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- 1 Comm. Director: It just depends on contentious votes, really. And recently obviously a lot
2 more stuff has been going on, but prior to that I can't give a number, but
3 maybe a handful of times.
- 4 Helen Eisner: Does he view the content, the postings to the accounts?
- 5 Comm. Director: Yeah.
- 6 Helen Eisner: And does he provide feedback about the postings?
- 7 Comm. Director: No.
- 8 Helen Eisner: We talked a little bit about scheduling media appearances. When do you
9 decide if a particular media appearance is something that you want to
10 share to one of the accounts?
- 11 Comm. Director: Every media appearance we try to share. It's important to share. Unless the
12 appearance went like terribly bad. But I think we usually post about it.
- 13 Helen Eisner: What about meetings that the Congressman participates in, when do you
14 post information about meetings?
- 15 Comm. Director: If he's meeting with an Ohio company I usually ask ... his schedule is gold,
16 so it's like the most important thing, so I'll look through his schedule and
17 be like, "Oh, he's meeting with the Ohio Farm Bureau. That's important.
18 Let's make sure to get a picture and talk about what they met in their
19 meeting."
- 20 Helen Eisner: Okay. How many times a day would you say you post to the social media
21 account?
- 22 Comm. Director: A lot. Four to five posts a day.
- 23 Helen Eisner: And is the decision making as far as what to post, is that something you
24 talk about in advance looking at the schedule, or does it occur after an
25 event or an appearance?
- 26 Comm. Director: I try to put together a calendar, but it never works out that way. So in a
27 perfect world, on Monday we usually have a legislative meeting, and a
28 comms meeting, and I try and outline what I'm planning to do for the
29 week. But so much crazy stuff pops up in the middle but honestly, I try
30 every week but it never kind of follows through.

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- 1 Helen Eisner: When there's a media appearance, what knowledge does the campaign
2 staff have that that media appearance is going to occur?
- 3 Comm. Director: I don't know, 100% knowledge.
- 4 Helen Eisner: Okay, and how is that?
- 5 Comm. Director: Usually by the schedule. It's difficult to fit in media, or to fit in anything,
6 because the calendar's always changing, you never know.
- 7 Helen Eisner: If you could sort of give me some background information about the
8 schedule. You mentioned 100% of the time, just sort of technically
9 speaking, what is it that allows them to understand what the schedule is
10 100% of the time.
- 11 Comm. Director: Well, so Rosie's the conduit I guess, she usually, she'll send ... we have a
12 schedule, it's an Outlook schedule where things can get popped up. When
13 I want something to happen, I write an email, like please put this on the
14 schedule. And then Rosie sends out a schedule via email to the campaign
15 to let them know what his activity is that day.
- 16 Helen Eisner: Okay. So, let me just break that down. So you post to the Outlook
17 calendar-
- 18 Comm. Director: I don't. I send an email, being like, can we do this Varney hit at 2 p.m.,
19 whatever.
- 20 Helen Eisner: Okay.
- 21 Comm. Director: And then she'll be like, we'll see, if it goes up, it goes up. And the
22 campaign I think is alerted that night or whenever.
- 23 Helen Eisner: So Rosie's sort of the conduit. Everything goes through her from you-
- 24 Comm. Director: Yeah.
- 25 Helen Eisner: She manages the schedule, and then she provides the campaign with
26 information.
- 27 Comm. Director: Yeah. Sometimes it's Michelle. I don't know exactly when Rosie started,
28 but Michelle at one point was scheduling too.

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- 1 Helen Eisner: Okay. Besides that schedule and the information that Rosie provides, is
2 there any other way that the campaign finds out about a media
3 appearance?
- 4 Comm. Director: We may talk about it in the morning ... like when I used to have morning
5 calls. Like, "Hey, he's going to be on Varney today, make sure to tune in."
- 6 Helen Eisner: Okay. And what is that, what are the morning calls?
- 7 Comm. Director: At 7:15 I just like, this is our schedule of the day. This is what we're
8 doing, what are you guys doing? That's about it. Sometimes they'll have
9 their own messaging that maybe kind of contradicting our messaging, so it
10 was making sure ... we've had a couple of those hiccups in the governor's
11 race where they would say something different than we would say, so kind
12 of making sure everyone was on the same page.
- 13 Helen Eisner: And that's 7:15 Monday through Friday?
- 14 Comm. Director: Mm-hmm (affirmative).
- 15 Helen Eisner: Okay, and who participates in those calls?
- 16 Comm. Director: It was me, Kevin, James, and Renae, and then Brittany when she started.
- 17 Helen Eisner: James is James Slepian?
- 18 Comm. Director: James Slepian, yeah.
- 19 Helen Eisner: Okay, and what is his role, or what was his role?
- 20 Comm. Director: He's always been, I don't know what his official title, but he's just always
21 been a consultant to Jim. He used to be his Chief and Comms Director, so
22 he knows a lot about Jim's messaging.
- 23 Helen Eisner: And that's to the campaign? Consultant to the campaign?
- 24 Comm. Director: Yeah. Yeah.
- 25 Helen Eisner: And Renae, you mentioned Renae?
- 26 Comm. Director: Renae was the Comms Director, Press Secretary during ... because we
27 went from a governor's race to a Senate race, so kind of switched. I think

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1 she finished off the governor's race and then we hired Brittany in the
2 Senate race.

3 Helen Eisner: Okay, so at the point in time when it switched to a Senate race, Renae was
4 no longer involved?

5 Comm. Director: I don't know the exact date, but I know that we made a conscious switch to
6 have a new team for the Senate race.

7 Helen Eisner: So something approximately on those lines.

8 Comm. Director: Yeah.

9 Helen Eisner: Okay. And Renae's last name is?

10 Comm. Director: Eze

11 Helen Eisner: Eze.

12 Comm. Director: Eze at the end.

13 Helen Eisner: Eze?

14 Comm. Director: Mm-hmm (affirmative).

15 Helen Eisner: During the calls, is social media discussed?

16 Comm. Director: Depends, yeah, probably. What are you guys pushing out today?

17 Helen Eisner: And who from the campaign is responsible for social media?

18 Comm. Director: Renae.

19 Helen Eisner: Is that during the period of time that you worked for the campaign, were
20 you involved in the social media accounts?

21 Comm. Director: I didn't post, I didn't have access to post to them. But I did talk about them.

22 Helen Eisner: During those 7:15 calls?

23 Comm. Director: Yeah.

24 Helen Eisner: Okay.

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1 Comm. Director: Yeah.

2 Helen Eisner: Again, you said Renae was responsible, but then at some point Renae left
3 and I think you said-

4 Comm. Director: And Brittany became responsible.

5 Helen Eisner: Brittany Martinez.

6 Comm. Director: Mm-hmm (affirmative).

7 Helen Eisner: She was then responsible for the social media accounts?

8 Comm. Director: Yeah.

9 Bill Farah: Where did you do the 7:15 calls?

10 Comm. Director: At home.

11 Paul Solis: You were at home when you participated in the calls? They were a
12 conference call?

13 Comm. Director: Mm-hmm (affirmative).

14 Paul Solis: Do you know where the other official congressional staffers, where they
15 were on the call?

16 Comm. Director: Well it would have just been Kevin, and Kevin and I actually live down
17 the street from each other, so sometimes we were driving in. But we did
18 them from home.

19 Helen Eisner: Why did they take place at 7:15?

20 Comm. Director: Because it was the only time we had.

21 Helen Eisner: Okay. So it was fairly early for-

22 Comm. Director: Yeah, yeah. I mean it's the only time that I could have a call. Because
23 work kind of starts at like 8:30.

24 Helen Eisner: What about besides the phone calls? Was there any other regular form of
25 communication between the campaign staff and the official staff?

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- 1 Comm. Director: No. If something blew up I'd get a text or something, but it just depended.
- 2 Helen Eisner: Okay. What about through email?
- 3 Comm. Director: Maybe an email or two, yeah.
- 4 Helen Eisner: Did you have a campaign email address?
- 5 Comm. Director: No.
- 6 Helen Eisner: What email did you use when communicating?
- 7 Comm. Director: Gmail.
- 8 Helen Eisner: A Gmail account. We've talked about Michelle Runk a little bit. What role
9 does Michelle Runk play for the campaign?
- 10 Comm. Director: She's the Chief of Staff. She just knows everything about Jim, so she's
11 really the Jim whisperer.
- 12 Helen Eisner: Did she have any type of official role for the campaign?
- 13 Comm. Director: I don't know. I would assume so, but I don't know.
- 14 Helen Eisner: Okay. You mentioned-
- 15 Comm. Director: She wasn't on the calls, if that matters.
- 16 Helen Eisner: Okay. During your time period working for the campaign, did Harlan Hill
17 play any type of role for the campaign?
- 18 Comm. Director: Yeah.
- 19 Helen Eisner: And what was his position?
- 20 Comm. Director: He was doing all the social ... in a different kind of ... he was doing a lot
21 of social media. I think that's where some of the hiccups were coming,
22 because he was pushing out one message and we kind of wanted a
23 different one.
- 24 Helen Eisner: What was the message that he was pushing out?
- 25 Comm. Director: MAGA stuff.

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1 Helen Eisner: Okay. So, M-A-G-A.

2 Comm. Director: Yeah.

3 Helen Eisner: So you've told me that there was a period of time where Renae Eze had
4 access or was sort of in control of the social media. Then it transferred
5 over to Brittany Martinez. Harlan Hill, where does he fit in that timeline of
6 social media?

7 Comm. Director: Gosh, I don't know. I think it was the switch probably, to the Senate ...
8 honestly I don't know. But oh, he had access as well. He has a firm, he had
9 a calendar, this is what I'm pushing out every week. James approved all of
10 his content, he had access, he posted stuff on more of like a timely basis,
11 where Renae was doing the irregular stuff.

12 Helen Eisner: So the Congressman was involved in the content that Mr. Hill was posting,
13 I think you said that he-

14 Bill Farah: I think she said James-

15 Comm. Director: James, not-

16 Bill Farah: She's referring to James Slepian.

17 Comm. Director: Oh sorry, James, not Jim.

18 Helen Eisner: Oh James, I'm sorry. Okay. Jim versus James.

19 Comm. Director: No, Jim would not have known what Harlan was doing.

20 Helen Eisner: Understood, okay. Why was Harlan Hill hired?

21 Comm. Director: To grow followers.

22 Helen Eisner: And you mentioned that MAGA was a hiccup, what was the issue?

23 Comm. Director: Well not a hiccup, he was tapping into that big Trump base.

24 Helen Eisner: Okay. And correct me if I'm wrong, but I think you sort of characterized it
25 as, all the problems came from-

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1 Comm. Director: No, no. It was just important that ... because we weren't communicating
2 with Harlan, so it was just important that we knew some of the, got heads
3 up on what he was pushing out.

4 Helen Eisner: Okay. So it was a messaging issue.

5 Comm. Director: Yeah.

6 Helen Eisner: Consistency of messaging.

7 Comm. Director: Probably, yeah.

8 Helen Eisner: When there were issues, would you communicate directly with Mr. Hill
9 about those issues?

10 Comm. Director: No, I didn't talk to Harlan much. I usually would just mention to James,
11 like, "Hey, he said this about guns and Second Amendment but we voted
12 this way, so just wanted to flag that for you guys."

13 Helen Eisner: Besides Harlan Hill, Renae Eze, is that correct?

14 Comm. Director: Mm-hmm (affirmative).

15 Helen Eisner: And Brittany Martinez, who else had the log in credentials or capacity to
16 post to the-

17 Comm. Director: Kevin.

18 Helen Eisner: Kevin, okay.

19 Comm. Director: Mm-hmm (affirmative).

20 Helen Eisner: But you did not have the log in-

21 Comm. Director: Hm-mm- (negative).

22 Helen Eisner: For the campaign social media.

23 Comm. Director: No. Well I probably did. I mean I'm sure I can log into the Twitter
24 account.

25 Helen Eisner: Did you ever post information to those accounts?

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- 1 Comm. Director: I probably have.
- 2 Helen Eisner: How often?
- 3 Comm. Director: Not often. I mean again I'd have to be at home or have time, with the kids,
4 and everything.
- 5 Paul Solis: I just want to be clear, Helen initially asked you that question I think you
6 said, I don't have log in credentials or I don't post to social media for the
7 campaign. Just want to be clear whether you in fact-
- 8 Comm. Director: I have posted, I can't remember what exact posts. I know that the posts
9 you guys were all looking at, I did not post any of those, so that's kind of
10 why I was saying, but I probably have posted in the past.
- 11 Helen Eisner: Okay. And now, just talking about the campaign social media accounts, as
12 opposed to the official. What role did the Congressman play in those
13 social media accounts?
- 14 Comm. Director: Not a role. No role.
- 15 Helen Eisner: And I think, just to sort of backtrack a little bit, what social media
16 accounts does the campaign maintain. We talked about the official, what
17 does the campaign maintain?
- 18 Comm. Director: The same, a Facebook account, a Twitter account, and I think an
19 Instagram account.
- 20 Helen Eisner: And when we've discussed who has log in credentials to those accounts,
21 who would post information, are we talking about all three, or just-
- 22 Comm. Director: I know that we couldn't get into the Instagram account when Renae left, so
23 I don't know if they've been able to get into it since.
- 24 Helen Eisner: Okay. And, the Congressman?
- 25 Comm. Director: No, he has no access.
- 26 Helen Eisner: What about his role in approving content for the campaign accounts?
- 27 Comm. Director: None.

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1 Helen Eisner: You had mentioned earlier that the Congressman has a personal account.
2 What are you referring to?

3 Comm. Director: He has a personal Facebook account.

4 Helen Eisner: And what is that Facebook account?

5 Comm. Director: His own Facebook account that he posts stuff to all the time.

6 Helen Eisner: Let me actually, let's start looking through the binder and what I want to
7 show you is I believe under tab 3, and there are actually two documents
8 they are separated by a green page. If you look at the first document in
9 there, there is a copy of a Facebook account, this was printed recently,
10 from June 11, 2018. It's @JimRenacci. What account is this?

11 Comm. Director: I think it would be his Senate account, right? His campaign account?

12 Helen Eisner: His campaign account.

13 Comm. Director: Yeah.

14 Helen Eisner: So this account is separate from the personal account that you're referring
15 to.

16 Comm. Director: Yeah.

17 Helen Eisner: Okay, just wanted to ... and then if you can flip to the next document in
18 that section, so if you go behind the green page. There's a Twitter account,
19 which is @JimRenacci, and it was printed-

20 Comm. Director: This is the campaign.

21 Helen Eisner: This is the campaign Twitter account?

22 Comm. Director: Yeah, Jim doesn't have his own Twitter account.

23 Helen Eisner: Okay. So as far as a personal Facebook account-

24 Comm. Director: Mm-hmm (affirmative).

25 Helen Eisner: It's not the account that I've shown you here for Jim Renacci, and ...
26 actually I'll just backtrack to, if you go to tab number 2 and look at the
27 first document in there-

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- 1 Comm. Director: This is our official account.
- 2 Helen Eisner: This is the official account.
- 3 Comm. Director: Mm-hmm (affirmative).
- 4 Helen Eisner: So when you're talking about a personal account you're talking about
5 something separate-
- 6 Comm. Director: Yes.
- 7 Helen Eisner: From these two Facebook accounts.
- 8 Comm. Director: Yep.
- 9 Bill Farah: I think, and correct me if I'm wrong [Communications Director], but I
10 think you'd see Rep in front of the official accounts.
- 11 Helen Eisner: So I believe that's consistent, if you look at the second document in there,
12 there is a Twitter account, which is also @RepJimRenacci.
- 13 Comm. Director: Yep.
- 14 Helen Eisner: So the Facebook and Twitter account are-
- 15 Comm. Director: These are both the pages I manage.
- 16 Helen Eisner: The official ones. And then under tab 3, the two that we have looked at,
17 the Twitter account and Facebook account, I think you've confirmed to me
18 that those are the campaign accounts.
- 19 Comm. Director: Yep.
- 20 Helen Eisner: I want to go to tab 13, and this is, I'm just going to read the bates numbers
21 here for the record, this is THJR_0017, this is what I believe to be an
22 Outlook scheduling document. Actually, I should confirm, is this an
23 Outlook scheduling document?
- 24 Comm. Director: Yes.
- 25 Helen Eisner: And it says organizer Renacci J. Is that the Congressman?
- 26 Comm. Director: That's just the calendar.

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- 1 Helen Eisner: Just the calendar, okay.
- 2 Comm. Director: That's the name of the calendar.
- 3 Helen Eisner: All right. And this is an event, subject AIMExpo. Do you know what that
4 event was?
- 5 Comm. Director: Yeah, it was a motorcycle expo. Or like motor enthusiast expo, in
6 Columbus.
- 7 Helen Eisner: And looking at the required attendees, the first one is
8 [REDACTED]@Renacciforcongress.com. Is that Michelle Runk?
- 9 Comm. Director: Mm-hmm (affirmative).
- 10 Bill Farah: You may want to explain what required attendees refers to,
11 [Communications Director].
- 12 Comm. Director: Yeah, this isn't ... I mean I obviously wasn't there, because it's in Ohio, but
13 this is just like FYI, letting people know what's on the calendar.
- 14 Helen Eisner: Okay.
- 15 Comm. Director: Because it can show up if you add another, who was it, like James, Gmail,
16 he has his own calendar, so then it flags for him that this is happening.
- 17 Bill Farah: And my understanding too, I'm sorry to interrupt, is that they had to use a
18 campaign email account so it would show up so the campaign could see it.
- 19 Comm. Director: On there yeah. I didn't have access to that one so I don't know.
- 20 Bill Farah: The way the calendar works, otherwise the campaign could not see the
21 calendar.
- 22 Helen Eisner: So who would have sent this calendar invite?
- 23 Comm. Director: Michelle probably, or Rosie. I don't know, whoever created it.
- 24 Helen Eisner: Okay. So just want to get the technicalities of this, so Rosie or Michelle
25 would have created this.
- 26 Comm. Director: Mm-hmm (affirmative).

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- 1 Helen Eisner: And the required attendees is sort of flagging for the individuals listed
2 here that there's an event-
- 3 Comm. Director: Yeah.
- 4 Helen Eisner: That was taking place.
- 5 Comm. Director: Exactly.
- 6 Helen Eisner: And you were on here at your @mail.house.gov. How would this event
7 have shown up-
- 8 Comm. Director: On my official calendar.
- 9 Helen Eisner: On your official calendar. Okay. And for Renae Eze, for
10 [REDACTED]@renacciforohiofirst.com, to the extent you know, how would that
11 have shown up for her?
- 12 Comm. Director: On her Google calendar, or whatever the campaign calendar was.
- 13 Helen Eisner: Okay. And the information that's provided below, that says Andre Lacey
14 and show schedule, would you have had access to that information as a
15 part of this calendar invite?
- 16 Comm. Director: Yeah, I can click on it.
- 17 Helen Eisner: So, again, I know Bill has just explained, but in your own words, looks
18 like what we're seeing here is a number of @mail.house.gov email
19 addresses and there are some campaign email addresses. Why are both of
20 those appearing here?
- 21 Comm. Director: Because this was an official event and there was also an opportunity for
22 the campaign to be there as well. We were there reading a letter that the
23 Vice President, he couldn't be there so he asked us to be there. And then I
24 think the campaign did something on ... I don't know what it was, it was a
25 big expo, but they were there as well.
- 26 Helen Eisner: So, okay, so at that point in time, let's see this was September 21, 2017, so
27 you were not involved with the campaign at that time?
- 28 Comm. Director: No.

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1 Helen Eisner: Okay. Can you tell me a little bit more about what that opportunity would
2 have been for the campaign at that event?

3 Comm. Director: Probably to meet people? I don't know.

4 Bill Farah: Again, you'll want to ask this later, but I think there were actually two
5 events there.

6 Comm. Director: Oh okay.

7 Bill Farah: There was an official event and then later in the day there was a campaign
8 thing-

9 Comm. Director: Oh, there was like a campaign thing. That's probably what it was, because
10 that's why Joe is, another press person on the official side, we worked
11 together on probably the morning event, and then I know Renae and a
12 bunch of, I guess Wes-

13 Paul Solis: [Communications Director], without your counsel's intervention, do you
14 have independent knowledge of whether or not there was two distinct
15 events at this motorcycle Expo?

16 Comm. Director: Yes, I do remember that this event was-

17 Paul Solis: You do have independent knowledge of, you're recalling that there were
18 two distinct events at this expo?

19 Comm. Director: Yes. Yes.

20 Helen Eisner: And did you attend the campaign event?

21 Comm. Director: No, this was in Ohio.

22 Helen Eisner: What was the official event?

23 Comm. Director: I believe the official event was the Vice President, him reading the letter
24 or whatever that he couldn't attend.

25 Helen Eisner: Okay, so a calendar invite like this where there is an official event, and
26 there's separately a campaign event, how common is it for you to receive
27 this type of calendar invitation?

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- 1 Comm. Director: This specific event was very rare. I don't think it's happened ever since,
2 but my official calendar does not get campaign events.
- 3 Helen Eisner: Besides this event being rare, how common is it to get a calendar invite
4 where there are official staffers and campaign staffers invited as required
5 attendees-
- 6 Comm. Director: Well, I think, it's not required attendees, it's just flagging people to know
7 what's on.
- 8 Helen Eisner: Sure-
- 9 Comm. Director: So I would say like most media events, probably James is on, to know
10 when I'm booking official events, and if they're booking official events,
11 media events, it's good for me to know that he's going to be on the media.
- 12 Bill Farah: May I ask one other question, is this an actual email, or is this simply
13 hooking their calendar up to this event?
- 14 Comm. Director: This is just a calendar-
- 15 Helen Eisner: It's calendar invite. And by required attendees, I understand that-
- 16 Comm. Director: Oh okay.
- 17 Helen Eisner: You're talking about flagging people, just using the terminology that's
18 here. I understand the distinction there. You said that James might be
19 somebody who would also get this type of flagged notice for a media
20 appearance. Is there anyone else who would routinely get that type of
21 information? From the campaign.
- 22 Comm. Director: Oh, Renae. When she was there. Brittany.
- 23 Helen Eisner: Okay. And today, or in the past week, if you've sent information about a
24 media appearance, you or Rosie or Michelle, does it include Brittany's
25 information?
- 26 Comm. Director: Not on official ... not anymore, no.
- 27 Helen Eisner: Not anymore, why not anymore?

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- 1 Comm. Director: Well obviously now because of this, we had no idea that this was such an
2 issue, so we've obviously drawn a very distinct line and we just don't flag
3 them anymore.
- 4 Helen Eisner: And when you say an issue, what do you mean?
- 5 Comm. Director: This situation here.
- 6 Helen Eisner: Okay. So how did you learn that it was an issue?
- 7 Paul Solis: Do you mean, sorry-
- 8 Helen Eisner: Go ahead.
- 9 Paul Solis: Do you mean the result of an OCE review or-
- 10 Comm. Director: Yeah.
- 11 Paul Solis: Or do you mean press coverage on this topic?
- 12 Comm. Director: No, not press coverage. I just didn't, I personally have been working here
13 for a long time, I didn't realize that we couldn't put them on the emails. So
14 now we don't.
- 15 Bill Farah: Well, and it's not clear that you can't. We're just saying you did this as
16 abundance of caution-
- 17 Comm. Director: Oh yeah, now we're just-
- 18 Helen Eisner: Well, who advised you that it could have been an issue?
- 19 Comm. Director: No one. No one advised. Just when we got this paperwork, whatever, two
20 months ago. After that, I was like, let's make sure we don't ever add them
21 on-
- 22 Helen Eisner: Okay. And what conversations have you had with the Congressman about
23 that practice?
- 24 Comm. Director: Just starting in May or whatever, right? When we just had this
25 information, we started saying we have to really draw a distinct line and
26 make sure that we don't do something that would get us in trouble.

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- 1 Paul Solis: Is it your opinion? Again this is your opinion that there was not a distinct
2 line prior to the conversations with the congressman?
- 3 Comm. Director: No. I think that I've been doing this for a long time, and I was pretty anal
4 about certain policies, and I didn't know that ... I honestly thought the
5 policies were not what they must be. I thought the policies were, accounts
6 had to have totally separate content and totally separate stuff, and you
7 couldn't copy and paste a press release. And this is just from the ethics
8 guidelines that I have printed out. But I hadn't realized to the extent that
9 we could possibly get in trouble or violate some rule by including the
10 campaign on some of the media appearances.
- 11 Paul Solis: Can I just ask about this specific event?
- 12 Helen Eisner: Go ahead.
- 13 Paul Solis: Did you go to this event?
- 14 Comm. Director: I did not.
- 15 Paul Solis: Okay. Did, to your knowledge, other official staffers attend that event?
- 16 Comm. Director: Michelle and Joe were there.
- 17 Paul Solis: And how do you know that they were there?
- 18 Comm. Director: Because I always know when Michelle's in Ohio.
- 19 Paul Solis: And they flew there-
- 20 Comm. Director: Mm-hmm (affirmative).
- 21 Paul Solis: Or drove? They flew from D.C.
- 22 Comm. Director: Yeah. Well no, Joe lives in Ohio. Joe drove.
- 23 Paul Solis: And again, I had previously asked you about your knowledge of this sort
24 of separate nature of the campaign and official being at this event, sort of
25 distinct. Was there like a booth or some sort of table set up for the
26 campaign.
- 27 Comm. Director: I think there was a table set at the later event. I think the morning was, and
28 again I don't remember, because I wasn't at that event, all the specifics, but

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1 I do remember there was a morning session I think when the Vice
2 President's letter, and then there was an afternoon where it was like a
3 motorcycle rally or something, and he was there as ... he owns a bunch of
4 Harley Davidson motorcycles.

5 Paul Solis: And by he do you mean the Congressman?

6 Comm. Director: Yes. And he's like a rider, which is so bizarre.

7 Helen Eisner: We've talked about this issue with regards to sort of a change in approach
8 after learning about our review.

9 Comm. Director: Mm-hmm (affirmative).

10 Helen Eisner: What about social media? Have there been any changes to either the
11 official office or campaign office's approach to social media following the
12 knowledge of the Office of Congressional Ethics review?

13 Comm. Director: Yeah, definitely. Poor Kevin, got to run across to Starbucks or doesn't
14 come in or whatever, so we've just been much more cautious of when
15 Kevin's asked to work on a graphic or something.

16 Helen Eisner: Okay. And what was happening before with Kevin and his work on a
17 graphic, as an example?

18 Comm. Director: Usually, he has some personal software to help make some videos, and
19 usually takes a while to upload and stuff so he does that at night. But if
20 there was something that had to be done quickly ... I mean a lot of the
21 time, some of them, like Renae would make the graphics, but if Kevin had
22 to, he may have done it always on his personal computer. But he could
23 have done it as his desk.

24 Helen Eisner: Okay. Besides making a graphic, what other social media related work
25 was performed in the official office?

26 Bill Farah: When you say social media do you mean campaign related social media
27 work or official-

28 Helen Eisner: I mean campaign related social media work.

29 Bill Farah: Campaign related.

30 Comm. Director: I mean that's it.

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- 1 Helen Eisner: Okay, just making a graphic.
- 2 Comm. Director: Yeah.
- 3 Helen Eisner: What about posting the material itself?
- 4 Comm. Director: Renae posted.
- 5 Helen Eisner: Renae did all the posting. Or Harlan.
- 6 Comm. Director: Yeah, or Harlan, yeah. Or like if it was on the weekend, on one of those,
7 whatever, farm events or fair events, I'd be like, come get this up quickly.
- 8 Helen Eisner: If Kevin made a graphic and he completed it, how would he provide that
9 to Renae to post the information?
- 10 Comm. Director: You can share, you can create posts on Facebook and just have them be,
11 it's called scheduled posts.
- 12 Helen Eisner: Okay. And where would he post to Facebook a scheduled post, where
13 would he perform that work?
- 14 Comm. Director: I don't know, but I would hope he was doing it at home?
- 15 Helen Eisner: Okay. On what occasions were you aware of him completing a graphic,
16 posting it for a scheduled post in the official office?
- 17 Comm. Director: I don't know the specifics but I'm sure it happened.
- 18 Helen Eisner: Okay. Besides graphics, what about, I think you had mentioned sometimes
19 there might be a picture of an event. When the Congressman participated
20 in an event, or an interview for example, we talked about Statuary Hall.
21 On what occasions would you take a photograph of him participating in
22 that media appearance?
- 23 Comm. Director: Pretty much every time. Again, I had no idea we couldn't take pictures
24 inside the office building. I know that now. It will never happen again. I
25 had no idea I was doing anything, again I thought everything had to be
26 separate. I thought I just had to have different posts. So yeah, every time
27 he did a media hit, I'd take a picture.
- 28 Helen Eisner: Okay, and what would you do with that picture?

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1 Comm. Director: It just depended. If the interview, if I'm booking the interview it's going to
2 be on a legislative topic. If it happened they asked about the governor's
3 race or the Senate race, I'd let the campaign know, or they were watching
4 it usually. We talked about this, they'd clip it from their own service, like a
5 TBI service they pay for. And I'd then be like, "Hey, I have this picture of
6 him. We're not using it, you can use it."

7 Helen Eisner: Okay. And if they wanted to use it, would you send that to them through
8 email or through text message, how would you get that to them?

9 Comm. Director: Usually like texted it to them.

10 Helen Eisner: Okay, and how quickly would you text that to them after an interview?

11 Comm. Director: I'm usually with the Congressman, so I probably when I had a minute.

12 Helen Eisner: Okay.

13 Comm. Director: So it wouldn't be instantly.

14 Helen Eisner: How often would you have sent a text message such as that, sending a
15 picture from the congressional complex?

16 Comm. Director: I don't know, most of the hits weren't based on the congressional race, so it
17 didn't matter. But there were probably a handful that did.

18 Helen Eisner: Okay. What I'm going to do is just start going through a few of the
19 specific documents and I know, we don't want to take up too much of your
20 time, so hopefully we'll be able to get through these fairly quickly. But I
21 want to go to tab 15, and this is a post to the Twitter account for
22 @JimRenacci, which I think we discussed earlier as the campaign Twitter
23 account-

24 Comm. Director: Mm-hmm (affirmative).

25 Helen Eisner: And the post says, "This morning we met with bipartisan working group,
26 talked about repealing Common Core and the need for technical
27 education." What was this event?

28 Comm. Director: Jim meets with this group each week, and it's his bipartisan working
29 group. And it happens every week we're in session at 8 o'clock in the
30 morning.

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1 Helen Eisner: Okay. And where does the meeting typically occur?

2 Comm. Director: Upstairs in Cannon somewhere, I don't know the room number, but in
3 Cannon.

4 Helen Eisner: In the congressional complex?

5 Comm. Director: In the congressional office, yep.

6 Helen Eisner: Okay, and did attend this particular meeting?

7 Comm. Director: I didn't.

8 Helen Eisner: Who did from the official office?

9 Comm. Director: Stephen did.

10 Helen Eisner: Okay. Let's go to tab 16, I think that's just the next one. And this is a text
11 message which is THJR_0004-0005, the recipient is listed as Stephen-

12 Comm. Director: I sent him a text.

13 Helen Eisner: Okay. And what was Stephen's role?

14 Comm. Director: Stephen is the Legislative Director.

15 Helen Eisner: Okay. So this text, although your name doesn't appear here, this-

16 Comm. Director: This is from me.

17 Helen Eisner: From you. Okay. And at the top it says, "Can you snap a pic from BPWG"
18 bipartisan working group.

19 Comm. Director: Yep.

20 Helen Eisner: So that was you?

21 Comm. Director: Yep.

22 Helen Eisner: Okay. And then the following, the pictures and the texts below, is that
23 Stephen responding?

24 Comm. Director: Yep.

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1 Helen Eisner: Okay. It's a little bit cut off, it says "Discussion on tax reform and career."
2 Do you know what-

3 Comm. Director: It's on, probably he says career-building. Just like as an example, like just
4 today, I have a text from one of these meetings again.

5 Helen Eisner: Okay.

6 Comm. Director: So I usually have them each Tuesday or whatever that we're in session.

7 Helen Eisner: So today you have a text, who sent you that text?

8 Comm. Director: Another staffer who's there.

9 Helen Eisner: Okay. And there's a picture of the meeting?

10 Comm. Director: Mm-hmm (affirmative).

11 Helen Eisner: And what do you plan to do with that picture?

12 Comm. Director: I'm going to put it on official social media.

13 Helen Eisner: Understood.

14 Comm. Director: Yep.

15 Helen Eisner: In this situation, when you said can you snap a pic from the BPWG-

16 Comm. Director: I usually tell them, because it's good optics. I usually ask on Tuesdays,
17 how's BPWG looking. When it's a big full meeting it's pretty legit, we
18 have Democrats and Republicans at the table together talking about
19 different issues. Always about, I don't know, legislative issues. This one
20 specifically was about career development and Jim on the campaign side
21 was talking about Common Core. Again, I had no idea this was something
22 I couldn't do-

23 Helen Eisner: Okay.

24 Comm. Director: And I will never do it again, but I thought that this was a great opportunity
25 to highlight him being bipartisan and talking about Common Core, since
26 that was what they were talking about. I sent it to Renae, I asked her to
27 post it, she posted it at some point.

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- 1 Helen Eisner: And how did you send it to Renae?
- 2 Comm. Director: I texted it to her.
- 3 Helen Eisner: Okay. And then that picture, which you sent to Renae, just to confirm, we
4 were looking at tab 15 which is this tweet from October 24, 2017 at 11:41
5 a.m., that's the same picture that you sent to Renae, just to confirm?
- 6 Comm. Director: Yeah yeah.
- 7 Helen Eisner: Yes.
- 8 Paul Solis: Do you keep ... a couple times you said something we couldn't do or can't
9 do, have you received some sort of information from some sort of
10 authority that told you you can't do this or couldn't do this?
- 11 Comm. Director: No, I took, like right after I got this service stuff I took a bunch of ethics
12 classes online to know exactly what the rules were, and just to be aware.
13 And it says you can't take photos in the congressional office.
- 14 Paul Solis: Has anybody from the Ethics Committee contacted you and informed you
15 of-
- 16 Comm. Director: No.
- 17 Paul Solis: Of this-
- 18 Comm. Director: This is all my, just ... I mean, I don't want to get in trouble like this. This is
19 something that is important to understand. I had been doing this for a
20 while, I had no idea. I've worked on other Senate races, I had no idea that I
21 couldn't use this photo. I thought it was always at your desk, or during
22 work hours. I didn't know that.
- 23 Helen Eisner: What about any conversations with Congressman Renacci about posting to
24 social media and using photos taken in the congressional complex, have
25 you had conversations with him about that?
- 26 Comm. Director: Like, won't ever do it again, yeah.
- 27 Helen Eisner: Okay.
- 28 Paul Solis: He's said that to you?

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- 1 Comm. Director: No I've said that to him. Yeah.
- 2 Helen Eisner: Did he have an understanding of what the rules were?
- 3 Comm. Director: I don't think so. He wouldn't have, this is very not part of his day to day.
- 4 Helen Eisner: You mentioned that you've taken some ethics training. What about the
5 Congressman, has he taken any ethics training on this-
- 6 Comm. Director: I don't believe that he's done anything. I mean other than the required
7 workplace thing we've just all had to do. I don't believe that he's done
8 anything.
- 9 Helen Eisner: Okay.
- 10 Comm. Director: But it's my responsibility to know this stuff, so.
- 11 Helen Eisner: How often would you send a picture like that to Renae, or to Brittany?
- 12 Comm. Director: This really was the only time that they talked about something that was of
13 interest. Again, during this whole period, things were ... were we running a
14 governor's race, a Senate race, who's in charge? No one knew. It was just,
15 no clue. But this meeting is the only time that they talked about something
16 on the campaign. Again, I thought, "Oh, that sounds like a good idea."
- 17 Helen Eisner: And looking again at tab 15, the post, at the end of the post it says
18 "#OHGOV." What is that hashtag?
- 19 Comm. Director: Ohio Governor's race. It was during his governor's race.
- 20 Helen Eisner: Okay. And is that a hashtag the campaign used in their posts?
- 21 Comm. Director: I think so. I don't really know. I mean it's either OHGOV or OHSEN, like
22 Senate.
- 23 Helen Eisner: Okay. Let's go to tab 17, and I think, talk about this. This is a little blurry,
24 I'm sorry, but this is November 16, 2017, post to the Facebook account for
25 @JimRenacci, so again, this is the campaign Facebook account. The post
26 reads, "Glad I was able to do my part to MAGA," #MAGA, and there's a
27 video below.
- 28 Comm. Director: Mm-hmm (affirmative).

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- 1 Helen Eisner: What can you tell me about this post and this video?
- 2 Comm. Director: So, I mean this was the big tax cut and jobs act bill we'd been talking
3 about the whole time. Kevin and I told Jim we'd meet him outside the
4 House floor if it passed. I brought him that hat, and thought it would be a
5 great use for the campaign. We took some photos, video, and sent it over
6 to the campaign.
- 7 Helen Eisner: Okay, you said it would be a great use for the campaign. Was there any
8 official use to the video?
- 9 Comm. Director: Oh, of course, that we voted for the tax ... I mean we've been talking about
10 it, he's a CPA. But-
- 11 Helen Eisner: But the intent of the video itself, was that a campaign purpose?
- 12 Comm. Director: Yes.
- 13 Helen Eisner: Okay.
- 14 Bill Farah: Well you also intended it for official use, primarily-
- 15 Comm. Director: Of course, yeah.
- 16 Bill Farah: It was something you were going to-
- 17 Comm. Director: Just putting the hat on, I felt like-
- 18 Helen Eisner: Was the video used for any official purpose?
- 19 Comm. Director: No.
- 20 Helen Eisner: Okay. So did you intend it for any official use?
- 21 Comm. Director: Yeah, we took, obviously him coming out. I'm just saying with the hat on,
22 we took different photos, the pictures of him without the MAGA hat on,
23 voting for the bill, yes was obviously on the official side. Pictures of him
24 with the silly hat on coming off the floor was for the campaign.
- 25 Helen Eisner: Okay. And those pictures without the hat on, were those used in any
26 capacity by the official office?

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- 1 Comm. Director: I can't remember, but I would assume they were. He voted for the tax bill,
2 I'm sure we posted about it.
- 3 Helen Eisner: Whose idea was this video?
- 4 Comm. Director: It was mine.
- 5 Helen Eisner: And you mentioned you worked with Kevin on it-
- 6 Comm. Director: Mm-hmm (affirmative).
- 7 Helen Eisner: Did Kevin splice together the clips? How did that work?
- 8 Comm. Director: I think, I believe Renae made the GIF. I'm not familiar with all the cool
9 terms, but I think Renae made the GIF, but Kevin recorded it and I took
10 the photo.
- 11 Helen Eisner: And by the GIF, if you could just turn to tab 18, I think this is what you're
12 referring to.
- 13 Comm. Director: Yeah. She knew how to make this.
- 14 Helen Eisner: This is another Twitter post, @JimRenacci, November 16, 2017 at 3:30
15 p.m.
- 16 Comm. Director: Correct.
- 17 Helen Eisner: And did the Congressman know that this was going to be used by the
18 campaign?
- 19 Comm. Director: Yes, I would assume. Yes. I mean I told him, put on this hat.
- 20 Helen Eisner: Okay.
- 21 Comm. Director: Again, a terrible, like did not know that this was ... I thought it was, we're
22 out of session, everyone's heading home for Thanksgiving, this is just the
23 last kind of funny thing. But it wasn't that funny now.
- 24 Helen Eisner: Let's go to tab 6. So we're going to be jumping around a little bit here.
- 25 Comm. Director: No worries.

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- 1 Helen Eisner: I apologize for that. This is a post to the Twitter account for
2 @RepJimRenacci, it's from September 12, 2017 at 4:51 p.m.
- 3 Comm. Director: Mm-hmm (affirmative).
- 4 Helen Eisner: I'm just reading that for the transcript purposes.
- 5 Comm. Director: Yeah.
- 6 Helen Eisner: It says, "Join me tomorrow at 7:10 p.m. for my Unrig the Economy Tele-
7 Town Hall, sponsored by AFP Ohio." What was that, Unrig the Economy
8 Tele-Town Hall?
- 9 Comm. Director: AFP was hosting this Tele-Town Hall, and Jim was participating in his
10 official capacity. I actually called the ethics committee to see if the
11 campaign was allowed to post something separately, and they said since
12 AFP was promoting it on their own then absolutely-
- 13 Helen Eisner: Okay.
- 14 Comm. Director: So we did our own thing, and the campaign did their own thing.
- 15 Helen Eisner: So, who did you talk to at the ethics committee?
- 16 Comm. Director: I don't know. I've called them twice since I've been in this role, and this
17 was one of the specific times, and the other one is the Facebook live
18 sharing that I called to make sure it was okay.
- 19 Helen Eisner: Okay, so let me actually then show you tab 8. This is linked to tab 6, so
20 just keep that in mind, this is a post to the Twitter account for
21 @JimRenacci, September 13, 2017 at 7:10 p.m. Is this what you're
22 referring to when you say that you had a conversation with the Ethics
23 Committee?
- 24 Comm. Director: Mm-hmm (affirmative).
- 25 Helen Eisner: And was that a phone conversation?
- 26 Comm. Director: Mm-hmm (affirmative).
- 27 Helen Eisner: Was there any type of email record of the conversation?

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- 1 Comm. Director: They emailed me, like if you want more questions, here's the packet of
2 information, that one pager, or top ten things to remember.
- 3 Helen Eisner: Okay. And they said that because it was sponsored by AFP Ohio, they
4 said-
- 5 Comm. Director: It was already online. They were pushing it themselves, you could get it
6 independently.
- 7 Helen Eisner: Okay. So because the public could get the information independently, they
8 said it was okay for the campaign to post this information.
- 9 Comm. Director: Mm-hmm (affirmative).
- 10 Helen Eisner: What was the campaign element of this event? We talked about another
11 event where we said there was an official element and a campaign
12 element. What was the campaign's role in the Tele-Town Hall?
- 13 Comm. Director: I don't think they had any role, I think they were just saying we're doing
14 this. Because AFP had posted a phone number where you can dial in and
15 listen, so.
- 16 Helen Eisner: What is the office's relationship with AFP?
- 17 Comm. Director: We've done a couple Tele-Town Halls with them, just talking about tax
18 reform.
- 19 Helen Eisner: Going to tab 7, just in between those two, this is THJR_0012. This is,
20 again, a meeting invite, I realize it says required attendees. What was the
21 purpose of this meeting invite?
- 22 Comm. Director: Saying that we're having a Tele-Town Hall.
- 23 Helen Eisner: Okay, and there are again individuals there. Well I guess I should ask you,
24 it says your name under required attendees, would that have been your
25 official account, or your Gmail account that you mentioned earlier?
- 26 Comm. Director: No. My official account.
- 27 Helen Eisner: Your official account.
- 28 Comm. Director: Mm-hmm (affirmative).

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1 Helen Eisner: Okay. And location, it says 328 CHOB, I assume that's Cannon-

2 Comm. Director: In our office, yep.

3 Helen Eisner: So would the event have taken place in your office?

4 Comm. Director: Yeah.

5 Helen Eisner: Below in the, sort of, details section-

6 Comm. Director: Mm-hmm (affirmative).

7 Helen Eisner: There's some discussion of the event, "The 13th is a go, we need to be on
8 the line by 6:55 and we'll go live at 7:05, wrapping up at 8. We will be
9 dialing about 100k," 100,000, "numbers and are all high propensity voters
10 in the congressional districts across the state." How were those voters
11 identified?

12 Comm. Director: I don't know. This is probably copy and pasted from AFP.

13 Helen Eisner: AFP.

14 Comm. Director: Yeah.

15 Helen Eisner: And who would have copied and pasted that?

16 Comm. Director: Michelle would have copied it and put it into the email invites.

17 Helen Eisner: Okay.

18 Comm. Director: So we had some understanding of what the event was.

19 Helen Eisner: Why was it posted to the campaign account?

20 Comm. Director: It was an opportunity for people to hear Jim talk about tax reform.

21 Helen Eisner: Okay. And who posted that particular, we were talking about-

22 Comm. Director: Renae, she made the graphic-

23 Helen Eisner: Renae did?

24 Comm. Director: And posted it herself, yeah.

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- 1 Helen Eisner: So this graphic, Renae made that?
- 2 Comm. Director: Mm-hmm (affirmative).
- 3 Helen Eisner: If you could turn to tab 21. This is a Facebook post to the official account,
4 that's Congressman Jim Renacci for a Facebook Live event with
5 Representative Mark Meadows.
- 6 Comm. Director: Mm-hmm (affirmative).
- 7 Helen Eisner: What was this Facebook Live event?
- 8 Comm. Director: We were doing a bill with Mark Meadows, and we were talking about the
9 bill, and that's about it.
- 10 Helen Eisner: Okay, can you just sort of explain to me how you were using the Facebook
11 Live platform, how were you-
- 12 Comm. Director: So you can do like Q&A, so we were just recording the two of them ... I
13 think the two of them were sitting together and we were recording them
14 talk about what their bill was and, on Facebook Live questions can come
15 up so you answer the questions. So it's kind of like, I don't know, like a
16 live Q&A.
- 17 Helen Eisner: Okay. And where was it recorded?
- 18 Comm. Director: In Mark Meadows' office, in the Cannon, or House. In the House office
19 building.
- 20 Helen Eisner: Okay. Was there any campaign purpose to this event?
- 21 Comm. Director: No.
- 22 Helen Eisner: If you go to tab 22, now this is the Facebook account for the campaign,
23 "Join me today at 4 p.m. for a special Facebook Live with my colleague
24 Representative Mark Meadows of North Carolina." It goes on, it says that,
25 "If you would like to participate, ask a question, or just watch the event,
26 head over to my Facebook page," and it links to the official Facebook
27 account. Why was this posted?
- 28 Comm. Director: Because, this was the other reason I called, to see if the campaign was
29 allowed to link it, and they said the same thing. Since you can find it

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1 independently online, and I think this ... I don't know, Renae posted to it
2 because Jim was answering questions about opioids.

3 Helen Eisner: Okay. And where could you find it independently online?

4 Comm. Director: On Facebook. On both accounts.

5 Helen Eisner: So because it was posted to Facebook-

6 Comm. Director: Yeah.

7 Helen Eisner: That was the advice that the Committee on Ethics provided?

8 Comm. Director: Mm-hmm (affirmative).

9 Paul Solis: So they gave you explicit approval?

10 Comm. Director: Well, they said it was okay. I wouldn't have ... I've only called them twice,
11 these were the two things I asked them about.

12 Paul Solis: And both times was the approval over the phone or was it in an email?

13 Comm. Director: Over the phone. And the first time was when I got that email, so I do have
14 that email from whoever it was sending me, on probably the same day that
15 the Tele-Town Hall was with the guidelines.

16 Helen Eisner: So there was an email attaching, you said one page with sort of the ten
17 things-

18 Comm. Director: Yep.

19 Helen Eisner: You can do and can't do.

20 Comm. Director: Like a link to it, like "Hey [Communications Director], hope this is more
21 helpful."

22 Helen Eisner: Do you still have that email?

23 Comm. Director: I'm sure I do.

24 Helen Eisner: Okay, we might want to see a copy of that email. Do you do have it?

25 Comm. Director: Yeah.

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- 1 Helen Eisner: Okay. Besides those two conversations, have you had any other
2 conversations-
- 3 Comm. Director: No.
- 4 Helen Eisner: With the Committee on Ethics. Okay.
- 5 Bill Farah: With Kevin probably arriving in a couple minutes-
- 6 Helen Eisner: Right.
- 7 Bill Farah: Do you want to have us have him wait for a little longer or what do you
8 want us to do?
- 9 Helen Eisner: I think I'd actually prefer to have him wait because I think we'll not have
10 him wait that long, and I think we'll still fit within the time period.
- 11 Bill Farah: Okay. Can somebody let him, if he's here-
- 12 Helen Eisner: We'll have people let him in if-
- 13 Bill Farah: Okay, thank you.
- 14 Helen Eisner: Yeah, that's fine, there's a little waiting area for him. Let's go ahead to tab
15 12, and tab 12 is split into three different parts, so just look at that first
16 document there. Again, another Outlook calendar invite. This is
17 THJR_0016, there's discussion of, well the subject is "conservative radio
18 host Charles Butler", it looks like there's a scheduling, this is a sort of
19 scheduling notification regarding the September 20, 2017 appearance.
20 What was this appearance and how often does the Congressman appear on
21 this radio program?
- 22 Comm. Director: He's maybe done it like two or three times.
- 23 Helen Eisner: Okay. On this occasion, why did he appear on the program?
- 24 Comm. Director: I don't remember, but I mean the topics are saying governor's race, tax
25 reform, DACA.
- 26 Helen Eisner: Okay. So when you look at those topics, does that indicate to you that it
27 was an official appearance or a campaign appearance?

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- 1 Comm. Director: I guess, hosts usually will send, like "Hey, we want to talk about the
2 Senate race," or, "Hey we want to talk about this." I don't remember. I
3 don't remember who wrote this or who booked it or whatever. I mean that
4 happens sometimes, yeah.
- 5 Helen Eisner: Is this the type of appearance that you would have discussed during those
6 mornings, 7:15 calls with the campaign.
- 7 Comm. Director: Probably, yeah.
- 8 Helen Eisner: And what, if you remember specifically, that's great, but what would you
9 have said during that call about this appearance?
- 10 Comm. Director: I don't know, "What topics are you guys talking about?"
- 11 Helen Eisner: Okay.
- 12 Comm. Director: Or, "Who's running this one?"
- 13 Helen Eisner: So who would have staffed him during this appearance?
- 14 Comm. Director: I don't know. I leave at like 4:45, because again I've got to get home to the
15 kids, so he probably dialed in himself. I actually know he dialed in
16 himself, it was at 5:00.
- 17 Helen Eisner: Was this an event that was scheduled by the campaign side or by the
18 official side?
- 19 Comm. Director: I don't remember this one.
- 20 Helen Eisner: Okay. So if you look at the next page in, which is 12, well it's still there,
21 under 12, it's a tweet from the campaign Twitter account @JimRenacci
22 from September 20, 2017 at 4:30 p.m., "Tune into Red State talk at 5 p.m.,
23 I'll be talking about tax reform as the first step to provide relief for
24 businesses and families." Why was this shared on the campaign account?
- 25 Comm. Director: They always post media appearances.
- 26 Helen Eisner: Okay. The next page over is a tweet from @RepJimRenacci, so this is the
27 official account.
- 28 Comm. Director: Mm-hmm (affirmative).

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- 1 Helen Eisner: Why was this shared on the official account?
- 2 Comm. Director: I saw it on the calendar, we're talking about tax reform, I posted something
3 about it.
- 4 Helen Eisner: Okay. Looking at that calendar invite again, if you go back to
5 THJR_0016, the first page under tab 12, it says gubernatorial run as one of
6 the topics.
- 7 Comm. Director: Mm-hmm (affirmative).
- 8 Helen Eisner: If gubernatorial run was one of the topics, why was it posted to the official
9 account?
- 10 Comm. Director: I guess because I thought he was talking about tax reform and other
11 legislative stuff.
- 12 Helen Eisner: Okay. When the Congressman makes a media appearance, and he's
13 discussing official issues and he's discussing his campaign, as the official
14 Communications Director, how do you determine-
- 15 Bill Farah: Well that makes an assumption. That assumes he appears and he discusses
16 both.
- 17 Helen Eisner: Well, I'm saying in the circumstances where that happens.
- 18 Bill Farah: Well we don't know if it ever happened?
- 19 Paul Solis: There's a calendar-
- 20 Helen Eisner: This right here-
- 21 Bill Farah: All it says here is gubernatorial run, which could have been-
- 22 Helen Eisner: Okay.
- 23 Bill Farah: They were going to alert him to the fact that he was announcing-
- 24 Helen Eisner: Let me rephrase that.
- 25 Bill Farah: And they were saying-
- 26 Helen Eisner: In your experience-

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- 1 Bill Farah: He should be prepared to answer the question.
- 2 Helen Eisner: -working for the Congressman as Communications Director, has the
3 Congressman made media appearances where he has discussed official
4 legislative topics, topics related to constituents, and also discussed topics
5 related to his campaign for either gubernatorial campaign or for the
6 Senate?
- 7 Comm. Director: Yes.
- 8 Helen Eisner: Okay. And in your experience, when you have observed an event where
9 both of those topics were discussed, how do you approach social media
10 posts to the official account.
- 11 Comm. Director: I guess we didn't know. I mean, if he's talking about official stuff we
12 highlight it. If he's talking about campaign stuff they highlight it.
- 13 Helen Eisner: Okay.
- 14 Paul Solis: And so the instance again, as Helen just mentioned, where in the past
15 that's happened where the topics were discussed both regarding campaign
16 issues-
- 17 Bill Farah: Well we don't know if it was discussed, she said she didn't recall.
- 18 Helen Eisner: She just told me that there have been instances.
- 19 Paul Solis: She just told her that happened-
- 20 Bill Farah: In some instances, but not this instance.
- 21 Paul Solis: Okay, I'm not talking about this instance.
- 22 Bill Farah: Okay.
- 23 Helen Eisner: In other instances where you recall.
- 24 Paul Solis: And Bill we're trying to ask the questions-
- 25 Bill Farah: I know.
- 26 Paul Solis: So we need her to answer them when we ask them.

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- 1 Bill Farah: I want to make sure she understands them accurately.
- 2 Paul Solis: She seemed to understand when Helen asked the first time. Those
3 instances where there's campaign issues discussed and official issues
4 discussed, and you said the official side would, if there's official topics
5 they would post. And the campaign side would post because there's
6 campaign issues. Does that just mean there's an independent decision
7 made by both entities that they're going to?
- 8 Comm. Director: Yeah, we usually listen to him, you know when he's on the air it's
9 important to hear him.
- 10 Paul Solis: Okay.
- 11 Comm. Director: So really it depends and I would say this, just looking at this, usually and
12 especially ... it's rare that they're like, "We want to talk about the Senate
13 race" and then the official office posts about it. It's usually then a
14 campaign event. But this one I think was strange, just because it had more
15 legislative stuff. But again I don't remember what they talked about. This
16 does pop up, sometimes people ask about the Senate race, or the whatever
17 race it is, and then they post it.
- 18 Paul Solis: And again, not necessarily tied to this event, but those instances where
19 there's been an appearance and both campaign and official issues were
20 talked about, is there communication between you and someone at the
21 campaign about, "Hey are you guys going to post this media appearance?"
- 22 Comm. Director: It depends. If I'm standing there and I hear something that he's talking
23 about the Senate race, yeah, later on I'll be like, "Hey guys, I don't know if
24 you caught his morning hit, but he was talking about the Senate race, you
25 should grab that."
- 26 Helen Eisner: I want to keep moving through these posts so we can just be cognizant of
27 time here. Going to tab 4, this is a post to the Twitter account for
28 @JimRenacci, the campaign account, at 5:05 p.m. on June 28, 2017. This
29 looks like a retweet to me, you can confirm that-
- 30 Comm. Director: Mm-hmm (affirmative), yeah.
- 31 Helen Eisner: Of an official post. Who posted this retweet to the campaign Twitter
32 account?
- 33 Comm. Director: Renae.

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1 Helen Eisner: Okay, Renae would have posted that. And the official post, who posted
2 that?

3 Comm. Director: Me.

4 Helen Eisner: Okay, so how did this retweet come about?

5 Comm. Director: So, Jim has his own personal page. He took a bunch of pictures and posted
6 them on his own page. I saw it, I grabbed it, I knew he was going to meet
7 with, all the press had been talking about him traveling with the Vice
8 President. So we tweeted it.

9 Helen Eisner: Okay. And Renae was the one who retweeted it.

10 Comm. Director: Mm-hmm (affirmative).

11 Helen Eisner: Did you have any conversations with Renae about the decision to retweet
12 this.

13 Comm. Director: No.

14 Helen Eisner: Okay. At this point have you had any conversations about retweeting
15 official Twitter posts?

16 Comm. Director: No, I don't know if we've done this before, but I know that we'll never do
17 it.

18 Bill Farah: Well there's nothing necessarily wrong with this.

19 Comm. Director: Well I didn't know, I guess there-

20 Helen Eisner: I think, well-

21 Bill Farah: I just want to make clear, they're scared at this point-

22 Helen Eisner: I don't want to get into-

23 Bill Farah: Because of this review, and I don't want to get into-

24 Helen Eisner: What's legal or-

25 Bill Farah: What's right or what's not.

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1 Helen Eisner: And I certainly don't want to scare you, that's not my goal here. We, as an
2 office, we conduct thorough legal analysis, and we want to make sure
3 we're getting the right outcome for all of our cases, so really our goal here
4 is just to understand the facts so we can apply all of the law, eventually.
5 But I appreciate you kind of walking me through all this. Because it's
6 really a fact process, we're just trying to understand how each of these
7 posts came about, and you're being very helpful.

8 Let's look at the next tab, which is tab 5. And this is a post to the Twitter
9 account for Jim Renacci, it's dated July 27, 2017. Actually, this is
10 Facebook, I think I said Twitter, but this is Facebook. What was your role
11 in this post?

12 Comm. Director: So that week, I knew that we were going to be talking about tax, and I
13 knew that Jim had been out front on removing the border adjustment tax,
14 and I knew that we had a hearing that highlighted that. So probably on our
15 Monday call I mentioned that this is going to be something they'll want to
16 use.

17 Helen Eisner: Okay. And did you provide them with this link to the YouTube-

18 Comm. Director: No.

19 Helen Eisner: Okay. Do you know what that link is?

20 Comm. Director: It's a link to our YouTube page, an official YouTube page.

21 Helen Eisner: And did you have conversations with the Committee on Ethics about this-

22 Comm. Director: No.

23 Helen Eisner: Particular post?

24 Comm. Director: No.

25 Helen Eisner: Okay. Let's look at, I'm going to take you all the way towards the end to
26 tab 29. This is a post to Facebook for the Jim Renacci campaign account.
27 There is a video of the Congressman, if you watch the whole video, there's
28 just a screenshot of this here. Do you know what this appearance was?

29 Comm. Director: Yeah. I don't remember what TV appearance we were on, but I know the
30 video and I know the issue now, and I understand that ... I thought it was a
31 cool idea. Won't do it again.

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- 1 Helen Eisner: So explain to me, just a little bit more background about what the video
2 is?
- 3 Comm. Director: So Jim was doing an official hit that I booked, Kevin was with me with his
4 camera, we had just ... Kevin had his own editing software. Jim was doing
5 the hit, and at one point he said something about Ohio, so I was like, "Oh,
6 that would be a good clip for the campaign." So then I told Renae that we
7 spoke on, I don't remember what, maybe Varney or someone, we
8 mentioned Ohio. Kevin was like, "Oh, I have some footage, I can make a
9 cool splice video." Renae posted.
- 10 Helen Eisner: Okay. And you were the one who did the splice video, or Kevin?
- 11 Comm. Director: Kevin did, but I told him to be there and video. It was my direction.
- 12 Helen Eisner: Okay. And how did Kevin send that to Renae?
- 13 Comm. Director: Probably through email, Gmail, and the video stuff again, the content
14 would have to had to have been at home because it takes a long time to
15 build this stuff.
- 16 Helen Eisner: This is the final tab I have to ask you about. This is tab 23. This is
17 THJR_0022-0023, and this is an email from Renae Eze from December
18 19, 2017, or at least the original one was. I believe this is forwarded later
19 in time in May. But the original is from December 19, 2017. The subject is
20 December 19 social posts. How common was it for Renae to send this type
21 of email?
- 22 Comm. Director: We tried to get into a habit, but it was not common at all. Again, to build
23 these calendars, just were not able to do them. I know now, with Leslie
24 and the new campaign they're doing a great job of that, but in December I
25 think this was probably a new thing we were trying to do.
- 26 Helen Eisner: And what was the, when you're saying a new thing you were trying to do.
27 What was it that you were trying to do with this type of email?
- 28 Comm. Director: Just see what they're posting, so we know they're not going to say
29 something strange about guns or whatever that's different than what we
30 were saying.
- 31 Helen Eisner: So when you say they you're talking about the campaign-
- 32 Comm. Director: Yeah.

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- 1 Helen Eisner: And their communications?
- 2 Comm. Director: Yeah.
- 3 Helen Eisner: Okay. You say, it didn't happen consistently. How often did it happen and
4 at what point did it stop occurring?
- 5 Comm. Director: I don't know, whenever we hired Harlan is when we really started getting
6 pre-approved content, you know what I mean. So I don't know, I would
7 assume if it started in December it probably lasted a month.
- 8 Helen Eisner: Okay. So how did hiring Harlan change that process?
- 9 Comm. Director: He created his own stuff. He managed a bunch of accounts of other
10 people, and he would find news stories and then he would write captions
11 for them, and then he would send them to James on Sunday to approve.
- 12 Helen Eisner: Okay.
- 13 Comm. Director: And then I would see them on Monday, and I'd be like, "Oh god, this is
14 not the position we want to be taking on this."
- 15 Helen Eisner: Okay. And was that content-based, or was that a social media concern?
16 Were you concerned about the content of the posts or were you concerned
17 about-
- 18 Comm. Director: No.
- 19 Helen Eisner: Anything related to social media?
- 20 Comm. Director: The content. The message. He can post whatever articles he wants, I just
21 thought the gun, that that was a big issue.
- 22 Helen Eisner: Okay. What conversations have you had with the Congressman,
23 Representative Renacci, about this review?
- 24 Comm. Director: Well, we've met, we've talked about. He doesn't deal with this stuff, so I
25 think he's just making sure I have all the information I need. I guess I don't
26 understand what ...
- 27 Helen Eisner: You've mentioned some changes, you've said that you sort of made some
28 changes in your approach to social media and communications in general

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1 after learning about this review. What was the Congressman's reaction to
2 those changes?

3 Comm. Director: I think his reaction was that ... the reaction that there needs to be a clear
4 line, I'm no longer going to do anything on the campaign, and we'll hire
5 yet another person for the campaign side to take on all that oversight. A
6 little more experience on the campaign side to do all of it.

7 Helen Eisner: And who did he hire in that case?

8 Comm. Director: Leslie. This was all Leslie.

9 Helen Eisner: Leslie.

10 Comm. Director: Yeah.

11 Helen Eisner: And as far as drawing that line, how does he communicate that new
12 direction to campaign staff and to official staff?

13 Comm. Director: I don't know that he's communicated, he just said, "We have to draw a
14 line, hire more people on the communications side if you need more."

15 Bill Farah: And there's another development you should be aware of, which is he won
16 the primary right around the time he received notice of this review, which
17 changed the dynamics because suddenly he's in a general election
18 requiring more staff on the campaign side.

19 Comm. Director: That's true too, yeah.

20 Helen Eisner: Based on the questions we've asked you here today, is there anything else
21 that you think we should know?

22 Comm. Director: No. I mean I know this wasn't meant to scare me, but I promise that there
23 was no ill intent. I just was trying to do a good job on social media and
24 making sure there was a little bit of guidance on what we were saying and
25 what they were saying. But I didn't know that you couldn't post stuff
26 inside the building, and I do know that now, and that will never happen
27 again.

28 Helen Eisner: Understood. Does anyone else have any questions? Okay, well we will
29 thank you for your time.

EXHIBIT 6

**Transcript of Interview of “Chief of Staff”
OCE Review 18-5206
June 26, 2018**

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1 Helen Eisner: This is June 26th 2018 speaking is Helen Eisner from the Office of
2 Congressional Ethics. This is review 18-5206. I am joined by Chief
3 Counsel Omar Ashmawy and Ali Bazzi from the Office of Congressional
4 Ethics. We are here interviewing [Chief of Staff]. Pronunciation correct?

5 Chief of Staff: Yes.

6 Helen Eisner: She is joined by her counsel, Bill Farah. We have given [Chief of Staff] a
7 copy of the False Statements Act and she has signed the acknowledgement
8 form and as I said I'd like to start with some background questions. Where
9 are you currently employed?

10 Chief of Staff: For Congressman Jim Renacci in his office over here; I'm his Chief of
11 Staff.

12 Helen Eisner: When you say over here, just for recording purposes I'm going to ask is
13 that's the congressional office-

14 Chief of Staff: Yes, it's Washington DC.

15 Helen Eisner: Washington DC. Okay. I wish the people in the recording could see our
16 view. How long have you been Chief of Staff?

17 Chief of Staff: Just about a year.

18 Helen Eisner: Prior to that, where did you work?

19 Chief of Staff: I've worked for Congressman Renacci going on what will be eight years.
20 I've worked for him for those last years. Prior to that, the position I had
21 before that was working for the National Republican Congressional
22 Committee.

23 Helen Eisner: Was that before eight years ago?

24 Chief of Staff: Yes.

25 Helen Eisner: Before that you are working for the National Republican Congressional
26 Campaign Committee?

27 Chief of Staff: Yes.

28 Helen Eisner: As far as your work for the Congressman in the official office for the last
29 year you've been Chief of Staff, what other positions have you held?

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- 1 Chief of Staff: Yes. I was Deputy Chief of Staff prior to that for about two years and prior
2 to that was the Office Manager and Scheduler. Though I maintained those
3 same duties, continuously, up until I became Chief of Staff.
- 4 Helen Eisner: You came on initially as Office Manager and Scheduler?
- 5 Chief of Staff: I initially was hired as a Scheduler.
- 6 Helen Eisner: Who do you report to in your position as Chief of Staff?
- 7 Chief of Staff: The Congressman.
- 8 Helen Eisner: To the Congressman directly. We've talked about your role with the
9 official office what about your role with the campaign and I know there's
10 been campaigns for the House, campaign for governor, campaign for
11 Senate. If you could just go through those different campaigns and tell us
12 about any positions or roles that you've held.
- 13 Chief of Staff: Sure. I would say all of the House campaigns, lumping them all together,
14 that my interaction was mostly just that I was the Scheduler. I had some
15 interaction with them in coordinating his schedule, mostly. That was for
16 the first several years. Then there was a period ... Now I'm going to say
17 maybe 2015 or 2016 where I had some work ... I was partially paid by the
18 campaign for coordinating some fundraising events for the House
19 campaign in 2015 or 2016. Then that came to an end when he was no
20 longer running for re-election. When he was ... during the governor's
21 campaign I would say the interaction was still going back to that
22 scheduling coordination and that is ... I still now in the Senate campaign
23 do a lot of that as I oversee that pretty heavily even though we have a new
24 Scheduler, the training process I think is pretty long so I still oversee that.
25 Then have more of an involvement now in just relaying facts about things
26 that we're doing. In terms of just whatever those may be. The votes and
27 things like that.
- 28 Helen Eisner: Let me just make sure I un-package that a little bit and understand. Your
29 involvement with scheduling for the Senate campaign and the
30 gubernatorial campaign, was that a role on the campaign side? Were you a
31 campaign scheduler or was that a role on the official side. I think I'm not
32 wording this correctly, but when you say scheduling let's just start there,
33 was that a job responsibility for the campaign?
- 34 Chief of Staff: No, so at the beginning of the governor's campaign for, maybe the first
35 half of it, I was the official Scheduler in the official office still. That was
36 just a coordination thing and I've continued to oversee that from the
37 official office.

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- 1 Helen Eisner: So helping to coordinate the schedule between the official office and the
2 campaign office?
- 3 Chief of Staff: Yes.
- 4 Helen Eisner: Besides scheduling, do you have any other type of role for the campaign?
- 5 Chief of Staff: No, not officially.
- 6 Helen Eisner: Have you ever been paid ... Well you did mention that you were paid in
7 2015 or 2016 for some organization fundraising, but besides that do you
8 receive any disbursements?
- 9 Chief of Staff: No.
- 10 Helen Eisner: Okay, no campaign salary for the work you perform?
- 11 Chief of Staff: No.
- 12 Helen Eisner: How involved or how aware are you of campaign activities?
- 13 Chief of Staff: What specifically?
- 14 Helen Eisner: Of the campaigns daily activities, how aware are you of the campaign's
15 activities?
- 16 Chief of Staff: What they do on a daily basis, not very much. I guess I could imagine
17 what they're doing but I don't really have any involvement of what they do
18 on a day-to-day basis.
- 19 Helen Eisner: Are you involved in campaign strategy in any way?
- 20 Chief of Staff: Not really, no I don't.
- 21 Helen Eisner: You said that there's been someone new who came on and has been
22 working on scheduling, that's on the official side and who is that
23 individual?
- 24 Chief of Staff: Yes. Rosie Miller.
- 25 Helen Eisner: How does she interact with the campaign?
- 26 Chief of Staff: That's mostly why I still oversee the scheduling heavily, just the
27 coordination of it, is just to make sure that that goes smoothly. Her major

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- 1 Helen Eisner: I guess you're acting as a conduit; that information comes to you and then
2 you would put that on the calendar?
- 3 Chief of Staff: Yup.
- 4 Helen Eisner: Who does that information come from?
- 5 Chief of Staff: I guess it depends on what it is, but from the campaign staff if it's a
6 campaign event either ... Yeah, it just depends on what the event is.
- 7 Helen Eisner: Is there a campaign manager on the campaign side?
- 8 Chief of Staff: Mm-hmm (affirmative), yes.
- 9 Helen Eisner: Is that one of the people who would be sending you information?
- 10 Chief of Staff: Yes.
- 11 Helen Eisner: Campaign consultants, are there any campaign consultants who would
12 send you any information about-
- 13 Chief of Staff: There are. I don't think...well, I'm not sure. They could be. I would have
14 to double check or look at specifically who they're coming from.
- 15 Helen Eisner: Going back to your role on the official side, what is your involvement in
16 official communications and press work?
- 17 Chief of Staff: It's pretty ... It's limited to now my current role just to overseeing message
18 components and then some kind of administrative things. When we do
19 frank mail, press releases, ensuring how they operate within the mail
20 boundary. That type of thing.
- 21 Helen Eisner: When you say overseeing message components, is that strategic
22 messaging or specific messages and the content of messages? Can you
23 break that down for me?
- 24 Chief of Staff: It depends but mostly insuring that the legislative activity that the
25 Congressman is working on and participating in is accurately portrayed on
26 the communications side. In a way that, I think that many of the things that
27 we work on, on the House floor or in the committee just making sure that
28 they are written in a way that actually get to cross that legislation or ideas
29 or what have you. What it actually is.
- 30 Helen Eisner: Who is responsible for the day-to-day work of communications in the
31 official office?

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- 1 Chief of Staff: Our Communications Director, Kelsey Knight.
- 2 Helen Eisner: How closely do you work with her as far as the messaging and the product
3 that she puts out?
- 4 Chief of Staff: On the messaging closely, on the actual product that she puts out, not very
5 much, or not very closely.
- 6 Helen Eisner: Who else does she work with?
- 7 Chief of Staff: She works with everyone in our office.
- 8 Helen Eisner: Who else is on the communications staff?
- 9 Chief of Staff: Kevin Knoth. Our Digital Director.
- 10 Helen Eisner: What official social media accounts does the Congressman have?
- 11 Chief of Staff: Facebook, Twitter, Instagram. I believe that is it.
- 12 Helen Eisner: Who's responsible for maintaining those accounts?
- 13 Chief of Staff: Kelsey.
- 14 Helen Eisner: What's the reason for having those accounts? What's the objective of those
15 accounts?
- 16 Chief of Staff: Of having social media? Personally, I don't have social media accounts, so
17 we might have disagreement on this. I think that it is primarily to get out
18 the ... To show your constituents the things that you're working on. Show
19 people what we're ... The Congressman what he's involved in, what our
20 office is working on, his positions on things, what is currently going on in
21 the news. That type of thing.
- 22 Helen Eisner: Is there a strategy as far as how often the office will post to social media
23 or how the office will approach that account?
- 24 Chief of Staff: I would say that we try to ... I guess going back to what the purpose is, we
25 want to have our constituents see what we're doing. In a case where ...
26 we're say in Washington, in session, and there are 20 things going on, we
27 want to be able to relay what all of those things are. In those instances,
28 that would be much more frequent use. Whereas over Christmas break,
29 there's less frequent use. Our strategy is to show people what he is doing
30 and working on, on their behalf. As much as or as little as that is
31 occurring.

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- 1 Helen Eisner: When you're in session and correct me if I'm wrong. If it's active, you're in
2 session, there tends be activity more posts than when you're out of session
3 on recess, is that-
- 4 Chief of Staff: I guess I don't actually know. As far as actual numbers I guess I don't
5 know, I would have to check.
- 6 Helen Eisner: Again, it's fine if you don't know based on actual numbers this is just your
7 sense.
- 8 Chief of Staff: This is just my assumption.
- 9 Helen Eisner: What's the process for posting content to the accounts, how does that at
10 work?
- 11 Chief of Staff: It depends on what the content is. I feel that now in this day of social
12 media there are a lot of social media type things people post. Like
13 National Selfie Day. Things like that. I believe Kelsey pretty much has full
14 reign on those types of things, or we have constituents that visit the office.
15 They get photos taken; they go on tours. We highlight those things. She
16 just does on her own. It's possible that at some point in time they had been
17 things we agreed on that she would do though, I don't really remember.
18 Then depending on what the content is of a little bit more substantive
19 posts. It just depends if either would go through a conversation between
20 her and the legislative staff, her and myself, perhaps her and the
21 Congressman. We have some posts that go up on a weekly basis that
22 highlight the same type of thing every week. We have Working Women
23 Wednesday, that's not a thing that gets approved because once we find
24 people to fill in those things, and a post is put together, it does not go
25 through an additional approval process for example.
- 26 Helen Eisner: It sounds like the large majority of what's posted is under her purview. She
27 could post without approval, but there are certain things, and again correct
28 me if I'm wrong, that she needs to seek approval to post?
- 29 Chief of Staff: I suppose that in theory, she could post whatever she wants, whenever she
30 wants. There's nothing to keep her actually from doing that, but yes when
31 we talk about ... We are commenting on a legislative issue, on a vote, on
32 mark-up, on a bill, we've introduced we obviously make sure that it's
33 correct.
- 34 Helen Eisner: Just an office procedure?
- 35 Chief of Staff: Yes.

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- 1 Helen Eisner: Who does she come to, to make sure that it's correct if there's legislation or
2 a policy issue?
- 3 Chief of Staff: Again it would depend on what it is. Sometimes it is the particular
4 legislative staffer who handles that issue, sometimes it is them and our
5 Legislative Director, sometimes it's just me, sometimes it's me and them, it
6 just depends on the situation.
- 7 Helen Eisner: And what about Kevin, it's Knoth.
- 8 Chief of Staff: Mm-hmm (affirmative).
- 9 Helen Eisner: What role does he play in the social media?
- 10 Chief of Staff: Again, I think that more on the things that we have pre-approved that sort
11 of thing. Our weekly posts that we do that he mostly takes charge of those
12 since they've already been pre-approved and it's kind of a submission
13 process for example the Working Women Wednesday that I mentioned. I
14 know that he pretty much puts those together. Then I know that he creates
15 graphics, videos, and he does some of the posting, the actual posting, but I
16 don't know exactly what the makeup is of who does the actual ... Hits the
17 button between the two of them.
- 18 Helen Eisner: Okay, understood. What about the Congressman? What role does he play
19 in providing content or maintaining the social media accounts for the
20 official office?
- 21 Chief of Staff: The Congressman has his own personal Facebook account and he does
22 what he would like to do with that account. With that he just puts
23 whatever he'd like to put on there. Sometimes, he will...well, no I guess
24 sometimes we will get content from there, from that page if he posts
25 family photos and things like that. But I wouldn't say that he really has any
26 direct contact with what we actually post on any of the social media pages.
27 As far as ... From an actual standpoint of what we're going to put on
28 Facebook or Twitter or whatever I don't think that ... No, I take that back.
29 There's one thing that for events in the district or I suppose here too in
30 Washington he does always say that he'd like to ... If he's going to events
31 sometimes he'll post those on his own page as well, but on those he will
32 say, "I want people to see I was at the Wayne County Chamber," or
33 something.
- 34 Helen Eisner: Let me show you one document which is in here which is under tab 2 and
35 it's the first document that appears there that's a Facebook account. The
36 about section of a Facebook account that was printed on June 12, 2018. It's
37 for Rep. Jim Renacci, so is that the official side's Facebook account?

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- 1 Chief of Staff: I believe so.
- 2 Helen Eisner: Then if you could turn to tab 3, the first document here is again the about
3 section of a Facebook account for @jimrenacci, so no longer
4 @repjimrenacci. Is this the campaign's account or which account is this?
- 5 Chief of Staff: I assume this is the campaign account.
- 6 Helen Eisner: When you're referring to a personal account is that separate from these
7 two Facebook accounts?
- 8 Chief of Staff: Correct, yes.
- 9 Helen Eisner: There's another account that you're referring to?
- 10 Chief of Staff: I don't know what the differences between this @jimrenacci and what that
11 is, so I think this is the campaign account.
- 12 Helen Eisner: He has a personal Facebook account that he sometimes shares information
13 to?
- 14 Chief of Staff: Mm-hmm (affirmative). Mostly photos.
- 15 Helen Eisner: Okay. As we've just discussed there's campaign Facebook account. We
16 understand there's a campaign Twitter account, a campaign Instagram
17 account. You talked a little bit about some of the official social media
18 accounts that you're aware of. How does the official office communicate
19 with the campaign about content that they're planning on posting to social
20 media?
- 21 Chief of Staff: Sure, so I think that generally ... I know that the communications staff
22 would speak on I think a daily basis. I do not believe ... Well, I guess I do
23 not know, but I do not think that those conversations were in regards to
24 what we are posting on social media. What specific posts I think generally
25 those conversations are more about what we're doing communications-
26 wise and not specifically ... Again I guess I'm not 100% sure. Not about
27 what we're specifically doing on social media.
- 28 Helen Eisner: Have you participated in any of those phone conversations?
- 29 Chief of Staff: I had not been before. I believe that they stopped at a certain period and I
30 did not participate in those calls.
- 31 Helen Eisner: You did not and have not participated. So they stopped. Okay.

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1 Kelsey, as we understand it, has also played a role for the campaign. Do
2 you know what role she played for the campaign? I think this would have
3 been for the Senate campaign.

4 Chief of Staff: Yes that she ... Well I would say that her role wasn't much different then
5 what she had been doing. I think there was just a period for the Senate
6 campaign where she was being compensated for it because it wasn't just
7 all of her personal time outside of certain hours. But generally, I think just
8 helping with getting across information, I think that for example, this is
9 how generally the Congressman has approached X, Y or Z. Relaying that
10 information so that the campaign is aware of it.

11 Helen Eisner: You said it formalized some work that she had been doing previously for
12 the campaign? Was that-

13 Chief of Staff: That she was doing at that time.

14 Helen Eisner: In a volunteer capacity?

15 Chief of Staff: Yeah.

16 Helen Eisner: And what about Kevin? What role does he or has played for the
17 campaign?

18 Chief of Staff: He currently is on the campaign, is partially paid by the campaign to do
19 some social media stuff or some digital things. I think that that is pretty
20 much the extent of his role.

21 Helen Eisner: When Kevin and Kelsey and I guess Kelsey is no longer in that capacity
22 but when they perform work for the campaign, where do they perform that
23 work? Physically, a location?

24 Chief of Staff: I don't know. I suppose... I thought they were doing it outside of the
25 office.

26 Helen Eisner: Let me just try to understand. You thought they were doing it outside of
27 the office or what did-

28 Chief of Staff: I think that they are ... I guess Kelsey is not in that same role as you said,
29 so I do not know exactly where ... No actually okay. There are instances
30 where I do know that they are working from the Starbucks down the street
31 so there are some times that I do know that they're working on from there
32 and I guess the rest of the time I just make assumptions.

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- 1 Helen Eisner: Okay, let's start with Kelsey. When has Kelsey performed work from the
2 Starbucks down the street?
- 3 Chief of Staff: I would have to look back to see if I could find an exact date or dates.
- 4 Helen Eisner: Kelsey is no longer performing work for the campaign committee?
- 5 Chief of Staff: No.
- 6 Helen Eisner: During the time that she was performing work for the campaign
7 committee, you were aware of instances in which she was performing
8 work at the Starbucks?
- 9 Chief of Staff: Yes.
- 10 Helen Eisner: Was that during the workday, when would you observe that?
- 11 Chief of Staff: There had been times that maybe fell within the day. I don't know if they
12 were actually during the work day. Our office hours of 9:00 to 6:00. The
13 reason I know that this was a thing that she did was because it was
14 personal. It was personal time that she told me she needed to take to do
15 them. I suppose that I guess, I don't know if that window fell within ...
16 Those times fell within the window of when she was being paid by the
17 campaign. Again I don't know exactly when these things occurred, I just
18 remember that there were times that they did.
- 19 Helen Eisner: When you say personal time, do you mean she'd take off an entire day or a
20 period of hours?
- 21 Chief of Staff: No, usually a period of hours.
- 22 Helen Eisner: How often would that happen?
- 23 Chief of Staff: At least for this, for going to Starbucks or something, maybe once. It
24 wasn't even once a week, I just can remember a handful of times that it
25 occurred. And then I would say at least once a week where she would be
26 taking the day and working from home. Maybe not the full day depending
27 on the time.
- 28 Helen Eisner: Was she working from home on official work or campaign work?
- 29 Chief of Staff: It depends on the time in which it was. It depends on which time, on
30 which day.

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- 1 Helen Eisner: She would take a day off ... She wouldn't be in the office, but she'd work
2 from home for a day. Would she clarify to you if she was taking personal
3 time for part of that day or was it your understanding that she was
4 performing official work during the entire course of that day?
- 5 Chief of Staff: No, there was some times where I know that she was taking personal time
6 or even leave to perform some things. I don't know if during that period
7 she didn't ... I assume she worked on official things as well during that
8 time but I guess I don't know what the breakdown was of ... I don't know.
- 9 Helen Eisner: Does she keep track of her hours?
- 10 Chief of Staff: Probably not, but I don't know.
- 11 Helen Eisner: What about Kevin, where does he perform work on behalf of the
12 campaign?
- 13 Chief of Staff: On behalf of the campaign I know that he does travel. When he is in Ohio
14 he spends some of his time there in the Ohio campaign office.
- 15 Helen Eisner: When he's in DC performing work for the campaign, where does he
16 perform that work?
- 17 Chief of Staff: I guess, I don't know. There are a couple of instances that I know again
18 same thing where I know he has either worked from home or from a
19 coffee shop or sometimes from the NRCC, the Republican Congressional
20 Committee. Obviously, when he's going to do those things, I know that
21 he's doing some campaign work.
- 22 Helen Eisner: Those instances that you're recalling where he went to Starbucks or he
23 went elsewhere to perform campaign related work or what you said you
24 assume as campaign related work, would that have occurred in the last
25 month or any of those instances that you're recalling, were any of those
26 instances prior to the last ... The time period for the last month?
- 27 Chief of Staff: I believe that some of the instances were prior to the last month, but, I'm
28 pretty sure, but I would have to do something to go back and check to see
29 those types of things. I'm just not sure.
- 30 Helen Eisner: Is Kevin a full-time employee?
- 31 Chief of Staff: Yes.
- 32 Helen Eisner: When he does the official work, where does he perform that official work?

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- 1 Bill Farah: Can I ask a question, do you mean now or when? Because his schedule
2 has changed.
- 3 Helen Eisner: I'm going to break that apart.
- 4 Bill Farah: Because she said full-time, what is that-
- 5 Helen Eisner: Is Kevin currently a full-time employee?
- 6 Chief of Staff: Yes.
- 7 Bill Farah: He's not paid entirely, by the office.
- 8 Helen Eisner: I'm just going to have to ask but-
- 9 Bill Farah: I know but she's misunderstanding your question.
- 10 Helen Eisner: If you've misunderstood the question please let me know. What I asked
11 you was, is Kevin a full-time employee?
- 12 Chief of Staff: I guess what do you mean ... What do you specifically mean?
- 13 Helen Eisner: At this current moment and time, is Kevin Knoth a full-time employee of
14 the official office? Is he required to work 40 hours a week? Is he a full-
15 time employee as in he gets the benefits of somebody who is working a
16 Monday to Friday job?
- 17 Chief of Staff: He does receive full benefits, I believe, and I would say that we all
18 probably work more than 40 hours. I don't-
- 19 Helen Eisner: Well understood that on the Hill, but-
- 20 Chief of Staff: Well I'm just saying for that. I don't ... There is no expectation I suppose
21 there for him to work 40 hour work week now with this separation, but I
22 believe he probably does.
- 23 Helen Eisner: Is there an expectation that he would have other part-time employment?
24 Do you understand that during the, Monday through Friday are his job
25 responsibilities committed to the official office and the congressional
26 office, currently?
- 27 Chief of Staff: Yes, but he also has other commitments as well.
- 28 Helen Eisner: What are those other commitments?

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- 1 Chief of Staff: That he also performs campaign, that he does digital and social media
2 stuff for the campaign, as I think I said before.
- 3 Helen Eisner: We're talking about currently in the time period that you have worked with
4 Kevin. Is there a time period when he has not been a full-time employee as
5 in somebody who gets the benefits as someone who is there consistently
6 working every work day?
- 7 Chief of Staff: Yes.
- 8 Helen Eisner: When was that time period?
- 9 Chief of Staff: Between the time that he was brought on, which I believe was last
10 summer, and then February of this year roughly or late January.
- 11 Helen Eisner: Was he serving as an intern?
- 12 Chief of Staff: Mm-hmm (affirmative).
- 13 Helen Eisner: Since the time he became Digital Director, that sort of drawing that line in
14 the sand as far as timing, has he been a full-time employee since that point
15 forward?
- 16 Chief of Staff: As?
- 17 Helen Eisner: As Digital Director.
- 18 Chief of Staff: In regards to what I just said before?
- 19 Helen Eisner: Yes.
- 20 Chief of Staff: Yes.
- 21 Helen Eisner: There has been no other change in his employment status?
- 22 Chief of Staff: I guess I don't-
- 23 Helen Eisner: Let's just break this apart. You're saying that ... I feel like I've potentially
24 made this more confusing than it needs to be. He was an intern, and then
25 became ... Then he was hired as Digital Director. He was no longer an
26 intern. From the time he was hired until currently, has he been a full-time
27 employee?
- 28 Chief of Staff: Yes in the ... Yes.

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- 1 Helen Eisner: In this capacity, as a full-time employee of the official office, has he
2 performed work when he's not travelling as part of his official
3 responsibilities, does he perform his work in the official office?
- 4 Chief of Staff: Does he work in the official office as part of his official responsibilities?
- 5 Helen Eisner: Yes.
- 6 Chief of Staff: Yes.
- 7 Helen Eisner: Does he have any type of teleworking agreement?
- 8 Chief of Staff: We have discussed, at times, that he can be working from home or
9 something, that he needs to let ... He needs to let me know.
- 10 Helen Eisner: Specifically with Kevin, is there any type of agreement that he would
11 work from home?
- 12 Chief of Staff: Yeah we've discussed that.
- 13 Helen Eisner: Is it a consistent time period when he works from home, a scheduled time?
- 14 Chief of Staff: Generally I think it's Monday, usually Monday mornings maybe Friday
15 mornings as well. Then I think that that is the extent to what we've
16 discussed. That if there're mornings that he's working from home, that we
17 ... I know that that is a thing. He lets me know about that.
- 18 Helen Eisner: Why would he work from home on those mornings?
- 19 Chief of Staff: If he needed to do so to complete the campaign activities that he's doing
20 that he gets paid for.
- 21 Helen Eisner: When he's working from home it's so that he can complete campaign
22 related work?
- 23 Chief of Staff: I guess I don't know what he actually does there, I suppose-
- 24 Helen Eisner: That's what you just relayed to me. Is that a conversation that you've had
25 with Kevin about performing campaign work from home?
- 26 Chief of Staff: Yes.
- 27 Helen Eisner: That's the understanding that you have of the work that-

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- 1 Chief of Staff: Yes, that when he's ... Yeah, that in that time that he needs to do that that
2 is what he's doing.
- 3 Helen Eisner: Since he's sometimes working from home on Monday and Friday
4 mornings, and my understanding is he's someone who has the
5 responsibilities of a full-time employee, as in someone who would
6 typically work a full day, Monday through Friday. When does he perform
7 official responsibilities that he would have previously performed on
8 Monday and Friday morning?
- 9 Chief of Staff: I guess I'm confused about this whole line of questioning that we've ... As
10 discussed before that he is an employee of both. Or is paid by both entities
11 and there is not an expectation that he therefore needs to be 40 hours in the
12 official office. When he's in the official office, he's doing official work I
13 assume when he's not that he's doing that.
- 14 Helen Eisner: That's helpful what you're telling me is there isn't an expectation that he
15 would perform 40 hours of work although perhaps sometimes he does but,
16 you're saying in his employee status, it's not expected he would work a full
17 day Monday through Friday on official work?
- 18 Chief of Staff: On official work, no, no but he is ... No.
- 19 Helen Eisner: Does he have to keep track of his hours to determine when he is
20 performing official work?
- 21 Chief of Staff: I highly suggested that that be done.
- 22 Helen Eisner: When did you suggest that?
- 23 Chief of Staff: Probably in the last two months.
- 24 Helen Eisner: Was that a conversation you had with Kevin directly?
- 25 Chief of Staff: Yes.
- 26 Helen Eisner: Who else was present for that conversation?
- 27 Chief of Staff: I don't think anyone.
- 28 Helen Eisner: Did he approach you to have the conversation or did you approach him?
- 29 Chief of Staff: I do not remember.
- 30 Helen Eisner: What do you recall about the conversation?

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- 1 Chief of Staff: That I had suggested to him that he should keep a log or something of that
2 time I asked ... Thought that it was probably a good idea that I hadn't
3 thought about previously.
- 4 Helen Eisner: Why did he want to perform that work from home? What prompted the
5 conversation? Why did the conversation occur?
- 6 Chief of Staff: The conversation about keeping track of the time?
- 7 Helen Eisner: No, not about keeping track of the time, that conversation but the
8 conversation about having him work from home on Monday and Friday
9 mornings.
- 10 Chief of Staff: I don't know.
- 11 Helen Eisner: Was there a concern about his performance of campaign work and the
12 location where it was being performed?
- 13 Chief of Staff: No, when ... Yes, okay I see. This investigation was the first time that I
14 talked to him about ... that's when I suggested that he should be keeping a
15 log of the time, because I hadn't thought about that previously. I guessed I
16 asked him if he was keeping a log, and then I said that's probably a good
17 idea for you to do that to track that time. I think that when he started
18 taking the ... Was taking the time. I don't remember what prompted the
19 first conversation about that. I don't but I presume that that is what it was
20 related to.
- 21 Helen Eisner: Were there occasions on which Kevin was performing campaign work
22 from the official office?
- 23 Chief of Staff: I don't know.
- 24 Helen Eisner: Did anyone come to you and say that they had observed Kevin performing
25 work related to the campaign from the official office?
- 26 Chief of Staff: I don't think so.
- 27 Helen Eisner: What is Kevin's role in the campaign social media accounts?
- 28 Chief of Staff: I think he does the same thing that he does for the official office. I believe
29 he creates graphics and videos. Puts some other pre-approved stuff
30 together.
- 31 Helen Eisner: How does he do that? How does he create the graphics or videos? Is there
32 a program he uses, what does he do?

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- 1 Chief of Staff: I have no idea.
- 2 Helen Eisner: Have you ever seen him put together the graphics or videos?
- 3 Chief of Staff: No.
- 4 Helen Eisner: Do you know where he does that, where he performs the work of putting
5 together graphics or videos?
- 6 Chief of Staff: No. Again I assume that he's doing that when he ... During that time that
7 he's at home, I assume he's making them then but I don't know.
- 8 Helen Eisner: During the course of this review, the Office of Congressional Ethics
9 review, your office has been very helpful gathering paperwork, by
10 gathering paperwork and conversations you might have had. Have you
11 learned of any occasions in which Kevin or Kelsey performed campaign
12 related work from the official office?
- 13 Chief of Staff: I have not learned of any specific instances when that has happened.
- 14 Helen Eisner: What about generally?
- 15 Chief of Staff: I guess I don't really know the ... I don't know. I mean I can't say that I
16 know of any instances where this has been happening. I obviously know
17 that throughout the course of this that obviously there's been a lot of just
18 discussion about making sure that these things, everything that we are
19 doing is up to standards, but I do not know of any instances.
- 20 Helen Eisner: When you say everything you're doing is up to standards, can you break
21 that apart for me a little bit what is the concern?
- 22 Chief of Staff: Just reiterating to Kevin that if that is ... That if he is to do campaign
23 related activity that it be done during those times.
- 24 Helen Eisner: Was there something that you identified as a part of this review that
25 prompted you to have that conversation, reiterate that to Kevin?
- 26 Chief of Staff: Not specifically, no.
- 27 Helen Eisner: Let's go to tab 9. This is THJR_0015. This is a calendar invitation. The
28 subject is Fox Business Stuart Varney at 10:05AM. It's for September 15th
29 2017. You talked to us a little bit about the calendar, we were talking
30 earlier about that. At the top, this is your name. Is this from your official
31 account?

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- 1 Chief of Staff: Yes.
- 2 Helen Eisner: Can you just walk me through the process of how this type of calendar
3 invite would relate to the Outlook calendar that you were describing
4 before which the Congressman has access to and you have access to?
- 5 Chief of Staff: Sure, so my name is only at the top of this because I printed this. The
6 organizer here, which I believe is in all of the calendar appointments, is
7 the Renacci, J. That is his calendar so this is from his calendar. This is ...
8 Everything that has that on it is from his calendar. Then in order for other
9 people to have it on their calendars so they could see for example on their
10 phones, the only way you could do that is to have it pop up on your own
11 calendar. That's what this is – is to invite these people to the event so that
12 it will pop up on their calendar. And this, the
13 ██████████@renacciforcongress.com email address is on most of these. That
14 is the campaign calendar. That's how they're able to view it. Otherwise,
15 you can't actually view it as a calendar because they are not on our... They
16 don't have our same email system or whatever.
- 17 Helen Eisner: The campaign has access to this ██████████@renacciforcongress.com-
- 18 Chief of Staff: Which they can view it.
- 19 Helen Eisner: Which allows them to view the calendar?
- 20 Chief of Staff: Correct. Everything that goes on his calendar in order for it to populate on
21 a calendar that they can view, goes on this email address calendar which
22 was my old email address. There may be some that have a different one,
23 it's ██████████@ any sort of variation of this, that's what it is.
- 24 Helen Eisner: You said organizer Renacci, J, that is the Congressman's calendar.
- 25 Chief of Staff: Correct.
- 26 Helen Eisner: Go ahead.
- 27 Chief of Staff: Who is it? Is that what you were going to ask? Sorry.
- 28 Helen Eisner: Yes.
- 29 Chief of Staff: It's either ... Like I said, the only people who can make any changes would
30 be either the Congressman, myself or Rosie. It would be one of those
31 three.

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- 1 Helen Eisner: Okay. So one of those three individuals who has access to the calendar can
2 send this calendar invite as an update to this common calendar. You send
3 the calendar invite by sending it to [REDACTED]@renacciforcongress, it also
4 allows the campaign to access this calendar which is the calendar that you,
5 the congressman and Rosie Miller can view. Is that accurate?
- 6 Chief of Staff: They can just view it.
- 7 Helen Eisner: They can view it.
- 8 Chief of Staff: Correct.
- 9 Bill Farah: Is it just that event or is it the entire calendar, just that event?
- 10 Chief of Staff: Yes, if they were to open up the calendar for ... Now, for Renacci for
11 Congress, they would open that up it would be blank because they aren't
12 on the same server. You have to invite same way as if ... I asked
13 somebody else in our office if they looked at their calendar would not
14 have the Congressman's anything on it. It's just their own. In order for ...
15 Each event, you have to invite this, so that it pops up on the calendar they
16 can view.
- 17 Helen Eisner: So, only the three individuals who have access to the calendar can see all
18 of the events in from the calendar. But if you've invited any of these
19 individuals to that particular scheduled event, they would be able to see
20 that event if they opened the calendar?
- 21 Chief of Staff: Correct, so we put most of these ... Most of everything on this calendar so
22 that people can just see it.
- 23 Helen Eisner: These other individuals, why are they included on the invitation?
- 24 Chief of Staff: Rosie would be on here so that she can have it on her calendar. Kelsey and
25 Kevin and Joe Benny, all of them and James Slepian all would have this
26 so they could see it on their calendar. So that they know that ... Because
27 they know that he's doing this.
- 28 Helen Eisner: Joe Benny, what is his role with the campaign?
- 29 Chief of Staff: He does not have a role with the campaign. He works out of our Parma,
30 Ohio office which of the two offices we have, is closer to this Broadview
31 Heights location. I imagine that that-
- 32 Helen Eisner: That's why he's included. What about James Slepian, why was he included
33 in this specific event?

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- 1 Chief of Staff: I'm not sure.
- 2 Helen Eisner: What role does he, or did he play for the official office since September of
3 2017?
- 4 Chief of Staff: In the official office, none.
- 5 Helen Eisner: Was it common to include Mr. Slepian in these types of calendar
6 invitations?
- 7 Chief of Staff: I don't know, I'd have to look at the whole thing.
- 8 Helen Eisner: Well how often were you the one who was sending these calendar invites?
- 9 Chief of Staff: Probably a fair share. I don't remember this specifically, maybe 50-50.
- 10 Helen Eisner: When you sent them, 50% of the time, how often would you include Mr.
11 Slepian as an invitee?
- 12 Chief of Staff: I have no idea.
- 13 Helen Eisner: What would be the reason that you would include him?
- 14 Chief of Staff: Probably ... Maybe if he was in Ohio or maybe because he was going on
15 national television.
- 16 Helen Eisner: Mr. Slepian, what is his role in the campaign?
- 17 Chief of Staff: He is the campaign's general consultant.
- 18 Helen Eisner: Let's go to tab 12. This is THJR_0016, again that calendar invitation. I
19 assume like the last one when it says your name at the top it's just because
20 you printed it, is that correct?
- 21 Chief of Staff: Correct.
- 22 Helen Eisner: This is sent to [REDACTED]@renacciforcongress.com as I understand it now
23 that allows the campaign to have access to the calendar that we've been
24 discussing.
- 25 Chief of Staff: Just to view it.
- 26 Helen Eisner: To view it. To view this event specifically?
- 27 Chief of Staff: Yes.

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1 Helen Eisner: The text at the bottom here, where it says “topics” and it's the information
2 about the appearance, where did that text come from?

3 Chief of Staff: I don't know. It's obviously part of this, but I do not know.

4 Helen Eisner: Was this event an official appearance or a campaign appearance?

5 Chief of Staff: Well I think it was just a phone call not an appearance. Which I'm going to
6 say that because that help clarify it for me. I do not recall this, this show or
7 this interview or where he was at the time or what the context of it was. I
8 don't know.

9 Helen Eisner: How often does the official office schedule these types of media
10 appearances for the Congressman?

11 Chief of Staff: How often? Again I don't ... I don't know. I would have to look at the
12 overall to be able to tell you how frequently.

13 Helen Eisner: Can you give us ... Is it one time a week, three times a week?

14 Chief of Staff: That he has media appearances?

15 Helen Eisner: Yes, appearing on TV, on radio?

16 Chief of Staff: He has two weekly radio hits. On Mondays and Fridays he's been doing
17 from seven years, so whatever that number is and then some weeks you do
18 a lot more TV and radio than others. Twice a month he does two or three
19 other radio shows. Certainly more than once a week he's doing media.
20 He's at least twice every week doing a radio interview.

21 Helen Eisner: Then separately, does the campaign stuff also schedule media appearances
22 for the Congressman?

23 Chief of Staff: They do.

24 Helen Eisner: Alright and when they do, how do they share information with you from a
25 scheduling perspective about that appearance?

26 Chief of Staff: Similar to what I mentioned before, they just send the date, the time, the
27 location, or in a circumstance like this, whatever this info is.

28 Helen Eisner: This info about the event, the topics that are going to be covered, how
29 common is it for that to be included when the official side sends that
30 information to a calendar?

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- 1 Chief of Staff: It's pretty common.
- 2 Helen Eisner: Then when the campaign-
- 3 Chief of Staff: Except from the ones that he does, the weekly ones.
- 4 Helen Eisner: The weekly ones, it's because-
- 5 Chief of Staff: Because we've been doing them for a long time.
- 6 Helen Eisner: They're so common that people have a sense of what those ... Okay. We're
7 looking at tab 12. These are separated by green pages. If you go forward
8 one page, you can see that this event, this appearance was posted to the
9 Twitter account for @jimrenacci on September 20, 2017 at 4:30 PM.
10 That's for Red State Talk, and then if you go forward one more document
11 past that green page, you can see that it was posted to the Twitter account
12 for @repjimrenacci, so the official Twitter account, "looking forward to
13 joining @redstatetalk with Charles Butler at 5." Why did the official
14 office share this information on Twitter? In this instance, what was the
15 purpose of sharing information?
- 16 Chief of Staff: In this instance I couldn't say specifically but I would imagine it's because
17 he's talking about tax reform.
- 18 Helen Eisner: If we go back to the first document where the topics include, gubernatorial
19 run, and this was prior to the appearance and there was an understanding
20 that one of the topics was gubernatorial run. Do you know why the official
21 office would have shared information about this media appearance?
- 22 Chief of Staff: As I said because the other issues are official issues.
- 23 Helen Eisner: Because of the other issues. Okay so, how does the official office
24 distinguish between campaign appearances and official appearances?
- 25 Chief of Staff: I'm sorry, did you say how does the official office distinguish ... I believe
26 that if it comes from the official communications staff on topics, official
27 topics, then we consider that official. Obviously consider campaign
28 produced or initiated requests, from the campaign.
- 29 Helen Eisner: Did this appearance again ... You might not know, but did this appearance
30 come from the official staff?
- 31 Chief of Staff: I don't know.

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1 Helen Eisner: If it did come from the official staff, would you have shared it with the
2 [REDACTED]@renacciforcongress email address?

3 Chief of Staff: Yes. Like I said pretty much everything except for some very personal
4 things.

5 Helen Eisner: What about with James Slepian, would you have shared with him if that
6 came from the official staff?

7 Chief of Staff: Probably.

8 Helen Eisner: Why?

9 Chief of Staff: Well I was going to say if it was as a call, I guess either maybe if they
10 were together or just to let him know I suppose.

11 Helen Eisner: Go to tab 17.

12 Bill Farah: Did you want to take a break at any point?

13 Chief of Staff: No I'm okay.

14 Bill Farah: It's getting late in the afternoon you've been busy I know, all day.

15 Helen Eisner: We're going to just try not to take up too much more of your time. Let us
16 know if you do need a break, but I think it's better if we try to get through.

17 Chief of Staff: I'm okay.

18 Helen Eisner: This is tab 17. This is a Facebook post to the account for @jimrenacci
19 November 16, 2017. What do you know about this video?

20 Chief of Staff: The actual video I don't ... I know about it in terms of this investigation.

21 Helen Eisner: Prior to this investigation, what did you know about this video?

22 Chief of Staff: Nothing.

23 Helen Eisner: Did you know that it was filmed?

24 Chief of Staff: I did not.

25 Helen Eisner: Was there any type of official purpose for this video?

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- 1 Chief of Staff: I remember that we passed the tax bill that is about what I ... That's what I
2 remember about seeing this. That's what I remember. I don't remember
3 anything about the video or about talking about new postings.
- 4 Helen Eisner: Do you know who put the video together?
- 5 Chief of Staff: I believe that it was Kevin or Kelsey. It would have been Kevin or Kelsey
6 I believe that we discussed, maybe that it was Kevin. I think it's one of,
7 Kevin or Kelsey.
- 8 Helen Eisner: Do you know who filmed the video?
- 9 Chief of Staff: Sorry, that's what I thought you meant.
- 10 Helen Eisner: That's what I asked, sorry initially asked who put it together and you said
11 Kevin and then as far as-
- 12 Chief of Staff: That's what I meant. I guess no I don't. I would assume Kevin but I don't
13 know.
- 14 Helen Eisner: Do you know where the work was done to put this video together?
- 15 Chief of Staff: I don't.
- 16 Helen Eisner: After learning of this investigation, have you since learned where the work
17 was done to put this video together?
- 18 Chief of Staff: To actually make this video? I obviously know that it was ... That they
19 were out here ... Know where they filmed this video. No I don't believe so
20 that I know where they put it together.
- 21 Helen Eisner: During the course of our conversations, we've learned that it seems like
22 some of these videos, some of the pictures were taken in the congressional
23 complex. There were videos that were put together using programs
24 software or you can splice together video clips that are then placed
25 together and some of those were posted to social media. It's our
26 understanding that some of that work, performing work, with those
27 programs, to put together, the videos, images with overlaid campaign
28 insignias, not in all cases, but in some cases, that work was performed in
29 official offices. What was your knowledge of that?
- 30 Chief of Staff: I didn't have any.
- 31 Helen Eisner: Since this review, have you become aware that that work was conducted
32 in the official office?

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- 1 Chief of Staff: You just told me that.
- 2 Helen Eisner: Prior to my statement just now.
- 3 Chief of Staff: I do not know. On this specifically even if somebody had told me that, on
4 this I would ... Unless I knew that it was for this specifically no. I wouldn't
5 even remember that also.
- 6 Helen Eisner: I'm sorry.
- 7 Bill Farah: I don't think this one was ever allegedly put together in a congressional
8 office. I think this was just a video that he took.
- 9 Helen Eisner: This video had edits to it. That were different. There was picture, there
10 was a video component to it.
- 11 Bill Farah: Separately there was a picture taken.
- 12 Helen Eisner: There's another Fox video which I think you might be referring to which
13 had some clips to it. I think my statement was generally during the course
14 of this review we've become aware of videos and of pictures with overlays
15 and we've been told that some of that work using those programs was
16 conducted in official offices. Prior to my statement informing you of that,
17 what you conveyed was that you were not aware of that.
- 18 Chief of Staff: Correct, correct.
- 19 Helen Eisner: What is your reaction to that?
- 20 Chief of Staff: Well I did not really talk specifically to our staff about that in terms of this
21 on ... It's obviously a problem that should not have occurred.
- 22 Helen Eisner: Have you had any conversations with the Congressman about staff
23 performing campaign work from the official office?
- 24 Chief of Staff: No.
- 25 Helen Eisner: No. How often does the Congressman participate in media appearances
26 interviews from Statuary Hall?
- 27 Chief of Staff: When he is ... When we are here in session, all of his ... 99% of his TVs
28 appearances probably are from Statuary Hall.
- 29 Helen Eisner: Why is that? Just convenience or?

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- 1 Chief of Staff: That's where the cameras are set up. They won't to bring a camera down
2 to some other place.
- 3 Helen Eisner: Just looking at the documents that are publicly available, it seems that the
4 campaign has frequently shared videos that were filmed in statuary hall
5 including photographs of the Congressman participating in those videos.
6 Did you have any knowledge of that or the use of those photographs?
- 7 Chief of Staff: Prior to this whole-
- 8 Helen Eisner: Let's start with prior to this review.
- 9 Chief of Staff: No.
- 10 Helen Eisner: What about after this review?
- 11 Chief of Staff: Yes, I mean I obviously saw on some of them.
- 12 Helen Eisner: Has the office put into place any policies or practices to address that type
13 of conduct?
- 14 Chief of Staff: Yes.
- 15 Helen Eisner: Can you tell us about those?
- 16 Chief of Staff: Just that they will not be sharing media in terms of photos. That kind of
17 media. Multimedia maybe, they will not be sharing those. That the
18 campaign is aware they should not be using some ... It wouldn't even be
19 actually an issue because if they're not sharing it, they're not sharing it.
- 20 Helen Eisner: How is that message conveyed, the message that you've just described to
21 us?
- 22 Chief of Staff: To the campaign?
- 23 Helen Eisner: No, to the official staff. To your staff, as Chief of Staff to the
24 Congressman.
- 25 Chief of Staff: Probably just said don't send them any pictures.
- 26 Helen Eisner: Who did you say that to?
- 27 Chief of Staff: To Kelsey and probably to Kevin.
- 28 Helen Eisner: When was that conversation?

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1 Chief of Staff: Probably right after we first got into this. Whenever that time, maybe late
2 April or May there, mid-May.

3 Helen Eisner: Was the Congressman involved in any of those conversations?

4 Chief of Staff: I don't think so.

5 Helen Eisner: What conversations have you had with the Congressman about that issue
6 of using photos from official office buildings for campaign purposes?

7 Chief of Staff: We've talked about this just in terms of this investigation that there are ...
8 That there are some of those in here. We have not talked about, and then
9 we've had conversations just about just going through when we initially
10 got the request letter to pull the posts and look at what they were, just
11 talking about that generally. That's about the extent of it.

12 Bill Farah: I think they're waiting for this to conclude so they can make ... They can
13 have some formal recommendations.

14 Helen Eisner: We're not recommending one way or another, or any type of conduct.

15 Bill Farah: No, no the process too for the office, and when they find out all the facts
16 they will be in a position then to make any changes to policies-

17 Helen Eisner: Absolutely understood. I'm not trying to imply one way or the other that
18 any conduct should have happened. I'm just trying to understand what has
19 happened. I think we're almost done here. I'm going to have you look at
20 tab 21. This is a Facebook post to the official Congressman Jim Renacci
21 account. It's about a Facebook live event with Congressman Mark
22 Meadows. Do you remember this event?

23 Chief of Staff: I remember looking at this. I very, vaguely remember that he actually ...
24 Him actually doing it, I don't really remember, but I'm familiar with this.
25 I've seen – I've looked at it.

26 Helen Eisner: When you say this, you're talking about the document that we're showing?

27 Chief of Staff: Yes, though I ... I thought that the one that was requested of us in regards
28 to this investigation, I thought was ... That must have been just my
29 misunderstanding. I thought it was a campaign post, not official, but I
30 guess I misunderstood.

31 Helen Eisner: Well this is just generally asking you about this event and what you recall
32 about this specific event. This Facebook live event with Mark Meadows. I

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- 1 think you've said that you remember very little about the event. Do you
2 know who organized the event?
- 3 Chief of Staff: I remember that ... No, I don't know who between the two offices initiated
4 it, I don't know. I just remember that we did do something with Mark
5 Meadows.
- 6 Helen Eisner: If you look at the next tab which is tab 22, I think this might be similar to
7 what you were just discussing. This is the Facebook account for the
8 campaign, for Jim Renacci, sharing information about this Facebook live
9 event. At the time that this was shared, did you have any conversations
10 about whether the campaign should share information about this Facebook
11 live event? What conversations do you remember?
- 12 Chief of Staff: I did not. I know, just during this course of this is, when and by this I
13 mean learning of this through this investigation, was the first time that I
14 saw that we had even done this. If any posting obviously, a Facebook live
15 is a Facebook post so I guess I knew that we had posted something. I had
16 not ... I did not witness it when it happened. I was told by Kelsey that she
17 spoke to the Ethics Committee about this particular event or situation.
18 That is ... I remember her telling me that.
- 19 Helen Eisner: When did she tell you that?
- 20 Chief of Staff: Once we were going through, pulling the posts together, for the
21 investigation.
- 22 Helen Eisner: When you spoke with Kelsey about that, did she mention any other
23 occasions on when she spoke with the Committee on Ethics about posts?
- 24 Chief of Staff: Yes. In regards to just grouping of this that there was also another one she
25 had ... She told me she had spoken to the Ethics Committee. It was the tax
26 Tele-Town Hall that, AFP, Americans for Prosperity hosted. I think that
27 that might have been the only one. I remember that one specifically. I
28 know that she has called them on other occasions. I'm not sure if there are
29 anymore here within this book.
- 30 Helen Eisner: What did the Ethics Committee tell her? What did she say that their advice
31 was to her about these events?
- 32 Chief of Staff: I remember on the Tele-Town Hall one ... No, I guess for both of these
33 because they were public, because the information had been put out and it
34 was public that they could be promoted on campaign and official accounts.
35 I believe that was the gist of it.

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- 1 Helen Eisner: Was that information conveyed over the phone or is there any type of
2 written record of that information that was conveyed from the Ethics
3 Committee?
- 4 Chief of Staff: I'm pretty sure they were over the phone, otherwise I'm sure we would
5 include it if it was an email.
- 6 Helen Eisner: You've talked a lot about some of your ... It seems like the office has done
7 a thorough job of looking through different records and has been very
8 cooperative as far as making sure they get us different documents that
9 we've requested. During the course of that review of information, has the
10 office instituted any new practices with regards to social media?
- 11 Chief of Staff: I think that the only actual policy that I have instructed the official staff
12 not to share any photographs and things like that. As I have mentioned
13 before, then ensuring that any of this ... If there is campaign work that
14 Kevin needs to do that he's doing that, outside of the office.
- 15 Helen Eisner: Is Kevin keeping the logs now of his time?
- 16 Chief of Staff: He should be.
- 17 Helen Eisner: Has he submitted any logs to you?
- 18 Chief of Staff: He has not, no. I have not asked him to do so.
- 19 Helen Eisner: Have you had any discussions with campaign staff about their conduct
20 going forward and how to ... Following information that you've discovered
21 in this review, has it in any way affected the campaigns conduct?
- 22 Chief of Staff: I have not specifically spoken to anyone else outside of just the
23 Congressman, Bill, the other folks here, Kelsey, Kevin about this
24 specifically. I have instructed – I told our campaign manager. I have told
25 just to kind of run, that this was something, I didn't really specifically tell
26 her anything about this, but just saying that we were not going to be
27 sharing any photos or things with the campaign. That any conversations
28 communication that she or any ... If the campaign staff wants to have
29 communication with us to run it through her and then through me, filters
30 out a lot of it.
- 31 Helen Eisner: Other people would not be included in those communications. Before we
32 had talked about people like James Slepian being on those calendar invites
33 and some other individuals from the official side that you had mentioned.
34 Is that what you were referring to?

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- 1 Chief of Staff: Yeah, yes and generally as well.
- 2 Helen Eisner: What about the Congressman, has he instituted any policies or changes to
3 how the campaign functions to the extent you know, based on the
4 information learned in this review?
- 5 Chief of Staff: I guess I don't know specifically what he's talked to them about.
- 6 Helen Eisner: Based on the questions that I've asked you today, is there anything else
7 that we should know?
- 8 Chief of Staff: About the ... No I don't think so. No.
- 9 Helen Eisner: Do you have any other questions?
- 10 Omar Ashmawy: Very minor. When the email was sent to [REDACTED]@renacciforcongress,
11 who received that email?
- 12 Chief of Staff: I did. I did, but it's not actually an email it's a calendar notification. Well I
13 guess maybe you do get it as an email.
- 14 Bill Farah: Pops up.
- 15 Chief of Staff: I could ... I think I could probably show you one-
- 16 Omar Ashmawy: I guess it's more of a logistical, functional question, which was simply my
17 experience is you receive an email and then you have to accept or you
18 have to, simply, it appears in the calendar but you still have to actively
19 accept that notification.
- 20 Chief of Staff: That is how it operates on an Outlook calendar. This is a Google based
21 calendar and I got rid of all the notifications on it because that would mean
22 that I'd be getting 10,000 emails-
- 23 Omar Ashmawy: It automatically populates the calendar?
- 24 Chief of Staff: Correct.
- 25 Helen Eisner: Just to clarify that point I think, you might have said earlier at some that it
26 was an outlook calendar, it's a Google calendar.
- 27 Chief of Staff: The Congressman's calendar is an Outlook calendar. The
28 [REDACTED]@renacciforcongress.com is a Google based calendar.
- 29 Helen Eisner: The Renacci, J calendar that-

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- 1 Chief of Staff: Is an Outlook calendar.
- 2 Helen Eisner: Is an Outlook calendar.
- 3 Chief of Staff: That is why you can't share them the way you can share an Outlook
4 calendar from person to person, but you cannot share them across those
5 different fields.
- 6 Helen Eisner: By sending it to that "[Chief of Staff]" campaign email address, it then can
7 populate the campaign's Google calendar?
- 8 Chief of Staff: It's my Google calendar which I don't use because I use my Outlook
9 calendar.
- 10 Helen Eisner: That other people can view.
- 11 Chief of Staff: Yes.
- 12 Helen Eisner: Understood. Any other questions?
- 13 Omar Ashmawy: Yes to clarify things because perhaps I missed something. Who has access
14 to that Google calendar?
- 15 Chief of Staff: The campaign staff can all view it, but they can't make any changes or
16 anything to it. It's just for them to be able to see it because as I said you
17 can't actually ... There's a function within the Outlook calendar for you to
18 be able to share that with another person with an Outlook calendar but the
19 function doesn't exist in this situation.
- 20 Bill Farah: And it's only select things that you put on it. It's not the entire official
21 calendar. It's just things that you pick from the official calendar, that you
22 think the campaign should know about for scheduling and appointment
23 purposes with things he's doing that day.
- 24 Helen Eisner: What do you put on the calendar?
- 25 Chief of Staff: No, it's pretty much everything, so that they can just see his schedule.
26 There are some exceptions, things that I believe to be personal maybe.
- 27 Helen Eisner: How do you block that time off still but just indicate personal or
28 something that just shows that it's taken-
- 29 Chief of Staff: It depends on the instance. That might be one way to do it, or we may just
30 not put it on the campaign calendar.

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- 1 Helen Eisner: For all the other events that you do put on the campaign calendar, do you
2 include some detail about the event?
- 3 Chief of Staff: For the most part.
- 4 Helen Eisner: Consistent with the documents that we were reviewing earlier, I think we
5 looked at two different calendar invitations detail that's consistent with
6 that. I can-
- 7 Bill Farah: When we say details though, we're talking about time, place, who's going
8 to be there we're not talking about briefing memos or anything.
- 9 Helen Eisner: Let's look at those that we discussed so we can make sure that we're ...
10 Let's look at 12. The first document there. In this information as far as the
11 details there's some discussion – logistical information and then there's
12 some information about topics. Is that consistent with the type of
13 information you would include in a typical-
- 14 Chief of Staff: For press hits, yeah.
- 15 Helen Eisner: I think we also looked at-
- 16 Chief of Staff: Is it nine?
- 17 Helen Eisner: Yes I think we looked at nine which is-
- 18 Chief of Staff: That's the same.
- 19 Helen Eisner: THJR_0015 and just for clarification before we were looking at tab 12
20 which is THJR_0016. For tab 9 again that type of information.
- 21 Chief of Staff: Yeah. It's consistent.
- 22 Helen Eisner: I don't think we have any other questions so we'll thank you for your time.
- 23 Chief of Staff: Okay.

EXHIBIT 7

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**Transcript of Interview of “Digital Director”
OCE Review 18-5206
June 26, 2018**

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- 1 Helen Eisner: This is June 26, 2018. It is review 18-5206. Speaking is Helen Eisner from
2 the Office of Congressional Ethics, joined by Deputy Chief Counsel Paul
3 Solis and Ali Bazzi, also from the OCE. We are here with [Digital
4 Director] and his attorney Bill Farah. We've given [Digital Director] a
5 copy of the False Statements Act. He has signed the acknowledgement
6 form. Let's get started.
- 7 Where are you currently employed?
- 8 Digital Director: I'm employed with Congressman Jim Renacci's office, and then also for
9 Renacci for Senate. Both as a Digital Director.
- 10 Helen Eisner: Let's start with the official side first and your role as a Digital Director.
11 How long have you held that position?
- 12 Digital Director: Since the beginning of January of this year.
- 13 Helen Eisner: So January 2018 is when you came on as Digital Director.
- 14 Digital Director: Correct.
- 15 Helen Eisner: Before that, where were you working?
- 16 Digital Director: From August 2017 until my new role I was a paid intern for Congressman
17 Renacci.
- 18 Helen Eisner: Did your work as a paid intern overlap in any way with your
19 responsibilities that you currently hold as Digital Director?
- 20 Digital Director: Some of the same tasks that I would do were related to what I was doing
21 when I was an intern.
- 22 Helen Eisner: What are your responsibilities as Digital Director?
- 23 Digital Director: Basically I provide content for the Congressman's social media. I would
24 write press releases, help out with any op-ed writing or things like that.
25 Just things that our communications director Kelsey Knight would ask me
26 to do.
- 27 Helen Eisner: Did the position of Digital Director exist prior to you being hired in
28 January 2018 to hold that role?
- 29 Digital Director: No.

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- 1 Helen Eisner: Why was it created?
- 2 Digital Director: I would like to think that I just did an excellent job. Someone in our office
3 had left and so they had an extra spot opening, so it was essentially just an
4 extra communications spot. The person that left was from the Leg side, but
5 it's more of a Digital Director, Press Assistant type of role.
- 6 Helen Eisner: And in your work on the official side as Digital Director, who do you
7 report to?
- 8 Digital Director: Kelsey Knight.
- 9 Helen Eisner: And Kelsey is the Communications Director.
- 10 Digital Director: Correct.
- 11 Helen Eisner: You also mentioned work for the Senate campaign. Tell us what your
12 position is there and how long you've been there.
- 13 Digital Director: I've been there since about mid to late February of this year, and it's a
14 similar type of role but it's more based just on social media purposes, so
15 just providing content for social media.
- 16 Helen Eisner: Did you perform any work for the gubernatorial campaign?
- 17 Digital Director: I would help out occasionally, but it was very rare that I would help with
18 the gubernatorial race.
- 19 Helen Eisner: Who do you report to in your position for the campaign?
- 20 Digital Director: Currently?
- 21 Helen Eisner: Yes.
- 22 Digital Director: That would be Leslie Shedd, the Senior Advisor for Renacci for Senate,
23 and then Brittany Martinez, the Communications Director.
- 24 Helen Eisner: And when you say currently, was there a time when you reported to other
25 individuals?
- 26 Digital Director: Kelsey Knight was a Senior Advisor on the Renacci for Senate campaign,
27 and then she eventually transitioned out and then Brittany and Leslie
28 became part of it.

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- 1 Helen Eisner: Okay, and approximately when was that transition?
- 2 Digital Director: I don't know for sure. I would say two months ago possibly. A month ago,
3 two months ago.
- 4 Helen Eisner: Are you paid for your work on behalf of the campaign?
- 5 Digital Director: Yes.
- 6 Helen Eisner: And is that a regular salary, or how does your payment work on behalf of
7 the campaign?
- 8 Digital Director: I'm split 50/50. Half of my pay is official related and half of it is campaign
9 related.
- 10 Helen Eisner: So 50% of your ... Let me just try to break that down. Was there an
11 agreement that 50% of your pay would be related to official work and
12 50% would be campaign related?
- 13 Digital Director: I don't know what the official ... Basically I signed on to the campaign in
14 mid-February for an amount that was about what the official side was, and
15 then it was expected that I'd evenly spend my time.
- 16 Helen Eisner: Okay.
- 17 Paul Solis: Where did that expectation come from?
- 18 Digital Director: Through Kelsey or Michelle, my Chief of Staff.
- 19 Helen Eisner: And the payments that you do receive from the campaign, they're on a
20 schedule?
- 21 Digital Director: Yeah, I believe it's every two weeks is how the campaign gets paid.
- 22 Helen Eisner: Where do you perform work for the campaign?
- 23 Digital Director: I do it at home and then I try to manage leaving the office to perform those
24 duties, so currently I work from home on Monday mornings and Friday
25 mornings and then on the other days throughout the week I try to find a
26 time around lunchtime where I can have lunch or go to a Starbucks and
27 then I would perform those duties.
- 28 Helen Eisner: And how many days a week is that, that you would go during lunch and
29 perform those duties?

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- 1 Digital Director: It's typically Tuesday, Wednesday, Thursday.
- 2 Paul Solis: When you say Monday and Friday you're home in the morning working,
3 that means working for the campaign?
- 4 Digital Director: Typically I'll do both in the morning.
- 5 Paul Solis: What do you mean by both? Both official and campaign work?
- 6 Digital Director: Correct.
- 7 Paul Solis: How many hours per week are you working on officially related duties?
- 8 Digital Director: Well, it's hard to describe just because with a communications role, we're
9 also working weekends and things are late and things are early. He has
10 events that he goes to that he likes pictures being taken and posted.
- 11 Paul Solis: A typical week, or an average?
- 12 Digital Director: Probably about 9:00 to 5:00 each day.
- 13 Helen Eisner: That's 9:00 to 5:00 in both capacities, or official capacities? Just to break
14 that down.
- 15 Digital Director: Just official capacities I would say. I would judge.
- 16 Paul Solis: We want to be able to make sure we understand that given that you told us
17 that in the mornings you work from home on Mondays and Fridays, and at
18 least some part of that time in the morning on Mondays and Fridays is
19 working for the campaign, correct?
- 20 Digital Director: Correct.
- 21 Paul Solis: Okay. So if you're telling us that it's a 9:00 to 5:00 then we want to make
22 sure we understand how those two different sort of hourly bases you
23 discussed, how they fit together.
- 24 Digital Director: I guess I can describe what I do in the mornings. On a Monday morning
25 I'll have a set of posts that I'll need to create, so then I'll make sure I create
26 those for the campaign side and then I'll switch over and see if the official
27 side needs anything, and then if I would receive any email in the morning
28 that would need my attention then I would address it in the morning, and
29 then once I would go to the official office I would not correspond with the
30 campaign at all until I was at work, if that makes sense.

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- 1 Paul Solis: So again, back to the ... I realize lots of people's jobs on the Hill are sort of
2 flexible and there's different hours that are created, especially when the
3 Members are campaigning back in the districts. But when you say 9:00 to
4 5:00, do you know if you're paid for 40 hours a week on the official side?
5 Do you know?
- 6 Digital Director: I don't know what the exact would be. I do believe my role is hired as a
7 full time staff member.
- 8 Paul Solis: Also, the same question with the campaign. How many hours per week are
9 you spending?
- 10 Digital Director: I would say anywhere from ... Oh geez, close to 25, 30 hours a week.
- 11 Paul Solis: And when is the majority of that work taking place? Is that on the
12 weekends, or during the day on the weekdays?
- 13 Digital Director: It's during that time period either Monday mornings, Friday mornings,
14 when I break out Tuesday through Thursday, and then when he has events
15 on weekends I would be the one. If I get sent pictures from field staff or
16 whatever I would be the one posting that.
- 17 Helen Eisner: Do you keep track of your hours?
- 18 Digital Director: I don't keep a log.
- 19 Helen Eisner: For either the campaign or official.
- 20 Digital Director: For either side.
- 21 Helen Eisner: Do you have any type of teleworking agreement with the official office?
- 22 Digital Director: I don't know. I've never discussed that. I don't know if it would be in my
23 employment or what not.
- 24 Helen Eisner: Okay, but the official office has authorized you to work from home.
- 25 Digital Director: Mm-hmm (affirmative).
- 26 Helen Eisner: How did that come about? Was that a process that you had to go through?
- 27 Digital Director: What do you mean?

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- 1 Helen Eisner: Since you perform work from home two mornings a week, was there any
2 type of authorizing process that you needed to go through in order to work
3 from home those two mornings a week?
- 4 Digital Director: Like an approval process?
- 5 Helen Eisner: Yes.
- 6 Digital Director: I discussed it with Kelsey and Michelle and they agreed that that was
7 okay.
- 8 Helen Eisner: What official social media accounts does the Congressman maintain?
- 9 Digital Director: On the official side he has an official Facebook, Twitter, and Instagram.
- 10 Helen Eisner: And what is your role in those accounts?
- 11 Digital Director: Currently?
- 12 Helen Eisner: Well, let's start with currently.
- 13 Digital Director: Okay. I maintain them and I ... Well, I don't want to say maintain. I
14 produce content for them per Kelsey's request and then I send them to her
15 for approval, and then if she would say, "Everything's good, okay, okay to
16 post," then either I would post or Kelsey would post.
- 17 Helen Eisner: Does everything have to get Kelsey's approval in order to be posted?
- 18 Digital Director: Almost everything does, yeah. The only examples where that wouldn't be
19 would be things like if we have constituents come in for tours and it's
20 something very, very basic, then I just post it.
- 21 Helen Eisner: So you have the login credentials for those three accounts?
- 22 Digital Director: Correct.
- 23 Helen Eisner: Who else has those login credentials?
- 24 Digital Director: I believe it's just me and Kelsey.
- 25 Helen Eisner: What about the Congressman? Does he have the login credentials?
- 26 Digital Director: I don't think so.

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- 1 Helen Eisner: What is his role in the social media accounts?
- 2 Digital Director: The only role that he essentially has is if he was at an event or he's
3 speaking at a hearing or something and the Congressman has his own
4 personal account, and if he views our content and sees something's not up
5 then he'll be like, "Why isn't this up yet?" But he doesn't dictate what
6 exactly goes up. It's more just, I guess as more of a bystander I guess.
- 7 Helen Eisner: Okay, so the Congressman reviews the accounts. He has an awareness of
8 the information.
- 9 Digital Director: Yeah, he has an awareness of what's being posted in a general sense, but
10 it's after the fact. He's not involved in drafting the message at all I guess.
- 11 Helen Eisner: How many times have you got any type of communication from the
12 Congressman indicating we just had this event and something's not up yet?
13 How often does that happen?
- 14 Digital Director: Maybe once every couple weeks.
- 15 Helen Eisner: And does that come to you directly?
- 16 Digital Director: No. It comes to Kelsey.
- 17 Helen Eisner: Who trained you as far as how to post information to the social media
18 account?
- 19 Digital Director: Kelsey.
- 20 Helen Eisner: What is the office's, this is the official office, the strategy regarding social
21 media? How would you describe that?
- 22 Digital Director: It's a mixture of his hearings or statements and then relevant stories that
23 relate to either current legislation he's working on or just things that he
24 wants to comment on, or I guess that we think relates to him. Then just
25 typical constituent district events, that type of thing.
- 26 Helen Eisner: What role has Congressman Renacci played in developing that strategy,
27 that approach?
- 28 Digital Director: I would say not really a role at all. It mostly comes from Kelsey will
29 dictate the messaging. Like I had said previously, the only real role that he
30 has is he just likes to see a lot of content, so if he doesn't see it he might
31 say something.

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- 1 Helen Eisner: Is there a particular category of content that he puts an emphasis on or he
2 really cares about?
- 3 Digital Director: I don't know. He typically comes to Kelsey if he has any reasons or issues
4 or what not, so I couldn't say off the top of my head one particular thing is
5 more important.
- 6 Helen Eisner: Has Kelsey then communicated that to you?
- 7 Digital Director: Only in the sense that if things aren't up or what not, she might ask me,
8 "Why isn't this up?" Or, "We need to get these pictures up," or something
9 along those lines.
- 10 Helen Eisner: What about media appearances when the Congressman has a press hit?
11 What is the social media approach when the Congressman appears on a
12 media program?
- 13 Digital Director: He'll be on. Say he's on Fox News or something. Then the House
14 Republican Conference has a clipping service that either they can clip or
15 I'll go down and clip, or one of the interns will go down and clip the
16 segment, and then we'll upload it to Facebook or Twitter. Also, I think I
17 forgot to mention that he also has an official YouTube account as well. I
18 don't know if you consider that social media or not.
- 19 Helen Eisner: Sure, that's helpful. So there's this clipping service. You take the clip, and
20 then what do you do with the clip?
- 21 Digital Director: Then we would either make sure it's cut correctly, and then put it on
22 Facebook and YouTube, then upload it to Twitter as well.
- 23 Helen Eisner: When he has a press hit or a media appearance, how often would you say
24 that those appearances are put onto the social media account?
- 25 Digital Director: Nearly every time. Nearly every time.
- 26 Helen Eisner: And are you talking about, because now we've talked about four different
27 accounts including YouTube. Are you talking about one in particular
28 nearly every time? Twitter, Facebook?
- 29 Digital Director: I would say Facebook more than any of the other ones. Recently that
30 hasn't necessarily been the case just because a lot of his TV hits sometimes
31 like recently we'll take another direction that's more political where we
32 can't post to the official accounts so we wouldn't post that, if that makes
33 sense. So say if he's on Fox Business and Stuart Varney or something will

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1 go off about, "Oh, he's also running for Senate, blah blah blah." Like, we
2 don't use that then.

3 Helen Eisner: Okay, and has that always been the case?

4 Digital Director: That we don't post on the official account with ... I believe so, to the best
5 of my knowledge.

6 Helen Eisner: Where did you learn or how did you come to know that you wanted to
7 make a distinction between media appearances where he discusses the
8 campaign or someone discusses the campaign, versus media appearances
9 that were more officially focused?

10 Digital Director: I believe per Kelsey.

11 Helen Eisner: And when did you learn that from Kelsey?

12 Digital Director: I don't know off the top of my head. I can't give you a direct date. I just
13 don't know.

14 Helen Eisner: Have you always known that in your time period as Digital Director?

15 Digital Director: I don't know when that happened.

16 Helen Eisner: Was there a conversation that you had about that?

17 Digital Director: Kelsey and I have had conversations about what can be official and what
18 can be campaign, if that makes sense.

19 Helen Eisner: And how do you make that distinction?

20 Digital Director: Just when someone mentions, "You're running for Senate," or something. I
21 would say it's clear, being able to tell I guess.

22 Helen Eisner: So if somebody mentions you're running for Senate, what do you then do
23 with that clip? How do you use the clip?

24 Digital Director: We don't use it.

25 Helen Eisner: So let me just break that down to your roles. We've been talking about the
26 official accounts. How did the official accounts then use that information?

27 Digital Director: I'm sorry. What do you mean?

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1 Helen Eisner: So there's a clip. There's a media appearance where ... You gave the
2 example of Stuart Varney talking about the Senate campaign. Putting on
3 your hat as Digital Director in the official office. That happens. What do
4 you do with the media clip?

5 Digital Director: I mean, I typically, I'd still clip the clip and then I'll send it to Kelsey and
6 then I guess we just don't use it then.

7 Helen Eisner: What does Kelsey do with the clip?

8 Digital Director: I don't know.

9 Helen Eisner: What about in your role for the campaign? What do you do with the clip
10 there?

11 Digital Director: We have a separate clipping service that we use for that. I believe it's
12 Critical Mention, but typically either Brittany or ... Well, Leslie's brand
13 new so probably not her, or Kelsey, or me would clip it from there then
14 put it up, but that was just recently though that we received Critical
15 Mention.

16 Helen Eisner: You said Leslie's brand new. How brand new is she?

17 Digital Director: Probably about either two, three weeks to like a month.

18 Helen Eisner: Why was she hired?

19 Digital Director: I don't make the hiring decisions and stuff.

20 Helen Eisner: Understood. Why do you think she was hired?

21 Digital Director: I mean, you'd have to talk to-

22 Paul Solis: What do you know about why she was hired?

23 Digital Director: I know that Kelsey was transitioning off the campaign and then Leslie was
24 brought on to kind of fill that void.

25 Bill Farah: There was a primary, I should add.

26 Helen Eisner: No, we understand the background. We understand.

27 Bill Farah: Okay. That's why-

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1 Paul Solis: This is just about what he knows. What do you know about Kelsey's
2 departure from the campaign? Why did that happen? Again, only what you
3 know about it.

4 Digital Director: I don't really know too much about it. I'm trying to think.

5 Bill Farah: If you don't know you don't know.

6 Digital Director: I just don't know.

7 Paul Solis: You and Kelsey had never talked about why she was leaving the
8 campaign?

9 Digital Director: I didn't really know much about this thing going on. This complaint or
10 whatever it is, but-

11 Paul Solis: Have you and Kelsey ever talked about why she was leaving the
12 campaign?

13 Digital Director: Yes, but it's not like ...

14 Paul Solis: Okay, what was that discussion about?

15 Digital Director: I believe it was just like it was getting to be too much for her with her
16 kids. She has kids at home and a husband, and she was trying to manage to
17 do both, and she wasn't always being available. And James is someone
18 else who's also an advisor/consultant role.

19 Helen Eisner: James Slepian?

20 Digital Director: Yeah, James Slepian. He runs his own media company I believe, and so he
21 was having trouble doing everything as well so they thought it was
22 necessary to have someone based in Wadsworth, Ohio where the
23 campaign headquarters is at all times to oversee Brittany and me and that
24 would be just her job or her focus, if that makes sense.

25 Helen Eisner: You started to mention. You said this thing, this complaint. Were you
26 talking about the Office of Congressional Ethics review?

27 Digital Director: I don't know if it was just this one in ... I don't know but it was ... I'd heard
28 that The Columbus Dispatch for instance published a story about a
29 complaint against us for what seems similar to this. If it's not. It might be
30 this, but I'm sorry. I forget what your question was.

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1 Bill Farah: It's okay.

2 Helen Eisner: No, it's fine.

3 Bill Farah: You're doing fine.

4 Helen Eisner: You had been talking about a complaint, and understood. Just help me
5 connect that to Kelsey and her leaving the campaign, if that's what you
6 were talking about. It seemed like that was what we were talking about
7 and then you mentioned that, and I'm trying to understand the connection
8 between those two things.

9 Digital Director: I believe that complaint story might have been around a February, March-
10 ish, and then I believe Kelsey left the campaign about a month later from
11 that.

12 Helen Eisner: And were those two things related?

13 Digital Director: I don't know. I wasn't involved in private conversations with Michelle or
14 the campaign manager and Kelsey, so I don't know the exact details with
15 it.

16 Paul Solis: Okay, but [Digital Director], Helen asked you a question and you brought
17 up the fact that there was a complaint, so again just be as honest as you
18 can whether or not these two things are related, whether you were part of
19 conversations, whether Kelsey talked to you about it, whether Leslie
20 talked to you about it, whether anybody's talked to you or mentioned to
21 you the fact that our review started or there was a press report and
22 Kelsey's departure from the campaign. Whether there was any relation
23 there.

24 Digital Director: I mean just speaking as honestly as I can-

25 Paul Solis: That's the goal here, yes.

26 Digital Director: I would assume they're linked in some fashion.

27 Bill Farah: You assume.

28 Paul Solis: Okay, now is that assumption based on any discussions you've had with
29 anybody or anybody informing you that that's the case?

30 Digital Director: No. It's just my general thinking. I was never told that like, "because of
31 this Kelsey's leaving the campaign."

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1 Paul Solis: Okay.

2 Helen Eisner: Okay.

3 Digital Director: Or to the best of my knowledge I wasn't told.

4 Paul Solis: And again, as you put it just previously, we want to be as honest as we
5 can.

6 Digital Director: Yeah. I'm trying to be. Yeah.

7 Paul Solis: Going forward we're going to go with that.

8 Helen Eisner: When the Congressman has a media appearance or an event, and you've
9 talked to us about using a clipping service on the official side. There's a
10 social media approach on the official side. How do you communicate with
11 the campaign side about appearances that the Congressman is making?

12 Digital Director: I know that the campaign and the official office have scheduling calls
13 where they might go over the schedule for the day or what not, and I
14 believe that's how the campaign knows what's happening but I'm not a part
15 of those phone calls or scheduling or anything like that. I don't do any
16 booking or anything of that nature.

17 Helen Eisner: Okay, so what role do you play in the campaign social media?

18 Digital Director: Currently?

19 Helen Eisner: Yes.

20 Digital Director: I produce content that gets approved by Leslie, our senior advisor.

21 Helen Eisner: And how do you know what content to produce?

22 Digital Director: Around Saturdays or Sundays she sends out a weekly ... I don't want to
23 call it like a messaging calendar, or like a social media plan, and then
24 before our office hours we'll have a phone call with some of the campaign
25 staff which Kelsey is a part of that she'll go over what she's thinking about
26 messaging for the day.

27 Helen Eisner: You talked about a scheduling call. That's different than the phone call
28 you're talking about now?

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1 Digital Director: Correct. I think they do a scheduling call. I don't know what times
2 actually.

3 Helen Eisner: Is that everyday?

4 Digital Director: I don't know.

5 Helen Eisner: How often approximately does it happen?

6 Digital Director: Once a week maybe.

7 Helen Eisner: Okay, and then those phone calls with the campaign that you said that
8 Kelsey participates in, how often do those occur?

9 Digital Director: Monday through Friday every morning.

10 Helen Eisner: Okay, and you mentioned the process of Leslie creating a weekly
11 messaging calendar. You just told us that Leslie has been employed for
12 about two or three weeks. Prior to that, what was the process?

13 Digital Director: It was per Kelsey's direction. Then there was also a company. It was
14 Harlan Hill's company. I believe it's called Logan Circle Group, that
15 provided I want to say about two to three social media posts on Facebook
16 and Twitter for every day, and I don't know exactly when that began but I
17 think that ended shortly after the primary in like mid-May.

18 Bill Farah: If I can ask one question. To your knowledge, does the campaign monitor
19 the official social media throughout the day?

20 Digital Director: Definitely.

21 Bill Farah: Okay, so they would know about events by following what they're seeing
22 on the official post.

23 Digital Director: Mm-hmm (affirmative).

24 Helen Eisner: Did they also discuss those events during the 7:15 call, the morning call?

25 Digital Director: What, like the media-

26 Helen Eisner: Yes, the media events. Any events that they're planning on posting to the
27 official social media account.

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- 1 Digital Director: No, we don't really discuss what we're posting on social media on the
2 official site, because it's a campaign related call.
- 3 Helen Eisner: But during those calls, the morning calls, you said Kelsey's on and correct
4 me if I'm wrong, might inform people about the day's activities.
- 5 Digital Director: She might have informed on what the Congressman would be voting for or
6 something like that. Something that's accessible online.
- 7 Helen Eisner: Does she inform about media appearances?
- 8 Digital Director: Brittany Martinez does our press update, like what she's working on for
9 the campaign press in the morning.
- 10 Helen Eisner: Does that campaign ... So Brittany Martinez does the campaign update in
11 the morning talking about what the campaign is working on for social
12 media.
- 13 Digital Director: No, in terms of media appearances.
- 14 Helen Eisner: Media appearances.
- 15 Digital Director: That are campaign related.
- 16 Helen Eisner: That are campaign related. Would Kelsey talk during that call about any
17 media appearances that were not campaign related?
- 18 Digital Director: We do have weekly radio shows that we're on every Monday or every
19 Friday that are just kind of known that like we're on Bob Frantz every
20 Friday morning at 9:40 or whatever the time is. But she might mention
21 during the calls that, "Oh, today's Friday so we're on Bob Frantz," or
22 whatever.
- 23 Helen Eisner: What are the regular media appearances that work in the same way as the
24 Bob Frantz appearance?
- 25 Digital Director: We have Bob Frantz on Friday mornings. We have Wills and Snyder in
26 the Morning on Monday mornings. Then I believe we do, although I
27 haven't seen it lately, but we do a monthly call-in with the Jasen Sokol
28 Show.
- 29 Helen Eisner: What about Stuart Varney?

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- 1 Digital Director: Stuart Varney is not a routine, but that's all booked through Kelsey I
2 believe.
- 3 Helen Eisner: So if Kelsey booked an appearance with Stuart Varney through the official
4 side, would that appearance have been discussed? Or in your experience,
5 has that type of appearance on the Stuart Varney show been discussed in
6 the morning call with the campaign?
- 7 Digital Director: She would probably mention that he's going to be on Stuart Varney in the
8 morning.
- 9 Helen Eisner: You talked about Harlan Hill's group previously posting a few times a day.
10 Who has access to the campaign social media account? The ability to
11 post?
- 12 Digital Director: Currently it is me and Kelsey, Brittany ... Well, I don't know if Kelsey's
13 still on it anymore. Leslie and Brittany and me, and then possibly James. I
14 know we noticed on our campaign account that there were some old
15 people like people who used to possibly work, and also on our official
16 account, that used to possibly work, like old communications director that
17 were still on it, so I believe last week I deleted a couple people that
18 shouldn't have had access to it. Then Harlan Hill had access to post on the
19 campaign account as well.
- 20 Helen Eisner: What about the Congressman?
- 21 Digital Director: No. He wouldn't have access.
- 22 Helen Eisner: You mentioned we were talking about the official account and you talked
23 about times when, very occasionally you said, but I think you said the
24 Congressman might have attended an event and then communicated to
25 Kelsey that he noticed that the event wasn't on the social media account
26 and should be placed on the social media account. How often does that
27 happen on the campaign side?
- 28 Digital Director: Probably like the same amount. Once every three weeks, once every
29 month maybe. I was going to say, I'd like to think that Brittany or me or
30 someone who would post has gotten, after hearing that he's upset when
31 things aren't posted properly, are now posting much more promptly, so it
32 hasn't been as frequent.
- 33 Helen Eisner: Are there any types of policies or procedures that the campaign, I guess
34 your supervisors in the campaign, which I understand have changed a little

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- 1 bit over time, have asked you to follow with regards to the campaign
2 social media account?
- 3 Digital Director: No. I mean when Leslie was brought on new, we outlined what she likes
4 to see on it so it's like less news related stories, so now that we're like post-
5 primary, less partisan I guess posts, which makes sense because we're
6 going into the general election now, but that would be the only types of
7 things really.
- 8 Helen Eisner: I want to start showing you some documents. This is tab 9. This is an
9 Outlook Calendar invite. It says, "Required attendees." I assume that's just
10 alerting you to the fact that this event is occurring. Is that correct?
- 11 Digital Director: Yeah.
- 12 Helen Eisner: Would you have attended this event?
- 13 Digital Director: No. This event's in Ohio.
- 14 Helen Eisner: Your name is listed under the attendees there. What email address would
15 you have been using there?
- 16 Digital Director: For that one, my official email.
- 17 Helen Eisner: I see there's at least Kelsey is listed with her official email address, and
18 then there's [REDACTED]@RenacciForCongress. Why did she use her
19 campaign email address in this calendar invite?
- 20 Digital Director: I don't know. I'm under the assumption that she has a lot of different ...
21 She has a Gmail account as well and I think some of them get forwarded
22 to the same email address, so that could've been what it was, but I don't
23 know.
- 24 Helen Eisner: How often would you say when you get a calendar invite from Michelle
25 does it come from one of her campaign email addresses?
- 26 Digital Director: I would say it almost always comes from her official. I think this calendar
27 invite did come from her official.
- 28 Helen Eisner: Okay, so you're saying it came from her official but she included a
29 separate email address for the campaign as an attendee?
- 30 Digital Director: I guess so. You would have to ask her why. I don't know.

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- 1 Helen Eisner: Is it common for events like this to provide this type of detail section that
2 you see towards the bottom? The show, the host, location, duration.
- 3 Digital Director: I'm pretty sure that's pretty standard for what they send out.
- 4 Helen Eisner: How common is it when you get scheduling invites generally in your role
5 to see email addresses that are both official and campaign?
- 6 Digital Director: I don't really know. Typically when I get an invite from say Michelle or
7 Kelsey I'll just read the headline and I'll just hit accept. I don't really get
8 too many Calendar invites. Most of the time I use the Congressman's
9 Calendar and I see what he's doing, because that kind of just relates to me
10 in terms of taking pictures or what not.
- 11 Helen Eisner: So you didn't attend this particular event. How often do you attend media
12 appearances, press hits, with the Congressman?
- 13 Digital Director: When he's in DC, I'll attend them, and then only if I'm ever in Ohio. When
14 I'm in Ohio, I'll rarely attend them as well. That would mostly be either
15 Joe Benny who's on our official side who works out of our district office
16 who does these events, or if it's campaign related it would be Brittany
17 Martinez.
- 18 Helen Eisner: When you do attend events in DC at these media appearances, what is
19 your role?
- 20 Digital Director: I basically just assist Kelsey with what she needs, so I'll walk with the
21 Congressman and her down to Statuary Hall, or if we're doing Fox News
22 that's located outside we'll do that and then I'll take pictures or record
23 video or what not.
- 24 Helen Eisner: Okay, and why are you taking pictures or recording video?
- 25 Digital Director: So that we could use it later on, on our official accounts.
- 26 Helen Eisner: Use the video or pictures on your official accounts?
- 27 Digital Director: Mm-hmm (affirmative). So like taking pictures beforehand for Kelsey to
28 then tweet out and be like, "Tune in in five minutes or ten minutes and see
29 him on Stuart Varney," and then also I record a lot of video because each
30 week on Fridays I would put together a compilation of his weekly ...
31 Basically a summary of his week. We call it our "week in review videos"
32 every Friday, and then from the beginning of November until halfway
33 through December if he would have a busy day I would do something

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1 called a “Today in 20 video” where it'd be a 20-second clip of his events
2 of the day, and it would be including video.

3 Helen Eisner: When you're putting together those week-in review videos or the Today in
4 20, what accounts is that for?

5 Digital Director: For the official accounts.

6 Helen Eisner: The official accounts. The videos and pictures you take, on what occasions
7 have you used them for campaign purposes?

8 Digital Director: Only if I was in Ohio working for the campaign.

9 Helen Eisner: You described to us, occasionally a media appearance that you have
10 attended in Statuary Hall. I think you said some in Statuary Hall and then
11 sometimes-

12 Digital Director: Sometimes it's at whatever media outlet it is.

13 Helen Eisner: At a media studio.

14 Digital Director: Exactly.

15 Helen Eisner: When you've attended events in Statuary Hall where there's an interview,
16 or anywhere in the congressional complex, have you taken pictures or
17 videos of those events?

18 Digital Director: I'm sorry. Can you repeat the question?

19 Helen Eisner: On the occasions where you've attended a media appearance in the
20 congressional office complex, which includes Statuary Hall, have you
21 taken videos and pictures-

22 Digital Director: Mm-hmm (affirmative).

23 Helen Eisner: On those occasions? And those pictures and videos, have you ever used
24 them for a campaign account?

25 Digital Director: There was one video that I think is one of the ones that's flagged in here
26 that Kelsey had asked me to edit together and that included a video inside
27 the Capitol.

28 Helen Eisner: So that's the only time, that one video which I think is November of 2017.
29 On any other occasions besides that have you used the pictures or videos

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1 taken in the congressional complex for the campaign social media
2 accounts?

3 Digital Director: I'm trying to think. I know that I've taken pictures and Kelsey's taken
4 pictures and I send them to Kelsey and she might have posted something
5 on the campaign, but to my knowledge not me in particular I guess.

6 Helen Eisner: Okay, so you haven't posted them yourself besides, we're talking about
7 the-

8 Digital Director: I don't believe so.

9 Helen Eisner: Okay, so who would typically post that material? Was it Kelsey originally
10 and now it's transitioned over to Leslie and Brittany?

11 Digital Director: Yeah. They don't really post these "tune in" things anymore. At least I
12 don't believe so, but yeah, if it would've been someone after that it
13 would've been ... Yeah.

14 Helen Eisner: Why don't they post the "tune in" postings anymore?

15 Digital Director: I'm not sure. One is it's a different staff that's there, and then I think
16 Kelsey wanted to be more cautious about what was being posted, if that
17 makes sense.

18 Helen Eisner: What in particular did she want to be cautious about?

19 Digital Director: Just making sure that things weren't like, same content related and
20 following ... just being very sure that we were in compliance with what
21 we were posting.

22 Helen Eisner: And what was the concern about being in compliance?

23 Digital Director: I believe it was using pictures of the Capitol in campaign related
24 functions, and yeah, that was essentially.

25 Bill Farah: Is that your impression, or did you actually have a discussion about that?

26 Digital Director: I guess it was my impression. Kelsey has access to the accounts exactly
27 the same as I do, but I just noticed that we weren't advertising the media
28 hits like we used to.

29 Paul Solis: So one day you just noticed that. There was no discussion whatsoever you
30 had with Kelsey or anybody else related to the ending of that process?

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- 1 Digital Director: No, I wouldn't say that. I would say as the-
- 2 Paul Solis: [Digital Director], I asked you a very specific question. It's a yes or no
3 question.
- 4 Bill Farah: No, he's new at this, so if you all wouldn't mind repeating the question for
5 him, and don't suggest that he's being evasive because he didn't answer it
6 right away.
- 7 Paul Solis: It is a yes or no question Bill.
- 8 Bill Farah: Well-
- 9 Paul Solis: And I've asked a couple times now. So did you have any discussions with
10 anybody, Kelsey, Leslie, anybody, about the process of ending these
11 posts?
- 12 Digital Director: Yes.
- 13 Paul Solis: There we go. We're off to a good start. See? Okay, what were those
14 discussions about?
- 15 Digital Director: Just essentially that because our race was becoming more high profile and
16 news outlets would like to talk about it that when we advertise on ... not
17 advertise but like promo that something's coming up that we wanted to
18 make sure that we weren't promo'ing something that would turn political I
19 guess. So for instance, I used to make some things that are like, "Tune in
20 for the Jasen Sokol Show," or whatever, but we stopped making those
21 because he might begin talking about immigration or something, but it
22 could lead then into something political, if that makes sense.
- 23 Paul Solis: It does. Thank you.
- 24 Helen Eisner: We've talked about you taking pictures and the process of when you might
25 share those pictures and when you wouldn't, and you clearly distinguished
26 between those two. The content that you created, and you talked about that
27 one particular video, but what was your role in creating the videos or the
28 pictures that would be used by the campaign social media accounts?
29 Maybe not you posting them, but the content and the media that was used?
- 30 Digital Director: Like what was it?
- 31 Helen Eisner: What was your role? How would you participate in that process?

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1 Digital Director: I have Premiere video editing software on my personal laptop that I would
2 use to cut up the video for Kelsey.

3 Helen Eisner: Okay. And were those videos that, like you had mentioned before, that
4 you might send to Kelsey that she would then send to somebody to post to
5 the campaign social media account?

6 Digital Director: I would assume. I would send them to Kelsey. But I'm trying to think of
7 how many times I actually cut video for the campaign and then sent it
8 along. Are you talking about just like news clips or are you talking about
9 things I would actually edit and splice up?

10 Helen Eisner: When you're talking about splicing, you're talking about video? I just want
11 to make the distinction.

12 Digital Director: Yeah, so say we would take a news segment and then cut to a video that
13 me or Kelsey would shoot of him from a different angle that you couldn't
14 see otherwise.

15 Helen Eisner: Okay, and then separately from that for pictures, would you edit pictures
16 using that Premiere software or other type of software?

17 Digital Director: It would typically be on my phone.

18 Helen Eisner: How would you edit them? What was the process?

19 Digital Director: Using like Snapseed is an app that you can use on your phone to edit, and
20 then if I wanted text on it then I would use Canva.

21 Helen Eisner: And how would you ... Well, let me ask this a different way. Would you
22 ever place a campaign logo or insignia on those images?

23 Digital Director: Yes.

24 Helen Eisner: Okay, and what program would you use to do that?

25 Digital Director: That would be through Canva.

26 Helen Eisner: And was that on your personal computer?

27 Digital Director: Yeah. You can access it on either, but yeah.

28 Helen Eisner: Okay, and when you were using ... Well, when you were using the
29 Premiere video editing software, or the Campa-

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- 1 Digital Director: Canva.
- 2 Helen Eisner: Canva. Canva.
- 3 Digital Director: It's a website that you can use. Yeah.
- 4 Helen Eisner: Where would you perform that work?
- 5 Digital Director: If she would ask me to do something that was time sensitive it would be in
6 the congressional office.
- 7 Helen Eisner: Okay, and how often did that happen?
- 8 Digital Director: When I was a paid intern it wasn't that frequent.
- 9 Helen Eisner: And what about when you became Digital Director?
- 10 Digital Director: When I was juggling both roles it seemed to be more frequent.
- 11 Helen Eisner: When you say more frequent, I know you may not know exactly, but can
12 you give us ... a few times a week, more than that, less than that?
- 13 Digital Director: Something on the campaign that we tried to do was push daily news
14 stories, so I would probably say every day during the week.
- 15 Helen Eisner: And what was it that you were doing every day?
- 16 Digital Director: If there was a news story that related to us or that was President Trump's
17 or something relating to him I would make a quick graphic and then write
18 a short caption and then send it to Kelsey.
- 19 Helen Eisner: And would Kelsey then receive it herself in the congressional office?
- 20 Digital Director: Depending on where she would be, probably.
- 21 Helen Eisner: Would you text it to her or send it through email?
- 22 Digital Director: Through email.
- 23 Helen Eisner: Okay, and what email address did you send it to? You don't have to give
24 us the specific one, but the domain.
- 25 Digital Director: It would have been through Gmail.

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- 1 Helen Eisner: Gmail. Okay, and who from the official office was aware that you were
2 performing this work in the official office?
- 3 Digital Director: Kelsey. I would assume that Michelle was aware as well.
- 4 Helen Eisner: Okay. Why do you assume that Michelle was aware?
- 5 Digital Director: Just because she's constantly around, but I don't think I ever spoke to her
6 about it.
- 7 Helen Eisner: Okay, and have you continued to perform that type of work regarding
8 images and videos from the official office?
- 9 Digital Director: Once I was ... I don't know if you would refer this as being named in the
10 complaint or what not. Once I essentially realized what I was doing I took
11 a zero tolerance type of thing, where I would not perform anything.
- 12 Helen Eisner: Okay, and was that the point when you realized that ... When did you
13 realize there might be, not just that you are a third party witness to this
14 review, but when there might be an issue with that type of work?
- 15 Digital Director: Probably a couple months before that.
- 16 Helen Eisner: Okay, and how did you learn that there was an issue?
- 17 Digital Director: It just seemed weird that if I was asked to do something that was outside
18 of a congressional format.
- 19 Helen Eisner: I guess I'm having a little trouble understanding that, if you could sort of
20 help clarify that answer.
- 21 Digital Director: Kelsey had discussed with me that we needed to start finding time or sit
22 down and find time where I can work from home, or if I need to step out
23 of the office, step out of the office to discuss that, but I don't believe we
24 ever ended up discussing it until I brought it up that I needed to be
25 working from home and stepping out.
- 26 Helen Eisner: Okay. When was that?
- 27 Digital Director: Probably about a month and a half ago.
- 28 Helen Eisner: Okay, so what you described to us earlier, your schedule of working from
29 home in the mornings on Mondays and Fridays-

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1 Digital Director: Fridays, yeah.

2 Helen Eisner: That started about a month and a half ago?

3 Digital Director: Probably about a month ago, yeah.

4 Helen Eisner: About a month ago. Okay.

5 Paul Solis: And this discussion you had with Kelsey and this feeling you had that you
6 needed to be doing more of this work outside of the office and on your
7 own time, what prompted you to have that discussion with her?

8 Digital Director: Honestly probably just my conscience. I felt like I'd read the article in the
9 Dispatch, and I just felt like what I was doing or what I was being
10 instructed to do wasn't what I should be doing and I needed to make some
11 kind of boundary.

12 Paul Solis: What was her reaction to that?

13 Digital Director: She agreed with me.

14 Helen Eisner: You said what you've been instructed to do. Who instructed you?

15 Digital Director: When I get assignments like that, before Leslie was brought onboard they
16 came from Kelsey.

17 Helen Eisner: Okay.

18 Bill Farah: If I can just ask one thing and redirect a little bit, when you get these
19 instructions, you were told to turn around something quickly normally?

20 Digital Director: Most of the assignments I get would be things that would then get posted
21 that day. It wasn't something that was being prepped for a couple days in
22 the future or a week in the future.

23 Bill Farah: But you also did a lot of work at home and you the next morning come in
24 and you would have done the work?

25 Digital Director: Yeah, so if I had assignments that required more time I would go home
26 and work on them, because-

27 Helen Eisner: So there were times when you were working from home when it came to
28 that type of media.

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1 Digital Director: Correct.

2 Helen Eisner: Okay.

3 Digital Director: Yeah, so-

4 Bill Farah: Did Kelsey tell ... Would she tell you in those cases, "I need this right
5 away," or did she instruct you to do it right there at that point in time, or
6 might she have thought you were going to do it later or somewhere else?

7 Digital Director: She would come to my desk, we sit a couple cubicles apart, and say, "Hey,
8 this is what I'm thinking. Can you do this?" And then I would do it.

9 Helen Eisner: Okay. I want to get to a few specific examples.

10 Digital Director: Okay.

11 Helen Eisner: Let's go to tab 17, and this is a post to the Facebook account for Jim
12 Renacci, November 16th, 2017. Sorry it's a little-

13 Bill Farah: Before you start, should we contact Stephen and tell him we're going to be
14 delayed? Because it's almost noon and he was here at 11:30. I don't want
15 to-

16 Helen Eisner: Yeah. I think that we will probably be about 10 more minutes, 15 minutes
17 at most.

18 Bill Farah: Okay. Can we let somebody get a message to him if he's waiting?

19 Helen Eisner: Let me just pause the recording for a moment. Okay, we are back on the
20 record here. June 26, 2018 with [Digital Director]. Continuing to question.
21 We were talking about tab 17 which is a Facebook post from November
22 16th, 2017, and I'll also show you the next tab which is tab 18, which is a
23 Twitter post to @JimRenacci, also from November 16th, 2017 at 3:30 PM.
24 What can you tell us about these posts?

25 Digital Director: The tab 17 post was something that I edited together, and in fact I
26 remember this video has him walking down the stairs as well. Different
27 from tab 18, but this was something that so during big events or media
28 appearances I accompanied Kelsey and she would ask me to record him
29 walking out of the stairs, and then when it concluded after the tax reform
30 vote then we went into the office and she asked me to cut up the video for
31 her.

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1 Helen Eisner: Okay, and what was the reason that this video was made?

2 Digital Director: I believe this was right after the first tax reform vote that he voted in favor
3 of, so it was a big deal for the House.

4 Helen Eisner: What was the official purpose of this video?

5 Digital Director: The official purpose? Isn't this on the campaign side? Or-

6 Helen Eisner: It seems to have been posted to the campaign Facebook account. I'm
7 looking at this video and I realize you don't have the video in front of you
8 but you have the image.

9 Digital Director: Yeah, I recall this video.

10 Helen Eisner: Was it created for an official purpose?

11 Digital Director: No, I believe it was made for the campaign.

12 Bill Farah: What are you basing that on, if I might ask?

13 Digital Director: At the end of the video if I remember right there's a Renacci for Governor
14 logo that pops up at the end of the video.

15 Bill Farah: But when you were filming this, when Kelsey asked you to do it, did she
16 say this is for the campaign?

17 Digital Director: When I was filming it, no. It wasn't intended for that, but then she then
18 asked me to-

19 Helen Eisner: What are you basing the fact that it wasn't intended for that on? When you
20 filmed this video, did you think it was for an official purpose?

21 Bill Farah: Or did you not?

22 Helen Eisner: Did you know-

23 Paul Solis: I mean-

24 Helen Eisner: Did you think it was for an official purpose?

25 Paul Solis: Helen just asked a question.

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- 1 Digital Director: No. I mean, whenever he does any media appearances or anything like
2 this, I always film him. Off the top of my head I don't know if it was
3 directly for campaign or directly for official.
- 4 Helen Eisner: Okay. When he put this hat on, whose idea was it for him to wear this hat?
- 5 Digital Director: Kelsey's idea.
- 6 Helen Eisner: Okay, and the fact that he was wearing the hat, did that in any way
7 influence your opinion on whether it was an official purpose video?
- 8 Digital Director: Yes. I'm just thinking, because I believe that's a Make America Great
9 Again hat and I don't think we would've posted something on the official
10 account like that, so I'd probably say yes, it probably was intended to be
11 filmed for campaign purposes.
- 12 Helen Eisner: And who eventually posted this to the campaign Facebook account?
- 13 Digital Director: I believe it was Kelsey.
- 14 Helen Eisner: Let me show you tab 19, which is THJR_0027. This is a grainy image, but
15 the image matches the image from tab 18 of the Twitter post to Jim
16 Renacci of the GIF. It was forwarded on November 16, 2017 to Renae
17 Eze.
- 18 Digital Director: She was a Press Assistant, Press Secretary on the campaign. This one in
19 tab 18 and 19 was filmed by Kelsey.
- 20 Helen Eisner: And then why was it sent to Renae?
- 21 Digital Director: To post on the campaign. Which it was, in tab 18.
- 22 Helen Eisner: Let me ask you about tab 26, which is THJR_0028. This is an email from
23 you to Harlan Hill, among a number of other people, but you address the
24 email to, "Hi Harlan. Attached are three photos." Did you take the photos
25 that are attached?
- 26 Digital Director: I thought that I had taken them. I know Kelsey had taken pictures very
27 similar if not like this, so it would've been either of us, and then I sent
28 them to Harlan who I believe had asked for them, but I'm not sure.
- 29 Helen Eisner: And what was the reason that Harlan wanted to have these photos?

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1 Digital Director: This was for State of the Union. The Chris that's mentioned in the email is
2 obviously the one next to Jim, he is the head of Bikers for Trump, which is
3 an organization that had either endorsed or supported Jim's campaign.

4 Helen Eisner: Let me show you tab 28. This is THJR_0006. It's a TV hit with Fox
5 Business, Stuart Varney. You are listed as an attendee. Would that have
6 been your official email address or your campaign email address?

7 Digital Director: My official email.

8 Helen Eisner: Okay.

9 Digital Director: Yeah, any calendar invites. The only calendar that I have is an official
10 calendar.

11 Helen Eisner: Understood. This says that the location was Statuary Hall. Stat Hall. Can I
12 assume that Stat Hall is Statuary Hall?

13 Digital Director: Yeah. Mm-hmm (affirmative).

14 Helen Eisner: Did this media appearance take place?

15 Digital Director: I'm assuming so. I mean it was back in February. I don't remember every
16 single media appearance and whether or not they occurred, but most of the
17 time when we scheduled Stuart Varney, they don't typically bump us or
18 cancel so I would say yes.

19 Helen Eisner: If you go to the next tab, tab 29. It's a Facebook post from February 6th, so
20 that's the same day as what we were just looking at for the TV hit with
21 Fox Business, Stuart Varney. There's a video below. What was your role
22 in this particular video?

23 Digital Director: I'm not necessarily familiar with this post, but judging by it, it looks like I
24 probably shot this video, and then it looks like it's probably like 20
25 seconds long. And then I cut it and then sent it to Kelsey.

26 Helen Eisner: And then Kelsey would've posted it, or who would've posted it?

27 Digital Director: Either Kelsey or Renae.

28 Helen Eisner: What was your ... Were there any occasions when the office had a
29 conversation, any conversations with the Committee on Ethics about
30 sharing social media content on the campaign accounts?

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- 1 Digital Director: I believe they reached out. I wasn't involved in any of those
2 communications, but I believe they reached out for some Tele-Town Halls
3 and things like that and they ran them by the Committee of Congressional
4 Ethics to make sure that it was okay to post.
- 5 Helen Eisner: Okay, and what was their response to that?
- 6 Digital Director: From what I was told they were okay with it.
- 7 Helen Eisner: And how did you learn about that?
- 8 Digital Director: Through Kelsey and Michelle.
- 9 Helen Eisner: Why don't you go to tab 20, which is THJR_0024 discussing a Facebook
10 Live event with Mark Meadows? Is this one of the events that you're
11 referring to?
- 12 Digital Director: I believe so, yeah.
- 13 Helen Eisner: What other events are you referring to? Other conversations with the
14 Committee on Ethics?
- 15 Digital Director: I want to say that they reached out as well on an Americans for Prosperity
16 Tele-Town Hall. One of those town halls that you're on the phone
17 answering questions when people can dial in. But those would have been
18 the only two I believe that I was notified of that they reached out to the
19 Ethics Committee.
- 20 Helen Eisner: Following this Office of Congressional Ethics review, how have practices
21 changed within the campaign for social media?
- 22 Digital Director: Like I said, my work schedule had changed where now I'm working from
23 home so I'm not doing any campaign related functions in the congressional
24 office, and then I'm also spending that hour or two hour time Tuesday
25 through Thursday to avoid any conflicts. Then Brittany and Leslie on the
26 campaign side. Obviously they were in the campaign headquarters, so
27 when they post things they post things.
- 28 Helen Eisner: What conversations have you had with the Congressman about this Office
29 of Congressional Ethics review?
- 30 Digital Director: The only conversation I've had is he told me that I was being named in it
31 and that I would have to go through this process.

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- 1 Helen Eisner: Okay. What conversations have you had with the Congressman about
2 changing practices with regards to social media for the campaign?
- 3 Digital Director: I haven't really had any.
- 4 Paul Solis: I just want to be clear. You haven't had any, or you ... Is it yes or no?
- 5 Digital Director: No, I haven't had any. They all came from Kelsey and Michelle.
- 6 Helen Eisner: What did Michelle tell you?
- 7 Digital Director: When I wanted to divvy up my time and what not, Michelle's the one I
8 went to. Well, I discussed it with Kelsey first and then I went to Michelle
9 to discuss it because obviously since she's the Chief of Staff I wanted to
10 make sure she was okay with it and what not.
- 11 Helen Eisner: Okay, and what did she say?
- 12 Digital Director: She thought it was a good idea.
- 13 Helen Eisner: Based on the questions we've asked you here today, is there anything else
14 that you think we should know?
- 15 Digital Director: I don't think so. I want to go back to your question that you had asked
16 about Kelsey being taken off the campaign and whether or not we've had
17 conversations about that. This was mentioned to me very briefly that there
18 was a congressional complaint or whatever you refer it to, but she had said
19 that she can't tell me anything about it or they weren't going into any
20 details at all with anyone, but from those conversations then when I started
21 seeing her, then they hired additional comms staff, I could see that she was
22 being moved back to official and then they were bringing on campaign
23 staff to ... I don't want to say replace her, but so that there's clear standards
24 of campaign related activity and official related activity, if that makes
25 sense.
- 26 Helen Eisner: Is there anything else you think we should know?
- 27 Digital Director: I don't think so. Not that I can think of.
- 28 Helen Eisner: Does anyone have any other questions?
- 29 Paul Solis: Nope.
- 30 Helen Eisner: Well thank you for your time.

EXHIBIT 8

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

Employee Name (First-Middle-Last)	Effective Date
Kevin Thomas Knoth	1/3/2018
Employee Social Security Number	Type of Action
	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business) (Specify date)
Employing Office or Committee/Subcommittee	
Renacci (OH-16)	
Position Title*	Gross Annual Salary**
Press Assistant	\$29,000

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

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

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

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

(Specify one other employing authority)

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

2010 JAN 10 PM 3:12
PAYROLL & BENEFITS

RECEIVED

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

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

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

Date 01/03/2018

(Signature of Authorizing Official)

James B. Renacci

(Signature of Subcommittee Chairperson
or Ranking Minority Member)

(Type or print name of Authorizing Official)

(Type or print name and title of above official)

OH-16

(Title--If Member, District and State)

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

EXHIBIT 9

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

Employee Name (First-Middle-Last)	Effective Date
Kevin Knoth	04/01/2018
Employee Social Security Number	Type of Action
[REDACTED]	<input type="checkbox"/> Appointment <input checked="" type="checkbox"/> Salary Adjustment <input type="checkbox"/> Title Change <input type="checkbox"/> Termination (At close of business on effective date) <input type="checkbox"/> Leave without pay (Beginning with effective date above and ending close of business) <small>(Specify date)</small>
Employing Office or Committee/Subcommittee	
Renacci (OH-16)	
(If type of action is an Appointment, Salary Adjustment or Title Change, complete appropriate information below.)	
Position Title*	Gross Annual Salary**
digital director	\$25,000

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

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

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

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

(Specify one other employing authority)

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

PAYROLL & BENEFITS
2018 APR 13 PM 4:24
RECEIVED

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

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

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

Date 04/13/2018

[REDACTED SIGNATURE]
(Signature of Authorizing Official)

James B. Renacci

(Type or print name of Authorizing Official)

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

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

OH-16

(Title--If Member, District and State)

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

EXHIBIT 10



Michelle Runk [REDACTED]

Fwd: Dec 19 Social Posts

James Slepian [REDACTED]
To: Michelle Runk [REDACTED]

Tue, May 1, 2018 at 4:05 PM

----- Forwarded message -----

From: **Renae Eze** [REDACTED]
Date: Tue, Dec 19, 2017 at 9:12 PM
Subject: Dec 19 Social Posts
To: Jim Renacci [REDACTED] Blaise Hazelwood [REDACTED] James Slepian [REDACTED]
[REDACTED] Wes Anderson [REDACTED], GRAHAM SHAFER [REDACTED]
[REDACTED]

—
Renae Eze
Press Secretary
Renacci for Ohio First
P.O. Box 25 Wadsworth, OH 44282
[REDACTED]
www.RenacciForOhioFirst.com



—
James Slepian
[REDACTED]

 **Daily Social Media, Dec 19.docx**
13587K

daily social media

SUMMARY OF THE DAY'S POSTS

December 19, 2017

Twitter

 **Jim Renacci** @JimRenacci · 9h
TUNE IN to @FoxNews @HappeningNow to hear me talk with @MelissaAFrancis in a few about the final push for #taxreform process #OHGov



 **Jim Renacci** @JimRenacci · 9h
Up now on @FoxNews @HappeningNow with @MelissaAFrancis to talk final push for #taxreform process, tune in! #OHGov



EXHIBIT 11

Life Events

Married

Friends

Followers Following

- | | |
|--|--|
|  <p>Chuck Todd
Chief White House Correspondent & Political Director at NBC News
114,842 followers
Follow</p> |  <p>Kimberly Deanna
Works at Yoga Teacher & World Traveler
1,977 followers
Follow</p> |
|  <p>Jim Renacci ✓
Entrepreneur
19,791 likes
Follow</p> |  <p>Mary Kay Cabot ✓
Browns Beat Writer at Cleveland.com
1,404 followers
Follow</p> |
|  <p>Kayla Anderson-Spriggs
Sports Reporter/Host at 10TV - WBNS
969 followers
Follow</p> |  <p>Dane Lingel
Personal Blog
2,180 likes
Follow</p> |
|  <p>Brian Schottenstein
President at Schottenstein Real Estate Group
506 followers
Follow</p> |  <p>Janice McLaughlin (Janice Barker McLaughlin)
504 followers
Follow</p> |

See All

EXHIBIT 12

American Health Care Centers, Inc

Former Cpa at Grant Thornton

Studied Business Administration/Accounting at Indiana University of Pennsylvania

Went to Ringgold Senior High School

Lives in Wadsworth, Ohio

Married

From Monongahela, Pennsylvania

Followed by 1,367 people



renacci.house.gov

Photos



government to hold these families indefinitely, which is a violati... See More

Like · 6d

Jim Renacci shared a photo.
June 18 at 1:44 PM · 🌐

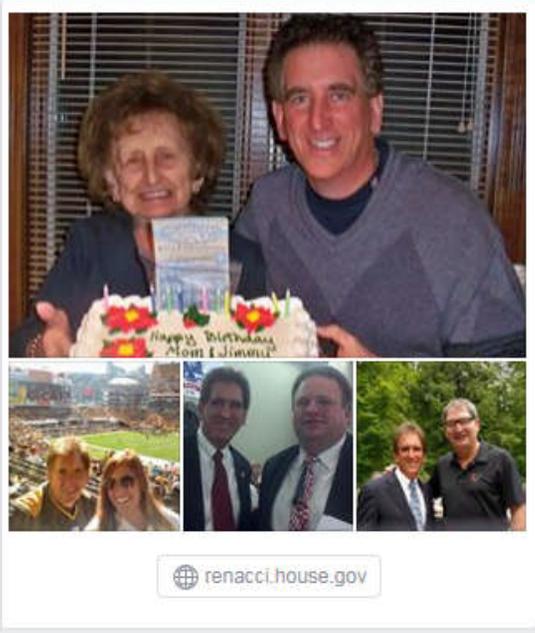


Jim Renacci
June 18 at 12:16 PM · 🌐

I want to thank the business community in Ashland for joining me today. As a small business owner myself, I understand firsthand that government regulations can... See More

Like Share

EXHIBIT 13



renacci.house.gov



The portrait monument ...
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Jim Renacci
June 4 at 11:28 AM ·

My response to Sherrod's false attacks used in 2010 and 2012 against me unsuccessfully...and called false and misleading by Politifact and the Columbus Dispatch

TWITTER.COM
Jim Renacci on Twitter
"Sherrod "Full-of-Bull" Brown will say anything to stay in office. Next time you want to spread your bull around, look in the camera and do it yourself. <https://t.co/7eIRp...>

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EXHIBIT 14

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 ("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. This handbook, however, 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, and it supersedes any and all prior employee handbooks and personnel policies.

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 discretion of Congressman Renacci.

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 of the House Ethics Manual, and Regulations of the Committee on House Oversight (including those contained in the Members. Congressional Handbook).

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I. POLICIES AND PROCEDURES

Management Rights

The Office will strive to serve the Member's constituents with professionalism, quality, and dedication. To reach its goals, the Office reserves its prerogatives as an employer to, at any time 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, the number of hours, shifts and overtime to be worked; 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 prerogatives shall not waive the Office's right to do so at any time in its discretion, or preclude the Office from exercising any management prerogative in ways other than those described above.

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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, veteran's status, age or any other factors prohibited by federal law. This includes all hiring, discharge, promotion, pay, benefits, reassignment, and other personnel actions affecting the terms, conditions, and privileges of employment. However, the Office may consider party affiliation, domicile and political compatibility in making employment decisions.

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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 request
to third parties, where required by judicial orders, subpoenas and law enforcement requests;
to management with a need to know

Each current employee may review his or her own file upon request and may request copies of any or all information contained therein.

It is important that the Office and the House Finance Office be informed on a timely basis of any change with respect to the following:

Name
Address
Home telephone number
Whom to contact in case of injury or illness
Employment Eligibility (Form I-9)

It is your responsibility to inform the House Finance Office on a timely basis of any change with respect to the following:

Beneficiary designation (for insurance and other benefit plans)
Number of dependents (for income tax withholding and insurance status/eligibility purposes)
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.

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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 fired 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. 186-88). Contact the Committee on Standards of Official Conduct for further information at x5-3787.

Every employee must certify relationship to any Member of Congress on a certificate of relationship form, available from Human Resources. 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.

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Payroll

Employees are paid on a monthly basis, generally at the end of each month worked. Paychecks are issued on the last business day of each month except in December when they are issued on the 20th (unless the 20th falls on a Saturday or Sunday, in which case they are issued on the last business day preceding the 20th).

Attendance 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 frequent 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 may not retain an employee on the payroll who does not perform official duties commensurate with the compensation received (See House Rule XLIII paragraph (8)).

If you are absent from or tardy for work for any reason, you must speak with your supervisor (or if the 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, or failure to follow reporting procedures, may subject an employee to appropriate disciplinary action up to and including termination.

The Chief of Staff will track attendance and will keep employees informed regarding the above matters.

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Job Abandonment

If you anticipate an absence from work, 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 his or her 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.

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Office Hours

Regular hours of operation are from 9 AM - 6:00 p.m., Monday through Friday (8:30AM -5 PM in the District Office). 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.

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Lunch Period

Lunch periods are established by each person'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 discussed later in this handbook, or in cases where a staff member is requested by his or her supervisor to attend a function. Lunch periods for employees are rotated to ensure coverage of the telephones at all times.

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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 has determined that the Office will be closed. In such circumstances, leave will be granted to those employees who, due to unsafe weather conditions, are unable to report to work.

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Time and Attendance Records

Time and attendance records will be kept for each employee. The Chief of Staff 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.

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 XLIV and other applicable House Rules regarding outside income, gifts, and personal financial disclosure, if required. 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 XLIII. 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, HT-2 The Capitol, x 57103.

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 of his or her job conflicts with his or her private economic affairs.

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

Contact the Office of Advice and Education of the Committee on Standards of Official Conduct at x53787 if you have even the slightest concern that particular conduct, including 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 their supervisor and the Office of Advice and Education of the Committee on Standards of Official Conduct.

In the interest of upholding the public trust, no full or part-time employee, intern nor their immediate family members will be considered as applicants or contestants in any competition or contest affiliate with the office.

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Outside Employment

Employees of the Office may not secure employment outside the House that 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 notify the Chief of Staff of all outside employment.

In addition, certain employees face limitations on outside employment and earned income under House Rule XLVII. All employees assume full responsibility for complying with House Rules and federal law. Contact the Office of Advice and Education at the Committee on Standards of Official Conduct at x53787 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 (1) year. For more information contact the Office of Advice and Education of the Committee on Standards of Official Conduct at x5-3787.

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Political Activities

Employees of the Office may engage in campaign work only on their own time.

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.

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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. Staff members are required to consult with the Office of Advice and Education at the Committee on Standards of Official Conduct at x53787 regarding those laws and rules, and to notify the Chief of Staff before traveling to foreign countries on House business or accepting gifts from foreign nationals or governments.

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Reimbursement for Official Expenses

No employee may incur official expenses without the prior approval of the Chief of Staff. Requests for reimbursement for official expenses shall be on vouchers provided for such purposes by the House Finance Office. In order to receive a reimbursement, staff members must submit a reimbursement request form, all receipts and a bank statement detailing the transaction.

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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 Chief of Staff or designate.

Questions regarding use of the frank, and requests for advisory opinions on the frankability of mail, should be submitted to the Commission on Congressional Mailing Standards (Franking Commission), 140 Cannon HOB, x59337.

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Mass Mailings

The Office is required by House Rule XLVI 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 Oversight.

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Drug and Alcohol Abuse 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 a prescription. It 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 physician. 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.

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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, x52400. 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 deal with 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.

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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 illegal users of drugs.

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Fitness for Duty

Employees are responsible for notifying the Chief of Staff 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.

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Discipline for Violation of This Policy

Employees who violate this Drug and Alcohol Abuse Policy will be disciplined, up to and including immediate termination, at the discretion of the Office.

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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) 225-2400.

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Recycling Policy

The Office cooperates fully with the House of Representatives Recycling program. Labeled recycling bins are located throughout the D.C. office. Please take note of the locations of these bins and make every effort to recycle materials accordingly.

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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 refer to the House Ethics Manual and call the Office of Advice and Education of the Committee on Standards of Official Conduct.

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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.

Visitors who are uninvited and unwanted in the D.C. office, in circumstances where an employee of the Office is unable to speak freely, can be removed from the Office by calling the U.S. Capitol Police at x45151 and stating **"the books are ready to be picked up in room cannon 130"**. District office staff should call building security or 911.

Bomb threats should be reported immediately to x5-0911. A Bomb Threat Checklist is available from the House Sergeant-at-Arms at x52456. District office staff should call building security or 911.

Threats to the physical safety of a Member or employee of the Office should be reported to the House Sergeant-at-Arms at x52456.

If you are injured while at work, you must report the injury immediately to the Chief of Staff. You must complete a notice of injury report (Form CA-1), which is available from the House Finance Office, 263 Cannon HOB, x56514.

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, x53820, 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 x4-5151.

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 others within its discretion, without notice or consent.

All inspections and searches must be preauthorized by a supervisor. 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 staff must provide the Chief of Staff with the passwords for their computers and telephone voicemails. The Office also reserves the right to search purses, packages, parcels 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 a supervisor. 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 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 Chief of Staff immediately.

If a medical emergency occurs during working hours or on the premises, you should immediately contact the Capitol Police at x55151 or the Attending Physician's Office at x55421. 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, x55421
110 Cannon HOB, x53470
1204 Longworth HOB, x52500
B344 Rayburn HOB, x57131
H2-145 Ford HOB, x52442

It is the duty of the employee to inform the Office of any changes of information concerning persons to contact in case of an emergency.

Computer Policy

Certain employees of the Office are assigned personal computers for use in the conduct of their official duties.

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 diskettes for viruses, especially if a diskette has been used outside of the Office.

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 on either individual computers or on the Office's computer system.

No software can be loaded onto any computer or the system without direct authorization from the Chief of Staff _____. This is 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 Chief of Staff of any breach, or potential breach, of security or integrity of such systems.

Employees are prohibited from moving computers, printers, or other computer equipment within the Office without first contacting the Chief of Staff.

Employees are responsible for compliance with all regulations of the Committee on House Oversight, including the Policies and Guidelines on the Official Use of the Internet.

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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, 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 approval from the Chief of Staff 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.

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Media Relations

Only the Press Secretary is authorized to communicate with members of the press without direct clearance from Chief of Staff. Staff members receiving requests or contacts from the media regarding any issue related to their employment should report them to Chief of Staff immediately. As a general rule, only the Member, Chief of Staff and the Press Secretary are permitted to communicate with the media.

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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. 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 questions or concerns with the assurance that these issues will be addressed promptly and effectively.

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.

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, as well as participants in any investigation prompted by any such complaint or inquiry.

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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 Member, internal legislative or political strategy, constituent issues relating to federal agencies, 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 U.S. House of Representatives to hold in confidence such information in accordance with the Code of Ethics in Government Service found in the House Ethics Manual. Under that section, 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 approval of his or her designee.

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 your supervisor immediately.

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Anti-harassment and Anti-discrimination Policy

As an equal opportunity employer, the Office of Congressman James B Renacci 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, veteran status, or any other basis prohibited by the Congressional Accountability Act.

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Definition of Sexual Harassment

There are two basic forms of sexual harassment.

Prohibited quid pro sexual harassment occurs 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 occurs 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 includes, 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.

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Other Kinds of Harassment

In addition to the sexual harassment discussed above, harassment on the basis of race, color, sex, disability, religion, 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, 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.

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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.

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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.

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Performance Reviews

The Office will bi-annually 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. Performance evaluations can also influence decisions regarding any pay increases. Please understand, however, that a performance review does not mean that an employee is guaranteed a pay raise.

Some of the factors the Office considers in its evaluation of employee include:

quality of work;
job skills;
dependability;
attendance and punctuality;
cooperativeness;
knowledge of work;
willingness to assume responsibility;
willingness to accept direction;
ability to give direction where applicable;
adherence to 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.

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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, Office or House 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.

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Dress Code

All employees are expected to dress in attire appropriate to their position and duties. When Congress is in session, all staff will dress in standard business attire. When Congress is not in session, business casual attire is permitted.

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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 Office's sole discretion, include probation, 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.

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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 will result in disciplinary action, up to and including termination of employment.

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Misconduct

The following actions are unacceptable and will result in appropriate disciplinary action including suspension or termination. 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, 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; 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.
3. Unauthorized possession, willful destruction or abuse of House property or the property of any individual on the premises.
4. Entering a restricted area or allowing another person to enter a restricted area without proper authorization.
5. Excessive absenteeism or tardiness without proper authorization.
6. Unexcused absence from work.
7. Sleeping on the job, unless authorized to do so in unusual circumstances.
8. Use of abusive, threatening or obscene language; using 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 observe general safety procedures, neglect of the safety of others, or the commission of unsafe acts.
17. Reviewing the E-Mail files of another employee without appropriate authorization.
18. Failure to follow the Office's computer and Internet policies.
19. 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 clearance from Chief of Staff.
20. Any other action that is deemed to be inconsistent with the standards and expectations of the Office or to show a disregard for the House's interests or the employee's duties and obligations to the House.

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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.

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 Office of Advice and Education at the Committee on Standards of Official Conduct at x5-3787.

References for former or current employees of the Office are to be given only by the Chief of Staff and only in accordance with the Hatch Act Reform Amendments of 1993 and the Office of Advice and Education at the Committee on Standards of Official Conduct at x5-3787.

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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
Labor Day
Columbus Day
Veterans' Day
Thanksgiving
Day after Thanksgiving
Christmas Eve (if Christmas falls on a weekend)
Christmas
New Year's Eve (if New Year's Day falls on a weekend)

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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.

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Annual Leave

Annual leave is based upon the calendar year. Full-time employees of the Office accrue annual leave each month based upon years of service as follows:

- a. Employees with less than 3 years of employment with the Office are entitled to one day [1 day] of annual leave per month.
- b. Employees who have between 3 years and 10 years of employment with the Office are entitled to 1.5 days of annual leave per month.
- c. Employees who have over 10 years of employment with the Office are entitled to 2 days of annual leave per month.

Part-time employees of the Office will accrue .5 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. Requests for annual leave must be made in advance in writing and must be approved by an employee's immediate supervisor and then forwarded to for final approval. Annual leave will not be granted when the House is in session and the employee is needed for legislative activities, or if no other person in the Office is available to perform the employee's duties in his or her absence.

No more than 7 annual leave days may be carried over from one calendar year to the next. Any balance beyond 7 days will be lost.

No payment will be made for unused annual leave upon termination of employment.

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. [Top](#)

Sick Leave

The Office provides days [.5 day] of paid sick leave per month to all full-time employees, regardless of years of service, for periods of temporary absence due to illness or injury of the employee. Unused sick leave does not carry over from year to year. No payment will be made for unused sick leave upon termination of employment. Eligible employees who suffer from a serious health condition are entitled to leave under the Family and Medical Leave Act as discussed below.

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. The Chief of Staff at their discretion may require doctor's verification of sick leave requests.

The Office must be contacted 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 90 minutes are considered a half day of sick leave and appointments lasting more than 3 hours are considered a full day of sick leave.

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Parental Leave Policy

Parental Leave is defined as leave for the purpose of caring for the employee's newborn child, newly-adopted child, or child newly-placed in the custody and guardianship of the employee through a foster care program. This leave applies to all employees regardless of gender. The employee requesting leave must have been employed by a Congressional office for a minimum of 12 months prior to the request for the leave and must have worked a minimum of 1,250 hours. The minimum of 1,250 hours of employment must have been worked during the 12 months immediately preceding the commencement of leave. If an employee has worked for more than one employing office, the periods worked and the hours of service will be added together to determine whether the minimums of 12 months and 1,250 hours during the previous 12 months have been reached.

Entitlement to this leave expires 12 months after:

- a. the birth of a child;
- b. the date an adoptive child is brought into the employee's home; or
- c. the date a foster child is brought into the employee's home.

Eligibility for paid parental leave is contingent on the employee's expression of intent to return to work upon completion of paid parental leave and/or any additional FMLA leave taken to care for the child.

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Certification of Reason for Leave:

An employee requesting parental leave must provide written verification of the event necessitating such leave. In the case of leave to care for a newborn child, the employee must provide a written verification stating that the employee's spouse is pregnant and the expected date of delivery. In the case of a newly-adopted child or placement of a foster child in the employee's custody, the employee must provide documentation from the appropriate adoption agency or social services department as to the date the child is to be placed in the employee's custody and/or guardianship.

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Employment of Spouses:

Spouses employed by the same employing office may be limited to a combined total of 6 work weeks during a 12-month period of parental leave when the leave is taken for the qualifying event.

Combination of Parental and Leave Under the Family and Medical Leave Act: The paid parental leave runs concurrently with leave granted under the FMLA. An employee must use all of his/her paid parental leave prior to using unpaid leave under the FMLA for the purpose of caring for a newborn child, a newly-adopted child or a child newly-placed in the custody and guardianship of the employee through a foster care program.

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Continuation of Benefits:

While on paid parental leave or unpaid FMLA leave, employees will continue to be enrolled in their health insurance plans. As long as the employee remains enrolled in his or her health insurance plan, the U.S. House of Representatives will continue to pay the Government contribution for employees on such leave. The employee, however, is responsible for payment of the employee's share of health insurance coverage. 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 an employee by the Federal Government.

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Reinstatement from Leave

Upon return to work after taking parental 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 parental leave. Additionally, under circumstances where restoration to employment will cause substantial and grievous economic injury to its operation, the employing office may refuse to reinstate certain highly paid employees after they use their paid parental leave

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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.

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Bereavement Leave

Employees are entitled to up to 3 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.

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Military and Federal Emergency Task Force Duty

An employee who is a member of a National Guard or Armed Forces Reserves unit and is required to attend a two-week (not to exceed 15 consecutive days) training session annually will be given paid leave for that purpose. 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, appropriate documentation (e.g., a copy of the orders) must be submitted to the Office as far in advance as possible.

Employees who require absences for military duty (including long-term absences for active duty) will be accorded all benefits provided by law. Any employee who is required to take a leave of absence for military duty must notify the Office immediately.

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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 Office immediately and must provide a copy of the summons or other written documentation requesting jury or witness duty.

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 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 Office a certificate of attendance from the Clerk of the court or similar court official for each day of absence.

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Leave Without Pay (LWOP)

Requests for leave without pay other than unpaid FMLA may be granted at the discretion of Chief of Staff.

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 in advance of the period of absence. In no case may the period of LWOP status exceed one year.

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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.

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Family and Medical Leave (FMLA)

Under the applicable provisions of the FMLA, any person who has worked as an employee of the House 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 leave during any 12-month period for the following family and medical reasons:

- A. for the birth of a child and to care for the newborn child;
- B. to adopt a child or to receive a child in foster care;
- C. to care for a spouse, son, daughter, or parent who has a serious health condition;

or

- D. for the employee's own serious health condition which makes the employee unable to perform the functions of his or her job.

The FMLA defines the term "serious health condition." 29 U.S.C. ' 2611(11). When requesting leave, an employee must explain the reason for the leave to allow the Office to determine whether the leave qualifies as FMLA leave.

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Calculating the Leave Year

For FMLA purposes the 12-month period during which an employee is entitled to 12 work weeks of unpaid FMLA leave is calculated on a rolling 12-month basis measured backward from the date the employee uses family and medical leave.

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Notice of FMLA Leave

If the need for leave is foreseeable, an employee must provide at least 30 days notice (written or verbal), or otherwise as much advance notice as practicable. If an employee fails to give 30 days notice, with no reasonable excuse, the Office may delay the taking of FMLA leave.

Any employee who takes FMLA leave for any reason must submit a written request for leave, even if the request is filed after the leave has commenced. Such written notices must be submitted to the Chief of Staff and shall include the dates and the reason(s) for the requested leave. Failure to provide a written request for leave may also result in a delay or denial of leave.

For leave requested for care of a family member with a serious health condition or for the employee's own illness the employee shall make a reasonable effort, after consulting with the Chief of Staff to schedule leave so as not to unduly disrupt office operations (subject to approval of the health care provider).

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Substitution of Paid Leave for FMLA Leave

An employee may substitute his or her accrued annual leave for FMLA leave for the care of a newborn or newly adopted or newly placed foster child or for the care of a family member's serious health condition. An employee may substitute his or her annual or sick leave for FMLA leave for the employee's own serious health condition (including complications associated with childbirth). Any paid sick leave and/or other paid time off taken for the employee's serious health condition may count toward an employee's FMLA entitlement.

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 the Office discovers upon the employee's return that the reason for the leave falls under the FMLA.

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Intermittent or Reduced Schedule Leave

When an employee seeks to take FMLA leave intermittently or on a reduced schedule basis, the employee must comply with the following guidelines:

Leave may be taken intermittently or on a reduced leave schedule to care for a seriously ill family member or for the employee's own serious health condition.

Leave shall not be taken intermittently or on a reduced leave schedule to care for a newborn or a newly adopted or newly placed foster child without the agreement of the Office.

When leave is taken intermittently or on a reduced leave schedule, 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.

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Medical Certification

An employee who requests FMLA leave for his or her own illness or to care for a family member is required to 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 immediate family member. The employee must have the health care provider complete and return the certification form within 15 days, where possible.

The Office may also require an opinion by a second health care provider designated by the employer. 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 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. 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 such certification. The Chief of Staff 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 a fitness for duty@ certification.

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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 health benefits, the U.S. House of Representatives will continue to pay the Government contribution for employees on Leave Without Pay. The employee is responsible for payment of the employee share and will be contacted by the Office of Personnel and Benefits 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 an employee by the Federal Government.

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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 another position under the FMLA.

If an employee is on family and medical leave in excess of 12 weeks within a 12-month period, the employee will not be guaranteed reinstatement.

Except for employees on authorized active military duty, if an employee accepts other employment while on leave, the employee will be deemed to have terminated employment with the Office on the first day of the new employment.

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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 employing office may deny reinstatement upon return from FMLA leave to Akey@ employees if reinstatement would cause substantial and grievous economic harm to the Office. The Office must provide written notification to Akey@ employees of their status upon a request for FMLA leave.

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Employment of Spouses

Spouses employed by the same employing office may be limited to a combined total of 12 work weeks during a 12-month period of family and medical leave when the leave is taken for the following purposes: (1) the birth and/or care for such 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.

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Performance and Merit Reviews

Performance reviews may be delayed for a period equal to the length of the FMLA leave.

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Misrepresentation

If an employee misrepresents the reasons for requesting FMLA leave, the employee may be subject to disciplinary action, up to and including termination.

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Intimidation and Retaliation Prohibited

An employer may not use the taking of FMLA leave as a negative factor in employment decisions such as promotions or disciplinary actions. Retaliation of any kind is prohibited.

EXHIBIT 15