on him if he had been fired. So, why would he go back? Well, it would be
27 a sign of unity, and he was never let go in the first place.

28 Until it hits the news, or until it becomes a thing, it's not real. It's not like
29 people get an update every time a Chief is let go over the phone or
30 something.

31 Paul Solis: But, he confirmed to you that he was let go?

32 Former Staffer 2: Yeah, that night, Tuesday, May . . . something. I remember I was up there,
33 because I was in DC that day, because I think Freitas who I was working
34 with, had a fundraiser with Rand Paul and Mike Lee.

35 Paul Solis: Was Jimmy upset or angry?

36 Former Staffer 2: He didn't seem angry, he kind of seemed confused like, "Oh, he finally did
37 it." Type of thing. Like, "Oh, I just got let go."

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1 Paul Solis: I understand you explained to me a moment ago that you said you didn't
2 ask whether or not the things that were contained in that article were true,
3 but, aside from you asking, did Jimmy, at all in any way, mention the
4 substance of that article to you?

5 Former Staffer 2: No, we didn't talk about that article. No, again, like you said, "What was
6 the response?" The response was purely at a surface level as it related to
7 political machinations. It had nothing to do with, "Did someone walk the
8 dog?"

9 Paul Solis: Did Jimmy every talk to you in 2018? This is after your are leaving, did he
10 ever mention to you having to run errands, or any of the things that were
11 mentioned in that article substantively? Did he ever talk to you at all that
12 these things were occurring in the office?

13 Former Staffer 2: As far as what was in the article, I don't ...

14 Paul Solis: Well, inside the article, outside the article. In any way about
15 Representative Garrett's wife assigning personal errands, or tasks?
16 Representative Garrett, himself, assigning personal errands and tasks to
17 staffers? Did Jimmy ever talk to you about that?

18 Former Staffer 2: I don't remember, I don't think so, but I don't remember. I'm just trying to
19 think, because most of the stuff in that article, that was referenced in that
20 article, was only stuff that would even come to radar.

21 I mean, maybe it sounds like a bad answer, but some of that stuff didn't
22 even register.

23 Paul Solis: What do you mean by that?

24 Former Staffer 2: Like helping bring groceries up from the car for a woman that's eight
25 months pregnant to the office, for the office? I don't view that as a
26 personal favor to help someone procure food for the office, with the office.
27 And help somebody, right? The last time I, and Jimmy too, we lived there.
28 This isn't a nine to five job, right? It's 24-7, especially with the amount of
29 turnover that we're referencing. I mean, I was there throughout ... I was
30 there longer than Jimmy was, think about it. It's 24-7, I lived with two
31 other staffers for the entire year of '17 in that same office. So, for me,
32 some of that stuff doesn't register. When you say, "Did Jimmy ask about
33 this, or bring stuff up in '18?" I don't really remember. I'm sorry.

34 Paul Solis: That's okay. As I mentioned before, that article does mention something
35 about four former staffers as providing the source of the material that was
36 in the article. Do you know who those four former staffers are?

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1 Former Staffer 2: I do not know. I do not know for a fact who they are.

2 Paul Solis: Okay, what about, you don't know for a fact, but do you have an idea of
3 who they might be? Ever talked about it with anybody?

4 Former Staffer 2: I've talked about it with all the other staffers, and everybody says they are
5 not the staffers.

6 Paul Solis: You mean current staffers?

7 Former Staffer 2: And former, primarily former. I mean maybe current staffers are talking to
8 Politico about stuff, I don't know. But I don't even know who some of the
9 current staffers are. But the former ones, at some point, pretty much all of
10 us talked at some point since it came out, when it was coming out. I got
11 contacted by the reporter for all of the stories except for the first one
12 which said Jimmy left, or got fired. I forget what it said. They had gone
13 separate ways, and he was considering not running again. Other, than that
14 story. I think it was Rachel Bade, I guess was the reporter, one of the three
15 writers for Politico. She called me, we were all getting these calls.

16 When you get that call, or that text, or email, or Facebook message or
17 whatever it is from the reporters, you're going to reach out to the other
18 ones and say, "Hey did you get this too? What did you say?" But, I don't
19 know of anybody that was the person who set this up. I know that there
20 was some tension between, I mean, there was some tension between John
21 March and Flanna, because there was a time that, I think, she had come to
22 the office, and she perceived him to be disrespectful to her in a particular
23 way which I did not witness. Other than that minor tension of someone
24 being disrespectful to somebody else, I don't know of anybody else that
25 would have been motivated to say anything like that.

26 Paul Solis: It sounds like, based on some of the questions that I asked you on the
27 substance of the allegations in that one article, correct me if I'm wrong,
28 you disagree with-

29 Former Staffer 2: I disagree with the way they're framed. I mean, the part about the dog. If
30 dogs ... first of all, like I said, it is not a nine to five job, it's all the time. If
31 somebody has the opportunity to take ten minutes to go outside during
32 lunch, or maybe someone's a smoker or whatever, take a phone call that
33 they need to make anyway, to walk the dog, they're going to do it. I didn't,
34 I might have done it once or twice just because I liked the dog. But
35 generally speaking, the dog thing was a ridiculous narrative, and I know
36 for a fact just because of the type of person that he is, the Congressman
37 would never ask someone to pick up dog, if the dog defecated in the
38 building. They blew up the dog's presence in the office too was kind of
39 ridiculous. I mean, they do Best Dogs on the Hill every year for various

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1 political blogs. Most of the dogs, I mean most of the senators, and
2 congressman and women are proud of that. I mean, how often do we sit
3 around, and care what kind of dog the President gets?

4 It's kind of a ridiculous concept to make . . . They started out like it was a
5 one off, unique thing, and that the dog was a priority. The narrative that
6 was framed was inappropriate and wrong.

7 Paul Solis: While you were there in 2017, how often was the dog there in the office?
8 Every day? Couple times a week?

9 Former Staffer 2: Probably, I don't know, two times a week, maybe. If that, I mean they had
10 newborn, and so, you know-

11 Paul Solis: I asked you, and you might have touched on this a little earlier, but I asked
12 you if you spoke with Jimmy about the substance of the reporting in that
13 article, some of the allegations that were made. Did you speak to anybody
14 else, current or former staffers, about some of the things that were alleged
15 to have happened?

16 Former Staffer 2: Yeah, but just in the same what that I just talked about it, and they agreed.

17 Paul Solis: Okay, so who would-

18 Former Staffer 2: I mean ...

19 Paul Solis: Who agreed with you?

20 Former Staffer 2: I'm trying to think, I just had to talk about it with so many different
21 people, because you get asked about it a 1000 times. I'm trying to think
22 about who I actually spoke to about it. Andrew Griffin, I know we spoke
23 about stuff. Maybe Tripp. I feel like everybody talked to everybody about
24 a little bit of something that you never really remember who you spoke to
25 about one particular thing.

26 Paul Solis: Did you ever talk to John about what was contained in that article?

27 Former Staffer 2: I mean, I know I talked to John about the article, but I don't know if I
28 talked to John about the substance of the article.

29 Paul Solis: What about Denzel?

30 Former Staffer 2: I also talked to Denzel about it, but it would have very much been in the
31 same way that I just said about John. I didn't talk to ... I mean, I definitely
32 didn't talk to Denzel about the substance of the article at least from what I

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1 remember. All of this is based on my memory, not saying ... From what I
2 recall, I didn't talk to him about that.

3 Paul Solis: Did anybody you spoke with, current or former staffers, disagree with, or I
4 want to say, agree with the substance, and disagree with you that-

5 Former Staffer 2: About that narrative of it being ... I mean the only two substantive things I
6 remember about that article was about the dog and the groceries. There
7 might have been more. Like you said, there were four staffers-

8 Paul Solis: Why don't I run down a little bit of some of the things-

9 Former Staffer 2: Yeah.

10 Paul Solis: So let's talk about the groceries, picking up groceries or delivering
11 groceries. What's your awareness of staffers being asked to do that?

12 Former Staffer 2: I'm not aware of any staffers being asked to go buy groceries. I am aware
13 of staffers helping bring groceries in.

14 Paul Solis: To where?

15 Former Staffer 2: From what I recall, only thing I ever saw was when people were bringing
16 groceries into the office. I do not know for a fact, but the only time I've
17 ever heard of it being done not related to the office, would have been, and
18 I don't even know if this actually happened, but I would have been there.

19 We all went to a Nats baseball game after work including the
20 Congressman and Flanna. This was before she had the baby. We were
21 leaving, and they live, at the time, they lived two blocks from ... they live
22 in the Navy Yard or 82, which is between the Hill and the ballpark. From
23 what I recall, someone offered to help with the groceries. Now when I say
24 I recall... I forget who I was even talking to.

25 Paul Solis: Well, where do the groceries come into play if you're at the Nats game?

26 Former Staffer 2: Oh, they had already been bought. They were already in Flanna's car.
27 They had already been bought. I don't know of anyone going and buying
28 groceries. It's a matter of, "Did you help bring groceries in?" The only
29 time that I know that could have been done on personal time, like outside
30 of official office time, would have been the Nats game.

31 Paul Solis: And you think someone volunteered to do that?

32 Former Staffer 2: From what I remember, yeah.

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1 Paul Solis: Do you know who that was?

2 Former Staffer 2: It might have been Griffin. It might have been Dakota. It might have been
3 March. It wasn't me. But, I don't remember.

4 Paul Solis: What about any trips to Costco?

5 Former Staffer 2: I don't remember any trips to Costco.

6 Paul Solis: No one ever talked about any trips to Costco with Representative Garrett's
7 wife?

8 Former Staffer 2: I don't know that. I don't even know where there is a Costco up there. I
9 mean, I don't know about any trips to Costco.

10 Paul Solis: What about driving Representative Garrett's family members places?

11 Former Staffer 2: The only time I know of that ever happening, from what I recall, would
12 have been possibly during the campaign. I don't know of that in the office.

13 Paul Solis: Well, tell me about the time you think it happened during the campaign.

14 Former Staffer 2: I mean, during the campaign, people are always driving places. The
15 campaign, there really isn't a cross between personal and work. I mean,
16 kind of, but you're going to one event, and you have to return from another
17 event. Maybe, the family needs to be at that event. The only thing I know
18 is Caroline, I think it was Caroline, it might have been Laura, his two
19 daughters, older daughter's Caroline, the younger daughter's Laura . . .
20 they have a cousin that would have been Tom's niece, they're the people
21 that needed rides, but they didn't get them a lot.

22 I think an intern may have given them a ride one time to Fredericksburg to
23 drop them off with their mother. That's the only thing I know.

24 Paul Solis: So that time-

25 Former Staffer 2: That's the only affirmative time that I can recall of someone going
26 somewhere with family members that wasn't to an event, ever.

27 Paul Solis: And who was the person who-

28 Former Staffer 2: From what I recall, it was Tanner, but I don't know for a fact.

29 Paul Solis: But what gives you an understanding that that occurred?

30 Former Staffer 2: Because I don't know that it actually happened, I just-

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July 11, 2018

1 Paul Solis: Why do you think it might have?

2 Former Staffer 2: Because I know that he had to, I think he had to do something. I think he
3 had to drive her car. Or maybe he drove his car because Flanna's car
4 wasn't working, or maybe he drove Flanna's car. Flanna has an SUV. For a
5 time, I didn't even have a car, because I sold it when I moved to DC, and
6 Flanna let me use her car.

7 Paul Solis: So just-

8 Former Staffer 2: The reason I mentioned that is because it stays in my memory that Tanner
9 was discussing Flanna's car versus his car. That's the only reason ... You
10 know what I mean, sometimes you remember a few quirks about
11 conversations.

12 Paul Solis: Okay, but I just want to be as clear as we can be. Again, to the best of your
13 recollection here. Tanner drove Representative Garrett's daughters to
14 Fredericksburg, or picked them up from Fredericksburg?

15 Former Staffer 2: Might have picked them up.

16 Paul Solis: Okay.

17 Former Staffer 2: It as a point of meeting, their mom lives in Louisa, and yeah, that's all,
18 that's it. Tanner either went ... I don't know if he even did it to be honest
19 with you, but I know he was either ... He either volunteered, because he
20 knew it had to happen, or he was asked. I don't know, but from what I
21 recall, in the campaign, at some point, he had to drive or was considering
22 driving to Fredericksburg to drop them off.

23 Paul Solis: And you say, "in the campaign." Did that occur after Representative
24 Garrett had been elected, or prior?

25 Former Staffer 2: I don't know. I don't know. Tanner only interned during the summer.

26 Paul Solis: Of 2017?

27 Former Staffer 2: Yeah, but I mean, he had interned all of '16 for the campaign, and lives in
28 Charlottesville where Congressman Garrett's political team is based,
29 where I'm based out of, where they're based out of, very much helps with
30 the campaign stuff. I mean that's what he does is primarily campaign stuff.
31 He worked on the Hill as an intern for like two months, maybe. Maybe
32 less, so most of Tanner's experience with Congressman Garrett was
33 campaign-related, overwhelmingly. So, that's why I think it was the
34 campaign.

Transcript of Interview of Former Staffer 2

July 11, 2018

1 Paul Solis: What about trips to go pick up clothing from Representative Garrett's
2 apartment?

3 Former Staffer 2: I-

4 Paul Solis: Were you ever asked-

5 Former Staffer 2: I was never asked to do that. Yeah, I was never asked to do it. I don't
6 actually know of anyone asked to do that. I don't know why someone
7 would have been asked to do that, because he lives so close. Heck, there
8 were times when I asked him to bring some clothes in, because I forgot a
9 belt. In that sense, he had clothes in his closet at work, so I don't know of
10 people being asked. I mean, he was a block and a half away, so maybe.
11 Maybe it was done. Maybe it was, "Hey can you run down and meet
12 Flanna? She'll meet you downstairs."

13 I don't know, but they wouldn't have even been able to get in, because they
14 didn't have keys. The apartment there requires a key to get in, and a key to
15 into the elevator. So you can't just run up to the apartment, and get in, and
16 to get into the apartment. People wouldn't be going there to get clothes, I
17 can't imagine. I don't know of anyone affirmatively being asked. I never
18 saw anyone bring in any of his clothes. I don't know of anyone being
19 asked to get his clothes. I don't know of any scenario where he would have
20 needed someone to go get those clothes.

21 Paul Solis: Okay, so we've talked about Representative Garrett's wife, but how often,
22 when you were in the office did you see her?

23 Former Staffer 2: I mean it fluctuated, but if you aggregated it all, probably once a week.
24 She had a baby in September, so that dropped off towards the ... any
25 presence dropped off maybe towards the end of her pregnancy, and
26 certainly once she had the baby. Late on when she did have the baby,
27 when it wasn't like, instantly newborn, they would come in every once in a
28 while.

29 Paul Solis: Did she ever ask you to do anything personally related? Did she ever ask
30 you to run an errand for her?

31 Former Staffer 2: Nothing that would have been outside of what I would have asked a staffer
32 to do. Like, "Hey, Tom needs his cell phone, he left it here. Do you mind
33 taking it to him?" You know what I mean? You get what I mean? That's
34 not a personal favor, if she shows up to the office and says, "He's in a
35 hearing." I'm using this as an illustration.

36 Paul Solis: Okay.

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July 11, 2018

1 Former Staffer 2: That is X is happening, whether it's regarding the Congressman or the
2 office, "I've got stuff in the truck, can you help me bring it up?" Things
3 like that, things office-related. It's kind of like a den mother type of thing,
4 right?

5 Paul Solis: What about picking up groceries, driving children-

6 Former Staffer 2: Nope.

7 Paul Solis: ... making deliveries, did she ever ask you to do anything like that?

8 Former Staffer 2: No she did not.

9 Paul Solis: Do you know if she asked anybody else to do things like that?

10 Former Staffer 2: I do not know. As far as the groceries, I kind of went over that one. As far
11 as picking up the kids or whatever, that was the only ... that was that. No, I
12 don't know of any other things where she affirmatively was asking people
13 to do stuff for her.

14 Paul Solis: Was there any sort of sayings in the office when she would text people or
15 contact people? Was there phrase people used to describe her contact with
16 people?

17 Former Staffer 2: There was a phrase she would use.

18 Paul Solis: And what was that?

19 Former Staffer 2: It would be ... It was funny because it started through like an auto-correct,
20 and then it just stayed there, and was Tammy. I forget how it was spelled,
21 but it was meant to say, "Tom asked me to tell you.", or "Asked me to ask
22 you." It was a poorly worded thing, because the auto-correct made it
23 Tammy, and then that's what it was forever. Other than that, no one ever ...
24 That was a little code word she had in a text.

25 But that was because maybe Tom didn't have his phone because he was in
26 a fundraiser, or he was in a dinner or he was somewhere. Maybe he was at
27 the White House or something, and it would be like, "Tammy can you
28 email me blah, blah, blah." And it might have been through Flanna's
29 phone, but it was never for a personal favor. Otherwise, there was no code.
30 I know of no code language for her, amongst us, amongst staff in
31 reference to her. I don't know about that.

32 Paul Solis: I was just asking whether when she contacted you all, if there was some
33 sort acronym, I think you described it-

Transcript of Interview of Former Staffer 2
July 11, 2018

1 Former Staffer 2: That's the closest thing I ever heard.

2 Paul Solis: Did the staff ever talk about that in a negative way?

3 Former Staffer 2: Well sure, it sounded funny. It would come out of the blue sometimes,
4 because maybe you're not constant text thread with Flanna, but then out of
5 the blue comes, "Tammy, can this happen?" It wasn't, again, these weren't
6 personal requests, but ... What it was was . . . Tom has prioritized these
7 things, and needs them to be done. You have been asked to do them, but
8 for some reason, there slipping by the wayside. Or, there's an immediate
9 thing that needs to happen, and I'm with Tom. Both of those two things
10 were like, "I'm with Tom, he's asking about this." To me, they were never
11 like orders, there wasn't a directive component. It was like, "Tammy, have
12 you been able to hear from so and so in so and so's office." It wasn't like a
13 directive, it was a status update on something that I had already been
14 doing for Tom, for the job. It was just being communicated through her.

15 Paul Solis: Why, if it was regarding your official duties and your employment, why
16 would it come through his wife and not from him directly, or from your
17 Chief of Staff?

18 Former Staffer 2: Because she was with him.

19 Paul Solis: What about those times she wasn't with him?

20 Former Staffer 2: That's the thing about texts, I don't know. I do know there were times they
21 were together, and that was happening, because he would reference that.

22 Paul Solis: So you would receive these Tammy texts?

23 Former Staffer 2: Yeah, I would receive a few, I mean, they weren't all the time. That's
24 another reason why there might have been a negative response, because
25 they come out the blue. It might just be because Tom didn't have his
26 phone, or he's driving or whatever. But yeah, I received some.

27 Paul Solis: Did other staffers receive them as well?

28 Former Staffer 2: I think so. I'm pretty sure. I never read them, but they were referred to, so I
29 would assume yes.

30 Paul Solis: Did some staffers receive more than others?

31 Former Staffer 2: I don't know. I don't think so. I imagine the scheduler probably got a lot of
32 them. I don't know for a fact, but I just imagine that, because you're
33 dealing with like, "Oh Tammy, what's the address? Where are we going?
34 Tammy, he's going to be 10 minutes late." Or whatever, almost like a-

Transcript of Interview of Former Staffer 2

July 11, 2018

1 Paul Solis: And you, or no one else in the office, ever expressed your frustration at
2 these coming-

3 Former Staffer 2: I think it was ... No, I was never frustrated with those. I mean, we might
4 have made fun of the word Tammy. It's kind of a silly word, but that's
5 about it. I mean, I don't recall, no.

6 There were tours. I know that there were tours that constituents would
7 want sometimes, and they would always try to reach out to Flanna. So
8 sometimes she would check it . . . not with me, I didn't give tours. I didn't
9 oversee the tours or whatever, but there were many times where, I think in
10 relation to tours, she would be like, "Hey, so and so keeps contacting me."
11 This would happen ... Probably didn't have the word Tammy in it, because
12 it would make sense but, "Can you help them with a tour?" But that was
13 about it, that was about the most . . . probably the thing that would
14 frustrate somebody from what I know, because tours can really take up a
15 lot of your day.

16 Paul Solis: On any of these texts that you received, did you ever receive a request to
17 do any type of, not even an errand, but do something for Representative
18 Garrett's wife, in any capacity that had nothing to do with Representative
19 Garrett? Help her in some way, deliver something to her, grab her a cup of
20 coffee, in any of those texts, did she ever ask you to do something for her?

21 Former Staffer 2: I don't think so. I don't think so.

22 Paul Solis: Okay, I'll check my notes here, and see if I have anything else to ask you
23 here. Did the Ethics Committee, staffers from the Ethics Committee ever
24 meet with you while you were working in the office to talk about use of
25 official staff time? Anything like that? Did lawyers from the office ever
26 come to a training or anything?

27 Former Staffer 2: I went to a training.

28 Paul Solis: Okay, did they ever come to Representative Garrett's office with this
29 specific focus?

30 Former Staffer 2: Not while I was there.

31 Paul Solis: Do you know if they came after you were there?

32 Former Staffer 2: I don't know if they came after me there. I don't know.

33 Paul Solis: Did you hear anybody talk about it?

34 Former Staffer 2: I mean, there was like sexual assault training, that was a big deal.