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

OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

REPORT

Review No. 13-0906

The Board of the Office of Congressional Ethics (the “Board”), by a vote of no less than four members, on December 12, 2013, adopted the following report and ordered it to be transmitted to the Committee on Ethics of the United States House of Representatives.

SUBJECT: Representative Cathy McMorris Rodgers

NATURE OF THE ALLEGED VIOLATIONS: From 2010 to 2012, Representative Cathy McMorris Rodgers allegedly used official resources, including staff, for campaign activities; paid a consultant for official services with funds from political committees; and combined official resources and campaign resources in furtherance of a campaign for a House leadership office.

If Representative McMorris Rodgers used official resources for campaign activities, she may have violated House rules, standards of conduct, and federal law.

If Representative McMorris Rodgers used funds from political committees to pay for official expenses, she may have violated House rules and federal law.

If Representative McMorris Rodgers improperly combined official resources and campaign resources for particular activities in furtherance of a campaign for a House leadership office, she may have violated House standards of conduct.

RECOMMENDATION: The Board recommends that the Committee on Ethics further review the allegations concerning use of official resources for campaign activities because there is substantial reason to believe that Representative McMorris Rodgers used congressional funds, staff, and office space for campaign activities.

The Board recommends that the Committee on Ethics further review the allegation concerning use of political committee funds to pay for official expenses because there is substantial reason to believe that Representative McMorris Rodgers used a campaign consultant to perform official duties.

The Board recommends that the Committee on Ethics further review the allegation concerning the campaign for a House leadership office because there is substantial reason to believe that Representative McMorris Rodgers improperly combined congressional resources and campaign resources to produce a mailing and video for her leadership race.

VOTES IN THE AFFIRMATIVE: 6

VOTES IN THE NEGATIVE: 0

ABSTENTIONS: 0

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

FINDINGS OF FACT AND CITATIONS TO LAW

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FINDINGS OF FACT AND CITATIONS TO LAW

Review No. 13-0906

On December 12, 2013, the Board of the Office of Congressional Ethics (the “Board”) adopted the following findings of fact and accompanying citations to law, regulations, rules, and standards of conduct (*in italics*).

The Board notes that these findings do not constitute a determination that a violation actually occurred.

I. INTRODUCTION

1. From 2010 to 2012, Representative McMorris Rodgers’ congressional staff assisted her with campaign activities, including campaign debate preparation and drafting campaign speeches in congressional offices.
2. In 2012, her campaign committee paid a communications consultant to assist her with preparing for media appearances for congressional purposes.
3. In 2012, she combined campaign and congressional resources to assist her with her race for Chair of the House Republican Conference.

A. Summary of Allegations

4. Representative McMorris Rodgers may have violated House rules, standards of conduct, and federal law by using official resources for campaign activities.
5. Representative McMorris Rodgers may have violated House rules and federal law by using funds from a political committee to pay for official expenses.
6. Representative McMorris Rodgers may have violated House standards of conduct by improperly combining official House resources and funds from her congressional campaign committee for particular activities in furtherance of her campaign for a House leadership office.
7. The Board recommends that the Committee on Ethics further review the allegations concerning use of official resources for campaign activities because there is substantial reason to believe that Representative McMorris Rodgers used congressional funds, staff, and offices for campaign activities.
8. The Board recommends that the Committee on Ethics further review the allegation concerning use of political committee funds to pay for official expenses because there is substantial reason to believe that Representative McMorris Rodgers used a campaign media consultant to perform official duties.

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9. The Board recommends that the Committee on Ethics further review the allegation concerning the campaign for a House leadership office because there is substantial reason to believe that Representative McMorris Rodgers improperly combined congressional and campaign resources to produce a mailing and video for her leadership race.

B. Jurisdictional Statement

10. The allegations that are the subject of this review concern Representative Cathy McMorris Rodgers, a Member of the United States House of Representatives for the 5th District of Washington. The Resolution the United States House of Representatives adopted creating the Office of Congressional Ethics (“OCE”) directs that, “[n]o review shall be undertaken . . . by the board of any alleged violation that occurred before the date of adoption of this resolution.”¹ The House adopted this Resolution on March 11, 2008. Because the conduct under review occurred after March 11, 2008, the OCE has jurisdiction in this matter.

C. Procedural History

11. The OCE received a written request for a preliminary review in this matter signed by at least two members of the Board on August 27, 2013. The preliminary review commenced on August 28, 2013.² The preliminary review was scheduled to end on September 26, 2013.
12. At least three members of the Board voted to initiate a second-phase review in this matter on September 26, 2013. The second-phase review commenced on September 27, 2013.³ The second-phase review was scheduled to end on November 10, 2013.
13. The Board voted to extend the second-phase review for an additional period of fourteen days on October 25, 2013. The second-phase review ended on November 24, 2013.
14. The Board voted to refer the matter to the Committee on Ethics and adopted these findings on December 12, 2013.
15. This report and findings were transmitted to the Committee on Ethics on December 23, 2013.

D. Summary of Investigative Activity

16. The OCE requested and received documentary and, in some cases, testimonial information from the following sources:

(1) Representative Cathy McMorris Rodgers;

¹ H. Res. 895, 110th Cong. §1(e), as amended (the “Resolution”).

² A preliminary review is “requested” in writing by members of the Board of the OCE. The request for a preliminary review is “received” by the OCE on a date certain. According to the Resolution, the time frame for conducting a preliminary review is thirty days from the date of receipt of the Board’s request.

³ According to the Resolution, the Board must vote on whether to conduct a second-phase review in a matter before the expiration of the thirty-day preliminary review. If the Board votes for a second-phase, the second-phase begins when the preliminary review ends. The second-phase review does not begin on the date of the Board vote.

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- (2) Representative McMorris Rodgers' Chief of Staff ("Chief of Staff");
 - (3) Representative McMorris Rodgers' Press Secretary ("Press Secretary");
 - (4) Representative McMorris Rodgers' Legislative Director ("Legislative Director");
 - (5) Representative McMorris Rodgers' Former Communications Director ("Former Communications Director");
 - (6) Representative McMorris Rodgers' Former District Director ("Former District Director");
 - (7) Representative McMorris Rodgers' Constituent Relations Director ("Constituent Relations Director");
 - (8) Representative McMorris Rodgers' Policy Director ("Policy Director");
 - (9) Representative McMorris Rodgers' Campaign Consultant ("Campaign Consultant");
and
 - (10) Brett O'Donnell, Representative McMorris Rodgers' Communications Consultant.
17. Patrick Bell refused to produce documentary and testimonial information in response to OCE requests and the Board determined that he is a non-cooperating witness.
 18. Brett O'Donnell did not provide a Request for Information Certification, as required under OCE Rule 4(A)(2), when responding to Requests for Information, and the Board determined that he is a non-cooperating witness.

II. REPRESENTATIVE MCMORRIS RODGERS MAY HAVE USED OFFICIAL RESOURCES FOR CAMPAIGN ACTIVITY

A. Laws, Regulations, Rules, and Standards of Conduct

Restrictions on Use of House Resources

19. *"The misuse of the funds and other resources that the House of Representatives entrusts to Members for the conduct of official House business is a very serious matter. Depending on the circumstances, such conduct may result in not only disciplinary action by the House, but also criminal prosecution. Moreover, while any House employee who makes improper use of House resources is subject to disciplinary action by the Standards Committee, each Member should be aware that he or she may be held responsible for any improper use of resources that occurs in the Member's office. The Standards Committee has long taken the position that each Member is responsible for assuring that*

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the Member's employees are aware of and adhere to the rules, and for assuring that House resources are used for proper purposes."⁴

20. *According to the House Ethics Manual, "official resources of the House must, as a general rule, be used for the performance of official business of the House, and hence those resources may not be used for campaign or political purposes Accordingly, among the resources that generally may not be used for campaign or political purposes are congressional office equipment (including the computers, telephones, and fax machines), office supplies (including official stationery and envelopes), and congressional staff time Among the specific activities that clearly may not be undertaken in a congressional office or using House resources (including official staff time) are the solicitation of contributions; **the drafting of campaign speeches, statements, press releases or literature**; the completion of FEC reports; the creation or issuance of a campaign mailing; and the **holding of a meeting on campaign business.**"*⁵
21. *"Once House employees have completed their official duties, they are free to engage in campaign activities on their own time, as volunteers or for pay, as long as they do not do so in congressional offices or facilities, or otherwise use official resources."*⁶
22. *"Members must regularly certify that all official funds have been properly spent. A false certification may bring criminal penalties, and the government may recover any amount improperly paid."*⁷
23. *"The press secretary in the congressional office may answer occasional questions on political matters, and may also respond to such questions that are merely incidental to an interview focused on the Member's official activities. However, while in the congressional office, the press secretary should not give an interview that is substantially devoted to the campaign, or initiate any call that is campaign-related. A press secretary wishing to do either of those things should do so outside of the congressional office, and on his or her own time"*⁸
24. *Pursuant to 31 U.S.C. § 1301(a), "[a]ppropriations shall be applied only to the objects for which the appropriations were made"*⁹

⁴ House Ethics Manual (2008) at 124 (citation omitted).

⁵ House Ethics Manual at 123-124 (emphasis added).

⁶ *Id.* at 135.

⁷ *Id.* at 126 (citing 18 U.S.C. § 1001).

⁸ House Ethics Manual at 133.

⁹ 31 U.S.C. § 1301(a)

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Records of Time Spent on Campaign Activities

25. *“Employees who do campaign work while remaining on the House payroll should keep careful records of the time they spend on official activities and, separately, on campaign activities, and demonstrate that campaign work was not done on official time. There is no set format for maintaining such time records.”*¹⁰
26. *“The rules governing campaign work by House employees were implicated in a Standards Committee disciplinary case that was completed in the 106th Congress. In that case the Committee determined that a Member had violated the House Code of Official Conduct in that his staff members worked for his campaign during regular office hours without taking annual leave or going on Leave Without Pay status, or taking any other steps to ensure that those services were rendered during time that was properly deemed the employee’s own time.”*¹¹
27. *In the Matter of Representative E.G. “Bud” Shuster, the Investigative Subcommittee found substantial reason to believe that congressional staff worked for a campaign “without taking appropriate precautions to ensure that they properly documented the time they were expending out of the congressional office during regular business hours to perform services” for the campaign.*¹² *As a result, there was substantial reason to believe that the congressional staff “routinely received salaries from the House of Representatives on numerous occasions while they were performing services for the [campaign committee].”*¹³

Mixed Purpose Travel

28. *“As to any such mixed purpose trip, the Member, officer, or employee must determine the primary purpose of the trip. The source associated with that primary purpose – for example, a political committee for campaign or political activity, the federal government for official business, or the traveler’s own funds for personal business – must pay for the airfare (or other long-distance transportation expense), and all other travel expenses incurred in accomplishing that purpose. Any additional meal, lodging, or other travel expenses that the Member or staff person incurs in serving a secondary purpose must be paid by the source associated with that secondary purpose.”*¹⁴
29. *“The determination of the primary purpose of a trip must be made in a reasonable manner, and one relevant factor in making that determination is the number of days to be devoted to each purpose. That is, often the primary purpose of a trip is the one to which the greater or greatest number of days is devoted.”*¹⁵

¹⁰ House Ethics Manual at 137.

¹¹ *Id.*

¹² House Committee on Ethics, *In the Matter of Representative E.G. “Bud” Shuster*, H. Rep. 106-979, 106th Cong., 2d Sess. at 63 (2000).

¹³ *Id.* at 63-64.

¹⁴ House Ethics Manual at 116.

¹⁵ *Id.*

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B. Official Resources Used for Campaign Debates

30. In October 2012, Representative McMorris Rodgers' congressional staff assisted her with preparing for two campaign debates. Specifically, the staff participated in debate preparation sessions and traveled from Washington, DC to Spokane, Washington to attend the debates.
31. As detailed below, the Board finds that there is substantial reason to believe that: (1) a campaign debate preparation session was held in Representative McMorris Rodgers' congressional office; (2) her Members' Representational Allowance ("MRA") was used to reimburse staff for travel to Spokane that was primarily for campaign activity; and (3) congressional staff attended campaign activities during official hours without taking leave or documenting time spent performing debate activities.

Congressional Office Space

32. On October 5, 2012, Chief of Staff sent an email from his personal email account to Representative McMorris Rodgers' campaign and congressional staff regarding "Debate Items." The email attached "a memo on the upcoming debate along with a debate agenda and other supporting documentation."¹⁶ He wrote, "I look forward to . . . our debate prep today, this weekend and in the district."¹⁷
33. The attachment included a list of debate preparation sessions for Friday, October 5 to Tuesday, October 9, 2012.¹⁸ The debate preparation session for Friday was scheduled from 2:00 p.m. to 3:30 p.m.¹⁹ Representative McMorris Rodgers' calendar for October 5, 2012, from 2:00 p.m. to 3:30 p.m, has the following entry: "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB."²⁰ The reference to "2421 RHOB" corresponds to the location of her congressional office in the Rayburn House Office Building in 2012.

¹⁶ Email from Chief of Staff to Former Communications Director, et al, dated October 5, 2012 ("Debate Agenda") (Exhibit 1 at 13-0906_0002).

¹⁷ *Id.*

¹⁸ *Id.* at 13-0906_0004.

¹⁹ *Id.*

²⁰ Calendar Entry for "McMorris Rodgers, Cathy – Calendar in Mailbox," dated October 5, 2012 (Exhibit 2 at 13-0906_0033).

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34. The debate preparation session for Sunday was scheduled for 3:30 p.m. to 5:30 p.m.²¹ When Mr. O'Donnell asked "Where will prep be?", Former Communications Director replied, "On Sunday, we will be in CMR's office (2421 Rayburn) at 330 pm."²²

From: Todd Winer ([REDACTED]@hotmail.com)
Sent: Fri 10/05/12 6:02 PM
To: Brett [REDACTED]@odacomunications.com); [REDACTED]@aol.com ([REDACTED]@aol.com)

Cool. Thanks. On Sunday, we will be in CMR's office (2421 Rayburn) at 330 pm.
Sent via BlackBerry by AT&T

-----Original Message-----
From: Brett ODonnell <[REDACTED]@odacomunications.com>
Date: Fri, 5 Oct 2012 05:02:50
To: <[REDACTED]@aol.com>; <[REDACTED]@hotmail.com>
Subject: CMR Q and A

Here you go. See you Sunday. Where will prep be?
Brett

35. Representative McMorris Rodgers told the OCE she did not recall a debate preparation session on Friday October 5, 2012, and believed that her calendar may have mislabeled the session.²³ She recalled one debate preparation session was held in her office in the Rayburn House Office Building on a Sunday.²⁴ She said that the session was held in her office because she knew that her home was noisy with her family.²⁵ She also stated that other issues were discussed during the debate session other than the debate.²⁶
36. Representative McMorris Rodgers told the OCE that the congressional staff who assisted with her debate preparation were Chief of Staff, Press Secretary, Former Communications Director, and possibly Legislative Director.²⁷
37. Chief of Staff said that he does not remember the debate preparation session scheduled for October 5, 2012 and it may have been rescheduled for Sunday October 7. He attended a debate preparation session on Sunday, October 7, 2012 in Representative McMorris Rodgers' congressional office.²⁸ He said that the session was held in the

²¹ Debate Agenda (Exhibit 1 at 13-0906_0004).

²² Email from Former Communications Director to Mr. O'Donnell and Chief of Staff, dated October 5, 2012 (Exhibit 3 at 13-0906_0036).

²³ Memorandum of Interview of Representative Cathy McMorris Rodgers, November 8, 2013 ("McMorris Rodgers MOI") (Exhibit 4 at 13-0906_0039).

²⁴ *Id.*

²⁵ *Id.*

²⁶ *Id.*

²⁷ *Id.* at 13-0906_0038.

²⁸ Memorandum of Interview of Representative McMorris Rodgers' Chief of Staff, November 8, 2013 ("Chief of Staff MOI") (Exhibit 5 at 13-0906_0050).

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congressional office because other matters, such as calendar and policy issues, were discussed.²⁹

38. Press Secretary stated that she believes that a 2012 debate preparation session was held in the congressional office, but she did not attend.³⁰ She told the OCE that the session was held in the office as part of a larger meeting and the debate came up.³¹
39. Former Communications Director recalled attending a debate preparation session in October 2012 in the congressional office.³² He stated that the session was held on Friday, October 5 and that the scheduled debate preparation session for Sunday, October 7 did not occur.³³
40. According to Legislative Director, he assisted Representative McMorris Rodgers with preparing for debates in 2012 and he attended a debate preparation session in her congressional office.³⁴ He described the preparation session as a meeting to discuss policies and more of a staff meeting than a debate preparation session.³⁵
41. Mr. O'Donnell told the OCE that in October 2012 he began providing debate preparation services to Representative McMorris Rodgers.³⁶ He did not know whether he attended a debate preparation session on October 5, 2012. He attended a debate preparation session in her congressional office on a Sunday that he believes was October 7, 2012.³⁷ He described the session as primarily concerning the debate, but that the meeting also included a discussion of communications and scheduling matters for the congressional office.³⁸
42. Based on the information that the OCE received, there is substantial reason to believe that on or about October 7, 2012, Representative McMorris Rodgers held a campaign debate preparation session in her congressional office in violation of House rules and standards of conduct.

Congressional Staff Travel Expenses

43. Following the debate preparation session on or about October 7, 2012, the following congressional staff traveled to Spokane, Washington from Monday, October 8 to Friday,

²⁹ *Id.*

³⁰ Memorandum of Interview of Representative McMorris Rodgers' Press Secretary, October 30, 2013 ("Press Secretary MOI") (Exhibit 6 at 13-0906_0059).

³¹ *Id.*

³² Memorandum of Interview of Representative McMorris Rodgers' Former Communication Director, October 14, 2013 ("Former Communications Director MOI") (Exhibit 7 at 13-0906_0074).

³³ *Id.*

³⁴ Memorandum of Interview of Representative McMorris Rodgers' Legislative Director, October 30, 2013 ("Legislative Director MOI") (Exhibit 8 at 13-0906_0085).

³⁵ *Id.*

³⁶ Memorandum of Interview of Mr. O'Donnell, November 12, 2013 ("Mr. O'Donnell MOI") (Exhibit 9 at 13-0906_0092).

³⁷ *Id.*

³⁸ *Id.*

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October 12, 2012: Chief of Staff, Former Communications Director, Legislative Director, and Patrick Bell.

44. The total cost of travel expenses (*i.e.*, transportation, meals, and incidental expenses) for the four congressional staffers was approximately \$4,794.³⁹
45. The travel expenses for staff were paid by the congressional office, but the trip schedule included various activities related to Representative McMorris Rodgers' congressional campaign.

Staff Travel to District Oct 8 – Oct 12, 2012	Scheduled Activity Related to Campaign Debate and Campaign Media
Monday, October 8 (Columbus Day)	2:00 p.m. – 5:30 p.m.: Debate Preparation
Tuesday, October 9	10:30 a.m. – 11:00 a.m.: Debate Preparation 11:00 a.m. – 12:00 p.m.: Debate at KSPS Public TV
Wednesday, October 10	11:00 a.m. – 11:45 a.m.: Interview with Newspaper Editorial Board
Thursday, October 11	11:00 a.m. – 12:00 p.m.: Interview with Newspaper Editorial Board 1:00 p.m. – 4:00 p.m.: Debate Preparation
Friday, October 12	7:00 a.m. to 9:00 a.m.: Debate

46. The OCE requested documents from Representative McMorris Rodgers' current and former staff concerning work performed for the congressional office and campaign during travel to the district in October 2012.
47. The following documents were produced, providing schedules of activities planned during the staff's travel to Spokane: Debate Agenda, attached to email from Chief of Staff to congressional and campaign staff;⁴⁰ Media Plan Week of October 8, 2012; Memorandum from Former Communications Director to Representative McMorris Rodgers;⁴¹ and "October8Schedule.doc," attached to an email from Constituent Relations Director to Legislative Director.⁴²

³⁹ Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).

⁴⁰ Debate Agenda (Exhibit 1 at 13-0906_0004).

⁴¹ Memorandum from Former Communications Director to Representative McMorris Rodgers, dated October 5, 2012 ("October 5 Weekend Binder") (Exhibit 11 at 13-0906_0115-0130).

⁴² Email from Constituent Relations Director to Legislative Director, dated October 9, 2012 (Exhibit 12 at 13-0906_0132-0134).

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48. Prior to traveling to Spokane, Chief of Staff emailed a memorandum to other staffers on October 5, 2012, regarding “Debate Prep and the Week Ahead.”⁴³ The attached memorandum emphasized that “next week is a very critical week and we must do everything we can to make certain CMR is well prepared for her debates.”⁴⁴
49. Former Communications Director told the OCE that the primary purpose for his travel to the district during the week of October 8, 2012 was campaign activity.⁴⁵ In addition to attending the campaign debate-related activity, Former Communications Director prepared Representative McMorris Rodgers for a phone interview with the Walla Walla Union Bulletin editorial board concerning her re-election campaign.⁴⁶ He did not participate in the phone call.⁴⁷
50. Former Communications Director attended a meeting concerning a campaign endorsement with Representative McMorris Rodgers and the Spokane Spokesman-Review on October 11, 2012.⁴⁸ He told the OCE that he alerted Chief of Staff of his concern, but Chief of Staff told him that there were no issues.⁴⁹

From: **Todd Winer** (██████████@hotmail.com)
Sent: Thu 10/04/12 2:51 PM
To: ██████████@aol.com

One thought on Spokesman ed board interview next week - it might be good to not have any official staff with cmr (perhaps someone from the campaign like Jessica can do it). We're in such a good position right now it might not be worth the risk of a story like "is CMR's staff bending campaign rules?" - also something to consider from a Leadership angle. Or am I overthinking things?

51. Chief of Staff told the OCE that he responded to Former Communications Director’s email either in person or on the phone and told him the office was “not bending campaign rules” because he was volunteering.⁵⁰
52. Legislative Director stated that he participated in debate preparation sessions while in Spokane in October 2012.⁵¹ He also attended Representative McMorris Rodgers’ meeting with the Spokane Spokesman-Review editorial board.⁵² He told the OCE that he

⁴³ Memorandum from Chief of Staff to Former Communications Director, *et al.* dated October 4, 2012 (Exhibit 1 at 13-0906_0005).

⁴⁴ *Id.*

⁴⁵ Former Communications Director MOI (Exhibit 7 at 13-0906_0072).

⁴⁶ *Id.* at 13-0906_0073; October 5 Weekend Binder (Exhibit 10 at 13-0906_0116).

⁴⁷ Former Communications Director MOI (Exhibit 7 at 13-0906_0073).

⁴⁸ *Id.*

⁴⁹ *Id.* at 13-0906_0075; Email from Former Communications Director to Chief of Staff, dated October 4, 2012 (Exhibit 13 at 13-0906_0136).

⁵⁰ Chief of Staff MOI (Exhibit 5 at 13-0906_0056).

⁵¹ Legislative Director MOI (Exhibit 8 at 13-0906_0084-85).

⁵² *Id.*

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worked normal work hours for the congressional office when he was in the district in October 2012.⁵³

53. Legislative Director was shown a schedule of various events from October 9 to October 12, 2012 that he produced to the OCE. Other than debate preparation sessions and the editorial board meeting, he was only certain of attending three non-campaign related events. He recalled attending two company tours on October 9 and the “Senior Roundtable & Retire Safe Award” event on October 10, 2012.⁵⁴ He did not provide the OCE with any additional documents concerning any official work he did while in the district during that time period.
54. Representative McMorris Rodgers told the OCE that Chief of Staff and Former Communications Director assisted her with debate preparation.⁵⁵ She recalled that Legislative Director may have also assisted with debate preparation.⁵⁶
55. The OCE was unable to determine Patrick Bell’s activities in the district in October 2012 because he refused to cooperate with the OCE.
56. Based on the information before the OCE, the majority of the days of the staff travel to the district from October 8 to October 12, 2012 concerned campaign activity. The schedules and correspondence provided suggest that the two campaign debates and campaign media interviews were priorities. Although official work may have been performed, evidence was not provided to establish that four congressional staffers traveled from Washington, DC to Spokane, Washington to perform any substantial official work in the district.

Congressional Staff Time

57. From October 8 to October 12, 2012, there are no records of Representative McMorris Rodgers’ staff taking leave from work to do campaign activity, nor did staff record any time spent doing campaign activity on their “own time” as the House Ethics Manual advises.
58. Representative McMorris Rodgers told the OCE that her congressional office has a written policy concerning staff performing campaign work.⁵⁷ According to the office policy, congressional staff members are not to do campaign work on official time or with official resources.⁵⁸ Any campaign work must be done on the staffer’s own time, which includes the lunch hour, after-work hours, and time on leave status.⁵⁹ Campaign work must be done outside of the office and without congressional equipment.⁶⁰

⁵³ *Id.* at 13-0906_0086.

⁵⁴ Legislative Director MOI (Exhibit 8 at 13-0906_0083-84).

⁵⁵ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0038).

⁵⁶ *Id.*

⁵⁷ *Id.*

⁵⁸ McMorris Rodgers Employee Handbook (Exhibit 14 at 13-0906_0211).

⁵⁹ *Id.* at 13-0906_0214.

⁶⁰ *Id.* at 13-0906_0211.

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59. Representative McMorris Rodgers' Employee Handbook contains guidance similar to the House Ethics Manual concerning the need for staff to record time spent on campaign work such that it can be applied to annual leave. The handbook advises that "[i]f you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities."⁶¹
60. The OCE requested and received records from Representative McMorris Rodgers' congressional office of time off work, vacation, or leave without pay for Chief of Staff, Legislative Director, Former Communications Director, and Patrick Bell.⁶²
61. The records provided did not include any requests for leave or vacation during the week of October 8 to October 12, 2012.⁶³ The records also did not include any diary of time spent working on any campaign activity during the time period.⁶⁴ Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.⁶⁵
62. Former Communications Director told the OCE that he did not submit any leave forms for trips to the district where he performed campaign activity because it was "sold" to him that the trips were part of his government duties and there was no need to take leave.⁶⁶ He said that it was up to Chief of Staff to enforce the rules so he did not take time off at his own initiative.⁶⁷ He stated that most employees would not use vacation days for campaign activity unless coerced to do it.⁶⁸
63. Based on the information before the OCE, there is substantial reason to believe that congressional office space, travel expenses, and staff time were used for campaign debates in October 2012.

⁶¹ *Id.* at 13-0906_0214.

⁶² Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).

⁶³ Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).

⁶⁴ Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252).

⁶⁵ Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).

⁶⁶ Former Communications Director MOI (Exhibit 7 at 13-0906_0073).

⁶⁷ *Id.* at 13-0906_0074.

⁶⁸ *Id.*

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C. Official Resources Used for Campaign Speeches and Press Releases

64. From 2010 to 2012, Representative McMorris Rodgers' congressional staff were responsible for drafting her campaign speeches and press releases.⁶⁹
65. Representative McMorris Rodgers told the OCE that her campaign speeches were drafted primarily by Chief of Staff, Former Communications Director, and Campaign Consultant.⁷⁰ She said that she had congressional staff draft campaign speeches because they know her and know what she has been doing.⁷¹ She described it as something they wanted to do to be helpful on their own time outside of the office.⁷²
66. She described the general drafting process as beginning with Former Communications Director taking the lead on a draft.⁷³ She would then sit down and talk about the speech draft with him and discuss anything that should be included.⁷⁴
67. She stated that the conversations with Former Communications Director about the campaign speeches sometimes occurred in the congressional office.⁷⁵ The conversations also occurred at the National Republican Congressional Committee or "wherever we might be."⁷⁶
68. Representative McMorris Rodgers typically provided her comments and edits on a hard copy of the draft.⁷⁷ These hard copies of the speeches were usually compiled in a binder of various items that her congressional staff provided to her before she left the office for the day.⁷⁸ The staff also delivered the binder to her home if she had already left for the day.⁷⁹
69. Former Communications Director told the OCE that Chief of Staff usually asked him to write campaign speeches, but Representative McMorris Rodgers was always involved in

⁶⁹ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0039); Former Communications Director MOI (Exhibit 7 at 13-0906_0068-69). Former Communications Director provided the OCE with numerous speeches that he drafted for Representative McMorris Rodgers. See Collection of Excerpts of Draft Campaign Speeches (Exhibit 19 at 13-0906_0254-0267). In addition, Counsel for Representative McMorris Rodgers notified the OCE that a search revealed hundreds of pages of campaign speeches on her congressional office computer system that appear to have been drafted by Former Communications Director. He told the OCE that the presence of the speeches on the congressional office computer system was previously unknown by Representative McMorris Rodgers. Letter from Elliot Berke to Kedric Payne, dated November 14, 2013 (Exhibit 20 at 13-0906_0269).

⁷⁰ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0039).

⁷¹ *Id.*

⁷² *Id.*

⁷³ *Id.*

⁷⁴ *Id.*

⁷⁵ *Id.*

⁷⁶ *Id.*

⁷⁷ *Id.*

⁷⁸ *Id.*

⁷⁹ *Id.*

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the drafting process.⁸⁰ He sent drafts of speeches directly to Representative McMorris Rodgers but she rarely sent him any comments via email.⁸¹ When Representative McMorris Rodgers had comments on the speeches, she usually had in-person discussions with him in the congressional office.⁸² These discussions were occasionally over the telephone when Representative McMorris Rodgers was in the district.⁸³

70. Former Communications Director told the OCE that he usually drafted campaign speeches on his congressional office computer and during business hours.⁸⁴
71. Based on the information before the OCE, there is substantial reason to believe that Former Communications Director performed campaign activity using official resources with the knowledge of Representative McMorris Rodgers. Her campaign committee did not have an employee responsible for drafting campaign speeches and press releases, instead apparently relying on congressional staff. Even if Representative McMorris Rodgers did not directly know the extent of official resources used, there is substantial reason to believe that she had sufficient knowledge about her meetings with Former Communications Director in the congressional office and congressional staff preparing binders for her containing campaign materials during official hours.

D. Official Resources Used for Campaign Events

72. Representative McMorris Rodgers' congressional staff traveled to assist her with campaign activities that may have been improperly funded with official funds and performed on official time. In 2012, Congressional staff traveled with her to her re-election campaign kickoff events, the Republican National Convention ("RNC"), and events during the final days of her campaign.

2012 Campaign Kick Off Events

73. Press Secretary traveled from Washington, DC to Spokane, Washington at the expense of the congressional office from April 2 to April 6, 2012.⁸⁵
74. She was the press secretary for Representative McMorris Rodgers congressional office.⁸⁶ Representative McMorris Rodgers' campaign committee did not have a press secretary during the 2012 election cycle.

⁸⁰ Former Communications Director MOI (Exhibit 7 at 13-0906_0069).

⁸¹ *Id.*

⁸² *Id.*

⁸³ *Id.*

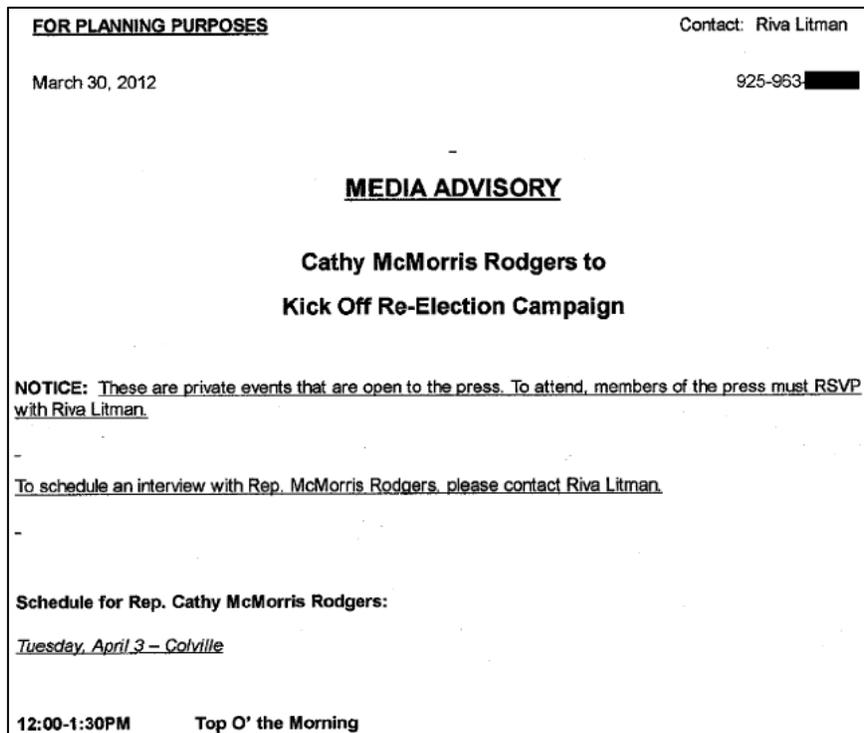
⁸⁴ *Id.* at 13-0906_0068.

⁸⁵ Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).

⁸⁶ Press Secretary MOI (Exhibit 6 at 13-0906_0058).

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75. Prior to traveling to Spokane, Press Secretary was listed as the contact person on a campaign media advisory requesting interviews with media outlets in Spokane during the week of April 2.⁸⁷ Specifically, the media advisory announced, “Cathy McMorris Rodgers to Kick Off Re-Election Campaign.”⁸⁸



76. The campaign media advisory listed “Top O’ the Morning” events, which were campaign-related events held in three cities in Representative McMorris Rodgers’ district, for April 3, April 4, and April 5.⁸⁹
77. Press Secretary provided the OCE with a calendar for her travel from April 2 to April 6.⁹⁰ The calendar shows the “Top O’ the Morning” events and various media interviews scheduled throughout each day.⁹¹
78. Press Secretary stated that she traveled to the district primarily for campaign-related activity.⁹² She also said that there was a mix of official and campaign media activity that

⁸⁷ Email from Former Communications Director to undisclosed recipients, dated March 30, 2012 (“March 30 Email”) (Exhibit 21 at 13-0906_0271).

⁸⁸ Email from Former Communications Director to undisclosed recipients, dated April 2, (Exhibit 22 at 13-0906_0274-0275); March 30 Email (Exhibit 21 at 13-0906_0271-0272).

⁸⁹ March 30 Email (Exhibit 21 at 13-0906_0271-0272).

⁹⁰ Schedule of April 3 – April 6, 2012 (Exhibit 23 at 13-0906_0277-0279).

⁹¹ *Id.*

⁹² Press Secretary MOI (Exhibit 6 at 13-0906_0061). Following her interview with the OCE, Press Secretary’s counsel contacted the OCE and stated that Press Secretary “maintained a full official schedule” during her travel. *See* Email from E. Burke to Kedric Payne, dated November 6, 2013 (Exhibit 24 at 13-0906_0281). The Board notes that representations by counsel do not supersede witness statements made during interviews.

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took place during the trip.⁹³ She recalled that Representative McMorris Rodgers' campaign fundraiser attended the campaign events with her.⁹⁴

79. When asked whether she requested leave from the congressional office for the time spent doing campaign activity, she said that she believed that she submitted a leave form to Former Communications Director.⁹⁵ She did not recall who paid for her travel expenses, but recalled submitting receipts for reimbursement to a congressional district office staffer.⁹⁶
80. The total cost of Press Secretary's travel expenses from April 2 to April 6, 2012 was approximately \$1,515.⁹⁷
81. According to records provided by Representative McMorris Rodgers, the congressional office paid for Press Secretary's travel expenses.⁹⁸
82. Press Secretary's vacation and leave records do not include any time off from April 2 to April 6, 2012.⁹⁹ The records also do not include any diary of time spent performing campaign related activity on her own time.¹⁰⁰ Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.¹⁰¹
83. Press Secretary traveled from Washington, DC to Spokane during the week that Representative McMorris Rodgers announced her re-election campaign in the district. Press Secretary was listed as the media contact person for the campaign kick-off and she attended various media interviews with Representative McMorris Rodgers in the district that appear to have been scheduled in response to a campaign media advisory. During her interview with the OCE, Press Secretary indicated that she went to the district to do a mix of campaign and official media.¹⁰² Based on this information, there is substantial reason to believe that congressional funds were used for Press Secretary's travel to the district in April 2012 that was primarily for campaign related activities in violation of House rules, standards of conduct, and federal law.

RNC 2012

84. The 2012 RNC was held from August 27 to August 30, 2012. The following five members of Representative McMorris Rodgers' congressional staff attended the

⁹³ *Id.*

⁹⁴ Press Secretary MOI (Exhibit 6 at 13-0906_0061).

⁹⁵ *Id.* at 13-0906_0062.

⁹⁶ *Id.* at 13-0906_0061.

⁹⁷ Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).

⁹⁸ *Id.*

⁹⁹ Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).

¹⁰⁰ *Id.*

¹⁰¹ Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).

¹⁰² Press Secretary MOI (Exhibit 6 at 13-0906_0061).

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Convention: Chief of Staff, Legislative Director, Former Communications Director, Press Secretary, and Patrick Bell.¹⁰³

85. Representative McMorris Rodgers told the OCE that the congressional staff attended the RNC to assist her with duties related to her role as a hostess of the Convention.¹⁰⁴ The staff also assisted with preparing her for her speeches and media interviews during the Convention.¹⁰⁵
86. When asked how she knew whether the staff attended the RNC on their own time, Representative McMorris Rodgers said that the campaign paid for their hotel and travel expenses.¹⁰⁶ Records of her MRA disbursements do not show any travel expenses incurred during the time of the RNC.¹⁰⁷
87. She said that she understood that they took time off from work and she hopes that they took time off. She said that she is not involved in leave forms for staffers.¹⁰⁸
88. Press Secretary, Chief of Staff, and Legislative Director told the OCE that they requested vacation for the RNC.¹⁰⁹
89. Despite their claim that they were on vacation during the RNC, Press Secretary, Chief of Staff, and Legislative Director did not provide the OCE with any vacation requests, leave requests, or any other records substantiating their claim.¹¹⁰ Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.¹¹¹
90. As a result of the nature of the congressional staff travel to the RNC where the campaign paid for travel expenses, campaign activity was conducted, and due to the absence of leave or vacation records for the congressional staff in attendance, there is substantial reason to believe that the staff attended the RNC on official time in violation of House rules, standards of conduct, and federal law.

¹⁰³ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042); Chief of Staff MOI (Exhibit 5 at 13-0906_0051); Legislative Director MOI (Exhibit 8 at 13-0906_0084-85); Press Secretary MOI (Exhibit 6 at 13-0906_0062).

¹⁰⁴ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).

¹⁰⁵ *Id.*

¹⁰⁶ *Id.*

¹⁰⁷ Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0098-0099).

¹⁰⁸ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).

¹⁰⁹ Chief of Staff MOI (Exhibit 5 at 13-0906_0051-52); Legislative Director MOI (Exhibit 8 at 13-0906_0085); Press Secretary MOI (Exhibit 6 at 13-0906_0062).

¹¹⁰ *See* Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224); Patrick Bell Leave Requests (Exhibit 16 at 13-0906_0226-0235); Former Communications Director Leave Requests (Exhibit 17 at 13-0906_0237-0245); Chief of Staff Leave Requests (Exhibit 18 at 13-0906_0247-0252); Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).

¹¹¹ Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).

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November 2012

91. Press Secretary traveled from Washington, DC to Spokane, Washington at the expense of the congressional office from November 5 to November 7, 2012.¹¹² The total cost of travel expenses was approximately \$846.¹¹³
92. Press Secretary stated that her trip to the district from November 5 to November 7, 2012 was related to both the campaign and to official activities, but that the trip was primarily campaign related.¹¹⁴
93. Prior to the Press Secretary traveling to Spokane, Former Communications Director sent out a media advisory announcing Representative McMorris Rodgers' availability for interviews "During Final Week of Campaign," and indicating that Representative McMorris Rodgers would be holding campaign events in Spokane and Davenport, Washington on November 5 and November 6, 2012.¹¹⁵

¹¹² Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099).

¹¹³ *Id.*

¹¹⁴ Press Secretary MOI (Exhibit 6 at 13-0906_0061). Following her interview with the OCE, Press Secretary's counsel contacted the OCE and stated that Press Secretary "worked a full official schedule" during her travel in November. See Email from E. Burke to Kedric Payne, dated November 6, 2013 (Exhibit 24 at 13-0906_0281). The Board notes that representations by counsel do not supersede witness statements made during interviews.

¹¹⁵ Email from Former Communications Director to undisclosed recipients, dated October 30, 2012 ("October 30 Email") (Exhibit 26 at 13-0906_0294-295).

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94. Press Secretary provided the OCE with her schedule for November 5 to November 7, 2012.¹¹⁶ This schedule shows that she participated in several media interviews specifically described in the calendar as being related to Representative McMorris Rodgers' campaign during November 5 to November 7, 2012.¹¹⁷ Other media appearances during this period are not specifically described as campaign media in her calendar, and therefore it is not clear whether they were campaign or official appearances.¹¹⁸ In particular, all of the media appearances on Press Secretary's schedule for November 7, 2012 were specifically described as campaign related.¹¹⁹

November 07, 2012	
Wednesday	
8:30 AM - 8:40 AM	<p>KXLY TV Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone</p> <p>POC:Chelsie; 509-386-████ Riva Litman, 925-963-████</p> <p>TOPIC: Your re-election/Presidential campaign</p>
8:40 AM - 8:50 AM	<p>KXLY Radio Interview -- 500 West Boone Avenue Spokane WA 99201-2404 LOCATION: 500 W. Boone</p> <p>POC: Chelsie; 509-386-████ Riva Litman, 925-963-████</p> <p>TOPIC: Your re-election/Presidential campaign</p>
9:00 AM - 9:15 AM	<p>KHQ Interview -- 1201 West Sprague Avenue Spokane WA 99201-4102 LOCATION: 1201 W Sprague Ave</p> <p>POC: Beverley; 509-448-████ Riva Litman, 925-963-████</p> <p>TOPIC: Your re-election/Presidential campaign</p>
9:30 AM - 9:50 AM	<p>KREM Interview -- 4103 South Regal Street Spokane WA 99223-7737 LOCATION: 4103 S. Regal</p> <p>POC: Trinity; 509-838-7350; 509-838-████ Riva Litman, 925-963-████</p> <p>TOPIC: Your re-election/Presidential campaign</p>
1:30 PM - 10:55 PM	<p>*1:30 PM PST* CMR, JDD, SPM & RBL to fly Delta 1488 / 2164 GEG - DCA Dep GEG 1:30 PM PST Arr MSP 6:22 PM CST Dep MSP 7:25 PM CST Arr DCA 10:55 PM EST</p>

95. Legislative Director also traveled to the district from November 1 to November 7, 2012. He provided the OCE with a schedule for his travel to the district during this period.¹²⁰ The schedule indicates that certain campaign events, in addition to the campaign media interviews listed on Press Secretary's schedule, also occurred during the period of November 5 to November 7, 2012, including a campaign "Victory Party" during the evening on November 6, 2012 and a "thank you brunch" for campaign supporters on November 7, 2012.¹²¹

¹¹⁶ Schedule of November 5 – November 7, 2012 (Exhibit 27 at 13-0906_0297-0300).

¹¹⁷ *Id.*

¹¹⁸ *Id.*

¹¹⁹ *Id.*

¹²⁰ Schedule of November 1 – November 7, 2012 (Exhibit 28 at 13-0906_0302-0304).

¹²¹ *Id.*

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96. Press Secretary was listed along with Former Communications Director as a point of contact for the election night victory party on a media advisory sent out by Former Communications Director on November 6, 2012.¹²²
97. Documents provided to the OCE indicate that Press Secretary and Former Communications Director were in charge of coordinating Representative McMorris Rodgers' campaign media appearances during the days leading up to the November 6, 2012 election.¹²³ For example, a campaign email sent by Former Communications Director on November 5, 2012 stated that Press Secretary "will be with the Congresswoman and is coordinating her interviews tomorrow," referring to Election Day.¹²⁴
98. Press Secretary stated that she traveled to the district from November 5 to November 7, 2012 at the request of Former Communications Director.¹²⁵
99. Press Secretary emphasized that the work she did for the campaign during the trip was voluntary.¹²⁶ Press Secretary did not identify any official work she completed during the trip.
100. Press Secretary stated that she believes she took leave from the congressional office for the trip; submitting a leave form to Former Communications Director.¹²⁷ Neither Press Secretary nor Representative McMorris Rodgers were able to produce a record of the leave form to the OCE.
101. Press Secretary's vacation and leave records do not include any time off from November 5 to November 7, 2012.¹²⁸ These records also do not include any diary of time spent performing campaign related activity. Representative McMorris Rodgers' written office policy and House standards of conduct advise that such records should have been maintained.¹²⁹
102. Based on the information before the OCE, there is substantial reason to believe that Press Secretary traveled to the district from November 5 to November 7, 2012 primarily for campaign related activities.¹³⁰

¹²² Email from Former Communications Director to several recipients, dated November 6, 2012 (Exhibit 29 at 13-0906_0306-0309).

¹²³ Email from Former Communications Director to Press Secretary, et al., dated November 2, 2012 (Exhibit 30 at 13-0906_0311-0334).

¹²⁴ Email from Former Communications Director to Joe O'Sullivan, dated November 5, 2012 (Exhibit 31 at 13-0906_0336-0338).

¹²⁵ Press Secretary MOI (Exhibit 6 at 13-0906_0061).

¹²⁶ *Id.*

¹²⁷ *Id.* at 13-0906_0062.

¹²⁸ Press Secretary's Vacation and Leave Records (Exhibit 25 at 13-0906_0283-0292).

¹²⁹ Representative McMorris Rodgers' Employee Handbook (Exhibit 14 at 13-0906_0214).

¹³⁰ We also note that it appears Representative McMorris Rodgers' congressional office paid for airfare for Legislative Director for travel occurring from October 17 to November 3, 2012. Records of Travel Expenses for Representative McMorris Rodgers' Congressional Staff (Exhibit 10 at 13-0906_0099). However, Legislative Director requested leave from the congressional office from October 12 through November 3, 2012 to work on a

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III. REPRESENTATIVE MCMORRIS RODGERS MAY HAVE USED CAMPAIGN FUNDS FOR OFFICIAL ACTIVITIES

A. Laws, Regulations, Rules, and Standards of Conduct

103. Pursuant to 2 U.S.C. § 59e(d), “[n]o Senator or Member of the House of Representatives may maintain or use, directly or indirectly, an unofficial office account or defray official expenses for . . . employee salaries . . . from . . . funds received from a political committee or derived from a contribution or expenditure”¹³¹

104. House Rule 24 provides that “a Member . . . may defray official expenses with funds of the principal campaign committee of such individual . . . The funds . . . may not be used to defray official expenses for . . . compensation for services”¹³²

105. According to the House Ethics Manual, while “Members are restricted in using campaign funds to pay official House expenses, there are a number of activities that may be either ‘official’ or ‘political’ at the Member’s option. The major examples are events sponsored by a Member on legislative or other governmental topics, such as town hall meetings and conferences; statements or releases issued by a Member on a legislative or other governmental issue; and activities relating to a race for a House leadership office. However, the Standards Committee has stated: ‘[O]nce the Member makes his determination [on whether an activity is to be official or political], he is bound by it. A single event cannot, for purposes of the House rules, be treated as both political and official.’”¹³³

B. Campaign Communications Consultant Provided Services to the Congressional Office

106. Representative McMorris Rodgers used the services of a communications consultant for her congressional office that may have been impermissibly paid with campaign funds.

107. Mr. O’Donnell is the president of a company that provides communication consulting services to Members of Congress, congressional committees, corporations, and similar entities.¹³⁴

United States Senate campaign in Washington State. Legislative Director Leave Requests (Exhibit 15 at 13-0906_0220-0224). It thus appears that Representative McMorris Rodgers’ congressional office may have funded travel related to Legislative Director’s campaign work rather than official duties.

¹³¹ 2 U.S.C. § 59e(d).

¹³² House Rule 24, clause 2.

¹³³ House Ethics Manual at 178-79.

¹³⁴ Mr. O’Donnell MOI (Exhibit 9 at 13-0906_0090).

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108. According to Mr. O'Donnell, Former Communications Director contacted him around March 2012 and asked if he could provide communications consulting services to Representative McMorris Rodgers through her congressional office.¹³⁵
109. Mr. O'Donnell met with Representative McMorris Rodgers and Chief of Staff before he was hired to discuss the services that he was expected to provide, which included assessing Representative McMorris Rodgers' communication skills, preparing her for media appearances, and helping Former Communications Director and Press Secretary with their communications duties for the congressional office.¹³⁶
110. Mr. O'Donnell began working for Representative McMorris Rodgers in April 2012.¹³⁷ He described his services as being provided to Representative McMorris Rodgers in her capacity as a Member of Congress and member of the Republican leadership. He told the OCE that at that time he was not providing services to her congressional campaign or to her in her capacity as a candidate for office.¹³⁸
111. Mr. O'Donnell told the OCE that he had no discussions about providing debate preparation services for Representative McMorris Rodgers until October 2012 when he was asked to attend a debate preparation session.¹³⁹ He said this was the first instance when he was asked to provide campaign services.¹⁴⁰
112. Mr. O'Donnell attended one debate preparation session in October 2012 in person and he attended additional debate preparation sessions over the telephone in advance of the 2012 election.¹⁴¹
113. Mr. O'Donnell also assisted Representative McMorris Rodgers with her race for Republican Conference Chair in September and October of 2012. He said these services were not for her congressional campaign.¹⁴²
114. In December 2012, Mr. O'Donnell assisted Representative McMorris Rodgers with her transition to Conference Chair, including interviewing candidates for a communications director position for the House Republican Conference.¹⁴³ He was also responsible for

¹³⁵ *Id.*

¹³⁶ *Id.* at 13-0906_0091.

¹³⁷ *Id.*

¹³⁸ *Id.*

¹³⁹ *Id.* at 13-0906_0092.

¹⁴⁰ *Id.*

¹⁴¹ *Id.*

¹⁴² *Id.* at 13-0906_0093.

¹⁴³ *Id.*

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preparing Representative McMorris Rodgers for various interviews and television appearances.¹⁴⁴

115. The preparation sessions occurred in congressional offices, on the phone, and at television studios.¹⁴⁵

116. Press Secretary and Chief of Staff told the OCE that their participation in the preparation sessions in December was not for Representative McMorris Rodgers' campaign.¹⁴⁶

117. Mr. O'Donnell said that his services in December 2012 were definitely not for Representative McMorris Rodgers' campaign because it was December and past the election.¹⁴⁷

118. According to Mr. O'Donnell, reports filed with the Federal Election Commission, and a schedule of payments for Mr. O'Donnell, the sources of his compensation varied in 2012.¹⁴⁸

Entity	Apr. 2012	May. 2012	Jun. 2012	Jul. 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012
Cathy for Congress								\$ 2,497.80	\$ 2,000.00
CMR PAC	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00		
Conference									
Personal Office									
Entity	Jan. 2013	Feb. 2013	Mar. 2013	Apr. 2013	May. 2013	Jun. 2013	Jul. 2013	Aug. 2013	Sept. 2013
Cathy for Congress									
CMR PAC					\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	
Conference	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 6,400.00	\$ 4,000.00	\$ 4,000.00	\$ 2,800.00	\$ 2,500.00	\$ 2,500.00
Personal Office	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00						

119. From April to September 2012, when Mr. O'Donnell said that he was assisting the Member in her capacity as Congresswoman and member of the Republican leadership, he was paid by Representative McMorris Rodgers' leadership PAC, CMR PAC.¹⁴⁹

120. Mr. O'Donnell said that he has never been paid by the leadership PACs of other congressional clients and is usually paid from their MRAs or campaign committees.¹⁵⁰

¹⁴⁴ *Id.* at 13-0906_0094.

¹⁴⁵ *Id.*

¹⁴⁶ Press Secretary MOI (Exhibit 6 at 13-0906_0063).

¹⁴⁷ Mr. O'Donnell MOI (Exhibit 9 at 13-0906_0095).

¹⁴⁸ Payment Calendar for Mr. O'Donnell (Exhibit 32 at 13-0906_0340); Itemized Disbursements to O'Donnell & Associates, excerpts from 2012 FEC Reports of CMR Political Action Committee (Exhibit 33 at 13-0906_0342-0345); Excerpts from 2012 FEC Reports of Cathy McMorris Rodgers for Congress (Exhibit 34 at 13-0906_0347).

¹⁴⁹ Mr. O'Donnell MOI (Exhibit 9 at 13-0906_0095-0096).

¹⁵⁰ *Id.* at 13-0906_0091).

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121. During December 2012, when Mr. O'Donnell provided services to the congressional office, he was paid by Representative McMorris Rodgers' principal campaign committee, Cathy McMorris Rodgers for Congress.¹⁵¹
122. Representative McMorris Rodgers told the OCE that she was aware that Mr. O'Donnell was paid by the campaign in December 2012, but she considered his job as both official and campaign.¹⁵²
123. Based on evidence before the OCE, there is substantial reason to believe that Mr. O'Donnell performed services for Representative McMorris Rodgers' congressional office, but was improperly paid with political funds in April, May, June, July, August, September, and December 2012.

IV. REPERESENTATIVE MCMORRIS RODGERS MAY HAVE IMPROPERLY COMBINED OFFICIAL AND CAMPAIGN RESOURCES FOR HER LEADERSHIP RACE

A. Laws, Regulations, Rules, and Standards of Conduct

124. *“As a general matter, a Member may use campaign funds to pay for activities in furtherance of a campaign for one of the House leadership offices However, when a particular activity related to a leadership race is supported with campaign resources, no official House resources may be devoted to that activity except to the extent noted above.”*¹⁵³
125. *The House Ethics Manual provides the following example: “A Member who is sending a mailing on a leadership race decides to pay the printing and mailing expenses with campaign funds. No official staff time or any other House resources may be used in furtherance of the mailing.”*¹⁵⁴

¹⁵¹ *Id.*; Email from Brett O'Donnell to Sue Carlin, attaching O'Donnell & Associates Invoice, dated November 2, 2012 (Exhibit 35 at 13-0906_0349); Email from Brett O'Donnell to Chief of Staff, attaching O'Donnell & Associates Invoice, dated December 12, 2012) (Exhibit 36 at 13-0906_0349-0353).

¹⁵² McMorris Rodgers MOI (Exhibit 4 at 13-0906_0043).

¹⁵³ House Ethics Manual at 161.

¹⁵⁴ *Id.*

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B. Official and Campaign Resources Combined for Particular Activity for Leadership Race

126. In 2012, Representative McMorris Rodgers ran for Chair of the House Republican Conference. For the campaign, her congressional staff and campaign staff jointly produced an information packet and video supporting her candidacy.¹⁵⁵
127. Representative McMorris Rodgers told the OCE that the packet and video were a “combined effort” of her campaign staff and congressional staff where Patrick Bell was the manager for her congressional office and Campaign Consultant was the manager for her congressional campaign.¹⁵⁶ Representative McMorris Rodgers received drafts, made recommendations and edits, and was responsible for final approval.¹⁵⁷
128. Campaign Consultant told the OCE that around September 2012, Mr. Bell and Chief of Staff asked him to prepare the packet and video for the leadership race.¹⁵⁸
129. Campaign Consultant said that Mr. Bell served as project manager.¹⁵⁹ Chief of Staff also worked on the project.¹⁶⁰
130. Mr. Bell was responsible for compiling the video, which was largely a collection of video clips.¹⁶¹ Chief of Staff was involved in editing and approving the project.¹⁶²
131. Press Secretary told the OCE that she assisted with creating and editing the packet at the request of Mr. Bell.¹⁶³ She recalled working on the project with Chief of Staff and

¹⁵⁵ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042). Cathy McMorris Rodgers for Chairman, House Republican Conference Packet (Exhibit 37 at 13-0906_0358-0365); Representative McMorris Rodgers Leadership Race Video (on file with OCE).

¹⁵⁶ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042). Campaign Consultant began working as an adviser to Representative McMorris Rodgers in her capacity as Chair of the House Republican Conference in December 2012. Memorandum of Interview of Representative McMorris Rodgers’ Campaign Consultant, October 23, 2013 (“Campaign Consultant MOI”) (Exhibit 38 at 13-0906_0372). Campaign Consultant stated that despite being removed from the Conference payroll effective July 2013, he continued and continues to provide services to the Conference on a frequent basis. *Id.* at 13-0906_0374. Specifically, Campaign Consultant stated that he continues to travel to Washington, DC to work for the Conference for approximately ten days each month, and that he communicates with Conference staff via email and telephone multiple times per week and advises the communications staff on communications goals. *Id.* Campaign Consultant stated that he is not receiving any payments or reimbursements for his services to the Conference or for his expenses related to those services, including the expenses for his travel from Washington State to Washington, DC on a monthly basis, but that he would like to be paid for those services. *Id.*

¹⁵⁷ McMorris Rodgers MOI (Exhibit 4 at 13-0906_0042).

¹⁵⁸ Campaign Consultant MOI (Exhibit 38 at 13-0906_0369).

¹⁵⁹ *Id.*

¹⁶⁰ *Id.*

¹⁶¹ *Id.*

¹⁶² *Id.*

¹⁶³ Press Secretary MOI (Exhibit 6 at 13-0906_0062).

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Legislative Director.¹⁶⁴ She also recalled working with Campaign Consultant and the campaign fundraiser.¹⁶⁵ Press Secretary also provided video clips to include in the video and advised on what clips should be included.¹⁶⁶

132. Former Communications Director said that Mr. Bell asked him and Press Secretary to review video clips and select excerpts.¹⁶⁷ Former Communications Director estimated that reviewing the video clips required two hours of his time plus two hours of Press Secretary's time.¹⁶⁸ Former Communications Director spent approximately two hours editing the packet.¹⁶⁹
133. The Board notes that the activities of the congressional staff exceeded simply providing copies of published materials to the campaign staff. The congressional staff managed the project and spent significant time editing materials to produce a new mailing and video.
134. The packet was copied and mailed using funds from Representative McMorris Rodgers' campaign committee.¹⁷⁰ The campaign committee also paid the expenses for the video production.¹⁷¹
135. Chief of Staff said that he consulted the Committee on Ethics on how to pay for mailing the packet and he was referred to Committee on House Administration.¹⁷² He told the OCE that House Administration advised that the packet be sent with campaign resources.¹⁷³ Chief of Staff did not receive any advice on combining official and political resources for the video and packet.¹⁷⁴
136. Based on the information before the OCE, there is substantial reason to believe that official and campaign resources were combined improperly to produce and send the video and packet for Representative McMorris Rodgers' leadership race in violation of House standards of conduct.

¹⁶⁴ *Id.*

¹⁶⁵ *Id.*

¹⁶⁶ *Id.*

¹⁶⁷ Former Communications Director MOI (Exhibit 7 at 13-0906_0077).

¹⁶⁸ *Id.* at 13-0906_0077-78.

¹⁶⁹ *Id.*

¹⁷⁰ Campaign Consultant MOI (Exhibit 38 at 13-0906_0370).

¹⁷¹ *Id.* at 13-0906_0371; Polis Political Services, Inc. Invoice for Cathy McMorris Rodgers for Congress, October 31, 2012 (Exhibit 39 at 13-0906_0377); Itemized Disbursements for Polis Political Services, excerpt of Cathy McMorris Rodgers for Congress 2012 FEC Reports (Exhibit 40 at 13-0906_0379); Mortimore Productions, Inc. Invoice for Cathy McMorris Rodgers for Congress (Exhibit 41 at 13-0906_0381-0382); Itemized Disbursements for Mortimore Productions, Inc., excerpt of Cathy McMorris Rodgers for Congress 2012 FEC Reports (Exhibit 42 at 13-0906_0384).

¹⁷² Chief of Staff MOI (Exhibit 5 at 13-0906_0053). *See* Email from Kelle Strickland to Mildred Webber, dated November 3, 2012 (Exhibit 43 at 13-0906_0386-388); Email from Legislative Director to Chief of Staff, dated November 5, 2012 (Exhibit 44 at 13-0906_0390).

¹⁷³ Chief of Staff MOI (Exhibit 5 at 13-0906_0053).

¹⁷⁴ *Id.*

V. PATRICK BELL AND BRETT O'DONNELL REFUSED TO COOPERATE WITH THE OCE

137. Patrick Bell is the former Director of New Media for Representative McMorris Rodgers' congressional office. In 2010 and 2012, he allegedly traveled to Spokane, Washington to perform campaign activities on official time. He also allegedly combined efforts with campaign staff to produce a packet and video for Representative McMorris Rodgers' leadership race.
138. The OCE requested information from Mr. Bell to determine whether he improperly used official resources for campaign activity and for the leadership race.
139. Mr. Bell refused to cooperate with the OCE.
140. Brett O'Donnell is a communications consultant for Representative McMorris Rodgers' and the House Republican Conference. In 2012, he received campaign funds to perform work for Representative McMorris Rodgers' congressional office.
141. The OCE requested information from Mr. O'Donnell to determine whether Representative McMorris Rodgers improperly paid him with campaign funds. Mr. O'Donnell interviewed with the OCE and produced documents, but refused to certify that he provided a complete response to the Request for Information.
142. By refusing to provide a Request for Information Certification, Mr. O'Donnell did not cooperate fully with the OCE.

VI. CONCLUSION

143. Representative McMorris Rodgers' congressional staff prepared her for campaign debates, drafted campaign speeches, traveled to her district for campaign events, and attended the RNC. Based on the information available to the OCE, there is substantial reason to believe Representative McMorris Rodgers' congressional staff performed these campaign activities using official resources.
144. Representative McMorris Rodgers used political funds to pay for: (1) a communications consultant to perform work for her congressional office; and (2) a packet and video for her House leadership race that were produced in concert with her congressional staff.
145. The Board recommends that the Committee on Ethics further review the allegations concerning use of official resources for campaign activities because there is substantial reason to believe that Representative McMorris Rodgers used congressional funds, staff, and offices for campaign activities.
146. The Board recommends that the Committee on Ethics further review the allegation concerning use of political committee funds to pay for official expenses because there is

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substantial reason to believe that Representative McMorris Rodgers used a campaign media consultant to perform official duties.

147. The Board recommends that the Committee on Ethics further review the allegation concerning the campaign for a House leadership office because there is substantial reason to believe that Representative McMorris Rodgers improperly combined congressional resources and campaign resources to produce a packet and video for her leadership race.

**VII. INFORMATION THE OCE WAS UNABLE TO OBTAIN AND
RECOMMENDATIONS FOR THE ISSUANCE OF SUBPOENAS**

148. By declining to provide documentary and testimonial information in response to the OCE's Request for Information, Patrick Bell did not cooperate with the OCE's review.

149. By declining to provide a Request for Information Certification, as required under OCE Rule 4(A)(2), Brett O'Donnell did not cooperate with the OCE's review.

150. The Board recommends the issuance of a subpoena to Patrick Bell and Brett O'Donnell.

EXHIBIT 1



Shaughnessy Murphy [redacted]@gmail.com>

Debate Items--Please Review

3 messages

jeremy deutsch <[redacted]@aol.com> Fri, Oct 5, 2012 at 9:49 AM
To: Todd Weiner <[redacted]@hotmail.com>, Brett ODonnell <[redacted]@odacommunications.com>, Dawn Sugasa <[redacted]@gmail.com>, Stan Shore <[redacted]@politicalservices.org>, Riva Litman <[redacted]@gmail.com>, Shaughnessy Murphy <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>

Good Morning:

Attached to this email please find a memo on the upcoming debate along with a debate agenda and other supporting documentation. Please start reading the memo and agenda as it sets the stage for the upcoming week. I look forward to discussing in further detail and our debate prep today, this weekend and in the district. I am meeting cmr at 10:30 for our Whip Conference Call and should be back in office around 12 or so. Thank you,
Jeremy

5 attachments

- Debate Agenda.docx
58K
- memo.docx
112K
- General Election Q and A--CMR.doc
55K
- 10-1-12 PB Cowan Research.docx.docx
49K
- 10 Questions.docx
143K

Shaughnessy Murphy <[redacted]@gmail.com> Fri, Oct 5, 2012 at 10:50 AM
To: jeremy deutsch <[redacted]@aol.com>

Are we positive the ksp's debate is at 11:00 am?
[Quoted text hidden]

Dawn Sugasa <dmsugasa@gmail.com> Fri, Oct 5, 2012 at 11:52 AM
To: jeremy deutsch <[redacted]@aol.com>, Todd Weiner <[redacted]@hotmail.com>, Brett ODonnell <[redacted]@odacommunications.com>, Stan Shore <[redacted]@politicalservices.org>, Riva Litman <[redacted]@gmail.com>, Shaughnessy Murphy <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>

Here's the location for Monday's debate prep:

Potlatch Conference Room
601 West First Ave., Suite 1600
Spokane, Washington 99201

I reserved it from 2-6 pm. They're entire executive team is out of town next week so it will be really quiet. I will meet you guys over there and make sure you get in okay.

Let me know if you need anything else.
Thanks,

Dawn
{Quoted text hidden}

Debate Agenda
Friday, October 5th-Tuesday, October 7th

Friday, October 5th, Debate Prep (2:00-3:30)

- 2:00-3:00 Practice Q&A
- 3:00-3:30 Practice Opening and Closing Statements
- Call-in 877-680-████ code: █████

Sunday, October 5th, Debate Prep (3:30-5:30)

- 3:30-4:30 Mock Debate I
- 4:30-5:30 Mock Debate II
- Call-in 877-680-████ code: █████

Monday, October 6th Debate Prep (2:00-5:30)

- 2:00-3:00 Mock Debate III
- 3:00-3:30 Debate critique
- 4:00-5:00 Mock Debate IV
- 5:00-5:30 Debate critique

Tuesday, October 7th Debate Prep/Debate

- 9:00-9:30 Warm-up
- 9:30 Depart for Studio
- 10:00-11:00 Make-up
- 11:00-12:00 Debate

TO: Todd Winer, Patrick Bell, Brett O'Donnel, Shaughenssy Murphy,
Riva Litman, Stan Shore

FROM: Jeremy Deutsch

DATE: October 4, 2012

RE: Debate Prep and the Week Ahead

As you all know, next week is a very critical week and we must do everything we can to make certain CMR is well prepared for her debates. I wanted to take this opportunity to review a few items and properly set staff expectations.

Attached to this memo please find the following:

- Draft debate agenda for the next couple of days. The agenda gives ample time for practice and also four mock debates. Let me know if you have any thoughts or feedback.
- Research document that Patrick developed. The documentation is very thorough and covers Cowan's major messaging themes, statements and other documentation. Please take time to review.
- Proposed panel questions Todd crafted
- Q&A from the Spokesman
- Opening and closing statements articulating CMR's great accomplishments while also anticipating what Cowan will say about CMR in his statements.

Action items:

- Develop draft answers for the questions Todd drafted. What questions and answers are we missing?
- Create a list of factoids that we can anticipate Cowan will hit us on (consult the first page of Patrick's document—Cowan's Major Messaging Themes).
 - For example, our opponent has spent the last two weeks saying we are not home—so what is the answer? How often are we home?
 - Cowan is the only candidate who has created jobs—he is not a career politician. How many jobs bills have we co-sponsored? How many millions of jobs would that have created? What about our bills we sponsored and passed the House? How many jobs would

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be created if signed into law?

- o CMR has cut funding to military and veterans. How have we helped Military and our veterans?
- o Cowan will say we cut Medicare and want to privatize Social Security.
- o CMR is the pocket of Big Business and Wall Street—just look at her contributions. How many individual donors do we have? How much money comes from the district? State? And DC? Dawn can help us with this question.

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Prep Questions/Briefings
CMR

Main Messages

Top Line Message: I'll fight for the people of Eastern Washington.

Main Attack:

My opponent says that he created jobs, but he did it at the expense of every other job creator in this state by getting a bill passed that helped his own business that had to be paid for by every other business. We don't need more politicians in Washington who cater to special interests or who take care of themselves. I'll fight for the people of Eastern Washington

My opponent brought Hollywood values to Eastern Washington. I'll fight for Eastern Washington and I've been taking those values to Washington.

Q and A

Q: Your opponent says you're running a content free campaign and that you've never created jobs?

A: I've been fighting in Washington to create jobs and turn our economy around. To the thousands of people that wake up every morning without a job, that matters. My opponent says he knows how to create jobs, but what he really knows how to do is bring Hollywood values to Eastern Washington and get a special deal for his business. The problem is that every business should have the same opportunity to create jobs--not just the ones he picks. I'll fight for all businesses and won't let the government pick winners and losers or cater to special interests--that's what's wrong with Washington, DC.

Q: What makes you a better candidate than Cowan in the general election?

A: I grew up here in Eastern Washington. Worked on my parents farm and was raised on Eastern Washington values. I know the value of hard work and know what it takes to create jobs and turn our economy around. That's what I've been fighting for in Washington and I'll keep fighting everyday for the people of Eastern Washington. My opponent fought for Hollywood values and has fought for special interests. That's not what we need in Washington.

Q: Why won't you debate your opponent more? Don't the people of Connecticut deserve more debates?

A: We're here debating today and we'll debate one more time. What's important is that we listen to the people of Eastern Washington and that's what I've spent my time doing. I have spent my time listening to the people of Eastern Washington. Listening to their stories about how the economy has hurt them, their businesses and their lives. It's important that we listen to people and that's what I've been doing.

Q: You were against the Buffet plan and for extending all of the Bush tax cuts. Shouldn't the rich have to pay more?

A: As president Obama said, we can't afford to raise taxes on anyone, including job creators in this economy. We need to extend all of the current tax rates to keep from going over the fiscal cliff, having the largest tax increase in American history and killing American jobs. And we have to avoid sequestration that threatens our national security and jobs right here in Washington. The Buffet plan was an election year gimmick that only would have funded the government for 17 hours.

Q: Your party's nominee said that 47% of Americans don't contribute to our country and are victims that are dependent on the government. Do you agree with that?

A: Of course we need a safety net for those who can't take care of themselves. But we also need to work to create opportunities for all Americans, and it's not government that creates those jobs, it's the private market. The numbers of Americans on food stamps and other government programs is staggering. Americans are suffering in this economy. We need to get government out of the way and help job creators create millions of good paying jobs that will help all Americans.

Q: With your party in control of the House, why do you believe that the farm bill did not pass?

A: I enjoy good communication with farmers in my district and with state and national farm organizations. The farmers, farm organizations and myself are more than frustrated that Congress has adjourned without finding a solution to pass a reformed farm bill. Farmers and all Americans who consume farm products have every right to be concerned by Washington's inaction. This is just another illustration of the broken ways of Washington.

The farm bill as currently written fails to reform a problematic budget program. It fails to provide farmers with the certainty they need to sign contracts and prepare for next year's growing season. We need a farm bill that provides for a safe, reliable food supply. I am committed to supporting a solid, reform-minded farm bill that reflects what consumers and farmers need.

Q: What have you done to ensure that a farm bill is passed? Doesn't your failure to get even a vote for the farm bill prove that you've become part of Washington and the elites of the Republican leadership?

A: Unfortunately, since I do not sit on the Agriculture Committee, the best thing I can do is work with Leadership, my colleagues who sit on the Committee and continue to work with state and local farmers to see to it their interests are met.

Q: Don't you think that responsibly ending the Wars in Iraq and Afghanistan is a good thing?

A: Of course, if we were ending the war responsibly. But that is not the case. All Americans are weary of war, but we should never forget that the plot to kill Americans was hatched in the mountains of Afghanistan. While our soldiers are dying, it is my belief that President Obama is playing politics with our troops. I disagreed with announcing a date certain for withdrawal. But we need to end the war in Afghanistan responsibly and make sure our troops are protected as we come home.

Q: Do you believe that the United States should go to war with Iran? Syria?

A: No rational human being craves war. War is terrible and only an option of last resort. However, you should never take a military option off the table because you come to negotiations already weaker. If the fear of the U.S. military is off the table, then these countries will continue to believe they can get away with anything. We need to protect our ally Israel and Iran can never be allowed to have a nuclear weapon. We should never put troops in harms way unless there is a vital US national interest and there is a clear mission. I am not convinced that exists yet in Syria.

Q: What in your view should be the United States policy toward China? Russia? North Korea?

Bottom line, an economically and militarily strong United States is the best policy. If we are successful on those two fronts, we will be successful against China, Russia, and North Korea.

Q: Why do you continue to push for these tax cuts which simply add to the debt and provide taxes for the wealthiest individuals? Shouldn't the rich pay more?

A: I want a pro-growth economy. I want to create an environment to allow for job creation. Increasing taxes does not create jobs. It kills them. I will continue to fight for lower taxes. We do not have a revenue problem, we have a spending problem. We can't afford to raise anyone's taxes in this economy, not on job creators or on the middle class.

Q: You voted for the Ryan Budget. Do you believe we should turn Medicare into a voucher system?

A: Let me be clear, no one 55 or older will have their benefits touched. This is election year scare tactics meant to scare seniors into thinking we want to take their benefits away.

The truth is that we have to come together to save Medicare and Social Security. And it was my opponent's party that voted to take 716 Billion away from Medicare.

Lilly Ledbetter/Equal Pay/War on Women

Points to Make

- I come from a family with a long history of women working both in and out of the home.
- Equal pay for equal work is the law and I fully support it. There should be no difference in pay between a man and a woman performing the same job.
- This wasn't about ending pay inequality, it was a partisan stunt to line the pockets of trial lawyers.
- In 2009 the President Obama told us that the Lilly Ledbetter Act would ensure equal pay for equal work. It's 3 years later and the wage gap isn't any better.
- It's just one more example of a President and Senate majority that values style over substance.

Key Facts

- On average, women work fewer hours than men with many preferring part-time work. (Kay, Hymowitz, Wall Street Journal, April 26, 2012, http://online.wsj.com/article/SB10001424052702303592404577361883019414296.html?mod=googlenews_wsj)
- The Democrats are substantially exaggerating the wage disparity by using data that fails to compare men and women working in similar positions. The real wage gap is around 5%. (Natalia A. Kolesnikova and Yang Liu October, Federal Reserve Bank of St. Louis, October 2011, <http://www.stlouisfed.org/publications/re/articles/?id=2160>)
- Almost all, if not all of the wage gap is a product of factors unrelated to workplace discrimination. (<http://www.consad.com/content/reports/Gender%20Wage%20Gap%20Final%20Report.pdf>)

Responses to Expected Attacks

Women are at a disadvantage under the policies of CMR

- According to the Department of Labor the actual wage gap is around 5%.

- Any wage gap is a problem and worth fighting, but like the rest of the phony "war on women" this is an issue where the Democrats have distorted the facts to suit their political purposes.
- The Democrats cherry-picked numbers that don't account for differences in part-time and full-time work, different job responsibilities, or even the number of hours worked. Multiple economists and fact-checking sites have called them out on these numbers yet they continue to use them.

What specifically would you do to fight gender discrimination in the workplace?

- We've made significant progress toward wage equality and I'm convinced that the small remaining gap can be bridged by enforcing the laws we already have. In the final two years of the Bush Administration, the EEOC filed 18 gender-based workplace discrimination lawsuits. In the first 3 years of the Obama administration, the EEOC only file 6.

Taxes

Points to Make

- I support extending the 2001 and 2003 tax cuts in their entirety.
- In addition to extending the tax cuts, we need a simplified tax code that the average people can understand without hiring a CPA. By the IRS's own calculations, each year Americans spend more than 6 billion hours preparing their tax returns.
- There are several reasons the President and our current senators are wrong to play class warfare in an effort to raise taxes.
 - o First, this is the wrong time to raise taxes on anyone. Our number one priority should be job creation and the worst thing we can do right now is take money out of the hands of job creators when the economy is already historically weak. This is just one more example of the failed economic policies of Obama.
 - o Second, the President is wrong to claim that their plan only taxes the rich. Economists estimate that nearly half of all small businesses would see their taxes increase. We aren't talking about the rich. We're talking about small business owners trying to grow their business and create jobs.
 - o Third, their plan is an election year gimmick that won't address the real problem - spending. In 2001, we were projected to run a \$5.6 trillion surplus over the next ten year. Instead, we ended up running a \$6.1 trillion deficit. If you take a close look at the recent Congressional Budget Office Report, you'll find that only around 4% of that turnaround was a result of the Bush tax cuts that Obama wants to repeal. President Obama added nearly double that amount to the debt just by passing the stimulus bill.

Key Facts

- Each year Americans spend more than 6 billion hours completing their tax returns. Nina Olsen, IRS taxpayer advocate, January 5, 2011 (<http://www.nytimes.com/2011/01/06/business/economy/06tax.html>)
- Obama's plan would increase taxes on nearly half of all US small businesses. Kevin Hassert, Senior Fellow at the AIE, Wall Street Journal, Sept 3, 2010 (<http://online.wsj.com/article/SB10001424052748703959704575454061524326290.html>)
- Only 4% of the budget turnaround of the last 10 years was due to the Bush tax cuts on those making \$250,000 or more. Rob Portman (citing the June CBO report), July 12, 2012 (<http://thehill.com/blogs/on-the-money/domestic-taxes/237685-portman-bush-tax-cuts-played-small-role-in-rising-deficits>)

Regulations

Points to Make

- Businesses are being crushed beneath the weight of regulations.
- Any plan to grow the economy and create jobs must include freeing our business from the burden of overregulation. One independent study found that eliminating just 5% of our regulatory budget would increase 1.2 million jobs per year. On average, eliminating the job of a single regulator creates 100 jobs and grows the economy by more than \$6 million.
- We should start by repealing Dodd-Frank, repealing the President's health care law, and increasing Congressional oversight of the EPA.
- President Obama and his allies have been willing to regulate every corner of our economy. They've dramatically expanded environmental, energy, financial, and health care regulations.
- For example, the EPA passed a rule that experts estimate will close more than 30 power plants, drive up the cost of electricity, and eliminate more than 180,000 jobs per year.

Key Facts

- Cutting 5% of the regulatory budget would create 1.2 million new jobs. PHOENIX CENTER POLICY BULLETIN NO. 28, April 2011, (<http://www.phoenix-center.org/PolicyBulletin/PCPB28Final.pdf>)
- MACT will shut down 32 power plants. Associated Press, December 20, 2011 ("Power Plant Closures to Cost U.S. Town Jobs, Taxes")
- MACT will cost 183,000 jobs annually. National Economic Research Associates, September 2011, ([Potential Impacts of EPA Air, Coal Combustion Residuals, and Cooling Water Regulations](#))

Cowan's Major Messaging Themes

- Rich will represent the interests of this Washington in Congress. Cathy represent the interests of the other Washington.
- Rich was the CEO of North by Northwest, and is the only candidate that has experience creating family-wage jobs.
- Rich wants to protect Medicare, Social Security, and veterans benefits that have been *earned* by beneficiaries (i.e. not "entitlements.") Cathy wants to cut away the safety net programs.
- Where is Cathy? Rich has been participating in campaign forums all summer, and meeting voters in all corners of the district. Cathy spends her time helping re-elect a broken Congress.
- Rich will put Eastern Washington first, and work to find bi-partisan solutions to the issues voters care about. Cathy is more focused on scoring political points, advancing a partisan agenda, and puts her party first.
- Rich will not become beholden to party leaders like Cathy has in D.C.
- Rich wants to end tax policies that incentivize companies to export jobs. He supports lowering the corporate income tax rate by 20% (or half) for companies who create and keep jobs in the U.S.
- Rich believes focusing on infrastructure and education are the keys to job creation.
- Rich wants to put aside the partisan bickering, and return to the cooperative approach of Speaker Tom Foley.
- Rich believes Cathy has done nothing significant to benefit the district over the last 8 years.
- Cathy is trying to buy this election, and has spent much more on TV than in past years -- only to come up shorter in the primary than 2010 (when she ran no TV ads).
- Rich will rely on his experience and record of bringing a new industry to the region to create and keep jobs here.
- Rich's values are ensuring civil rights, equal pay, reproductive rights, and marriage equality.

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Cowan's Positions on the Issues

Source: *RichCowanForCongress.com*, accessed 10/2/12

Jobs and the Economy

As a business owner who actually has done the hard work of building a company and creating jobs in Eastern Washington, I understand what a small business owner needs to deliver sustainable, high-paying jobs in our community. Immediately, we need to strengthen the energy, aerospace, healthcare, and agricultural sectors to be competitive. Aren't you tired of the bickering politicians and the obstructionist partisan leadership in Washington?

Training a World-Class Workforce

In order to create jobs and build the local economy here in Eastern Washington, we need schools equipped to prepare our children and grandchildren for 21st Century jobs. From our great local public schools, to our community colleges, to our world class universities, I will fight to get our schools the resources needed to train tomorrow's workers and entrepreneurial innovators.

Military Families and Veterans

At a time when we are asking more of our military and their families than ever before, it is shameful that partisan leaders in the House of Representatives continue to cut funding for military families and even veterans. It's wrong to undervalue our service men and women as they and their families have risked so much for our safety. As your representative, I will be a tireless advocate for Fairchild Air Force Base, VA facilities, and our region's proud community of military families and veterans.

Infrastructure and Conservation

A strong infrastructure is vital to building the economy in Eastern Washington. We need to ensure that bridges, roads and rail we use to get people to work and to get our goods to market are strong and secure. At the same time we need to be good stewards of our God-given infrastructure by protecting open space and ensure real accountability for polluters who jeopardize our clean air and water.

Agriculture

Agriculture is a critical piece of our economy in Eastern Washington and part of fighting to restore our local economy is making sure that our farmers receive the support they need. From fighting for our farmers' water rights to improving infrastructure to opening up trade with foreign markets for our agricultural goods, we need to protect farmers and the farming way of life in Eastern Washington.

Tax Fairness

As working middle-class families are struggling in Eastern Washington, Congress is spending its time handing out more tax breaks to the rich and big corporations which move our American jobs overseas. As a small business owner, I know that a fair and predictable tax code is important to job creation, and we need a system

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that rewards hard work and entrepreneurship, not corporate welfare and political access.

Medicare and Seniors

Unlike our current member of Congress who voted for the Ryan plan to end Medicare as we know it – slashing or ending benefits for millions of Americans – I will stand by Medicare, strengthen Social Security and keep our promises to Eastern Washington seniors.

Primary Sources

October 2, 2012 -- Congressional candidate Rich Cowan visits Tri-Cities (KVEW)

A Spokane business owner running for Congress says he plans to put partisan bickering aside and bring representatives together if elected.

Democrat Rich Cowan is running for Washington's 5th district against Cathy McMorris Rodgers.

He visited the Tri-Cities today to speak with residents about issues in the Mid-Columbia.

Cowan says his top priorities are creating jobs, standing by Medicare and supporting farmers who contribute to our region's agricultural industry.

"Congress right now has an approval rating of 10%. It's broken. It's not working. And we need people in there that can bring people together and get the job done" said Cowan.

Cathy McMorris Rodgers has served as the 5th district representative in Washington since 2005.

Cowan says he's been going door to door and visiting with people across the district to gain support.

October 2, 2012 -- Rich Cowan Campaigning to Take the 5th District U.S. Congressional Seat

KENNEWICK, Wash.-- The race for the 5th District U.S. Congressional seat is on and Rich Cowan wants to unseat the longtime incumbent Cathy McMorris Rodgers.

Cowan is running as a Democrat and says he takes on many moderate stances on issues.

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The biggest point he's pressing is job creation and education. He wants to work to develop more high tech job training in our state. He also believes Congress needs to get the Farm Bill passed. And he says he's against the Paul Ryan budget plan and its proposed changes to Medicare.

"Our congress is broken, absolutely broken. I'm a bipartisan kind of person. I'm a moderate. We need to come together and do what's right for people of this district and of this country and that's my value," says Rich Cowan.

The 5th Congressional District covers much of Eastern Washington, including Walla Walla. Cowan says he enjoys his visits to Walla Walla and plans to come back more often to represent that part of the district.

August 8, 2012 -- Cowan on KHQ (MORNING SHOW)

Interviewer: Talk about the overall percent of vote right now. Cathy McMorris Rodgers with 53% you with 34%. You have three months, How do you close that gap?

Cowan: Well first of all, we haven't done any advertising yet. My opponent has done quite a bit, as you can probably tell during the Olympics, and things like that. So we start an advertising program, and do a lot of door belling, and just a lot of work. But we're absolutely going to close that gap.

Interviewer: She has name recognition in the community and nationally, how do you battle that, and get your name out there to even the playing field?

Cowan: Well, we have name recognition as well. I've started this company North by Northwest 22 years ago. Brought a lot of jobs here. And that is really the #1 issue for this area, is jobs, with pension and health care.

Interviewer: What would you differently?

Cowan: Be engaged here, be a part of this Washington, not the other Washington. Represent all of us. Right now, the representation is not spread around to all of our people.

Interviewer: So you feel she needs to spend more time in the community?

Cowan: I would live here. I would be part of our community, and be part of all us, and represent all of us, and really be part of our community.

Interviewer: What are you hearing going door to door? What do they want from you if you're elected?

Cowan: They want me engaged here. And they want jobs. And good family-wage jobs. That really is the key right now. I've proven that, I've done that, I have a record of doing that. The other thing is they want myself and her to be in debates. People are asking that all the time. And we would like to do ten debates, one in every county. And really go over the issues. The people deserve to hear from both candidates and really what contrasts the two of us.

Interviewer: Over the next three months, what will you be doing?

Cowan: 7 days per week, 16 hours of a day, but I'm used to that for the last 22 years at North by Northwest. It's a lot of work, but it's a lot of fun. Going around the district is great, you know listening to people. We're having a great time, actually.

August 8, 2012 News Clip on KHQ (MORNING SHOW)

Cowan: I come from business, and I'm a job creator. And that really is the biggest thing right now is jobs. We need jobs. We need family-wage jobs. And I have that experience and background, creating these jobs.

August 7, 2012 on KXLY (PRIMARY NIGHT)

Interviewer: You're trailing Cathy McMorris Rodgers, 54% to 35%. But you're actually thrilled with those numbers.

Cowan: Very happy. We haven't started advertising yet. My opponent, she has been up with TV for several weeks now, quite a bit of TV as well. Once we get mine up, we'll be doing well.

Interviewer: Take a moment to introduce yourself.

Well, I was the CEO of North by Northwest for 22 years, and this is about jobs. I helped create family-wage jobs, and want to take that passion for job creation to Congress.

Interviewer: How specifically do you think you could create jobs in Eastern Washington?

Cowan: Creating jobs is a team effort. We have to lower the corporate tax income rate. And really encourage job creation. Work on infrastructure and education. And those are the really big things.

Interviewer: You said you wanted 10 debates. That's ambitious. Why?

Cowan: Yes. It's important that people here in the district learn about both of us, what we stand for, what our values are -- so they can have a very informed decision when they vote.

Interviewer: You've also talked about Medicare and Social Security.

Cowan: These aren't entitlements. These are benefits people have earned. We deserve to fulfill those requirements.

Interviewer: Traditionally, Eastern Washington has been a Republican dominated area. How, as a Democrat, do you think you can change that?

Cowan: Well the district has changed quite a bit. We've lost Okanogan Counties, and Adams Counties. And really it's getting a lot more even now ... Remember we had Tom Foley here for quite a while.

Interviewer: Lastly, you've said we need to work together to end the partisan bickering...

Cowan: We need to end the partisan bickering. Right now, what's going on is, people are making decisions that are best for their party. We need to make the decisions what is best for us, for our Washington, not the other Washington.

August 7, 2012 (YouTube.com / PRIMARY NIGHT)

Question: (?) How do you feel right now?

Cowan: Oh my gosh. We are absolutely thrilled right now. She spent almost half a million dollars, and did 10 points worse than she did two years ago, where she spent no money at all. We have momentum. We're going to win this race.

Question: Why do you think you got the support you did?

Cowan: Well, you know everybody is coming together. We have so many volunteers, we have great staff. And we have great message points. I mean, you got to look at what she has done. She has basically done nothing for our district over the last 8 years. I'm a job creator; I mean, I started a company that has brought jobs here. Real jobs--not some theoretical concept. I'm advocating preservation of Medicare and Social Security; these are big issues for this district.

July 17, 2012 -- Cowan Says This Election About Jobs (KLEW TV)

CLARKSTON, WA - Local residents and constituents gathered at a Clarkston church Saturday for a candidate forum of those running for local, state and federal offices.

The most anticipated political showdown was that of incumbent U.S. Representative Republican Cathy McMorris Rodgers and her Democratic challenger Rich Cowan. McMorris Rodgers is a four-time incumbent and Cowan was, until recently, the CEO of the Spokane-based production company, North by Northwest but stepped down when he decided to run for Congress. They're both running for Washington's Fifth Congressional District and Cowan said it's been a busy election season for him so far.

"I mean it's been incredible," said Cowan. "I've been up and down the whole district, and meeting so many great people. We have a wonderful district here, great people. This is about jobs. The average salary here is well below the national average. We've got to get that up and we've got to get more people working."

Representative McMorris Rodgers was originally scheduled to appear at the forum, however she did not attend. According to her Facebook she was in the Chewelah area attending a parade.

July 15, 2012 - Panel Debate Rich Cowan vs. Randall Yearout (Clarkston)

Cowan (Opening Statement): The company I founded, NXNW has produced 45 feature films. Creating hundreds of sustainable, family-wage jobs, brought millions of dollars into Eastern Washington. We've created a brand new industry in this region. I love Eastern Washington. I believe in the promise of its people and the strengths of its values. But I also believe, to realize our wonderful potential, we need a representative who will fight for the interests of our region, who will be dedicated to getting something done and to actually help people, rather than just pushing some political agenda.

Today, Congress is broken. It has the lowest approval rating in history. Rather than solving problems, they are more interested in winning political points. Its focus is dedicated to protecting the interests of the other Washington, not our Washington.

We need to bring back the spirit of cooperation. We had that. That dedication to the American people that has been missing from our representation. We need to get past this partisan bickering, and start doing what's right for all of us. Your representative should be working for this Washington.

Now creating more jobs and keeping them here is my top priority. I am the only candidate with real-world business experience, and a history of actually creating jobs. I ran NXNW on the principles of good business. We stayed out of debt. We paid our workers family wages, and we put the success of the company above personal enrichment. We built for the long-term success, not short-term gain. Now these are the values our country needs right now. And those are the values I promise to bring to Congress.

Now I made a movie a few years ago called The Basket. Don't know if anyone remembers that or not. The main theme was "Together we shall fly." Today that is more true than ever. We need to come together and get down to solving our problems. Together we need to take on the issues that matter to Eastern Washington, like creating jobs, preserving Social Security and Medicare, and protecting Veterans' benefits.

Now I want to thank all of you for the opportunity to speak today. Forums like this define the choice that you have, and allow you to chose who you want to send to Congress. I thank you, and I would appreciate your vote.

...

Question: The EPA is absolutely out of control. It's demonstrated by their enforcement of the Clean Water Act. The outrageous and places around the country, the most recent being the Sacket Case in Northern Idaho, in which the Supreme Court voted 9-0 to not let the government take these people's place. (What would you do to rein it in?)

Cowan: We have a balance between the two. We do have one shot at this planet. Our infrastructure, our god-given infrastructure. So we need to do what we can to protect it. However, I agree with you that often times bureaucrats do go a little to far, and they don't always come up with common-sense solutions to our every day problems. Because they don't live here. And so, I agree that we need to have a sensible approach. But we do still need to have the fundamental value of preserving our god-given infrastructure. And I think you would agree with that Sir.

...

Question: If you have the opportunity, are you going to vote to repeal ObamaCare?

Cowan: No. I believe in the Affordable Care Act. There are many provisions of that Act that are provisions we all agree with. For example, preexisting conditions go away. Women will no longer have to pay more than men for health care. We can have our young people up to the age of 26 on our health care plans. Those are good things that most of us agree on, for the most part. So I do agree with the Affordable Health Care Act, and what we can do. I do believe we can make it

better. It's not a perfect law. In fact, there's a lot of things I don't like about it either. But to just throw it completely away, and get rid of all the great things that are in it, to me -- it just doesn't make sense.

...

Question: The Supreme Court just said ObamaCare was constitutional. So is it or is it not constitutional?

Cowan: You know, I come from business, that's my background. I'm always looking for solutions that save money. And also what's right for people. Right for people and save money. With health care, we have got to come up with a plan that saves us money and covers all of us. This is a win, win. Talk about picking my pocket. This is where I'm confused, because if you don't have medical insurance, and you go to an ER or some medical facility, let's say you're in a car wreck, and you go to these facilities. ...

You are sort of picking the pocket of me the taxpayer, or someone who is buying medical insurance. So you can't really look at it as buying a television or something like that, this is medical care, we need to be efficient with it. We also need to have access for everybody. And this is the only way we can go ... do it. I'm all for saving money. And I want to save money for you, Sir, and for me. And I don't want to pick your pocket, or have you pick my pocket. So let's come up with a plan that works for all of us.

...

Question: Should Congress be able to pass legislation that does not pertain to them, in other words that pertains to all American citizens, but not to Congress.

Cowan: I believe Members of Congress should have the same medical plan we all have. And not special privileges, like their own barber shop. Their own parking place at the airport. Franking mail, and things like that. I'm actually going to be part of a caucus called "Fix Congress Now." And what that means is if we don't pass a budget, a real budget by October 1 of every year, Members don't get paid. Period.

June 28, 2012 Rich Cowan's Statement on Supreme Court Decision

(Spokane, WA) June 28, 2012 - Congressional Candidate Rich Cowan's (D, WA-5) statement on the United States Supreme Court decision on the Affordable Care Act:

"The Supreme Court did the right thing for our health care today.

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In upholding the Affordable Care Act, the decision protects the 180,000 residents of Eastern Washington and the rest of the nation struggling to get insurance, and restores the competitiveness of American business on a global scale.

As a business owner I have experienced first hand how important basic, affordable health care is to employees. And for those who are not working, their lack of medical care is frightening and can be life threatening.

The most vulnerable will no longer be excluded because of pre-existing conditions. Young adults up to age 26 will be able to remain on their parents' insurance. We will have more choices, families and small business will save money, children and seniors will have preventive care with no more co-pays. Most importantly, people can still keep their private insurance and their doctor.

This is a victory for "our Washington." There are parts of this law that can be improved, like cost containment and access issues, but it is time to put aside the partisan bickering and put America back to work."

June 21, 2012 – League of Women Voters Forum (Military Spending)

Question: HASC Approved \$8 Billion over what the Administration asked for, including House Members favored programs.

Cowan: Right now we need to keep an eye on all costs, particularly in the military budget. We need to have a great military. We need to have an effective military. A military that is very surgical.

But we should also depend on what the military themselves have recommended for their programs, and not get involved in situations where Members, in their own individual districts, are pushing for programs to benefit people in their own district. It's not right, and it's not what we should be encouraging at all. [Emphasis Added]

...

Cowan (Follow Up): It's somewhat related. One thing that I'm very concerned about is what I would call the privatization of our military adventures, let's put it that way. Where there are a lot of companies benefiting and profiting greatly from us going overseas. And you know this is expensive. Each of these wars has been over \$1 trillion. We're going to be paying for these wars for the next 50 or 60 years. These kids coming home needing care and long term care, it's something we need to remember all the time.

June 21, 2012 – League of Women Voters Forum (Federal Farm Subsidies)

Question: Do you see a need to reform farm subsidy programs?

Cowan: Yes. We need to maintain a basic safety net for our agricultural people who own farms, and who work in agriculture. Remember it's a \$2 billion industry in our district alone. And there are two major variables that are out of their control. They can't control weather. They can't control the prices at what they can sell their goods. It has to do with currency rates throughout the world. It has to do with what other countries are producing.

Cowan: I would agree with the insurance variable. That is probably the major piece of this. But we should also have a basic price support as well. When a farmer is out there working, they don't control these variables, including the cost of diesel, which is a major component, fertilizer, things like that. We just want to make sure it's a common-sense program that has a basic safety net for farmers.

June 21, 2012 – League of Women Voters Forum (Bipartisanship)

Question: If you are elected, in what policy areas could you compromise with the opposing political party.

Cowan: Well lots of things actually. That's one of the reasons I'm running actually, is to the spirit of cooperation, the spirit of compromise. That's how it was when Tom Foley was our Member for example. I did a documentary about him back in the 80s. He got along with everybody. It was a very collegial atmosphere. So the first thing is let's get rid of partisan bickering, let's get together, and work in the best interest of the country. That's the value, what's best for the country -- not what's best for my party, what's best for the country. And that'll help a lot right there.

June 21, 2012 – League of Women Voters Forum (Social Security)

Question: It is estimated that the SS would become exhausted between 2036 and 2041. What would you do to remedy this situation if elected?

Cowan: First of all, it's important to remember that the Social Security fund is not going to be completely exhausted. Worst-case scenario it is still 75% funded, even at the end of period you're talking about. So it's not exactly at that dire of a situation. It's very easy to make a few corrections. We have time. We have lots of time to make that. One of the things to do would be to raise the limit where you are actually subject to Social Security withholdings. That would pretty much take

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care of that issue quite a bit. It's really important to remember it's not as dire as people think. There's a lot of messaging going on, particularly on other people.

...

Cowan: Let's remember that it's one of the best programs government has ever invented. It serves so many people. It's critical. We would do everything to preserve it. It's not as dire as it's been messaged.

June 21, 2012 – League of Women Voters Forum (Jobs, Economy, Deficit)

Question: Be specific. What do you think is the most pressing problem, or a second problem, that must be addressed in the next Congress? And what would you do about it.

Cowan: Jobs. Jobs. Jobs. We need family-wage jobs now. We need to have infrastructure falling apart. We need to get people working. And that really is the major component of that. And when you're talking about jobs, you're talking about education. I'm a long-term thinker. I like to think long-term. And we need to design education systems that are approaching long-term solutions. And so there's a component between jobs and education. We've got to be looking out for the future. And that's the most important thing now. We've got to start now.

...

Question: What could the government do to stimulate the government?

Cowan: I can give you two very specific things we need to do now. First of all, right now we give tax breaks to companies that export jobs. That has to stop. The second thing we need to do is encourage domestic companies to have domestic workers. I would recommend lowering the corporate tax rate by half to corporations that hire only domestic workers. It's almost a flip, right now we incentivize companies to export workers, we need to incentivize companies to have workers here in this country.

June 21, 2012 – League of Women Voters Forum (Wall Street)

Question: Do we need more regulation of U.S. Banks to control speculation?

Cowan: Yes, there is a balance, I agree with that. I want to separate what we have our local banks here doing a great job. And what I would call Wall Street Banks, that basically engage in what I would consider gambling practices, almost like a casino if you will. Banks are supposed to be banks. They are supposed to look out for the best interests of the people that utilize their services. We need to

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have a very good balance between protecting the consumer, we also have to look after the shareholders of the banks as well, but the balance needs to be more towards the consumer as well.

June 11, 2012 – “Her path – Survival of the Richest.” (YouTube Video)

Cowan: She is in leadership in the most dysfunctional Congress in history. She has forgotten who she works for. She works for the wrong Washington. The Washington that can have party leaders tell her what to do. She advocates for an economic system that is “survival of the richest.” A system that is tragically unjust and unfair. A system of tax cuts for offshore corporations and multimillionaires. A system that leaves behind the middle class. You know what, it doesn’t work. It’s not sustainable. We are better than that. We are better than that! You know, we don’t have a shortage of intelligence or resources to solve our problems. We have a shortage of leadership, and that’s why my opponent needs to go.

June 11, 2012 – “Dollars Don’t Buy Elections.” (YouTube Video)

Cowan: This is still America. Land of the free. Let’s show Congress and my opponent that dollars don’t buy elections. Our votes do!

June 11, 2012 – “My path – Hope and Opportunity.” (YouTube Video)

Cowan: This is a huge year for us. It really is. The choices we need to make are very clear cut. The choices will affect us for many years to come. We can go down two paths. One path or the other. A path that serves the elite, the 1%, Wall Street, Big Oil, special interest groups that only look after themselves. Or we can go down a path that provides hope and opportunity. A path that brings forth creative, collaborative, and innovative ideas to provide family wage jobs – FAMILY WAGE JOBS! A path that respects and honors our differences, by absolutely ensuring civil rights, equal pay, reproductive rights, and marriage equality. Now that’s my path, and those are my values. Are you with me?

June 6, 2012 -- “Nominations and Fair Pay.” (YouTube Video)

I have some exciting news to report from last weekend’s Democratic State Convention. I am honored to accept the official nomination for the 5th Congressional District. The convention has me more energized than ever. With the primary just around the corner, this is an important time in the campaign. Your help in getting the message out is critical. It’s time for a new voice in Washington!

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While I've been hard at work in every one of our 10 counties, my opponent has been pushing the national Republican agenda. [Emphasis Added]

She was elected to serve and protect all of us in Eastern Washington, but she continues to wage the Republican War on Women. **She has appeared on the TV talk circuit, dismissing the attacks on the rights of our wives, mothers, and daughters as a "myth" and a "side issue."** Yet she and her Republican Congress voted against the Paycheck Fairness Act. **[Emphasis Added]**

I would have voted for it. Women make less than men for the same work - 23% less. My opponent denies this gap even exists. Why would our member of Congress not pay women what they earn? Eastern Washington workers already make less than most other parts of the country, making this type of discrimination even more costly to families in our District.

This bill has now stalled in the House, once again because of the ridiculous and inexcusable party politics of the Republican leadership. My opponent's loyalty to her party shows how out of touch she is. Help me defend fair pay. Help me close the discrimination gap. Help me replace Cathy McMorris Rodgers.

May 11, 2012 -- "A Change in Congress" (YouTube Video)

I wanted to report to you how well the campaign is going. We had a tremendous series of successful kickoffs last month. The support for a change in Congress is amazing. But I need to share with you something that deeply disturbs me and will probably disturb you.

The folks who work for the "Other Washington" are at it again, including our current Congressional Representative, who thinks the best way to save Medicare is to gut Medicare. You may have recently received a letter from Cathy McMorris Rodgers. It was sent to folks in our district on official U.S. House of Representatives stationery that was prepared, published and mailed at your expense - taxpayer expense. Her topic was Medicare. She spent your money - thousands of dollars - to convince you that she is fighting to protect the governmental program.

The threats to Medicare are very real, but make no mistake: **McMorris Rodgers just voted for a budget plan that would end Medicare as we know it and raise health care costs for seniors.** She is attempting to scare senior citizens, claiming she will save the day and stop these cutbacks before they occur. Her message is deceitful and lacks integrity. **[Emphasis Added]**

McMorris Rodgers is wasting our tax dollars sending election-year correspondence that is clearly misleading at best and untruthful at its worst.

Sadly, many will read her "official" letter and believe her words. I appreciate you taking the time to read this and not allow our current Congressional member to manipulate through fear on your dime. When I am in Congress I will not use your hard-earned money for political posturing.

April 19, 2012 -- Rich Cowan Visits the Lewis-Clark Valley (KLEW TV)

CLARKSTON, WA - Spokane business owner and Democrat Rich Cowan is running for Washington's Fifth Congressional District against incumbent Cathy McMorris-Rodgers.

Cowan said it's time for him to serve and give back by growing small businesses, investing in health care and aerospace sector growth, while maintaining existing companies' well-being. He said he's prepared to take his passion for job creation and his commitment to middle class families to the nation's capital.

"We need family waged jobs, we need jobs wit paid benefits and I've had a history of creating jobs in Spokane and a whole new industry up there," said Cowan. "I will use that same passion and dedication, energy and commitment in congress."

Cowan is the CEO of North by Northwest Productions and has created more than 45 feature films. North by Northwest Productions is a film and video production company that has brought in millions of dollars spent on location in Eastern Washington.

Cowan is a Spokane native and attended Washington State University.

March 19, 2012 -- Spokane Business Owner, Father and WSU Grad Rich Cowan Confirms Run for Congress (Press Release)

(Spokane, WA) March 19, 2012- North by Northwest Productions CEO Rich Cowan confirms he is running for Congress in Eastern Washington's 5th District. Cowan, age 56, who with his partners, helped build the highly successful media firm headquartered in Spokane from a dream to a 40-employee operation, says he is prepared to take his passion for job creation and commitment to middle class families to the nation's capital. Cowan's official campaign kickoff is planned for April around the District.

"We need to have stronger voice for workers, small business owners, farmers and families in Washington DC," says Cowan, a father of two Spokane public school graduates. **"I have spent more than two decades building my business and creating jobs, but Congress only pays lip service to local job creation, favoring Wall Street over the needs of Main Street entrepreneurs,"**

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says Cowan. The candidate pledges to bring Eastern Washington values and a positive economic vision to Congress.

"I was raised in a hardworking family, graduated from WSU, and stayed local to build a business here. I have experience with public service and the private sector, but most importantly, **I've created jobs,**" says Cowan. Cowan believes it is vital to Eastern Washington's success to bring new, well-paying jobs into the District by growing small businesses, investing in health care and aerospace sector growth, while maintaining existing companies' well-being.

"It's important to me that our elected representatives are actively engaged in what's in the best interests of the citizens of this district—not a political party," Cowan says, referencing his opponent, **Cathy McMorris Rodgers, who has quickly aligned herself with Speaker John Boehner (R-Ohio) and other hard-line Republican Congressional leaders.** "I look forward to connecting with workers, families, businesses small and large and anyone who is interested in changing the way Congress does business. **We can elect someone to play politics in DC as part of a deeply divisive, partisan leadership or we can elect leaders whose only priority is the people here in Eastern Washington,**" Cowan says.

Cowan, who has stepped down as CEO to run for Congress full time, says he plans an aggressive, grass roots campaign and will visit neighbors and communities across the 5th District, stretching from the Canadian border to Oregon. "I look forward to hearing the hopes, frustrations and priorities of voters throughout the district," says Cowan, "I was born here and have lived here most of my life, and I look forward to serving people in a new capacity to help build a brighter future for all of us."

KHQ Candidate Profile: Rich Cowan (D)

Political Party: Democratic

Education: Bachelor of Arts and Master of Science degrees from WSU

Family: 2 children, Kristin and Casey

Religion: Lutheran

Place and Date of Birth: Spokane, Feb. 7, 1956

Background: 22 years as CEO of the film and video production company North by Northwest, former fire fighter and EMT, KHQ-TV Community Affairs Director

Priorities:

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Change for our Washington:

This is a "change" election that will set our course for the next 50 years. Will we choose to create jobs by investing in infrastructure and education? Will we preserve Social Security and Medicare and keep the promises we made to seniors, protecting their contributions when they need it most? Will we honor our daughters', wives' and mothers' rights as women in our country?

Or will we continue the partisan bickering that lets entrenched incumbents, like my opponent Cathy McMorris Rodgers, push our problems down the road?

Jobs:

I am the former CEO of North by Northwest Productions, which brought a new kind of business to Spokane along with hundreds of family wage jobs. On my first day in Congress I will know exactly what small businesses need to succeed in Eastern Washington and across the country. My top priority is creating jobs and taking care of Eastern Washington, not the "other Washington." My opponent has had eight years on the job and has only passed two of her bills.

Protecting Medicare:

McMorris Rodgers voted for the Republican Ryan budget plan, which ends Medicare as we know it. It eliminates benefits and forces seniors to pay \$6,400 more per year. I want to preserve Medicare and Social Security and keep risky Republican privatization schemes from ruining these programs for everyone.

Womens' Rights:

I am a proud father and I cannot imagine doing anything to hurt or hold back either of my children. As a Congressman, that would not change. My daughter should have the same rights as my son. My opponent wants to eliminate protections for the women in our lives, by slashing funding for women's health care and refusing to establish fair pay practices.

Veterans and Military:

Finally, we need to protect Fairchild Air Force base in our region. It supports jobs in the district and is a home base for the many veterans who retire to Eastern Washington. We need to make sure that every soldier is honored for his or her service by ensuring that they are supported after they come home.

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10 Questions (10/4/12):

- X) Congresswoman, this is the 44th straight month the national unemployment rate has been above 8%, the longest streak since the Great Depression. Here in Spokane, it's above 9%. What are some specific things you are doing as a Member of Congress to create jobs?
- X) Congresswoman, you voted against the Affordable Care Act which would extend health insurance to over 30 million Americans. Why did you vote against this bill, and what type of health care reform do you support?
- X) Congresswoman, last month, the House went out of session without passing a new farm bill, meaning that our nation's farmers are currently operating without a farm bill. Why did that happen, and what kind of farm bill do you expect Congress to pass?
- X) Congresswoman, last week, you were at the ribbon-cutting for the newest section of the North South Freeway, but yet, the funding for the Freeway came from the President's stimulus bill, which you voted against. Do you regret your vote against the stimulus?
- X) Congresswoman, you voted for the Budget Control Act which cuts about \$1 trillion in military spending over the next decade. There is some concern that these military cuts will hurt Fairchild Air Force Base, the largest employer in Eastern Washington. What are you doing to reverse these cuts?
- X) Congresswoman, you support tax cuts for the wealthy, at a time when middle-class and working-class Americans are suffering economically. Do you really think we should cut taxes on the wealthy, even if it means less money for vital government programs?
- X) Congresswoman, by most metrics, this is the most polarized, partisan Congress in modern American history, and you serve as a Leadership member in this Congress. What are some of the things you are doing to make Congress more bipartisan and work more effectively?
- X) Congresswoman, earlier this year, you became the Republican Party's point person in rebutting claims that your party is waging a "War on Women." On issues ranging from contraception to equal pay to even basic

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protections against sexual violence, your party has been accused of undermining women's rights. Do you think your party has an image problem with women, and if so, how are you trying to improve that image?

X) Congresswoman, you talk a lot about cutting government spending, but we haven't heard a lot of specifics. What are 3 specific government programs you would cut?

X) Congresswoman, your opponent is running TV ads asking the question, "Where is Cathy?" Mr. Cowan points out that you're spending most of October traveling the country for Gov. Romney, instead of being here in Eastern Washington. How do you respond?

EXHIBIT 2

McMorris Rodgers, Cathy - Calendar in Mailbox - McMorris Rodgers

File Edit View Go Tools Actions Help

New X Search address books Today

Day Week Month

October 05, 2012

Friday

McMorris Rodgers, Cathy

Rep. Denny Rehberg (Mont/at large) 1955

CMR Whip Conference Call

Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB

10 am

11 00

12 pm

1 00

2 00

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Tasks

Show tasks on: Due Date Start Date Due Date

4 Items

Online with

Calendar

October 2012

Su Mo Tu We Th Fr Sa

1 2 3 4 5 6

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21 22 23 24 25 26 27

28 29 30 31

All Calendar Items

My Calendars

- Calendar
- Calendar in Archive Fo

People's Calendars

- McMorris Rodgers, Ca
- Deutsch, Jeremy
- Vacations, WA05

How to Share Calendars

Open a Shared Calendar...

Share My Calendar...

Mail

Calendar

Contacts

Tasks

Winer, Todd

Subject: Debate Prep w/ Brett O'Donnell (via phone call)
Location: 2421 RHOB

Start: Fri 10/5/2012 2:00 PM
End: Fri 10/5/2012 3:30 PM

Recurrence: (none)

Organizer: McMorris Rodgers, Cathy

Categories: Preparation Time

IQACCOUNT: [REDACTED]
IQEVENTID: [REDACTED]

CALL-IN NUMBER: 877-680-[REDACTED]

LEADER PASSCODE: [REDACTED]

NON-LEADER PASSCODE: [REDACTED]

Brett: [REDACTED]

Stan: [REDACTED]

EXHIBIT 3

Re: CMR Q and A

From: Todd Winer ([REDACTED]@hotmail.com)

Sent: Fri 10/05/12 6:02 PM

To: Brett ([REDACTED]@odacomunications.com); [REDACTED]@aol.com ([REDACTED]@aol.com)

Cool. Thanks. On Sunday, we will be in CMR's office (2421 Rayburn) at 330 pm.

Sent via BlackBerry by AT&T

-----Original Message-----

From: Brett ODonnell <[REDACTED]@odacomunications.com>

Date: Fri, 5 Oct 2012 05:02:50

To: <[REDACTED]@aol.com>; <[REDACTED]@hotmail.com>

Subject: CMR Q and A

Here you go. See you Sunday. Where will prep be?

Brett

EXHIBIT 4

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative Cathy McMorris Rodgers
REVIEW NO.: 13-0906
DATE: November 8, 2013
LOCATION: 2001 K Street, NW
Washington, DC 20036
TIME: 4:40 p.m. – 5:30 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
Elliot Berke

SUMMARY: The OCE requested an interview with the witness and she consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. She signed a written acknowledgement of the warning, which will be placed in the case file in this review.
2. The witness stated that her congressional office policy concerning staff performing campaign work is made clear in writing. Congressional staff are not to do campaign work on official time or with official resources. Any campaign work must be done on the staffer's own time, which means after hours or on the weekend. The office has flexibility with hours. For example, a staffer may take an extended lunch break and work later in the evening to make up hours. Campaign work must be done outside of the office and without congressional equipment.
3. The office policy for staffers performing campaign work has existed since she first came into Congress, and every staffer reviews and signs a certification agreeing to the policy.
4. The witness stated that her congressional staff assisted her with preparing for debates in 2012. Todd Winer, Riva Litman, and Jeremy Deutsch assisted her. She recalled that Shaughnessy Murphy may have also assisted while he was in the district.
5. Specifically, the staffers assisted her with preparing for issues and legislation relevant to the debates. They asked her mock questions and discussed answers. The witness stated that debate preparation sessions were held in her home in her district in Washington.

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6. She recalled that one debate preparation session was held in her office in the Rayburn House Office Building. The session was held there because it was a Sunday afternoon and she knew that her home was going to be noisy with her children. Other issues were discussed during the debate preparation session other than the debate, so the witness stated that they went ahead and stayed at the office for the debate preparation.
7. The witness was shown a calendar entry for Friday, October 5, 2012, stating "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB." She said that she did not recall a preparation session on a Friday afternoon and the calendar entry may have been mislabeled. The witness stated that her scheduler, Amy Hariss, makes calendar entries.
8. When asked why she had her staff assist her with debate preparation, the witness said that her staff have the "legislative history" and know the votes that she has taken. The staff also provided her with general strategy tips for the debate and for her frame of mind, including how to approach the debate. The witness stated that the staff does not do opposition research.
9. The staff also assisted her with preparing for debates in 2010. The staff who assisted with debate preparation in 2010 were Mr. Winer and Mr. Deutsch. She believes that Ms. Litman most likely assisted, as well, but she doubts that Mr. Murphy assisted. She stated that they assisted her in 2010 in the same manner that they assisted in 2012.
10. She said the debate preparation sessions were held in her district, but no session was ever held in her congressional office in Spokane.
11. Staff assisted the witness with drafting campaign speeches in 2012. Mr. Winer, Ms. Litman, and Mr. Deutsch were the staffers who assisted her.
12. When asked to list the paid staff for her congressional campaign in 2012, the witness said that Jessica Dewitt worked for the campaign. The witness was unsure whether Ms. Dewitt was the Campaign Director or the Campaign Manager. She doubted that Ms. Dewitt was the Campaign Manager because she was new to the campaign and did not have extensive experience. The witness said that Ms. Dewitt was the point person who handled calls and was the main person on the campaign.
13. The witness stated that Ian Field worked for the campaign and that Kevin Parker served as honorary chair of the campaign. Don Peters was the Treasurer of the campaign and Dawn Sugasa handled finance as the Finance Director. Stan Shore was responsible for the mailings for the campaign as a campaign contractor.
14. When asked who served as her contact for the campaign, the witness said Ms. Dewitt and Ms. Sugasa.

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15. When asked who on the campaign drafted campaign speeches, the witness stated that it was largely Jeremy Deutsch, Todd Winer, and Stan Shore.
16. The general drafting process for the witness' campaign speeches began with Mr. Winer taking the lead on the draft. She would then sit down and talk about the speech with him and discuss anything that should be included. She would review the draft and work on finalizing it. She is not sure if she always had a conversation with Mr. Deutsch about the speeches.
17. She typically provided her comments and edits on a hard copy of the draft. These hard copies of the speeches were usually compiled in a binder of various items that her staff provided to her before she left the office for the day. The staff also delivered the binder to her home if she had already left for the day.
18. She said the conversations with Mr. Winer about the campaign speeches sometimes occurred in the congressional office. The conversations also occurred at the National Republican Congressional Committee office, or, as the witness stated, "wherever we might be."
19. When asked why she had congressional staff assist her with campaign speeches, she said that the staff knows her and knows what she has been doing. She described it as something they want to do to be helpful on their own time outside of the office.
20. She said that congressional staff assisted her with writing speeches in 2011 and 2010.
21. When asked whether she ever had congressional staff assist her with writing letters to the editors of newspapers for her campaign, the witness initially said she did not recall having staff assist her.
22. The witness was shown an email to her from Mr. Winer, dated October 20, 2010 (TW_0558). She told the OCE that she views the Communications Director's role to include writing letters to editors throughout the year. She encourages staff to write letters to editors that are not related to campaign activity.
23. She said that she consistently asked Mr. Winer throughout the year to have a strategy for letters to the editor. She is certain that she spoke to Mr. Winer about writing letters to editors because the letters were necessary to counter other letters to editors. These letters were sometimes related to her congressional duties and other times related to her campaign. The witness believes that she likely talked to Mr. Winer about potential people who could sign the letters to editors.
24. She said that she recognized that the letters to editors referenced in the email are in response to campaign issues. When asked whether the letters were written during official

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hours, the witness said that she would have hoped that the letters were done outside of work. She told the OCE that the fact that Mr. Winer sent her emails concerning the letters during the day did not make her think that the work was done during business hours. She stated that she thought the time on the emails only reflected the time that the emails were sent and not the time that the letters were drafted.

25. The witness was shown an email from T. Winer to J. Deutsch, dated June 18, 2012 (TW_0382). She stated that she does not believe that she ever directed or suggested that interns in her office write letters to editors for her campaign.
26. The witness told the OCE that members of her congressional staff attended “Top of the Morning” events with her in her congressional district in April 2012. She told the OCE that she cannot recall the name of all the staff who attended, but the staffers were from her district offices and Washington, D.C. office. She said the staffers volunteered to attend the events on their own time.
27. She stated that the primary reason for her travel to the district in April 2012 was for the two week Easter break that was a district work period, and one of the top district work periods of the year. When asked if the campaign kickoff events held in April 2012 in the district were the “primary” purpose of her travel to the district, the witness stated “no,” they were not the primary purpose of her travel.
28. Staffers from her district offices and Washington, DC office also attended a “Pink Flamingo” event with her in August 2012 as volunteers. She told the OCE that staffers are not required to attend the event, but she has found that staffers feel shunned if they are excluded from attending such events.
29. On the same day in August 2012 as the Pink Flamingo event, a luncheon was held with the Ponderosa Republican Women organization. She recalled that only a few congressional staffers attended this event with her. Jessica DeWitt and Ian Field attended, but she is not certain whether Mr. Winer attended.
30. The witness said that her primary reason for visiting the district in August is because it is recess and it is when she spends significant time in the district.
31. The witness told the OCE that Top of the Morning, Pink Flamingo, and the lunch with the Ponderosa Republican Women organization were annual events and that her staff attended them with her in 2011 and 2010 similar to 2012. One year the Top of the Morning events did not happen, but the witness is not certain whether this was before or after 2010.

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32. She recalled attending an interview in October 2012 at the Spokesman Review with Mr. Winer. She believes that Mr. Murphy may have also attended. Mr. Winer attended to assist her with a series of issue related questions that were asked during the interview. The witness does not remember asking Mr. Winer to attend the meeting and she said that her staff decides among themselves who will volunteer to assist her.
33. Congressional staff attended the Republican National Convention in 2012 with the witness. The witness stated that the staffers volunteered and attended on their own time and at the expense of the campaign. She said that it was an issue because many staffers wanted to attend and they could not all attend due to the cost for the campaign.
34. She recalled that Mr. Deutsch, Mr. Winer, Ms. Litman, Patrick Bell, Ms. Sugasa, and Brett O'Donnell attended the convention. Ms. Litman attended as a volunteer with a Republican delegation and Mr. O'Donnell attended to assist multiple people in addition to helping the witness with preparation for speaking and media interviews.
35. The witness' congressional staffers attended to help with logistics related to her role as a hostess of the convention. She had speeches every night of the Convention and the staff assisted her with preparing for the speeches and media interviews.
36. When asked how she knew whether the staffers attended the convention on their own time, the witness said that the campaign paid for their hotel and travel expenses. She said that she understood they took time off from work and she hopes that they took time off. She said that she is not involved in leave forms that staffers submit.
37. The witness told the OCE that her congressional staff assisted with the packet and video for her race for Republican Conference Chair in 2012. The witness specifically stated that the packet and video were a "combined effort" of her campaign staff and congressional staff. Mr. Bell was the point person for the congressional office and Mr. Shore was the point person for the campaign. Mr. Deutsch also was involved in the effort. She reviewed drafts and made recommendations and edits. She was responsible for final approval.
38. In December 2012, Mr. O'Donnell assisted her with preparing for various media appearances. The witness stated that Mr. Winer and Ms. Litman also assisted with the preparation. Preparation sessions occurred sometimes in her congressional office and on other occasions in the studio or hallway.
39. Mr. O'Donnell assisted her with thinking through the questions, knowing the points that she wanted to make, and providing background on interviewers and the questions that they might ask.

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40. When asked whether the media preparation sessions were campaign or official-related, the witness said the preparation sessions were both because a reporter does not distinguish between the campaign and non-campaign issues. She stated that the decision was made when Mr. O'Donnell was initially hired that the majority of his work would be "on the political side" and she was aware that he was paid by the campaign, but ultimately his work was assisting with both campaign and official interviews. The witness stated that they paid Mr. O'Donnell out of the campaign so there would be no question about using tax dollars to do campaign work.
41. The witness knew that Mr. Shore was employed with the House Republican Conference. She said that he is no longer with the Conference because it was always known that he was helping with the transition of the office on a temporary basis and he did not want to live in Washington, DC. Mr. Deutsch was his supervisor when he was employed with the Conference.
42. She told the OCE that she was not aware of him ending employment with the Conference because of the OCE investigation or press inquiries concerning his employment.
43. The most recent communication that she had with Mr. Shore was during the government shutdown in October 2013, when she saw him in the Conference office. She said that the nature of the conversation was "just catching up and talking about the shutdown."
44. She is not aware that Mr. Shore continues to assist the Conference and has not seen him involved in anything. She is not aware of him volunteering to assist the Conference.
45. The witness told the OCE that Mr. Winer was a great fit and a great writer when he was hired. The office needed a writer and he was a good Communications Director. He had strengths and weaknesses like everyone and as the office grew he struggled with management.
46. Following the race for Republican Conference Chair, Mr. Winer was under the impression that he should be the Communications Director for the Conference. Mr. Winer was told that he would not receive the position and Mr. Winer said that he wanted to look for other positions.
47. Mr. Winer returned a few weeks later around December 2012 or January 2013 wanting to keep his job in her personal office but the witness did not have confidence that he could do that job. She did not have confidence that he could do the job anymore because he had been unwilling to do the job as instructed and wanted to have more of a political role.
48. Prior to him being told that he was not going to be Communications Director of the Republican Conference, she had multiple meetings with Mr. Winer because she found

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that it was getting harder for her to have him do what she needed to be done. The witness stated that Mr. Winer “missed some opportunities.” For example, he did not do any work to arrange media interviews when the witness was one of the few Members of Congress to attend the Supreme Court decision concerning the Affordable Care Act.

49. She said that in December 2011, Mr. Winer began promoting her politically in a manner in which she disapproved, had some unrealistic goals for her, and wanted to do more on the political side than she was comfortable allowing him to do. For example, the witness stated that she had reason to believe that Mr. Winer was the source of certain rumors that the witness was a potential vice presidential candidate. The witness stated that she spoke with him about it and ultimately he became disappointed and disengaged. The witness also stated that Mr. Winer “deflated” when it became clear that she would not be a vice presidential candidate. Mr. Winer was never excited about her leadership race and he became unhappy, so Mr. Deutsch took over the media aspects of the leadership race, which made Mr. Winer mad. The witness stated that she was aware that he “lost his temper” with the staff during this period.
50. The witness was shown an email from Mr. Winer to her, dated January 10, 2013 (TW_0123-0124). She recalled the email and said that she responded to the email in a face-to-face meeting with Mr. Winer. At the point when he wrote the email, he had returned after being unable to find another job and requested another six months on the payroll. He had been on the payroll since the time that he was told he could look for another job, but that was scheduled to end in January 2013.
51. When asked whether Mr. Winer’s tardiness to a debate preparation session was part of the reason why he was no longer employed, the witness said no. She also said that she did not discuss with him the email’s reference to the debate preparation session where he was late.
52. The witness said that Mr. Winer never mentioned to her that he was uncomfortable doing campaign work. She said that he wanted to be more involved in campaign work, especially during the leadership race. He was not on message with the media in the beginning of the leadership race and Mr. Deutsch assumed the role of point person with the media.

This memorandum was prepared on November 14, 2013, based on the notes that the OCE staff prepared during the interview with the witness on November 8, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on November 8, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 5

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative McMorris Rodgers' Chief of Staff
REVIEW NO.: 13-0906
DATE: November 8, 2013
LOCATION: 2001 K Street, NW
Washington, DC 20006
TIME: 2:10 p.m. to 4:30 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
Elliot Berke

SUMMARY: The OCE requested an interview with the witness and he consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. The witness signed a written acknowledgement of the 18 U.S.C. § 1001 warning, which will be placed in the case file in this review.
2. The witness first met Representative McMorris Rodgers in or about April 2003 in Olympia, Washington for a job interview. At the time, Representative McMorris Rodgers was a state representative in Washington and the witness was living and working in Ohio. The witness moved to Washington in or about May 2003 to begin working for then state representative McMorris Rodgers as a political director for "HROC"—the House Republican Organizing Committee.
3. The witness stated that although Representative McMorris Rodgers asked him to manage her 2004 campaign for the United States House of Representatives, he was not employed by Representative McMorris Rodgers' 2004 campaign, although he volunteered for the campaign.
4. In 2006, the witness stated that he was paid by Representative McMorris Rodgers' campaign committee, and also volunteered for the campaign. The witness could not recall precisely what his title with the campaign was, but recalled that at the time he was working for a hotel in New Jersey and noticed that Representative McMorris Rodgers was being outraised by her opponent, so he volunteered for the campaign and ended up working for the campaign for about six weeks.

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5. The witness stated that beginning in 2005 he was employed by Moore Information for about one year as a senior project manager. His duties involved conducting public opinion research. During his time at Moore Information, the witness stated that he did not do any work for Representative McMorris Rodgers as a client of Moore Information. The witness stated that to the best of his recollection, Representative McMorris Rodgers was not a client of Moore Information during the time he worked there.
6. The witness stated that he worked for Representative McMorris Rodgers “on and off” until December 15, 2008 when he became the Chief of Staff of Representative McMorris Rodgers’ congressional office.
7. The witness stated that his duties as Representative McMorris Rodgers’ Chief of Staff include running the day-to-day operations of the congressional office, managing human resources issues, and advising Representative McMorris Rodgers on public policy issues. All other staff in Representative McMorris Rodgers’ congressional and district offices ultimately report to the witness.
8. The witness reports to Representative McMorris Rodgers, and communicates with her on a “very regular” basis, which is at least daily when Representative McMorris Rodgers is in Washington, DC. The witness’s contact with Representative McMorris Rodgers is primarily in-person when she is in Washington, DC and over the phone when she is in her district.
9. The witness stated the he works, and sometimes volunteers, for Representative McMorris Rodgers’ leadership PAC, CMR PAC. The witness advises CMR PAC on contribution and disbursement decisions, and, along with Representative McMorris Rodgers, is responsible for making decisions regarding contributions to other candidates and other types of disbursements. The witness stated that there is no executive director of the PAC, and that he and Representative McMorris Rodgers are principally responsible for the operations of CMR PAC. Other persons also provide services to the PAC. Specifically, Concentric provides treasurer and compliance services to the PAC; Joe Rachinsky acts as a fundraiser and provides compliance advice to the PAC; Dawn Sugasa assists the PAC with fundraising; Brett O’Donnell provides the PAC with media consulting services, such as consulting Representative McMorris Rodgers regarding television appearances and raising her media profile; Stan Shore assists the PAC with creative ideas for fundraising and the PAC’s web presence; and Mildred Webber provides the PAC with political advice regarding which candidates to support.
10. The witness was paid for these services by CMR PAC in 2012 and in 2011, but has not yet been paid by CMR PAC for his services in 2013. The services he provided in the past and for which he was paid are the same as the services he currently provides to the PAC.

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11. The witness was asked who the current employees of Representative McMorris Rodgers' campaign are, and responded that Ian Field is the campaign manager; Dawn Sugasa is a fundraiser; Dan Peters is the treasurer and compliance officer; Stan Shore is a general consultant; and Joe Rachinsky is a fundraiser. The witness also stated that the campaign hires "an extra set of hands" on occasion to assist with events, such as the "Pink Flamingo" event, which is a major grassroots event the campaign holds in August. Specifically with regard to communications, the witness stated that the campaign has not needed much communications assistance in 2013 because it is an off-election year, but Ian Field updates the campaign's Facebook page. No single person is dedicated to doing communications work for the campaign in 2013.
12. The witness stated that during the 2012 election cycle these same individuals worked for the campaign, but Jessica DeWitt was the campaign manager and Ian Field served as campaign coordinator. The witness stated that in November and December of 2012, Brett O'Donnell assisted the campaign with debate preparation services, political appearances, and post-election analysis, although the witness stated that he believes the invoices reflecting those services were received by the campaign "late." With regard to communications, in 2012 Stan Shore and Ian Field did communications work for the campaign, and Todd Winer and Riva Litman of Representative McMorris Rodgers' congressional office provided communications services as volunteers to the campaign. The witness also stated that he volunteered for the campaign during the 2012 election cycle.
13. With regard to the 2010 election cycle, the witness stated that he could not remember who the campaign manager was, but he recalled that Dawn Sugasa, Stan Shore, Joe Rachinsky, and Kristina Sabestinas worked for the campaign during that cycle. The witness stated that he volunteered for the campaign during the 2010 election cycle, playing an active role in media and communications.
14. The witness stated that his role with Representative McMorris Rodgers' campaign has been the same since the 2010 cycle. The witness reported directly to Representative McMorris Rodgers and did not report to the campaign manager. In 2012 he reported directly to Representative McMorris Rodgers and not to Jessica DeWitt. In 2010, the witness reported directly to Representative McMorris Rodgers and not to Kristina Sabestinas.
15. The witness was asked about Representative McMorris Rodgers' congressional office policy regarding staff doing campaign work. He responded that his understanding of the rules is that there is to be no campaign work on federal time, using federal resources, or using federal equipment. He stated that the office handbook is "very strict" and "very clear" on this policy and that staff are required to sign a document agreeing to the policy

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when they are brought on board and thereafter they receive an annual training on the policy. The witness stated that after he started working as Chief of Staff to the office in 2008, he did a special re-training on the policy for the entire staff in or about 2009 or 2010. He also stated that at staff retreats they cover the policy and there is an annual certification that staff must submit agreeing to comply with the policy.

16. The witness stated that the policy does not permit campaign work to be done in the congressional office or during working hours. The witness stated that the policy does permit staff to engage in campaign work during their free time, such as before work, during lunch, after work, or on weekends. When asked whether the policy requires staff to track the time they spend on campaign work, the witness stated that he does not recall such a requirement or the existence of a time-tracking form.
17. With regard to the campaign authorization form, the witness stated that the form was required to be completed if a staff member wanted to work on any campaign. The witness stated that if a staff member wanted to work on a campaign while they were on vacation, however, the form was not necessarily required as there was a separate form—a “leave form”—for vacation. The witness stated that he recalls that a staff member filled out an authorization form for work they wanted to do for a port commissioner election, but otherwise does not recall anyone ever asking him whether they needed to complete an authorization form.
18. The witness was shown an email to him from Todd Winer dated October 1, 2010 in which Mr. Winer asked if he needed to “fill out a Leave form” to cover his time in the district. The witness was asked what the “Leave form” referenced in the email was, and stated that he did not know for sure what form Mr. Winer was referencing, and does not specifically recall how he responded to Mr. Winer’s email, but stated that if Mr. Winer’s trip to the district was related to the campaign he would have asked him to take leave for the trip. The witness then stated that if a staff member wanted to work on Representative McMorris Rodgers’ campaign, they needed to fill out a leave form.
19. The witness was asked whether he assisted Representative McMorris Rodgers with campaign debate preparation in 2010 and he said that he did. The witness stated that he came up with potential questions, “threw questions at” Representative McMorris Rodgers, and then critiqued her responses. The witness stated that he did this at one debate preparation session in 2010 at Representative McMorris Rodgers’ home in Spokane, Washington on what he recalls was a Monday morning. The witness stated that Todd Winer and Riva Litman also attended that debate preparation session. When asked why he was in Spokane at that time, the witness stated that he would go back and forth from Washington, DC to the district multiple times each year to meet with stakeholders and conduct official meetings in the district. When asked if he spent time in the district

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in October 2010, the witness stated that he spent a couple of weeks or a few weeks in the district at that time.

20. The witness was asked whether he assisted Representative McMorris Rodgers with campaign debate preparation in 2012 and he said that he did, doing the same type of duties as in 2010, but the witness recalled that at one point he played the role of Representative McMorris Rodgers' opponent in a debate preparation session. The witness recalled that there were at least three debate preparation sessions. Two of these sessions were in Spokane, Washington, with one occurring late in the evening in a boardroom and the other occurring before a debate at about 6:00 in the morning.
21. The witness was shown an email that he sent to various members of Representative McMorris Rodgers' congressional staff on Friday, October 5, 2012 in which he wrote, "Debate prep will start at 2:15." (JDOCE-0264). The witness also was shown a calendar item in Todd Winer's calendar on Friday, October 5, 2012 listing "Debate Prep w/ Brett O'Donnell (via phone call) 2421 RHOB." (TW_0586). The witness stated that he does not remember that day very well and is not sure if the debate preparation session scheduled for that day was pushed to Sunday, October 7.
22. With regard to a campaign debate preparation session held on Sunday, October 7, 2012, the witness stated that it was held in Representative McMorris Rodgers' congressional office because they also discussed other things during that meeting, such as calendar items and policy issues.
23. The witness was next shown a document titled, "Debate Agenda: Friday October 5th – Tuesday, October 7th." (SMOCE-0133). This document indicates that debate preparation was scheduled to take place on Friday, October 5th from 2:00-3:30 that day. The witness stated that, "it was a variety of things we were talking about" during that meeting; we certainly did the debate preparation, but also we went over the schedule as well as her trip to the district.
24. The witness stated that the campaign debate preparation session on Monday, October 8th occurred in the "Potlatch boardroom" in Spokane, Washington, which was a space secured by the campaign. The witness stated that the debate preparation session on Tuesday, October 9th took place in Representative McMorris Rodgers' home.
25. The witness was next asked about his attendance at fundraising events for Representative McMorris Rodgers' campaign in 2012. The witness stated that he attended the Pink Flamingo event in 2012. His role was just showing up; he did not run the event. The witness stated that he was in the district at the time to keep in touch with district office staff and meet with stakeholders. The witness said that he did not attend any "Ponderosa" events in 2012.

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26. The witness was asked whether he attended any campaign events in August 2012, and he stated that he does not recall and that perhaps he attended evening events in the district because he was in the district for a few weeks in August 2012.
27. The witness was asked whether he attended any “Top of the Morning” campaign events in 2012, and he stated that there were three such events in 2012, of which two were lunches. The witness recalled that he attended the Top of the Morning lunch that was held in Walla Walla.
28. The witness stated that when Representative McMorris Rodgers is in the district they build out her day with official business, and that campaign work is incidental. The witness recalls that he was in the district in April 2012 for about a week to work with the district office and meet with stakeholders. When asked if he was in the district to work on the campaign, the witness stated that the campaign was “not much” of a reason for the trip and that he didn’t need to do much work for the campaign because Dawn Sugasa produces “turn-key” events for the campaign.
29. The witness was shown a document containing Representative McMorris Rodgers’ schedule on April 3-7, 2012 as a point of reference. (RLOCE-0209-211). The witness stated that he attended the campaign kickoff event at 12:00 p.m. and the business roundtable event at 1:30 p.m. on April 3; the interview with Emily Jacks of KTEL radio at 11:00 a.m., the campaign kickoff lunch at 12:00 p.m., the business roundtable event in Walla Walla at 1:30 p.m., and a dinner with Dr. Schweitzer on April 4, 2012; and the campaign kickoff event at 7:30 a.m. on April 5, 2012. The witness stated that he spent the remainder of the day on April 5, 2012 in the Spokane congressional district office. With regard to the KTEL interview, the witness stated that the interview consisted of Representative McMorris Rodgers giving a “DC update.” When asked whether that interview had been scheduled in response to a campaign press release, the witness stated, “I don’t know,” and that he was not sure whether the interview was requested by KTEL or by Representative McMorris Rodgers. The witness stated that the interview was “official” rather than campaign-related.
30. The witness was next asked about the 2012 Republican National Convention. The witness attended the Convention, and was there for four to five days. The witness stated that Shaughnessy Murphy, Patrick Bell, Todd Winer, Riva Litman, and Representative McMorris Rodgers also attended. Ms. Litman was there as a volunteer for the California delegation. The witness stated that he believes the congressional staffers in attendance at the Convention took leave, and he recalls telling them to take time off and believes that he saw a leave form for Patrick Bell and others. When asked if he took leave for the Convention, the witness stated “yes, I recall taking time” and added that he was “really

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good about the forms,” but noted that some of the documentation may be hard to find or in different locations due to Representative McMorris Rodgers moving offices.

31. The witness stated that Representative McMorris Rodgers’ campaign paid for his travel expenses related to the Convention. The witness recalled that the campaign booked rooms that were far away from the Convention, but that the Convention gave Representative McMorris Rodgers one room right next to the perimeter of the Convention.
32. When asked what his role in the Convention was, the witness stated that he was volunteering and helping out Representative McMorris Rodgers with her schedule, logistics, speeches, including assisting with preparing her Convention speech, and assisting with her media appearances during the Convention. The witness stated that Todd Winer assisted Representative McMorris Rodgers with communications work and her speeches. Shaughnessy Murphy assisted with logistical aspects of the Convention and assisted the witness. Patrick Bell assisted with logistics and communications, especially digital media matters.
33. The witness was asked whether Todd Winer assisted drafting Representative McMorris Rodgers’ campaign speeches while Mr. Winer was employed by Representative McMorris Rodgers’ congressional office. The witness stated that Mr. Winer did assist with such speeches as a volunteer and that he did not do it on official time. The witness stated that he himself also was involved in drafting Representative McMorris Rodgers’ campaign speeches. Sometimes Mr. Winer would do the first draft and sometimes the witness would do the first draft and then they would “kick it around.” The witness stressed that all of this work was done on non-federal email accounts and on non-government time. The witness stated that Riva Litman also was involved in drafting speeches for the campaign as a volunteer and on her own time, and Stan Shore was also involved as a consultant to the campaign. Hard copies of drafts were delivered to Representative McMorris Rodgers to her home in Washington, DC or in Spokane.
34. The witness stated that “on rare occasions” before Representative McMorris Rodgers left her congressional office the staff assistant or the witness would give a draft campaign speech to her.
35. The witness stated that if he met with Representative McMorris Rodgers to discuss campaign matters they would meet at the Davenport Hotel in the district, or if in Washington, DC, at Joe Rachinsky’s office, the Capitol Hill Club, or at the NRCC, but not at her congressional office. The witness stated that he would print out hard copies of campaign speeches sometimes at the NRCC.

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36. When asked whether drafting campaign speeches ever occurred during congressional business hours in 2010 or 2012, he stated that he was “very strict” about not doing campaign work on official hours. The witness was then shown an email dated March 30, 2012 at 9:46 a.m. from him to Todd Winer requesting that Mr. Winer draft a campaign speech. (TW_0311). The witness stated that, “maybe, perhaps it happened on occasion,” but that this specific email was likely sent by him from the NRCC and then Mr. Winer’s response was sent during a lunch hour.
37. The witness was next shown various emails regarding the campaign sent by him during congressional working hours to various congressional staffers. The witness responded that he does not recall where exactly he was when any of the emails were sent, and that he may have been at the NRCC, Capitol Hill Club, or at another office in DC at the time. The witness also stated that he would never request someone to “work on political things” during government hours, and that if he sent a request to a staffer during government hours the understanding was that they would do the campaign work during their own free time. His understanding also was that if a congressional staffer sent him something campaign-related during government working hours that they had completed the work during their own free time.
38. The witness stated that prior to the OCE review he was not aware that campaign documents had been stored on the congressional office’s “s” drive.
39. The witness was next asked about Representative McMorris Rodgers’ campaign for Chair of the Republican Conference. The witness stated that his role in the campaign was to be the manager for the election, lock up support, and handle logistics. The witness stated that Patrick Bell volunteered to work on the election, gathering information and entering it into a computer under the witness’s supervision.
40. The witness was next asked about the production of a video and packet for Representative McMorris Rodgers’ campaign for Chair of the Republican Conference. The witness stated that the congressional staff pulled together Representative McMorris Rodgers’ official television and media appearances and press hits. Staff of Representative McMorris Rodgers’ congressional pulled together political information.
41. The witness stated that the office consulted the Committee on Ethics about how to send the packet, and after a back-and-forth was told to ask House Administration, which said that they ought to use campaign resources to send the packet. The witness recalled discussing the issue with Phil Keko, George Hajiska, and Jack Deal of House Administration. When asked if he received any advice on combining official and political resources for the video and packet, the witness stated that, “I kept them separate.”

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42. The witness stated that Patrick Bell, Todd Winer, and Riva Litman all wanted to be involved in the leadership race by “volunteering and helping out” on their own time. When asked whether congressional staff worked on the leadership race in the congressional office, the witness stated “yes,” and then clarified that when he said that Patrick Bell, Todd Winer, and Riva Litman volunteered for the leadership race he meant that they were not forced to work on the race. They were not acting as volunteers for the campaign committee.
43. The witness stated that he spoke with Representative McMorris Rodgers regarding the leadership campaign packet and video before they printed the packet in order to get her feedback. When asked if he discussed the back-and-forth with the Committee on Ethics and House Administration with Representative McMorris Rodgers, the witness stated, “I don’t think so.”
44. The witness was next asked about Representative McMorris Rodgers’ media appearances following the 2012 election. The witness stated that in December 2012, Brett O’Donnell provided “general advice” and tips regarding Representative McMorris Rodgers’ media appearances. The witness stated that sometimes Mr. O’Donnell would call in before a media appearance to prepare Representative McMorris Rodgers, and other times he would meet with her in person.
45. When asked if these media preparation sessions in December 2012 ever took place in the Cannon House Office Building, the witness stated “maybe” and then “sometimes,” and stated that other times they occurred in Representative McMorris Rodgers’ home or at the site of the media interview, such as at the Supreme Court in advance of the Court’s ruling on healthcare.
46. The witness stated that Representative McMorris Rodgers’ interviews in December 2012 were a mix between official and political, and that his participation in those preparation sessions and interviews was in his official capacity as her Chief of Staff. When asked whether Brett O’Donnell was working for Representative McMorris Rodgers’ campaign or the congressional office in assisting with the media appearances, the witness stated that Brett O’Donnell would provide general advice, but maybe assist with political questions if they came up.
47. With regard to the work provided by Mr. O’Donnell in November and December 2012, the witness stated that Mr. O’Donnell was paid out of Representative McMorris Rodgers’ election campaign for the work completed during those periods. When asked why Mr. O’Donnell had been paid out of Representative McMorris Rodgers’ leadership PAC, CMR PAC, in September and October of 2012, the witness stated that it was because in

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those months Mr. O'Donnell was not helping out specifically with campaign debate preparation.

48. The witness stated that Brett O'Donnell also assisted him with interviewing applicants for the House Republican Conference communications director position after Mr. O'Donnell rejected an offer to take that position.
49. The witness was asked about Stan Shore's involvement in Representative McMorris Rodgers' leadership election, and stated that Mr. Shore worked out of Representative McMorris Rodgers' congressional office a few times, talking about the election with the witness, getting coffee, and listening to the witness's frustrations. The witness also stated that Mr. Shore helped draft Representative McMorris Rodgers' Conference Chair speech and a "handcard" that she distributed.
50. The witness stated that after Mr. Shore was hired by the Republican Conference, his duties involved helping draft talking points; planing retreats, including locations and agendas; assisting with Representative McMorris Rodgers' transition to Conference Chair; drafting Conference press releases; conducting interviews; reviewing contracts held by the Conference; reviewing the Conference's website; and working with Nate Hodson on the Conference's communications plan and strategy.
51. The witness stated that Mr. Shore is not currently employed by the Conference, but the witness stated that he does still periodically bounce ideas off of Mr. Shore and he "sometimes" comes into the Conference office in a volunteer capacity. The witness stated that Mr. Shore came into the office as recently as last week (the week prior to the interview with OCE) "for a day or two." Mr. Shore is not receiving reimbursements for his expenses. The witness explained that following the initiation of the OCE's review, Mr. Shore's payment "lapsed," and that Mr. Shore has recently been asking about being brought back on by the Conference.
52. The witness was asked about why Todd Winer was terminated by Representative McMorris Rodgers' congressional office. The witness stated that there were issues with his problems with management, his engagement at work, and the quality of work he was producing.
53. The witness stated that Mr. Winer would let things fall through the cracks and his passive-aggressive demeanor amounted to insubordination. The witness recalls that he met with him "six times or so" to discuss his performance. The witness also stated that others in the congressional office had concerns about his behavior and certain things he posted to Facebook after the Colorado shooting that were "dark and twisted."

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54. The witness also recalled that Mr. Winer slammed a car door in the witness's face during the 2012 Republican National Convention, and that one time in Spokane he loudly "dropped the f-bomb" in a restaurant.
55. The witness was shown an email to him from Mr. Winer dated October 4, 2012 in which Mr. Winer suggested that official staff not accompany Representative McMorris Rodgers to a campaign event. (TW_0611). The witness stated that he does not recall Mr. Winer ever expressing concerns about campaign work being done on official time, and stated that he recalls telling Mr. Winer either in person or on the phone that they were not "bending campaign rules" because Mr. Winer was volunteering. The witness stated that no issues regarding volunteering on the campaign played any role in the decision to terminate Mr. Winer. Rather, the termination occurred out of concern for people's safety.
56. The witness was shown an email to him from Mr. Winer in which Mr. Winer stated that Representative McMorris Rodgers had suggested that congressional interns write letters to the editor (LTEs) for the campaign. The witness stated that he does not recall receiving the email, and that they would never have interns write LTEs, because interns are busy doing other things. If, however, an intern wanted to volunteer for the campaign they could do so outside of congressional time and outside of the office. The witness also stated that Representative McMorris Rodgers never mentioned having interns write LTEs to him.
57. The witness stated that after he notified Mr. Winer that he was terminated, Mr. Winer said that the witness would hear from his attorney and that he said something to the effect of that he was bringing the whole organization down. Shortly thereafter the witness stated that they found an email from Mr. Winer to himself with the phone number of the House's office of compliance and that the email concerned a potential lawsuit against Representative McMorris Rodgers' congressional office. The witness also recalls that Mr. Winer sent him a strange email saying "be careful out there" close before he was terminated. The witness stated that the last communication he had with Mr. Winer was in December 2012.

This memorandum was prepared on November 25, 2013, based on the notes that the OCE staff prepared during the interview with the witness on November 8, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on November 8, 2013.

Bryson B. Morgan
Investigative Counsel

EXHIBIT 6

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative McMorris Rodgers' Press Secretary
REVIEW NO.: 13-0906
DATE: October 30, 2013
LOCATION: 425 3rd Street, SW
Washington, DC 20024
TIME: 3:55 p.m. to 5:20 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
Elliot Berke

SUMMARY: The OCE requested an interview with the witness and she consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. She signed a written acknowledgement of the warning, which will be placed in the case file in this review.
2. The witness began employment with Representative McMorris Rodgers on May 19, 2010. She was hired as the Press Secretary for her congressional office.
3. She learned of the position through a job listing and she interviewed for the job with Todd Winer on March 23, 2010. Her job responsibilities were to manage media relations and media lists, write speeches, assist with press conferences, and any other duties related to community outreach.
4. The witness stated that she does not recall whether during the interview there were any discussions about her working on the campaign.
5. She reported to Mr. Winer. She "checked in" with Jeremy Deutsch for any scheduling matters.
6. The witness is currently the Deputy Communications Director and Press Secretary for the House Republican Conference. She said that her job responsibilities for the Conference are the same as her responsibilities were for Representative McMorris Rodgers. She began employment with the Conference in January 2013. She reports to Nate Hodson.

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7. The witness was asked whether she did any work for Representative McMorris Rodgers' campaign during the time that she was employed with the personal congressional office. The witness said that she worked for the campaign as a volunteer.
8. In 2010 and 2012 she worked on phone banks for the campaign and attended local events. She also attended the Republican National Convention when Governor Mitt Romney was the nominee and helped with media related to the convention.
9. The witness said that she assisted Representative McMorris Rodgers with debate preparation sessions. The preparation involved researching Representative McMorris Rodgers' opponent's comments, preparation sessions, and mock debates. In 2010, she attended mock debates at Representative McMorris Rodgers' home, and played the role of her opponent on at least one occasion. She recalled that Mr. Deutsch and Mr. Winer attended. She said that Mr. Murphy did not attend.
10. In 2012, she did not attend the debate preparation sessions but did preparatory work for the sessions. When asked whether debate preparation sessions occurred in the Rayburn House Office Building, the witness stated that she believes that a session was held there but it was part of a larger meeting where the debate "came up."
11. When asked who requested her assistance with debate preparation sessions, the witness initially stated that Mr. Winer asked her to prepare Representative McMorris Rodgers as her role as Press Secretary. She then said that she volunteered as part of the campaign and the preparation sessions were not part of her official work. She said that her trips to the district at the time of the debate preparation sessions in 2010 were for non-campaign related meetings with reporters and television anchors.
12. The witness said that the congressional office policy was that any campaign work had to be done during personal time on the weekend, before work, during lunch break, or after work, and using personal email accounts. Campaign work could not be done on official time or in the office. She said that no one was ever forced to do campaign work. The campaign work was all voluntary.
13. She said she never tracked her time for doing campaign work.
14. When asked whether she was familiar with the office's Campaign Work Authorization Form, she said "no."
15. The witness told the OCE that she assisted with writing campaign speeches as part of her volunteer work. She said she wrote victory speeches and press releases. Mr. Winer asked her to write these speeches in 2010 and 2012.

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16. The witness was asked how she received comments from Representative McMorris Rodgers for the speeches that she wrote. The witness asked for clarification of whether the question related to campaign speeches as opposed to official speeches. After the OCE clarified that the questions pertained to campaign speeches, the witness said that sometimes Mr. Deutsch provided comments on the speeches.
17. The witness said that she often gave paper copies of draft speeches to Representative McMorris Rodgers and she provided her with handwritten edits. She stated that the Congresswoman preferred to provide handwritten edits, and was an active editor.
18. When asked how she gave the paper copies of speeches to Representative McMorris Rodgers, the witness told the OCE that the speeches were placed in a nightly folder that staff prepared for the Congresswoman, but that sometimes campaign speeches were not placed in the nightly folder, but rather given to her by her scheduler.
19. When asked whether the nightly folder was provided to the Congresswoman in the congressional office, the witness said yes, but that the folder was sometimes instead delivered to the Congresswoman at her home. When asked where the witness prepared the speeches that were placed in the nightly folder, the witness stated that she went home and prepared the speeches and then returned to work for them to be placed in the nightly folder. The witness stated that she never did campaign work in the office. She also stated that her roommate was the office scheduler and she would sometimes drive the speeches from their home to Representative McMorris Rodgers' home to deliver them.
20. At this point in the questioning, counsel for the witness requested a break for the witness. Following the break, the witness returned and stated that her descriptions of the speeches in the nightly binder referred to official speeches and not campaign speeches.
21. She then stated that she did not recall ever giving any speeches to Representative McMorris Rodgers in the congressional office in 2010. She told the OCE that Mr. Winer was responsible for dealing with final edits and giving speeches to the Congresswoman.
22. In 2012, the witness recalled assisting with a campaign press release and victory speech that had been initially drafted by Todd Winer, and the witness stated that she delivered the press release and victory speech to Representative McMorris Rodgers via email while she was in Spokane. The witness also stated that she wrote the Congresswoman's remarks for an event with Rick Santorum. The witness did not have any in-person meetings with the Congresswoman about any campaign speeches in 2012. She also stated that the campaign speeches were not discussed during the weekly Monday staff calls that Representative McMorris Rodgers attended.

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23. The witness stated that she never wrote campaign speeches in the congressional office and never used congressional computers to write campaign speeches.
24. The witness stated that Stan Shore was an outside consultant for Representative McMorris Rodgers' political ads. The witness stated that she first met Mr. Shore in 2012. The witness stated that Patrick Bell was in charge of social media for the campaign.
25. The witness traveled to the congressional district in October 2010 for approximately two weeks. During that time, she assisted with preparing Representative McMorris Rodgers for campaign debates. She does not recall any additional campaign activity that she performed during that trip.
26. In April 2012, she traveled to the district for campaign activity that included "Top of the Morning" events in Colville and Spokane with Representative McMorris Rodgers. She traveled at the request of Mr. Winer. During the trip, she was involved in matters with media organizations, including calling into talk shows. The witness characterized the media work as a mix of campaign and official media.
27. She told the OCE that the April 2012 trip was primarily campaign related, and that she took leave from work to travel to the district during that period. She recalled that Dawn Sugasa attended certain events with her and was in charge of fundraising, but she is uncertain whether Mr. Shore also attended. Patrick Bell attended and assisted with the Top of the Morning events, including assisting with sound equipment. Mr. Deutsch attended the events and was responsible for overseeing everything.
28. When asked who covered her travel expenses, the witness stated that she did not know. She said that she submitted her reimbursement requests to a staffer in the district office and was paid through direct deposit into her checking account.
29. The witness stated that she traveled to the congressional district in November 2012, for campaign and official work, including a lot of media-related work such as meeting with reporters. The witness stated that the trip was primarily campaign related, and she took leave for the trip. She traveled at the request of Mr. Winer, but she volunteered to do campaign activity. Mr. Murphy and Mr. Deutsch also traveled with her to the district in November 2012. They worked with her on events for the reelection campaign and for Representative McMorris Rodgers' leadership race. When asked who covered her travel expenses, the witness stated that she did not know. She said that she submitted her reimbursement requests to a staffer in the district office and was paid through direct deposit into her checking account.

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30. When asked whether she submitted leave forms to the office for her time in the district in April and November 2012, the witness said that she believes she submitted the forms to Mr. Winer for him to send on to the district office person in charge of leave.
31. The witness never declined any request for her to go to the district. She said that she never felt any pressure to volunteer for the campaign and did not feel expected to do volunteer work. No one in the office felt as though they were coerced to work on the campaign.
32. The witness was shown an email from her to Mr. Winer, dated August 9, 2012. (JDOCE-0034). She stated that the Republican California Delegation paid for her travel to the Republican National Convention in 2012. She also received a per diem from the delegation. She assumed that Representative McMorris Rodgers' campaign would save money if the California Delegation paid for her expenses. She said that she took a leave of absence from the congressional office to attend the convention. The witness stated that her duties during the Convention were to help Representative McMorris Rodgers prepare for speeches and set up media interviews for the Congresswoman.
33. The witness stated that she assisted Representative McMorris Rodgers with her race for Chair of the House Republican Conference beginning one to two weeks before the leadership election. Specifically, she assisted with creating and editing a packet at the request of Mr Bell. She worked on this project with Mr. Deutsch, Mildred Webber, Mr. Shore, Ms. Sugasa, and Mr. Murphy. She recalled that Mr. Winer also assisted with the project, because she and Mr. Winer split up the work of pulling video clips for the packet.
34. The witness provided video clips to be included in the video that was created for the race. She compiled the clips by reviewing media interviews and pulling useful excerpts. The witness also provided input into which video clips were used.
35. She told the OCE that she worked on these projects both at her home and in the congressional office, initially using her official congressional email account but later using her gmail account. When asked whether she was doing the work for the campaign or the congressional office, the witness stated that she viewed it as official work and as part of her official duties as a House employee, but added that she was never specifically told "how it was delineated."
36. Mr. Bell was the point person for the leadership packet and video and he is the person who asked the witness to compile the clips for the video.
37. The witness stated that she did not recall having any conversations with Representative McMorris Rodgers about her work on the packet and video.

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38. The witness first met Brett O'Donnell around February 2012. At that time, the Congresswoman wanted to improve her public speaking. Mr. Winer and the witness met with Mr. O'Donnell to discuss assistance he could provide.
39. Mr. O'Donnell began working with the Congresswoman, including assisting with preparing her for television appearances. The preparation sessions for the media appearances were sometimes done via telephone and sometimes in the congressional office. The preparation sessions were typically attended by Mr. Winer, Mr. O'Donnell, the witness, and Representative McMorris Rogers. The witness was asked whether Mr. O'Donnell did any such sessions after the 2012 election. The witness responded that Mr. O'Donnell did do such sessions in December 2012. Sometimes Mr. O'Donnell would call in, and sometimes he would be present. The sessions sometimes occurred in the congressional office or sometimes at the Congresswoman's home. When asked whether the preparation sessions were campaign or official congressional work, the witness stated that they were official as far as she knows.
40. The witness recalled that in November 2012, Mr. Shore was in the congressional office. She assumed that he was working on the packet for Representative McMorris Rodgers' leadership race as well as on a database of votes. She said that she believes Mr. Shore worked with Mr. Deutsch in the Chief of Staff office.
41. The witness worked with Mr. Shore in or about late January or February 2013 when she became the Press Secretary for the Republican Conference. The witness stated that she interacted with Mr. Shore regularly. Mr. Shore consulted on Representative McMorris Rodgers' speeches and assisted with other speeches.
42. The witness told the OCE her most recent communication with Mr. Shore happened approximately one week prior to her interview with the OCE when Mr. Shore was in the Republican Conference office. She stated that Mr. Shore comes into the office approximately once per month for a period of about three to seven days. She said that her interaction with him currently with respect to the consultation he provides is the same as it was in January-February 2013.
43. The witness was never employed with Representative McMorris Rodgers' leadership PAC.
44. When asked why Mr. Winer is no longer employed with Representative McMorris Rodgers' office, the witness said that working with Mr. Winer was difficult. He was "late to a lot of things," and did not fully complete projects.
45. The witness sensed an increase in Mr. Winer's frustration and an increase in frustration between Mr. Winer and Mr. Deutsch. She sensed that Mr. Winer was frustrated with

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Representative McMorris Rodgers, Ms. Webber, and Mr. Deutsch because Mr. Winer's role in the office was diminished. Mr. Shore took precedence over him with communications advice.

46. Mr. Winer was originally told around Thanksgiving 2012 that he would not move to the Republican Conference office. The decision was made final around the end of December.
47. The witness became responsible for his duties when Mr. Winer left the office. Mr. O'Donnell occasionally assisted the office with media contacts, but he did not assist the office with written materials.
48. The witness said that she never felt physically threatened by Mr. Winer.

This memorandum was prepared on November 20, 2013, based on the notes that the OCE staff prepared during the interview with the witness on October 30, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on October 30, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 7

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative McMorris Rodgers' Former Communications Director
REVIEW NO.: 13-0906
DATE: October 14, 2013
LOCATION: 425 3rd Street, SW
Washington, DC 20024
TIME: 2:00 p.m. to 5:35 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Scott F. Gast

SUMMARY: The OCE requested an interview with the witness and he consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.
2. The witness is the former Communications Director for Representative Cathy McMorris Rodgers. He was hired on December 21, 2009.
3. The witness told the OCE that he was first contacted by Representative McMorris Rodgers' congressional office in November 2009 when the Chief of Staff, Jeremy Deutsch, asked whether he was interested in a communications director position.
4. The witness had three interviews for the position. The first interview was with Mr. Deutsch and the Deputy Chief of Staff, David Condon. The second interview was with Mr. Deutsch and Kimberly Betz. The final interview was with Mr. Deutsch, Ms. Betz, and Representative McMorris Rodgers.
5. The witness stated that the job duties for the positions, as described during the interview, were to lead communication operations in the office and manage a press secretary and a new media employee. He was told that his duties would include writing speeches, press releases, and scripts; scheduling media interviews; and maintaining the website. Duties related to Representative McMorris Rodgers' campaign were never discussed.
6. When asked whether he had prior experience working on campaigns, the witness stated that he had previously worked part time for a Senator's office and the Senator's campaign

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committee. During that time, the witness wrote campaign speeches for the Senator's campaign.

7. The witness stated that after he was hired, his duties typically consisted of writing two or three press releases per week. These press releases concerned issues such as activities related to Representative McMorris Rodgers' congressional committee assignments (*e.g.*, energy, healthcare) or her responsibilities as Vice Chair of the Republican Conference. He also wrote speeches for her, including speeches for the House floor, constituent events in the district, and presentations before various groups on Capitol Hill. In addition, the witness was responsible for responding to calls from reporters and requests for interviews with Representative McMorris Rodgers.
8. The witness reported directly to Mr. Deutsch. He did not report directly to Representative McMorris Rodgers. In 2010 and 2011, Mr. Deutsch routinely reviewed speeches that the witness drafted and provided edits. In 2012, the witness had more direct contact with Representative McMorris Rodgers when drafting her speeches.
9. Initially, the Press Secretary who reported to the witness was Bill Toye. In 2010, Mr. Toye left and Riva Litman became the Press Secretary. The witness was involved in the hiring of Ms. Litman.
10. Initially, Matthew Lundh was the staffer responsible for new media. He reported to the witness. In 2010, Mr. Ludun left and Patrick Bell became responsible for new media until 2012.
11. In May 2012, the witness became Senior Advisor in addition to serving as Communications Director. His duties as Senior Advisor were to plan for Representative McMorris Rodgers' campaign for Chair of the Republican Conference, including plans related to strategy and logistics. He received a pay increase for this new role and Mr. Deutsch remained his supervisor. The witness told the OCE that ultimately he did not have these duties with the leadership race.
12. The witness stated that he was never employed with Representative McMorris Rodgers' campaign committee.
13. He said that he was asked to do campaign work on approximately his third day of work in 2009. He told the OCE that Mr. Deutsch came to his desk and told him that he wanted to assist a former staffer of Representative McMorris Rodgers who was running for Congress, Jaime Herrera Beutler. Mr. Deutsch asked whether the witness was available to help with drafting an issues page for a webpage that the candidate was creating. The witness agreed and then Mr. Deutsch introduced the Beutler campaign to the witness with an email.

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14. When asked whether he told Mr. Deutsch that he did not want to do the campaign work, the witness stated that he did not decline to assist with campaign work because it was his first week and he wanted to cooperate and not cause a problem. He said that he eventually pushed back.
15. He said that during his employment with Representative McMorris Rodgers, it was never made clear that campaign work was optional or was to be performed consistent with House rules.
16. When asked whether he objected to doing campaign work in general, the witness told the OCE that he should have been told prior to accepting employment with Representative McMorris Rodgers that campaign work was expected. He said that he would have asked for a higher salary. He also stated that he would have wanted the campaign work to have been performed consistent with congressional ethics rules. He felt that Mr. Deutsch and Representative McMorris Rodgers were putting the office at risk by not having a wall between campaign and official work.
17. The witness wrote campaign speeches for Representative McMorris Rodgers. He first began writing campaign speeches in January or February of 2010. The first campaign speech was for Lincoln Day events. He stated that the purpose of the speech was to serve as a pre-campaign kickoff where she discussed her activities in Congress and her plans for the election. Riva Litman also wrote campaign speeches.
18. The witness told the OCE that Mr. Deutsch asked him to write the Lincoln Day speech. After receiving the assignment, the witness contacted Representative McMorris Rodgers' District Director to ask what should be included in the speech. He also believes that he spoke with the district campaign fundraiser, Dawn Sugasa. Ms. Sugasa may have sent him previous campaign speeches. He does not know who wrote campaign speeches prior to his employment.
19. The witness drafted the speech and gave it to Mr. Deutsch to review. The witness believes that he had a meeting with Representative McMorris Rodgers and Mr. Deutsch to discuss the speech in the congressional office. He said that Representative McMorris Rodgers was positive about the speech.
20. The witness usually drafted campaign speeches on his congressional office computer and during business hours. He stated that there were no discussions about the use of official resources or official time or the need to track the amount of time spent on campaign activity.
21. The witness stated that, around September 2010, Mr. Deutsch explicitly told him that he wanted to keep down costs for Representative McMorris' campaign so that the campaign

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would have more money to contribute to candidates and build support for her race for the Republican Conference.

22. The witness told the OCE that he did not volunteer to write speeches. He did not express any objection to writing speeches because he feared reprisal. He said that his fear of reprisal was later justified.
23. Representative McMorris Rodgers campaign had two full-time employees: a campaign manager and a campaign fundraiser. Kristian Sabestinas was the campaign manager when the witness began employment with the congressional office. Ms. Sabestinas left the campaign around January 2012 to work for the Mayor of Spokane, Washington. Jessica Dewitt was hired to replace Ms. Sabestinas around April 2012.
24. Ms. Sugasa was the fundraiser employed with the campaign throughout the time that the witness was employed with the congressional office.
25. Stan Shore was a consultant for the campaign. Zach Nichols worked from around February 2010 to November 2010 as a junior campaign staffer responsible for answering phone, distributing campaign signs, staff fundraisers, and similar tasks.
26. The campaign staff received assignments from Mr. Deutsch and he was more involved with the campaign when Ms. Dewitt was the campaign manager.
27. When asked whether Representative McMorris Rodgers asked him to write campaign speeches, the witness said no. However, he said she was always involved in drafting of the speeches. He told the OCE that he sent drafts of speeches directly to Representative McMorris Rodgers but that she rarely sent him any comments.
28. Usually the congressional staff compiled a weekly binder for Representative McMorris Rodgers that included the campaign speeches.
29. On the occasions that Representative McMorris Rodgers had comments on the speeches, she usually had in-person discussions with the witness in the congressional office. These discussions were occasionally over the phone when Representative McMorris Rodgers was in the district. The witness stated that an example of him working closely with Representative McMorris Rodgers to prepare a campaign speech was for the Republican National Convention in 2012.
30. The witness told the OCE that he drafted campaign press releases for Representative McMorris Rodgers. When asked when he wrote his first campaign press release for Representative McMorris Rodgers, the witness stated that it was around April 2010, after Mr. Bell traveled to the district and spent a week working on the campaign kickoff, including arranging media interview.

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31. Mr. Deutsch came to the witness' work station in the congressional office to discuss the need to send out a press release. Mr. Deutsch then sent out a press release about Representative McMorris Rodgers filing for re-election. The witness also wrote a statement that was included in the re-election filing.
32. The witness recalled discussing the campaign release with Representative McMorris Rodgers and Mr. Deutsch while walking with the Member on her way to vote in the Capitol. This discussion occurred during regular business hours. The witness stated that he drafted the release in the congressional office.
33. He sent the press release to media using his personal email account. He told the OCE that he cannot remember if he was told to use his own email account or whether he decided to use his own email account on his own. He always used his personal email account for any campaign activity.
34. When asked about the volume of campaign press releases that he wrote, the witness stated that he wrote a few releases in October 2010. In 2011, he sent out very few and remembers a release concerning Representative McMorris Rodgers endorsing Mitt Romney.
35. In 2012, the witness was very active and wrote several campaign press releases. The releases included statements for the Washington presidential caucus (March 2012), Republican National Convention (August 2012), Representative McMorris Rodgers election (October – November 2012), and various events for Mitt Romney.
36. When asked about the role of Ms. Litman in writing campaign press releases, the witness stated that she worked on campaign press releases in 2012.
37. The witness told the OCE that Mr. Deutsch assigned him campaign press releases to draft. When the witness did not have time to work on the press releases, the witness assigned the tasks to Ms. Litman. He said that Ms. Litman never expressed any concern about doing campaign work. He said that he told Ms. Litman that she was not obligated to do anything that she did not want to do. He believes that he told her this around September 2010 when Ms. Sabestinas was coordinating a letter writing campaign to a newspaper editor. He said that he told her this because it was her first exposure to the busy campaign season that was approaching. He did not discuss with her how to record her time for campaign activity and official activity.
38. When asked whether he ever volunteered to work on campaign press releases, the witness said no. He never declined to work on campaign press releases. He said that he did not want to work on the campaign press releases because they added to his workload. He thought the activity was an unnecessary risk to Representative McMorris Rodgers.

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39. When asked whether he would have worked on the campaign if (1) there were no threat of reprisal; and (2) the work complied to ethics rules, he said that he would not have because he does not see himself as a campaign person and did not want to do campaign work.
40. The witness stated that he would always have Representative McMorris Rodgers review and approve press releases before he sent them to the media. He was present when she reviewed certain releases, but others he sent to her and he received her comments from Mr. Deutsch. She did not review releases that were simply advisories, as opposed to statements.
41. The witness traveled to the congressional district to perform campaign activity on numerous occasions. In August 2010, he traveled to the district and stayed for approximately ten days for official and campaign activities. The campaign activities were the Pink Flamingo campaign fundraiser and the Ponderosa Women's Lunch.
42. The Pink Flamingo fundraiser is an event held annually at the home of one of Representative McMorris Rodgers' donors. The event is held during the week and partly during business hours, from approximately 3:30 p.m. to 7:00 p.m. The witness believes that the Ponderosa Women's lunch is held every election year and is sponsored by an organization of Spokane Republican women.
43. The witness wrote Representative McMorris Rodgers' speeches for both events. He recalled that Mr. Deutsch, Mr. Condon, and all of the district office staffers attended the events.
44. In October 2010, he traveled to the district to perform various campaign activities. He participated in preparing Representative McMorris Rodgers for campaign debates. He also attended meetings with the editorial boards of several newspapers concerning her campaign. He attended media interviews with Representative McMorris Rodgers and prepared press releases. The witness stated that Ms. Litman and Mr. Bell were also in the district during different time periods in October. Mr. Murphy was in the district for a month.
45. The witness told the OCE that around this time in October 2010 he emailed Mr. Deutsch and asked whether Ms. Litman and Mr. Bell should take leave during their time in the district. The witness never received a response from Mr. Deutsch.
46. The witness stayed at the Hotel Davenport during his travel in the district in October 2010. He believes that his food and hotel expenses were reimbursed by the congressional office.

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47. When asked what official activities he performed while in the district in October 2010, the witness could not recall any and stated that there may not have been any official activities.
48. In August 2011, the witness traveled to the district and stayed for approximately one week for campaign activities. The primary purpose of his trip was to attend the Pink Flamingo fundraiser. Mr. Deutsch also attended the fundraiser.
49. When asked why he stayed in the district for a week, the witness stated that it was a long commute to the district and the additional time provided an opportunity to see the district. He said that almost every staff member in the Washington, DC office traveled to the district "to see" district every year.
50. In August 2012, the witness traveled to the district and stayed for approximately one week for campaign activity. He attended the Pink Flamingo fundraiser and the Ponderosa Women's Lunch. He recalled that the other congressional staffers who attended the Pink Flamingo event were Mr. Bell, Mr. Murphy, Mr. Deutsch, and Mr. Leland. He recalled that Ms. Litman attended the Ponderosa Women's Lunch.
51. The witness described the primary purpose of his trip to the district in August 2012 as press concerning Representative McMorris Rodgers' primary election. During the trip, the witness worked on press releases and interviews for Representative McMorris Rodgers' primary election and her appearances for Mitt Romney.
52. When asked whether he performed any official duties during this trip to the district, the witness told the OCE that he posted photographs of Representative McMorris Rodgers with her constituents on her Facebook page and he had calls with reporters concerning official matters.
53. In October 2012, the witness traveled to the district and stayed approximately one week for campaign activity. The witness was shown a document with a calendar of October 2012 (SMOCE-0372). He stated that handwriting on the document indicated events that Representative McMorris Rodgers attended for other candidates. Mr. Deutsch or Ms. Sugasa would have staffed Representative McMorris Rodgers for these events. The witness did not attend these events.
54. The witness was shown an email from Louise Fendrich to Shaughnessy Murphy attaching a schedule for the week of October 8, 2012 (SMOCE-0340). He did not know whether he had seen the document before, but he remembered the events.
55. On October 9, 2012, he attended the KSPS debate along with Mr. Deutsch, Mr. Murphy, Mr. Bell, and Ms. Sabestinas. The witness also attended an event for Rick Santorum to

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staff the Congresswoman. The witness is not certain whether Mr. Murphy or Richard Leland attended the event as indicated in the document.

56. The witness did not attend the event for Caterpillar or the Wear-Tek Tour. He recalled that the phone interview with Trova Hefferman did not happen.
57. On October 10, 2012, the witness prepared Representative McMorris Rodgers for a phone interview on a radio show. The Congresswoman called into the radio show from her home and there were no staff members with her at that time.
58. The witness did not attend the Roundtable with Employee Owned Businesses, the event with a World War II Veteran, or the Seniors Roundtable scheduled for that day.
59. He prepared Representative McMorris Rodgers for and attended the phone interview with the Union Bulletin. He described this as a campaign interview where the Congresswoman called in from her congressional office in Spokane. The Congresswoman and her opponent spoke to the editors of the Union Bulletin in an effort to gain the endorsement of the newspaper.
60. The witness stated that he attended the event listed as “Political – Homebuilders.” He described it as event with discussions concerning Representative McMorris Rodgers campaign. Mr. Murphy and Mr. Leland attended. The witness did not attend the tour of the Renal Center, the meeting with the school Superintendent, or the dinner with campaign donors.
61. On October 11, 2012, the witness attended the editorial board meeting with the Spokesman newspaper. He also attended the debate preparation session that day. He did not attend the lunch with Larry Larison.
62. On October 12, 2012, the witness attended the debate preparation session. He did not attend the meeting with district office staff and he is not certain that the meeting actually occurred.
63. The witness was shown an Acknowledgment of Receipt of Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers and Employee Leave Request Forms bearing the name of the witness (CMROCE-0032-0040). The witness stated that he had no reason to believe that the signature on the documents were not his. He told the OCE that he discussed the forms with Mr. Deutsch because he approved the requests. He did not discuss the forms with Representative McMorris Rodgers.
64. When asked why he had not submitted any forms for his trips to the district where he engaged in campaign activity, the witness stated that it was “sold” to him that the trips were part of his government duties and there was no need to take leave.

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65. He did not want to use vacation days for campaign work because he wanted to use those days for vacation.
66. He said that it was up to the Mr. Deutsch to enforce rules so he did not take time off at his own initiative. He stated that most employees would not use vacation days for campaign activity unless coerced to do it. He never completed vacation forms for campaign work.
67. The witness assisted Representative McMorris Rodgers with preparation for her campaign debates. He researched and drafted questions and answers prior to the debate preparation. The debate preparation sessions consisted of staff asking Representative McMorris Rodgers questions and evaluating her responses. Staff, including Mr. Deutsch, played the role of her debate opponent during the preparation sessions.
68. In 2010, the witness compiled a fifty page debate preparation package with examples of debate questions and answers for Representative McMorris Rodgers. Ms. Litman drafted a briefing on her debate opponent. Mr. Murphy and legislative staff provided background on local issues.
69. The witness stated that he attended four debate preparation sessions in 2012. He attended a session on Friday, October 5, 2012 that was held in Representative McMorris Rodgers' congressional office in Washington, DC. He told the OCE that the following individuals also attended: Mr. Deutsch, Mr. Murphy, Ms. Litman, Brett O'Donnell, and Representative McMorris Rodgers.
70. He attended a debate preparation session on Monday, October 8, 2012, that was held in an office building in Spokane, Washington. Mr. Deutsch, Mr. Murphy, Ms. Sugasa, Mr. Bell, Mr. Shore, and Representative McMorris Rodgers attended.
71. He attended a debate preparation session on Tuesday, October 9, 2012, that was held in Representative McMorris Rodgers' congressional office in Spokane, Washington. Mr. Deutsch, Mr. Murphy, Mr. Bell, and Representative McMorris Rodgers attended.
72. Another debate preparation session was held on Friday October 12, 2012, but the witness did not attend. He stated that Mr. Murphy, Mr. Bell, Mr. Deutsch, Mr. Shore, and Representative McMorris Rodgers attended. The witness was late and missed this preparation session, but he attended the debate that happened that day.
73. He told the OCE that a debate preparation session was scheduled for Sunday, October 7, 2012, but it did not occur.
74. When asked whether he volunteered to assist with the campaign debate preparation, the witness said no. He stated that he felt compelled to participate.

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75. The witness said that he felt compelled to do campaign work because in August 2010, Mr. Deutsch bragged to him and Kim Betz that he had pushed out several staffers who he considered not loyal to him and not team players.
76. The witness believed that if he did not do what Mr. Deutsch wanted him to do he would find himself unemployed. Mr. Deutsch gave the example of Chrissy Poe that happened in July 2009. He had told staffers that they should do what they were told or they would end up like Chrissy Po. The witness said that he does not know exactly why Ms. Poe was terminated.
77. The witness told the OCE that he does not recall ever telling Mr. Deutsch “no” in response to a request to do campaign work. The witness felt as though his job was safe because he was doing everything that Mr. Deutsch wanted him to do.
78. The witness “pushed back” in October 2012. He sent an email to Mr. Deutsch stating that it was not a good idea to have a member of the congressional staff attend the meeting with Representative McMorris Rodgers and the editorial board of the Spokane newspaper. The witness followed up with Mr. Deutsch in person and asked if he received the email. Mr. Deutsch told the witness that he received the email and said “we’re fine.”
79. In late 2012, the witness had a performance review that included campaign matters. Eight days later and he was told that his services were no longer needed. The witness stated that these actions support his perception that campaign activity had to be performed.
80. When asked about Representative McMorris Rodgers’ knowledge about the campaign activity of congressional staff, the witness stated that she knew everything that was going on with the campaign and congressional office being blended. The witness did not think that she “spearheaded” this activity but she was aware of what Mr. Deutsch was doing and he was acting consistent with her desires.
81. The witness stated that Representative McMorris Rodgers did not take any action when he told her that Mr. Deutsch was pushing him out based on campaign activity. The witness believes that her not responding was her allowing Mr. Deutsch to be the enforcer of that “philosophy.”
82. The witness met Mr. O’Donnell in March or April 2012, after Mr. Deutsch asked the witness to find a coach to assist Representative McMorris Rodgers with public speaking.
83. The issue of hiring a coach had first been raised as an issue a year prior to April 2012. Representative McMorris Rodgers raised the issue again around March 2012.

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84. Representative McMorris Rodgers' campaign committee paid Mr. O'Donnell. The witness stated that Representative McMorris' idea was probably to use Mr. O'Donnell to help both her congressional office and her campaign.
85. Mr. O'Donnell was hired to assist Representative McMorris Rodgers with the 2012 campaign debates and with public speaking in general.
86. Monthly meetings were held from April 2012 to November 2012 where Mr. O'Donnell reviewed tapes of the Congresswoman's interviews and speeches and provided critiques and tips.
87. The meetings were held in Representative McMorris Rodgers' congressional office in Washington, DC. The attendees varied, but included Representative McMorris Rodgers, Mr. O'Donnell, Ms. Litman, Mr. Deutsch, Mr. Murphy, and Karen Summar. Ms. Summar was a legislative fellow.
88. Following the general election in November 2012, Mr. O'Donnell had a role with Representative McMorris Rodgers' leadership race for conference chair. He was involved in generating media attention with pundits and journalists.
89. From December 3 to December 20, Mr. O'Donnell became the *de facto* press secretary for the Congresswoman. He was in the congressional office almost daily. The witness recalled that on December 3, 2012, there was a two-hour meeting with Representative McMorris Rodgers, Mr. O'Donnell, Ms. Litman, and the witness concerning media strategy. The meeting was about an appearance on Fox News and covering messaging and general tips on improving the Congresswoman's communication skills.
90. The witness told the OCE that Mr. O'Donnell also staffed the Congresswoman during interviews. Ms. Litman also attended a few of these interviews.
91. The witness saw Mr. O'Donnell, Ms. Litman, and Representative McMorris Rodgers on their way to media interviews. He also saw Mr. O'Donnell discussing media preparation matters with Ms. Litman.
92. The witness did not attend media preparation meetings during this time in December because his employment was ending. Mr. O'Donnell began doing more media work and was added to the email recipient list for media. When asked whether Mr. O'Donnell was given any congressional office space, the witness said no.
93. Mr. O'Donnell led meetings to prep Representative McMorris Rodgers for interviews. He also directed Ms. Litman on content of written material and made sure that she included certain messaging points. The witness never saw Mr. O'Donnell write any press materials.

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94. The witness said that media interview requests were still sent to him at the time and he had Ms. Litman handle the requests.
95. In late December 2012, the communications director for the Republican Conference was hired. Ms. Litman became the press secretary for the conference in late January 2013. In May 2013, Representative McMorris Rodgers' office hired a press secretary.
96. The witness was shown an email from Mr. Shore to Mr. Deutsch, dated December 9, 2012 (CMROCE-0355). The witness was asked whether his memory was refreshed by the statement "Todd-he should not come in" He stated that he was told on December 10, 2012, that he could have six weeks of pay to look for a new job. He said that he came in the office every day except for vacation days. He was told on January 11, 2013 that it was his last day of employment with the office.
97. He stated that Representative McMorris Rodgers race for Republican Leadership Chair became a "main thing" in September 2012. When he was hired, the leadership race was not discussed as his duties. He was first told that he would help with the leadership race when he was promoted to Senior Advisor in early May 2012. He saw working on the leadership race as part of his official duties.
98. His role in the leadership race was to work with Mr. Deutsch to create talking points for Representative McMorris Rodgers to use when she spoke with other Members of Congress. He was also involved in encouraging reporters to write about the Congresswoman in an effort to increase her national profile.
99. In late September 2012, the witness fielded media questions concerning Representative McMorris Rodgers' leadership race. He also created press releases concerning her race. Mr. Bell and Ms. Litman had roles with the leadership race.
100. The witness said that the leadership race did not really begin until the day after the general election. Mr. Shore, Ms. Sugasa, and Mr. O'Donnell were all brought in to help with the race at that point. Ms. Sugasa began around November 7, 2012 and Mr. Shore arrive around November 12, 2012.
101. The witness worked with Ms. Sugasa and Mr. Shore on the conference race. Mr. Deutsch asked the witness to review draft speeches for the race. Mr. Deutsch wanted Mr. Shore to review all press releases on the leadership race beginning on November 12.
102. When asked about his role with the packet that was created for the leadership race, the witness stated that he reviewed and edited the mailing that Mr. Shore drafted. The witness and Ms. Litman both reviewed and edited the packet at the request of Mr. Bell. The witness recalled that there were multiple rounds of edits. He spent approximately

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one hour with the first round of edits and one half hour with the second round of edits. He did not recall having any substantial edits.

103. When asked about his role with the video that was created for the leadership race, the witness said that Mr. Bell emailed him and Ms. Litman, requesting that they look for media clips to include in the mailing. The witness said that the project required two hours each of his time and Ms. Litman's time. Later, Mr. Bell emailed a draft of the video to the witness who provided minor feedback.
104. The witness did not have any discussions with Representative McMorris Rodgers or Mr. Deutsch about the packet or video for her leadership race.
105. The witness was shown an email from Ms. Sabestinas to him, dated March 16, 2011 (TW_0202). He told the OCE that the Lincoln Day events were three difference events. Usually the same speech was used for each event with some revisions. The witness never attended any Lincoln Day events.
106. The witness was shown an email from him to Mr. Deutsch, dated June 18, 2012 (TW_0382). He said that the press briefing referenced in the email was a weekly meeting held with Representative McMorris Rodgers, Ms. Litman, and the witness to discuss press issues. These meeting began in 2011. He recalled that during a few of these press briefing campaign matters were discussed, but that was very rare. He recalled that Representative McMorris Rodgers wanted to find people to submit letters to editors supporting Representative McMorris Rodgers' official work. It was not campaign related. He said that the campaign was not on the radar at this time in June 2012.
107. The witness was shown an email from him to Ms. Litman, dated August 8, 2012 (TW_0733). He said that he referenced Ms. Litman's personal account in the email because the recipients of the clips included official staff, campaign staff, and others. He said using official email accounts would have violated ethics rules and would have been "bad optics".
108. Ms. Litman compiled clips list daily and emailed from her government computer. The witness did not have a conversation with Ms. Litman concerning the use of office resources or time. He said the attitude in the office was see no evil, hear no evil.
109. When asked whether he was directing Ms. Litman to use official resources for campaign activity, the witness said that he was "executing the vision" of Mr. Deutsch that the recipients were to see the clips.
110. The witness was shown an email from him to Ms. Litman, dated October 24, 2012 (RLOCE-0086). When asked about the email's reference to "free time", the witness said

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that he was trying to be consistent with responsibilities of congressional employees and what was voluntary. He said that, occasionally, Mr. Deutsch phrased his requests for help with campaign work similarly. The requests would mention free time or lunch. Such requests were given especially during the beginning of the time that the witness worked in the office. During 2011, the assignments of campaign work were framed more as requests.

111. During 2012, the campaign work assignment that the witness received from Mr. Deutsch were not phrased as requests.

112. The witness was shown an email from him to Ms. Litman, dated October 3, 2012 (RLOCE-0068). He stated that Mr. Murphy received an email from the campaign and he forwarded the request to the witness who then forwarded it to Ms. Litman. He said that he asked whether Ms. Litman had time, which was consistent with request for a voluntary request that she could do on her own time.

This memorandum was prepared on November 20, 2013, based on the notes that the OCE staff prepared during the interview with the witness on October 14, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on October 14, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 8

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative McMorris Rodgers' Legislative Director
REVIEW NO.: 13-0906
DATE: October 30, 2013
LOCATION: 425 3rd Street, SW
Washington, DC 20024
TIME: 2:15 p.m. to 3:10 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
Elliot Berke

SUMMARY: The OCE requested an interview with the witness and he consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.
2. The witness is the Director of Member Services for the House Republican Conference. He has served in this position since approximately June 2013. Prior to serving as Director of Member Services, he was Senior Advisor for the Conference from December 2012 to June 2013. He is not currently employed with any additional entities or House offices.
3. He was first employed with Representative Cathy McMorris Rodgers beginning in September 2008 as a Staff Assistant in the office for approximately six months. He then became a Field Representative. He served in this capacity for approximately six months and then became a Legislative Fellow around April 2009.
4. He left the House during the summer of 2009 to work as a summer associate and then returned to the office as a Legislative Fellow until May 2010. In June 2010, he became Legislative Counsel for the office and stayed with the office until October 2011.
5. In October 2011, he became the Legislative Director for Representative Todd Young. In May 2012, he returned to Representative McMorris Rodgers' staff as Deputy Chief of Staff through December 2012.

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6. As Legislative Counsel in 2010, the witness was responsible for a portfolio of legislative issues, including energy, agriculture, budget, and military issues. He reported to the Legislative Director, Kim Betz. He told the OCE that as Legislative Counsel, he traveled to the district “occasionally” to meet with farmers to discuss the farm bill.
7. As Deputy Chief of Staff in 2012, the witness was responsible for overseeing the “legislative shop” and also had a small portfolio of issues, including energy and agriculture. He also assisted with office scheduling and staffing assignments. He reported to Representative McMorris Rodgers and Jeremy Deutsch. The following staffers reported to the witness: Melanie Steele, Karen Sumer, Kyle Kunkler, and a military fellow from the Department of Defense.
8. He told the OCE that he traveled to the district as Deputy Chief of Staff to meet with constituents and assist with logistics.
9. When asked whether he was ever paid by Representative McMorris Rodgers’ campaign, the witness initially said “no.” A few moments later, he stated that he recalled that he may have been off the congressional office payroll and paid by the campaign during the summer of 2010 when he was living in Washington state. He told the OCE that he only did a small amount of work for the campaign that summer because he was studying for the bar exam. His duties were to make sure that people were in the campaign office in the district, which is where he lived at the time. When he worked for the campaign he probably reported to Mr. Deutsch. He stated that he did not remember the Campaign Manager’s name.
10. When asked whether the witness did campaign work while he was employed by Representative McMorris Rodgers’ congressional office, he stated that he did campaign work in his free time outside of working hours. He stated that he, for example, attended campaign receptions in a volunteer capacity, and there may have been a couple of instances in which he reviewed a campaign document, such as policy items or a newspaper insert, in his free time.
11. When asked about other persons who staffed the campaign, he stated that he recalled Jessica DeWitt served as a “campaign coordinator” and he recalled Ian Field, Dawn Sugasa, and Stan Shore working on the campaign.
12. The witness stated that the congressional office policy for staff doing campaign work was that campaign work could be done during free time. He defined free time as when “you’re not at work” or you are at lunch or going out for a walk. He said that campaign work had to be done outside of the office. The witness stated that nobody ever felt coerced to work on the campaign.

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13. The witness was shown a Campaign Work Authorization form bearing his name, dated October 12, 2010 (CMROCE-0008). He told the OCE that the form was for his request to work for a United States Senate campaign. He said that the form was necessary whenever someone wanted to have official duties for a campaign, but that it was not required if a staffer wanted to volunteer for a campaign and do general volunteer activity.
14. He told the OCE that he was familiar with the Pink Flamingo event. He said that the event was held every August. He initially stated that he did not attend the event in 2012. When the OCE asked him to describe the most recent Pink Flamingo event that he attended, he then recalled that he attended the event in 2012.
15. The witness stated the he attended the Pink Flamingo event in 2012 because he was in the district staffing Representative McMorris Rodgers at the time and he recalled one of Mitt Romney's sons attending the event. He said that he was not asked to attend. When asked about his duties for the event, he said he "just hung out." The witness said he did not know whether he attended the event in 2011 or 2010, but that he "maybe" attended in 2011.
16. The witness was shown an email to him from Dawn Sugasa regarding "Pink Flamingo Thoughts," dated August 6, 2012 (SMOCE-0068-0069). When asked about the significance of the email, the witness said he was not personally involved in planning the event. The witness said that Richard Leland usually wanted to be involved in the campaign and Mr. Leland was frustrated that his recommendations were not being followed.
17. The witness was shown an email from Louise Fendrich to him attaching "Oct8Schedule.doc," dated October 9, 2012 (SMOCE-0340-0342). The witness was asked to review the schedule attached to the email and state whether he attended the listed events.
18. He told the OCE that he did not attend the event listed for October 9 as "Introduce Santorum/Event," which was held at a hotel in Spokane, because he had no interest in attending the event. He believes that Ryan Rodin attended, and it was a "pro-life type event." The witness said he attended the events at Caterpillar and Wear-Tek. He described these events as tours of company sites that Representative McMorris Rodgers wanted to attend.
19. He did not recall attending the phone call with John Carlson on October 10 and he believes that it did not happen. He does not recall attending the Roundtable with Employee Owned Business. He did not attend the events with the wife of a wounded warrior and the World War II veteran. He attended the Senior Roundtable.

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20. He did not recall attending the phone interview with the Union Bulletin. He does not believe that he toured the Spokane Renal Center.
21. The witness initially stated that he is not sure if he attended the event listed as “Political – Homebuilders.” The OCE asked him if he recalled attending a meeting where the Homebuilders presented Representative McMorris Rodgers with a campaign contribution. The witness recalled that he attended a meeting with the Homebuilders in 2012 at their office near Spokane and Representative McMorris Rodgers was presented with something but he did not know what it was.
22. He said that he did not attend the dinner with Rod and Gig Schneidmiller.
23. The witness initially stated that he did not know if he attended the event listed for October 11 as “Editorial Board – Spokesman.” He then said that he recalled going to a room with a video camera at the Spokesman newspaper in 2012 with Mr. Winer and Representative McMorris Rodgers. Representative McMorris Rodgers was asked her position on various pieces of legislation. He told the OCE that he did not know the purpose of the video. When asked whether he knew that the video was used to compare Representative McMorris Rodgers with her campaign opponent, the witness said “no.” From the witness’ perspective, the purpose of the event was “reporting” and the witness’s role in the event was not campaign related.
24. The witness initially stated that he may have attended the “Debate Prep” on October 11. He then said that he “probably” did. He said that the debate preparation session was held at the Congresswoman’s home or at a bank building next to the Davenport Hotel. He said that he believed that Dawn Sugasa and Stan Shore were at the debate preparation session. The witness stated that his role in debate preparation was to be there in case policy questions came up, and that he asked to attend because he liked to help out the campaign in his free time.
25. The witness stated that he attended the debate on October 12. When asked about his role he said that he was a spectator.
26. When asked whether he attended any other campaign events for other candidates with Representative McMorris Rodgers in October 2012, the witness said “no.”
27. He said that the personal office paid for his travel in October 2012.
28. The witness attended the Republican National Convention in August 2012 with Representative McMorris Rodgers. When asked why he attended, he said that he was responsible for the calendar and responsible for managing the demands on Representative McMorris Rodgers’ time. He said that he attended the Convention for two or three days

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and he believes that Representative McMorris Rodgers' campaign paid for the expenses, but he was not certain.

29. The witness said that he took two weeks of vacation in August 2012, which covered his wedding and the time that he was in Tampa for the Convention.
30. He stated that he assisted Representative McMorris Rodgers with preparing for debates in 2012. He told the OCE that he was responsible for preparing her for policy questions. Mr. Deutsch and Mr. Winer also attended the debate preparation. The witness was not certain whether Ms. Litman attended. When asked about the number of debate preparation sessions, he said that the sessions were a mix between official work and debate preparation, and stated that there were no "mock debates."
31. He stated that Ms. Sugasa or Stan Shore was the lead person in the preparation sessions. When asked how many sessions the witness attended, he said that he probably attended each of them.
32. He recalled attending a debate preparation session in the Rayburn House Office Building. He said that the meeting was to discuss policies, and it was more of a staff meeting than a debate preparation session. He stated that they did not hold a mock debate.
33. The witness initially told the OCE that he attended a debate preparation session held in Representative McMorris Rodgers' office in the district. He then said that he went to the office and a meeting "morphed" into a debate preparation session. He said that there were never any debate preparation sessions held in the congressional office in Spokane, but rather likely at Representative McMorris Rodgers' home.
34. The witness was shown a document titled "Debate Agenda" (SMOCE-0133) and asked whether the debate session in the office had been planned in advance. The witness told the OCE that the Debate Agenda appeared "fabricated" because there were no mock debate sessions. He said the debate sessions did not involve anyone portraying the role of the opponent for a mock debate.
35. When the OCE told the witness that the document was part of his production of documents to the OCE, the witness stated that he did not recognize the document, but that he imagined that the debate preparation outlined in the schedule happened but he was not sure where it occurred.
36. When asked why he attended the debate preparation session, the witness initially told the OCE that he asked to attend the sessions. He then said that the campaign team may have asked him to attend. He said the campaign team was comprised of Ian Field, Ms. Sugasa, and Mr. Shore.

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37. He told the OCE that Ms. DeWitt was part of the campaign team. When asked Ms. DeWitt's title with the campaign, the witness said he was uncertain. He said that she may have been the campaign coordinator or maybe the campaign manager. He said that she was responsible for scheduling.
38. The witness said that he did not have any conversations with Representative McMorris Rodgers about his attendance at the debate preparation sessions.
39. The witness stated that he was not involved in debate preparation sessions in 2010.
40. When asked about the work Mr. Winer did for the campaign, the witness said that Mr. Winer reviewed statements and speeches, but he was not part of the campaign.
41. The witness was shown a calendar of his travel for October 2012 (SMOCE-071-072) indicating that he traveled to the district during this period. He said that he perhaps attended campaign events during his time in the district, such as a reception in the evening. He stated that while in the district he worked normal work hours for the congressional office, which he described as 8:00 a.m. to 10:00 p.m. He said that he was in the district for approximately fourteen days in total in October 2012. When asked who paid for his travel, he stated that it was the congressional office.
42. The witness said that around October 2012, Mr. Winer began to have mood swings. He said that Mr. Winer began to become unreliable and his work was bad. Members of the staff were concerned about Mr. Winer's "odd" behavior and even feared for their physical safety. Specifically, Ms. Litman and Mr. Deutsch said that Mr. Winer was acting strange and they were concerned for their safety. Mr. Winer never did anything to the witness personally to make him concerned about his physical safety, but he heard that Mr. Winer may have said strange things to Mr. Deutsch, such as "be careful out there" or similar statements. The witness also stated he believes Mr. Winer had posted "strange" comments on Facebook regarding the Aurora, Colorado shooting.
43. The witness was involved in Representative McMorris Rodgers' race for Conference Chair in 2012. When asked about his responsibilities for the race, he said that he was responsible for various meetings, including meetings with Members and logistics.
44. When asked whether he was also involved in a packet and video that were created for the race, he said that he was responsible for distributing the packet. Mr. Shore sent him the file for the packet and the witness emailed the packet to FedEx Kinkos for printing. The witness stated that he believes that Mr. Shore was the person ultimately responsible for the packet.

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45. The witness said that he did not recall being aware of a video being produced for the race at the time, but has since learned that a video was made.
46. The witness said that Brett O'Donnell is a speech coach and media consultant who was hired to improve Representative McMorris Rodgers' speeches and to help her answer questions. Mr. O'Donnell also assists with television appearances and interviews. The witness stated that he believes Mr. O'Donnell was working for the congresswoman, but he was not aware of his exact title or how he was being paid. The witness stated that Mr. O'Donnell did not have a desk in the congressional office and did not have a cell phone issued by congress.
47. The witness attended preparation sessions for television appearances with Mr. O'Donnell and Representative McMorris Rodgers in December 2012. He said that Mr. Deutsch and Ms. Litman as well as other congressional staffers were in attendance at these preparation sessions.
48. The witness said that the preparation sessions "most likely" occurred in Representative McMorris Rodgers' personal office, or alternatively, in the car on the way to an appearance. When asked whether the television appearances were campaign related, he said that he considered the appearances to be related to the congressional office, and that he felt that his role in the sessions was assisting the office and not the campaign.
49. The witness was asked whether he has worked with Mr. Shore in the Republican Conference. He said that he knew Mr. Shore as a Senior Advisor for the Republican Conference and he was responsible for "quality control," helping with the transition, and setting up the office. He also said that Mr. Shore was a communications consultant who reviews statements. Mr. Shore and the witness worked in the same office and interacted daily in January 2013 or December 2012 forward.
50. When asked when the most recent time that he worked with Mr. Shore occurred, the witness initially said during the spring. He was then asked whether he worked with Mr. Shore when he was in the Republican Conference office last week. The witness said that Mr. Shore came by and they spoke about death benefits for veterans, prompting the witness to email some information related to that subject to Mr. Shore. When asked about Mr. Shore's current role with the Republican Conference, the witness said that he does not think that Mr. Shore has a role, perhaps because they are through with the transition now. He stated that Mr. Shore does not provide him with any advice.

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This memorandum was prepared on November 5, 2013, based on the notes that the OCE staff prepared during the interview with the witness on October 30, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on October 30, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 9

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Brett O'Donnell
REVIEW NO.: 13-0906
DATE: November 12, 2013
LOCATION: 425 3rd Street, SW
Washington, DC 20024
TIME: 2:05 p.m. to 3:16 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
John W. Kern

SUMMARY: The OCE requested an interview with the witness and she consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview.
2. He refused to sign a written acknowledgement of the warning.
3. The witness is self-employed with O'Donnell and Associates. He has been the President and Chief Executive Officer of the company for eight years.
4. He described the services that the company provides as communication consulting. Specifically, the consulting is related to consulting on matters including media appearances, messaging, public speaking, presentation skills, and debate preparation.
5. His clients include Members of Congress, House Committees, government entities, corporations, and non-profit organizations.
6. The witness told the OCE that around March 2012, Todd Winer contacted him and asked if the witness would be interested in developing Representative McMorris Rodgers' communications skill and strategy in anticipation of her being a potential Vice Presidential candidate or perhaps serving as a surrogate for Mitt Romney's presidential campaign. The witness did not know Mr. Winer prior to this conversation and does not know whether anyone referred Mr. Winer to him.
7. In March 2012, the witness then met with Mr. Winer in Representative McMorris Rodgers' congressional office in the Rayburn House Office Building ("RHOB") to discuss working for her. Approximately one week later, still in March 2012, he also had

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an additional meeting with Jeremy Deutsch and Representative McMorris Rodgers about the position.

8. The witness told the OCE that the discussions were about the services that he was expected to provide to the Congresswoman, which included assessing her communications skills, preparing her for media appearances, “helping the communications shop,” raising her profile, and introducing her to various reporters. The witness stated that campaign activity was not discussed during the meetings about the scope of the job.
9. When asked what he meant by “helping the communications shop,” the witness stated that he meant that he would assist Todd Winer and Riva Litman with their communications duties.
10. In April 2012, the witness began working as a consultant for Representative McMorris.
11. The witness stated that he was providing services to Representative McMorris Rodgers across a variety of platforms, but specifically in her capacity as a Member of Congress and as a part of the Republican leadership. He was not providing services to her campaign committee or to her in her capacity as a candidate for office.
12. When asked who paid him for his services, the witness said CMR PAC paid him. He said that he was told by Mr. Deutsch that CMR PAC would pay him. The witness said that being paid by Representative McMorris Rodgers’ campaign committee was never presented as an option, and that Representative McMorris Rodgers was not involved in any discussions with him regarding the entity from which he was to be paid. He also said that there were no discussions about Representative McMorris Rodgers’ personal office paying him.
13. The witness said that his other clients usually pay him from their personal congressional office or the person’s campaign account. CMR PAC is the only leadership PAC that has ever paid him for his services.
14. The witness was shown a Consulting Agreement between CMR PAC and O’Donnell and Associates, Ltd., dated March 26, 2012 (BO_0006-0009). He said that this document is the agreement for services that he had with Representative McMorris Rodgers. He told the OCE that the following language in the Consulting Agreement under section 1 was a typographical error made when he “cut and pasted” language from a contract with another client: “the consulting services associated with debate preparation of a political candidate engaged in a Client for the United States Senate.”

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15. He said that he had no discussions about providing debate preparation services for Representative McMorris Rodgers until October 2012 when he was asked by either Mr. Deutsch or Mr. Winer to assist with debate preparation. The witness stated that this was the first instance in which he was asked to assist with campaign activities.
16. The witness told the OCE that he has never attended any events with Representative McMorris Rodgers in her congressional district.
17. The witness assisted Representative McMorris Rodgers with preparing for debates during her 2012 general election campaign. His debate preparation services included preparing an analysis of her opponent, developing a general debate strategy, advising her on how to answer questions in general, and having question and answer sessions of the types of questions she may receive during the debate.
18. He recalled that in October 2012 there were multiple debate preparation sessions with Representative McMorris Rodgers. He attended one debate preparation session in person. He recalled that there were multiple debate preparation sessions where he appeared by telephone.
19. When asked whether he attended a debate prep session on October 5, 2012, the witness stated that he is uncertain whether he attended that particular session. He stated that he does not recall specific dates of sessions that he attended. The witness was shown a debate preparation schedule that was attached to an email from Mr. Deutsch to the witness and others, dated October 5, 2012 (SMOCE-0133). He again stated that he was not certain which sessions actually occurred or which ones he attended, but he did recall attending several sessions by phone during that time period. He also stated that he was responsible for preparing the Congresswoman for debates.
20. The witness recalled attending a debate preparation session on a Sunday with Representative McMorris Rodgers in her congressional office in RHOB. He believes that October 7, 2012 was the date. He said that Mr. Deutsch and Mr. Winer attended. He is not certain whether Riva Litman attended.
21. He described the October 7, 2012 preparation session as primarily concerning the debate, but that the meeting also included a discussion of communications and scheduling matters for Representative McMorris Rodgers congressional office. He estimated that the meeting was 60% to 70% concerning debate preparation. The witness stated that the meeting did not include a "mock debate," but the witness recalls that Representative McMorris Rodgers rehearsed certain debate answers and the witness provided feedback on her responses. The other communications matters concerned media interviews for the official office and media preparation related to her duties as Congresswoman. The

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witness estimated that the session was more than three hours but not more than five hours.

22. When asked whether his debate preparation services were provided to Representative McMorris Rodgers' campaign, the witness stated that the debate preparation services that he provided were "obviously related to her campaign."
23. The witness was shown an email from Mr. Deutsch to the witness and others, dated October 11, 2012 (SMOCE-0417), stating "Stan and Brett we will send a call in number later let us know if you can join via phone." The witness told the OCE that he is not certain whether the debate prep session referenced in the email actually occurred or whether he actually attended via phone.
24. The witness described the services that he provided to Representative McMorris Rodgers prior to October 2012 as non-campaign related. He stated that his job prior to October 2012 was to assist the "communications shop". He defined the "communications shop" as Mr. Winer and Ms. Litman. He assisted them with interviews, framing certain issues, and other media issues related to Representative McMorris Rodgers role as Congresswoman.
25. He assisted Representative McMorris Rodgers with her race for Chair of the House Republican Conference. He said that in September or October of 2012, or perhaps a bit earlier, Mr. Deutsch asked him to assist with the race for Conference Chair. The witness told the OCE that the services he provided for the Conference Chair race became part of the work that he was already doing under his consulting agreement with Representative McMorris Rodgers. The witness said that the services for the Conference Chair race were not for her campaign committee.
26. The services he provided for the Conference Chair race included messaging, general strategy, and media consulting. Overall, he worked on improving her communication skills. He told the OCE that he was familiar with the packet and video that Representative McMorris Rodgers sent out for her Conference Chair race. He reviewed the packet, but was not involved in the developing of the video.
27. In December 2012, the witness assisted Representative McMorris Rodgers with her transition to Conference Chair. The services he provided included raising her public profile and improving her communications skills. The witness stated that Mr. Deutsch told him to assist with the transition to Conference Chair, so he did it.
28. He also assisted with interviewing candidates for the positions of Communications Director of the Republican Conference. He attended the interviews with Mr. Deutsch and Stan Shore. He recalled that Mildred Webber may have also attended the interviews.

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29. He told the OCE that he was not responsible for any press releases for Representative McMorris Rodgers' congressional office. Ms. Litman drafted these releases in December 2012, and the witness stated that he may have reviewed press releases and may have written one or two.
30. During December 2012, Mr. Deutsch gave the witness assignments related to communications for Representative McMorris Rodgers, including scheduling media appearances.
31. The witness was also responsible for preparing Representative McMorris Rodgers for various interviews and television appearances in December 2012. The witness stated that he attended preparation sessions with the Congresswoman where he evaluated her prior interviews, general techniques, and discussed potential questions she may be asked.
32. The witness told the OCE that the preparation sessions were typically done via telephone or in Representative McMorris Rodgers' congressional office. The length of the preparation sessions could range from fifteen minutes to an hour.
33. The witness was shown two emails to him from Ms. Litman, dated December 4, 2012 (BO_0055, BO_0066). He told the OCE that he was in Washington, DC on December 4, 2012 and he believes he attended the preparation session for Representative McMorris Rodgers referenced in the emails, but he did not recall the meeting specifically.
34. The witness was shown an email to him from Ms. Litman, dated December 5, 2012 (BO_0072). He stated that he believes that he was not in town on December 5, 2012, and likely attended the preparation session referenced in the email via telephone, although he has no specific recollection of the session.
35. The witness was shown an email to him from Ms. Litman, dated December 11, 2012 (BO_0087). The witness stated that he is not certain whether the preparation session referenced in the email actually happened. The witness keeps records of the scheduled dates for preparation sessions, but he does not record whether the scheduled sessions actually occur.
36. The witness was shown an email to him from Amy Harris, dated December 11, 2012 (BO_0089-0092). He recalled attending Representative McMorris Rodgers press conference at the triangle at the Capitol on December 12, 2012. He also recalled preparing the Congresswoman for the press conference. He believes that he prepared her in a congressional office in the Cannon House Office Building or at the triangle.

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37. The witness was shown and email to him from Amy Harris, dated December 13, 2013 (BO_0106). He believes that he attended the preparation session on December 14, 2012 with the Congresswoman that is referenced in the email.
38. He recalled that the media appearances in December 2012 typically concerned the issue of the “fiscal cliff.”
39. He stated that the media preparation services in December 2012 were “certainly not” for Representative McMorris Rodgers’ campaign committee because it was December and past the election. He was providing services to Representative McMorris Rodgers as a Member of Congress and as a leader of Congress, as she was “definitely” not doing the media appearances as a candidate for Congress.
40. The witness also stated that in December, 2012 he also continued to assist Representative McMorris Rodgers’ “communications shop,” interacting with Riva Litman and Nate Hodson regarding communications matters.
41. The witness initially billed his services for November and December 2012 to CMR PAC. He revised the invoice and billed Representative McMorris Rodgers’ campaign committee at Mr. Deutsch’s request and was ultimately paid by the campaign. Mr. Deutsch did not tell the witness why CMR PAC should not be billed, but the witness saw an email that indicated that CMR PAC did not have funds to pay the bill.
42. The witness sends invoices to clients at the beginning of each month for services that will be provided during the upcoming month. He told the OCE that his November invoice to Representative McMorris Rodgers’ campaign committee was for the services he provided in November and also included travel expenses that he incurred in October 2012.
43. He told the OCE that he never had any conversations with Representative McMorris Rodgers concerning whether CMR PAC or her campaign committee would pay for his services.
44. In January 2013, the witness began providing general communications advice to the House Republican Conference in addition to providing communications advice to Representative McMorris Rodgers. He described the duties that he provided to Representative McMorris Rodgers in January 2013 as being the same as he had provided when he began working for her in April 2012.
45. The witness told the OCE that the payment arrangement is for the Republican Conference to pay for half of his fees and for CMR PAC to pay the other half. He does not do any work for Representative McMorris Rodgers’ campaign committee.

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46. The witness was shown a Consulting Agreement between O'Donnell and Associates and Representative McMorris Rodgers, dated January 1, 2013 (CMROCE-0345-348). He told the OCE that this Consulting Agreement is the current agreement under which he works. He said that the agreement was never amended to show the payment arrangement with the Republican Conference. He recalled that in January or February 2013 it was determined that his fee would be split between the Conference and CMR PAC.
47. When asked whether he was ever paid by Representative McMorris Rodgers personal congressional office, the witness initially said no. He was then shown a document titled "Brett Payment/Calendar" (CMROCE-0367). He then recalled that Representative McMorris Rodgers' personal office paid him from January 2013 to March 2013. He billed the personal office at Mr. Deutsch's request.
48. He stopped billing the personal office in March 2013 and began billing CMR PAC in May 2013 at Mr. Deutsch's request. The witness stated that Mr. Deutsch did not give a reason for the change in payment sources. The witness said that he was not aware of the change in payment sources being related to any press inquiries into the payment arrangement.
49. When asked why his fee increased to \$6,400 in April 2013, the witness stated that he is paid a per hour fee for any additional communications consulting that he provides to the House Republican Conference beyond the standard monthly services. He said that all of the fees above \$2,500 per month for the Republican Conference are the result of such additional communications consulting.
50. During his time working for the Republican Conference, the witness' interaction with Mr. Shore has been minimal. He recalled working with Mr. Shore in February 2013 because they collaborated on a speech for Representative McMorris Rodgers' appearance at the Conservative Political Action Conference.
51. When asked when he most recently communicated with Mr. Shore, the witness stated that Mr. Shore was in the Republican Conference office in October 2013. The witness was in the office to attend a meeting about media. He said that Mr. Shore did not attend the meeting. The witness does not know who employs Mr. Shore.

This memorandum was prepared on November 13, 2013, based on the notes that the OCE staff prepared during the interview with the witness on November 12, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on November 12, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 10

Flight 2	254.60	111.80				444.60
Flight 3		308.60				
Flight 4		570.60				
Flight 5			131.60			
Baggage Fee	20.00					48.00
Baggage Fee 2	120.95					25.00
Meals						176.52
Local Transportation						81.00
Lodging		589.86				385.24
Lodging 2						
Total for April 2012	750.15	701.66	1,494.06	374.40	1,515.96	4,836.23
	Patrick Bell 8/6-8/10/12	Jeremy Deutsch SEA/PSC 8/22	Jeremy Deutsch 8/5-8/6	Todd Winer 8/5-8/10/12	Shaughnessy Murphy 8/5-8/10/12	Shaughnessy Murphy 8/5-8/10/12
	SEA/GEG/DCA Trip	Trip	DCA/GEG Trip	IAD/GEG/IAD Trip	DCA/GEG/DCA Trip	DCA/GEG/DCA Trip
August 2012						
Flight 1	191.80	169.80		790.20		588.60
Flight 2	565.60	588.60	588.60			431.60
Flight 3		565.60	565.60			
Baggage Fees	45.00			50.00		
Meals	92.95			31.00		167.97
Lodging	393.24			393.24		491.55
Local Transportation	125.00			20.96		25.00
Total for August 2012	1,413.59	1,324.00	1,154.20	1,285.40	1,704.72	6,881.91
	Patrick Bell 10/7-10/12/12	Jeremy Deutsch 10/8-10/12/12	Jeremy Deutsch 10/23/12	Todd Winer 10/6-10/12/12	Shaughnessy Murphy 10/1-10/4/12 Trip	Shaughnessy Murphy 10/8-10/22/12 DCA/GEG/DCA Trip
	GEG/DCA Trip	Trip	DCA/GEG Trip	DCA/GEG/DCA Trip		
October 2012						
Flight 1	570.60		334.60			501.20
Flight 2		385.60				670.20
Baggage Fee	50.00			40.00		
Meals	195.74					140.44
Lodging	491.55	393.24		393.24		393.24
Lodging 2						
Local Transportation	30.00			12.00		294.93
Total for October 2012	1,337.89	778.84	334.60	1,115.44	460.37	1,564.64
	Jeremy Deutsch 10/31-11/7/12	Shaughnessy Murphy 11/7-11/7/12	Riva Utman 11/5-11/7/12			
	GEG/DCA Trip	DCA/GEG/DCA Trip	DCA/GEG/DCA Trip			
November 2012						
Flight	270.60	441.20	541.20			
Meals		141.31	63.05			
Lodging 1	294.93	294.93	196.62			
Lodging 2	834.70	117.17				
Lodging 3		393.24				
Local Transportation	5.00	24.00	46.00			
Total for November 2012	1,405.23	1,411.85	846.87	3,663.95		

Reagan, Amy

From: Conley, Rashelle
Sent: Wednesday, November 06, 2013 8:35 PM
To: Deutsch, Jeremy
Subject: April 2012 Records
Attachments: Bell April 2012.pdf; Deutsch April 2012.pdf; Litman April 2012.pdf

Riva Litman

- Baggage Fees
 - \$48.00
 - Voucher 1122040
 - Service Dates: 04/02/12 – 04/06/12
 - Paid: 04/30/12
- Meals
 - \$176.52
 - Voucher 1122040
 - Service Dates: 04/02/12 – 04/06/12
 - Paid: 04/30/12
- Local Transportation
 - \$81.00
 - Voucher 1122040
 - Service Dates: 04/02/12 – 04/06/12
 - Paid: 04/30/12
- Flight
 - \$355.60
 - Voucher 1122049
 - Service Dates: 04/06/12
 - Paid: 05/29/12
- Baggage Fees
 - \$25.00
 - Voucher 1122049
 - Service Dates: 04/06/12
 - Paid: 05/29/12
- Flight
 - \$444.60
 - Voucher 1122050
 - Service Dates: 04/02/12
 - Paid: 05/29/12
- Lodging
 - \$385.24
 - Voucher 1122051
 - Service Dates: 04/02/12 – 04/06/12
 - Paid: 05/29/12

Jeremy Deutsch

- Flight
 - \$242.80
 - Voucher 1122055
 - Service Dates: 04/29/12
 - Paid: 05/29/12

- Flight
 - \$111.80
 - Voucher 1122050
 - Service Dates: 04/05/12
 - Paid: 05/29/12
- Flight
 - \$308.60
 - Voucher 1122051
 - Service Dates: 04/13/12
 - Paid: 05/29/12
- Flight
 - \$570.60
 - Voucher 1122052
 - Service Dates: 04/14/12
 - Paid: 05/29/12
- Baggage Fees
 - \$25.00
 - Voucher 1122052
 - Service Dates: 04/10/12
 - Paid: 05/29/12
- Flight
 - \$131.60
 - Voucher 1122054
 - Service Dates: 04/30/12
 - Paid: 05/24/12
- Lodging
 - \$589.86
 - Voucher 1122051
 - Service Dates: 03/30/12 – 04/05/12
 - Paid: 05/29/12
- Lodging
 - \$589.86
 - Voucher 1122053
 - Service Dates: 04/08/12 – 04/12/12
 - Paid: 05/24/12

Patrick Bell

- Baggage Fees
 - \$20.00
 - Voucher 1122041
 - Service Dates: 04/05/12
 - Paid: 04/30/12
- Meals
 - \$120.95
 - Voucher 1122041
 - Service Dates: 04/02/12 – 04/05/12
 - Paid: 04/30/12
- Flight
 - \$354.60
 - Voucher 1122050
 - Service Dates: 04/02/12
 - Paid: 05/29/12
- Flight

CONFIDENTIAL

- \$254.60
- Voucher 1122050
- Service Dates: 04/05/12
- Paid: 04/29/12

Rashelle Conley
Executive Assistant/Financial Administrator
Congresswoman Cathy McMorris Rodgers (WA-05)
10 N. Post St. Ste 625 Spokane, WA 99201

E | rashelle.conley@mail.house.gov
O | 509.353. [REDACTED]
C | [REDACTED]
W | www.mcmorrisrodgers.house.gov
☐ [REDACTED]

CMROCE-0665

Bell April 2012

U.S. House of Representatives

Monthly Financial Statement by Legislative Year

OFFICE: WADEMCC MCMORRIS RODGERS, CATHY

Allowance Year: 2012
112th Congress 2nd Session
Month: April 2012

Disbursed Detail

Account	Disbursement	Source	Month	Year	Balance	Year	Balance

REDACTED

4/30/2012	BELL, CATHY	OFF FUND	04/05/2012	0122041	20.00
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REDACTED

CMROCE-0666

Report ID: C0123
Report Date: 11/29/2011

U.S. House of Representatives
Monthly Financial Statement by Legislative Year

Office: WA05MCC MCMORRIS RODGERS, CATHY
Allowance Year: 2012
112th Congress 2nd Session
Month: April 2012

Disbursed Detail

Account	Agency	Activity	Category	Amount	Balance	Balance	Balance	Balance	Balance

REDACTED

Account	Agency	Activity	Category	Amount	Balance	Balance	Balance	Balance	Balance
BELL, PATRICK	Meals	04/02/2012	to	04/02/2012	012801				120.85

REDACTED

U.S. House of Representatives
Monthly Financial Statement by Legislative Year

Office: WA05MCC MEMORIS RODGERS, CATHY Allowance Year: 2012
112th Congress 2nd Session
Month: May 2012

Disbursed Detail

Account	Agency	Object Class	Activity	Period	Amount	Balance	Balance	Balance	Balance	Balance
REDACTED										
REDACTED										
4/F	000	9972	000	04/02/2012	351.60					
4/F	000	0395	000	04/02/2012						
4/F	000	0395	000	04/05/2012						
4/F	000	0395	000	04/05/2012						

U.S. House of Representatives
 Monthly Financial Statement by Legislative Year

Officer: WAREMCC MCMORRIS RODGERS, CATHY
 Allowance Year: 2012
 112th Congress 2nd Session
 Month: May 2012

Disbursed Detail

Account Number	Description	From	To	Amount
448501000026 0457 05700LUTSCH	WF Exp-Sel 4888 Deutsch	09/09/2012	09/09/2012	1179050
448501000026 0457 00230LUTSCH	WF Exp-Occ 4945 Deutsch	09/13/2012	1122051	308.00
448501000026 0457 00230LUTSCH	WF Exp-Occ 4955 Deutsch	09/14/2012	1122052	529.60
448501000026 0457 07290E(LUTSCH)	WF Post	09/19/2012	1122057	25.00
448501000026 0457 00230LUTSCH	WF Exp-Occ 4991 Deutsch	09/20/2012	1122094	131.00

REDACTED

U.S. House of Representatives
Monthly Financial Statement by Legislative Year

Office: WADSMCC MEMORRIS RODGERS, CATHY
Allowance Year: 2012
112th Congress 2nd Session
Month: April 2012

Disbursed Detail

04/01/2012	1122640	176.57
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REDACTED

4/20/2012

04/05/2012
04/02/2012
No
04/05/2012

LEF904 RVA Needs

REDACTED

U.S. House of Representatives
Monthly Financial Statement by Legislative Year

Office: WAGMCC MCMORRIS RODGERS, CATHY

Allowance Year: 2012
112th Congress 2nd Session
Month: April 2012

Disbursed Detail

Account Number	Account Name	Account Type	Account Balance	Account Status	Account Date	Account Amount
0400/2012	to	04/04/2012	113500			.61.00
0400/2012	to	04/04/2012				

REDACTED

U.S. House of Representatives
Monthly Financial Statement by Legislative Year

Office: WA05MCC MCMORRIS RODGERS, CATRY
Allowance Year: 2012
112th Congress 2nd Session
Month: May 2012

Disbursed Detail



REDACTED

3/29/2012

448501000026
0397
232013EMAR

Account

04/02/2012
50
04/06/2012

1127851

305.24

REDACTED

CMROCE-0676

Report ID: C03EY
Run Date: 11/05/2013

Page 8 of 17

CONFIDENTIAL

EXHIBIT 11

for weekend binder

From: **Todd Winer** (██████████@hotmail.com)

Sent: Fri 10/05/12 1:22 PM

To: kyle.kunkler@mail.house.gov; amy.harris@mail.house.gov; sydney.walsh@mail.house.gov

Bcc: louise.fendrich@mail.house.gov; richard.leland@mail.house.gov; Riva Litman
(riva.litman@mail.house.gov)

3 attachments

10-9-12 FPIW Luncheon.doc (32.5 KB), 10.08.12 local media.docx (55.2 KB),
10.05.12 october media-updated.docx (97.1 KB)

Thanks!

COMMUNICATIONS READ-AHEAD

TO: CMR

FROM: Todd

MEDIA PLAN WEEK OF OCTOBER 8, 2012:

WEDNESDAY, OCTOBER 10, 2012

Phone interview with Walla Walla Union Bulletin Editorial Board

TIME: 11:00-11:45 am

REPORTERS: Rick Eskil, Editorial Editor (others TBD)

POC: Rick Eskil, 509-525-██████

TOPICS: Your re-election campaign

NOTES: You did the Editorial Board interview with Rick in 2010. See their endorsement editorial inside.

THURSDAY, OCTOBER 11, 2012

Sit-down interview with Spokane Spokesman-Review Editorial Board

TIME: 11:00 am-12:00 pm

REPORTERS: Bert Caldwell, Editorial Page Editor (others TBD)

POC: Bert Caldwell, (509) 459-██████

TOPICS: Your re-election campaign

NOTES: Your last Ed Board meeting with the Spokesman was in August 2011 with Gary Crooks (an editorial writer), Addy Hatch (their City Editor), and Stacey Cowles (Publisher). Bert Caldwell was on vacation.

Bert will be there on Oct. 11, and while who will join him is TBD, it's likely Gary and Jonathan Brunt (who's covering your campaign) will be there, and possibly Stacey and Addy, and maybe 1-2 other reporters. I doubt Jim Camden will be there.

You also met with several Spokesman reporters during your campaign kick-off in April 2012.

In 2010, the Spokesman endorsed you for re-election. See their endorsement editorial inside.

Top Domestic Issues:

1) Economy/Jobs

Main Points:

- The most important issue facing our country is creating jobs
- I voted against the Big Government policies that failed (TARP, stimulus, health care law)
- I am supporting the policies that will work (tax relief, BBA, energy independence, health care repeal)
- We need to change course + put "people first, not Government"
 - "Solyndra Economy vs. Keystone Economy"

CMR Accomplishments:

- I have introduced over 20 bills that would create jobs
 - Hydropower bill passed House
 - FDA regulation bill was signed into law
- The House has passed over 40 jobs bills, but the Dem Senate passed only a few of them
 - Those that passed = 1099 requirement, 3% withholding penalty
 - Those that are languishing = REINS Act, Small Biz Tax Cut Act, EPA Reg Relief Act
- I am advocating for local priorities
 - We have made good progress on Fairchild, N/S Freeway, rural health, & others

Key Facts:

- President promised that if Congress passed stimulus, unemployment would never reach 8%
- National unemployment rate has been above 8% for 43 straight months (longest since Depression)
- 1 out of 2 college grads are either unemployed or underemployed
- Keystone Project alone would create tens of thousands of jobs

Press Releases:

CMR Attacks Senate Failures at Leadership Press Conference (9/20/12)

CMR Receives NFIB Guardian of Small Business Award (9/13/12)

CMR Reacts to August Jobs Report (9/7/12)

CMR Receives U.S. Chamber Spirit of Enterprise Award (3/29/12)

CMR Praises Passage of JOBS Act (3/8/12)

CMR & Republican Leaders Hold Press Conference Marking 3-Year Anniversary of Failed Stimulus (2/17/12)

CMR Opposes President's Decision to Reject Keystone Project (1/18/12)

4) Spending/Debt

Main Points:

- Explosion of govt debt in recent years is key reason for slow economy & threat to American Dream
- We need to get our fiscal house in order
- Washington has a spending problem, not a revenue problem
- I support the Ryan Plan & BBA
- Sticking with the status quo – record spending & debt – is a path to economic ruin (look at Greece)

CMR Accomplishments:

- Voted against TARP, stimulus, & raising debt ceiling without spending cuts
- Voted for “Cut Cap, & Balance,” “Budget Control Act” “Ryan Plan” and BBA
- Introduced legislation to stop US participation in Euro bailouts (\$100 billion+ at risk)

Key Facts:

- Under Obama, federal spending has grown by 30% & national debt has grown by \$5 trillion
- The national debt is \$16.1 trillion (larger than our entire economy)
- President’s budget would add about \$10 trillion in debt over next 10 years
- Every American owes \$50,000 as his/her share of national debt
- In 10 years, their share will be \$80,000 per person.
- Ryan Plan would cut projected increase in govt spending by \$5 trillion over next 10 years
- 49 out of 50 states have a BBA

Press Releases:

CMR Applauds Passage of House Budget (3/29/12)

CMR & Republican Leaders Hold Press Conference Marking 3-Year Anniversary of Failed Stimulus (2/17/12)

CMR Statement as Senate Reaches 1,000 Straight Days Without Passing a Budget (1/24/12)

CMR Statement on Balanced Budget Amendment Vote (11/18/11)

CMR Receives “Taxpayer Hero” Rating by Council for Citizens Against Government Waste (10/4/11)

CMR Votes for Budget Control Act (8/1/11)

CMR Votes for “Cut, Cap, & Balance” (7/19/11)

CMR Applauds Budget Agreement (4/9/11)

12) Agriculture/Farm Bill

Main Points:

- As someone who grew up on a farm in Eastern Washington, and then helped manage my family's orchard and fruit stand, I know first-hand the challenges facing our family farms and ranches.
- With agriculture being Eastern Washington's number one industry, there is no question that we need federal policies that support our farmers.
- The American farmer has fed the world for over 100 years, kept our nation's food prices low as a percentage of income, and done the most to combat poverty around the world.
- In addition, food security is a growing concern. We cannot allow what happened to America's energy industry happen to our ag industry, in which we become needlessly dependent on the good graces of other nations to meet one of the most basic needs of life.

Farm Bill:

- With the current farm bill expiring on September 30, we need a new farm bill to take effect, and our top priority must be ensuring that farmers have a safety net to keep them in business.
- I support the House Agriculture Committee's version of the farm bill, and I wrote a letter to Speaker Boehner and Leader Cantor encouraging them to bring it to a floor vote before the bill expired on September 30.
- Unfortunately, the traditionally bipartisan farm bill got caught in the Washington, D.C. fly trap and the House adjourned in late September without voting on the bill.
- The problem is, we don't have the votes.
 - As of today, most House Democrats and a small number of Republicans oppose the farm bill.
 - They outnumber the bill's supporters, which include the majority of Republicans and a small # of Dems.
- When Congress reconvenes after the November election, Speaker Boehner has committed to address the farm bill.
- With the election over, we have good reason to believe that many Members who currently oppose the farm bill will be ready to support it. And with their support, we will get the bill passed.
- Due to Congress' extension of the federal government's funding for the next six months in what's known as the "Continuing Resolution," even without a new farm bill in place, there will not be disruptions to Eastern Washington's ag industry between now and the "lame-duck" session.
 - Programs for Washington's wheat industry, for example, are well-funded for many months. The same is true for other industries.
 - The expiration of the farm bill – while disappointing – should not have a negative impact on Eastern Washington's economy.
- I will continue advocating publicly and behind the scenes for the farm bill.

- I will also continue to support policies that expand markets for our farmers, reduce their energy costs, increase their water supply and assure the future vitality of our land.

McMorris Rodgers Attacks Senate Failures at Leadership Press Conference
9/20/12

Washington, DC – With the Senate scheduled to go out of session tomorrow, Rep. Cathy McMorris Rodgers (R-WA), Vice Chair of the House Republican Conference, highlighted the Senate's failures and the House's achievements during today's House Republican Leadership press conference.

With the Senate's adjournment, a host of critical issues – from extending the current tax rates to passing a budget to passing pro-growth legislation – will move to the "lame-duck" session of Congress after the election, fueling more uncertainty among America's job creators and holding back America's economic recovery. A transcript of her remarks is below. To watch the video, click [here](#).

"Speaker Boehner often asks the question, 'Where are the jobs?' To answer that question, we may need to ask another question, which is 'Where is the Senate?'

"We're approaching the end of this Congress – the 112th Congress – and there's one body that's passed a budget. That's us, in the House.

"There's one body that's taken action on dozens of jobs bills.

"There's one body that's extended the current tax rates.

"There's one body that's taken action to protect our national security.

"So we ask, 'Where is the Senate? And where is the leadership?'

"President Obama has the worst jobs record of any President since Hoover. He's added more to our debt than any President in history.

"The House has acted during the 112th Congress. We have taken action. We have been responsible. We have been putting forward our solutions.

"Unfortunately, the Senate has backed up the President. They've protected the President. And so many of these decisions now are going to be delayed until the 'lame-duck' session.

"And we're going to be ready. We're going to be ready with constructive, positive solutions. We're going to be ready with the solutions that get Americans back to work, get our economy growing, address the debt, and make sure the American Dream stays alive for the next generation."

*Women's Material

*Republicans won the women's vote in 2010 (fired 1st woman Speaker of House)

*Why? They didn't like the direction Obama was taking USA; they still don't like it

*Economy (2 out of 3 new businesses started by women)

*Budget (most budgets are done by women; concerned by huge debt)

*Health Care (80% of health care decisions)

*These are the issues women care about

*Romney is focused like a laser on these issues

*What's the Obama strategy? "Distract and divide"

*Can't run on last 4 years, * don't want to talk about the next 4 years

*So we get a lot of phony issues to divide Americans by groups...

*Gender = "War on Women" (myth; deliberate campaign by Dems to scare women)

*Class = Buffett Rule

*Age = Student Loan Controversy

*Values = Gay Marriage

*Romney is going to stay focused on the real women care about & that's why he's going to do very well among women

Other Facts:

*There are 24 House Republican women

*4 of the 6 women Governors are Republican

Summary of War on Women:

- The Dems have waged several fronts in this "War on Women" campaign, but it's all a myth (there's never been a GOP effort to take away contraception, repeal VAMA or end "equal pay for equal work").
- On the "conscience clause" debate in particular, it was Dems who were changing the status quo; it was the GOP who was protecting established law with protects the right to conscience in employee health plans. That's why I've been saying the Dems are actually waging a "War on Reality."

Q. What do you think of Gov. Romney's comments that 47 percent of Americans are "dependent" on government and see themselves as "victims?"

A. Well, as the Governor acknowledged, his comments weren't "elegantly stated," and just like when President Obama told his supporters that a lot of Americans were "bitter" and shouldn't "cling to guns and religion," political leaders can say things which require more context.

In Gov. Romney's case, the context is – President Obama promised to cut the deficit in half; instead he's sent the deficit skyrocketing - \$1 trillion every year for the last 4 years (an all-time record) – and one of the main reasons it's so hard to reduce the debt – which is so critical to our children's ability to live the American Dream – is that once people start receiving more money from the government, they become dependent on it, and after that, it's very hard to cut the spending and cut the debt.

President Obama has encouraged this pattern of dependency. You see that, for example, with welfare reform – Obama waiving the work requirements which made welfare reform so successful back in the '90s.

What Gov. Romney is trying to say is that we can't grow our economy until we reduce the size and scope of government, and we can't reduce the size and scope of government until we get more people working in the private economy, not relying on the government as their main source of income.

And this has nothing to do with seniors or veterans or people with disabilities. We're talking able-bodied Americans in the private economy. We have to do everything we can to unleash the private sector and get back to full employment.

Gov. Romney has a plan to do that, and if given a chance to implement it as President, he will succeed.

KREM'S "IT'S YOUR TIME" VIDEO

Hi, I'm Cathy McMorris Rodgers.

When I was growing up on my parents' farm, I could never have imagined that one day I would have the opportunity to serve in Congress.

...I was the first in my family to graduate from college...

...I worked my way through college at places like McDonald's...

...And after graduation, I helped manage my family's small business...

In 2004, I was humbled when you first elected me to Congress...

...And since then, I've worked every day to be worthy of your trust.

During the past 8 years, I've fought for

- pro-growth policies to create jobs ...
- common sense health care reform...
- an "all-of-the above" energy strategy ...
- better stewardship of our farms and forests...and
- Keeping our promises to our servicemembers, veterans, and their families.

I've led the charge on issues that uniquely affect Eastern Washington -

- Working in a bipartisan way to bring the new tankers to Fairchild Air Force Base...
- Securing funding to complete the North-South Freeway...

- Protecting rural health care... and
- Expanding hydropower.

On a personal note, I've also become a wife and mother (and these will always be my dearest accomplishments).

Looking back, I truly believe that I've lived the American Dream...

...And that's why I've always seen my Number One goal in public life as preserving that Dream for our children and grandchildren.

And yet – like many of you – I'm concerned the American Dream is in danger.

The national unemployment rate has been above 8% for the last 3 and a half years – the longest streak since the Great Depression.

There are 23 million Americans who want a full-time job but can't find one.

For those of us who do have jobs,, we will have to work half the year in order to pay our personal share of all federal government spending.

The national debt is growing \$4 billion every day,,, \$1 trillion every year,,, and it's now larger than our entire economy.

As your voice in Congress, I opposed the Big Government policies that failed.

I voted against the Wall Street bailout...

I voted against the trillion-dollar stimulus....

And I voted against the government takeover of health care...

But I've done more than just vote "no" on the policies that failed.

I've also been a champion of the policies that will work.

During this session of Congress, I voted to simplify our tax code and stop a record tax increase scheduled to take affect just a few months from now.

I voted for a budget that curbs government spending while protecting our vulnerable, including our seniors.

I voted for a Balanced Budget Amendment to stop the crushing debt burden we're leaving our children and grandchildren.

I voted to approve the Keystone Pipeline – a project that will improve our energy security and create tens of thousands of jobs.

I voted to repeal ObamaCare and to defund it.

Overall, I voted for over 40 jobs bills that passed the House.

Some of them passed the Senate and became law.

But far too many died on the Senate's doorstep.

We need change.

We need a break from the status quo.

We need a new spirit of cooperation between the parties...

A new commitment to common-sense solutions...

Getting back to basics...

Putting PEOPLE first, NOT the government...

And unleashing the power of "free minds and free markets."

That's why I humbly ask for your vote.

I want keep fighting in Congress for the “change we need.”

I have the passion for it, and I have the experience to make it happen.

While these are challenging times, I believe there is nothing wrong with the American government that can't be cured by the wisdom of the American people...And if we listen to the people – and stop the growing power of Government – I know that America's best days are still ahead.

To learn more about my plan, go to cathyforcongress.com

With your support, I will keep fighting in Congress for the ideas and values that made America great, and that represent the best of Eastern Washington.

I humbly ask for your continued confidence, and your vote.

McMorris Rodgers should be returned to US Congress

The Spokane Republican represents her rural Eastern Washington district well.

By WALLA WALLA UNION-BULLETIN

Thursday, October 14, 2010

Rep. Cathy McMorris Rodgers continues to do a solid job representing her conservative Eastern Washington congressional district. We recommend voters return McMorris Rodgers to Congress for a fourth term.

McMorris Rodgers, a Republican from Spokane, has a firm grasp on issues important to this rural region.

She has taken a keen interest in the situation at the Jonathan M. Wainwright Memorial VA Medical Center. She regularly meets with administrators and VA officials to ensure progress is being made in upgrading care at the Walla Walla facility.

McMorris Rodgers, along with Sen. Patty Murray, D-Wash., was relentless in her effort to make sure the local medical center remains open to serve the veterans of this region.

McMorris Rodgers' challenger, Democrat Daryl Romeyn of Spokane, is enthusiastic. He isn't, however, a traditional Democrat -- or even a traditional congressional candidate.

Romeyn worked as TV weatherman in Spokane for years before losing his job this spring for economic reasons. It was then he opted to jump into this race as a Democrat even though he is best described as an independent. He has beefs with both political parties and supported Republican John McCain for president in the last election.

His entry into the race rubbed the Democratic establishment wrong as he knocked off its endorsed candidate, Clyde Cordero, in the primary.

Romeyn said he decided to run as a Democrat because he needed a label from one of the two major parties to have any chance to win. He went Democrat because he said he now finds himself agreeing with Democrats more often than Republicans.

If elected to Congress, Romeyn would likely be a maverick irking both parties in short order.

For those looking to make a protest vote aimed at Republicans or Democrats, Romeyn is a viable option.

But Romeyn isn't prepared to serve in Congress. His knowledge of the issues is somewhat shallow. He is learning as he goes. Romeyn is sharp, very energetic and easy to like. Perhaps he needs to make a run for a local or state office.

McMorris Rodgers' extensive experience in the state Legislature has served her well in Washington, D.C.

McMorris Rodgers understands how to get things done in Washington, even as a member of the minority party.

And when she focuses on issues she does it like a laser. Right now McMorris Rodgers sees reducing

federal spending as the nation's top priority. She believes a balanced budget amendment to the Constitution is the answer.

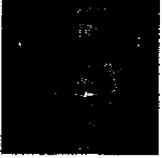
As we've said in the past, McMorris Rodgers often takes principled stands and does not back away from confrontation. She believes in what she is doing.

McMorris Rodgers has earned a fourth term in Congress.



Bert Caldwell

Bert Caldwell is the editorial page editor for The Spokesman-Review in the Administration department.



Gary Crooks

Gary Crooks is an associate editor/editorial writer for The Spokesman-Review in the Opinion department.



Jonathan Brunt

Jonathan Brunt is a reporter for The Spokesman-Review in the Local news department.



Addy Hatch

Addy Hatch is city editor for The Spokesman-Review in the Local news department.

Editorial: McMorris Rodgers capable of tough job

The Spokesman-Review, Oct. 12, 2010

U.S. Rep. Cathy McMorris Rodgers would like a fourth term in Congress, and Democrats in the 5th District aren't putting up much resistance. They threw their support behind little-known candidate Clyde Cordero in the primary, but he was defeated by Daryl Romeyn, who is best known for forecasting the weather on local TV stations. He gave up that profession a while back and is now a full-time organic farmer. However, when it comes to the important issues in this race, he is partly cloudy. Romeyn is sincere in his quest to join Congress, but too often his response to questions is: "Again, I don't have specifics."

Romeyn lobs the tired "career politician" label at McMorris Rodgers but says the district's best-ever representative was Tom Foley – and we don't disagree – but Foley was as entrenched as it gets. Romeyn correctly notes that a representative's task is to listen, learn and legislate, but it is a candidate's task to get past the first step in formulating his own ideas. We're not sure who he was listening to in making trail breaks in national forests a centerpiece of his campaign.

McMorris Rodgers cruised to victory two years ago in a difficult year for Republicans. That's very likely to happen again, but that doesn't mean she should not be challenged on her ideas and accomplishments.

She has bemoaned the toxic atmosphere in Congress ever since joining in 2004. Sadly, it has gotten worse. She is a part of the Republican leadership team (and the only woman), and would presumably remain there if the GOP takes control of Congress. She could be well-positioned to help the district in such areas as preserving the mission at Fairchild Air Force Base, transportation, trade and agriculture.

But such power carries a duty to reach across the aisle on tough issues that will require bipartisan consensus. Reining in long-term deficits is chief among those challenges. McMorris Rodgers has shown promise in building relationships with Democrats. She points to her work (against the party's wishes) on setting humane standards for disciplining special-needs children in schools.

We don't agree with her on social issues such as abortion and gay marriage, but she hasn't pressed those issues in office.

She correctly notes that the budgeting process in Congress is broken, because there are no limits on borrowing and spending. She acknowledges that Republicans haven't followed through on their appeals to restraint, which is why they took their lumps in the 2006 and 2008 elections.

Her message is to give Republicans another chance. It looks like they will get it, but she needs to do her part as a party leader to squelch the acrimony with Democrats and tea party activists before realistic solutions to some very big fiscal issues are resolved.

McMorris Rodgers is the easy call in this race, but her task will be formidable.

Get more news and information at Spokesman.com

EXHIBIT 12

Murphy, Shaughnessy

From: Fendrich, Louise
Sent: Tuesday, October 09, 2012 11:08 AM
To: Murphy, Shaughnessy
Subject: RE:
Attachments: Oct8Schedule.doc

Louise Fendrich
Director, Constituent Relations
Congresswoman Cathy McMorris Rodgers (WA05)
10 North Post, Suite 625, Spokane, WA 99201
P: 509-353-
www.mcmorrisrodgers.house.gov

-----Original Message-----

From: Murphy, Shaughnessy
Sent: Monday, October 08, 2012 2:19 PM
To: Fendrich, Louise
Subject:

Hey Louise,

Can you send me a copy of the schedule for the week as soon as you can.

Thanks,

Shaughnessy Murphy
Office of Rep. Cathy McMorris Rodgers

sent from blackberry

SMOCE-0340

TUESDAY, Oct 9

10:00-10:30am Pick up/Transport to KSPS
 10:30-11am Prep
 11:00-12:00 Debate at KSPS
 12:00-12:30 Transport
 12:30-1:30 Introduce Santorum/Event (Shaughnessy, Dick)
 1:30-2:00 Transport (Dick)
 2:00-3:00 Caterpillar (Shaughnessy, Dick, Louise)
 3-3:30 Transport (Dick)
 3:30-4:30 Tour Wear-Tek (Shaughnessy, Dick, Louise)
 4:30-5:00 Transport
 5:00 Trova Hefferman (phone interview)

WEDNESDAY, Oct 10

7:30am Pickup/Transport to DO
 7:30am Phone in to John Carlson radio show – KVI in Seattle from DO
 8-9am Roundtable with Employee Owned Businesses
 Motion Auto (see invite report)
 Yoke's 921-2292 *Confirmed*
 Healthcare Resource Group 1-800-452-
 Pacific Steel & Recycling 535-1673 *Confirmed*
 Sturm Heating 325-4505 Confirmed
 Landau Associates
 9-9:30am Elizabeth Snell, wife of wounded warrior
 9:30-10am Bill Borus, WWII Veteran
 10-11am Rick Desimone – Seniors Roundtable & Retire Safe Award
 11-11:45 Phone interview w/Union Bulletin

SMOCE-0341

1-1:30 Transport
1:30-2:30 Tour Downtown Spokane Renal Center
2:30-3:00 Transport (Sheila)
3-4pm Political - Homebuilders
4-4:30 Transport
4:30-5:00 Mtg w/Superintendent of Spokane Public Schools (Ryan)
5:30 Dinner Rod & Gigi Schneidmiller

THURSDAY, Oct 11

10:30 Pick Up /Transport
11-12 Editorial Board -- Spokesman (Todd)
11:30-1 Lunch w/Larry Larison (Dawn)
1-4 Debate Prep

FRIDAY, Oct 12

6:30am Pick up/Transport
7-9am Debate
9-9:30 Transport
9:30-10:00 Mtg w/DO Staff
10:00-10:25 Transport to Airport
11:24am Departure

EXHIBIT 13

FW:

From: **Todd Winer** (██████████@hotmail.com)
Sent: Thu 10/04/12 2:51 PM
To: ██████████@aol.com

One thought on Spokesman ed board interview next week - it might be good to not have any official staff with cmr (perhaps someone from the campaign like Jessica can do it). We're in such a good position right now it might not be worth the risk of a story like "is CMR's staff bending campaign rules?" - also something to consider from a Leadership angle. Or am I overthinking things?

> From: Todd.Winer@mail.house.gov
> To: Shaughnessy.Murphy@mail.house.gov; Louise.Fendrich@mail.house.gov
> CC: ██████████@hotmail.com
> Date: Thu, 4 Oct 2012 14:18:08 -0400
> Subject: RE:

>
> We are confirmed. More details to come. Thanks.

>
> -----Original Message-----

> From: Murphy, Shaughnessy
> Sent: Thursday, October 04, 2012 1:06 PM
> To: Winer, Todd; Fendrich, Louise
> Subject:

>
> CMR would like to do the Spokesman Ed Board on Thursday next week.

>
> Todd - I believe you said 11-12 was an option.

>
> If so, let's do it then.

>
> Louise please put that on the calendar.

>
> Thanks!

>
> Shaughnessy Murphy
> Office of Rep. Cathy McMorris Rodgers

>
> sent from blackberry

EXHIBIT 14

U.S. HOUSE OF REPRESENTATIVES
EMPLOYEE HANDBOOK
FOR THE OFFICE OF
CATHY MCMORRIS RODGERS

This Handbook is effective as of **August 17, 2010**.
It supersedes any and all prior employee handbooks,
personnel policies and guidelines

ACKNOWLEDGMENT OF RECEIPT OF

**EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS**

I acknowledge that I have received a copy of the Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers, (hereinafter referred to as "the Office") and that I have read and understand the contents of the Handbook. I understand the Handbook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except Congresswoman Cathy McMorris Rodgers, who must do so in writing to be effective.

(Date)

(Signature of Employee)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.

PURPOSE OF THE HANDBOOK

This Handbook has been prepared to summarize the personnel policies and procedures that are applicable to employees of the Office of Congresswoman Cathy McMorris Rodgers (hereinafter referred to as "the Office"). You should read the

information in this Handbook promptly and thoroughly so that you have an understanding of the policies and procedures of the Office. If you have any questions or concerns, please discuss them with the Office Manager. Please recognize, however, that this Handbook cannot anticipate every situation or answer every question about your employment; it can provide only an overview of policies and procedures. It is not an express or implied employment contract or legal document, nor should its contents be considered a strict interpretation of the policies, procedures or benefits that are described in this Handbook.

This Handbook is effective as of November 1, 2009 and it supersedes any and all prior employee handbooks, personnel policies, and guidelines.

In order to meet changing circumstances, the Office reserves the right to change, revise, or rescind any of the policies, procedures or benefits described in this Handbook (other than the at-will nature of the employment relationship) whenever, in its sole discretion, the Office deems it appropriate to do so. Policies and procedures are subject to interpretation by the Office, and exceptions may be made in individual cases at the sole discretion of Congresswoman Cathy McMorris Rodgers (herein "the Congresswoman" or "the Member"), the Chief of Staff or the Deputy Chief of Staff/District Director.

In addition to the policies contained in this Handbook, every employee of the Office has a duty to comply with all applicable Federal laws, Rules of the House of Representatives, the mandates of the House Ethics Manual, and Regulations of the Committee on House Administration (including those contained in the *Members' Congressional Handbook*).

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Appendices

***All Appendices/forms are stored individually on the Office computer’s “common drive”, in the file entitled “Office Forms”.**

- Appendix A:** Confidentiality Oath
- Appendix B:** Employee Request Form for Family and Medical Leave
- Appendix C:** Employee Leave Request Form
- Appendix D:** Overtime Pre-Authorization Form
- Appendix E:** Travel Request Form
- Appendix F:** Expense Reimbursement Form
- Appendix G:** Campaign Work Authorization Form
- Appendix H:** Outside Employment Authorization Form
- Appendix I:** Employee Performance Evaluation Form

I. POLICIES AND PROCEDURES

Management Rights

The Office strives to serve the Member's constituents with professionalism, quality, and dedication, promptly and effectively. To reach its goals, the Office reserves its rights as an employer to, at any time, with or without prior notice, establish, administer and change wages, benefits, practices and procedures; direct and discipline the staff; make decisions regarding recruitment, hiring, training, assignment, transfer, promotion, demotion, layoff, recall and retirement of employees; establish the services to be rendered, and who shall perform the work and at what rate; take action to maintain the security of employees, facilities and property, including without limitation, inspections, searches and investigations in accordance with applicable laws; establish starting and quitting times; discontinue or close down any part of or all of the Office; expand, reduce, alter or combine any one or more of the Office operations; and take whatever other action is necessary in the Office's judgment to operate efficiently and effectively.

The failure to exercise these or other management rights shall not waive the Office's right to do so at any time in its sole discretion, or preclude the Office from exercising any management prerogative in ways other than those described above.

The definition of "management" for purposes of this Handbook are: the Congresswoman; the Chief of Staff; the Deputy Chief of Staff/District Director; the Legislative Director; the Communications Director; and the Office Manager.

Statement of Equal Employment Opportunity Policy

The Office is an equal employment opportunity employer and does not discriminate on the basis of an individual's race, color, religion, sex, national origin, disability, military status, age or any other factors prohibited by applicable federal law. This includes all hiring, discharge, promotion, pay, benefits, reassignment, and other personnel actions affecting the terms, conditions, and privileges of employment. Additionally, according to House Rule XXIII(9), the Office is also prohibited from discriminating against an individual based on marital or parental status. However, the Office may consider party affiliation, domicile and political compatibility in making employment decisions.

Personnel Records

It is the policy of the Office to keep personnel-related information maintained in confidence to the greatest extent practicable. Information from employee files will be released only as follows:

- ! to the employee at his or her written request to be provided by the Office within a reasonable amount of time;
- ! to third parties, as required by judicial orders, subpoenas and law enforcement requests; and
- ! immediately to management with a need to know

Each current employee may review his or her own personnel file upon written request and may request, in writing, copies of any or all information contained therein, which shall be provided by the Office within a reasonable amount of time.

It is important that the Office and the House Payroll and Benefits Office be informed by you, in writing, on a timely basis, of any change with respect to the following:

- ! Your Name;
- ! Your Address;
- ! Your Home telephone number;
- ! Your Employment Eligibility (Form I-9).

It is your responsibility to inform the House Payroll and Benefits Office, in writing and on a timely basis of any change with respect to the following:

- ! Your Beneficiary designation (for insurance and other benefit plans);
- ! Your Number of dependents (for income tax withholding and insurance status/eligibility purposes);
- ! Your Marital status (for income tax withholding and insurance status/eligibility purposes);
- ! Any change in the number of exemptions you intend to claim on your taxes.

In addition, it is important that the Office maintain an emergency contact for each employee (in the event of injury or illness) and that the employee promptly notify the Office, in writing, of any changes with respect to the emergency contact.

All changes in your personnel-related information and all requests regarding your personnel records should be directed to the Office Manager.

There is only one personnel file authorized and maintained by the Office and that personnel file is located and maintained in the Spokane District Office. The Office Manager is authorized and responsible for maintaining complete, accurate, up-to-date personnel records. The DC Office Staff Assistant is responsible for ensuring that all personnel documents (originals and copies as appropriate) related to the DC Office are forwarded to the Spokane District Office Staff Assistant in a complete and timely manner, and of keeping the Office Manager fully informed of all personnel matters.

Nepotism

Members and employees are prohibited by law from appointing, promoting, or recommending for appointment or promotion, their relatives, except as discussed below. Individuals with the following relationship to a Member may not be employed by the Member:

- | | | |
|-------------------|-----------------|----------------|
| ! aunt | ! half-sister | ! son-in-law |
| ! brother | ! husband | ! stepbrother |
| ! brother-in-law | ! mother | ! stepdaughter |
| ! daughter | ! mother-in-law | ! stepfather |
| ! daughter-in-law | ! nephew | ! stepmother |
| ! father | ! niece | ! stepsister |
| ! father-in-law | ! sister | ! stepson |
| ! first cousin | ! sister-in-law | ! uncle |
| ! half-brother | ! son | ! wife |

If, however, a House employee becomes related to the employing member (by marriage), the employee may remain on the Member's personal or committee staff. Similarly, if a Member becomes the employing authority of a relative who was hired by someone else (e.g., the Member ascends to the chairmanship of a Committee or subcommittee for which the relative is already working), the relative may remain on the payroll. However, the Member may not then give that individual further promotions or raises, other than cost-of-living or other across the board adjustments. The statute does not prohibit a Member from employing two individuals who are related to each other, but not to the Member. (See House Ethics Manual at pp. 272-273). Contact the Office Manager.

Every employee must certify relationship to any Member of Congress on a certificate of relationship form, available from the Office of Human Resources in B215 Longworth HOB or at <http://housenet.house.gov>. If, at any time, the relationship of an employee to a Member of Congress changes, the employee must file an amended certificate of relationship with the employing office.

Payroll

Paychecks are distributed on the last business day of each month *via* direct deposit to the employee's chosen financial institution. Questions regarding direct deposit and possible alternatives should be directed to the Office of Payroll & Benefits at 202-225-██████.

Attendance Policy

I. Basic Policy

Attendance and punctuality are essential to the efficient operation of the Office. It is recognized that there are situations beyond an employee's control that may create absenteeism or tardiness. However, the Office cannot tolerate repeated unauthorized absences from work or tardiness in reporting to work, because such actions disrupt schedules and create a burden on fellow employees and the Office. Moreover, a Member is prohibited from retaining an employee on the payroll who does not perform official duties commensurate with the compensation received. (See House Rule XXIII(8)(a)).

If you are absent from or tardy for work for any reason, you must speak with your supervisor (or if your supervisor is unavailable, some other management employee), as early as possible before the beginning of the workday or shift. An employee who arrives more than 15 minutes after his or her designated starting time is considered tardy.

If you must leave work early, because of illness or other unavoidable reasons, you are responsible for personally notifying your supervisor and obtaining approval before departure. Absenteeism or tardiness that is considered to be excessive, in the sole judgment of the Office, or failure to follow reporting procedures, may subject an employee to appropriate disciplinary action up to and including termination.

II. Job Abandonment

If you anticipate an absence from work, whether for the entire day or for any portion of the day, you should notify the Office as far in advance as possible, so that work schedules and assignments can be adjusted accordingly. If an employee is absent from work for three consecutive work days without notifying or obtaining advance approval from your supervisor, it will be presumed that the employee has abandoned his/her position and his or her employment will be terminated, except under extenuating circumstances and in the sole discretion of the Chief of Staff.

III. Office Hours

Regular hours of operation are from 8:30 a.m. – 5:30 p.m., Monday through Friday. Telephones must be fully staffed during Office hours. The Office reserves the right to establish additional or modified hours of operation depending on the schedule of the House or at the discretion of the Office.

IV. Lunch Period

Lunch periods are established by each employee's immediate supervisor and, in all cases, will be no longer than one hour, without prior approval from the employee's supervisor. Exceptions to this policy will be granted consistent with the Office's leave policy, as set forth later in this Handbook, or in cases where a staff member is requested by his or her supervisor to attend an official function. Lunch periods for employees are rotated to ensure coverage of the telephones at all times.

V. Snow Days and Other Contingencies

Employees are required to be at work whenever the Office is open. When weather conditions or other emergencies make it unsafe to travel to and from work, the Office will be open for essential services only. This policy goes into effect only when media reports indicate federal government offices are completely closed due to inclement weather, or when the Chief of Staff or the Deputy Chief of Staff/District Director has determined that the Office will be closed. In addition, when inclement weather makes it unsafe for a particular employee to travel, leave status will be granted to those employees who, due to unsafe weather conditions, are unable to report to work, provided he/she submits a Leave Request Form (Appendix C) to his/her supervisor on the next business day he/she is able to come into the Office.

Time and Attendance Records

Time and attendance records will be kept for each employee. The Spokane District Office Staff Assistant is responsible for maintaining proper records for all categories of leave and ensuring that time and attendance are recorded and reported properly by the employees. The Staff Assistant in the D.C. office is responsible for ensuring that time and attendance are recorded and reported properly by the D.C. employees, and is responsible for forwarding that information accurately and timely to the Spokane District Office Staff Assistant on at least a weekly basis.

Employee Classification

Employees are classified into one of the following two categories:

1. Employees who are exempt from the overtime requirements of the Fair Pay Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are not required to be paid overtime for all hours worked in excess of 40 hours in one work week. Exempt employees are expected to work whatever hours are necessary to meet the job responsibilities and needs of the Office.
2. Employees who are non-exempt from the overtime requirements of the Fair Labor Standards Act as incorporated by the Congressional Accountability Act: Those who are required to be compensated for all hours worked in excess of 40 hours per week.

The employee classification determination is based on the actual job duties and responsibilities of the employee.

The workweek for the Office begins at 12:01am on Sunday and ends at 12:00am on Saturday.

Overtime for Non-Exempt Employees

The basic work week will consist of 40 working hours for non-exempt employees. However, your supervisor may ask you to work overtime or to be available for duty other than during normal work hours. Scheduling additional work hours requires the prior approval of your supervisor or other appropriate management personnel and an overtime preauthorization form (Appendix D) must be completed prior to working overtime. Failure to secure permission from the appropriate supervisor prior to working overtime may result in disciplinary action, up to and including termination.

Comp Time for Non-Exempt Hourly Employees

Non-exempt employees who work more than 40 hours in a work week will be compensated at time and one-half for all hours over 40, or will be given time off at a one and a half rate in a subsequent work week within the same pay period for hours worked over 40. The determination of whether compensation will be in overtime pay or overtime time off ("comp time") will be made by the Office. Time off or compensation for overtime worked may not be transferred from one pay period to the next. Only time actually worked (and not Holidays, annual leave, or sick leave), is counted as hours worked for purposes of calculating overtime compensation.

Discretionary Additional Time Off for Exempt Salary Employees

In appreciation for an exempt salaried employee's extraordinary effort, an exempt salaried employee who works three hours or more on a Saturday, Sunday and/or Holiday ("Holidays" are designated later in this Handbook) in addition to their normal and customary work week, shall be eligible to request one day off from work for each Saturday, Sunday and/or Holiday he or she also works in addition to their normal and customary work week (hereinafter referred to as "Discretionary Time Off").

In order to have their request considered, the employee must submit a properly completed Request for Leave Form (Appendix C) to his/her supervisor, no later than the next normal business day that the employee's office is open. For the Spokane office, both the employee's supervisor and the Office Manager must

approve the Discretionary Time Off. In addition, the requested Discretionary Time Off must be proposed to occur within two weeks following the Saturday, Sunday and/or Holiday that the employee worked; and must not result in the employee having more than one extra consecutive day off from work (e.g. the employee normally has Saturday and Sunday off, and is requesting two days of discretionary time off, then the employee may request the next two Fridays off, but may not request a consecutive Thursday and Friday, or a consecutive Friday and Monday off).

In no event shall Discretionary Time Off accrue or otherwise carry forward beyond the two weeks immediately following the Saturday, Sunday and/or Holiday that the employee worked. In no event shall Discretionary Time Off exceed two days per month. In every event, whether granted or denied, the completed request form, signed by the supervisor, must be delivered to the Spokane District Office Staff Assistant for proper entry into the Office records and personnel files.

The approval or denial of a Discretionary Time Off request is entirely within the sole discretion of the Office.

Conflicts of Interest/Ethics in Government Act

All employees of the Office must strictly comply with the provisions of the Ethics in Government Act, House Rule XXV and other applicable House Rules regarding outside income, gifts, and personal financial disclosure. Moreover, it is the responsibility of the employee to become familiar with the requirements of House Ethics rules as well as the requirements of House Rule XXIII. Failure to comply may be grounds for dismissal.

The Committee on Standards of Official Conduct has prepared forms for financial disclosure, together with a detailed explanation of requirements of the Ethics in Government Act. Questions regarding financial disclosure may be directed to the Committee on Standards of Official Conduct at 202-225-7103.

Employees of the Office are not to engage in conduct that constitutes a conflict of interest or a potential conflict of interest. In general, a "conflict of interest" is any situation in which an employee's conduct in his or her job conflicts with his or her private economic affairs. In addition, page 186-187 of the House Ethics Manual extends the definition to situations and circumstances which pose a "risk of impairment of impartial judgment."

Generally, acceptance of gifts, other than from family and close personal friends, is prohibited by House Rule XXV. Therefore, you must contact the Office Manager regarding any offers of gifts, money, or other benefits offered by a lobbyist or anyone that has dealings with the Office.

Contact the Office Manager if you have even the slightest concern that particular conduct, including but not limited to, the acceptance of any gift, might constitute a conflict of interest or a violation of House Rules or Federal law.

Employees should err on the side of caution when confronted with a potential conflict of interest and discuss the matter with the Office Manager for clarification and resolution.

Outside Employment

Employees of the Office may not secure employment outside the House which conflicts with the performance of their official duties. Further, House employees who engage in private employment may not do so to the neglect of their Congressional duties, on "official time" for which a salary is received from the United States Treasury, or if the employment is gained through the improper use of their official positions. It is the responsibility of each employee to fill out the Outside Employment Authorization Form (Appendix H), to submit the Form to the Chief of Staff, and to obtain prior written approval from the Chief of Staff prior to accepting or engaging in any outside employment.

In addition, certain employees face limitations on outside employment and earned income under House Rule XXV. All employees assume full responsibility for complying with House Rules and federal law. Contact the Committee on Standards of Official Conduct at 202-225-7103 if you have any questions about outside employment.

Upon separation from employment with the Office, certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one year. For more information contact the Committee on Standards of Official Conduct at 202-225-7103.

Campaign Work and Political Activities

Employees of the Office may engage in campaign work only on their own time, and only when their Campaign Work Authorization Form (Appendix G) has been pre-approved by the Chief of Staff in writing.

Official House property, equipment and resources may not be used for campaign activities. Campaign contributions may not be solicited on, or for delivery to, House property.

The 2/28/96 Congressional Research Service (CRS) publication *Campaign Activities by Congressional Employees*, provides a good summary of regulations that govern the participation of House employees in campaigns and campaign fund-raising. If you have any questions or concerns, contact the Office Manager.

Domestic/Foreign Gifts and Travel

Rules of the House and the Foreign Gifts and Decorations Act govern your conduct relating to travel to foreign countries and the acceptance of gifts or hospitality from foreign nationals or governments. Employees are required to consult with the Committee on Standards of Official Conduct at 202-225-7103 regarding those laws and rules, and to notify the Office Manager in writing, before traveling to foreign countries on House business or accepting gifts from foreign nationals or governments.

Reimbursement for Official Expenses

Non-Travel Related Expenses

No employee may incur official expenses in excess of \$50.00 per week without the prior approval of the Deputy Chief of Staff/District Director. "Official Expenses" are defined by the Regulations of the Committee on House Administration as reflected in the Member's Congressional Handbook and are strictly limited to expenses related to official and representational duties for the district from which the Congresswoman was elected.

Travel-Related Expenses

No prior approval is required for requests for mileage reimbursement.

Travel outside of the 5th Congressional District for Washington State office employees, and travel outside of DC for DC office employees, requires the pre-approval of the Deputy Chief of Staff/District Director. Employees traveling outside of their geographic office area will be reimbursed not more than \$50.00 per day for food plus \$50.00 per day for non-mileage related expenses, unless prior approval is obtained from the Deputy Chief of Staff/District Director. In general, no approval will be granted for air fare expenses in excess of \$450.00 round trip, for lodging expenses in excess of the federal per diem for the location, and for car rental expenses not pre-approved.

Procedure

Travel-related ticketing, rental car and lodging requests must be submitted in writing to the Spokane District Office Staff Assistant for District staff and to the Executive Assistant for DC staff at least 30 days in advance of travel, or as soon as reasonably possible under the circumstances, using the Travel Request Form (Appendix E). You are responsible for making the travel, rental car and lodging arrangements at the best possible rates and for holding those reservations, pending cost-approval by the Deputy Chief of Staff/District Director and payment arrangements by the Spokane District Office Staff Assistant/Executive Assistant. You may **not** pay these expenses yourself and submit a request for reimbursement; all travel-related ticketing, rental car and lodging expenses must be pre-paid by the Office, unless other arrangements have been pre-approved by the Deputy Chief of Staff/District Director.

To be approved, requests for reimbursement for official expenses must be on the House Finance Office approved vouchers (Appendix F), which you may obtain from the Staff Assistant for your office location. Only requests for reimbursement submitted in accordance with the Regulations of the Committee on House Administration as reflected in the Members' Congressional Handbook will be processed for payment.

If the voucher is not properly completed and/or is not submitted to the Spokane District Office Staff Assistant **within 30 days (for cash expenditures) or within 60 days (for credit card expenditures)** then reimbursement may not be made.

Timely, properly submitted reimbursement vouchers will be paid by the House Finance Office through direct deposit.

Any procedural questions about reimbursement may be directed to the Office Manager and/or to the District Office Staff Assistant/Financial Administrator.

The Frank

The "frank" is the term applied to the use of the signature of a Member of Congress on mail *in lieu of* postage.

All staff of the Office should review the publication Regulations on the Use of the Congressional Frank, published by the Commission on Congressional Mailing Standards (Franking Commission), before sending any mail for the Office.

The frank is to be used only for official business. Under no circumstances should the frank or other official resources be used for an employee's personal mail. This rule applies to "inside mail" as well.

The frank cannot be used on mail to foreign countries (other than via APO or FPO boxes). Letters or documents to foreign officials should be sent in care of the country's consulate in the United States. If that is not possible, weigh the letter/document and obtain the proper amount of postage from the Staff Assistant in your District Office.

For more information on franked mail, see Official Mail Expenses, of the *Members' Congressional Handbook* as well as the House Ethics Manual's discussion of the topic. Questions regarding use of the frank, and requests for advisory opinions on the frankability of mail, should be submitted to the Communications Director.

Mass Mailings

The Office is required by House Rule XXIV and 2 U.S.C. § 59e(f) to seek an advisory opinion as to whether proposed mass mailings are in compliance with all applicable laws, rules and regulations, from the Commission on Congressional Mailing Standards (Franking Commission). A mass mailing is generally defined as any mailing of 500 items or more of substantially identical content within any session of Congress.

Compliance with these requirements is extremely important because the Office is responsible for complying with all applicable provisions of Federal law, House Rules, and Regulations of the Commission on Congressional Mailing Standards and the Committee on House Administration. Therefore, the prior, written approval of the Communications Director is required before any mass mailing is undertaken.

The Office Drug and Alcohol Abuse Policy

I. Basic Policy

The Office strictly prohibits the unlawful manufacture, sale, distribution, dispensation, possession, or use of controlled substances in the workplace or while on paid time. This policy also strictly prohibits all employees from being under the influence of drugs (see discussion below for prohibited drug use) or alcohol while on paid time or while on workplace premises.

Prohibited drug use includes any and all controlled substances except those taken pursuant to, and in compliance with, a prescription from a licensed health care professional. Prohibited drug use also includes the medically unauthorized taking of any prescription drug as well as the use of prescription medications illegally obtained or used in a manner inconsistent with the direction of the prescribing, licensed health care professional. Finally, prohibited drug use includes the abuse of over-the-counter medications used in a manner inconsistent with its intended purpose so as to affect the performance of the employee.

As a condition of employment, employees must notify the Deputy Chief of Staff/District Director and/or the Chief of Staff immediately of any *charge* made against them by law enforcement for any violation(s) of federal and/or state criminal drug and/or alcohol laws *while they are engaged in their official duties*; and of any *conviction* for any violation(s) of federal and/or state criminal drug and/or alcohol laws *at any time* while they are employed by the Office.

II. Non-Discrimination Policy

The Office complies with all provisions of the Americans with Disabilities Act ("ADA"). No employee or applicant for employment who is currently drug-free will be denied employment or otherwise discriminated against solely because of the individual's prior abuse of drugs, prior treatment for drug abuse, or status as an alcoholic or a recovering drug addict. However, the ADA does not protect employees who are current users of illegal drugs nor does it protect employees who violate the Office Drug and Alcohol Abuse Policy, as described above.

III. Voluntary Treatment and Counseling

The Office encourages all employees who need assistance in dealing with alcohol or drug dependency problems to seek counseling through the various private and public agencies and programs that exist in their communities. Employees may also seek assistance by contacting the Office of Employee Assistance, 202-225-██████. Requests for voluntary treatment and related matters will be kept as confidential as possible, and, in accordance with the law, the Office will reasonably accommodate an employee's attempt to address dependency problems. Employees may not, however, escape discipline by requesting treatment or leave only after having been notified of disciplinary action for violating the Office's Drug and Alcohol Abuse Policy.

IV. Fitness for Duty

Employees are responsible for notifying the Office Manager for Washington State employees and the Legislative Director for DC office employees of any conditions, including but not limited to the taking of medically authorized prescription drugs, that may impair the employee's ability to perform his or her job in a safe or effective manner. The Office will attempt to ensure that the disclosure and substance of such information is kept confidential and that it will be disclosed only to individuals with a legitimate need to know. No employee will be discriminated or retaliated against as a result of his or her disclosure of such information. The disclosure is required only to ensure safety in the Office and to protect the employee against any inaccurate assumptions that might otherwise be made about the employee's performance.

V. Discipline for Violation of This Policy

Employees who violate this Drug and Alcohol Abuse Policy and/or the Fitness for Duty Policy may be disciplined, up to and including immediate termination.

Smoking Policy

To provide a safe and healthy working environment for all employees, smoking is prohibited in the Office. Employees who violate this policy may be subject to disciplinary action up to and including termination. All employees share responsibility for maintaining a smoke-free workplace.

Employees interested in attending a smoking cessation program should contact the Office of Employee Assistance at 202- 225- [REDACTED]

Personal Use Policy

The House Rules allow for personal use of House equipment (e.g. phone, computer) and supplies (e.g. paper, pens) only if such use is negligible in nature, frequency, duration and expense.

Recycling Policy

The Office cooperates fully with the House of Representatives Recycling program. Labeled recycling bins are located throughout the D.C. office and the Washington State district offices. Please take note of the locations of these bins and make every effort to recycle materials accordingly. For more information, please contact the Staff Assistant for your District.

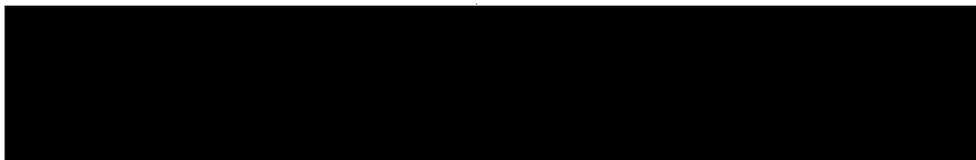
Use of Official Stationery

Use of official stationery of the Office by staff members is strictly limited to correspondence relating to the official capacity or responsibilities of the staff member. Use of official stationery for personal business or matters unrelated to the Office is strictly prohibited and subjects such users to appropriate discipline up to and including termination. For guidance on this issue, please speak with the Office Manager, refer to the House Ethics Manual, and/or call the Committee on Standards of Official Conduct at 202-225-7103.

Safety and Security Policy

It is the policy of the Office to maintain safe working conditions for its employees. Accordingly, all employees are expected to abide by applicable safety and security rules and regulations within House facilities. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts is unacceptable. If you have questions, refer to the Security Procedures Manual for your District Office or ask the Staff Assistant for your District Office.

DC Office:



Bomb threats should be reported immediately to 9-1-1. A Bomb Threat Checklist is available from the House Sergeant-at-Arms at 202-225-██████.

Threats to the physical safety of a Member or employee of the Office should be reported to the House Sergeant-at-Arms at 202-225-██████.

If you are injured while at work, you must report the injury immediately to the Staff Assistant. You must also complete a notice of injury report (Form CA-1), which is available from the Office of Payroll and Benefits, B215 Longworth HOB, 202-225-██████, and submit it to the Office Manager.

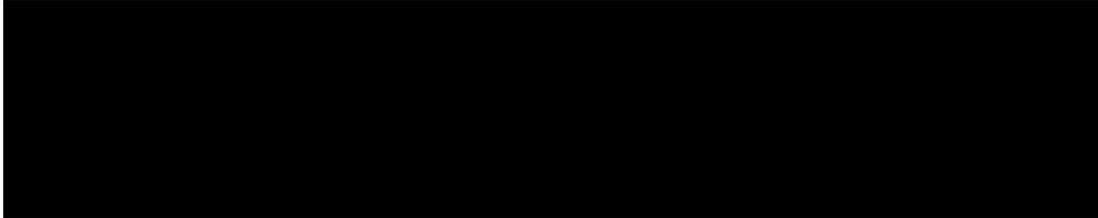
All employees are issued identification cards that allow access to the House office buildings. You must immediately report lost or stolen I.D. cards and keys to the Sergeant-at-Arms Office of Identification Services, 321 Cannon HOB, 202-225-██████, and a new I.D. card will be issued to you. Because an I.D. card is House property, it must be returned upon termination of employment.

Loaning or sharing of I.D. cards and office keys is a serious safety breach. Employees who engage in such behavior may be subject to discipline, up to and including termination.

The nature of employment on the Hill is such that it may require you to work late hours. In the event that an employee is in a position in which he or she is going to be walking to his or her car or the Metro station alone, the employee is

encouraged to contact the Capitol Police for escort. The number for Escort Assistance is 202-224-██████.

Spokane Office:



Bomb threats should be reported immediately to 9-1-1. A Bomb Threat Checklist is available from the Staff Assistant.

Threats to the physical safety of a Member or employee of the Office should be reported to the House Sergeant-at-Arms at 202-225-██████.

If you are injured at work, you must report the injury immediately to the Office Manager. You must complete a notice of injury report (Form CA-1), which is available from the Office of Payroll and Benefits, 202-225-██████ or ask the Staff Assistant.

All employees are issued key cards that allow access to the Office building. You must immediately report lost or stolen I.D. cards and keys to the Office Manager.

Loaning or sharing of key cards and office keys is a serious safety breach. Employees who engage in such behavior may be subject to discipline, up to and including termination.

Additional information is contained in the Office Security Procedures Manual.

Walla Walla and Colville Offices:

Each office has its own Security Procedures Manual. Contact your Deputy District Director for the safety procedures maintained for your District Office.

Office Property

All staff members play an important role in the political process, and enjoy a relationship of trust and confidence with the Member. Inherent in this relationship is the expectation that staff members understand the need to protect sensitive and confidential information, and work at all times for the good of the Member and his/her constituents.

To assist the Member in performing his/her duties most effectively and efficiently, it is imperative that the Office have immediate access to all Office files and other property. For example, in an employee's absence, the Office may need to enter and search an employee's work area to retrieve work-related materials. The Office also must retain its ability to locate missing property promptly and to investigate suspicious activities in the Office. Therefore, the Office reserves the right to inspect and search all areas and property in the Office at any time, for these reasons, or any other reason within its sole discretion, without notice or consent.

All inspections and searches must be preauthorized by the Member and/or the Chief of Staff and/or the Deputy Chief of Staff/District Director. Inspections, searches and investigations can include, without limitation, the examination of physical files, computer files, e-mail, voice mail, file cabinets, desks, work stations, closets, storage areas, manuals, equipment, and all other Office property and areas. For these reasons duplicates of all keys issued to the staff are maintained, and the passwords for your telephone voicemails are assigned. Your voicemail will remain active for up to 60 days following termination of your employment, so that the Office may receive those messages and act on them appropriately. The Office also reserves the right to search packages and other containers within the Office to investigate suspicious activities.

Employees should leave valuable items at home. The Office cannot be responsible for the loss, theft or damage of any property brought into the Office. Additionally, employees should report any suspicious activity they observe in the Office to the Chief of Staff, the Deputy Chief of Staff/District Director, the Deputy District Director or the Staff Assistant. As a condition of continued employment, the Office expects each employee to assist with the Office's efforts to maintain the confidentiality of Office activities, and to provide for employee and Office security.

For the reasons described above, employees should not harbor any expectation of privacy in the office or equipment that is provided to them by the Office.

Emergencies

You will be asked to provide the Office with the name and telephone number of someone to contact on your behalf in the event of an emergency. Should your "emergency contact" person change, please notify the Spokane District Staff Assistant immediately. It is the duty of the employee to inform your district staff assistant of any changes to information concerning persons to contact in case of an emergency.

DC Office:

If a medical emergency occurs during working hours or on the premises, you should immediately contact the Capitol Police at 911 or the Attending Physician's Office at 202-225-██████. The Physician's Office is open 9:00 a.m. to 5:00 p.m., or until adjournment, Monday through Friday. In the case of a minor injury or illness, go immediately to one of the First Aid Offices, which are in the following locations and are open 9:00 a.m. to 5:00 p.m., Monday through Friday:

H-166	The Capitol,	x5-██████
110	Cannon HOB,	x5-██████
1204	Longworth HOB,	x5-██████
B344	Rayburn HOB,	x5-██████
H2-145	Ford HOB,	x5-██████

District Offices:

If a medical emergency occurs during working hours or on the premises, you should immediately call 9-1-1.

Computer Policy

Certain employees of the Office are assigned personal computers for use in the conduct of their official duties. Specific guidelines and instructions regarding the use of the Office's computers will be provided by the Staff Assistant for your office to each employee that is assigned a computer.

Under certain circumstances, it may be necessary to access the employee's computer to recover documents. Therefore, the Office reserves the right of access to any computer or file on the Office's computer system. Accordingly, employees should not harbor any expectation of privacy in documents created on the equipment provided to them by the Office.

Computer viruses can be transmitted via software or data files, and have the potential of stopping all work on the Office's computer system. Therefore, employees who are assigned computers must scan all computer disks for viruses, especially if a diskette has been used outside of the Office. Contact our designated contact person at Lockheed Martin at 202-378-██████ if you have any questions or need assistance regarding software.

Employees of the Office may not make unauthorized copies of any software licensed to the House or to the Office and remove it from the Office. Employees are also prohibited from using unlicensed software anywhere on the Office's computer system.

No software can be loaded onto any computer or the system without direct authorization from our designated contact person at Lockheed Martin at 202-378-██████ to ensure that only legal copies of software are running on the system and to protect the computer system from viruses.

Employees who access House computer systems remotely are responsible for maintaining the security and integrity of such systems. Passwords and other means of access must be safeguarded, and each employee is responsible for notifying the Staff Assistant for your District of any breach, or potential breach, of security or integrity of such systems.

Employees are prohibited from moving computers, printers, or other computer equipment of the Office without first contacting and obtaining the approval of our designated contact person at Lockheed Martin at 202-378-██████

Employees are responsible for compliance with all regulations of the Committee on House Administration.

Electronic Mail Policy

Electronic Mail ("e-mail") is provided as a communications tool to all employees of the Office and should be used with the same rules of professional behavior that apply to the telephone. E-Mail may not be used to commit an unlawful act, to harass or annoy another employee, for personal communication, or to advertise or promote outside business or other non-office related activities.

Employees should not read the e-mail of others. Occasionally, an employee may be assigned to review the e-mail messages of another employee for legitimate purposes. However, an employee must have prior approval from the Office Manager prior to reviewing the e-mail files of another employee.

It is possible that other employees or third-parties may inadvertently view your e-mail messages. Because there is no guarantee of absolute privacy with e-mail, it is imperative that all employees use good judgment when using the e-mail system.

Management expressly reserves the right to review the e-mail files of any employee, with or without notice, for any reason within its discretion, including but not limited to investigating wrongdoing or security breaches, monitoring compliance, or obtaining work product.

Internet Use Policy

Internet access is a privilege and not a right of employment. Incidental personal use of Office resources to access the Internet is permissible only to the extent that such use is negligible in nature, frequency, time consumed, and otherwise conforms with the regulations of the Committee on House Administration and the Code of Official Conduct (House Rule XXIII). Employees should harbor no expectation of privacy with the use of their computers, including the Internet websites they access, browse or download.

The following guidelines are intended to provide some direction in the use of the Internet. This list is not exhaustive and employees should request guidance from the Office Manager if there is any doubt as to whether a particular use of the Internet violates the policy of the Office.

- Employees are strictly prohibited from using Office equipment for any form of communication or use of the Internet that would discriminate against or harass individuals based on such individuals' race, color, religion, sex, age, military status, disability, or national origin.
- Use of the internet shall be in a manner that represents the Office and/or the House of Representatives creditably;
- Use shall not be for personal profit or gain;
- Use shall not be in a manner to, intentionally or otherwise, cause damage, disruption, or malfunction of Office or House systems or networks;

- Use shall not be to intentionally access or attempt to access information on Office or House systems in an unauthorized manner;
- Use shall not be inconsistent with the mission of the Office; and
- Use shall be in a manner consistent with all applicable laws, rules and regulations.

Employees should always err on the side of caution when accessing websites that are not related to their official job duties. Employees who violate this policy may be disciplined, up to and including termination.

Media Relations, Questionnaires, and Written Inquiries

Only the Congresswoman and the Communications Director are authorized to communicate with members of the press, and to answer questionnaires and other written inquiries from third parties, without direct, prior permission from the Congresswoman, or the Communications Director. Staff members receiving requests or contacts from the media, or other non-governmental personnel regarding any issue related to their employment should report them to the Communications Director immediately.

Open Door Policy

The Office recognizes that open communication between employees and management is an essential element of a productive work environment. To that end the Office has adopted an Open Door Policy, which means that any employee can discuss any work-related issue with any supervisor or management personnel at any time. The Open Door Policy has been established to enable employees to seek resolution of job-related issues. It is intended to create a process whereby employees can raise any job-related questions or concerns they have with the assurance that these issues will be addressed promptly and effectively by a person with authority to effectuate resolution.

Employees are encouraged to discuss job-related concerns or questions with their immediate supervisor. If an employee fails to get satisfaction from his/her immediate supervisor, or the supervisor is involved in the issue or concern, the employee may discuss the issue with a higher-level supervisor, including the Chief of Staff and the Congresswoman.

It is the responsibility of all management personnel to respond to Open Door Requests in a timely and objective manner. Retaliation is prohibited against any employee because he/she uses the Open Door Policy, and against any participant in any investigation prompted by any such complaint or inquiry.

Confidentiality

During your employment with the Office, you will be exposed to certain information of a sensitive or confidential nature. It is critical that confidentiality be maintained by all employees who work for the Office, that no disclosure of confidential information be made to anyone except as required in the performance of work, and that no use be made of confidential information for personal gain or advantage, or for the harm of others either during or after your employment with the Office.

Examples of sensitive or confidential information may include information designated as classified or secret by the government, matters involving the personal or professional lives of Office employees or the Congresswoman, internal legislative or political strategy, personal information regarding constituents, and internal operations of the Office, among others.

Employees of the Office have access to confidential and sensitive information and, as a result, have a fiduciary duty to the Office and the U.S. House of Representatives. A "fiduciary duty" means a duty of utmost good faith, fair dealing, and loyalty to the Congresswoman, the Office, and the U.S. House of Representatives. The duty also requires the employees of the Office to hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service found in the House Ethics Manual. Under that Code, employees are precluded from using information coming to them confidentially in the performance of their governmental duties as a means for making private profit. Accordingly, it is the Office policy that all staff shall not publish any article, book, transcript, or other written piece or grant an interview or act as an advisor on any such publication without the prior, written approval of the Chief of Staff.

Strict observance of this policy by all employees is of great importance to the effective operation of the Office. Violations of this policy may result in discipline, up to and including immediate termination.

If you discover a violation of this policy, you have the responsibility to notify the Chief of Staff immediately. Failure to so report may result in discipline, up to and including immediate termination.

Non-Fraternization Policy

All employees have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. As such, the Office expects that all relationships in the workplace will be business-like and free of harassment. The Office also recognizes that some staff members may feel intimidated or uncomfortable if asked out on a date by a co-worker. In this context, a "co-worker" includes any member of the Office staff, whether part-time, full-time, shared, volunteer, intern, fellow, supervisor, management, or otherwise employed by the Office. In order to minimize the likelihood of the occurrence of this type of situation, or any other potentially uncomfortable situation, it is management's belief that it is in the best interest of the Office to strongly discourage fraternization between co-workers. In this context, "fraternization" means dating or engaging in sexual activity with co-workers. Any employee who acts in a manner inconsistent with this policy or with the Anti-Harassment Policy may be subject to discipline, up to and including termination of employment with the Office.

Anti-harassment and Anti-discrimination Policy

I. Basic Policy

As an equal opportunity employer, the Office of Congresswoman Cathy McMorris Rodges is firmly committed to providing a work environment free from discrimination, harassment or intimidation on the basis of race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by law. This commitment applies to all hiring, discharge, promotion, pay benefits, reassignments and other personnel actions affecting the terms, conditions, and privileges of employment. This commitment extends to making reasonable accommodations that enable qualified disabled individuals to perform the essential functions of their jobs.

All employees will be treated, and are to treat each other, fairly and with respect.

Employees will not be subjected to, and will not subject each other to discrimination or harassment of any kind.

The Office will not tolerate any of the following actions:

- ! making any employment decision or taking any employment action that is based on race, sex, age, religion, disability, color, national origin, military

status or any other basis prohibited by the Congressional Accountability Act;

- ! acting in a way that may create a hostile, offensive, intimidating or demeaning environment on the basis of an employee's race, sex, age, religion, disability, color, national origin, military status, or any other basis prohibited by the Congressional Accountability Act.

II. Definition of Sexual Harassment

There are two basic forms of sexual harassment.

Prohibited "quid pro quo" sexual harassment may occur when a supervisor or manager makes unwelcome sexual advances, requests sexual favors, or engages in other verbal or physical conduct of a sexual nature, if the implication is that submission to such conduct is expected as part of the job. It would also be unlawful for a supervisor or manager to make employment decisions affecting the individual on the basis of whether the individual submits to or rejects sexual conduct.

Prohibited "hostile work environment" sexual harassment may occur when unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. This may include, for example, displaying sexually suggestive material in the workplace, unwelcome flirtation or advances, requests for sexual favors, or any other offensive words or actions of a sexual nature.

III. Other Prohibited Forms of Harassment

In addition to the sexual harassment discussed above, harassment on the basis of race, color, disability, sex, religion, age, military status or national origin can constitute unlawful employment discrimination. Insults, jokes, slurs, or other verbal or physical conduct or activity relating to race, color, sex, religion, age, disability, military status or national origin are unlawful if they create an intimidating, hostile, or offensive work environment; or if they unreasonably interfere with an individual's work performance.

IV. Employee's Responsibility

Personal behavior and language that are "acceptable" to one individual may be "offensive" to another. All employees must recognize that the focus of this prohibition is on the effect of one's action, not the intent. Even an employee who believes he or she is "just kidding around" or "didn't mean any harm" may act in ways that have the effect of intimidating or demeaning another employee, and thereby violating this policy.

V. Procedures

It is the intention of the Office to stop harassment before it rises to the level of a violation of law. As part of this effort, any employee who believes that he/she has been subjected to or has witnessed actions that violate this policy should promptly make a report to management in order for management to immediately investigate and take corrective action where appropriate. The employee should not wait until the actions become severe or pervasive but should report such activity immediately. The employee may advise his or her direct supervisor, the next level supervisor, or any other management official with whom the employee feels comfortable discussing such issues. The Office will protect the confidentiality of harassment allegations to the extent possible. The conduct of an effective investigation requires sharing information with those who have a "need to know." Any documents created or obtained concerning the harassment investigation will be treated with the same degree of confidentiality. Anyone who, in good faith, brings such a matter forward is assured that he or she will not suffer any retaliation, discrimination, harassment, or reprisal for having done so.

The Office strictly prohibits retaliation against anyone who reports an incident in violation of the anti-harassment/anti-discrimination policy or anyone who participates or aids in an investigation of a complaint.

Any employee who violates any aspect of this policy, including the prohibition against retaliation, will face appropriate discipline, up to and including termination.

Performance Reviews

The Office will periodically review with the employee his/her job performance and discuss his/her job interests and career goals. The Office does this to bring to the employee's attention both areas in which he/she is performing well and those that need improvement; to give the Office and employee an opportunity to discuss methods and ideas for maximizing performance and efficiency for both the employee and the Office; and to discuss career development and/or

satisfaction. Performance evaluations can also influence decisions regarding pay increases. The Office will conduct annual reviews, which reviews will include self-evaluation, peer review, and conferencing with your supervisor.

Some of the factors the Office considers in its evaluation of employees include:

- ! quality of work;
- ! goal achievements;
- ! job skills;
- ! dependability;
- ! attendance and punctuality;
- ! ability to work cooperatively with colleagues and constituents;
- ! knowledge and implementation of initiatives;
- ! willingness to assume responsibility and to develop ideas;
- ! willingness to accept direction;
- ! ability to give direction where applicable;
- ! adherence to ethical standards, House regulations, and Office policies; and
- ! improvement since the last review.

The Office will provide each employee the opportunity to comment on the evaluation. Employees should understand that an evaluation does not alter the employee's at-will relationship or create a contract with the Office as described elsewhere in this Handbook.

Personal Appearance Policy

Employees should dress, groom, and maintain personal hygiene in a manner which enhances the professional and public relations of the Office, as well as the safety and productivity of all staff members. This includes wearing neat, clean, business attire which is neither distracting nor offensive to visitors, constituents, or co-workers. Management reserves the right to judge when an employee fails to meet this standard and to instruct the employee to cure the deficiency. Violation of this policy may lead to disciplinary action, up to and including termination of employment.

Employee Conduct and Discipline

To ensure that all employees are working in a safe, productive and harmonious environment and that the Office is able to operate at optimum efficiency, certain general standards of personal conduct and job performance have been established.

Your actions are a direct reflection on the Member, the Office and the House of Representatives. Actions that reflect poorly on the Member, the Office or the House of Representatives are grounds for disciplinary action, up to and including termination.

Standards of job performance are determined by the employee's position. Standards of personal conduct, however, are uniform throughout the Office. Employees are expected to be courteous and respectful, and to conduct themselves at all times in a manner which shall reflect creditably on the House of Representatives.

I. Discipline

While it is anticipated that most problems will be resolved through the cooperation of employees, there are times when inappropriate conduct or inadequate performance may result in disciplinary action. While this office does not employ mandatory progressive discipline, appropriate disciplinary action may, at the sole discretion of the Office, include probation, counseling, suspension (with or without a pay reduction), demotion, or other actions, up to and including termination. It is within management's sole discretion to determine appropriate measures based upon the circumstances of each individual disciplinary matter.

II. Insubordination

Employees are expected to follow directions given by a supervisor or a person in authority. Failure to perform or unreasonably delaying the performance of instructions given by a supervisor or person in authority is unacceptable and may result in disciplinary action, up to and including termination of employment.

III. Misconduct

The following actions are unacceptable and may result in appropriate disciplinary action. The determination of whether or not the misconduct identified below occurred or not, the magnitude of the misconduct, and the severity of the resulting discipline, up to and including termination of

employment, are within the sole discretion of the Office. The misconduct identified below is merely illustrative, is not intended to be a complete list of misconduct, is not intended to be listed in order of severity of the conduct, does not limit the disciplinary authority of the Office, and does not alter the Office's at-will employment policy:

1. Misrepresenting or withholding information on an employment application or House records, including time cards, injury reports, leave reports, personnel documents, etc.
2. Removing House property, records, or documents without proper authorization.
3. Releasing sensitive or confidential information without proper authorization; allowing access to such information by unauthorized personnel; or using such information or property for personal reasons.
4. Unauthorized possession, willful destruction or abuse of House property or the property of any individual on the premises.
5. Entering a restricted area or allowing another person to enter a restricted area without proper authorization.
6. Excessive absenteeism or tardiness without proper authorization.
7. Unexcused absence from work.
8. Use of abusive, threatening or obscene language; use of language that adversely affects morale, production, or maintenance of discipline.
9. Engaging in any type of harassment.
10. Performing personal or campaign business during working hours or using the frank, official stationary, or other official resources for personal benefit.
11. Violating the Office's alcohol and drug abuse policy.
12. Possessing dangerous weapons on the premises.

13. Illegal or disorderly conduct of any kind such as fighting, wrestling, roughhousing, or any other activity hazardous to life, limb or property.
14. Failure to abide by the leave policies of the Office.
15. Failure to follow House Rules and federal statutes concerning the acceptance of gifts, and the reporting of financial interest, employment or conflicts of interest.
16. Failure to follow ethical standards of the House, of federal statutes, or of the Office, or failure to timely comply with ethics training requirements of the House or of the Office;
17. Failure to observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts.
18. Reviewing the mail, including e-mail, of another employee without appropriate authorization.
19. Failure to follow the Office's Computer and Internet policies.
20. Unauthorized communications with members of the press, written statements, personal appearances, testimony, articles or comments on any aspect of the employee's official responsibility as an employee of the Office or relating to matters of the House without direct and explicit permission from the Communications Director.
21. Any other action that is deemed to be inconsistent with the standards and expectations of the Office or deemed to show a disregard for the House's interests or the employee's duties and obligations to the House.

Termination of Employment

The Office desires that your employment in the House be a rewarding and successful experience. However, it is conceivable that circumstances may arise that will make it advisable for you to end your employment with the Office.

Should you decide to terminate your employment with the Office voluntarily, you are requested, but not required, to provide adequate notice. Adequate notice is customarily two weeks, and may be longer depending on your particular responsibilities. The request that you provide notice of your intent to resign is not intended to alter the fact that either you or the Office is entitled to terminate your employment relationship at any time without notice.

Each employee must return all House property, including his or her I.D. card and keys. Failure to do so may result in the withholding of your final paycheck. Employees who have group medical and life insurance will continue to receive coverage during the period in which the employee remains on the payroll as provided for by the individual employee's health or life insurance policies and applicable federal laws. Employees should contact the Office of Payroll and Benefits at 202-225-██████ with any questions regarding benefits.

References

Upon termination certain employees are prohibited from lobbying certain Members of Congress or their staff for a period of at least one (1) year. For more information, contact the Committee on Standards of Official Conduct at 202-225-7103.

References for former or current employees of the Office are to be given only by the Office Manger and only in accordance with the Hatch Act Reform Amendments of 1993 and the laws and rules highlighted in the October 1, 1998 "Pink Sheet" created by the Committee on Standards. Employees should contact the Office Manger with any questions.

II. LEAVE POLICIES

Holidays

The Office will observe the following holidays IF the House is not in session:

- ! New Year's Day
- ! Martin Luther King Jr.'s Birthday
- ! President's Day
- ! Memorial Day
- ! Independence Day (or Monday if July 4th falls on a weekend)
- ! Labor Day
- ! Columbus Day
- ! Veterans' Day
- ! Thanksgiving
- ! Day after Thanksgiving
- ! Christmas Eve or December 26th (if Christmas falls on a weekend)
- ! Christmas
- ! New Year's Eve or January 2nd (if New Year's Day falls on a weekend)

Leave Policy

The leave policy of the Office is designed to provide benefits to employees, while maintaining enough flexibility to allow the Office to perform its functions. All leave must be requested in writing on the Leave Request Form (Appendix C), submitted to your supervisor within the time line requirements for each category of leave, and approved prior to your leave. In addition, the Leave Request Form, whether granted or denied, signed by your supervisor, must be delivered to the Office Manager for proper entry into the Office records and personnel files.

I. Annual Leave

Annual leave (aka "vacation") is based upon a monthly accrual system. Full-time employees of the Office accrue annual leave each month based upon years of service as follows:

- a. Employees with less than 1 year of employment with the Office accrue 1 day of annual leave per month.

- b. Employees who have between 1 year and 7 years of employment with the Office accrue 1.25 days of annual leave per month.
- c. Employees who have over 7 years of employment with the Office accrue 2 days of annual leave per month.

There is no leave accrual for employment for only a fractional part of a month at either the beginning or the end of an employee's period of service. Leave accrual commences on the first day of the first full month of employment and ends on the last day of the last full month of employment.

No more than 30 unused leave days may be accrued; any balance in excess of 30 days is lost and not tracked.

Upon separation from employment, the Office will pay the employee a lump sum equal to the number of days of unused annual leave or the gross amount of one month of the employee's monthly pay, whichever is less. Withholding will be at flat rates of 28% for Federal tax, 6% for state tax, 6.2% for FICA (if applicable), and 1.45% for Medicare.

There are restrictions on dual federal employment which prevent most employees from remaining on the House payroll after reporting to another federal job. Contact the Office Manager if you have any questions regarding this issue.

Requests for annual leave must be made at least two weeks in advance, using the Leave Request Form (Appendix C).

If an employee has taken more annual leave than he or she has earned, the Office may deduct the excess annual leave from the employee's final paycheck or seek reimbursement from the employee.

II. Sick Leave

Sick leave is based upon your anniversary year. The Office provides 5 days of paid sick leave per year to all full-time employees, regardless of years of service, for periods of temporary absence due to illness or injury of the employee. 5 days of Sick leave is credited to each employee on the anniversary of his/her hiring each year; Sick leave does not accrue or carry over. No payment will be made for unused sick leave upon termination of employment.

Employees who are unable to report to work or who must leave work because of illness or injury must notify their immediate supervisor or a manager at once or leave a message with the Office no later than 8:30 a.m.

Your supervisor must be contacted by 8:30 a.m. on each additional day of absence. Failure to follow these procedures may result in the treatment of the day as an unexcused absence, which may be subtracted from the employee's annual leave allotment, and can also result in disciplinary action up to and including termination.

Sick leave may be used for scheduled medical and dental appointments. Appointments that keep an employee from the Office for more than two hours are considered a half day of sick leave and appointments lasting more than four hours are considered a full day of sick leave.

Requests for Sick leave for scheduled appointments must be made at least two weeks in advance using the Leave Request Form (Appendix C). Employees must submit the Leave Request Form (Appendix C) on the first day he/she returns to work following illness or other unexpected Sick leave.

III. Religious Holidays

The Office seeks to accommodate reasonable requests for leave for religious observances. Employees may elect to take annual leave or unpaid leave (if the employee has exhausted his or her paid leave) for such purposes. The availability of such leave depends on the operational needs of the Office. Accordingly, employees should request such leave as far in advance as possible to allow for appropriate scheduling to be made by management. These requests should be submitted to your supervisor.

IV. Bereavement Leave

Employees are entitled to up to 5 days of paid bereavement leave for the death of an immediate family member. An "immediate" family member includes an employee's parent, step-parent, spouse, child, stepchild, brother, stepbrother, sister, stepsister, grandchild, grandparent, mother-in-law, father-in-law, son-in-law or daughter-in-law. Personal leave for the death of friends or other relatives will be charged against annual leave. At the Office's discretion, additional bereavement leave for travel time and other extenuating circumstances may be granted.

V. Military Leave Policy

A. Basic Policy

An employee who is a member of a National Guard or Armed Forces Reserves ("Reserves") unit accrues paid military leave at a rate of 15 business days per fiscal year for, among other purposes, active duty and inactive-duty training. Any compensation provided by the National Guard or Reserves may be retained by the employee. An employee who is a member of a Federal Emergency Task Force and is called to duty will be given paid leave for that purpose. To apply for the leave, the employee should submit appropriate documentation (e.g., a copy of the orders) and the Leave Request Form (Appendix C) to the Spokane District Office Staff Assistant as far in advance as possible. Employees can carry over unused military leave up to 15 days per fiscal year (for a total not to exceed 30 days per fiscal year).

In addition to the fifteen (15) paid business days of leave an employee in the National Guard or Reserves accrues each fiscal year, an employee called to active duty to support a contingency operation as defined under 10 U.S.C. 101(a)(13) receives an additional twenty-two (22) business days of paid leave per calendar year, offset by the employee's military salary. In other words, if an employee is called to active duty to support a contingency operation, the employee will receive the difference between his/her Office salary and the military salary for a period of twenty-two (22) business days (assuming the employee's Office salary is higher than his/her military salary). To facilitate processing and distributing the 22-day pay differential, the employee should provide the Spokane District Office Staff Assistant with information regarding his or her military pay prior to departure for military leave. Failure to provide such information may result in a delay in distributing the 22-day pay differential to the employee.

There are other situations in which an employee who is in the Reserves or National Guard may qualify for additional leave. The Office will provide leave consistent with qualifications and requirements of 5 U.S.C. § 6323, including extended leave for military reserve technicians and employees ordered to military service to support civil authorities.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits and protections provided by law, including reemployment rights, health insurance protection, and the right to be free from discrimination and retaliation. Any employee who is required to take a leave of absence for military duty should notify the Spokane District Office Staff Assistant immediately. An employee shall be permitted, but not required, to use

any unused accrued annual leave, upon request, during the period of military service.

B. Reemployment rights.

An employee returning from active duty military status is entitled to be reinstated by the Office to the employee's previously held position, or to an equivalent position if: 1) the employee (or an appropriate officer in the uniformed services) gives advanced notice of military service when possible; 2) the cumulative length of the absence, and all previous absences from the position by reason of service in the uniformed services, does not exceed five years (certain types of military leave excluded); and 3) the employee returns to work or applies for reemployment in a timely manner after conclusion of service (timeliness depends on length of service – see below); and 4) the employee has not been separated from military service with a disqualifying discharge or under other than honorable conditions.

If an employee is eligible to be reemployed, the employee must be restored to the job and benefits the employee would have attained if he or she had not been absent due to military service or, in some cases, a comparable job. The Office need not reemploy an employee, however, if reemploying is unreasonable or impossible, or if an employee's pre-service employment was for a brief, non-recurrent period with no expectation that it would continue.

C. Notice requirements for intent to return to work.

The time and manner by which an employee must express his or her intent to return to work varies depending on the length of absence. For military service under 31 days, the employee must report to the Office no later than the first full work period on the first full calendar day after the completion of the leave, after travel time plus eight hours of rest (or as soon after the eight-hour period as possible if reporting within this time is impossible or unreasonable through no fault of the employee). For military service of more than 30 days but less than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 14 days after completion of military service (or the "next first full calendar day" if submission within the 14 days is impossible or unreasonable through no fault of the employee). For military service of more than 180 days, the employee must notify the Office of his or her intent to return to work by submitting an application for reemployment not later than 90 days after the completion of military service.

D. Health Insurance Protection.

Employees who leave their job to perform military service have the right to elect to continue existing employer-based health plan coverage for themselves and their dependents for up to 24 months while in the military. Depending on the length of his or her military service, an employee may be required to pay up to 102 percent of the full premium under the applicable health plan. An employee seeking medical benefits while on military leave should contact the Office of Payroll and Benefits for additional information regarding the cost of such coverage.

An employee electing not to continue coverage during their military service has the right to be reinstated in the employer-based health plan when he or she is reemployed, generally without any waiting periods or exclusions (e.g., pre-existing condition exclusions) except for service-connected illnesses or injuries.

E. Thrift Savings Plan Protection.

An employee who is reemployed after a period of military leave may make contributions to the Thrift Savings Plan equal to the contributions which would have been made over his or her military leave period reduced by any contributions actually made over this period. An employee interested in making catch up contributions to the Thrift Savings Plan after his or her reemployment should contact the Office of Payroll and Benefits for additional information.

F. Non-discrimination and non-retaliation.

An individual who is a past or present member of the uniformed service, has applied for membership in the uniformed service, or is obligated to serve in the uniformed service may not be denied initial employment, reemployment, retention in employment, promotion, or any benefit of employment because of this status. In addition, the Office may not retaliate against anyone assisting in the enforcement of these rights, including anyone who testifies or makes a statement in connection with a proceeding for the enforcement of these rights, even if that person has no service connection.

VI. Jury and Witness Duty

An employee who is summoned for jury or witness duty and must be absent from work will continue to receive full pay and will not be charged annual leave. Upon receipt of such summons, the employee must notify the Spokane District Office Staff Assistant immediately and must complete the Leave Request Form (Appendix C) and attach a copy of the summons

or other written documentation providing notice of jury or witness duty to the Leave Request Form.

Certain courts require only that a juror telephone the court each morning to determine whether the juror must report to court. Under such circumstances, when not needed by the court, the employee must report to work.

As provided by law (2 U.S.C. §§ 130b(d) and (e)), any fee paid to an employee for jury or witness duty shall be turned into the Staff Assistant for your District Office, and the entire amount will be remitted to the House Finance Office. Any reimbursement made to an employee for expenses incurred in rendering jury or witness service may be retained by the employee. Upon returning to work from jury duty, an employee shall provide the Staff Assistant with a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

VII. Leave Without Pay (LWOP)

Requests for leave without pay other than unpaid FMLA may be granted at the discretion of the Chief of Staff. Requests for leave without pay must be submitted in writing to the Office Manager using the Employee Leave Request Form (Appendix C).

As a basic condition for approval of LWOP, the Office should have a reasonable assurance that the employee will return to duty at the end of the approved period. LWOP status should be requested at least 30 days in advance of the period of absence. In no case may the period of LWOP status exceed twelve months in a twenty-four month period.

VIII. Furlough

Furlough is an absence without pay initiated by the Office. Placement in a furlough status is at the discretion of the Office, unless placement in such leave status is otherwise required by law. Furlough status should be requested at least 30 days in advance, by completing the Employee Leave Request Form (Appendix C).

Family and Medical Leave (FMLA)

I. Basic 12-Week FMLA Leave Entitlement

Under the applicable provisions of the FMLA, any person who has worked for any Congressional office for at least one year and for a total of at least 1,250 hours during the previous 12-month period is entitled to up to a total of 12 weeks of unpaid, job-protected leave during a 12-month period for the following reasons:

- A. because of the birth of the employee's son or daughter, and for the employee to care for and bond with his or her newborn child during the child's first year (*"Type A" FMLA leave*)¹;
- B. because of the placement of a son or daughter with the employee for adoption or foster care, and for the employee to care for and bond with his or her child during the first year after adoption or placement (*"Type B" FMLA leave*);
- C. to care for the employee's spouse, son, daughter, or parent who has a serious health condition (*"Type C" FMLA leave*);
- D. because of the employee's own serious health condition which makes the employee unable to perform the functions of his or her job (*"Type D" FMLA leave*); or
- E. for qualifying exigencies arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty or has notice of an impending call or order to active duty status in the National Guard or Reserves in support of a contingency operation (*"Type E" FMLA leave*).

The term "serious health condition" means an illness, injury, impairment, or a physical or mental condition that involves inpatient care in a hospital, hospice, or residential medical facility; or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents a qualified family member from participating in school or other daily activities. Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to

¹ The designations of leave as Type A, Type B, etc., are used in this policy for ease of reference.

pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of serious health condition as defined in applicable regulations issued by the Office of Compliance.

The term "qualifying exigencies" for purposes of Type E FMLA leave may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

The right to take leave under the FMLA applies equally to male and female employees. Thus, for example, a father, as well as a mother, can take Type A and/or Type B FMLA leave for the birth, placement for adoption, foster care, and/or for bonding with a child.

II. 26-Week Injured Servicemember Caregiver FMLA Leave Entitlement

The FMLA also includes a special leave entitlement that permits eligible employees to take up to **26 weeks** of FMLA leave to care for a covered servicemember during a single 12-month period. This leave is available to an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered servicemember. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves who has (1) a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or (2) is in outpatient status; or (3) is on the temporary disability retired list.

III. Circumstances When FMLA Leave Is Paid

Generally, FMLA leave is unpaid.

Employees on FMLA leave may choose to substitute (or the Office may require the employee to substitute) any accrued paid leave as follows:

1. The employee may substitute his or her accrued annual leave when FMLA leave is taken for any reason.
2. In addition, when FMLA is taken for the employee's own serious health condition (Type D leave), the employee may also substitute any accrued sick leave for FMLA leave.

3. In addition, when FMLA leave is taken to care for an ill family member (Type C leave) or to care for an injured or ill servicemember (injured servicemember caregiver leave) the employee may also substitute any accrued sick leave for FMLA leave.

When an employee substitutes annual and/or sick leave for FMLA leave, that time will count toward the employee's FMLA entitlement. In other words, the use of substituted paid leave will run concurrently with the employee's use of unpaid FMLA leave. However, the Office reserves the right to grant consecutive FMLA leave at the sole discretion of the Chief of Staff.

The Office reserves the right to grant up to four weeks of paid FMLA without offsetting accrued annual leave or otherwise offsetting the employee's FMLA time off at the sole discretion of the Chief of Staff.

IV. Calculating the FMLA Leave Year

When basic FMLA leave (i.e., Type A, B, C, D and/or E leave) is taken, the 12-month period during which an employee is entitled to up to 12 weeks of FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee first uses FMLA leave.

For purposes of injured servicemember caregiver leave, the single 12-month period begins on the first day the eligible employee takes FMLA leave to care for a covered servicemember and ends 12 months after that date. Please consult with the Office Manager for guidance on how leave is calculated when an employee takes injured servicemember caregiver leave and also takes Type A, B, C, D and/or E leave during the same time frame.

V. Notice and Designation of Leave As FMLA Leave

If an employee's need for FMLA leave is foreseeable, an employee must generally provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable, to the Office Manager. If an employee fails to give 30 days notice, with no reasonable excuse, the Office may delay the taking of FMLA leave. An employee need not provide 30 days advance notice of the need for qualifying exigency leave (Type E leave) if such advance notice is not reasonable and practicable.

For leave requested for the care of a family member with a serious health condition or leave for the employee's own serious health condition (Type C and D leave), or leave to care for an injured servicemember, the employee shall make a reasonable effort, after consulting with the Office Manager, to schedule leave so

as not to unduly disrupt office operations (subject to approval of the appropriate health care provider).

Any employee who takes FMLA leave for any reason must submit the Employee Form for FMLA Leave (Appendix B), even if the request is submitted after the leave has commenced. Such written notice must be submitted to the Office Manager and shall include the dates and the type of leave requested (i.e., whether the leave is Type A, B, C, D, E and/or injured servicemember caregiver leave).

Whenever an eligible employee is absent from work for a reason that is FMLA-qualifying, the Office will count the absence as leave under the FMLA. Furthermore, FMLA leave will be designated as such retroactively upon an employee's return to work where the employee does not inform the Office in advance of the reason for the leave and/or the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

VI. Intermittent or Reduced Schedule Leave

FMLA leave is often taken in large blocks of time such as when an employee is entirely absent from the Office and no work is performed (e.g., three weeks at home recuperating from illness or injury). In certain cases, however, an employee may not need FMLA leave for such extended periods, but rather may need FMLA leave intermittently (for example, a few hours every other week to see a doctor for treatment regarding a chronic condition) or on a reduced schedule (e.g., to work a half-time schedule for two weeks until the employee fully recovers from his or her serious health condition). Under the FMLA:

1. Qualifying exigency leave (Type E leave) may be taken on an intermittent or reduced schedule basis.
2. Leave to care for a seriously ill family member (Type C leave), leave taken for the employee's own serious health condition, (Type D leave) or leave to care for an injured servicemember, may be taken intermittently or on a reduced schedule basis, so long as such intermittent or reduced schedule leave is medically necessary as certified by the appropriate health care provider.
3. Leave may be taken intermittently or on a reduced leave schedule because of the birth, adoption or placement of a child, or to bond with a newborn or a newly adopted or newly placed foster child (Type A and B leave), only with the approval of the Office. Requests for intermittent leave should be in writing, and submitted to the Office Manager. If the birth mother is incapacitated due to pregnancy, or if the newborn or newly-

- placed child has a serious health condition, such leave (Type C or D leave) may be taken on an intermittent or on a reduced schedule basis if accompanied by appropriate medical certification.
4. When leave is taken intermittently or on a reduced leave schedule and such leave is foreseeable based on planned medical treatment, the Office may require that the employee transfer to an alternative position which has equivalent pay and benefits, and which better accommodates recurring periods of leave.

VII. Certification of Need for FMLA Leave: Fitness for Duty

When an employee takes FMLA leave for his or her own illness (Type D leave) or to care for a family member (Type C leave), the employee must provide a medical certification from the health care provider that the leave is due to the serious health condition of the employee or the employee's spouse, parent, or child. The employee must have the health care provider complete the form. The completed certification form should be returned to the Office Manager within 15 days, where possible. The Office may also require appropriate certification, as permitted by law, for qualifying exigency leave (Type E leave) and injured servicemember caregiver leave.

When certification of a serious health condition is requested in connection with Type C or Type D FMLA leave, the Office may also require and pay for an opinion by a second health care provider designated by the Office. If there is a conflict between the first and second certifications, the Office may require and pay for a third opinion by a health care provider jointly approved by the Office Manager and the employee. The opinion of the third health care provider is final and binding.

The Office may also require that an employee present a "fitness for duty" certification upon return to work when the absence is caused by the employee's own serious health condition (Type D leave). The Office may seek such certification only with respect to the particular serious health condition that was the reason for the employee's request for FMLA leave. The employee is responsible for the cost of the "fitness for duty" certification. The Office Manager will notify the employee whether a "fitness for duty" certification is required as soon as possible after the employee notifies the Office of the reason for FMLA leave. The Office may delay or refuse to restore an employee to duty if the Office has requested and the employee has failed to provide the appropriate "fitness for duty" certification.

VIII. Periodic Reports

The Office may require periodic reports from an employee on leave regarding his or her status and intention to return to work.

IX. Continuation of Benefits

While on FMLA leave, whether paid or unpaid, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health plan, the U.S. House of Representatives will continue to pay the Government contribution. The employee is responsible for payment of the employee share and should contact the Office of Payroll and Benefits (202-225-1435) to arrange for monthly payments. Under federal regulations, an employee whose enrollment continues for a period of time without payment is deemed to have consented to recovery of an indebtedness for past-due health benefits premiums from future salary, or from any other moneys owed to the employee by the Federal Government.

X. Reinstatement from Leave

Upon return to work after taking FMLA leave, an employee generally will be entitled to be restored to the same position or an equivalent position to that which the employee occupied before taking FMLA leave. If an employee is unable to perform the essential functions of his or her job because of a mental or physical condition, the employee has no right to restoration to his or her previous position or another position under the FMLA.

If an employee is on Type A, B, C, D and/or E leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement. As noted above, the FMLA contains a special provision providing for up to 26 weeks of protected leave during a 12-month period when an eligible employee takes leave to care for an injured servicemember.

If an employee gives unequivocal notice of intent not to return to work, the obligations to maintain health benefits under the FMLA and to restore the employee cease.

XI. Key Employees

Key employees are employees who are salaried and among the highest paid 10% of all employees employed by the employing office within 75 miles of the employee's worksite. The Office may deny reinstatement upon return from FMLA leave to "key" employees if reinstatement would cause substantial and grievous economic harm to the Office. The Office must provide written notification to "key" employees of their status upon a request for FMLA leave.

XII. Employment of Spouses

Spouses employed by the same employing office may be limited to a combined total of 12 weeks during a 12-month period of FMLA leave when the leave is taken for the following purposes: (1) the birth and/or to care of a newborn child; (2) the placement of a child for adoption or foster care; or (3) the care of a parent who has a serious health condition.

Spouses employed by the same employing office may be limited to a combined total of 26 weeks of leave during a single 12-month period for injured servicemember caregiver leave.

XIII. Performance and Merit Reviews

Performance reviews may be delayed for a period equal to the length of the FMLA leave.

XIV. Misrepresentation

Any employee who misrepresents the reasons for requesting FMLA leave may be subject to disciplinary action, up to and including termination.

XV. Intimidation and Retaliation Prohibited

An employer may not use the taking of approved FMLA leave as a negative factor in employment decisions such as promotions or disciplinary actions. Retaliation of any kind is prohibited.

CONFIDENTIALITY OATH

I do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

I further do solemnly swear (or affirm) that I will hold in confidence all confidential and sensitive information of any kind in accordance with the Code of Ethics in Government Service as set forth in the House Ethics Manual; that I will not use information coming to me confidentially in the performance of my official duties as a means for making private profit or otherwise for personal gain or advantage, or to harm others; and that I will hold in confidence all matters involving internal legislative or political strategy, personal information involving constituents, the personal and professional lives of the Congresswoman and of co-workers, and information involving the internal operations of the Office.

DATED: _____

Employee Signature

Employee Name (printed)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.

Appendix A

EMPLOYEE REQUEST FORM FOR FAMILY
AND MEDICAL LEAVE

I, _____, request Family and Medical Leave.

This leave is necessary for (check the option(s) which applies):

- _____ (1) The birth and care of my child or for an adoption or placement of a foster child.
- _____ (2) To care for my spouse, child, or parent with a "serious health condition".
- _____ (3) For my own "serious health condition" which renders me unable to perform my job.

I am requesting that the leave begin on _____ and I expect leave to continue until on or about _____.

I acknowledge that I have read the Family and Medical Leave Act (FMLA) information contained in the Office's Employee Handbook at pages 41-47, affirm that I understand the contents of that FMLA information, and that I agree to comply with its terms.

DATED: _____

Employee Signature

Employee Name (printed)

Process: 1) Review and understand pgs. 41-47 of the Employee Handbook; 2) fill-out, date and sign; 3) submit form to the Office Manager at least 30 days before leave begins (or as otherwise set forth on page 43).

Appendix B

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: _____

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34; and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: _____ AM () PM () on _____, 20_____.

Ending: _____ AM () PM () on _____, 20_____.

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____.

Reason for Leave: _____

Date: _____

Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

OVERTIME PRE-AUTHORIZATION FORM

I, _____, request authority to work overtime.

Overtime Request:

Beginning: _____ AM () PM () on _____, 20_____.

Ending: _____ AM () PM () on _____, 20_____.

Total number of hours of overtime requested: _____.

Reason for Overtime: _____

Date: _____

Employee Signature

This Overtime Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 8-9 of Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix D

TRAVEL REQUEST FORM

I, _____, request authority to travel outside of my assigned district office area, and to seek reimbursement for those expenses from the Office's Member Representational Allowance (MRA), because the primary purpose of my travel is the performance of my official duties for the Office.

Dates of Travel Requested:

Beginning _____ AM () PM () on _____, 20____.
Ending: _____ AM () PM () on _____, 20____.

Purpose of Travel Requested (e.g. "attend CRS training in DC):

Proposed Transport Arrangements:

Transport Arrangements (include carrier name, flight ID numbers, and all other identifying information, and cost, or attach a copy of the print-out of your itinerary/proposed reservations, to enable the Office to assess and pay for approved arrangements):

Process: 1) Review pgs. 12-14 of the Employee Handbook; 2) fill-out, date and sign; 3) discuss any expenses in excess of those set forth at page 13 with the Deputy Chief of Staff/District Director for pre-approval; 4) submit form to the Spokane District Office Staff Assistant at least 30 days in advance of travel (whenever possible).

Appendix E – pg. 1 of 3

Proposed Lodging Arrangements:

Lodging Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

Proposed Rental Car Arrangements:

Rental Car Arrangements (include provider's name and reservation/hold numbers, and cost, or attach a copy of the print-out of your proposed reservations/itinerary, to enable the Office to assess and pay for approved arrangements):

Proposed Additional Expenses in Excess of \$50.00 per day for food and why justified:

Proposed Additional Expenses in Excess of \$50.00 per day for non-mileage, non-food related expenses and why justified:

I acknowledge that I have read the Reimbursement for Official Expenses sections of the Office's Employee Handbook, the Office reimbursement procedures, the Member's Representational Allowance sections of the House of Representatives Member's Handbook, and both the Travel and the Official Allowance sections of the House Ethics Manual; I affirm that I understand the contents of those materials and I certify that this request complies with all terms therein.

Date: _____
Employee Signature

To Request Payment/Reimbursement for Official Expenses

Our office is required to submit original forms and receipts whenever possible, in order to receive reimbursement. Reimbursement requests are processed monthly, so please hold your expense forms and documentation until the end of each month for submission.

Please read the following issued by the House of Finance:

APPLIES TO ALL VOUCHERS IRRESPECTIVE OF SUBMITTING OFFICE

ORIGINAL RECEIPT/INVOICE REQUIRED: Whenever a Member, Officer, employee, etc. pays a vendor directly from personal funds (by cash, check, credit card, etc.) for goods or services rendered to a House office, the voucher must be accompanied by the original vendor receipt/invoice, showing "proof of payment". See "PROOF OF PAYMENT" below.

LOST ORIGINAL RECEIPT/INVOICE: If the original vendor receipt/invoice showing payment has been lost or destroyed or was not received, the individual submitting the expense for payment must make a good faith effort to secure a duplicate copy of the receipt/invoice from the vendor. If unable to secure a duplicate copy from the vendor, the expense may be documented by providing proof of the good faith effort made (copies of correspondence, etc.) and proof of payment (see "PROOF OF PAYMENT" below).

A voucher not documented by an original receipt/invoice must be accompanied by:

1. A duplicate copy of the receipt/invoice;
2. Proof of payment;
3. A signed "certification memo" containing the following :(see sample of certification memo)
 - a. Detailed description of the expense
 - b. Date(s) on which the expense was incurred
 - c. Amount of the expense, and
 - d. A certification memo to the effect: "In lieu of an original receipt/invoice, I am submitting the attached documentation as proof of payment. This is the only copy that will be submitted for payment."

PROOF OF PAYMENT

Proof of payment can be supported by (but is not limited to) credit card statements, bank statements, and cancelled checks.

Appendix F -- page 1

FINANCE CHARGES

The Office of Finance will not pay finance charges or other fees incurred on personal credit or charge cards or personal accounts. To avoid finance charges and other fees, any obligation should be timely paid by the submitting individual directly to the card/account issuer, while the individual seeks reimbursement from the Finance Office.

.....

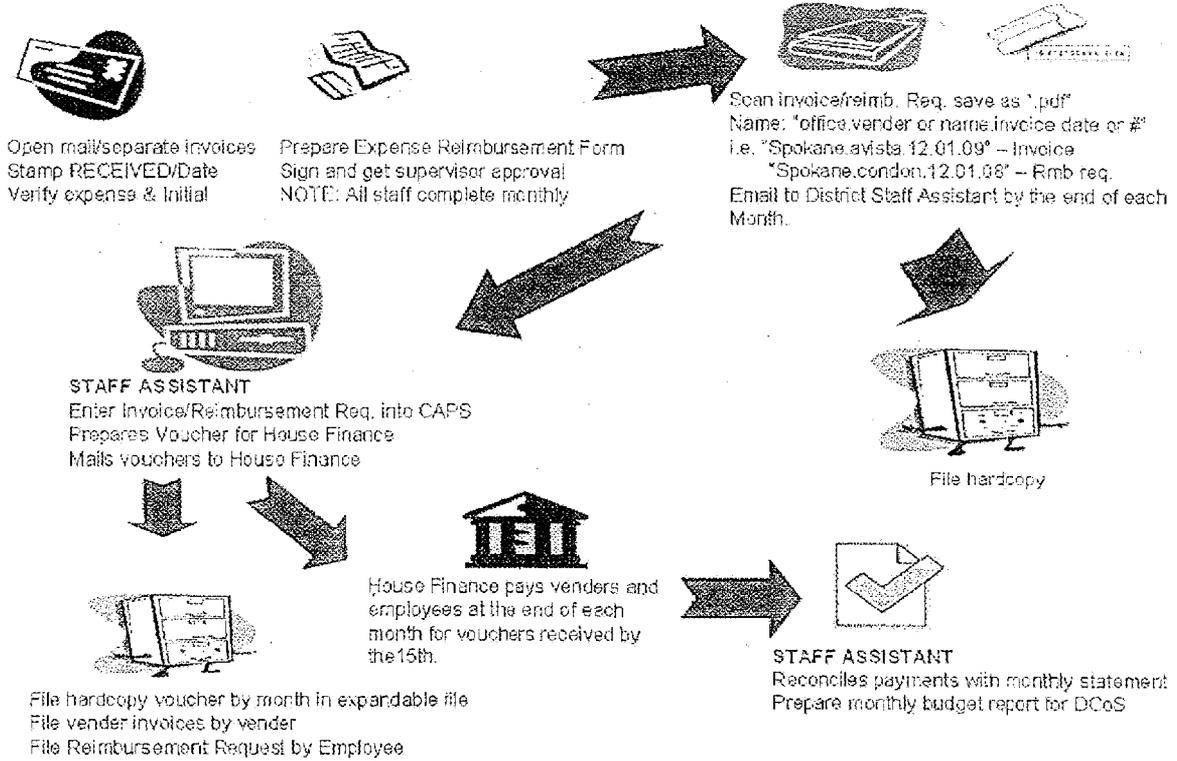
MILEAGE FOR A PRIVATELY OWNED VEHICLE

If, in the course of performing your duties for the Congressional Office, you are required to use your personal vehicle, you will need to complete a Travel Record of your mileage for reimbursement. This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Travel Record Privately Owned Vehicle listed towards the bottom in the Financial Forms box. The current rate of reimbursement is \$0.48/mile. The date and points of travel are required, along with the number of miles each way.

.....

All receipts and/or mileage must be accompanied by an Expense Record Form. This form can be found on HouseNet by clicking first on the Financial Tab, then double-clicking on the PDF US House of Representatives Expense Record listed towards the bottom in the Financial Forms box. Gather your receipts and completed Travel Record, if applicable, before filling out the form. Print, sign and make copies of all documents before submitting the ORIGINALS to the Staff Assistant.

Expense Reimbursements and Bill Payments



Appendix F- page 3

CAMPAIGN WORK AUTHORIZATION

I, _____, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: _____

Public Office Campaigning for: _____

Location of Campaign Office: _____

Your Duties as a Campaign Worker (Describe): _____

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: _____

Employee Signature

This Campaign Work Request is () Approved in Full
() Disapproved in Full
() Approved in part, as follows, and otherwise disapproved:

Signed: _____ Date: _____

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

OUTSIDE EMPLOYMENT AUTHORIZATION

I, _____, request authority to engage in employment in addition to, and outside of, my employment at the Office. The Outside employment I intend to engage in is:

Name of Outside Employer: _____

Address of Outside Employer: _____

Phone Number of Outside Employer: _____

Your Job Title and Duties for the Outside Employer: _____

Date: _____

Employee Signature

This Outside Work Authorization Request is:

- () Approved in Full
- () Disapproved in Full
- () Approved in part, as follow, and otherwise disapproved:

Supervisor's Signature: _____ Date: _____

Process: 1) Review pgs. 10-11 of the Employee Handbook; (2) fill-out, date and sign; 3) timely submit form to the Chief of Staff.

Appendix H



Annual Review-Self Evaluation

ATTRIBUTES TO BE EVALUATED	ST	GO	ME	DO	UN	NA
Quantity of Work <i>The extent to which the employee accomplishes assigned work and meets job requirements on a timely basis.</i>						
Quality of Work <i>The extent to which the employee's work is well executed, thorough, and accurate.</i>						
Knowledge of Job <i>The extent to which the employee knows and demonstrates all phases of assigned work, equipment used in their job, and knowledge of the company and our industry.</i>						
Cooperation with Others <i>The extent to which the employee gets along with others, including clients, co-workers and managers; shows courtesy and cooperation in dealing with others.</i>						
Responsiveness to Feedback <i>The extent to which the employee can positively receive and respond to direction and feedback and pursue ways to improve.</i>						
Adapts to Change <i>The extent to which the employee effectively initiates change and adapts to necessary changes in operations; not tied to old methods when they are no longer practical.</i>						
Attendance, Reliability and Dependability <i>The extent to which the employee demonstrates consistent attendance and arrives on time; can be depended upon to be available for work; assumes responsibility and ensures tasks are followed through to completion.</i>						
Planning and Organizational Effectiveness <i>The extent to which the employee arranges their workload for the most efficient handling and elimination of unnecessary activities, meets deadlines, manages resources, follows through on assignments, and effectively balances tasks and priorities.</i>						
Communication <i>The extent to which the employee effectively conveys information and ideas to others; clarity of oral and written communications.</i>						
Initiative and Creativity <i>The extent to which the employee is self-directed, resourceful and creative in meeting job objectives; takes initiative in creating or modifying ideas, methods, and procedures to meet changing circumstances or needs.</i>						
Problem Analysis <i>The extent to which the employee can thoroughly analyze a problem, use logical and sound judgment in generating alternatives, evaluate risks and benefits, seek outside assistance when necessary, and choose a particular course of action in a timely manner.</i>						

Appendix I – page 1

<p>Supervisory Ability/Leadership (if applicable) <i>The extent to which the employee applies sound practices in executing supervisory responsibilities; creates results through others; ability to take charge and motivate others; ability to coordinate activities of others toward achieving results through delegation and follow-up.</i></p>						
<p>Personnel Management (if applicable) <i>The extent to which the employee selects qualified applicants; plans for subordinates are clearly stated; effectively evaluates and communicates subordinates' results, strengths, and development opportunities.</i></p>						

Effectiveness Key:

- ST – Strength/Excellent (5)
- GO – Good/Above Average (4)
- ME – Meeting Expectations (3)
- DO – Development Opportunity (2)
- UN – Unsatisfactory/Not Meeting Expectations (1)

Appendix I -- page 2

ETHICS TRAINING
THE DISTINCTION BETWEEN POLITICAL VS. CONGRESSIONAL ACTIVITIES

Overview: There is a fine line between congressional activities and political activities. Congressional duties are directly related to policy development, constituent relations, and casework. Political activities include anything relating to elections (*excluding* government oversight and reform) and campaigning (e.g. financing and fund raising, grassroots efforts, polling, et cetera). While you are in the office or engaged in your duties for the Office, political activities are strictly prohibited. While you are in the office or engaged in your official duties for the Office, you should (politely) decline comment and behavior constituting political activities and instead refer all such questions and requests to the Congresswoman's campaign office: Jared Webley, (509) 624- [REDACTED] [REDACTED]@cathyforcongress.com.

Campaign activity rules in a nutshell:

1. Any and all campaign activities:
 - a. Must be done outside of the Office;
 - b. on your own time; and
 - c. without using any congressional office resources;
2. No staff member may in any way be compelled or required to do any campaign work; and
3. No staff member may make any financial contribution to CMR's campaign.

Reasoning: It is unethical to use congressional resources financed by the tax payer to the benefit of an individual congressional member's self-interest in re-election and/or for any other campaign or political undertaking. Congressional members are public servants and their congressional resources must be utilized for the purpose of working for the public interest.

Potential Consequences for Misuse of Congressional Funds: discipline, enforced reimbursement of the funds, and criminal prosecution for you and CMR.

**Note: There are other ethical rules that apply to your conduct while duly engaged in campaign activities; this memo is limited to setting forth rules that apply while engaged in your official congressional duties and in determining when you may ethically engage in campaign activities.*

"Campaign Activities"

A. Definition

"Any and all campaign activities" includes re-election activities (for CMR or anyone else) and activities conducted for any political purpose.

Therefore, activities engaged in to recruit/encourage women to join the Republican party and/or to seek a political office as a Republican party member, constitutes "campaign activities";

Encouraging a constituent to support CMR's position on pending legislation, or persuading a constituent to CMR's position on existing or proposed law, or explaining CMR's reason for voting a particular way on a bill, are *not* "campaign work". But, advising a constituent to vote for CMR or other candidate (federal, state or local) to carry that shared interest to DC (or Olympia, or the City Council) is "campaign activities".

The distinction is the focus: legislation (a congressional function) vs. votes (a political function).

It is presumed that any activity funded to any extent by campaign funds is campaign activity, even if that activity is not overtly political in nature.

B. Documents and Materials.

No document or other material (including letters, news letters, press releases, etc.) may be printed on official House stationary unless the content of the materials comply with the Franking Regulations. Franking prohibition relevant to campaign activities include:

- The materials may not solicit political support;
- The materials may not solicit financial assistance;
- The materials may not reference past or future campaigns or elections, including election or re-election announcements, and schedules of campaign related events;
- The materials may not contain campaign literature, campaign pledges, or "excessive use" of party labels; and
- The materials may not contain any logo, slogan, masthead design, or photo which is a facsimile of any matter contained in campaign literature.

This same rule applies to advertisements paid for by our Office, printed materials produced by our Office, and emails sent by our Office, including intra-office emails.

Distinction: The Office *may* utilize congressional resources to issue a statement on *legislative issues* that are raised in the course of a campaign, *if* the use of the congressional resources and the statement are confined to a discussion of the *legislative issues*. Make sure you obtain pre-approval from your supervisor for any statement that may be questionable or that you have any concerns about.

C. Travel.

Rule: The travel must have “the primary purpose” of conducting official business. Therefore, incidental campaign or political activities may also occur on the trip.

The Test: No additional travel expenses may be incurred as a result of the campaign or political activities and the official travel cannot originate from or end at a campaign event.

D. Exceptions.

- a. *Coordination of CMR's Schedule:* The Office scheduler may coordinate with the campaign scheduler and may maintain an integrated calendar (for internal use only). This is a limited, narrow exception for the common sense purpose of facilitating the avoidance of scheduling CMR to be two places at once. Therefore, it does not extend to other “schedule” activities, e.g. the Office scheduler may not make campaign-related travel arrangements, but may coordinate those arrangements with the campaign scheduler.
- b. *Referrals:* Letters, inquiries, solicitations, contributions, and the like related to campaign or political activities may be forwarded to the campaign office (as opposed to returned to the sender) at the sole expense of the campaign (e.g. the campaign must pay for the envelope, the stamp, the long distance telephone charges, etc.). Under the same circumstances, the campaign office may forward congressional materials or inquiries to the congressional office.
- c. *Providing Published Material to the Campaign:* The Office may provide the campaign office with any materials it has issued publicly (e.g. press release, speech, newsletters), but only if such provision requires only a minimal amount of time and is made in a limited quantity (generally a quantity of one).

- d. *Questionnaires.* A questionnaire that is limited to *legislative issues* and content complying with Franking Regulations may be answered by the Office, even though the purpose of the questionnaire is to determine endorsement issues by the requesting organization.
- e. *Non-partisan Voter Registration Materials:* The Office may make non-partisan voter registration information available in the Office. This excludes actually registering the person to vote.

"On Your Own Time"

A. Definition

"On your own time" means time during which you are entirely free to pursue your own, individual interests. In our Office, that includes your lunch hour, after-work hours, and time you are on leave status as set forth in our Employee Handbook.

B. Rules

1. CMR may not adjust work requirements or add unpaid interns in order to create "free" time for the staff to do campaign activities.
2. If you work in the Office and also on the campaign (which you may do only on your own time), then you must keep a detailed, written, contemporaneous diary recording each segment of time you spend on official duties and each segment of time you spend on campaign activities.
3. The time spent on campaign activities *must* be charged against your accrued annual leave, promptly made-up to the Office, or deducted from your compensation. CMR is required to ensure that each employee performs *official* duties commensurate with the compensation that employee receives from the House, and therefore must adjust an employee's compensation for time owed to the Office for time spent on campaign activities.

"Without Using Any Congressional Resources"

"Without using any congressional resources" means *any* congressional resources: office space, office equipment (including computers, telephones, and fax machines), office supplies (including copy paper and official stationary), office files (including the names and information contained in those files), research files, official mailing lists, staff time, et cetera.

"Contribution"

A. Definition

"Contribution" to CMR means any and all "outlays" made on behalf of CMR, including outlays that are immediately reimbursed. This rule is "absolute" (i.e. irrespective of voluntariness, honest wish to contribute, or intention that the outlay is merely a momentary advance for convenience purposes that is immediately reimbursed). This rule includes "outlays" to purchase items for the benefit of the campaign (e.g. tickets to a fundraising event; souvenirs from the House gift shop to give as gifts to CMR's supporters; coffee and donuts for the campaign office).

"Contribution" does not include unpaid, volunteer services by the employee for CMR's campaign; you may volunteer your time and talent to CMR's campaign and not be in violation of the law which prohibits house employees from making campaign contributions to their employing Member.

Violation of this rule is also a criminal offense.

B. Exceptions to the "Absolute" Rule

1. Outlays an individual makes for his/her personal travel expenses (including food, transportation and lodging) traveling on behalf of the campaign, provided that the campaign promptly reimburses the travel expense (60 days if incurred by credit card and 30 days otherwise) *or* the individual's outlays do not exceed \$1,000.00 per election.
2. Up to \$1,000.00 per election for food, beverages, and invitations for a campaign event held in the individual's home or in a church or community center.

3. Use of computer equipment connected with internet activities used for the purpose of influencing a federal election.
4. Contributions to multi-candidate political groups (e.g. PAC or Republican Congressional Campaign Committees), even though some of the proceeds may be used by the organization to benefit CMR, provided that you do not earmark the contribution for CMR.
5. There are several other very detailed, very limited, very specific exceptions. If you want to offer (on your own initiative and voluntarily) a contribution to CMR's campaign, you must get written, pre-approval from me first.

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INFORMATION SHEET FOR ETHICS TRAINING COMPLIANCE REQUIREMENTS***Ethics training compliance is the responsibility of each employee***

Every new employee must complete basic ethics training, within 60 days of hire.

Every existing employee must complete one hour of continuing education ethics training each year.

If you are a new employee, your initial one hour will also satisfy your continuing education requirement -- i.e. you need only complete one hour of training per year.

All **on-line** ethics training is begun from the HouseNet site: Click on the "personnel" tab; then click on "Ethics Training"; then click on the "houseconnect" link contained in the Online Ethics Training section. This will take you to the CAO House Learning Center page, where you will log in using the same user name and password as for the Office computer. You will then be at your personal records page with links for **on-line** ethics training.

All **live** ethics training must be pre-registered for. To pre-register, go to the HouseNet site: Click on "personnel" tab; then click on "Ethics Training"; then click on the "registerme" link contained in the Live Ethics Training section. You will then be at the CAO registration page. Keep in mind that some general CRS seminars contain an ethics segment that will satisfy your annual ethics training requirement. To prove it, make sure you sign in and stay for the whole CRS program, and receive a certificate of attendance by email after the seminar -- if you can't prove it, then you'll have to do at least the ethics portion again.

New Employees:

For DC staff, the initial training **MUST** be at a live, in-person training session. Proof of attendance for the House (CAO) is by pre-registration for the event and completion of the sign-in sheet at the live presentation. Be warned that if you arrive late and miss the sign in period, you will not receive credits. After the event, the CAO will send you an email confirming your attendance. Please forward that email to the District Office Staff Assistant, who will place it in your personnel file for proof of attendance for the Office, and also include in your email the date, name and location of the training session you attended.

For district office staff, the initial training may be completed on line. The program runs for about one hour, and you may pause and return to it at any time. After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" (aka "true") the new employee's ethics training. For compliance verification for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the District Office Staff Assistant for your personnel file.

S:\drive\OfficeForms\Personnel\infosheet - ethicstraining

CMROCE-0316

All Employees - Annual Training:

There are two ways to satisfy your annual ethics training requirement.

1. Live. Attend a live ethics training session in DC. Many training classes include an hour of ethics, so check the syllabus to see if another training class will also satisfy your annual ethics requirements. Verification of completion for the House is by the sign-in sheet at the live session, which will be followed-up by a confirming email. If you do not receive this email from the confirming your attendance at the training, and satisfaction of your annual ethics requirements, you need to timely follow-up with CAO. Note that if you are late to the session, and miss the sign-in sheet, then you will not get credit for attending. Verification of completion of your annual ethics training for the Office is by forwarding/attaching the attendance confirmation email from the House to the District Office Staff Assistant, and including in your cover email the date, time, location, and name of the ethics training session attended.

2. On-line. Go to your personal on-line CAO House Learning Center page. Select the ethics training module you wish to view. The program runs for about one hour, and you may pause and return to it at any time (including days/weeks later). After you have watched the entire ethics training program, the House system will automatically designate you as having "completed" the annual ethics training. For verification of compliance with your annual ethics requirements for the Office, please print the status page (i.e. the "true"/ "false" summary page), date and sign it, and get it to the Office Manager for your personnel file.

SENIOR STAFF

"Senior Staff" is defined as individuals with a salary at or above \$119,953.60 for 60 days or more for the calendar year.

All new Senior Staff members must complete the "new employee" basic ethics training class, *plus* an additional hour of ethics training, addressing issues applicable to senior staff. Follow the same directions as non-senior staff, and include in your pre-registration an additional hour of senior staff training.

All existing Senior Staff members must complete "existing staff" annual ethics training, *plus* an additional hour of ethics training addressing issues applicable to senior staff once per Congress.

EXHIBIT 15

**ACKNOWLEDGMENT OF RECEIPT OF
EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS**

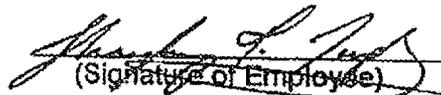
I acknowledge that I have received a copy of the Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers, (hereinafter referred to as "the Office") and that I have read and understand the contents of the Handbook. I understand the Handbook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except Congresswoman Cathy McMorris Rodgers, who must do so in writing to be effective.

8/30/10
(Date)


(Signature of Employee)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaughnessy Murphy

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 8:45 AM PM on March 21, 2011.

Ending: 5:54 AM PM on March 24, 2011.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 4 days.

Reason for Leave: Vacation

Date: 2/14/11

Shaughnessy Murphy
Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature]

Date: 02-14-2011

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaughnessy Murphy
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
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- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 12:00 AM () PM () on December 23, 20 10

Ending: 6:00 AM () PM () on December 29, 20 10

Total number of hours (if the request is 2 hours or less) or day(s) requested: .5 day

Reason for Leave:

Christmas vacation travel time

Date: 12/13/10

Shaughnessy S. Murphy
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature]

Date: 12/13/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

7/10/11

Don't need to
have.

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Shaughnessy Murphy
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
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- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: _____ AM () PM () on Oct 12, 2010
Ending: _____ AM () PM () on Nov 3, 2010

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____

Reason for Leave: See attached

Date: 10/12/10

Shaughnessy Murphy
Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 10/12/10

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

CAMPAIGN WORK AUTHORIZATION

I, Shaynessy Murphy, request authority to engage in campaign work (during the time that I am not working in my official capacity for the Office) for:

Name of Candidate: Dino Rossi

Public Office Campaigning for: US Senate

Location of Campaign Office: Seattle, Washington

Your Duties as a Campaign Worker (Describe): Legal Services

I acknowledge that I have read the House Ethics Manual with regard to the rules applicable to my campaign activities; I affirm that I understand the contents of those rules, and I certify that I will comply with those rules.

Date: 10/12/10

Shaynessy H. Murphy
Employee Signature

This Campaign Work Request is Approved in Full
 Disapproved in Full
 Approved in part, as follows, and otherwise disapproved:

Signed: David Conner

Date: 10/12/10

Process: 1) Review pgs. 10-12 of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to the Chief of Staff or Deputy Chief of Staff/District Director.

Appendix G

EXHIBIT 16

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 3-4, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 12 AM () PM on 9-2-Murs. .20 10
 Ending: 9 AM (X) PM () on 9-7-Tues .20 10
 Total number of hours (if the request is 2 hours or less) or day(s) requested: 1.5

Reason for Leave: visiting family in Seattle
Monday is a federal Holiday

Date: _____
 Employee Signature: Patrick Bell

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jodi Weimer Date: 9/16/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
 Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).
 Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 10 AM () PM () on October 28th, 20 10.

Ending: 9 AM (x) PM () on November 2nd, 20 10.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 29 - 3 days

Reason for Leave: _____

Date: 10/28/10

Patrick Bell
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Walker Date: 10/28/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35) 2 days
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9) 3 days
- Discretionary Additional Time Off (pgs. 8-10)
- Other: Incremental Holidays - 2 days

Leave Request:

Beginning: 9 AM () PM () on Monday Dec. 23, 20 10

Ending: 9 AM () PM () on Monday Jan 3, 20 11

Total number of hours (if the request is 2 hours or less) or day(s) requested: 7

Reason for Leave: According to my understanding of the handbook (p. 37), we receive one paid holiday for Christmas Eve and New Year's Eve. However, I received 3 days comp time in Spokane. Purpose of trip is to visit family for holidays.

Date: 11/12/10

Patrick Bell
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jedd Weaver Date: 11/12/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

SA\OfficeForms\Employee handbook\Documents\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 8:45 AM PM () on MONDAY April 18th, 20 11
 Ending: 8:45 AM PM () on Tuesday April 19th, 20 11
 Total number of hours (if the request is 2 hours or less) or day(s) requested: 1

Reason for Leave: Travel for my wife's Birthday

Date: 3/22/11 Patrick Bell
Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jada Wilson Date: 3/29/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other :

Leave Request:

Beginning: 900 AM (X) PM () on Weds, June 8, 20 11

Ending: 900 AM (X) PM () on Tues, June 14, 20 11

Total number of hours (if the request is 2 hours or less) or day(s) requested: 4

Reason for Leave: visiting family and sister-in-law's high school graduation.

Date: 4/19/2011 [Signature: Patrick C. Bell] Employee Signature

This Leave Request is (X) Approved () Disapproved

If disapproved, state the reason:

Supervisor's Signature: [Signature: Judd Weiner] Date: 4/19/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor. Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\Office Forms\Employee handbook Documents\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 12 AM () PM (X) on Fri Dec 23 20 11

Ending: 9 AM (X) PM () on Tues Jan 3 20 11

Total number of hours (if the request is 2 hours or less) or day(s) requested: 4.5 days

Reason for Leave:

visiting family for the holidays

6.5 days

Dec 26th = Holiday

Jan 2nd = Holiday

Date: 8/26/11

Patrick Bell
Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason:

Supervisor's Signature: Jill Wain Date: 8/26/11

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\Office\forms\Employee handbook\Documents\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 1:00 AM () PM () on Friday, Feb 24, 2012.

Ending: 8:45 AM () PM () on Monday, Feb 27, 2012.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 1/2 Day

Reason for Leave: going out of town for weekend.

Date: 2-24-2012

Patrick Bell
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jordan Whain

Date: 2/24/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbook\Documents\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 845 AM PM on Friday, March 2, 2012.

Ending: 845 AM PM on Tuesday, March 6, 2012.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 2.

Reason for Leave: Flying back to Seattle for my sister's
Birthday, and to spend time w/ my family.

Date: 2-24-2012 Patrick Bell
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jedd Winters Date: 2/24/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 845 AM (X) PM () on Friday, April 13, 2012

Ending: _____ AM () PM () on Monday, April 16, 2012

Total number of hours (if the request is 2 hours or less) or day(s) requested: 1 Day

Reason for Leave:

3-day weekend trip for wife's birthday.

Date: 4-10-12

Patrick Bell
Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 4/11/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Patrick Bell

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9 AM (✓) PM () on June 22, 20 12.

Ending: 9 AM (✓) PM () on June 25, 20 12.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 8 hrs

Reason for Leave: Vacation to Jane Island State Park in Maryland.

Date: 6-11-12

Employee Signature

Patrick Bell

This Leave Request is (Approved Disapproved)

If disapproved, state the reason:

Supervisor's Signature:

Date:

[Signature] 6/11/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EXHIBIT 17

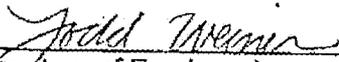
**ACKNOWLEDGMENT OF RECEIPT OF
EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS**

I acknowledge that I have received a copy of the Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers, (hereinafter referred to as "the Office") and that I have read and understand the contents of the Handbook. I understand the Handbook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except Congresswoman Cathy McMorris Rodgers, who must do so in writing to be effective.



(Signature of Employee)

12/11/09

(Date)



(Member or Designee)

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: TODD WEINER

Type of Leave:

- Annual Leave (VACATION)
- Sick Leave
- Religious Holiday
- Bereavement Leave
- Military Leave
- Jury or Witness Duty
- Leave Without Pay (LWOP)
- Furlough
- Family and Medical Leave (FMLA) - Also submit the FMLA Request Form
- Comp Time
- Discretionary Additional Time Off
- Campaign Work
- Other: _____

Leave Request:

Beginning: 8 AM PM on Mar. 31 2010

Ending: 8 AM PM on Apr. 6 2010

Total number of hours (if less than a full day) or day(s) requested: 5

Reason for Leave: Vacation

Date: 2/24/10

Todd Weiner
Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____

Date: 3/20/10

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

- Annual Leave
- Sick Leave
- Religious Holiday
- Bereavement Leave
- Military Leave
- Jury or Witness Duty
- Leave Without Pay (LWOP)
- Furlough
- Family and Medical Leave (FMLA) – Also submit the FMLA Request Form
- Comp Time
- Discretionary Additional Time Off
- Campaign Work
- Other: _____

Leave Request:

Beginning: 12:00 AM () PM () on July 1, 20 10

Ending: 11:59 AM () PM () on July 6, 20 10

Total number of hours (if less than a full day) or day(s) requested: _____

Reason for Leave: Vacation

Date: 5/18/10

Todd Weiner
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____

Date: 5/18/10

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 9 AM (PM () on Nov 24, 20 10.

Ending: 6 AM () PM (on Nov 29, 20 10.

Total number of hours (if the request is 2 hours or less) or day(s) requested: 2 days.

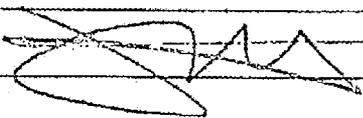
Reason for Leave: Thanksgiving vacation

Date: 11/22/10

Todd Weiner
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature:  Date: 11/22/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34. and 36)
- Bereavement Leave (pgs. 34. and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34. 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34. and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 9 AM (PM () on Dec. 28 . 20 10
Ending: 6 AM () PM (on Dec. 30 . 20 10
Total number of hours (if the request is 2 hours of less) or day(s) requested: 3

Reason for Leave: _____

Date: 12/23/10 Todd Weiner
Employee Signature

This Leave Request is (Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature:  Date: 12/27/10

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\Employee Handbook Documents\Leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Weiner

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9 AM (PM () on Apr 20, 20 11

Ending: 6 AM () PM (on Apr 26, 20 11

Total number of hours (if the request is 2 hours of less) or day(s) requested: 5

Reason for Leave: Vacation

Date: 4/1/11

Todd Weiner
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 4/19/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Todd Winer

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9 AM (PM () on Nov. 23, 20 11

Ending: 6 AM () PM (on Nov 28, 20 11

Total number of hours (if the request is 2 hours or less) or day(s) requested: 2 DAYS

Reason for Leave: Vacation

Date: 10/28/11

Todd Winer
Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

*Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).*

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: TODD WINER

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9 AM (PM () on Apr. 4, 20 12.

Ending: 11 AM () PM (on Apr. 10, 20 12.

Total number of hours (if the request is 2 hours of less) or day(s) requested: 5 days

Reason for Leave: Vacation

Date: 3/30/12

Todd Winer
Employee Signature

This Leave Request is (Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature]

Date: 3/29/12 +

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leaverequest

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: TODD WILSON

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9 AM PM () on JUL 5, 2012

Ending: 6 AM () PM on JUL 10, 2012

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____

Reason for Leave: Vacation

Date: 7/2/12 Todd Wilson
Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 7/8/12

*Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).*

S:\OfficeForms\EmployeeHandbookDocuments\leaverequest

EXHIBIT 18

**ACKNOWLEDGMENT OF RECEIPT OF
EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS**

I acknowledge that I have received a copy of the Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers, (hereinafter referred to as "the Office") and that I have read and understand the contents of the Handbook. I understand the Handbook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except Congresswoman Cathy McMorris Rodgers, who must do so in writing to be effective.

12/25/10

(Date)



(Signature of Employee)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.



REQUEST FOR LEAVE

Chief Administrative Officer

Name: Jeremy Deutsch

Office: Congresswoman McMorris Rodgers

Leave Request Date: 6/19/09

Type of Leave:	Hours:	Date(s) Leave Requested:
Annual (V):	4	6/19/09
Sick (S):		
Administrative (A):		
PACE (P):		
FML (F):		
Bereavement:		
Military (M):		
Other:		

Total hours requested: 4 hrs Reason: My son's graduation

Reason for Leave:

Employee Signature:

This Leave Request is (mark one): Approved Disapproved

If disapproved, state reason:

Supervisor's Signature: _____ Date: _____

A copy of this Leave Request should be retained by both employee and supervisor

Family and Medical Leave

Specific conditions may qualify an employee for Family and Medical Leave (FML).
Please indicate the reason for requesting leave under the Family and Medical Leave Act.
Medical certification may be required before FML will be approved.

- Employee's own serious health condition
- Serious illness of employee's spouse, child, or parent
- Birth, adoption, or foster child placement

Human Resources Approval: _____ Date: _____

CMROCE-0079



REQUEST FOR LEAVE

Chief Administrative Officer

Name: Jeremy Poutsch
 Office: CMR
 Leave Request Date: 4/20/09

Type of Leave:	Hours:	Date(s) Leave Requested:
Annual (V):		
Sick (S):	X	FLU
Administrative (A):		
PACE (P):		
FML (F):		
Bereavement:		
Military (M):		
Other:		
Total hours requested:	2.15 hrs	

Employee Signature: [Signature]

This Leave Request is (mark one): Approved Disapproved

If disapproved, state reason:

Supervisor's Signature: _____ Date: _____

A copy of this Leave Request should be retained by both employee and supervisor

Family and Medical Leave

Specific conditions may qualify an employee for Family and Medical Leave (FML).
 Please indicate the reason for requesting leave under the Family and Medical Leave Act.
Medical certification may be required before FML will be approved.

- Employee's own serious health condition
- Serious illness of employee's spouse, child, or parent
- Birth, adoption, or foster child placement

Human Resources Approval: _____ Date: _____

Revised 3/14/2007

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Jeremy Deutsch
Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

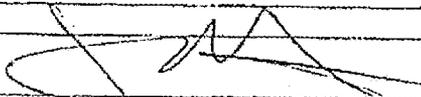
Beginning: 8:30 AM () PM () on 10/19, 2010

Ending: 6:30 AM () PM () on 11/3, 2010

Total number of hours (if the request is 2 hours or less) or day(s) requested: 16 days

Reason for Leave: Vacation

Date: 10/11/10


Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: _____ Date: _____

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYER LEAVE REQUEST FORM

Employee's Name: Jeremy Deutsch

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 845 AM PM () on 10/26, 10/27, 10/28, 10/29

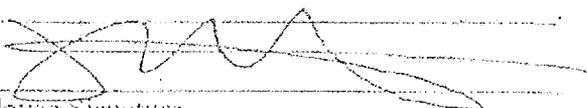
Ending: 545 AM () PM on 11/1, 2011

Total number of hours (if the request is 2 hours or less) or day(s) requested: 5

Reason for Leave:

Vacation

Date: 11/1/11


Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: 

Date: 11/1/11

Process: 1) Review designated page of the Employee Handbook; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

Deutsch, Jeremy

From: Deutsch, Jeremy
Sent: Friday, November 11, 2011 3:44 PM
To: Kargopoliseva, Mariya
Subject: Vacation Time

Mariya:

Can you help me with my vacation leave form...I would like to retroactively report the following days as vacation:

- 10/26
- 10/27
- 10/28
- 10/31
- 11/1

Thank you,

Jeremy Deutsch
Chief of Staff
Congresswoman Cathy McMorris Rodgers (WA-05)
2421 Rayburn House Office Building · Washington, DC 20515

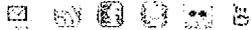
E | Jeremy.Deutsch@mail.house.gov
T | 202.225.2006
W | www.mcmorrisrodgers.house.gov


EXHIBIT 19

SPEECH READ-AHEAD

To: CMR

From: Todd

Date: Saturday, June 12, 2010

Re: **Republican State Convention**

Notes: **5 mins...** Per Jeremy, this could be similar to your speech at the Cascade Convention... I should mention Glenn Anderson called your Cascade speech "excellent" and requested a video copy of it.

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy/David
Date: Thursday, August 12, 2010
Re: SPOKANE PONDEROSA WOMEN'S LUNCHEON
Notes: 10 mins

COMMUNICATIONS READ-AHEAD

To: CMR

From: Todd

Date: Friday, September 10, 2010

Re: Talking points for Victory Center Opening and Campaign team
conference call with County Chairs and Sign Captains

Notes: 5-10 mins... I have borrowed heavily from your Top of the Morning
speech and your statement filing for reelection... Note that I would recommend not
doing the American Dream poll for the conference call (since you won't be able to
see the show of hands).

****COMMUNICATIONS READ-AHEAD****

To: CMR

Date: Friday, October 15, 2010

Re: Dino Rossi Birthday Breakfast

Where: Spokane Club – 1002 W. Riverside

Notes: 5 mins...You will give the welcoming remarks and introduce Dino Rossi...Rossi will then speak and introduce the special guest, Sen. John Thune...Audience is about 125 people.

SPEECH READ-AHEAD

To: CMR

From: Todd

Date: Wednesday, November 3, 2010

Re: Speech for Donor/Volunteer Appreciation Brunch

Notes: This will be a 10-min. speech to volunteers, family and supporters. This speech assumes Republicans win back the House... I have not included any mention of the Murray/Rossi race, given the uncertainty there as of Monday, but the results are in, it would be good to mention, either way (either thanking Rossi for running a great race, or saying you're looking forward to working with him in Washington, D.C.)... There are 2 statistics in the speech that will need to be filled in on Monday (the number of House seats the Republicans picked up and the total number of House Republicans in the 112th Congress).

*** SPEECH READ-AHEAD ***

To: CMR

From: Todd/Riva

Date: Tuesday, November 2, 2010

Re: Election Night Victory Speech

Where: Davenport Hotel, Spokane, WA

Notes: 5 mins... This speech assumes 1) Republicans win back the House, and 2) The outcome of the Murray/Rossi race will still be unclear. If either of those things change, the remarks will need to be updated.

Memo

To: CMR
From: Todd
Date: 4/15/2011
Re: Top of the Morning (SECOND DRAFT)

****UPDATED, APR. 15, 2011****

I've incorporated your edits and revised the outline. I've also attached the copy with your hand-written notes.

Topic Outline:

- *Success of 2010 Election**
- *New Majority's constitutional principles**
- *American Dream (What is the American Dream?)**
- *Debt Threat**
- *Budget Deal/FY'12 Budget**
- *Health Care**
- *Freedom = Competitiveness**
- *Energy Independence**
- *Call to preserve the Dream**

Top of the Morning Schedule:

Tues, Apr. 19 Walla Walla

Thurs, Apr. 21 Spokane

Tues, Apr. 26 Colville

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy/Kristina
Date: Thursday, August 11, 2011
Re: PONDEROSA

Notes:

10 mins

Per Jeremy, "the general theme for all of your GOP speeches should be how we are turning the ship around and what a difference one year makes... Since it is women, we can talk about how awesome the GOP women are and our efforts there too."

We are also working to share the GOP women's video with them (2 mins).

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy/Kristina
Date: Wednesday, August 17, 2011
Re: Pink Flamingo Speech

Notes:

15-20 mins

Per Jeremy, "the general theme for all of your GOP speeches should be how we are turning the ship around and what a difference one year makes."

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy, Dawn, Jessica
Date: Thursday, August 9, 2012
Re: Pink Flamingo Speech

Notes:

15-20 mins

After playing around with it for a long time, I ended up sticking with a slightly-reworked version of the Top of the Morning speech. I think it strikes a good balance of "This is who I am, this is what I see as the challenges before us, and here is what I think we should be doing to address those challenges."

Per your suggestion about including some language on Milton Friedman's philosophy, I tried creating a "really big picture" section starting with Obama's "you didn't build that" remark and leading to some of your language from the Defending the Dream Summit ("earned success," etc) but I really struggled finding a way to weave that in while also talking about things like Fairchild and the N/S Freeway (which I think would be considered more appropriate for this audience). Besides, adding that language might make the speech too long on the "things are really bad" theme, prolonging the need to get to us the positive section.

However, I've included this "really big picture" language at the end (starting on P. 13) in case you want to review it and work together on a way to incorporate it.

COMMUNICATIONS READ-AHEAD

To: CMR
From: Todd
CC: Jeremy/Dick/Riva
Date: February 27, 2012
Re: Upcoming Lincoln Day Speeches

Notes:

I have drafted a Lincoln Day speech incorporating some of the themes I mentioned during our Feb. 13 retreat, along with a few others—namely (in no particular order):

- “Reformer” vs. “More of the same”
- “Putting people first, not government”
- “Keystone economy, not Solyndra economy”
- Cathy is a uniter/connector, “I don’t represent the 99% or 1%, I represent the 100%”
- Positive agenda for next term – BBA, other stuff

And so, using those themes, here is the outline of my draft:

- Importance of 2012
- “America is great because America is good”
- Lincoln’s principles – freedom & opportunity, limited government
- Under Obama, govt has strayed from those principles
- Economy is lousy/Debt is rising
- American Dream is threatened (“I’ve lived that Dream”)
- Obama plan to raise taxes will make things worse
- “What we need is real change” / “back to basics”
- GOP agenda should be rooted in “common sense”:
 - 1) Reduce spending/debt through Balanced Budget Amendment
 - 2) Grow economy through Ryan Plan
 - 3) “Keystone Economy v. Solyndra Economy”

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy, Dawn
Date: Friday, August 24, 2012
Re: Speeches at Convention events (breakfasts, meetings, etc.)

NOTES:

I've drafted a standard stump speech outline that can be used at most of the events in Tampa (such as delegation breakfasts, etc). Basically, I've just updated the outline from your Colorado trip, including the background material.

SPEECH READ-AHEAD

To: CMR
From: Todd
CC: Jeremy/Dawn
Date: Thursday, September 27, 2012
Re: New Hampshire trip

NOTES:

On Thursday, you will be in NH headlining two women Romney events.

I've attached the points we used for similar events in Nevada and Colorado.

I've been told the Romney campaign will be sending additional briefing documents.

****SPEECH READ-AHEAD****

To: CMR
Fr: Todd
Date: Wednesday, November 1, 2012
Re: Speech for McKenna Fundraiser

Notes:

- You are introducing McKenna
- 5-10 mins
- Bill Hyslop will introduce you.

EXHIBIT 20

McGuireWoods LLP
2001 K Street N.W.
Suite 400
Washington, D.C. 20006-1040
Tel 202.657. [REDACTED]
Fax 202.657.1737
www.mcguirewoods.com

elliott s. berke
Direct: 202.828. [REDACTED]

McGUIREWOODS

[REDACTED]@mcguirewoods.com
Fax: 202.857.2990

November 14, 2013

Kedric L. Payne
Office of Congressional Ethics
425 3rd Street SW
Suite 1100
Washington, DC 20024

RE: REQUEST FOR INFORMATION

Dear Mr. Payne:

As I mentioned during your recent interview of Jeremy Deutsch, documents were recently discovered by Mr. Deutsch on Congresswoman McMorris Rodger's personal office S:\drive (WA05CM)\COMMUNICATIONS\todd Winer. These documents appear to reflect campaign activity by Todd Winer, a former employee of Congresswoman McMorris Rodgers's personal office, including during his prior employment with Senator Kay Bailey Hutchison. Because these documents could be relevant to your inquiry, and in the interest of providing full cooperation with your office, we produce them to you today.

Prior to the discovery of these documents, Mr. Deutsch, Congresswoman McMorris Rodgers, and all known employees of the House Republican Conference or her personal office were unaware that they were located on the personal office drive. Their placement on the personal office drive was not consistent with the stated House Republican Conference or her personal office policy.

I look forward to discussing the enclosed information with you at your convenience. Please do not hesitate to contact me at (202) 828-[REDACTED] should you have any additional questions.

Sincerely,



Elliot S. Berke

Enclosures

11/14/2013 11:13 AM

EXHIBIT 21



Todd Winer <[redacted]@gmail.com>

ADVISORY: McMorris Rodgers to Kick Off Re-Election Campaign

1 message

Todd Winer <[redacted]@gmail.com>
To: todd.winer@mail.house.gov

Fri, Mar 30, 2012 at 9:23 AM

FOR PLANNING PURPOSES

Contact: Riva Litman

March 30, 2012

925-963-[redacted]

MEDIA ADVISORY

**Cathy McMorris Rodgers to
Kick Off Re-Election Campaign**

NOTICE: These are private events that are open to the press. To attend, members of the press must RSVP with Riva Litman.

To schedule an interview with Rep. McMorris Rodgers, please contact Riva Litman.

Schedule for Rep. Cathy McMorris Rodgers:

Tuesday, April 3 – Colville

12:00-1:30PM **Top O' the Morning**
AG Trade Center
NE WA Fairgrounds
411 West Astor
Colville, WA

Wednesday, April 4 – Walla Walla

12:00-1:30 PM **Top O' the Morning**
Marcus Whitman
6 West Rose Street
Walla Walla, WA

Thursday, April 5 – Spokane

7:30-9:00 AM **Top O' the Morning**
Doubletree Hotel
322 North Spokane Falls Court
Spokane, WA

EXHIBIT 22



Todd Winer <[redacted]@gmail.com>

Returned mail: User unknown

1 message

postoffice <postoffice>

Mon, Apr 2, 2012 at 9:21 AM

To: Todd Winer <[redacted]@gmail.com>

The original message was received at 2012-04-02 06:17:56 -0700 from postoffice.hsd1.wa.comcast.net. [10.0.0.1]

----- The following addresses had permanent fatal errors -----
<[redacted]@robinsonnews.com>

----- Transcript of session follows -----
... while talking to postoffice.hsd1.wa.comcast.net...
>>> RCPT To: <[redacted]@robinsonnews.com>
<<< 550 5.1.1 unknown or illegal alias: [redacted]@robinsonnews.com
550 <[redacted]@robinsonnews.com>... User unknown

Final-Recipient: RFC822; [redacted]@robinsonnews.com
Action: failed
Status: 5.1.1
Remote-MTA: DNS; postoffice.hsd1.wa.comcast.net.
Diagnostic-Code: SMTP;550 5.1.1 unknown or illegal alias: [redacted]@robinsonnews.com
Last-Attempt-Date: 2012-04-02 06:17:56 -0700

----- Forwarded message -----
From: Todd Winer <[redacted]@gmail.com>
To: Todd Winer <[redacted]@gmail.com>
Cc:
Date: Mon, 2 Apr 2012 09:20:24 -0400
Subject: ADVISORY: McMorris Rodgers to Kick Off Re-Election Campaign *TOMORROW*

FOR PLANNING PURPOSES

Contact: Riva Litman

April 2, 2012

925-963-[redacted]

MEDIA ADVISORY

**Cathy McMorris Rodgers to
Kick Off Re-Election Campaign**

NOTICE: These are private events that are open to the press. To attend, members of the press must RSVP with Riva Litman.

To schedule an interview with Rep. McMorris Rodgers, please contact Riva Litman.

Schedule for Rep. Cathy McMorris Rodgers:

Tuesday, April 3 – Colville

12:00-1:30PM **Top O' the Morning**
AG Trade Center
NE WA Fairgrounds
411 West Astor
Colville, WA

Wednesday, April 4 – Walla Walla

12:00-1:30 PM **Top O' the Morning**
Marcus Whitman
6 West Rose Street
Walla Walla, WA

Thursday, April 5 – Spokane

7:30-9:00 AM **Top O' the Morning**
Doubletree Hotel
322 North Spokane Falls Court
Spokane, WA

EXHIBIT 23

April 03, 2012

Tuesday

All Day

DISTRICT WORK WEEK

10:30 AM - 10:45 AM

7:30AM PST Live Phone INTERVIEW w/ Mark Rattner, Bud Nameck, Kristi Gorenson, KXLY 920 AM Radio
Call-in #: 800-920-██████

TOPIC
Campaign kickoff, etc.

12:30 PM - 2:00 PM

9:30AM PST Drive Time to Colville
STAFF Richard Leland

2:00 PM - 2:15 PM

11:00AM PST INTERVIEW w/ Michelle Dupler, Tri-City Herald
POC Michelle Dupler
509-582-██████ or 509-947-██████

TOPIC
War on Women, District events/updates

2:15 PM - 3:00 PM

11AM HOUR In-person RADIO INTERVIEW w/ Eric Carpenter, KCVL -- 187 Mantz Rickey Road Colville WA 99114-9562
POC Eric Carpenter
509-684-██████

TOPIC
District events/updates

2:15 PM - 3:00 PM

TENTATIVE *11:00AM HOUR* In-Person INTERVIEW w/ Jamie Henneman, The Statesman-Examiner -- 220 South Main Street Colville WA 99114-2408

TOPIC
District events/updates

3:00 PM - 4:30 PM

12:00 PM PST Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- AG Trade Center, NE WA Fairgrounds 411 West Astor, Colville, WA 99114

LOCATION
AG Trade Center
NE WA Fairgrounds
411 West Astor
Colville, WA 99114

4:30 PM - 5:30 PM

1:30PM PST Business Roundtable (Colville) -- 986 South Main Street Colville WA 99114-2513

5:30 PM - 7:00 PM

2:30PM PST Drive Time to Spokane
STAFF Richard Leland

April 04, 2012
Wednesday

All Day	DISTRICT WORK WEEK
All Day	Sen. Dick Lugar (Ind) 1932
11:00 AM - 2:00 PM	*8:00AM PST* Drive Time to Walla Walla STAFF Richard Leland
12:05 PM - 12:15 PM	*9:05AM PST* Phone INTERVIEW w/ Jim Bock, KUJ Radio Call-in #: 509-527-██████
	TOPIC District events/updates/campaign kickoff
2:00 PM - 3:00 PM	*11:00AM HOUR* INTERVIEW w/ Emily Jacks, KTEL Radio -- 13 1/2 Main St. Walla Walla WA POC Emily Jacks 509-235-██████
	TOPIC District events/updates
2:00 PM - 3:00 PM	*11:00AM HOUR* INTEVIEW w/ John McCallum, Cheney Free Press POC John McCallum 509-235-██████
	TOPIC District events/updates
3:00 PM - 4:30 PM	*12:00 PM PST* Official 2012 Campaign Kickoff Tour @ Spokane Top O' the Morning -- Marcus Whitman, 6 West Rose St. Walla Walla, WA 99362 LOCATION Marcus Whitman 6 West Rose Street Walla Walla, WA 99362
4:30 PM - 5:30 PM	*1:30PM PST* Business Roundtable (Walla Walla) -- 29 East Sumach Street Walla Walla WA 99362-1932
5:30 PM - 8:00 PM	*2:30PM PST* Drive Time to Spokane STAFF Richard Leland
8:00 PM - 10:00 PM	*5:00PM PST* Drinks & Dinner w/ Dr. Schweitzer -- Churchill's

April 05, 2012

Thursday

All Day

DISTRICT WORK WEEK

All Day

Rep. Peter King (NY/3rd) 1944; Rep. Reid Ribble (Wis/8th) 1956

10:30 AM - 12:00 PM

7:30 AM PST Official 2012 Campaign Kickoff Tour @ the Spokane Top O' the Morning -- Doubletree Hotel Spokane 322 North Spokane Falls Court, Spokane, WA 99201

LOCATION

Doubletree Hotel Spokane
322 North Spokane Falls Court
Spokane, WA 99201

12:30 PM - 1:00 PM

9:30AM PST In-person INTERVIEW w/ Chris Stein, Pacific Northwest Inlander -- 9 South Washington Street, Suite 400 Spokane WA 99201-3719

POC Chris Stein

509-325- [REDACTED] ext. [REDACTED]

TOPIC

District events/updates

12:30 PM - 1:00 PM

9:30AM PST In-person INTERVIEW w/ Thomas Clouse et al., The Spokesman Review -- 999 West Riverside Avenue Spokane WA 99201-1006

POC Thomas Clouse

509-459- [REDACTED]

TOPIC

District events/updates

1:00 PM - 1:15 PM

10:00AM PST Taped INTERVIEW; KXLY TV -- 500 West Boone Avenue Spokane WA 99201-2404

POC 509-324- [REDACTED]

7:00 PM - 7:15 PM

4:00PM PST In-person INTERVIEW w/ Mike Fitzsimmons, KXLY -- 500 West Boone Avenue Spokane WA 99201-2404

POC 509-459- [REDACTED]

April 06, 2012

Friday

All Day

DISTRICT WORK WEEK

All Day

Rep. Michele Bachmann (MN/6th) 1956

EXHIBIT 24

From: Berke, Elliot S. <[REDACTED]@mcguirewoods.com>
Sent: Wednesday, November 6, 2013 2:38 PM
To: Payne, Kedric <Kedric.Payne@mail.house.gov>
Subject: Riva Litman Supplemental Production
Attach: Active_52190919_1_RLOCE - Production, [0209-0234] suppl.PDF

Kedric: On behalf of Riva Litman, please find attached a travel calendar for April 2012 and November 2012. As you will see it includes both official and political meetings and events. In April, Ms. Litman attended the Top of the Morning (before work), and the two political lunches (on her lunch time). The rest of the time she accompanied the Congresswoman at official functions, and therefore maintained a full official schedule. We believe in total she attended 19 meetings/events during this time – 16 of them official and three political (the latter during her free time). In November, she worked a full official schedule in the district office, and then volunteered on political matters during her free time. Based on this refreshed recollection, she no longer believes that she took leave for this time.

All travel and expenses were therefore paid out of the official account (MRA). Reimbursements attached for your review (April 2012 \$313.52) and (November \$109.05). Supervisors signed the expense forms. Todd Winer's initials are on the April reimbursement sheet but not for some unknown reason on the November form.

Please let me know if you have any additional questions.

Elliot S. Berke
Partner & Co-Chair of Political Law Group
McGuireWoods LLP
2001 K Street, N.W., Suite 400
Washington, DC 20006-1040
(202) 828-2814 [REDACTED] Line
(202) 828-2990 Direct FAX

[REDACTED]@mcguirewoods.com
<http://www.mcguirewoods.com>

This e-mail may contain confidential or privileged information. If you are not the intended recipient, please advise by return e-mail and delete immediately without reading or forwarding to others.

EXHIBIT 25

**ACKNOWLEDGMENT OF RECEIPT OF
EMPLOYEE HANDBOOK FOR THE
OFFICE OF CONGRESSWOMAN CATHY MCMORRIS RODGERS**

I acknowledge that I have received a copy of the Employee Handbook for the Office of Congresswoman Cathy McMorris Rodgers, (hereinafter referred to as "the Office") and that I have read and understand the contents of the Handbook. I understand the Handbook is intended to provide me with general information about policies and procedures of the Office that govern my employment.

I acknowledge and understand that employment with the Office is at-will and that all employees serve at the pleasure of the Office. Accordingly, I have the right to resign from my position at any time, and the Office can terminate my employment relationship, with or without cause, or with or without notice, at any time, except, of course, the Office cannot terminate my employment for discriminatory reasons in violation of applicable federal law. I understand that by signing this Acknowledgment I do not waive my rights under applicable federal law.

I also understand and acknowledge that the Office may unilaterally change or revise, with or without notice, its policies and practices, and such changes may affect the benefits provided therein. Moreover, I understand and acknowledge that the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time-to-time, or other employment practices, shall not serve to create an actual or implied contract of employment, or to confer any right to remain an employee of the Office, or otherwise to change in any respect the employment-at-will relationship between the Office and myself.

I acknowledge that no one in the Office is authorized to make exception to this understanding, except Congresswoman Cathy McMorris Rodgers, who must do so in writing to be effective.

08/30/2010
(Date)


(Signature of Employee)

Process: 1) Read and understand; 2) sign and date; 3) submit form to your office Staff Assistant within 1 week of hire.

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

- Annual Leave
- Sick Leave
- Religious Holiday
- Bereavement Leave
- Military Leave
- Jury or Witness Duty
- Leave Without Pay (LWOP)
- Furlough
- Family and Medical Leave (FMLA) - Also submit the FMLA Request Form
- Comp Time
- Discretionary Additional Time Off
- Campaign Work
- Other: _____

Leave Request:

Beginning: 8:00 AM PM on 09/23/2010, 2010
 Ending: 6:00 AM PM on 09/24/2010, 2010

Total number of hours (if less than a full day) or day(s) requested: _____

Reason for Leave: Wedding / Family visit

Date: 09/09/2010 [Signature]
 Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 9/9/10

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) – Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

Beginning: 9:00 AM (PM (on November 10, 20 10
Ending: 12:00 AM (PM (on November 10, 20 10

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____

Reason for Leave: SICK (CROHN'S DISEASE)

Date: 11/19/2010

R. B. Litman
Employee Signature

This Leave Request is (Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judith Weiss Date: 11/19/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva B. Litman

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) -- Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 9:00 AM PM on November 22, 2010
 Ending: 10:00 AM PM on November 24, 2010

Total number of hours (if the request is 2 hours of less) or day(s) requested: _____

Reason for Leave: Family visit in California

Date: 11/19/2010

Riva B. Litman
 Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Zeman Date: 11/19/2010

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Litman

Type of Leave:

- Annual Leave (pgs. 34-35) 5 days
- Sick Leave (pgs. 34-36) 5 days
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B) 4 days as per CoS
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

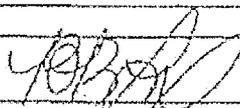
Beginning: _____ AM () PM () on 1 Feb, 20 11

Ending: _____ AM () PM () on 18 Feb, 20 11

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____

Reason for Leave: _____

Date: 1/31/11


Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Weimer Date: 1/31/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Litman

Type of Leave:

- Annual Leave (pgs. 34-35) 5 days
- Sick Leave (pgs. 34-36) 5 days
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B) 4 days as per CoS
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: _____ AM () PM () on 1 Feb, 2011

Ending: _____ AM () PM () on 18 Feb, 2011

Total number of hours (if the request is 2 hours of less) or day(s) requested: _____

Reason for Leave: _____

Date: 1/31/11

Employee Signature

This Leave Request is () Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Weems Date: 1/31/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Litman

Type of Leave:

- Annual Leave (pgs. 34-35) 6 days
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36) 5 days
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B) 12 days
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Type C paid

Leave Request:

Beginning: 3/21 AM () PM () on _____, 20 11

Ending: 4/22 AM () PM () on _____, 20 11

Total number of hours (if the request is 2 hours of less) or day(s) requested: _____

Reason for Leave: Care for mother / death of mother

Date: 05/11/2011

Employee Signature

This Leave Request is Approved () Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Judd Weimer Date: 5/11/11

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete this form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Belle Litman

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: Comp time for working between XMAS-NEW YEAR'S. (per JDD)

Leave Request:

Beginning: 9 AM PM on March 7, 2012
 Ending: 6 AM PM on March 7, 2012

Total number of hours (if the request is 2 hours or less) or day(s) requested: _____

Reason for Leave: Wedding in Miami, FL.

Date: 02/27/2012

[Signature]
 Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: [Signature] Date: 2/27/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.
Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: Riva Belle Litman

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (Appendix B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other: _____

Leave Request:

Beginning: 9 AM PM on February 21, 2012
 Ending: 10 AM PM on February 21, 2012

Total number of hours (if the request is 2 hours or less) or day(s) requested: 1

Reason for Leave: Family visit to CA

Date: 02/27/2012

Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jada Wain Date: 2/27/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

Appendix C

EMPLOYEE LEAVE REQUEST FORM

Employee's Name: RIVA BELLE LITMAN

Type of Leave:

- Annual Leave (pgs. 34-35)
- Sick Leave (pgs. 34-36)
- Religious Holiday (pgs. 34, and 36)
- Bereavement Leave (pgs. 34, and 36)
- Military Leave (pgs. 37-39)
- Jury or Witness Duty (pgs. 34, 39 and 40)
- Leave Without Pay (LWOP) (pgs. 34, and 40)
- Family and Medical Leave (pgs. 41-47) - Also submit FMLA Request (App. B)
- Comp Time (pgs. 8-9)
- Discretionary Additional Time Off (pgs. 8-10)
- Other : _____

Leave Request:

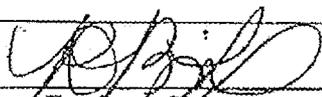
Beginning: 8:45 AM PM on OCTOBER 4, 20 12

Ending: 5:45 AM PM on OCTOBER 5, 20 12

Total number of hours (if the request is 2 hours of less) or day(s) requested: _____

Reason for Leave: MAID OF HONOR IN BEST FRIEND'S WEDDING
(IN NEW ORLEANS, LA)

Date: 09/18/2012


Employee Signature

This Leave Request is Approved Disapproved

If disapproved, state the reason: _____

Supervisor's Signature: Jodi W... Date: 9/19/12

Process: 1) Review designated page of the Employee Handbooks; 2) fill-out, date and sign; 3) timely submit form to your supervisor.

Supervisor: Complete the form and submit it to your office Staff Assistant (even if disapproved).

S:\OfficeForms\EmployeeHandbookDocuments\leave request

EXHIBIT 26



Todd Winer <[REDACTED]@gmail.com>

ADVISORY: McMorris Rodgers Available for Interviews During Campaign Swing

1 message

Todd Winer <[REDACTED]@gmail.com>

Tue, Oct 30, 2012 at 5:33 PM

To: [REDACTED]@hotmail.com, "Winer, Todd" <todd.winer@mail.house.gov>

MEDIA ADVISORY:

**McMorris Rodgers Available for Interviews
During Final Week of Campaign**

***She Will Be in Spokane, Spokane Valley, Walla Walla,
Pullman, Clarkston, Colfax, Pomeroy, & Davenport***

What:

Rep. Cathy McMorris Rodgers (WA-05) is available for interviews during the final week of her re-election campaign. Starting Thursday, November 1 and continuing through Election Day, she will be on a busy swing through Eastern Washington, with events in Spokane, Spokane Valley, Walla Walla, Pullman, Clarkston, Colfax, Pomeroy, and Davenport.

To schedule an interview with the Congresswoman, or learn more about her campaign events, contact Todd Winer at 703-624-[REDACTED]

Thursday, November 1

Events in Spokane and Spokane Valley

Friday, November 2

Events in Colfax, Pullman, and Clarkston

Saturday, November 3

Events in Pomeroy and Walla Walla

Sunday, November 4

No events

Monday, November 5

Events in Spokane and Davenport

Tuesday, November 6

Events in Spokane

Contact:

Todd Winer

██████████@gmail.com

703-624-██████████

EXHIBIT 27

November 05, 2012

Monday

7:25 AM - 12:12 PM

RBL to fly Delta 2359/1037 DCA - GEG
 Dep DCA 7:35 AM EST
 Arr SLC 10:24 AM MST
 Dep SLC 11:25 AM MST
 Arr GEG 12:12 PM PST

RBL Confirmation: [REDACTED]
 Seat 1: 42A
 Seat 2: 12E

12:30 PM - 1:00 PM

12:30 PST RBL to check into the Davenport -- Davenport Hotel, 10 South Post St., Spokane, WA 99201
 LOCATION
 10 South Post Street
 Spokane, WA 99201
 509-455-[REDACTED] (O)

2:00 PM - 2:45 PM

En Route CMR Whip Conference Call
 CALL INFO
 Phone: 1-877-384-[REDACTED]
 Pass code: [REDACTED]

RSVP YES
 Rep. Jeff Miller
 Rep. Lamar Smith
 Rep. Pat Tiberi
 Rep. Cory Gardner
 Gary Andres, on behalf of Fred Upton
 Rep. Kay Granger

Regrets

2:30 PM - 2:45 PM

En Route *Interview* w/ Rich Rydell Show
 Live phone interview with Rick Rydell, KXLY Radio
 TIME: 11:40 AM (10-15 mins)

CALL-IN NUMBER: 800-920-[REDACTED], Backup: 800-920-[REDACTED]

LOCATION: From the car, en route to next appointment

POC: Rick Rydell, [REDACTED]@kxly.com, 509-258-[REDACTED]

TOPIC: News of the Day/Your re-election campaign

NOTES: Like the others, this should be a friendly, straightforward interview.

3:00 PM - 3:15 PM

En Route *Phone interview* w/ Shari Rendall, Concerned Women for America
 Recorded phone interview with Shari Rendall, Concerned Women for America

TIME: 12:00 PM (10 mins)

November 05, 2012 Continued

Monday

PHONE NUMBER: 1-800-292-██████

LOCATION: From the car, en route to next appointment

TOPICS: Women (issues they care about, candidates for office, recruiting more Republican women, trends in WA state, etc.

NOTES: CWA is the nation's largest public policy women's organization with a rich 32-year history of helping its members across the country bring Biblical principles into all levels of public policy. They are probably best known for being a strong voice for pro-life women. Sheri is CWA's Director of Legislation and Public Policy (she is not a reporter). She is hoping to use clips from your interview in a video CWA is producing. For background, see one-pager of bullets Riva prepared in the back of this memo.

3:45 PM - 4:00 PM

3:45 PM PST Phone *Interview* w/ Mike Fitzimmons Show
Please Call :509-326-██████

6:15 PM - 6:45 PM

En Route *Phone Interview* w/ Mark Smith of the Davenport Times
Please Call: 509-725-██████

November 06, 2012

Tuesday

11:00 AM - 11:15 AM

Call in *Interview* w/ Huckabee Show

Taped phone interview with Gov. Mike Huckabee, The Mike Huckabee Radio Show

TIME: 8:00 am PT (6-8 mins)

CALL-IN NUMBER: 972-458-██████████

BACK-UP NUMBERS: 972-448-██████████, OR 972-387-██████████

LOCATION: From anywhere

POC: Casey Acevedo, 616-560-██████████

TOPIC: Presidential campaign/News of the Day

NOTES: They're aware of the Politico article which came out on Nov. 1, so the Conference Chair race might come up, although it's not likely. You did the Huckabee Show in August and September. They're friendly.

10:45 PM - 11:00 PM

Phone Interview with Anita Kissée, TVW Reporter -- Davenport Hotel Victory Party

Phone interview with Anita Kissée, TVW Reporter

TIME

Approximately 7:45 PM PT (she is flexible; the call can be made anytime that night)

CALL IN NUMBER

360-586-██████████

TOPIC

Election Night Reactions

DURATION

5-10 minutes

NOTES

If the call is made at 7:45, it will probably be live; if not 7:45, it will probably be recorded.

There will also certainly be other requests will come in on Tuesday. More details to come.

November 07, 2012

Wednesday

8:30 AM - 8:40 AM

KXLY TV Interview -- 500 West Boone Avenue Spokane WA 99201-2404
LOCATION: 500 W. Boone

POC:Chelsie; 509-386-[REDACTED], Riva Litman, 925-963-[REDACTED]

TOPIC: Your re-election/Presidential campaign

8:40 AM - 8:50 AM

KXLY Radio Interview -- 500 West Boone Avenue Spokane WA 99201-2404
LOCATION: 500 W. Boone

POC: Chelsie; 509-386-[REDACTED], Riva Litman, 925-963-[REDACTED]

TOPIC: Your re-election/Presidential campaign

9:00 AM - 9:15 AM

KHQ Interview -- 1201 West Sprague Avenue Spokane WA 99201-4102
LOCATION: 1201 W Sprague Ave

POC: Beverley; 509-448-[REDACTED], Riva Litman, 925-963-[REDACTED]

TOPIC: Your re-election/Presidential campaign

9:30 AM - 9:50 AM

KREM Interview -- 4103 South Regal Street Spokane WA 99223-7737
LOCATION: 4103 S. Regal

POC: Trinity; 509-838-7350; 509-838-[REDACTED]; Riva Litman, 925-963-[REDACTED]

TOPIC: Your re-election/Presidential campaign

1:30 PM - 10:55 PM

1:30 PM PST CMR, JDD, SPM & RBL to fly Delta 1488 / 2164 GEG - DCA
Dep GEG 1:30 PM PST
Arr MSP 6:22 PM CST
Dep MSP 7:25 PM CST
Arr DCA 10:55 PM EST

CMR Confirmation #: [REDACTED]
Seat 1: 7C
Seat 2: 14B

JDD Confirmation #: [REDACTED]
Seat 1: 7D
Seat 2: 14E

SPM Confirmation: [REDACTED]
Seat 1: 8C
Seat 2: 14A

RBL Confirmation: [REDACTED]
Seat 1: 21F
Seat 2: 14D

EXHIBIT 28

Thursday, November 1

7:30 – 9:00 am Attend Applied Sciences Laboratory Update Breakfast
 9:15 – 9:45 am Meeting with Luke Esser
 10:00 – 11:00 am Joint Appearance with McKenna at Victory HW
 11:15 – 11:40 pm Coffee with Dave Chally, National Electrical Association
 11:45 am – 1:30 pm AVISTA Lunch and Q&A with Employees
 2:00 – 3:00 pm Tour LB Forster Plant
 3:30 – 4:30 pm Tour Ambulatory Surgery Center

Friday, November 2

8:45 – 9:30 am Business Roundtable in Colfax
 9:30 – 10:15 am Travel to Pullman
 10:15 – 11:30 am Business Roundtable w/ Pullman Chamber
 11:30 – 1:00 pm Lunch with Whitman County Campaign Supporters
 1:00 – 2:00 pm Travel to Clarkston
 2:00 – 3:30 pm Meeting with SEWEDA Director and County Managers
 3:45 – 4:45 pm Business Roundtable with Clarkston Chamber
 5:00 – 6:30 pm Dinner

*OVERNIGHT IN CLARKSTON***Saturday, November 3**

7:30 – 8:30 am Breakfast with Asotin County Campaign Supporters
 8:30 – 9:30 am Travel to Pomeroy
 9:30 – 10:30 am Business Roundtable in Pomeroy
 10:30-11:45 am Travel to Walla Walla
 12:00 – 2:00 pm Visit Walla Walla Victory HQ and Lunch with Campaign Supporters
 2:00 – 5:30 pm Travel to Spokane

SMOCE-0021

Sunday, November 4

ADONSA

Monday, November 5

8:00 – 10:30 am	Good luck/Leadership calls
11:00 – 11:30 am	Holmes Elementary
11:30 – 12:30 pm	Drive to Davenport
12:30 – 2:00 pm	Joint Appearance with Reagan Dunn and Lincoln County Campaign Supporters
2:30 – 3:15 pm	Meeting with Rural Hospital CEOs in Davenport
3:15 – 4:45 pm	Drive to Spokane

Tuesday, November 6

8:00 – 10:30 am	Good luck/Leadership Calls
10:30 – 11:30 am	Meeting with Cyber Patriot Students and Teachers
12:00 – 1:00 pm	FR Lunch
5:00 – 10:00 pm	Victory Party at Davenport

Wednesday, November 7

9:00 – 11:00 am	Thank you brunch
1:30 pm	Wheels up at GEG to DCA

Sunday	Monday	Tuesday	Wednesday	Thursday, November 1	Friday, November 2	Saturday, November 3
November 7 ADONSA	November 5 8:00 – 10:30 am Good Luck/ Leadership calls 11:00 – 11:30 am Holmes Elementary 11:30 – 12:30 pm Drive to Davenport 12:30 – 2:00 pm Joint Appearance with Reagan Dunn & Lincoln County Campaign Supporters 2:30 – 3:15 pm Meeting with Rural Hospital CEOs in Davenport 3:15 – 4:45 pm Drive to Spokane	November 6 8:00 – 10:30 am Good Luck/ Leadership Calls 10:30 – 11:30 am Meeting with Cyber Patriot Students and Teachers 12:00 – 1:00 pm FR Lunch 5:00 – 10:00 pm Victory Party at Davenport	November 7 9:00 – 11:00 am Thank you brunch 1:30 pm Wheels up at GEG to DCA	7:30 – 9:00 am Attend Applied Sciences Laboratory Update Breakfast 9:15 – 9:45 am Meeting with Luke Esser 10:00 – 11:00 am Joint Appearance with McKenna at Victory HW 11:15 – 11:40 pm Coffee with Dave Chally, National Electrical Association 11:45 am – 1:30 pm AVISTA Lunch and Q&A with Employees 2:00 – 3:00 pm Tour LB Forster Plant 3:30 – 4:30 pm Tour Ambulatory Surgery Center	8:45 – 9:30 am Business Roundtable in Colfax 9:30 – 10:15 am Travel to Pullman 10:15 – 11:30 am Business Roundtable w/ Pullman Chamber 11:30 – 1:00 pm Lunch with Whitman County Campaign Supporters 1:00 – 2:00 pm Travel to Clarkston 2:00 – 3:30 pm Meeting w/ SEWEDA Director and County Managers 3:45 – 4:45 pm Business Roundtable with Clarkston Chamber 5:00 – 6:30 pm Dinner OVERNIGHT IN CLARKSTON	7:30 – 8:30 am Breakfast with Asotin County Campaign Supporters 8:30 – 9:30 am Travel to Pomeroy 9:30 – 10:30 am Business Roundtable in Pomeroy 10:30-11:45 am Travel to Walla Walla 12:00 – 2:00 pm Visit Walla Walla Victory HQ and Lunch with Campaign Supporters 2:00 – 5:30 pm Travel to Spokane

EXHIBIT 29



Todd Winer <[REDACTED]@gmail.com>

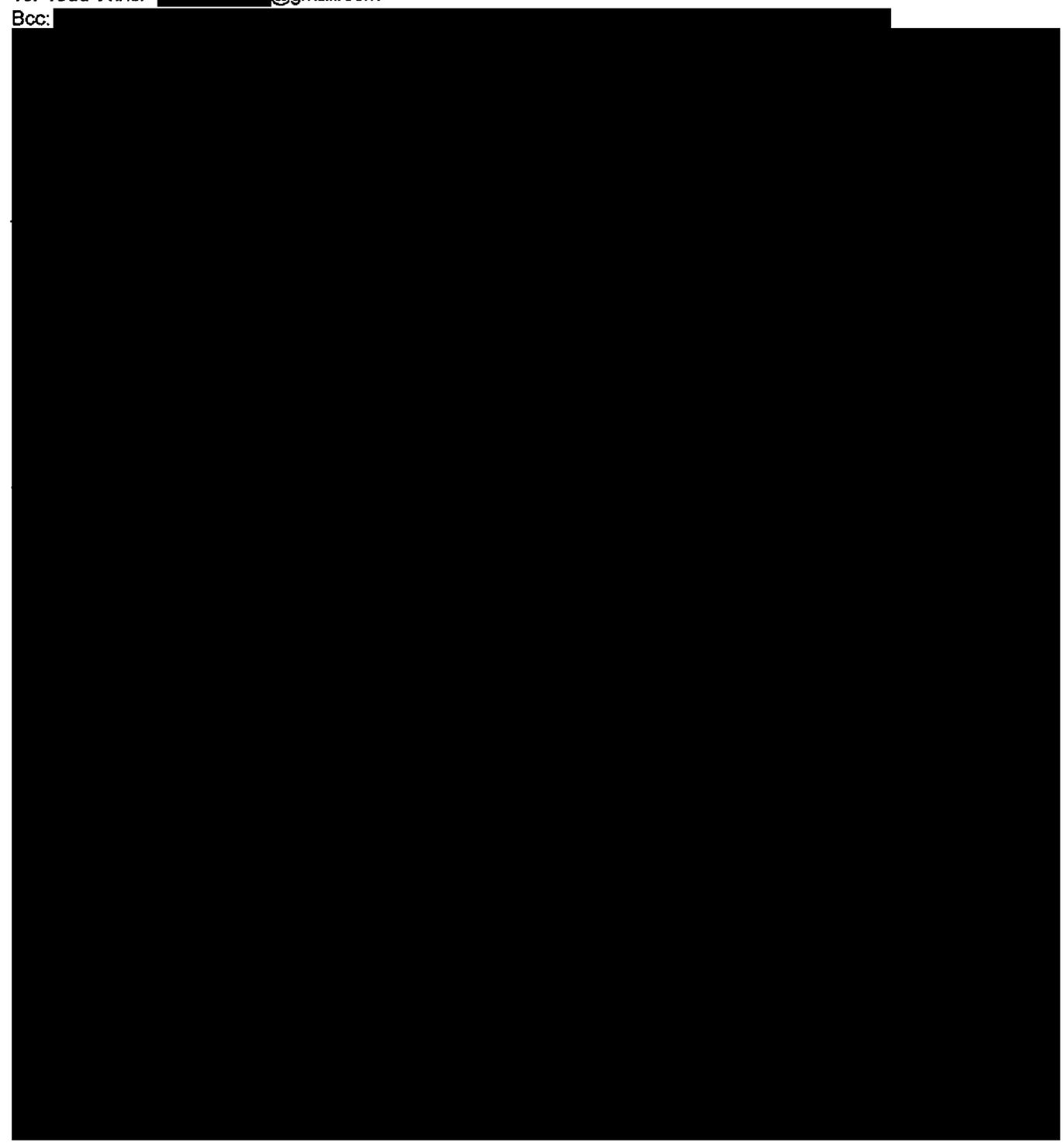
ADVISORY: McMorris Rodgers to Hold Election Night Party in Spokane

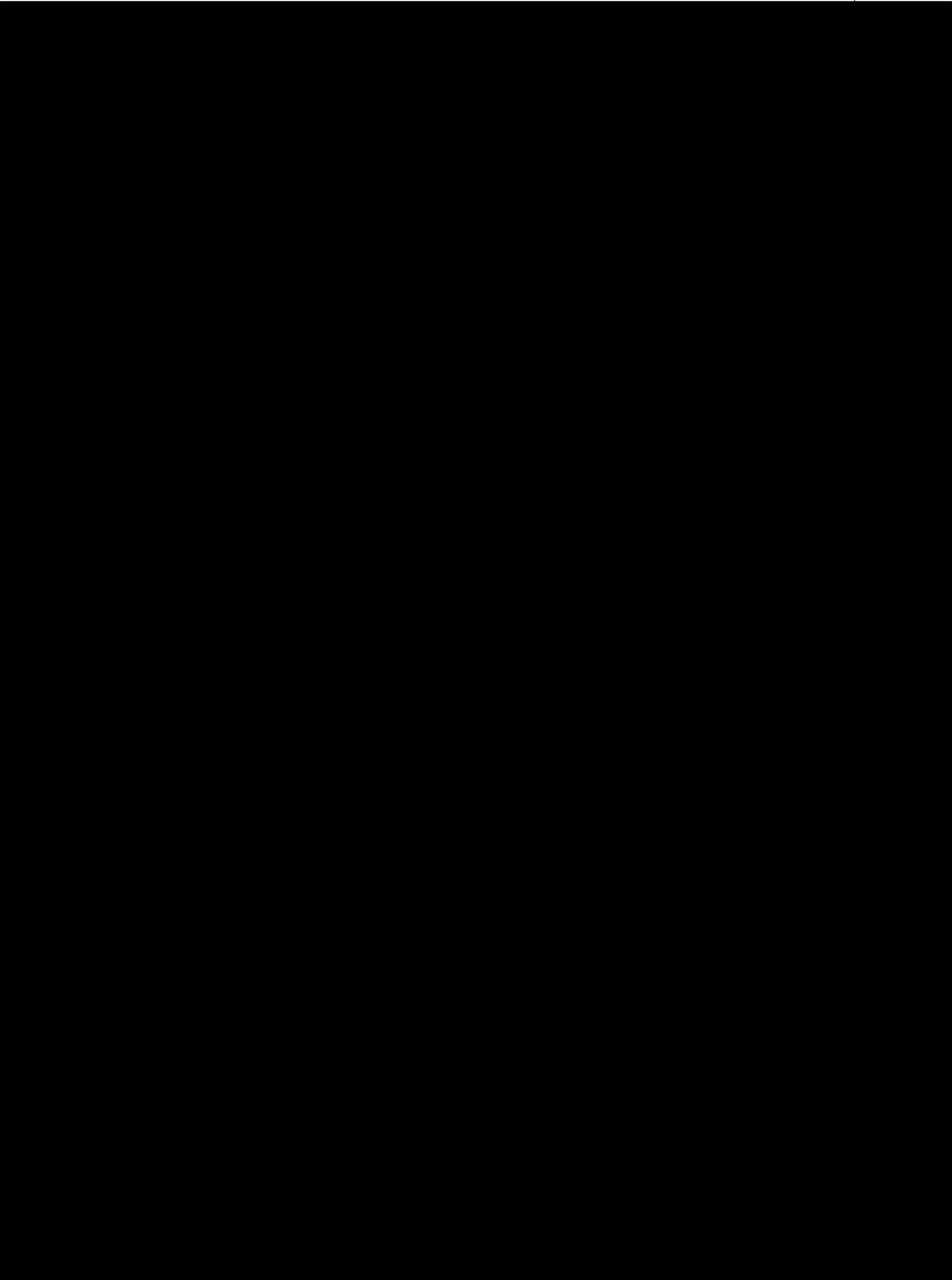
88 messages

Todd Winer <[REDACTED]@gmail.com>
To: Todd Winer <[REDACTED]@gmail.com>

Tue, Nov 6, 2012 at 1:22 PM

Bcc: [REDACTED]







MEDIA ADVISORY:

**McMorris Rodgers & GOP Leaders to
Hold Election Night Party in Spokane**

What:

Rep. Cathy McMorris Rodgers (WA-05) and other local Republican leaders will watch and celebrate the election returns at the Davenport Hotel in Spokane night. The Congresswoman, who is on the ballot and seeking her fifth term, will speak to her supporters after the race has been declared. The first returns are expected shortly after 8:00 PM PT.

WHAT:

Press invited to 2012 Election Night Victory Party

WHO:

- Rep. Cathy McMorris Rodgers (WA-05)
- Commissioner Todd Mielke (Spokane County)
- State Sen. Bob Morton (7th LD)
- State Rep. Matt Shea (4th LD)
- State Rep. Kevin Parker (6th LD)
- State Rep. John Ahern (6th LD)
- State Rep. Joel Kretz (7th LD)
- State Rep. Shelly Short (7th LD)
- State Rep. Joe Schmick (9th LD)
- Shelly O'Quinn (for Commissioner, Spokane County)
- Councilwoman Nancy McLaughlin (for Sen., 3rd LD)

Tim Benn (for State Rep. 3rd LD)

Jeff Holy (for Rep., 6th LD)

WHEN:

Today, November 6, 2012

6:30 p.m. - 10:30 p.m.

WHERE:

Grand Pennington Ballroom

The Davenport Hotel

10 S. Post Street

Spokane, Washington

CONTACT

Riva Litman

██████████@gmail.com

925-963-██████████

Todd Winer

██████████@gmail.com

703-624-██████████

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Tue, Nov 6, 2012 at 1:22 PM

To: ██████████@gmail.com

Delivery to the following recipient failed permanently:

██████████@cathyforcongress.gov

Technical details of permanent failure:

DNS Error: Domain name not found

EXHIBIT 30

for weekend binder

From: **Todd Winer** ([REDACTED]@hotmail.com)

Sent: Fri 11/02/12 5:02 PM

To: Riva Litman ([REDACTED]@gmail.com); [REDACTED]@aol.com; rashelle.conley@mail.house.gov;
[REDACTED]@hotmail.com; Shaughnessy Murphy ([REDACTED]@gmail.com);
[REDACTED]@lelandslaw.com; [REDACTED]@gmail.com

4 attachments

11-06-12 Election Night Victory Speech.doc (34.0 KB), 11-07-12 Day After Speech.doc (35.5 KB), 11-01-12 release memo.doc (31.0 KB), 11.05.12 local and national media.docx (58.1 KB)

All: I've attached read-aheads for...

- *Local and national media for next week
- *Election night victory speech
- *"Thank you" brunch speech
- *Memo on campaign release

Fitzsimmons is unconfirmed, and probably not likely at this point.

Will update the media read-ahead on Monday and probably Tuesday too, as more requests come in/get confirmed, etc.

Thanks.

COMMUNICATIONS READ-AHEAD

TO: CMR

FROM: Todd, Riva

RE: LOCAL & NATIONAL MEDIA PLAN, WEEK OF NOVEMBER 5, 2012:

NOTE: We will be adding more media throughout the week. More details to come.

MONDAY, NOVEMBER 5, 2012

INTERVIEW #1:

Live phone interview with Rick Rydell, KXLY Radio

TIME: 11:40 AM (10-15 mins)

CALL-IN NUMBER: 800-920-█████ Backup: 800-920-█████

LOCATION: From the car, en route to next appointment

POC: Rick Rydell, ██████@kxly.com, 509-258-█████

TOPIC: News of the Day/Your re-election campaign

NOTES: Like the others, this should be a friendly, straightforward interview.

INTERVIEW #2

Recorded phone interview with Shari Rendall, Concerned Women for America

TIME: 12:00 PM (10 mins)

PHONE NUMBER: 1-800-292-█████

LOCATION: From the car, en route to next appointment

TOPICS: Women (issues they care about, candidates for office, recruiting more Republican women, trends in WA state, etc.

NOTES: CWA is the nation's largest public policy women's organization with a rich 32-year history of helping its members across the country bring Biblical principles into all levels of public policy. They are probably best known for being a strong voice for pro-life women. Shari is CWA's Director of Legislation and Public Policy (she is not a reporter). She is hoping to use clips from your interview in a video CWA is producing. For background, see one-pager of bullets Riva prepared in the back of this memo.

TUESDAY, NOVEMBER 6, 2012 (ELECTION DAY):

INTERVIEW #1:

Taped phone interview with Gov. Mike Huckabee, The Mike Huckabee Radio Show

TIME: 8:00 am PT (6-8 mins)

CALL-IN NUMBER: 972-458-██████

BACK-UP NUMBERS: 972-448-██████ OR 972-387-██████

LOCATION: From anywhere

POC: Casey Acevedo, 616-560-██████

TOPIC: Presidential campaign/News of the Day

NOTES: They're aware of the Politico article which came out on Nov. 1, so the Conference Chair race might come up, although it's not likely. You did the Huckabee Show in August and September. They're friendly.

INTERVIEW #2:

Live on-camera interview, MSNBC, Andrea Mitchell Reports

TIME: As of Friday afternoon, remains TBD; but the hit should be at 10 am PT or shortly thereafter.

LOCATION: KHQ Studio: 1201 W Sprague Ave., Spokane, WA

POC: MSNBC: TBD, KHQ: TBD

TOPIC: Presidential campaign

NOTES: If history is any guide, it wouldn't be surprising if a question on the "gender gap"/women's stuff might come up. It's also possible the Conference Chair race might come up, but it's not likely.

ELECTION NIGHT INTERVIEWS:

Live (or taped) interviews with all 3 local TV stations, plus Spokesman, Inlander, and other local media

TIME: Evening (probably after 10 pm, if the 2010 election is any guide)

LOCATION: Davenport Hotel Victory Party

POC: Riva Litman, 925-963-██████

TOPIC: Your re-election campaign/Presidential campaign

NOTES: Riva and I are in the process of booking these interviews. We are looking to book the TV stations, the Spokesman, and the Inlander. We are also compiling a spreadsheet of other media requests for Tuesday night that have come in. As of mid-day Friday, our only hard confirmation is...

- Phone interview with Anita Kisse, TVW Reporter
- Time: Approximately 7:45 PM PT (she is flexible; the call can be made anytime that night)
- Call-in Number: 360-586-██████
- Topic: Election Night Reactions
- Duration: 5-10 minutes
- Notes: If the call is made at 7:45, it will probably be live; if not 7:45, it will probably be recorded.

There will also certainly be other requests will come in on Tuesday. More details to come.

WEDNESDAY, NOVEMBER 7, 2012:

POST-ELECTION INTERVIEWS:

Live interviews with all 3 local TV stations, plus KXLY Morning News Radio, and others

TIME: Morning (probably starting at 6 am)

POC: Riva Litman, 925-963-██████

TOPIC: Your re-election/Presidential campaign

NOTES: Riva and I are in the process of scheduling these interviews. More details to come.

- Locations for TV interviews (when confirmed);
- #1 KXLY: 500 W. Boone, Spokane, WA
- #2 KHQ: 1201 W Sprague Ave., Spokane, WA
- #3 KREM: 4103 S. Regal, Spokane, WA

In this Read-Ahead you'll find...

- Main campaign TPs
- Campaign kick off press release
- Opening and closing statements (2nd debate)
- KREM "It's Your Time" Script
- TPs on main issues (economy, spending, farm bill, + Medicare); see big talking points memo in weekend binder for more issues
- Romney TPs their campaign sent over Friday morning....
- Riva's one-pager with background on women's issues (for CWA interview)

Main Points:

- Why do you want to be re-elected?
 - My background + experience are very representative of Eastern Washington.
 - I grew up on a farm, I was the first in my family to graduate from college, and I worked 13 years in my family's business.
 - As a Member of Congress, I work hard for the people of Eastern Washington every day.
 - I've been able to reach across the aisle and work with both parties to get results – funding for Fairchild to protect and expand missions at the base, helping our veterans and military families, and expanding and promoting hydropower.
 - It's been a great honor to represent the people of Eastern Washington in Congress, and I am eager to keep fighting for them, with their support on November 6th.
- 3 No-Fly Zones: Medicare, "Where's Cathy?," Cowan is a Job Creator
- "Where's Cathy?"
 - I spend 40% of my time in Eastern Washington.
 - I've been home during every District Work Period this year.
 - After next week, I will have been to all 10 counties in the 5th District during this Congress.
 - (If travel comes up)
- Miscellaneous points
 - Brian's Point: Make sure people know the Senate Democrats are holding up the process.
 - The House has done its job.
 - The Senate needs to take action and stop playing politics.
 - TW's Point: "I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work."
 - "Putting PEOPLE first, NOT the Government."

April 3, 2012

McMorris Rodgers Announces 2012 Re-Election Bid

Colville, WA – Rep. Cathy McMorris Rodgers announced today she is seeking re-election to her fifth term in the U.S. House in Washington's Fifth Congressional District.

"I'm humbled to say that I've lived the American Dream, and I've always seen my number one goal in public life as preserving that Dream for the next generation," said Rep. McMorris Rodgers. "Today, the American Dream is threatened by Big Government policies that have weakened our economy, and added a record amount to our debt. I have opposed the Big Government policies that have failed, and I will continue fighting for the free market solutions that will work – to create jobs and help the people of Eastern Washington."

Rep. McMorris Rodgers is leading the fight in Congress to bring the new KC-46A tankers to Fairchild Air Force Base, secure funding to complete the North Spokane Freeway, expand hydropower production, bring a medical school to Spokane, and protect rural health care.

During this session of Congress, Rep. McMorris Rodgers voted for the "Path to Prosperity" budget, the balanced budget amendment, and 40 jobs bills, many of which expand domestic energy production. In recent years, she also voted against the TARP bailout, the \$1 trillion stimulus, and the \$2 trillion health care law.

Rep. McMorris Rodgers was elected by her colleagues in 2008 to be Vice Chair of the House Republican Conference. She is the highest-ranking Republican woman in Congress.

Rep. McMorris Rodgers said she uses her leadership post to advance Eastern Washington priorities.

"I take pride in being a Representative that is 100 percent focused on the wonderful people who sent me to Congress," said Rep. McMorris Rodgers. "I've been – and want to continue being – a Representative who is accessible and approachable to everyone, who brings people together, and who is part of the solution, not part of the problem."

Rep. McMorris Rodgers is a member of the House Energy and Commerce Committee. About half of all legislation pertaining to the economy must pass through E&C.

Rep. McMorris Rodgers won re-election in 2010 with 64 percent of the vote and 65 percent of the vote in 2008.

Before running for Congress in 2004, McMorris Rodgers served in the State House, ascending to the role of Republican leader, before running for Congress. While serving in the State House, McMorris Rodgers helped run her family business, Peachcrest Fruitbasket orchard and fruit stand located in Kettle Falls.

In August 2006, she married Brian Rodgers, a retired Navy commander. The couple has two children: Cole, age 4, and Grace, age 1.

GSI , Opening Statement: (2 Minutes)

First off, I want to thank GSI for hosting today's debate. I've enjoyed working with Rich Hadley and the GSI members on shared priorities for many years.

I also want to thank my opponent, Rich Cowan, for being here.

And most importantly, I want to thank the people of Eastern Washington for the tremendous honor of serving them in Congress.

This is my home.

I grew up on the farm,,, I was the first person in my family to graduate from college,,, and after graduation, I worked at my family's small business for 13years.

In 2004, I was humbled when you first elected me to Congress,,, and since then, I've worked every day to be worthy of your trust.

As your representative I've seen so much: ...terrific businesses here that are growing and creating jobs, but I've also seen people out of work and struggling. I've seen our troops in Afghanistan ... and every Memorial Day I've tried to help honor those who have lost their lives defending our freedom.

I couldn't do this job if I didn't feel connected to so many people here. We have such dreams for our families, our children, our businesses – and our country.

It's my job to protect those dreams and stop them from being crushed by regulations and taxes from the government.

On many issues, I've been able to reach across the aisle and work with both parties to get results – funding for Fairchild to protect and expand missions at the base, helping our veterans and military families, and expanding and promoting hydropower.

I look forward to today's debate.

Thank you.

GSI , Closing Statement: (2 Minutes)

Let me once again thank GSI, Rich Cowan, and the people of Eastern Washington.

Working for you in Congress is the greatest honor of my life.

Right from the start, you've seen me help run the family orchard, serve in the State House, get elected to Congress, and then get married and have a family.

My priorities are here ... Fairchild, the forests, the North South Freeway, honoring our servicemembers and our veterans.

My values are Eastern Washington values.

In this election, ask yourself: "Who best represents your values; your beliefs about government, your future, and creating jobs?"

I believe we in smaller government; living within our means; and unleashing the power of free minds and free enterprise.

With your support, I will keep fighting in Congress for our values..

Thank you for your continued confidence, and your vote.

KREM'S "IT'S YOUR TIME" VIDEO

Hi, I'm Cathy McMorris Rodgers.

When I was growing up on my parents' farm, I could never have imagined that one day I would have the opportunity to serve in Congress.

...I was the first in my family to graduate from college...

...I worked my way through college at places like McDonald's...

...And after graduation, I helped manage my family's small business...

In 2004, I was humbled when you first elected me to Congress...

...And since then, I've worked every day to be worthy of your trust.

During the past 8 years, I've fought for

- pro-growth policies to create jobs ...
- common sense health care reform...
- an "all-of-the above" energy strategy ...
- better stewardship of our farms and forests...and
- Keeping our promises to our servicemembers, veterans, and their families.

I've led the charge on issues that uniquely affect Eastern Washington -

- Working in a bipartisan way to bring the new tankers to Fairchild Air Force Base...
- Securing funding to complete the North-South Freeway...

- Protecting rural health care... and
- Expanding hydropower.

On a personal note, I've also become a wife and mother (and these will always be my dearest accomplishments).

Looking back, I truly believe that I've lived the American Dream...

...And that's why I've always seen my Number One goal in public life as preserving that Dream for our children and grandchildren.

And yet – like many of you – I'm concerned the American Dream is in danger.

The national unemployment rate has been above 8% for the last 3 and a half years – the longest streak since the Great Depression.

There are 23 million Americans who want a full-time job but can't find one.

For those of us who do have jobs,, we will have to work half the year in order to pay our personal share of all federal government spending.

The national debt is growing \$4 billion every day,,, \$1 trillion every year,,, and it's now larger than our entire economy.

As your voice in Congress, I opposed the Big Government policies that failed.

I voted against the Wall Street bailout...

I voted against the trillion-dollar stimulus....

And I voted against the government takeover of health care...

But I've done more than just vote "no" on the policies that failed.

I've also been a champion of the policies that will work.

During this session of Congress, I voted to simplify our tax code and stop a record tax increase scheduled to take affect just a few months from now.

I voted for a budget that curbs government spending while protecting our vulnerable, including our seniors.

I voted for a Balanced Budget Amendment to stop the crushing debt burden we're leaving our children and grandchildren.

I voted to approve the Keystone Pipeline – a project that will improve our energy security and create tens of thousands of jobs.

I voted to repeal ObamaCare and to defund it.

Overall, I voted for over 40 jobs bills that passed the House.

Some of them passed the Senate and became law.

But far too many died on the Senate's doorstep.

We need change.

We need a break from the status quo.

We need a new spirit of cooperation between the parties...

A new commitment to common-sense solutions...

Getting back to basics...

Putting PEOPLE first, NOT the government...

And unleashing the power of "free minds and free markets."

That's why I humbly ask for your vote.

I want keep fighting in Congress for the “change we need.”

I have the passion for it, and I have the experience to make it happen.

While these are challenging times, I believe there is nothing wrong with the American government that can't be cured by the wisdom of the American people...And if we listen to the people – and stop the growing power of Government – I know that America's best days are still ahead.

To learn more about my plan, go to cathyforcongress.com

With your support, I will keep fighting in Congress for the ideas and values that made America great, and that represent the best of Eastern Washington.

I humbly ask for your continued confidence, and your vote.

Top Domestic Issues:

Economy/Jobs

Main Points:

- The most important issue facing our country is creating jobs
- I voted against the Big Government policies that failed (TARP, stimulus, health care law)
- I am supporting the policies that will work (tax relief, BBA, energy independence, health care repeal)
- We need to change course + put "people first, not Government"
 - "Solyndra Economy vs. Keystone Economy"

CMR Accomplishments:

- I have introduced over 20 bills that would create jobs
 - Hydropower bill passed House
 - FDA regulation bill was signed into law
- The House has passed over 40 jobs bills, but the Dem Senate passed only a few of them
 - Those that passed = 1099 requirement, 3% withholding penalty
 - Those that are languishing = REINS Act, Small Biz Tax Cut Act, EPA Reg Relief Act
- I am advocating for local priorities
 - We have made good progress on Fairchild, N/S Freeway, rural health, & others

Key Facts:

- President promised that if Congress passed stimulus, unemployment would never reach 8%
- National unemployment rate is 7.9% (updated, Nov. '12) – higher than when Obama took office
- 1 out of 2 college grads are either unemployed or underemployed
- Keystone Project alone would create tens of thousands of jobs

Press Releases:

CMR Attacks Senate Failures at Leadership Press Conference (9/20/12)

CMR Receives NFIB Guardian of Small Business Award (9/13/12)

CMR Reacts to August Jobs Report (9/7/12)

CMR Receives U.S. Chamber Spirit of Enterprise Award (3/29/12)

CMR Praises Passage of JOBS Act (3/8/12)

CMR & Republican Leaders Hold Press Conference Marking 3-Year Anniversary of Failed Stimulus (2/17/12)

CMR Opposes President's Decision to Reject Keystone Project (1/18/12)

Spending/Debt

Main Points:

- Explosion of govt debt in recent years is key reason for slow economy & threat to American Dream
- We need to get our fiscal house in order
- Washington has a spending problem, not a revenue problem
- I support the Ryan Plan & BBA
- Sticking with the status quo – record spending & debt – is a path to economic ruin (look at Greece)

CMR Accomplishments:

- Voted against TARP, stimulus, & raising debt ceiling without spending cuts
- Voted for “Cut Cap, & Balance,” “Budget Control Act” “Ryan Plan” and BBA
- Introduced legislation to stop US participation in Euro bailouts (\$100 billion+ at risk)

Key Facts:

- Under Obama, federal spending has grown by 30% & national debt has grown by \$5 trillion
- The national debt is \$16.1 trillion (larger than our entire economy)
- President's budget would add about \$10 trillion in debt over next 10 years
- Every American owes \$50,000 as his/her share of national debt
- In 10 years, their share will be \$80,000 per person.
- Ryan Plan would cut projected increase in govt spending by \$5 trillion over next 10 years
- 49 out of 50 states have a BBA

Press Releases:

CMR Applauds Passage of House Budget (3/29/12)

CMR & Republican Leaders Hold Press Conference Marking 3-Year Anniversary of Failed Stimulus (2/17/12)

CMR Statement as Senate Reaches 1,000 Straight Days Without Passing a Budget (1/24/12)

CMR Statement on Balanced Budget Amendment Vote (11/18/11)

CMR Receives "Taxpayer Hero" Rating by Council for Citizens Against Government Waste (10/4/11)

CMR Votes for Budget Control Act (8/1/11)

CMR Votes for "Cut, Cap, & Balance" (7/19/11)

CMR Applauds Budget Agreement (4/9/11)

Agriculture/Farm Bill

Main Points:

- As someone who grew up on a farm in Eastern Washington, and then helped manage my family's orchard and fruit stand, I know first-hand the challenges facing our family farms and ranches.
- With agriculture being Eastern Washington's number one industry, there is no question that we need federal policies that support our farmers.
- The American farmer has fed the world for over 100 years, kept our nation's food prices low as a percentage of income, and done the most to combat poverty around the world.
- In addition, food security is a growing concern. We cannot allow what happened to America's energy industry happen to our ag industry, in which we become needlessly dependent on the good graces of other nations to meet one of the most basic needs of life.

Farm Bill:

- With the current farm bill expiring on September 30, we need a new farm bill to take effect, and our top priority must be ensuring that farmers have a safety net to keep them in business.
- I support the House Agriculture Committee's version of the farm bill, and I wrote a letter to Speaker Boehner and Leader Cantor encouraging them to bring it to a floor vote before the bill expired on September 30.
- Unfortunately, the traditionally bipartisan farm bill got caught in the Washington, D.C. fly trap and the House adjourned in late September without voting on the bill.
- The problem is, we don't have the votes.
 - As of today, most House Democrats and a small number of Republicans oppose the farm bill.
 - They outnumber the bill's supporters, which include the majority of Republicans and a small # of Dems.
- When Congress reconvenes after the November election, Speaker Boehner has committed to address the farm bill.
- With the election over, we have good reason to believe that many Members who currently oppose the farm bill will be ready to support it. And with their support, we will get the bill passed.
- Due to Congress' extension of the federal government's funding for the next six months in what's known as the "Continuing Resolution," even without a new farm bill in place, there will not be disruptions to Eastern Washington's ag industry between now and the "lame-duck" session.
 - Programs for Washington's wheat industry, for example, are well-funded for many months. The same is true for other industries.
 - The expiration of the farm bill – while disappointing – should not have a negative impact on Eastern Washington's economy.
- I will continue advocating publicly and behind the scenes for the farm bill.

- I will also continue to support policies that expand markets for our farmers, reduce their energy costs, increase their water supply and assure the future vitality of our land.

Medicare/Ryan Plan

Main Points:

- I am committed to honoring the hard work and sacrifice of our seniors – and that's why I'm fighting to protect Medicare, preserve Social Security, and ensure choices for affordable long-term care.
- There are some folks who say the "Ryan Plan" cuts Medicare. That's not true. It's not even 1% true. Our budget does not cut a single dime for seniors or anyone age 55 or older.
- Rather, what our plan does is create a system of "premium support" for those who are under age 55 today for when they're qualified for Medicare.
- This is necessary because, quite simply, without these reforms, Medicare will simply not be available for middle-age Americans and their children when the time comes.
- So in a very real sense, our budget saves Medicare – and it does so without causing any inconvenience to America's seniors.
- The only bill in recent years which actually cut Medicare is the health care reform law, which cut \$500 billion from the program.
 - I voted against the health care law, and I'm working to repeal it.

CMR Accomplishments:

- Voted against the health care reform law which cuts \$700 billion in Medicare for seniors.
 - Rich Cowan supports it.
- Voted for the "Ryan Plan" which protects Medicare – leaving it unchanged for those 55 and older - while saving the program for future generations.

Key Facts:

- Every day, 10,000 Baby Boomers qualify for Medicare.
- The average couple pays in \$100,000 for Medicare while receiving \$300,000 in benefits.
- This year's budget deficit is \$1.3 trillion.
- By 2022, the national debt is projected to reach \$25 trillion.
 - That's about \$200,000 for EVERY American family.

Press Releases:

CMR Applauds Passage of House Budget (3/29/12)

ROMNEY CAMPAIGN TPS, FRIDAY MORNING:

Surrogate Messaging Points: Real Change From Day One

Top-Line Message:

- The election on Tuesday is about America and the future we will leave to our children.
- Four years ago, candidate Obama promised to do so very much, but he has fallen short.
 - He promised to be a post-partisan president; instead, he became the most partisan and made the divide even wider by blaming and attacking.
 - He promised to focus on creating jobs; instead, he focused on Obamacare, which killed jobs.
 - He promised to cut the federal deficit in half; instead, he doubled it.
 - He promised the unemployment rate would be 5.4 percent; today, it is 7.9 percent – higher than when he took office and 9 million jobs short of his promise.
 - He promised to propose a plan to save Social Security and Medicare from insolvency; instead, he raided \$716 billion from Medicare to pay for Obamacare.
 - He promised to lower health premiums by \$2,500; instead, they've increased by \$3,000.
- Now, President Obama makes new promises he can't keep because he doesn't understand how jobs are created and he'll stay on the same path that won't lead to a better future.
 - A second term will lead to \$20 trillion in debt, crippling unemployment, stagnant take-home pay, depressed home values, and a devastated military.
 - President Obama will continue his war on coal, while sending billions of taxpayer dollars to his favorite solar and wind companies.
 - He will continue to promote government and demote business.
- The question voters must ask is: do you want more of the same or do you want real change?
- Mitt Romney has achieved change. He has built a business and turned around another, put an Olympics back on track, and worked with a Democratic legislature to take Massachusetts from deficit to surplus, from job losses to job growth, and from higher taxes to higher take-home pay.
- When Mitt Romney is president, he will change the nation's course, get us to a balanced budget, create jobs and deliver more take-home pay. Real change will begin on Day One through:
 - Energy Independence: increasing the number of leases and permits to drill on federal lands, speeding the approval of the Keystone pipeline, re-visiting coal regulations that were designed by the administration to strangle the industry.
 - Trade That Works: boosting trade, asking Congress for Trade Promotion Authority, designating China as a currency manipulator.
 - Skills to Succeed: sending the Retraining Reform Act to Congress to ensure that every worker can get the skills and the chance for a good-paying job.
 - Cutting The Deficit: sending Congress the Down Payment on Fiscal Sanity Act to immediately cut non-security discretionary spending by 5 percent.

- Championing Small Business: granting state waivers from Obamacare to begin its repeal, launching a sweeping review of all Obama-era regulations with an eye to eliminating or repairing those that are killing jobs and small businesses.
- This is not the time to settle for a small agenda or for four more years of the same.
- Americans can do anything – and with the right leader in the White House, our nation will come roaring back.
- A Mitt Romney presidency will bring people together, do big things for the common good, and show the best of America.
- On November 6, we come together for a better future. And on November 7, we'll get to work rebuilding our country, restoring our confidence, and renewing our conviction.

Surrogate Message Points: October Jobs Report Confirms We Can't Afford Four More Years Like The Last Four Years

Top-Line Message:

- Today's jobs report is a sad reminder that our economy is at a virtual standstill.
- The unemployment rate is higher today than when President Obama took office. We can't afford another four years like this.
 - Unemployment in October 2012 was 7.9 percent; unemployment in January 2009 was 7.8 percent.
 - The number of unemployed Americans increased by 170,000 last month.
 - 23 million Americans are still struggling for work.
 - America has lost 586,000 manufacturing jobs on President Obama's watch.
 - Had the labor force participation rate been the same as when President Obama took office, the unemployment rate would be 10.6 percent today.
- President Obama promised his stimulus would lower the unemployment rate to 5.4% by now. The gap between what President Obama promised and what he delivered represents more than 8.3 million Americans who should be working, but aren't.
- For four years, President Obama's policies have crushed America's middle class.
 - Median household income has declined by more than \$4,000 since President Obama took office
 - Nearly one in six Americans is living in poverty
 - Nearly 47 million Americans receive food stamps
 - Lower-paying jobs account for nearly 60% of the jobs added since the recession ended in 2009.
- The President's campaign slogan may be "Forward," but for too many Americans, these last four years feel a lot more like "backward." And on Tuesday, they will make a choice between stagnation and prosperity.
- In a second term, President Obama will keep piling on the taxes, regulations, and debt that have slowed the recovery.
 - President Obama continues to push for devastating tax increases that will kill more than 700,000 jobs.
 - The cost of President Obama's current and looming debt burden amounts to \$4,000 per year in higher taxes on the middle class.
- America can do better. And when Mitt Romney is president, he will work across the aisle to deliver real economic growth, create 12 million new jobs, and give middle-class families the security and opportunity they deserve.
 - Mitt Romney will implement pro-growth policies that bring manufacturing jobs back to our shores.
 - He will champion small business and entrepreneurship.
 - He will reform the tax code and lower rates to make our businesses more competitive and create millions of new jobs.
- A Mitt Romney presidency will deliver real change that will lead to a real recovery and the promise that the next four years will be better than the last.

Mitt Romney Statement On October Jobs Report:

"Today's increase in the unemployment rate is a sad reminder that the economy is at a virtual standstill. The jobless rate is higher than it was when President Obama took office, and there are still 23 million Americans struggling for work. On Tuesday, America will make a choice between stagnation and prosperity. For four years, President Obama's policies have crushed America's middle class. For four years, President Obama has told us that things are getting better and that we're making progress. For too many American families, those words ring hollow. We can do better. We can have real economic growth, create millions of good-paying jobs, and give middle-class families the security and opportunity they deserve. When I'm president, I'm going to make real changes that lead to a real recovery, so that the next four years are better than the last."

MITT ROMNEY: "MY VISION FOR AMERICA"

My Vision For America

CNN

Mitt Romney

November 2, 2012

<http://www.cnn.com/2012/11/02/opinion/romney-vision-for-america/index.html>

On June 2, 2011, I began my quest for the presidency on the farm of Doug and Stella Scamman in Stratham, New Hampshire. I said then that our country is a land of freedom and opportunity. I spoke of the hard work of the millions of Americans who built our remarkable experiment in self-government. They carved out of the wilderness a land of immense prosperity and unlimited potential. I said then that "I believe in America."

For more than a year now, I've carried that message across America. As we draw close to Election Day, it is a good moment to reflect on what it means to believe in America.

America is a place where freedom rings. It is a place where we can discuss our differences without fear of any consequence worse than criticism, where we can believe in whatever creed or religion we choose, where we can pursue our dreams no matter how small or grand. It is a place that not only cherishes freedom, but is willing to fight to defend it. These are the qualities that define us.

America is a land of opportunity. But lately, for too many Americans, opportunity has not exactly come knocking. We've been mired in an economic slowdown that has left millions of our fellow citizens unemployed. The consequences in dreams shattered, lives disrupted, plans deferred, and hopes dimmed can be found all around us.

It hasn't always been this way. It certainly doesn't have to be this way in the future. We're all in this together. And together we can emerge from these troubles.

Together with Paul Ryan, I've put forward an economic recovery plan consisting of five central elements that will in four years create 12 million jobs.

We will produce more of the energy we need to heat our homes, fill our cars, and make our economy grow. We will stop President Obama's war on coal, his disdain for oil, and his effort to crimp natural gas by federal regulation of the very technology that produces it. We will support nuclear and renewables, but phase out subsidies once an industry is on its feet. We will invest in energy science and research to make discoveries that can actually change our energy world. By 2020, we will achieve North American energy independence.

We will retrain our work force for the jobs of tomorrow and ensure that every child receives a quality education no matter where they live, including especially our inner cities. Parents and students, not administrators and unions, need to have greater choice. Our current worker retraining system is a labyrinth of federal programs that sprawls across 47 programs and nine agencies. We will eliminate this redundancy and empower the 50 states and the private sector to develop effective programs of their own.

We will make trade work for America. We'll open more markets to American agriculture, products, and services. And we will finally hold accountable any nation that doesn't play by the rules. I will stand up for the rights and interests of American workers and employers.

We will restore fiscal sanity to Washington by bringing an end to the federal spending and borrowing binge that in just four years has added more debt held by the public than almost all previous administrations combined. We will put America on track to a balanced budget by eliminating unnecessary programs, by sending programs back to states where they can be managed with less abuse and less cost, and by shrinking the bureaucracy of Washington.

Finally, we will champion small business, the great engine of job creation in our country, by reforming the tax code and updating and reshaping regulations that have suffocated economic growth.

Nothing is ever easy in Washington, but these goals are rooted in bipartisan agreement, and I will work with members of both parties to accomplish them. As governor of a state that was overwhelmingly Democratic, I was always ready to reach across the aisle and I can proudly point to the results. I've learned that when we come together to solve problems in a practical spirit, we can accomplish miracles.

In this respect, I am offering a contrast to what we are seeing in Washington today. We've watched as one party has pushed through its agenda without compromising with the other party. We've watched gridlock and petty conflict dominate while the most important issues confronting the nation, like chronic high unemployment, go unaddressed. The bickering has to end. I will end it. I will reach across the aisle to solve America's problems.

Our economic crisis not only threatens the well-being of our citizenry, it has larger consequences in other realms. The economic weakness of the past several years has, alarmingly, fostered weakness in our foreign policy posture. Runaway domestic spending has led the president to propose reducing defense spending by hundreds of billions, cuts that his own secretary of defense has said would "devastate" our national security.

The most important task for any president is set out in the preamble to our Constitution—providing for the common defense. As commander-in-chief, I will roll back the president's deep and arbitrary cuts to our military. Our soldiers should never lack the tools they need to complete their mission and come home safely. I have always believed that the first purpose of a strong military is to prevent war. And preventing war is a supreme national interest. I will ensure that our military is strong enough that no adversary dares to challenge us.

Let us remember our history. We have accomplished so much, both in the world and at home. We've defeated tyrannies. We've lifted hundreds of millions out of poverty. We've transformed our own society into a more perfect union. We've created a land of freedom and prosperity. The problems we need to overcome now are not bigger than we are. We can defeat them. I am offering real change and a real choice.

Riva's one-pager with background on women's issues (for CWA interview, Monday at 12 PM):

- Romney is doing very well among women. In fact, several analysts have pointed out that Romney's gain in the polls since the debates is due almost entirely to his gain among women. That's because women saw the debates, and they didn't see the caricature of Romney that Obama and his campaign have tried so hard to create; they saw a strong leader who was smart, thoughtful, and really cares about people. And so, I predict Romney will win the women's vote tomorrow.
 - Republicans won the women's vote in 2010.
 - Under Obama, the number of unemployed women has increased by nearly half a million.
 - After Romney staffed his Cabinet and his senior staff, the University of New York in Albany did a survey of all 50 states, and concluded that mine had more women in senior leadership positions than any other state in America.

- When he was Governor, Romney's Lieutenant Governor and Chief of Staff were women.

Statistics on Women and the Economy:

- Women control 51% of the New York Stock Exchange
- Women manage 83% of the household income
- Women are responsible for 85% of all purchasing of goods and services in the United States which represents \$6 billion; women purchase for themselves, their families, and their companies
- Women will inherit 85-90% of the nation's wealth in the next 10 years, which amounts to \$133 trillion
- There are 5 million more women than men in the United States

According to the National Women's Business Council and Small Business Administration:

- Women are starting businesses at twice the rate of men, which amounts to 400 new businesses per day
- Women-owned businesses are the fastest growing segment in the U.S. economy
- Women of color are starting businesses at six times the rate of men
- 10.6 million businesses owned in the United States are owned by women and they employ over 19 million American workers
- Women-owned businesses generate some \$2.46 trillion dollars in revenue each year

Statistics on Women and Health Care:

- Women spend 2 of 3 health care dollars
- Women are the overwhelming majority of professional health care providers: 98% of home care aides, 90% of nurses, the majority of first-year medical students and a third of doctors.
- A survey in mid-October of women voters by a nonpartisan research group showed that most women are satisfied with their own health care insurance (66%) and with their current medical providers (74%).
- By 2 to 1 margins, women said federal administration of health care would increase costs and lower quality.
- Recent events prove that the federal government cannot replace women as the best judge of medical decisions
- GOP women have proposed a better way that uses common-sense, market-based reforms to increase access and lower health care costs for all Americans – without increasing the deficit.

EXHIBIT 31



Todd Winer <[REDACTED]@gmail.com>

McMorris Rodgers

3 messages

Todd Winer <[REDACTED]@gmail.com>

Mon, Nov 5, 2012 at 5:08 PM

To: [REDACTED]@inlander.com

Cc: Riva Litman <[REDACTED]@gmail.com>

Hi Joe. The Congresswoman will be at the Davenport Hotel for the GOP Victory Party tomorrow night (details below), although what time she'll be there is still unclear. To schedule a chat with the Congresswoman, I've CC'd our Press Secretary, Riva Litman, who will be with the Congresswoman and is coordinating her interviews tomorrow. Riva - Joe's number is 509-325-[REDACTED] ext. [REDACTED] Thanks.

MEDIA ADVISORY:**McMorris Rodgers & GOP Leaders to
Hold Election Night Party in Spokane****What:**

Rep. Cathy McMorris Rodgers (WA-05) and other local Republican leaders will watch and celebrate the election returns at the Davenport Hotel in Spokane on Tuesday night. The Congresswoman, who is on the ballot and seeking her fifth term, will speak to her supporters after the race has been declared. The first returns are expected shortly after 8:00 PM PT.

WHAT:

Press invited to 2012 Election Night Victory Party

WHO:

Rep. Cathy McMorris Rodgers (WA-05)

Commissioner Todd Mielke (Spokane County)

State Sen. Bob Morton (7th LD)

State Rep. Matt Shea (4th LD)

State Rep. Kevin Parker (6th LD)

- State Rep. John Ahern (6th LD)
- State Rep. Joel Kretz (7th LD)
- State Rep. Shelly Short (7th LD)
- State Rep. Joe Schmick (9th LD)
- Shelly O'Quinn (for Commissioner, Spokane County)
- Councilwoman Nancy McLaughlin (for Sen., 3rd LD)
- Tim Benn (for State Rep. 3rd LD)
- Jeff Holy (for Rep., 6th LD)

WHEN:

Tuesday, November 6, 2012
6:30 p.m. - 10:30 p.m.

WHERE:

Grand Pennington Ballroom
The Davenport Hotel
10 S. Post Street
Spokane, Washington

CONTACT

Riva Litman
[REDACTED]@gmail.com
925-963-[REDACTED]

Todd Winer
[REDACTED]@gmail.com
703-624-[REDACTED]

Riva Litman <[REDACTED]@gmail.com>
To: Todd Winer <[REDACTED]@gmail.com>
Cc: "joeo@inlander.com" <[REDACTED]@inlander.com>

Tue, Nov 6, 2012 at 9:00 PM

Hi Joe -- I'm glad you were able to touch base with the Congresswoman. Please let me know if there's anything else you need!

Best,
Riva

Sent from my iPhone
[Quoted text hidden]

Joe O'Sullivan <[REDACTED]@inlander.com>
To: Riva Litman <[REDACTED]@gmail.com>
Cc: Todd Winer <[REDACTED]@gmail.com>

Tue, Nov 6, 2012 at 9:20 PM

And thanks for your assistance. I might pop over to the GOP party if I can break from from the news desk later.
~ J

[Quoted text hidden]

--
Joe O'Sullivan
Staff Writer
The Inlander
(509) 325-[REDACTED] ext. [REDACTED]
[REDACTED]@inlander.com

EXHIBIT 32

Brett Payment/Calendar

Entity	Apr. 2012	May. 2012	Jun. 2012	Jul. 2012	Aug. 2012	Sept. 2012	Oct. 2012	Nov. 2012	Dec. 2012
Cathy for Congress								\$ 2,497.80	\$ 2,000.00
CMR PAC	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00		
Conference									
Personal Office									
Entity	Jan. 2013	Feb. 2013	Mar. 2013	Apr. 2013	May 2013	Jun. 2013	Jul. 2013	Aug. 2013	Sept. 2013
Cathy for Congress					\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	
CMR PAC					\$ 4,000.00	\$ 4,000.00	\$ 2,800.00	\$ 2,500.00	\$ 2,500.00
Conference	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 6,400.00					
Personal Office	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00						

EXHIBIT 33

**SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s) for each category of the Detailed Summary Page	FOR LINE NUMBER: (check only one)										PAGE 11 OF 26
	<input checked="" type="checkbox"/> 21b	<input type="checkbox"/> 22	<input type="checkbox"/> 23	<input type="checkbox"/> 24	<input type="checkbox"/> 25	<input type="checkbox"/> 26	<input type="checkbox"/> 27	<input type="checkbox"/> 28a	<input type="checkbox"/> 28b	<input type="checkbox"/> 28c	<input type="checkbox"/> 29

Any information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee.

NAME OF COMMITTEE (In Full)
CMR Political Action Committee

Full Name (Last, First, Middle Initial)

A. Complete Campaigns

Mailing Address 610 Gateway Center Way
Suite K

City San Diego State CA Zip Code 92102-4548

Purpose of Disbursement Fundraising: Credit Card Merchant Fees

Candidate Name

Office Sought: House Senate President
State: District:

Disbursement For: Primary General
 Other (specify) ▼

Date of Disbursement: MM / DD / YYYY
04 / 10 / 2012

Transaction ID : **SB21B-125-467-e**

Amount of Each Disbursement this Period: 50

Category/Type: 003

Full Name (Last, First, Middle Initial)

B. Concentric Office, LLC

Mailing Address 8136 Old Keene MI Road
Suite A300

City Springfield State VA Zip Code 22152-1853

Purpose of Disbursement Compliance Services

Candidate Name

Office Sought: House Senate President
State: District:

Disbursement For: Primary General
 Other (specify) ▼

Date of Disbursement: MM / DD / YYYY
04 / 23 / 2012

Transaction ID : **SB21B-37-469-e**

Amount of Each Disbursement this Period: 1952.18

Category/Type: 001

Full Name (Last, First, Middle Initial)

C. O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City Alexandria State VA Zip Code 22302-1534

Purpose of Disbursement Consulting Fundraising for Committee

Candidate Name

Office Sought: House Senate President
State: District:

Disbursement For: Primary General
 Other (specify) ▼

Date of Disbursement: MM / DD / YYYY
04 / 27 / 2012

Transaction ID : **SB21B-449-472-e**

Amount of Each Disbursement this Period: 2000

Category/Type: 003

SUBTOTAL of Disbursements This Page (optional)..... ▶ 4002.18

TOTAL This Period (last page this line number only)..... ▶

**SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s)
for each category of the
Detailed Summary Page

FOR LINE NUMBER:
(check only one)

<input checked="" type="checkbox"/> 21b	<input type="checkbox"/> 22	<input type="checkbox"/> 23	<input type="checkbox"/> 24	<input type="checkbox"/> 25	<input type="checkbox"/> 26
<input type="checkbox"/> 27	<input type="checkbox"/> 28a	<input type="checkbox"/> 28b	<input type="checkbox"/> 28c	<input type="checkbox"/> 29	<input type="checkbox"/> 30b

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NAME OF COMMITTEE (In Full)

CMR Political Action Committee

Full Name (Last, First, Middle Initial)

A. O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City Alexandria State VA Zip Code 22302-1534

Purpose of Disbursement
Fundraising Consulting for Committee

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
05 / 01 / 2012

Transaction ID : SB21B-449-474-e

Amount of Each Disbursement this Period

2000

B. O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City Alexandria State VA Zip Code 22302-1534

Purpose of Disbursement
Fundraising Consulting for Committee

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
05 / 31 / 2012

Transaction ID : SB21B-449-508-e

Amount of Each Disbursement this Period

2000

C. Apollo Fuhriman

Mailing Address [REDACTED]

City Bothell State WA Zip Code 98011-1511

Purpose of Disbursement
Consulting Fundraising for Committee

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
04 / 17 / 2012

Transaction ID : SB21B-448-468-e

Amount of Each Disbursement this Period

1500

SUBTOTAL of Disbursements This Page (optional)..... ▶

TOTAL This Period (last page this line number only)..... ▶

5500.00

**SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s)
for each category of the
Detailed Summary Page

FOR LINE NUMBER:
(check only one)

<input checked="" type="checkbox"/> 21b	<input type="checkbox"/> 22	<input type="checkbox"/> 23	<input type="checkbox"/> 24	<input type="checkbox"/> 25	<input type="checkbox"/> 26
<input type="checkbox"/> 27	<input type="checkbox"/> 28a	<input type="checkbox"/> 28b	<input type="checkbox"/> 28c	<input type="checkbox"/> 29	<input type="checkbox"/> 30b

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NAME OF COMMITTEE (In Full)

CMR Political Action Committee

Full Name (Last, First, Middle Initial)

A. O'Donnell and Associates, Ltd.

Date of Disbursement

M	M	/	D	D	/	Y	Y	Y	Y
0	7		1	2		2	0	1	2

Mailing Address 3101 N Hampton Drive
Apt. 1517

Transaction ID : SB21B-449-548-e

City Alexandria State VA Zip Code 22302-1534

Amount of Each Disbursement this Period

6	0	0	0	0	0	0	0	0	0
.
									2000

Purpose of Disbursement
Fundraising Consulting For Committee

003

Category/
Type

Candidate Name

Office Sought:	<input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For:	<input type="checkbox"/> Primary <input type="checkbox"/> General <input checked="" type="checkbox"/> Other (specify) ▼ Retire Debt -
State:	District:		

Full Name (Last, First, Middle Initial)

B. O'Donnell and Associates, Ltd.

Date of Disbursement

M	M	/	D	D	/	Y	Y	Y	Y
0	8		1	5		2	0	1	2

Mailing Address 3101 N Hampton Drive
Apt. 1517

Transaction ID : SB21B-449-587-e

City Alexandria State VA Zip Code 22302-1534

Amount of Each Disbursement this Period

6	0	0	0	0	0	0	0	0	0
.
									2000

Purpose of Disbursement
Consulting Fundraising for Committee

003

Category/
Type

Candidate Name

Office Sought:	<input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For:	<input type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify) ▼
State:	District:		

Full Name (Last, First, Middle Initial)

C. O'Donnell and Associates, Ltd.

Date of Disbursement

M	M	/	D	D	/	Y	Y	Y	Y
0	9		0	4		2	0	1	2

Mailing Address 3101 N Hampton Drive
Apt. 1517

Transaction ID : SB21B-449-594-e

City Alexandria State VA Zip Code 22302-1534

Amount of Each Disbursement this Period

6	0	0	0	0	0	0	0	0	0
.
									2000

Purpose of Disbursement
Fundraising Consulting for Committee

003

Category/
Type

Candidate Name

Office Sought:	<input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For:	<input type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify) ▼
State:	District:		

SUBTOTAL of Disbursements This Page (optional)..... ▶

6	0	0	0	0	0	0	0	0	0
.
									6000.00

TOTAL This Period (last page this line number only)..... ▶

6	0	0	0	0	0	0	0	0	0
.
									6000.00

**SCHEDULE B (FEC Form 3X)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s)
for each category of the
Detailed Summary Page

FOR LINE NUMBER:
(check only one)

<input checked="" type="checkbox"/> 21b	<input type="checkbox"/> 22	<input type="checkbox"/> 23	<input type="checkbox"/> 24	<input type="checkbox"/> 25	<input type="checkbox"/> 26
<input type="checkbox"/> 27	<input type="checkbox"/> 28a	<input type="checkbox"/> 28b	<input type="checkbox"/> 28c	<input type="checkbox"/> 29	<input type="checkbox"/> 30b

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NAME OF COMMITTEE (In Full)

CMR Political Action Committee

Full Name (Last, First, Middle Initial)

A. O'Donnell and Associates, Ltd.

Mailing Address 3101 N Hampton Drive
Apt. 1517

City Alexandria State VA Zip Code 22302-1534

Purpose of Disbursement
Fundraising Consulting for Committee

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
10 / 10 / 2012

Transaction ID : SB21B-449-655-e

Amount of Each Disbursement this Period

4000.00

B. The Catalyst Group, LLC

Mailing Address 600 Pennsylvania Avenue SE
Suite 330

City Washington State DC Zip Code 20003-6300

Purpose of Disbursement
Fundraising: Food & Beverage

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
10 / 10 / 2012

Transaction ID : SB21B-50-656-e

Amount of Each Disbursement this Period

1070.17

C. Dawn Sugasa

Mailing Address [REDACTED]

City Spokane State WA Zip Code 99201

Purpose of Disbursement
Fundraising Consulting for Committee

003

Candidate Name

Category/
Type

Office Sought: House Senate President
Disbursement For: Primary General
 Other (specify) ▼

State: District:

Date of Disbursement

M M / D D / Y Y Y Y
10 / 10 / 2012

Transaction ID : SB21B-108-654-e

Amount of Each Disbursement this Period

1000.00

SUBTOTAL of Disbursements This Page (optional)..... ▶

4070.17

TOTAL This Period (last page this line number only)..... ▶

4070.17

EXHIBIT 34

**SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s) for each category of the Detailed Summary Page	FOR LINE NUMBER: (check only one)	PAGE 24 OF 32
	<input checked="" type="checkbox"/> 17 20a <input type="checkbox"/> 18 20b <input type="checkbox"/> 19a 20c <input type="checkbox"/> 19b 21	

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

Full Name (Last, First, Middle Initial) A. Kate Magee Photography		Date of Disbursement MM / DD / YYYY 12 / 11 / 2012
Mailing Address 115 N 20th		Amount of Each Disbursement this Period \$ 500.00 Transaction ID : SB17.60099
City Richmond	State VA	
Zip Code 23223	Purpose of Disbursement Office - design & photography for Christmas card	Category/ Type 001
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2014 <input checked="" type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

Full Name (Last, First, Middle Initial) B. O'Donnell & Associates Ltd		Date of Disbursement MM / DD / YYYY 12 / 13 / 2012
Mailing Address 3101 N Hampton Dr # 1517		Amount of Each Disbursement this Period \$ 4498.00 Transaction ID : SB17.60168
City Alexandria	State VA	
Zip Code 22302	Purpose of Disbursement Office - debate coach	Category/ Type 001
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2014 <input checked="" type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

Full Name (Last, First, Middle Initial) c. Don Peters		Date of Disbursement MM / DD / YYYY 12 / 01 / 2012
Mailing Address [REDACTED]		Amount of Each Disbursement this Period \$ 2000.00 Transaction ID : SB17.60069
City Spokane	State WA	
Zip Code 99201	Purpose of Disbursement Office - FEC compliance	Category/ Type 001
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2014 <input checked="" type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

SUBTOTAL of Disbursements This Page (optional).....	\$ 6998.00
TOTAL This Period (last page this line number only).....	

EXHIBIT 35

From: Brett O'Donnell <[REDACTED]@odacommunications.com>

To: Sue Carlin <[REDACTED]@concentricoffice.com>

Cc: Jeremy Deutsch <[REDACTED]@aol.com>

Subject: November Invoice

Date: Fri, Nov 2, 2012 3:48 pm

Attachments: November_2012-Invoice-CMR_PAC.doc (24K), CMR_Nov_12.pdf (3084K)

Sue,

My November Invoice is attached. The expenses were to fly in for debate prep for CMR.

Thanks

Brett

O'Donnell and Associates, Ltd.
3101 N Hampton Drive
#1517
Alexandria, VA 22302

Invoice

To: CMR PAC

Service Dates: November 1-30, 2012

Fees:

Consulting 2,000.00

Expenses

Airfare 469.80

Cab 28.00

Expenses Total 497.80

Total 2,497.80

Please remit payment by November 15 to *O'Donnell and Associates, Ltd.* (mail to
above address)

FEIN: 20-2727606

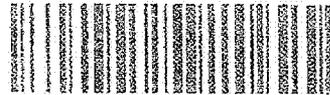
From: [redacted]@email-usairways.com>
Subject: Your US Airways flight
Date: October 4, 2012 2:18:12 AM EDT
To: [redacted]@liberty.edu>



Express | Tickets | Rewards | Miles | My US Airways

My US Airways

Date issued: Wednesday, October 03, 2012



Scan at any US Airways kiosk to check in

Passenger summary

Passenger name	Frequent flyer #/Airline	Ticket number	Special needs
Breit Michael O'Donnell	149COM2 /UC	03724975237654	

Trip details [Track my flight](#)

Hartford-Springfield, CT (BDF) Washington, DC (Reagan National) (DCA)

Date: Sunday, October 07, 2012

Flight #	Carrier	Depart	Arrive	Travel time	Meal	Aircraft	Cabin	Seats
3301	US	01:27 PM BDF	03:00 PM DCA	1h 23m		E170	Coast	4F

Operated by Republic Airlines dba US Airways Express



Total travel cost (1 passenger)

1 Adult \$428.08 USD
 Taxes and fees \$42.62 USD

Fare total \$486.80 USD

Total \$486.80 USD

Charged to Brad M O'Donnell
 ****17157 (Discover® Network)

Helpful links

- [Manage your reservation](#)
- [Join Our Vacator Miles](#)
- [Airfare information](#)
- [Request a ticket](#)
- [TSA regulations](#)
- [Inflight Internet](#)
- [Seated in an exit row? Read about objection 9.](#)

Bags

Pay for your checked bags when you check in online or at the airport! Read more about bags.

Category	Carry-on bag	Personal item
All flights		
Checked bags (above & below the chart)	1st bag	2nd bag
U.S. / Canada / Latin America / Caribbean / Bermuda / South America (except Brazil)		
Transatlantic		
Transpacific / Brazil (except Hawaii)		

*Carry-ons can be up to 40 lbs and up to 45 inches and a personal item is a handbag, briefcase or laptop bag
 **1st & 2nd checked bags can be up to 50 lbs and 62 inches except Brazil where you're allowed up to 70 lbs. Europe fees apply for travel to/from Asia through Europe. Baggage fees are non-refundable.

- 1st, 2nd and 3rd checked bag fees waived
- Gold, Platinum and Chairman's Preferred members
- Star Alliance Gold status members

- 1st and 2nd checked bag fees waived
- (Overweight / oversize fees still apply)
- Confirmed First Class and Envoy passengers
- Active U.S. military with ID on personal travel
- Active U.S. military with ID and dependents traveling with them on orders
- Unaccompanied minors (with US Airways unaccompanied minor paid assistance)

- 1st checked bag fees waived
- (Overweight / oversize fees still apply)
- Silver Preferred members
- Star Alliance Silver status members

- Other guidelines:
- Overweight/oversize fees and fees for 3 or more bags apply. [Read all baggage policies.](#)
 - If you're traveling with an infant in lap, you're allowed 1 checked bag (max 62 in/157 cm and 50 lbs/23 kg) for the infant - checked bag fees apply. You're also allowed 1 fully collapsible stroller or 1 child restraint device or car seat (no charge).
 - If one or more of your flights is on a partner airline, please check with the other airline for information on [optional fees](#).

CONFIDENTIAL

ALEXANDRIA UNION CAB
(703)683-████ - 24 Hr. Dispatch Service

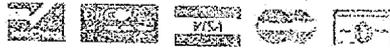
FROM _____

TO _____

DATE 10/7/12 FARE\$ 28.00

DRIVER'S NAME _____ CAB# _____

By Request, We Accept



Each Cab Independently Owned & Operated

CMROCE-0366

EXHIBIT 36

From: Brett O'Donnell <[redacted]@odacommunications.com>
To: Jeremy Deutsch <[redacted]@aol.com>
Subject: New Invoice
Date: Wed, Dec 12, 2012 9:45 pm
Attachments: December_2012-Invoice-CMR_for_Congress.doc (23K)

Jeremy,

Here is my new invoice as you requested. I got the Christmas invite and will be there. Don't forget to send the interview schedule.

Thanks

Brett

*Initially this was sent to CMR PAC
- Told him to send to
- (CYC)
Nov / - Debate Prep -
- Travel -
Leadership Election*

O'Donnell and Associates, Ltd.
3101 N Hampton Drive
#1517
Alexandria, VA 22302

Invoice

To: Cathy McMorris Rodgers for Congress

Service Dates: December 1-31, 2012

Fees:

Consulting	2,000.00
Past Due Amount	2,497.80
Total	4,497.80

Please remit payment by December 15 to *O'Donnell and Associates, Ltd.* (mail to above address)
FEIN: 20-2727606

EXHIBIT 37



Cathy McMorris Rodgers
for Chairman, House Republican Conference

Connecting our Members and Message to America



Dear Colleague,

I am writing today to ask for your vote to be the next Chairman of the House Republican Conference.

We must continue to put forward a bold vision of conservative reform, using traditional and new media and every channel available to reach America.

As your Vice Chairman over the past two Congresses, I have worked to be worthy of your trust and support. I am honored to have played a role in communicating our conservative agenda – to build an America that is strong, prosperous and free.

On the political front, I've helped recruit stellar candidates, raised over \$1,000,000 to the NRCC, contributed over \$300,000 to candidates and traveled to 51 Congressional districts in 22 states.

Two years ago, voters returned a Republican majority to Congress because they were frustrated that "hope and change" had brought nothing but the same failed Big Government policies of the past.

As your Vice Chairman and in my capacity as Governor Romney's House Liaison, I've tried to give a strong public presentation of our agenda while providing an open forum behind the scenes where Members are respected and heard. If elected Conference Chairman, I'd like to continue and build upon this approach.

Growing up on the family orchard in Washington State, I learned at an early age – no one brings in an apple harvest on their own. It takes a lot of hands to get it pruned, thinned, picked and sold.

I believe the same principle applies to Conference. We've got some beautiful ideas ready for harvest but only by working as a team will we get it done.

Again, I humbly ask for your vote. I look forward to discussing my vision for the Conference – as well as your ideas and suggestions – at your convenience.

Sincerely,

A handwritten signature in cursive script that reads "Cathy McMorris Rodgers".

Cathy McMorris Rodgers

Cathy McMorris Rodgers:

"A Proven Conservative Ready to Lead"

- Served two terms as Conference Vice Chairman.
- Earned 92% Lifetime Voting Record with the American Conservative Union and 100% AFP rating in the last Congress.
- Provided inclusive and Member-focused approach in leadership initiatives: Fiscal reform, Balanced budget and IMF reform, New & Social Media, Women's Outreach, and Branding.
- Helped lead GOP to social media dominance, from 30% in 2009 to 90% in 2012.



Ready to lead ... A Proven Conservative Leader

Cathy's 5-Point Pledge to Members

- 1. Will seek out and include Members' ideas and feedback at every opportunity.**
- 2. Will tap into the wealth of expertise and experience of our Members.**
- 3. Will faithfully represent Memberships' views at the leadership table.**
- 4. Will work closely with Members to develop coordinated messaging.**
- 5. Will leverage technology and new media to help keep Members informed, coordinate media training and book TV appearances.**



Cathy McMorris Rodgers:

Fighting for a Balanced Budget Amendment

Cathy has been a true champion for the Balanced Budget Amendment, both publicly and behind the scenes. She also has been a vocal proponent for a constitutional amendment to limit federal spending to no more than 20% of the economy.

Opposing ObamaCare

Cathy is a strong and consistent messenger against ObamaCare and other big government programs, arguing that they rob women and families of the ability to make their own decisions.

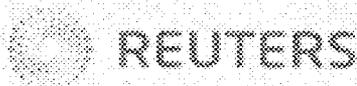
THE HILL

“The Art of the Low Profile”

McMorris Rodgers is the highest-ranking Republican woman in the House — a two-time vice chairman of the Republican conference and the leader of an energized group of Republican women who claim growing influence on its message and priorities.

House Speaker John Boehner (R-Ohio) calls her a “rising star.” Her colleagues universally praise her as an “effective, low-key operator” with an open ear to members. Yet even in the GOP’s so-called “Year of the Woman,” it took a second pregnancy — she’s the only member ever to give birth twice while serving in Congress — for buzz to stick.

Talking to McMorris Rodgers, you’re almost convinced she prefers it this way.



“Top Republican Woman Becomes A Force”

“In the world of conservative politics, Republican Representative Cathy McMorris Rodgers has arrived.”

“A focus on free-market enterprise runs through McMorris Rodgers’ conservative voting record, which she says reflects her stance that all women, like men, are better served when businesses can flourish without being too burdened by government.”

Roll Call

GOP Media Goes Guerilla

“The operations center ... in Rep. Cathy McMorris Rodgers’ office space allows GOP staffers from around the House to implement strategies learned in GOP Labs, a media education series that the Washington State Republican started in January.”



At the Supreme Court after health care ruling with Sen. Orrin Hatch

HOUSTON CHRONICLE

“5 hits and 5 misses from GOP Convention”

Cathy McMorris Rodgers. This tall, self-possessed congresswoman from the dry (and conservative) eastern side of Washington state is somebody to place big bets on in the political futures market. She showed why with an understated but polished star turn.

A Conservative Reformer

Ending Bailouts

Cathy has worked on reforms to protect U.S. taxpayer dollars from being used in European bailouts, and worked on legislation to rescind a \$100 billion line of credit authorized by the President.

Holding the White House Accountable

In the Minority, Cathy launched sunshine.gop.gov, an open government resource that tracked all TARP funds, stimulus spending, and closely followed the Congressional Budget process.



Human Events

“Cathy McMorris Rodgers Becoming A House Stalwart”

Cathy McMorris Rodgers, vice-chairman of the House Republican Conference (R-Wash.) ... left no doubt about where she is coming from politically (lifetime American Conservative Union rating: 93.80 percent).

McMorris Rodgers recalled how only two conservative Republican women were elected to the House in 2002

noted “In 2002



National Journal

“25 Most Influential Women”

What is she most proud of? “I’m proud to be a mom. I love being a mom. I love that experience and watching my kids grow and learn and being a part of their lives,” she said. “Because of my kids, I’m a better representative.”

RedState

“By Cathy McMorris Rodgers-Blog Post”

“To be told that our party fails to protect women is offensive. To be accused of denying access to women’s health is absurd. And to be attacked for limiting opportunities for women just like us is unwarranted.”

The Examiner

WASHINGTON

Obamacare's broken promises

By Cathy McMorris Rodgers

It turns out that the most damning critique of Obamacare comes from President Obama himself. In the long term, unless Obamacare is repealed, an even more devastating legacy will be lost American freedom.

Cathy McMorris Rodgers:

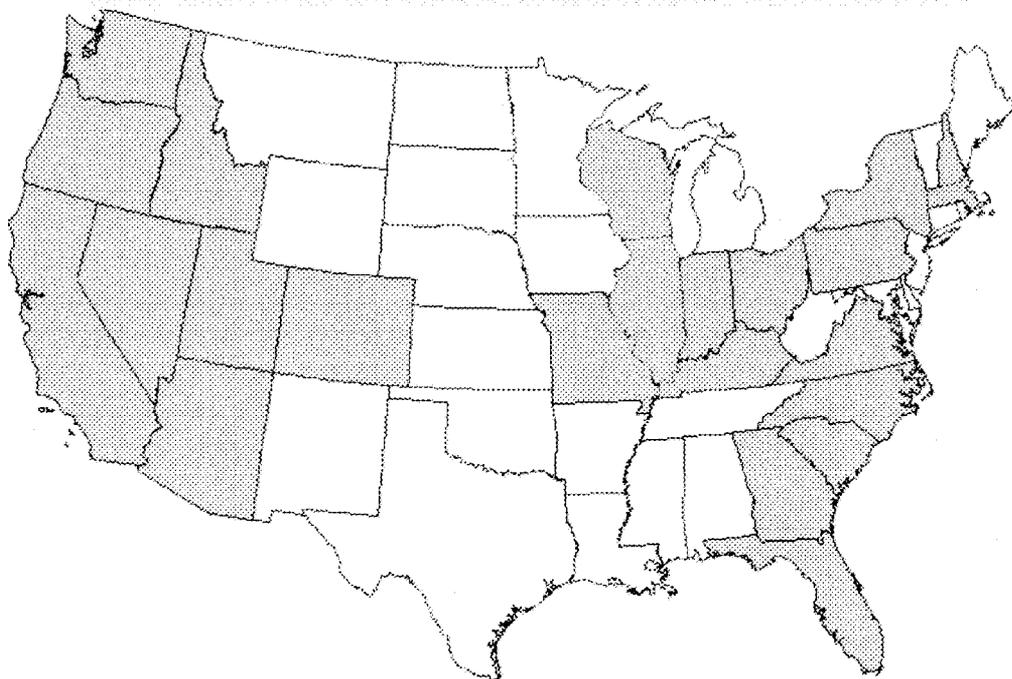
Helping Keep & Expand the GOP Majority



STATES VISITED

Arizona
California
Colorado
Florida
Georgia
Idaho
Indiana
Kentucky
Massachusetts
Missouri
New Hampshire
Nevada
New York
North Carolina
Ohio
Oregon
Pennsylvania
South Carolina
Utah
Virginia
Washington
Wisconsin

Over \$1 Million Raised to NRCC
Over \$300,000 Directly to Candidates
Top 35 Contributor to Young Gun
and Patriot Candidates



**Cathy was on the ground in
22 States and 51 Districts**

Cathy is a team player:

- **Convention "Host"**
- **Romney House Liaison**

Helping Out On the Campaign Trail

In Indiana, with Susan Brooks and Gov. Chris Christie; Daniel Webster in Florida; Ann Marie Buerkle in New York; Ohio with Bill Johnson; in South Carolina for Mick Mulvaney.



In North Carolina campaigning for Renee Ellmers.

Signing in at Joe Heck headquarters in Nevada.



2011-2012 By the Numbers

- 4 Sunday Shows
- 27 National Op-Eds
- 53 Cable Appearances
- 22 Radio Appearances
- 68 Press Conferences
- Hosted 12 blogger calls for Members
- 6 Joint teletownhall appearances
- 5 Joint Op-eds
- 106 Members participate in annual new media challenge



Developed an innovative New Media Center in the Capitol offering New Media best practices.

MEMBER SERVICES

- Social Media
- Blogger Outreach
- Video Editing
- Graphic Design
- Tweet Sheet

Cathy McMorris Rodgers: An Effective Communicator

Highlights of 2011-2012 Activities

- ObamaCare Supreme Court Decision
- Rebutted the Mythical "War on Women"
- Served as Romney-Ryan Media Surrogate
- Delivered Two Weekly Addresses
- Local Media for Members
- Annual New Media Challenge

Selection of National Media Experience

- The Mike Huckabee Show
- The Sean Hannity Show
- The Today Show
- Good Morning America
- Meet the Press
- Hardball with Chris Matthews
- CNN's State of the Union
- Fox News Sunday
- Fox & Friends
- The Kudlow Report
- Your World with Neil Cavuto
- Hugh Hewitt Show
- Michael Medved Show
- The G. Gordon Liddy Show
- CNBC's Squawk Box

Biography & Achievements

Congresswoman Cathy McMorris Rodgers will be serving her fifth term in the U.S. House of Representatives representing the 5th Congressional District of Washington State. She has served as Vice Chairman of the House Republican Conference for two terms.

Congressional Service

Cathy currently serves on the Energy & Commerce Committee, and previously served on the Armed Services Committee, Natural Resources Committee, and Education and Workforce Committee where she was the ranking Member on the Workforce Protections Subcommittee.

A Unique Perspective

Cathy brings a unique perspective to Congress. She is married to a retired Navy Commander, and is the mother of two children, Cole (5), who was born with Down syndrome, and Grace (1).

Cathy's responsibilities have changed significantly over the years but she remains true to her roots. She is working in Congress to get our financial house in order, cut wasteful spending, pay down the debt, and get results for her district and the country.

She served five terms as a citizen legislator in Olympia, eventually being elected to Republican leader. When the legislature was not in session, Cathy worked in her family's small business, Peachcrest Fruit Basket, near Kettle Falls, Washington.

EXHIBIT 38

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OFFICE OF CONGRESSIONAL ETHICS
UNITED STATES HOUSE OF REPRESENTATIVES

MEMORANDUM OF INTERVIEW

IN RE: Representative McMorris Rodgers' Campaign Consultant
REVIEW NO.: 13-0906
DATE: October 23, 2013
LOCATION: 800 17th Street, NW
Washington, DC 20006
TIME: 10:20 a.m. to 12:32 p.m. (approximately)
PARTICIPANTS: Kedric L. Payne
Bryson B. Morgan
Chris DeLacy

SUMMARY: The OCE requested an interview with the witness and he consented to an interview. The witness made the following statements in response to our questioning:

1. The witness was given an 18 U.S.C. § 1001 warning and consented to an interview. He signed a written acknowledgement of the warning, which will be placed in the case file in this review.
2. He is currently the Managing Director and President of Polis Political Services, Inc. He has been employed with the company since 1994.
3. He is currently the company's only employee. In 2012, the company had two employees, Joel Graves and Denise Knudsen. Mr. Graves was an administrative assistant who worked from approximately May to November 2012. Ms. Newsom was a graphic artist during the same time period.
4. The witness stated that his company provides services related to campaigns and communications consulting. Specifically, the company provides direct mail, television ads, polling, budgeting, campaign planning, and general consulting services. Occasionally, the company consults clients on television appearances.
5. He told the OCE that he has designed and prepared franked mailings for Representative McMorris Rodgers and Jaime Herrera Beutler.
6. With respect to communications consulting, he has advised clients on writing press releases and editorials.

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7. The witness met Representative McMorris Rodgers during the time that she was in the Washington State House of Representatives and he was working in the Washington State Senate.
8. He recalled that around 2007 or 2008, Representative McMorris Rodgers' Chief of Staff, asked him to assist with sending franked mail. The witness continued to assist with franked mail projects when the Chief of Staff became Jeremy Deutsch in 2009. The witness was paid through Polis Political Services, Inc. by the House of Representatives for the franked mail projects on a project-by-project basis.
9. The witness told the OCE that he began providing services to Representative McMorris Rodgers' campaign on a project-by-project basis prior to 2010. He sent out brochures and direct mail that was related to fundraising. He was paid by the campaign for these services per project. The services were not pursuant to a contract and he was not on retainer.
10. The witness stated that he reported to Mr. Deutsch for the projects for the congressional office and projects for the campaign.
11. When asked about services that he provided to Representative McMorris Rodgers' campaign in 2011, the witness told the OCE that he did not recall any work that he did in June, November, or December. He stated that during 2011 he likely provided services to the congressional office related to franked mail. The projects would have included sending mailings related to events held during congressional recess in the district, such as events for seniors and for veterans.
12. In 2012, the witness was a general consultant for Representative McMorris Rodgers' campaign. He was responsible for putting together a campaign budget, direct mail, polling, and hiring people for television ads and other media. He also supervised the campaign staff in the district, namely Jessica Dewitt.
13. The witness stated that he provided services to the congressional office for franked mail projects in 2012. He recalled that franked mail was restricted after May and he would have ended official mailings then. He stated that because franked mail was not permitted past May in 2012, he probably would have worked on a franked mail project in May 2012.
14. When asked to describe services that he provided to the campaign in August 2012, the witness recalled that there was a primary election that month and he may have done a direct mailing and television advertisements in July or August 2012 in advance of the August primary election.

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15. He recalled traveling to Washington, DC in February and August 2012. He did not recall traveling to Washington, DC in April 2012. When he traveled to Washington, DC he met with Mr. Deutsch and they met in Representative McMorris Rodgers congressional office, the Capitol Hill Club, or Mr. Deutsch's apartment.
16. He told the OCE that most of his communications concerning his work were done via email, phone, or text with Mr. Deutsch. The witness did not discuss his campaign activities during this period in 2012 with Representative McMorris Rodgers.
17. When asked whether he prepared Representative McMorris Rodgers for any television appearances or interviews, the witness stated that he did not. He said that he did not assist Representative McMorris Rodgers with her appearance on Meet the Press in April 2012 and he did not recall when she appeared on the television show. He also stated that he did not prepare for any appearances related to the Supreme Court decision concerning healthcare.
18. The witness was shown an email to him from Mr. Bell, dated September 10, 2012 (SS00009). He told the OCE that this email concerned the leadership race for Conference Chair. Mr. Deutsch and Patrick Bell had asked him around September 2012 to prepare a packet and video, but the witness told Mr. Bell that he did not have time to work on the project then. The witness stated that he was not able to begin the project until approximately the end of October. He said that he prepared the packet and video as a campaign consultant and the campaign paid him.
19. He said that he did not speak with Representative McMorris Rodgers about his preparation of a packet and video for her race for Republican Conference Chair.
20. The witness' employees, Ms. Newsom and Mr. Graves, assisted him with preparing the packet and video. He also hired a company, Mortimore Productions, to edit the video.
21. The witness stated that Mr. Deutsch, Mildred Webber, and Mr. Bell worked on the packet and video project. He also stated that Dawn Sugasa may have been copied on some of the emails, but the witness said that he was hesitant to characterize Ms. Sugasa's role as assisting in the packet and video.
22. Mr. Bell was the primary point of contact for the packet and video project. He served as the project manager, compiling the video, which was largely a collection of clips. He shared the information with everyone involved. He then sent the project to Mr. Deutsch for his edits and approval. The witness stated that he did not know who Ms. Webber was at first, but came to learn that she was someone with extensive experience with leadership races and that was the reason she was involved by providing minor edits.

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23. When asked about the statement that “Todd and Riva scoured our folders from this Congress, and added their favorite images/photos adding images,” the witness stated that he has no reason to believe that this is not true.
24. When asked about the reference to a “Conference Letter” in the email, the witness stated that a letter was sent with the packet for the leadership race that asked Members to vote for Representative McMorris Rodgers. He told the OCE that he believes Mr. Winer drafted this letter, but he is not certain because the witness was in Olympia, Washington at the time and was working on the project through Mr. Bell.
25. The witness was shown an email from Mr. Bell to Todd Winer and Riva Litman, dated October 18, 2012 (TW_0039). He told the OCE that the email concerned an Accomplishments Magazine for Representative McMorris Rodgers, which was for her campaign and not for the leadership race. Mr. Bell asked the witness to create the Accomplishments Magazine. When asked why Mr. Bell was asking the witness to do campaign work, the witness stated that it was because Mr. Bell worked for Mr. Deutsch. When asked who else assigned him campaign projects, the witness stated that he generally came up with campaign plans related to television and direct mail and implemented those plans after they were reviewed by Mr. Deutsch and Representative McMorris Rodgers.
26. The witness designed and printed the Accomplishments Magazine. He stated that the email accurately described the roles of Mr. Winer, Ms. Litman, and Mr. Bell on the project. Mr. Winer completed some of the writing for the Accomplishments Magazine.
27. The witness was shown an email to him from Mr. Bell, dated October 30, 2012 (SS00125-00129). He told the OCE that the email concerns the video for the leadership race, which involved revisions to the Top of the Morning video. The Top of the Morning video was used in a campaign event that Representative McMorris Rodgers held annually around St. Patrick’s Day. The video introduced Representative McMorris Rodgers and highlights some of her accomplishments.
28. According to the witness’ recollection, the email accurately reflects the timing of the project, including the mailing of the packet on November 6, 2012. The witness stated that he did not print the packets. The printing was done by Representative McMorris Rodgers’ campaign at Kinkos and sent via FedEx.
29. When asked whether the email refreshed his recollection of what Mr. Winer and Ms. Litman did for the video, the witness stated that the email only refreshed his recollection that Mr. Bell sent him an email that stated what Mr. Winer and Ms. Litman did for the campaign.

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30. The witness was shown an email to him and other recipients from Mr. Deustch, dated November 1, 2012 (JDOCE-0429). He told the OCE that Joe Rachinsky was a professional fundraiser for Representative McMorris Rodgers who acted as a “sounding board.” He stated that Jeff Mackinnon was a lobbyist who was a “fan” of Representative McMorris Rodgers who provided informal advice about the leadership race.
31. The witness stated that he did not recall the telephone conversation referenced in the email. He said there were not a series of telephone calls, but rather there was email traffic.
32. He was shown an email to him from Mr. Deutsch, dated November 3, 2012 (JDOCE-0319), and he confirmed that the packet edits referenced were those of Ms. Webber, Mr. Rachinsky, and Mr. Mackinnon.
33. The witness told the OCE that he was paid a retainer for his work on the video and packet for the leadership race. He was shown an invoice for Polis Political Services, Inc. (JDOCE-403). He stated that the October and November retainers referenced in the invoice were payments for the packet and video. He also was paid under the retainer when he traveled to Washington, DC after the election around November 11, 2012.
34. When asked whether he received a retainer for December 2012, the witness stated that he thinks he did, and stated that he continues to receive a retainer from the campaign.
35. The witness stated that he traveled to Washington, DC around November 11, 2012 and stayed until November 17 to meet with Mr. Deutsch and to “blow off some steam” following the election. During this time the witness was in Representative McMorris Rodgers’ congressional office daily. He estimated that he spent five hours per day in the office.
36. When asked about the work he performed while in the congressional office, the witness said that the staff was there “visiting” and he “was keeping them company.” When asked what the staff was doing, he told the OCE that they were working on the leadership race. He described himself as a passive participant in the office.
37. During his time in the office, the witness stated that he sat at a desk with a computer, but not a phone. He said that he used his personal computer, but also used Mr. Bell’s office computer because Mr. Bell had recently left the office to move back to Washington state. He said he used Mr. Bell’s computer to browse the internet.
38. When asked about the interaction that he had with Representative McMorris Rodgers, he stated that he was working in a “bullpen area” and he recalled a conversation about whether she should say that she was running for Conference “Chair” or “Chairman”. He

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did not recall any other specific conversations, but said that there were a lot of general discussions about what to do strategically, but the witness stated that he was a pretty passive participant in those discussions. He stated that he may have looked at a few of Representative McMorris Rodgers' statements and speeches during his time in the office.

39. The witness stated that he did not do any work on the leadership race when he was in Washington, DC and that the packet and video had been completed by the time he traveled to Washington, DC.
40. The witness returned to Washington, DC approximately one week after the leadership race because Mr. Deutsch asked him to assist with the Republican Conference office by helping Mr. Deutsch set things up and make changes. He had known Mr. Deutsch since 2004 and had worked on many projects with him. The witness described Mr. Deutsch as a friend. When asked whether Representative McMorris Rodgers also asked him to return to the office, the witness said no.
41. He stated that new staff was needed for the Republican Conference, who would be hired in January 2013. He was involved in interviews, hiring decisions, budget decisions and oversight, and improving the office.
42. The witness stated that in November he was not being paid for his services for the office. In December, when his work had become significant, Chelsea Brown of the Republican Conference put him on the payroll and paid for his services in December.
43. The witness was shown an email from him to Mr. Deutsch dated December 9, 2012 (CMROCE-0355). He told the OCE that during this time in December he began discussions about being paid for his work by the Republican Conference. The "AE1 technology budget" refers to a conference budget for technology (website, videos, digital media, etc.). The "salaried section" is essentially the MRA for the conference.
44. He told the OCE that the Ms. Webber's employment with the Republican Conference ended because she was a temporary employee who worked for many offices and was not going to be a permanent employee for the Republican Conference. The \$3,000 per month payments referenced in the email was to be paid by the Republican Conference, Representative McMorris Rodgers' Leadership PAC, or the MRA of the personal office. Ultimately, the leadership PAC paid Ms. Webber. Her duties were to consult with Mr. Deutsch about the Republican Conference and what was going on with the Republican members of the House more generally. Previously, she had also consulted on how to win the leadership race and was involved in evaluating and hiring staff during the Conference's transition.

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45. When asked about the statement “Todd-he should not come in,” the witness stated that Mr. Winer was fired at some point around December 9. Prior to being fired, Mr. Winer was told that he was not going to get the job as Communications Director of the Republican Conference. The relationship between Mr. Deutsch and Mr. Winer was “extremely frosty.” People in the office were worried about Mr. Winer’s emotional stability and thought he could physically harm someone. Mr. Deutsch told the witness that Mr. Winer had used harsh words with Mr. Deutsch.
46. The witness did not know first-hand why Mr. Winer was fired, but he heard from Mr. Deutsch that Mr. Winer had become increasingly negative and was not doing a good job.
47. The witness stated that he worked with Mr. Winer with franked mail projects and found him to always be professional, but he was very introverted.
48. When asked who was responsible for Mr. Winer’s duties in December 2012, the witness said Ms. Litman. He said that taking on Mr. Winer’s duties would not have been a big change for Ms. Litman.
49. The witness stated that Brett O’Donnell is a “media trainer” that helped with debate preparation and media interviews. He said Mr. O’Donnell assisted with debate preparation and media interviews for Representative McMorris Rodgers.
50. The witness was shown an email from him to Mr. O’Donnell dated December 4, 2012 (BO_0048) and an email to him from Mr. O’Donnell dated December 5, 2012 (BO_0069). He recalled that during December 2012, Representative McMorris Rodgers had various media appearances concerning the fiscal cliff. Mr. O’Donnell prepared her for these appearances. He stated these preparation sessions typically occurred in the Republican Conference office and included Ms. Litman. The witness recalled attending a preparation session for a media appearance, but he is not certain if it occurred in December 2012 or early 2013. He did not consider the media appearances to be for the campaign, but rather official congressional work.
51. The witness confirmed that the Republican Conference paid him \$5,833 on December 17. He believes that the amount of the payment was determined by Hans, the Deputy Chief of Staff for the Conference and Ms. Brown. The witness does not know why payroll records show him receiving and paying back \$833 because he never received the payment. He believes that it was an administrative error.
52. When asked about his duties for the Republican Conference in January 2013 after hiring decisions had been made, he stated that he was responsible for setting goals for the office especially on the communications side.

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53. When asked why he is no longer employed with the Republican Conference, the witness stated that there was an effort to make sure that everything was “kosher” because of the OCE investigation. He stated that around July 2013 Nate Hodson with the Republican Conference received a call from a reporter concerning the witness’ work for the Republican Conference. The witness then also received a call in July from a reporter concerning his employment with the Conference. The witness and Mr. Deutsch thought that it was permissible for the witness to be simultaneously paid by the campaign and the Republican Conference to do political and conference work, but they decided they would stop the witness’ payments from the Conference just to be safe.
54. The witness stated that he was removed from the payroll of the Republican Conference effective June 30, 2013. He was removed on June 30, 2013 although he had continued to work for the Republican Conference in July 2013. The witness stated that at no point did he have any discussion with Representative McMorris Rodgers regarding the OCE investigation.
55. When asked whether he continues to provide services to the Republican Conference, the witness said yes, and that he does so “frequently.” He travels to Washington, DC to work for the Republican Conference approximately ten days per month. He communicates with Republican Conference staff via email and telephone multiple times per week.
56. He currently advises the Republican Conference staff on communications goals. He also advises Representative McMorris Rodgers’ personal office on communications, but most of her communications are done through the Republican Conference. He described an example of a press release on the National Forest that he did for the personal office in September 2013.
57. The witness stated that he is not receiving any payments for his services or travel expenses related to the Republican Conference, but he would like to be paid for those services. He has not been submitting his travel expenses to the Conference or to Representative McMorris Rodgers’ office for reimbursement. Rather, he has been personally covering those expenses.
58. He told the OCE that he is paid a monthly retainer by Representative McMorris Rodgers’ campaign committee. He said the retainer increased by about \$400 in July. The increase was due to campaign work that he is doing. He has not done any direct mail projects in 2013, but he has supervised the district campaign staffer. He also approved a fundraising letter in September 2013.

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This memorandum was prepared on October 26, 2013, based on the notes that the OCE staff prepared during the interview with the witness on October 23, 2013. I certify that this memorandum contains all pertinent matters discussed with the witness on October 23, 2013.

Kedric L. Payne
Deputy Chief Counsel

EXHIBIT 39

Polis Political Services, Inc

Polis Political Services, Inc
PO Box 11794
Olympia, WA 98508

(360)489-
@politicalservices.org

Invoice

Date	Invoice No.
10/31/2012	3112
Terms	Due Date
Due on receipt	10/31/2012

Bill To
Cathy McMorris McMorris for Congress PO Box 137 Spokane, WA 99210

Amount Due	Enclosed
\$6,000.00	

Please detach top portion and return with your payment.

Date	Activity	Quantity	Rate	Amount
10/01/2012	October Retainer	1	3,000.00	3,000.00
10/31/2012	November Retainer	1	3,000.00	3,000.00
Total				\$6,000.00

JDOCE-0403

EXHIBIT 40

**SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s) for each category of the Detailed Summary Page	FOR LINE NUMBER: (check only one)	PAGE 102 OF 116
	<input checked="" type="checkbox"/> 17 20a <input type="checkbox"/> 18 20b <input type="checkbox"/> 19a 20c <input type="checkbox"/> 19b 21	

Any information copied from such Reports and Statements may not be sold or used by any person for the purpose of soliciting contributions or for commercial purposes, other than using the name and address of any political committee to solicit contributions from such committee.

NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

Full Name (Last, First, Middle Initial) A. Polis Political Services, Inc.		Date of Disbursement MM / DD / YYYY 10 / 31 / 2012
Mailing Address 2014 Clairmont Cir SW		Amount of Each Disbursement this Period 15690.00 Transaction ID : SB17.59802
City Olympia State WA Zip Code 98512	Purpose of Disbursement Advertising - commissions on TV & radio ads Candidate Name Category/Type 004	
Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For: 2012 <input type="checkbox"/> Primary <input checked="" type="checkbox"/> General <input type="checkbox"/> Other (specify)	
State: District:		

Full Name (Last, First, Middle Initial) B. Polis Political Services, Inc.		Date of Disbursement MM / DD / YYYY 10 / 31 / 2012
Mailing Address 2014 Clairmont Cir SW		Amount of Each Disbursement this Period 6000.00 Transaction ID : SB17.59804
City Olympia State WA Zip Code 98512	Purpose of Disbursement Office - campaign management fees Candidate Name Category/Type 001	
Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For: 2012 <input type="checkbox"/> Primary <input checked="" type="checkbox"/> General <input type="checkbox"/> Other (specify)	
State: District:		

Full Name (Last, First, Middle Initial) C. Polis Political Services, Inc.		Date of Disbursement MM / DD / YYYY 10 / 31 / 2012
Mailing Address 2014 Clairmont Cir SW		Amount of Each Disbursement this Period 23193.00 Transaction ID : SB17.59805
City Olympia State WA Zip Code 98512	Purpose of Disbursement Advertising - newspaper insert Candidate Name Category/Type 004	
Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	Disbursement For: 2012 <input type="checkbox"/> Primary <input checked="" type="checkbox"/> General <input type="checkbox"/> Other (specify)	
State: District:		

SUBTOTAL of Disbursements This Page (optional).....	44883.00
TOTAL This Period (last page this line number only).....	

EXHIBIT 41

From: Angela Downey <[REDACTED]@mortimore.com> 
 Subject: CMR Invoice
 Date: November 2, 2012 1:08:53 PM PDT
 To: Stan Shore <[REDACTED]@politicalservices.org>
 Cc: Dan Mortimore <[REDACTED]@mortimore.com>

1 Attachment, 810 KB

Hi Stan,

I am leaving for the rest of the afternoon, so all further communication will need to be done with Dan and Ray. Since Ray has worked about 12 hours non-stop on this project already (yesterday and this morning), plus assuming you'll be doing revisions on Monday... this total is above what I previously stated yesterday, but is more realistic.

Angela

Mortimore Productions, Inc.

9315 N. Nevada
 Suite 208
 Spokane, WA 99218

Invoice

Date	Invoice #
11/2/2012	20577

Bill To
Cathy McMorris Rodgers for Congress PO Box 137 Spokane, WA 99210-0137

Description	Qty	Rate	P.O. No.		Terms	
			Upon Receipt			
Description	Qty	Rate	Amount			
Audio Studio Services		150.00	150.00			
Talent - Voice		300.00	300.00T			
On Line Editing	16	255.00	4,080.00			
Video Archive Fee		100.00	100.00T			
Web Compression		200.00	200.00T			
CMR - Vice Chair 2012 Video						

		Subtotal	\$4,830.00
		Sales Tax (8.7%)	\$52.20
		Total	\$4,882.20
		Payments/Credits	\$0.00
		Balance Due	\$4,882.20

*Please note address change above.
Thank you!*

Angela Downey

MORTIMORE PRODUCTIONS
 VP Marketing & Sales • Voice Talent
www.mortimore.com • 509.327. [REDACTED]

EXHIBIT 42

**SCHEDULE B (FEC Form 3)
ITEMIZED DISBURSEMENTS**

Use separate schedule(s) for each category of the Detailed Summary Page	FOR LINE NUMBER: (check only one)	PAGE 99 OF 116			
	<input checked="" type="checkbox"/> 17 20a	<input type="checkbox"/> 18 20b	<input type="checkbox"/> 19a 20c	<input type="checkbox"/> 19b 21	

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NAME OF COMMITTEE (In Full)
Cathy McMorris Rodgers for Congress

Full Name (Last, First, Middle Initial) A. Media Plus		Date of Disbursement MM / DD / YYYY 10 / 24 / 2012
Mailing Address 160 Roy St		Amount of Each Disbursement this Period 30510.00 Transaction ID : SB17.59607
City Seattle	State WA	
Zip Code 98109	Purpose of Disbursement Advertising - TV and radio ads	Category/ Type 004
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2012 <input type="checkbox"/> Primary <input checked="" type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

Full Name (Last, First, Middle Initial) B. MediaTown Marketing		Date of Disbursement MM / DD / YYYY 10 / 30 / 2012
Mailing Address 664 Exceller Cir		Amount of Each Disbursement this Period 64.00 Transaction ID : SB17.59800
City Newmarket/Ontario	State ZZ	
Zip Code 12345	Purpose of Disbursement Office - hosting website	Category/ Type 001
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2012 <input type="checkbox"/> Primary <input checked="" type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

Full Name (Last, First, Middle Initial) C. Mortimore Productions		Date of Disbursement MM / DD / YYYY 11 / 13 / 2012
Mailing Address 1520 W Garland # D		Amount of Each Disbursement this Period 4882.00 Transaction ID : SB17.60014
City Spokane	State WA	
Zip Code 99205	Purpose of Disbursement Office - video production	Category/ Type 001
Candidate Name	Office Sought: <input type="checkbox"/> House <input type="checkbox"/> Senate <input type="checkbox"/> President	
Disbursement For: 2014 <input checked="" type="checkbox"/> Primary <input type="checkbox"/> General <input type="checkbox"/> Other (specify)	State: District:	

SUBTOTAL of Disbursements This Page (optional).....	35456.00
TOTAL This Period (last page this line number only).....	

EXHIBIT 43

Deutsch, Jeremy

From: Mildred Webber [redacted]@gmail.com
 Sent: Saturday, November 03, 2012 12:40 PM
 To: Deutsch, Jeremy
 Subject: Fwd: CMRChair packet

What do you think?

Sent from my iPhone

Begin forwarded message:

From: Kelle Strickland <[redacted]@gmail.com>
Date: November 3, 2012, 12:34:45 PM EDT
To: Mildred Webber <[redacted]@gmail.com>
Subject: Re: FW: CMRChair packet

I can't make a call on the package (bc my opinion is not the one we need - and bc it is hard for me to get an accurate perspective of the official to campaign ratio of the package by reading it on my bb. I am happy to go into the office this afternoon and look at it on my computer - but would want to consult George at Hse Admin. My advice would be - bc they want to keep it confidential and I can't share it - that Jeremy call George at House Admin and find out if in his opinion it crosses the line.

Let me know if I can be more helpful though.

On 11/3/12, Mildred Webber <[redacted]@gmail.com> wrote:

Did you get this Kelle? Can u lookover to see if it is allowable under the mra? confidential thanks

From: Joe Rachinsky [redacted]@catalystgroupllc.com>
 Date: Friday, November 2, 2012 6:06 PM
 To: "JEFFREY M. MacKINNON" <[redacted]@rmvbllp.com>, Mildred HOLMES <[redacted]@gmail.com>, Patrick Bell <[redacted]@patbell.com>, 'jeremy deutsch' <[redacted]@aol.com>
 Subject: FW: CMRChair packet

Hey Jeff Jeremy accidentally left you off the first email a little while

CONFIDENTIAL

ago.

From: jeremy deutsch [REDACTED]@aol.com]
Sent: Friday, November 02, 2012 5:35 PM
To: Patrick Bell; Mildred Webber; Joe Rachinsky
Subject: Fwd: CMRChair packet

Attached, please find a draft copy of the packet.

Begin forwarded message:

From: Stan Shore <[REDACTED]@politicalservices.org>

Date: November 2, 2012 5:18:23 PM EDT

To: Jeremy Deutsch <[REDACTED]@aol.com>

Subject: Fwd: CMRChair packet

Begin forwarded message:

From: Denise Knudson <[REDACTED]@politicalservices.org>

Subject: Re: CMR Vice Chair

Date: November 2, 2012 2:15:19 PM PDT

CONFIDENTIAL

To: Stan Shore <[REDACTED]@politicalservices.org>

Sent from my mobile device

EXHIBIT 44

Re: Packets

Page 1 of 1

From: Dawn Sugasa <[REDACTED]@gmail.com>
To: Shaughnessy Murphy <[REDACTED]@gmail.com>; [REDACTED]@aol.com>
Subject: Re: Packets
Date: Mon, Nov 5, 2012 2:54 pm

Okay. My cleaners are just finishing up and then I will pick you up to go buy everything. Does that work? Can you grab the campaign card from Jeremy?

From: Shaughnessy Murphy <[REDACTED]@gmail.com>
Date: Monday, November 5, 2012 11:52 AM
To: [REDACTED]@aol.com"; [REDACTED]@aol.com>
Cc: Dawn Sugasa <[REDACTED]@gmail.com>
Subject: Re: Packets

Jeremy just finished with admin, it has to be all campaign funds.

On Nov 5, 2012, at 11:41 AM, [REDACTED]@aol.com" [REDACTED]@aol.com> wrote:

no calling now.

-----Original Message-----

From: Dawn Sugasa <[REDACTED]@gmail.com>
To: Jeremy Deutsch <[REDACTED]@aol.com>; Shaughnessy Murphy <[REDACTED]@gmail.com>
Sent: Mon, Nov 5, 2012 2:35 pm
Subject: Packets

Packets are ready to be picked up. Do we know how we're paying for them yet?